



COOPERATIVE PURCHASE AGREEMENT

Cooperative Name: U.S. Communities

Contractor: ACRO Service Corporation

Master Intergov Coop Purchasing Agreement Number (MICPA): Serial 11143 - RFP and 16111

Master Agreement Effective Date: April 1, 2012 to December 31, 2019, and as re-awarded

The City of Stockton, a California municipal corporation on behalf of itself and its associated entities ("City"), and the above named Contractor ("Contractor"), do hereby agree that City shall be granted the pricing, terms, and conditions of a State of California political subdivision granted to any such subdivisions under the U.S. Communities' Master Intergovernmental Cooperative Purchasing Agreement (MICPA) and Maricopa County's Master Agreement. This agreement may be amended from time to time.

Contractor shall grant such pricing, terms, and conditions to City for all procurements of services, whether taking place on a City purchase order, purchasing card (credit card), or other purchasing modality, whether via telephone or via the Contractor website.

Additionally, to reiterate specific terms of the MICPA and the Master Agreement:

1. INTENT - City reserves the right to add additional contractors, at the City's sole discretion, in cases where the currently listed contractors are of an insufficient number or skill-set to satisfy the City's needs or to ensure adequate competition on any project or task order work.
2. GENERAL DEFINITION OF SERVICES - Contractor will provide the broadest possible selection of temporary staffing and related services.
3. INTERVIEW OF PROSPECTIVE PERSONNEL - The City 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 will be required prior to an interview.
4. TRAINING - Referred personnel shall be immediately productive, requiring minimal training and orientation. In the event that the extended training (over four 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 hours (two business days) of training as determined by the City.
5. HOURS OF WORK - Contractor shall verify work hours at the time order is placed. Contractor shall consider City's 9/80 schedule as normal hours, rather than overtime.
6. CONTRACTOR SINGLE POINT OF CONTACT - Contractor shall designate a coordinator as a single, local point of contact, 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.

2017-04-11-1105 MP

OB 1995480

7. **CONTRACT EMPLOYEE REQUIREMENTS** – include background screening, drug testing (as required), additional certifications, dress and equipment, communication skills, courtesy and cordiality towards others, and City's right of refusal provisions.
8. **DELIVERY** – It shall be the Contractor's responsibility to meet the proposed delivery requirements. City 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.
9. **GOVERNING LAW** – This agreement will be governed by and interpreted in accordance with the laws of the State of California. Venue for any actions or lawsuits involving this agreement will be in the Superior Court of the County of San Joaquin, Stockton Branch, or where applicable, in the federal District Court of California, Eastern District, Sacramento Division.
10. **COMPENSATION and PRICING** – The City pay rate for any temporary agency employee shall not be more than the rate paid for City employees holding the affected position at Step 1. Mark up plus compensation negotiated with Acro Service Corporation as set forth in the attached Exhibit A. Any requests for reasonable price adjustments must be submitted sixty (60) days prior to the Contract annual anniversary date and must be supported by appropriate documentation. If the City agrees to the adjusted price terms, the City 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.
11. **HOLD HARMLESS** – To the fullest extent permitted by law, Contractor shall hold harmless, defend at its own expense, and indemnify the City, its Mayor, Council, officers, representatives, agents, employees and volunteers, against any and all liability, claims, losses, damages, or expenses, including reasonable attorney's fees, arising from all acts or omissions to act of contractor or its officers, agents, or employees in rendering services under this contract; excluding, however, such liability, claims, losses, damages, or expenses arising from the City's negligence or willful acts. The duty to defend and the duty to indemnify are separate and distinct obligations. The indemnification obligations of this section shall survive the termination of this agreement.
12. **INSURANCE REQUIREMENTS** - During the term of this Agreement, Contractor shall maintain in full force and effect at its own cost and expense the insurance coverage as set forth in the attached Exhibit B and shall otherwise comply with the other provisions of Exhibit B.
13. **TERMINATION FOR CONVENIENCE OF CITY** - The City may terminate this Agreement at any time by mailing a notice in writing to Contractor. The Agreement shall then be deemed terminated, and no further work shall be performed by Contractor. If the Agreement is so terminated, the Contractor shall be paid for that percentage of the work actually completed at the time the notice of termination is received.
14. **NON-ASSIGNABILITY** - The Contractor shall not assign, sublet, or transfer this Agreement or any interest or obligation in the Agreement without the prior written consent of the City, and then only upon such terms and conditions as City may set forth in writing.
15. **LICENSES, CERTIFICATIONS, AND PERMITS** - Prior to the City's execution of this Agreement and prior to the Contractor's engaging in any operation or activity set forth in this Agreement, Contractor shall obtain a City of Stockton business license, which must be kept in effect during the term of this Agreement. Contractor represents that its work will not unlawfully infringe any other copyrighted work and will defend and indemnify the City under Paragraph 11 of this Agreement for any claims of breach of copyright arising from or related to Contractor's work.

Contractor covenants that it has obtained all certificates, licenses, permits and the like required to perform the services under this Agreement.

- 16. NO PERSONAL LIABILITY - No official or employee of City shall be personally liable to Contractor in the event of any default or breach by City or for any amount due Contractor.
- 17. SCOPE OF AGREEMENT - This writing constitutes the entire Agreement between the parties. Any modification to the Agreement shall be in writing and signed by both parties.
- 18. SEVERABILITY - If any term, provision, covenant or condition of this Agreement is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remainder of the provisions shall continue in full force and effect.

City and Contractor do hereby enter into this Agreement. Any person signing this Agreement on behalf of City or Contractor does represent and warrants that he or she has full authority to do so.

CITY OF STOCKTON

Jaime Moore
for City Manager

CONTRACTOR

By: *R. T. Shahani*
Signature

R. T. Shahani

Print name

Title: President & CEO

ATTEST:

Carol Smith
City Clerk



APPROVED AS TO FORM:

M. A.
City Attorney

[If Contractor is a corporation, signatures must comply with Corporations Code §313]

By: *C. Shahani*
Signature

CHITRA R. SHAHANI
Print name

Title: CFO

Category	1st Step Pay Rate	Agency NTE Pay Rate	Agency NTE Mark up%	Agency NTE Bill Rate
Professional Category (Acctg, Gen Admin, Technical, LI)	1st step	32.78% - 39.23%		
Accountant I	\$23.30	\$18.00	32.78%	\$23.90
Accountant II	\$27.15	\$21.69	32.78%	\$28.80
Administrative Analyst I (ACRO = Adm Staff Asst)	\$23.82	\$23.00	32.78%	\$30.54
Arborist (ACRO = Groundskeeper/Landscaper Sr)	\$27.60	\$18.00	39.23%	\$25.06
Audit Assistant I (ACRO = Fiscal Assistant)	\$15.93	\$13.00	32.78%	\$17.26
Audit Assistant II (ACRO = Fiscal Technical Sr)	\$19.83	\$18.00	32.78%	\$23.90
Auditor	\$23.54	\$21.00	32.78%	\$27.88
Budget Analyst I	\$21.80	\$18.13	32.78%	\$24.07
Budget Analyst II	\$30.55	\$25.19	32.78%	\$33.45
Buyer I (ACRO = Purchasing/Procurement)	\$21.65	\$18.00	32.78%	\$23.90
Chemist (ACRO = Analytical Chemist)	\$24.85	\$18.08	32.78%	\$24.01
Engineer (ACRO = Eng Design Drafting Spclst)	\$23.44	\$28.89	32.78%	\$38.36
Human Resources Analyst I	\$23.62	\$17.76	32.78%	\$23.58
Human Resources Analyst II	\$26.54	\$22.53	32.78%	\$29.92
Laboratory Technician	\$21.07	\$17.28	37.63%	\$23.78
Project Manager I (ACRO = Program Mgr)	\$26.46	\$26.46	32.78%	\$35.13
Technician Category (Technica and IT)	1st step	37.63% to 40%		
Building Permit Technician	\$22.62	\$22.62	39.23%	\$31.49
Code Enforcement Officer I	\$21.84	\$21.84	39.23%	\$30.41
Combination Inspector I	\$23.77	\$23.77	39.23%	\$33.09
Engineering Aide	\$17.92	\$17.00	37.63%	\$23.40
Engineering Technician I	\$23.44	\$18.85	37.63%	\$25.94
Evidence Technician I	\$20.71	\$18.00	37.63%	\$24.77
Evidence Technician II	\$22.88	\$18.75	37.63%	\$25.81
Geographic Information Systems Analyst I	\$22.86	\$20.50	40.00%	\$28.70
Plan Checker I	\$28.69	\$23.00	37.63%	\$31.65
Planning Technician I	\$19.28	\$18.50	37.63%	\$25.46
Planning Technician II	\$21.02	\$20.50	37.63%	\$28.21
Tech Support Specialist II		\$21.00	37.63%	\$28.90
System Analyst I		\$20.00	37.63%	\$27.53
Paraprofessional Category	1st step	33.60% - 39.23%		
Bookmobile Driver	\$18.01	\$10.50	39.23%	\$14.62
Circulation Assistant I	\$14.82	\$10.50	39.23%	\$14.62
Legal Secretary I	\$20.80	\$16.00	33.60%	\$21.38
Legal Secretary II		\$24.00	33.60%	\$32.06
Library Aide I	\$14.44	\$12.50	33.60%	\$16.70
Office Technician	\$21.45	\$13.73	33.60%	\$18.34
Office and Clerical Category	1st step	32.78% - 40%		
Finance Assistant I	\$17.14	\$15.00	32.78%	\$19.92
Mail Courier	\$14.82	\$12.00	32.78%	\$15.93
Computer Operator I KEY DISK OPERATOR 1	\$16.33	\$14.00	33.60%	\$18.70

Customer Service Assistant	\$16.84	\$11.50	33.60%	\$15.36
Data Entry Specialist	\$18.61	\$14.20	33.60%	\$18.97
Office Assistant I	\$14.82	\$12.75	33.60%	\$17.03
Office Assistant II	\$16.33	\$14.50	33.60%	\$19.37
Office Specialist	\$20.32	\$15.50	33.60%	\$20.71
Police Records Assistant I	\$15.52	\$13.25	33.60%	\$17.70
Police Records Assistant II	\$16.69	\$15.00	33.60%	\$20.04
Records Specialist	\$20.32	\$16.00	33.60%	\$21.38
Reprographics/Mailroom Technician I	\$14.82	\$12.25	33.60%	\$16.37
Reprographics/Mailroom Technician II	\$17.15	\$16.50	33.60%	\$22.04
Revenue Assistant I	\$16.94	\$15.80	32.78%	\$20.98
Revenue Collector	\$20.86	\$20.86	32.78%	\$27.70
Secretary	\$20.32	\$17.00	33.60%	\$22.71
Skilled Craft Category (Trades)	1st step		45.24%	
Auto Painter/Repair Worker	\$24.51	\$18.00	45.24%	\$26.14
Craft Maintenance Worker I	\$18.36	\$10.50	45.24%	\$15.25
Electrical Technician I	\$23.95	\$18.00	45.24%	\$26.14
Electrical Technician II	\$26.33	\$21.00	45.24%	\$30.50
Electrician I	\$18.36	\$18.36	45.24%	\$26.67
Electrician II	\$25.26	\$27.00	45.24%	\$39.21
Heating & Air Conditioning Mechanic	\$24.91	\$10.55	45.24%	\$15.32
Heavy Equipment Operator PW	\$25.77	\$26.77	45.24%	\$38.88
Maintenance Repair Technician I	\$18.98	\$18.00	45.24%	\$26.14
Maintenance Repair Technician II	\$21.25	\$19.00	45.24%	\$27.60
Maintenance Worker I	\$15.13	\$12.51	45.24%	\$18.17
Maintenance Worker II	\$18.00	\$13.35	45.24%	\$19.39
Mechanic I	\$20.07	\$22.93	45.24%	\$33.30
Welder/Fabricator	\$23.35	\$22.48	45.24%	\$32.65
Service & Maintenance Category (Light Industrial)	1st step		39.23%	
Facilities Maintenance Worker I	\$13.75	\$11.75	39.23%	\$16.36
Facility Aide	\$13.75	\$13.50	39.23%	\$18.80
Janitor	\$16.47	\$14.00	39.23%	\$19.49
Maintenance Worker I	\$15.13	\$14.75	39.23%	\$20.54
Park Aide	\$11.00	\$10.50	39.23%	\$14.62
Parks Worker I		\$13.00	39.23%	\$18.10
Parks Worker II		\$14.00	39.23%	\$19.49
Plant Operator	\$21.42	\$18.00	39.23%	\$25.06
Water Systems Operator	\$20.04	\$18.00	39.23%	\$25.06

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

EXHIBIT B - INSURANCE REQUIREMENTS (Temporary Agency Services)

Agency shall procure and maintain for the duration of the contract insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder by the Agency, its agents, representatives, or employees.

A. MINIMUM SCOPE AND LIMIT OF INSURANCE

Coverage shall be at least as broad as:

1. **Commercial General Liability (CGL):** Insurance Services Office Form CG 00 01 covering CGL on an "occurrence" basis, including products and completed operations, property damage, bodily injury and personal & advertising injury with limits no less than \$1,000,000 per occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location or the general aggregate limit shall be twice the required occurrence limit.
2. **Automobile Liability:** Insurance Services Office Form Number CA 0001 covering, Code 1 (any auto), or if Agency has no owned autos, Code 8 (hired) and 9 (non-owned), with limit no less than \$1,000,000 per accident for bodily injury and property damage.
3. **Workers' Compensation Insurance** as required by the State of California, with Statutory Limits, and Employer's Liability Insurance with limit of no less than \$1,000,000 per accident for bodily injury or disease. *(Not required if agency provides written verification it has no employees)*
4. **Professional Liability (Errors and Omissions)** Insurance appropriate to the Agency's profession, with limit no less than \$25,000 per occurrence or claim, \$50,000 aggregate. (If Claims-made, see below.)
5. **Crime Coverage or Fidelity Bond:** Crime Insurance or Fidelity Bond covering the dishonest acts of employees of Agency, including coverage for theft of property of City by employees or subcontractors of Agency. The limit shall not be less than \$250,000 each occurrence.

If the Agency maintains higher limits than the minimums shown above, the City of Stockton requires and shall be entitled to coverage for the higher limits maintained by the agency. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to the City of Stockton.

b. Other Insurance Provisions

c. The insurance policies are to contain, or be endorsed to contain, the following provisions:

Additional Insured Status

The City of Stockton, its Mayor, Council, officers, representatives, agents, employees and volunteers are to be covered as additional insureds on the CGL policy and AL policy with respect to liability arising out of work or operations performed by or on behalf of the Agency including materials, parts, or equipment furnished in connection with such work or operations. General liability coverage can be provided in the form of an endorsement to the Agency's insurance (at least as broad as ISO Form CG 20 10 11 85 or both CG 20 10 and CG 20 37 forms if later revisions used).

Primary Coverage

For any claims related to this contract, the Agency's insurance coverage shall be endorsed as primary insurance as respects the City of Stockton, its Mayor, Council, officers, representatives, agents, employees and volunteers. Any insurance or self-insurance maintained by the City of Stockton, its Mayor, Council, officers, representatives, agents, employees and volunteers shall be excess of the Agency's insurance and shall not contribute with it. The City of Stockton does not accept endorsements limiting the Contractor's insurance coverage to the sole negligence of the Named Insured.

Notice of Cancellation

Each insurance policy required above shall state that coverage shall not be canceled, except with notice to the City of Stockton.

(1) Waiver of Subrogation

Agency hereby grants to City of Stockton a waiver of any right to subrogation which any Insurer of said Agency may acquire against the City of Stockton by virtue of the payment of any loss under such Insurance. Agency agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not the City of Stockton has received a waiver of subrogation endorsement from the Insurer.

(2) Deductibles and Self-Insured Retentions

Any deductibles or self-insured retentions must be declared to and approved by the City of Stockton Risk Services. The City of Stockton may require the Agency to provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention.

Acceptability of Insurers

Insurance is to be placed with insurers with a current A.M. Best's rating of no less than A:VII if admitted to do business in the State of California; if not admitted to do business in the State of California, insurance is to be placed with insurers with a current A.M. Best's rating of no less than A+X.

(3) Claims Made Policies

If any of the required policies provide coverage on a claims-made basis:

1. The Retroactive Date must be shown and must be before the date of the contract or the beginning of contract work.
2. If Claims Made policy form is used, a three (3) year discovery and reporting tail period of coverage is required after completion of work.

Verification of Coverage

Agency shall furnish the City of Stockton with original certificates and amendatory endorsements required by this clause. All certificates and endorsements are to be received and approved by the City of Stockton Risk Services before work commences. Failure to obtain the required documents prior to the work beginning shall not waive the Agency's obligation to provide them. The City of Stockton reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time, for any reason or no reason.

Agency shall, prior to the commencement of work under this Agreement, provide the City of Stockton with a copy of its Declarations Page and Endorsement Page for each of the required policies.

Certificate Holder Address

Proper address for mailing certificates, endorsements and notices shall be:

- o City of Stockton
- o Attention: Risk Services
- o 425 N El Dorado Street
- o Stockton, CA 95202

City of Stockton Risk Services Phone: 209-937-5037
City of Stockton Risk Services Fax: 209-937-8558

Maintenance of Insurance

If at any time during the life of the Contract or any extension, the Agency fails to maintain the required insurance in full force and effect, all work under the Contract shall be discontinued immediately. Any failure to maintain the required insurance shall be sufficient cause for the CITY to terminate this Contract.

Subcontractors

Agency shall require and verify that all subcontractors maintain insurance meeting all the requirements stated herein, and Agency shall ensure that City of Stockton is an additional insured on insurance required from subcontractors.

Special Risks or Circumstances

City of Stockton reserves the right to modify these requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

RECEIVED

City Manager
Date Received
MAR 11 2020

CONTRACT ROUTING FORM

City Clerk
Date Received
3/12/20

CITY MANAGER'S OFFICE
CITY OF STOCKTON

Contract Number 2017-04-11-1105 NP
(For Clerk's Use)

CITY CONTRACT TYPE (select one)

Original Amendment/Change Order Grant
 Subdivision Agreement Other _____

CONTRACT INFORMATION Contract Amount: \$ _____

Contract Title: Contract Extension for Temporary Staffing and Related Services with ACRO Service Corporation
Vendor/Other Party: ACRO Service Corporation
Contract Start Date: Date of Execution Contract End Date: NTE Dec 31, 2025 Contract Term: _____

COUNCIL APPROVAL REQUIRED? Yes No (provide account # if no)

Council approval required for contracts over \$ _____ for FISCAL YEAR: _____
Motion/Resolution/Ordinance No: 2017-04-11-1105 **Must be Attached**

REQUIRED DOCUMENTS (The following documents shall be submitted with the signed contract when required)

Business License Required? Yes No Business License No. 20-00126395
Bonds Required? Yes No
Insurance Required? Yes No
Notary Required? Yes No Recordation Required? Yes No

↓ **Mandatory Routing Order**

1 DEPARTMENT: HR

DEPARTMENT HEAD APPROVAL [Signature] date: 3/9/2020
Project Mgr: Adrian Johnson ext: 8938 Staff: _____ ext: _____
Forwarded to: RISK on: 3/10/2020 by: [Signature]

2 PROCUREMENT

Approved Name/Signature: [Signature] 3/10/20
Forwarded to: CM on: _____ by: _____

3 VENDOR/OTHER PARTY

Signed () originals on: _____
Forwarded to: _____ on: _____ by: _____

4 RISK SERVICES

Insurance on: 3-10-20 by: [Signature] Bonds approved on: _____ by: _____
Forwarded to: Procurement on: 3/10/2020 by: [Signature] RM #: 20-287

5 CITY ATTORNEY

Approved as to Form and Content on: 3/11/2020 by: [Signature]
Forwarded to: cm on: 3-11-2020 by: [Signature]

6 CITY MANAGER

Signed by City Manager on: 3/12/20 Forwarded to: C. Clerk on: 3/12/20 by: [Signature]

7 CITY CLERK

City Clerk attested on: 3/12/20 Returned [Signature] original(s) to dept. on: 3/12/20 by: [Signature]
Retained () original(s) for City's file. Hard Copy on file? Yes No OB # _____

8 ORIGINATING DEPARTMENT: _____

Requisition No. _____ Original sent to vendor on: _____ by: _____
Copy of contract to be retained by department. Original on file in the Clerk's office.
Copy of contract sent to Purchasing on: _____ by: _____

9 PROCUREMENT: Purchase Order No. _____ **PUR No.** _____

2017-04-11-1105 NP

MEMORANDUM

December 31, 2019

TO: Laurie Montes, Interim City Manager

FROM: Robert Bonner, Director of Human Resources

SUBJECT: **CONTRACT EXTENSION OF THE U.S. COMMUNITIES' MASTER INTERGOVERNMENTAL COOPERATIVE PURCHASING AGREEMENT (MICPA) AND MARICOPA COUNTY'S MASTER AGREEMENT WITH ACRO SERVICE CORPORATION**

On April 11, 2017, the City Council approved a motion adopting findings and authorizing the City Manager to execute a contract for temporary staffing services with ACRO Service Corporation (ACRO) through a Cooperative Purchase Agreement with U.S. Communities Government Purchasing Alliance (U.S. Communities). As a member of U.S. Communities, a government purchasing alliance, the City was able to access Maricopa County's contract for temporary staffing services with ACRO. The Master Agreement Effective Dates approved by City Council were April 1, 2012 to December 31, 2019, and as re-awarded (Attachment A).

As part of the Cooperative Purchase Agreement with ACRO, the agreement has an option to be extended for additional terms up to six additional years (i.e. not to exceed December 31, 2025). On February 7, 2019, Maricopa County extended the contract for two (2) additional years through December 31, 2021 (Attachment B). With exception to the contract expiration date, the terms of the agreement remained unchanged including the City's option to terminate the agreement with ACRO at any time with written notice.

Since entering the contract with ACRO, the City has gained efficiencies with the temporary staffing program by reducing the administrative burden of managing multiple temporary staffing contracts with separate staffing resources, pricing, and billing processes. In addition, the City expanded its existing temporary staffing resources because ACRO contracts with numerous other staffing agencies in the local and regional area. Therefore, it is recommended that the City continues to contract with ACRO through the December 31, 2021 extension.

Due to the fact that City Council originally approved the Master Agreement Effective Dates as April 1, 2012 to December 31, 2019 and as re-awarded and authorized the City Manager to *"execute and to take appropriate and necessary action to carry out the purpose and intent of the agreement"*, the extension of the Cooperative Purchase Agreement with ACRO does not need to go before the City Council.



ROBERT BONNER
DIRECTOR OF HUMAN RESOURCES

APPROVED AS TO FORM AND CONTENT

By


Deputy City Attorney

RB:AJ:mmj

CITY OF STOCKTON
STANDARD AGREEMENT AMENDMENT

Agreement Number:	Amendment Number:
2017-04-11-1105	1

This Amendment Number 1 to the above referenced Agreement is entered into on (3/6/2020); between the City of Stockton ("City") and ACRO SERVICE CORPORATION ("Contractor").

RECITALS

The City of Stockton's cooperative purchase agreement states that the agreement term is effective through December 31, 2019, and as re-awarded.

The City shall be granted the pricing, terms, and conditions of a state of California political subdivision granted to any such subdivisions under the U.S. Communities' Master Intergovernmental Cooperative Purchasing Agreement (MICPA) and Maricopa County's Master Agreement (SERIAL 16111-RFP). This agreement may be amended from time to time.

The City needs to exercise their option to extend the term as specified in the attached extension from the County of Maricopa dated February 7, 2019. U.S. Communities and Maricopa County extended the MICPA to December 31, 2021.

Now therefore, the City and the Contractor mutually agree as follows:

1. The term end date is amended to read December 31, 2021.

All other terms and conditions of the Agreement shall remain unchanged and remain in full force and effect unless modified by a written amendment signed by both parties.

IN WITNESS WHEREOF, the authorized parties have executed this Agreement.

CONTRACTOR

ACRO Service Corporation

Authorized Signature

3/6/2020

Date

Doug Cloutier - VP Government Solutions

Printed Name and Title of Person Signing

39209 W Six Mile Rd., Ste 250, Livonia, MI 48152

Address

CITY OF STOCKTON

Harry Black, City Manager

Date

ATTEST:

Eliza R. Garza CMC, City Clerk

APPROVED AS TO FORM:

John M. Luebberke, City Attorney

BY:



2017-04-11-1105 NP

SERIAL 16111 RFP STAFFING SERVICES AND RELATED SERVICES AND SOLUTIONS
Contract - ACRO Service Corporation

DATE OF LAST REVISION: February 07, 2019 CONTRACT END DATE: December 31, 2021

CONTRACT PERIOD THROUGH DECEMBER 31, 2019, 2021

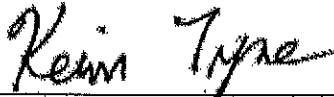
TO: All Departments

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

SA/yy
Attach

Copy to: Office of Procurement Services
 Keely Farrow, Human Resources

(Please remove Serial 11143-RFP 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 2021.
- 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.

1.3 CONTRACT COMPLETION:

The Contractor shall make all reasonable efforts for an orderly transition of its duties and responsibilities to another provider and/or to the County. This may include, but is not limited to preparation of a transition plan and cooperation with the County or other providers in the transition. The transition includes the transfer of all records, and other data in the possession, custody or control of Contractor required to be provided to the County either by the terms of this agreement or as a matter of law. The provisions of this clause shall survive the expiration or termination of this agreement.

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.~~

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.~~

No tax shall be invoiced or paid against Contractor's labor. It is the responsibility of the Contractor to determine any and all applicable taxes and include the cost in the 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 therefrom, 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, Professional Liability and Employer's Liability shall name County, its agents, representatives, officers, directors, officials and employees as Additional Insureds.

6.2.7 The Automobile Liability, Employer's Liability and General Liability 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 and Employer's Liability.

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.

For all professional labor categories not requiring a professional license.

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~~ \$1,000,000 for each claim.

6.2.12 Professional Liability.

In replacement of E and O, as outlined above, or for any positions that requires a professional license, such as a Professional Engineer or Architect.

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~~ \$2,000,000 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 For all labor categories in the Information Technology Labor category.

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 risk fidelity.

6.2.14.4 The policy shall include coverage for cyber 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 or purchase a separate policy that complies with the requirements below.

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
Completed operations. One of the hazards ordinarily insured by a general liability policy. It encompasses liability arising out of the insured's business operations conducted away from the insured's premises once those operations have been completed or abandoned.	
Each Occurrence Limit	\$1,000,000
Personal/Advertising Injury	\$1,000,000

General liability coverage, combined in standard commercial general liability (CGL) policies with personal injury (PI) coverage that insures the following offenses in connection with the insured's advertising of its goods or services: libel, slander, invasion of privacy, copyright infringement, and misappropriation.	
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 REQUIREMENTS:

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.~~

The removal, 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://azmemoryandlibrary.gov/edm/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.~~

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 Arizona State Library Research 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

~~The undersigned (authorized official signing for the Contractor) certifies to the best of his or her knowledge and belief, that the Contractor~~

~~is not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal Department or agency;~~

~~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;~~

~~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~~

~~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.~~

~~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.~~

6.20.1 The undersigned (authorized official signing on behalf of the Contractor) certifies to the best of his or her knowledge and belief that the Contractor, its current officers and directors;

6.20.1.1 are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from being awarded any contract or grant by any United States Department or Agency or any state, or local jurisdiction;

6.20.1.2 have not within three (3) year period preceding this Contract;

6.20.1.2.1 been convicted of fraud or any criminal offense in connection with obtaining, attempting to obtain, or as the result of performing a government entity (Federal, State or local) transaction or contract; and

6.20.1.2.2 been convicted of violation of any Federal or State antitrust statutes or conviction for embezzlement, theft, forgery, bribery, falsification or destruction of records, making false

statements, or receiving stolen property regarding a government entity transaction or contract; and

6.20.1.2.3 are not presently indicted or criminally charged by a government entity (Federal, State or local) with commission of any criminal offenses in connection with obtaining, attempting to obtain, or as the result of performing a government entity public (Federal, State or local) transaction or contract; and are not presently facing any civil charges from any governmental entity regarding obtaining, attempting to obtain, or from performing any governmental entity contract or other transaction; and have not within a three (3) year period preceding this Contract had any public transaction (Federal, State or local) terminated for cause or default.

6.20.1.3 If any of the above circumstances described in the paragraph are applicable to the entity submitting a bid for this requirement, include with your bid an explanation of the matter including any final resolution.

6.20.2 The Contractor shall 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 6.21.1 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 MC1-1203 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.~~

Under Arizona law, all Contracts are public records and must be retained by the Records Manager at the Office of Procurement Services. Contracts shall be open to public inspection and copying after Contract award and execution, except for such Contracts or sections thereof determined to contain proprietary or confidential information by the Office of Procurement Services.

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.~~

6.31.1 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.

6.31.2 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.

6.32 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 All States Administrative Pricing;
- 6.34.3 Exhibit A-2, Pricing All States Medical Pricing;
- 6.34.4 Exhibit A-3, Pricing All States Technology 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 B-1, Deliverable Based Projects Product for IT
- 6.34.10 Exhibit C, 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

For Contractor:
Mr. Rick Faber
Executive Vice-president
ACRO Service Corporation
39209 Six Mile Road, Suite #250
Livonia, MI 48152

6.35 OWNERSHIP OF CONTRACT MATERIALS:

Contractor agrees that all Contract materials, reports, and other data or materials generated or developed by Contractor under this Agreement or furnished by the County to

the Contractor shall be and remain the property of the County. Contractor specifically agrees that all copyrightable material developed or created under this Contract shall be considered works made for hire by Contractor for the County and that such material shall, upon creation, be owned exclusively by the County.

6.35.1 To the extent that any such material, under applicable law, may not be considered work made for hire by Contractor for County, Contractor agrees to assign and, upon its creation, automatically assigns to County the ownership of such material, including any copyright or other intellectual property rights in such materials, without the necessity of any further consideration. County shall be entitled to obtain and hold in its own name all copyrights in respect of such materials. Contractor shall perform any acts that may be deemed necessary or desirable by County to evidence more fully the transfer of ownership of all materials referred to in this section 7 to County to the fullest extent possible, including, without limitation, by executing further written assignments in a form requested by County.

6.35.2 To the extent that any preexisting rights of Contractor are embodied in the Contract Materials, Contractor hereby grants to County the irrevocable, perpetual, nonexclusive, worldwide royalty-free right and license to (1) use, execute, reproduce, display, perform, distribute copies of, and prepare derivative works based upon such pre-existing rights and any derivative works thereof and (2) authorize others to do any or all of the foregoing.

6.35.3 Contractor represents and warrants that it either owns or has valid, paid-up licenses for all software used by it in the performance of its obligations under this Agreement.

6.36 **FORCE MAJEURE:**

Neither party shall be liable for failure of performance, nor incur any liability to the other party on account of any loss or damage resulting from any delay or failure to perform all or any part of this Contract if such delay or failure is caused by events, occurrences, or causes beyond the reasonable control and without negligence of the parties. Such events, occurrences, or causes will include Acts of God/Nature (including fire, flood, earthquake, storm, hurricane or other natural disaster), war, invasion, act of foreign enemies, hostilities (whether war is declared or not), civil war, riots, rebellion, revolution, insurrection, military or usurped power or confiscation, terrorist activities, nationalization, government sanction, lockout, blockage, embargo, labor dispute, strike, interruption or failure of electricity or telecommunication service.

Each party, as applicable, shall give the other party notice of its inability to perform and particulars in reasonable detail of the cause of the inability. Each party must use best efforts to remedy the situation and remove, as soon as practicable, the cause of its inability to perform or comply.

The party asserting *Force Majeure* as a cause for non-performance shall have the burden of proving that reasonable steps were taken to minimize delay or damages caused by foreseeable events, that all non-excused obligations were substantially fulfilled, and that the other party was timely notified of the likelihood or actual occurrence which would justify such an assertion, so that other prudent precautions could be contemplated.

6.37 **ORDERING AUTHORITY:**

Any request for purchase shall be accompanied by a valid purchase order, issued by Office of Procurement Services, a Purchase Order issued by the using Department or direction by a Certified Agency Procurement Aid (CAPA) with a Purchase Card for payment.

6.38 NO MINIMUM OR MAXIMUM PURCHASE OBLIGATION:

6.38.1 This Contract does not guarantee any minimum or maximum purchases will be made. Orders will only be placed under this Contract when the County identifies a need and proper authorization and documentation have been approved.

6.38.2 Contractors agree to accept verbal notification of cancellation of Purchase Orders from the County Procurement Officer with written notification to follow. Contractor specifically acknowledges to be bound by this cancellation policy.

6.39 PURCHASE ORDERS:

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.

6.40 CONFIDENTIAL INFORMATION:

Any information obtained in the course of performing this Contract may include information that is proprietary or confidential to the County. This provision establishes the Contractor's obligation regarding such information.

The Contractor shall establish and maintain procedures and controls that are adequate to assure that no information contained in its records and/or obtained from the County or from others in carrying out its functions (services) under the Contract shall be used by or disclosed by it, its agents, officers, or employees, except as required to efficiently perform duties under the Contract. The Contractor's procedures and controls at a minimum must be the same procedures and controls it uses to protect its own proprietary or confidential information. If, at any time during the duration of the Contract, the County determines that the procedures and controls in place are not adequate, the Contractor shall institute any new and/or additional measures requested by the County within fifteen (15) calendar days of the written request to do so.

Any requests to the Contractor for County proprietary or confidential information shall be referred to the County for review and approval, prior to any dissemination.

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 48150

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

ACRO SERVICE CORPORATION
FEE SCHEDULES
2011-2017

Category	COS	COS new	ACRO		ACRO new
	Pay Rate		Pay Rate	Max Agency Bill Rate	Pay Rate
Professional Category	1st step		34.93% - 41.58%		
Accountant I	\$23.30		\$15.48	\$20.89	
Accountant II	\$27.15		\$21.69	\$29.26	
Administrative Analyst I (ACRO = Adm Staff Asst)	\$23.82		\$22.10	\$30.00	
Administrative Analyst II (ACRO = Adm Staff Asst)	\$27.70				
Animal Services Assistant I	\$15.62				
Animal Services Assistant II	\$17.21				
Arborist (ACRO = Groundskeeper/Landscaper Sr)	\$27.60		\$13.00	\$18.40	
Audit Assistant I (ACRO = Fiscal Assistant)	\$15.93		\$10.87	\$14.66	
Audit Assistant II (ACRO = Fiscal Technical Sr)	\$19.83		\$14.56	\$19.65	
Auditor	\$23.54		\$19.61	\$26.46	
Budget Analyst I	\$21.80		\$19.24	\$25.96	
Budget Analyst II	\$30.55		\$25.19	\$33.98	
Buyer I (ACRO = Purchasing/Procurement)	\$21.65		\$18.00	\$24.29	
Buyer II (ACRO = Purchasing/Procurement)	\$23.90				
Chemist (ACRO = Analytical Chemist)	\$24.85		\$18.08	\$25.07	
Engineer (ACRO = Eng Design Drafting Spclst)	\$23.44		\$28.89	\$40.04	
Human Resources Analyst I	\$23.62		\$17.76	\$24.06	
Human Resources Analyst II	\$26.54		\$22.53	\$30.53	
Laboratory Technician	\$21.07		\$17.28	\$23.95	
Librarian I	\$21.80				
Librarian II					
Microbiologist	\$24.85				
Project Manager I (ACRO = Program Mgr)	\$26.46		\$26.46	\$37.46	
Project Manager II (ACRO = Program Mgr)	\$27.82				
Project Manager III (ACRO = Program Mgr)	\$29.24				
Technician Category	1st step		38.63% - 41.58%		

Building Permit Technician	\$22.62		\$22.62	\$32.03		
Code Enforcement Officer I	\$21.84		\$21.84	\$30.92		
Code Enforcement Officer II	\$24.18					
Combination Inspector I	\$23.77		\$23.77	\$33.65		
Combination Inspector II	\$26.27					
Engineering Aide	\$17.92		\$16.26	\$22.54		
Engineering Technician I	\$23.44		\$18.85	\$26.13		
Engineering Technician II	\$24.66					
Evidence Technician I	\$20.71		\$17.28	\$23.95		
Evidence Technician II	\$22.88		\$18.35	\$25.44		
Geographic Information Systems Analyst I	\$22.86		\$76.85	\$100.16		
Geographic Information Systems Analyst II	\$28.19					
Geographic Information Systems Specialist I	\$22.86					
Geographic Information Systems Specialist II	\$24.73					
Network Support Analyst I	\$21.41					
Network Support Analyst II	\$26.40					
Plan Checker I	\$28.69		\$20.06	\$37.80		
Plan Checker II	\$30.16					
Planning Technician I	\$19.28		\$19.28	\$27.30		
Planning Technician II	\$21.02		\$21.02	\$29.76		
Public Works Inspector	\$28.31					
Real Property Agent I	\$24.90					
Real Property Agent II	\$28.95					
Systems Analyst I	\$22.75					
Systems Analyst II	\$28.06					
Technology Support Specialist I	\$20.24					
Technology Support Specialist II	\$24.81					
Technology Training Coordinator	\$24.21					
Paraprofessional Category	1st step		35.75% - 41.58%			
Bookmobile Driver	\$18.01		\$8.75	\$12.38		
Circulation Assistant I	\$14.82		\$9.28	\$12.59		
Circulation Assistant II	\$16.33					
Legal Secretary I	\$20.80		\$12.99	\$17.63		
Legal Secretary II			\$15.26	\$20.72		
Library Aide I	\$14.44		\$9.28	\$18.25		
Library Aide II	\$15.94					

Library Assistant I	\$17.15				
Library Assistant II	\$19.86				
Office Technician	\$21.45		\$13.73	\$18.63	
Recreation Assistant I	\$15.94				
Recreation Assistant II	\$17.15				
Office and Clerical Category	1st step		24.00% - 35.75%		
Finance Assistant I	\$17.14		\$15.00	\$20.24	
Finance Assistant II	\$18.28				
Mail Courier	\$14.82		\$8.25	\$11.29	
Computer Operator I	\$16.33		\$27.38	\$35.69	
Computer Operator II	\$18.91				
Customer Service Assistant (ACRO = Tech support)	\$16.84		\$23.52	\$35.17	
Data Entry Operator I	\$14.44				
Data Entry Operator I	\$15.94				
Data Entry Specialist	\$18.61		\$23.52	\$35.17	
Dispatcher	\$18.71				
Human Resources Assistant I	\$14.82				
Human Resources Assistant II	\$16.33				
Office Assistant I	\$14.82		\$12.15	\$16.49	
Office Assistant II	\$16.33		\$13.02	\$17.67	
Office Specialist	\$20.32		\$13.73	\$18.63	
Police Records Assistant I	\$15.52		\$13.25	\$17.99	
Police Records Assistant II	\$16.69		\$16.69	\$23.63	
Records Specialist	\$20.32		\$10.25	\$13.91	
Reprographics/Mailroom Technician I	\$14.82		\$11.34	\$15.40	
Reprographics/Mailroom Technician II	\$17.15		\$17.91	\$24.32	
Revenue Assistant I	\$16.94		\$16.94	\$23.98	
Revenue Assistant II	\$18.06				
Revenue Collector	\$20.86		\$28.75	\$38.79	
Secretary	\$20.32		\$9.79	\$13.30	
Skilled Craft Category	1st step		41.58% - 47.59%		
Auto Painter/Repair Worker	\$24.51		\$10.87	\$16.04	
Craft Maintenance Worker I	\$18.36		\$8.22	\$11.63	
Craft Maintenance Worker II	\$22.51				
Electrical Technician I	\$23.95		\$12.25	\$18.08	
Electrical Technician II	\$26.33		\$17.74	\$26.19	

Electrician I	\$18.36		\$18.36	\$27.10		
Electrician II	\$25.26		\$22.97	\$33.90		
Heating & Air Conditioning Mechanic	\$24.91		\$10.55	\$15.57		
Heavy Equipment Operator PW	\$25.77		\$16.81	\$24.81		
Hydrant Worker	\$17.06					
Instrument Repair Technician	\$25.26					
Maintenance Repair Technician I	\$18.98		\$13.52	\$19.13		
Maintenance Repair Technician II	\$21.25		\$17.23	\$24.39		
Maintenance Worker I	\$15.13		\$12.51	\$17.71		
Maintenance Worker II	\$18.00		\$13.35	\$18.89		
Mechanic I	\$20.07		\$10.87	\$16.84		
Mechanic II (Light)	\$22.23					
Mechanic III (Light)	\$24.51					
Mechanical Maintenance Worker I	\$20.38					
Mechanical Maintenance Worker II	\$22.51					
Plant Maintenance Worker	\$16.07					
Welder/Fabricator	\$23.35		\$11.40	\$16.82		
Service & Maintenance Category	1st step		41.58% - 47.59%			
Facilities Maintenance Worker I	\$13.75		\$13.52	\$19.95		
Facilities Maintenance Worker II	\$16.47					
Facility Aide	\$13.75		\$10.34	\$15.25		
Janitor	\$16.47		\$8.22	\$11.63		
Maintenance Worker I	\$15.13		\$13.52	\$19.95		
Maintenance Worker II	\$18.00					
Park Aide	\$11.00		\$9.86	\$12.68		
Parks Worker I			\$12.51	\$17.71		
Parks Worker II			\$13.35	\$18.89		
Plant Operator	\$21.42		\$8.11	\$11.48		
Water Systems Operator	\$20.04		\$10.34	\$15.25		

Maricopa County
Bid Serial I6111-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 (2020 HOURLY MINIMUM WAGE = \$13.00)

Position Category	Job Position	Pay Rate - Low	Pay Rate - High	Regular NTE Rate	Overtime NTE Rate	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accounts Payable / Administrative Support	\$ 22.17	\$ 25.54	\$ 33.91	\$ 47.47						
Accounting/Finance	Accounts Receivable / Administrative Support	\$ 22.17	\$ 25.54	\$ 33.91	\$ 47.47						
Accounting/Finance	Accountant	\$ 14.14	\$ 20.08	\$ 35.60	\$ 49.84						
Accounting/Finance	Account Consultant	\$ 69.35	\$ 78.19	\$ 101.16	\$ 141.63						
Accounting/Finance	Accountant JFR	\$ 13.80	\$ 15.89	\$ 20.83	\$ 29.16						
Accounting/Finance	Accountant Senior	\$ 20.09	\$ 27.88	\$ 49.43	\$ 69.20						
Accounting/Finance	Accountant, Client Financial Services	\$ 21.97	\$ 27.46	\$ 38.57	\$ 53.99						
Accounting/Finance	Accounting Assistant	\$ 16.48	\$ 21.14	\$ 29.70	\$ 41.57						
Accounting/Finance	Accounting Clerk	\$ 13.80	\$ 14.86	\$ 18.51	\$ 25.92						
Accounting/Finance	Accounting Manager A	\$ 18.41	\$ 21.06	\$ 37.34	\$ 52.28						
Accounting/Finance	Accounting Manager B	\$ 21.00	\$ 25.78	\$ 45.70	\$ 63.98						
Accounting/Finance	Accounting Manager C	\$ 25.82	\$ 32.64	\$ 57.87	\$ 81.02						
Accounting/Finance	Auditing - External Auditor	\$ 18.17	\$ 22.97	\$ 40.73	\$ 57.03						
Accounting/Finance	Auditing - External Auditor Senior	\$ 22.99	\$ 32.64	\$ 57.87	\$ 81.02						
Accounting/Finance	Auditing - Internal Auditor	\$ 18.17	\$ 22.97	\$ 40.73	\$ 57.03						
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 23.02	\$ 32.64	\$ 57.87	\$ 81.02						
Accounting/Finance	Bookkeeper	\$ 13.80	\$ 15.53	\$ 25.65	\$ 35.91						
Accounting/Finance	Bookkeeping II	\$ 19.87	\$ 30.48	\$ 40.47	\$ 56.65						
Accounting/Finance	Budget Analyst	\$ 17.82	\$ 23.31	\$ 41.33	\$ 57.87						
Accounting/Finance	Budget Analyst Senior	\$ 23.32	\$ 36.20	\$ 64.17	\$ 89.84						
Accounting/Finance	Buyer	\$ 36.27	\$ 46.93	\$ 62.31	\$ 87.24						
Accounting/Finance	Closure/Disbursement Specialists	\$ 29.71	\$ 33.07	\$ 58.63	\$ 82.08						
Accounting/Finance	Compliance Officer Sr.	\$ 39.67	\$ 51.33	\$ 68.15	\$ 95.41						
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 27.90	\$ 36.17	\$ 64.12	\$ 89.77						
Accounting/Finance	Contract Manager	\$ 29.02	\$ 37.55	\$ 49.86	\$ 69.80						
Accounting/Finance	CPA	\$ 28.93	\$ 38.23	\$ 67.79	\$ 94.90						
Accounting/Finance	Financial Advocate	\$ 24.84	\$ 31.17	\$ 41.39	\$ 57.94						
Accounting/Finance	Fiscal/Compliance Manager	\$ 49.75	\$ 60.95	\$ 80.93	\$ 113.30						
Accounting/Finance	Fiscal Analyst	\$ 25.92	\$ 33.53	\$ 44.52	\$ 62.33						
Accounting/Finance	Fiscal Assistant	\$ 13.80	\$ 16.52	\$ 27.41	\$ 38.38						
Accounting/Finance	Fiscal Technical Senior	\$ 13.80	\$ 20.29	\$ 34.09	\$ 47.73						
Accounting/Finance	Fiscal Technician	\$ 15.51	\$ 18.96	\$ 33.61	\$ 47.05						
Accounting/Finance	Housing Chief Financial Officer	\$ 51.82	\$ 67.05	\$ 89.03	\$ 124.64						
Accounting/Finance	Loan Closer	\$ 29.61	\$ 38.31	\$ 50.87	\$ 71.21						
Accounting/Finance	Loan Officer	\$ 37.43	\$ 41.14	\$ 54.63	\$ 76.48						
Accounting/Finance	Medicaid Specialist	\$ 18.43	\$ 22.87	\$ 30.37	\$ 42.51						
Accounting/Finance	Payment Clerk	\$ 14.51	\$ 18.77	\$ 24.92	\$ 34.89						
Accounting/Finance	Payroll Assistant	\$ 14.73	\$ 18.60	\$ 32.98	\$ 46.17						
Accounting/Finance	Payroll Clerk	\$ 23.48	\$ 36.94	\$ 49.04	\$ 68.66						
Accounting/Finance	Procurement Specialist Sr.	\$ 45.33	\$ 54.54	\$ 72.42	\$ 101.39						
Accounting/Finance	Purchasing / Procurement	\$ 18.60	\$ 27.64	\$ 49.01	\$ 68.61						
Accounting/Finance	Sr. Compliance Officer	\$ 35.91	\$ 40.82	\$ 72.37	\$ 101.31						
Accounting/Finance	Supervising Auditor	\$ 35.91	\$ 41.33	\$ 73.28	\$ 102.60						
Accounting/Finance	Supervising Contract Manager	\$ 46.29	\$ 59.89	\$ 79.52	\$ 111.32						
Accounting/Finance	Underwriter	\$ 32.12	\$ 41.56	\$ 55.19	\$ 77.26						
Call Center/Customer Service	Customer Service Inbound I	\$ 13.80	\$ 15.00	\$ 24.86	\$ 34.80						
Call Center/Customer Service	Customer Service Inbound II	\$ 13.99	\$ 22.53	\$ 40.19	\$ 56.27						
Call Center/Customer Service	Customer Service Outbound I	\$ 13.80	\$ 15.00	\$ 24.86	\$ 34.80						
Call Center/Customer Service	Customer Service Outbound II	\$ 13.99	\$ 22.53	\$ 40.19	\$ 56.27						
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 13.80	\$ 16.82	\$ 28.11	\$ 39.36						
Call Center/Customer Service	Data Analyst/ Processor	\$ 21.97	\$ 27.46	\$ 38.80	\$ 54.33						
Call Center/Customer Service	Detailing Representative I	\$ 13.80	\$ 15.84	\$ 26.36	\$ 36.90						
Call Center/Customer Service	Detailing Representative II	\$ 13.80	\$ 18.06	\$ 30.32	\$ 42.45						
Call Center/Customer Service	Help Desk Analyst	\$ 13.80	\$ 28.84	\$ 49.56	\$ 69.39						
Call Center/Customer Service	Market Research Inbound	\$ 16.36	\$ 22.05	\$ 39.33	\$ 55.06						
Call Center/Customer Service	Market Research Outbound	\$ 22.07	\$ 33.60	\$ 59.93	\$ 83.91						
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 13.80	\$ 14.86	\$ 21.90	\$ 30.65						
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 13.80	\$ 18.82	\$ 31.68	\$ 44.35						
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 13.80	\$ 14.86	\$ 21.90	\$ 30.65						
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 13.80	\$ 18.82	\$ 31.68	\$ 44.35						
Call Center/Customer Service	Sales & Promotion Sampler	\$ 13.80	\$ 14.86	\$ 21.47	\$ 30.05						
Call Center/Customer Service	Sales Inbound I	\$ 13.80	\$ 16.76	\$ 28.01	\$ 39.22						
Call Center/Customer Service	Sales Inbound II	\$ 13.80	\$ 18.82	\$ 31.68	\$ 44.35						
Call Center/Customer Service	Sales Outbound I	\$ 13.80	\$ 16.86	\$ 28.18	\$ 39.46						
Call Center/Customer Service	Sales Outbound II	\$ 13.80	\$ 18.82	\$ 31.68	\$ 44.35						
Call Center/Customer Service	Tradeshaw Booth Attendant I	\$ 13.80	\$ 14.86	\$ 21.95	\$ 30.73						
Call Center/Customer Service	Tradeshaw Booth Attendant II	\$ 13.80	\$ 17.01	\$ 28.46	\$ 39.84						
Call Center/Customer Service	Tradeshaw Host/Hostess I	\$ 13.80	\$ 14.86	\$ 21.62	\$ 30.27						
Call Center/Customer Service	Tradeshaw Host/Hostess II	\$ 13.80	\$ 22.48	\$ 38.21	\$ 53.50						
General Administrative	Administrative Assistant I	\$ 13.80	\$ 15.25	\$ 25.31	\$ 35.43						
General Administrative	Administrative Assistant II	\$ 14.20	\$ 15.35	\$ 27.39	\$ 38.35						
General Administrative	Administrative Assistant III	\$ 15.36	\$ 16.67	\$ 29.73	\$ 41.63						
General Administrative	Administrative Assistant IV	\$ 16.68	\$ 18.45	\$ 32.92	\$ 46.09						
General Administrative	Administrative Assistant V	\$ 18.47	\$ 20.81	\$ 37.13	\$ 51.98						
General Administrative	Administrative Staff Assistant	\$ 20.47	\$ 23.41	\$ 41.76	\$ 58.46						
General Administrative	Administrative Staff Specialist	\$ 23.42	\$ 28.95	\$ 51.65	\$ 72.31						
General Administrative	Administrative Staff Specialist Senior	\$ 28.96	\$ 29.96	\$ 59.16	\$ 82.83						
General Administrative	Agency Management Analyst	\$ 18.89	\$ 24.79	\$ 44.22	\$ 61.91						
General Administrative	Agency Management Analyst Lead	\$ 24.80	\$ 28.81	\$ 51.39	\$ 71.95						
General Administrative	Agency Management Analyst Senior	\$ 28.87	\$ 44.92	\$ 80.13	\$ 112.18						
General Administrative	Assistant Instructor	\$ 25.34	\$ 29.87	\$ 40.04	\$ 56.05						
General Administrative	Bag Check Person	\$ 13.00	\$ 15.91	\$ 18.01	\$ 25.21						

Columns not applicable (see NTE rates to the left).

General Administrative	Cashier	\$ 13.00	\$ 15.91	\$ 18.01	\$ 25.21
General Administrative	Clerk	\$ 13.80	\$ 14.86	\$ 23.41	\$ 32.77
General Administrative	Clerk Jr	\$ 13.80	\$ 14.86	\$ 20.18	\$ 28.25
General Administrative	Clerk Sr	\$ 13.80	\$ 14.86	\$ 27.18	\$ 38.05
General Administrative	Confidential Assistant	\$ 26.57	\$ 32.73	\$ 43.88	\$ 61.43
General Administrative	Contract Manager HSR	\$ 24.92	\$ 32.25	\$ 43.22	\$ 60.51
General Administrative	Data Entry Operator	\$ 13.80	\$ 14.86	\$ 21.50	\$ 30.10
General Administrative	Data Entry Operator Senior	\$ 13.80	\$ 18.41	\$ 30.94	\$ 43.32
General Administrative	Document Control Clerk	\$ 15.57	\$ 20.15	\$ 27.01	\$ 37.81
General Administrative	Document Control Clerk / Filing Specialist	\$ 13.80	\$ 16.98	\$ 22.49	\$ 31.49
General Administrative	Door Greeter	\$ 13.00	\$ 15.91	\$ 18.01	\$ 25.21
General Administrative	Executive Secretary	\$ 15.22	\$ 18.92	\$ 33.75	\$ 47.25
General Administrative	Executive Secretary Senior	\$ 16.95	\$ 28.06	\$ 50.06	\$ 70.09
General Administrative	Floor Clerk	\$ 13.00	\$ 15.91	\$ 18.01	\$ 25.21
General Administrative	Intake Specialist (HMGP)	\$ 18.57	\$ 22.02	\$ 31.12	\$ 43.57
General Administrative	Inventory Specialist	\$ 15.92	\$ 19.10	\$ 26.99	\$ 37.79
General Administrative	Legal Assistant	\$ 13.80	\$ 15.17	\$ 25.17	\$ 35.24
General Administrative	Legal Assistant Senior	\$ 14.14	\$ 35.64	\$ 63.59	\$ 89.02
General Administrative	Library Assistant	\$ 13.80	\$ 17.97	\$ 30.17	\$ 42.23
General Administrative	Medical Assistant I	\$ 13.80	\$ 14.86	\$ 24.00	\$ 33.60
General Administrative	Medical Assistant II	\$ 13.80	\$ 20.24	\$ 34.21	\$ 47.90
General Administrative	Medical Biller I	\$ 13.80	\$ 14.86	\$ 22.02	\$ 30.82
General Administrative	Medical Biller II	\$ 13.80	\$ 20.28	\$ 34.28	\$ 48.00
General Administrative	Medical Records Clerk I	\$ 13.80	\$ 18.66	\$ 31.39	\$ 43.94
General Administrative	Medical Records Clerk II	\$ 13.80	\$ 19.93	\$ 33.66	\$ 47.13
General Administrative	Office Manager	\$ 20.33	\$ 30.94	\$ 55.20	\$ 77.28
General Administrative	Office Services Aide	\$ 13.80	\$ 16.56	\$ 27.65	\$ 38.71
General Administrative	Office Services Assistant	\$ 13.80	\$ 17.43	\$ 29.20	\$ 40.88
General Administrative	Office Services Specialist	\$ 13.80	\$ 18.19	\$ 30.56	\$ 42.79
General Administrative	Office Services Supervisor	\$ 13.80	\$ 18.57	\$ 31.23	\$ 43.73
General Administrative	Office Services Supervisor Senior	\$ 15.41	\$ 19.64	\$ 35.04	\$ 49.06
General Administrative	Online Clerk	\$ 13.00	\$ 15.91	\$ 18.01	\$ 25.21
General Administrative	Operator I	\$ 13.80	\$ 14.86	\$ 21.43	\$ 30.00
General Administrative	Operator II	\$ 13.80	\$ 15.10	\$ 25.05	\$ 35.07
General Administrative	Operator III (Key Disc Operator)	\$ 14.08	\$ 15.94	\$ 28.44	\$ 39.82
General Administrative	Operator IV (Key Disc Operator)	\$ 15.95	\$ 18.48	\$ 32.97	\$ 46.16
General Administrative	Paralegal	\$ 14.86	\$ 24.94	\$ 35.24	\$ 49.34
General Administrative	Paralegal Sr.	\$ 27.06	\$ 39.01	\$ 52.29	\$ 73.21
General Administrative	Personal Assistant	\$ 13.80	\$ 15.39	\$ 25.57	\$ 35.79
General Administrative	Personal Assistant Senior	\$ 14.34	\$ 15.29	\$ 27.27	\$ 38.18
General Administrative	Photocopy Supervisor	\$ 13.80	\$ 17.14	\$ 28.68	\$ 40.16
General Administrative	Photocopy Technician	\$ 13.80	\$ 15.85	\$ 26.38	\$ 36.93
General Administrative	Photo-Typesetting Specialist	\$ 13.80	\$ 20.67	\$ 34.97	\$ 48.96
General Administrative	Photo-Typesetting Supervisor	\$ 14.54	\$ 21.28	\$ 37.97	\$ 53.16
General Administrative	Paralegal Program Specialist	\$ 32.25	\$ 39.51	\$ 52.96	\$ 74.15
General Administrative	Planning Grants Administrator	\$ 39.73	\$ 50.01	\$ 67.03	\$ 93.84
General Administrative	Postal Aide	\$ 13.80	\$ 14.86	\$ 18.66	\$ 26.12
General Administrative	Postal Aide Senior	\$ 13.80	\$ 17.59	\$ 29.49	\$ 41.29
General Administrative	Postal Assistant	\$ 16.59	\$ 18.44	\$ 32.89	\$ 46.04
General Administrative	Program Manager	\$ 31.84	\$ 47.75	\$ 67.48	\$ 94.48
General Administrative	Program Specialist	\$ 22.85	\$ 29.56	\$ 39.63	\$ 55.48
General Administrative	Project Assistant	\$ 21.22	\$ 26.53	\$ 37.49	\$ 52.49
General Administrative	Public Relations Coordinator	\$ 13.80	\$ 17.27	\$ 28.91	\$ 40.47
General Administrative	Public Relations Specialist	\$ 17.05	\$ 29.16	\$ 52.03	\$ 72.84
General Administrative	Public Relations Specialist Assistant	\$ 13.80	\$ 18.09	\$ 30.37	\$ 42.52
General Administrative	Receptionist	\$ 13.80	\$ 14.86	\$ 19.69	\$ 27.57
General Administrative	Receptionist Senior	\$ 13.80	\$ 18.48	\$ 31.08	\$ 43.51
General Administrative	Secretary	\$ 13.80	\$ 14.86	\$ 21.62	\$ 30.27
General Administrative	Secretary Senior	\$ 13.80	\$ 22.54	\$ 38.31	\$ 53.64
General Administrative	Stockroom Clerk	\$ 13.00	\$ 15.91	\$ 18.01	\$ 25.21
General Administrative	Systems Support Research Assistant	\$ 16.18	\$ 19.10	\$ 26.99	\$ 37.79
General Administrative	Translator	\$ 13.80	\$ 26.83	\$ 45.96	\$ 64.35
Human Resources	Claims Representative	\$ 21.22	\$ 28.11	\$ 39.73	\$ 55.62
Human Resources	Classification / Compensation Analyst	\$ 16.90	\$ 23.31	\$ 41.59	\$ 58.22
Human Resources	Classification / Compensation Analyst Senior	\$ 23.36	\$ 30.94	\$ 55.20	\$ 77.28
Human Resources	Classification / Compensation Consultant	\$ 30.96	\$ 41.47	\$ 73.98	\$ 103.57
Human Resources	EEO Program Analyst	\$ 18.25	\$ 29.14	\$ 51.98	\$ 72.77
Human Resources	EEO Program Specialist	\$ 20.13	\$ 31.78	\$ 56.70	\$ 79.37
Human Resources	EEO Officer	\$ 41.75	\$ 52.42	\$ 69.64	\$ 97.50
Human Resources	Employee Relations Analyst	\$ 16.44	\$ 20.81	\$ 37.13	\$ 51.98
Human Resources	Employee Relations Analyst Senior	\$ 20.86	\$ 36.81	\$ 65.67	\$ 91.94
Human Resources	Human Resources Assistant	\$ 13.80	\$ 19.23	\$ 32.41	\$ 45.37
Human Resources	Human Resources Generalist	\$ 14.62	\$ 18.60	\$ 33.18	\$ 46.45
Human Resources	Human Resources Generalist Senior	\$ 18.71	\$ 32.67	\$ 58.28	\$ 81.59
Human Resources	Personnel Analyst	\$ 14.48	\$ 18.41	\$ 32.84	\$ 45.97
Human Resources	Personnel Analyst Senior	\$ 18.45	\$ 22.33	\$ 39.83	\$ 55.76
Human Resources	Personnel Practices Analyst	\$ 22.39	\$ 26.36	\$ 47.03	\$ 65.84
Human Resources	Personnel Practices Analyst Senior	\$ 26.41	\$ 33.63	\$ 59.99	\$ 83.98
Human Resources	Personnel Practices Manager	\$ 33.09	\$ 41.16	\$ 73.42	\$ 102.79
Human Resources	Recruiter	\$ 34.55	\$ 42.67	\$ 56.69	\$ 79.36
Human Services	Health Insurance Enrollment Project Coordinator	\$ 31.09	\$ 38.40	\$ 51.02	\$ 71.42
Human Services	Social Worker	\$ 16.12	\$ 27.30	\$ 48.70	\$ 68.18
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 23.88	\$ 32.90	\$ 46.49	\$ 65.09
Human Services	Support Enforcement Specialist	\$ 13.80	\$ 17.94	\$ 30.11	\$ 42.16
Human Services	Support Enforcement Specialist Senior	\$ 16.94	\$ 19.98	\$ 35.64	\$ 49.90
Human Services	Utilization Review Analyst	\$ 16.94	\$ 24.30	\$ 43.34	\$ 60.68
Human Services	Utilization Review Analyst Senior	\$ 24.35	\$ 39.05	\$ 69.67	\$ 97.54
Human Services	Medical Social Work	\$ 35.23	\$ 45.59	\$ 60.56	\$ 84.79
Human Services	Teachers Aid / Classroom Helper	\$ 13.47	\$ 17.42	\$ 23.15	\$ 32.41
Human Services	Trainer	\$ 34.55	\$ 40.84	\$ 54.26	\$ 75.96
Human Services	Training Assistant	\$ 40.31	\$ 54.86	\$ 72.88	\$ 102.04
Human Services	Training Supervisor	\$ 51.82	\$ 61.26	\$ 81.39	\$ 113.94
Insurance	Claims Adjuster I	\$ 13.99	\$ 16.94	\$ 30.22	\$ 42.30
Insurance	Claims Adjuster II	\$ 16.99	\$ 24.30	\$ 43.34	\$ 60.68
Insurance	Claims Specialist	\$ 24.35	\$ 30.68	\$ 54.73	\$ 76.63
Insurance	Worker's Compensation Specialist	\$ 23.00	\$ 34.41	\$ 61.38	\$ 85.93
Media	Audio Visual Technician	\$ 13.80	\$ 15.32	\$ 25.38	\$ 35.54
Media	Audio Visual Technician Senior	\$ 14.28	\$ 23.67	\$ 42.15	\$ 59.01
Media	Graphic Artist	\$ 13.80	\$ 16.59	\$ 27.65	\$ 38.72
Media	Graphic Artist Senior	\$ 15.53	\$ 21.84	\$ 38.90	\$ 54.46
Media	Graphic Designer	\$ 13.80	\$ 16.59	\$ 27.65	\$ 38.72

Media	Graphic Designer Senior	\$ 15.56	\$ 21.84	\$ 38.90	\$ 54.46
Media	Photographer	\$ 13.80	\$ 14.86	\$ 20.24	\$ 28.34
Media	Photographer Senior	\$ 13.80	\$ 19.27	\$ 32.44	\$ 45.41
Media	TV / Video Production Specialist	\$ 17.18	\$ 22.11	\$ 39.37	\$ 55.11
Media	TV / Video Production Technician	\$ 22.13	\$ 29.95	\$ 53.33	\$ 74.66
Tax	Data Entry Clerk	\$ 13.80	\$ 14.86	\$ 19.71	\$ 27.59
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 13.80	\$ 18.48	\$ 31.08	\$ 43.51
Tax	Error Resolution and Document Processor	\$ 14.44	\$ 20.06	\$ 35.78	\$ 50.09
Tax	General Clerical	\$ 13.80	\$ 14.86	\$ 22.03	\$ 30.85
Tax	On-Site Administrator (Day)	\$ 13.80	\$ 22.17	\$ 37.66	\$ 52.72
Tax	On-Site Administrator (Evening)	\$ 13.80	\$ 22.17	\$ 37.66	\$ 52.72
Tax	Remittance Processor	\$ 17.35	\$ 25.72	\$ 45.88	\$ 64.23
Tax	Taxpayer Information & Assistance Agent	\$ 15.37	\$ 22.09	\$ 39.40	\$ 55.16
Technical	Access/Scanning Project Assistant	\$ 20.73	\$ 27.73	\$ 37.89	\$ 53.05
Technical	Agricultural Technician	\$ 15.81	\$ 25.66	\$ 47.15	\$ 66.02
Technical	Agricultural Technician Lead	\$ 17.73	\$ 28.33	\$ 52.07	\$ 72.90
Technical	Agricultural Technician Supervisor	\$ 21.29	\$ 34.14	\$ 62.74	\$ 87.83
Technical	Analytical Chemist	\$ 16.76	\$ 28.33	\$ 52.07	\$ 72.90
Technical	Analytical Chemist Assistant	\$ 19.58	\$ 32.24	\$ 59.24	\$ 82.94
Technical	Analytical Chemist Senior	\$ 24.70	\$ 40.32	\$ 74.10	\$ 103.73
Technical	Archaeologist	\$ 21.01	\$ 32.93	\$ 47.94	\$ 67.11
Technical	Architectural Historian	\$ 30.66	\$ 39.74	\$ 57.86	\$ 81.00
Technical	Assets Manager	\$ 35.93	\$ 42.18	\$ 57.63	\$ 80.68
Technical	Bilingual Specialist Social Services Publications	\$ 40.09	\$ 51.86	\$ 70.86	\$ 99.21
Technical	Bridge Design Drafter	\$ 17.69	\$ 26.61	\$ 48.89	\$ 68.45
Technical	Bridge Design Drafter Senior	\$ 18.87	\$ 28.77	\$ 52.87	\$ 74.02
Technical	Caregiver Program	\$ 43.47	\$ 52.73	\$ 72.04	\$ 100.86
Technical	Cartographic Drafter	\$ 22.24	\$ 31.33	\$ 57.57	\$ 80.60
Technical	Cartographic Drafter Assistant	\$ 17.43	\$ 26.22	\$ 48.18	\$ 67.46
Technical	Cartographic Supervisor	\$ 30.34	\$ 40.79	\$ 74.96	\$ 104.95
Technical	Civil Engineer Trainee	\$ 30.29	\$ 35.74	\$ 48.84	\$ 68.37
Technical	Clergy	\$ 20.27	\$ 24.38	\$ 33.31	\$ 46.64
Technical	Communications Specialist	\$ 31.72	\$ 44.37	\$ 60.63	\$ 84.88
Technical	Communication Specialist II	\$ 54.70	\$ 68.96	\$ 94.23	\$ 131.92
Technical	Computer Operator Assistant	\$ 16.98	\$ 20.69	\$ 30.13	\$ 42.18
Technical	Constituent Services Representative	\$ 24.76	\$ 30.48	\$ 41.64	\$ 58.30
Technical	Constituent Affairs Coordinator	\$ 30.23	\$ 35.78	\$ 48.89	\$ 68.44
Technical	Construction Inspector	\$ 20.13	\$ 26.05	\$ 35.59	\$ 49.83
Technical	Construction Management Specialist	\$ 33.82	\$ 43.75	\$ 59.78	\$ 83.70
Technical	Contract Analyst	\$ 28.94	\$ 37.45	\$ 51.16	\$ 71.63
Technical	Coordinator / MWOB	\$ 20.04	\$ 25.92	\$ 35.42	\$ 49.59
Technical	Direct Certification Coordinator	\$ 42.01	\$ 51.10	\$ 74.39	\$ 104.14
Technical	Director of Facilities HRC	\$ 57.58	\$ 69.18	\$ 94.53	\$ 132.34
Technical	Electrical Plan Reviewer	\$ 38.04	\$ 46.97	\$ 64.18	\$ 89.85
Technical	Engineering Design Drafting Specialist	\$ 26.75	\$ 37.87	\$ 69.59	\$ 97.42
Technical	Engineering Design Drafting Supervisor	\$ 31.13	\$ 43.39	\$ 79.74	\$ 111.63
Technical	Engineering Design Drafting Technician	\$ 15.03	\$ 19.89	\$ 36.56	\$ 51.18
Technical	Engineering Drafting Technician	\$ 15.06	\$ 19.89	\$ 36.56	\$ 51.18
Technical	Engineering Drafting Technician Senior	\$ 17.45	\$ 25.37	\$ 46.62	\$ 65.27
Technical	Engineering Sr. Technician	\$ 32.25	\$ 36.57	\$ 49.97	\$ 69.96
Technical	Environmental Engineer	\$ 24.71	\$ 39.04	\$ 71.75	\$ 100.45
Technical	Environmental Engineer Senior	\$ 26.62	\$ 42.71	\$ 78.50	\$ 109.89
Technical	Environmental Program Analyst	\$ 20.97	\$ 30.98	\$ 56.93	\$ 79.71
Technical	Environmental Program Planner	\$ 22.40	\$ 33.47	\$ 61.51	\$ 86.12
Technical	Environmental Program Specialist	\$ 24.09	\$ 30.25	\$ 55.58	\$ 77.82
Technical	Environmental Specialist - Field	\$ 22.40	\$ 32.70	\$ 60.09	\$ 84.13
Technical	Environmental Specialist Senior - Field	\$ 23.04	\$ 34.23	\$ 62.90	\$ 88.06
Technical	Environmental Technician	\$ 20.97	\$ 30.98	\$ 56.93	\$ 79.71
Technical	Environmental Technician Senior	\$ 22.40	\$ 33.47	\$ 61.51	\$ 86.12
Technical	Field Program Compliance Supervisor	\$ 36.39	\$ 48.76	\$ 66.63	\$ 93.28
Technical	Field Staff Technician	\$ 22.80	\$ 29.50	\$ 40.31	\$ 56.44
Technical	Financial Admin Analyst	\$ 38.00	\$ 46.08	\$ 62.96	\$ 88.15
Technical	GIS Analyst	\$ 19.58	\$ 31.45	\$ 42.97	\$ 60.16
Technical	GIS Specialist	\$ 35.75	\$ 46.25	\$ 63.20	\$ 88.48
Technical	Grant Administrator	\$ 28.06	\$ 36.31	\$ 49.60	\$ 69.45
Technical	Grants Administrator Senior	\$ 35.99	\$ 48.76	\$ 66.63	\$ 93.28
Technical	Grant Manager	\$ 40.31	\$ 56.99	\$ 77.87	\$ 109.02
Technical	Grant Manager II	\$ 54.13	\$ 62.23	\$ 85.03	\$ 119.04
Technical	Health Data Specialist	\$ 34.55	\$ 45.59	\$ 62.30	\$ 87.21
Technical	Health Data Specialist II	\$ 45.78	\$ 60.95	\$ 83.28	\$ 116.60
Technical	Help Desk Support	\$ 16.45	\$ 26.53	\$ 38.62	\$ 54.07
Technical	Historical Preservation Specialist	\$ 30.06	\$ 38.89	\$ 53.14	\$ 74.40
Technical	Home Repair Coordinator	\$ 18.31	\$ 25.47	\$ 37.08	\$ 51.91
Technical	Home Repair Coordinator II	\$ 25.06	\$ 32.42	\$ 44.29	\$ 62.01
Technical	Housing Monitor	\$ 32.71	\$ 42.32	\$ 57.82	\$ 80.95
Technical	Housing Recovery Advisor	\$ 19.10	\$ 23.35	\$ 42.90	\$ 60.07
Technical	Housing Advisor Senior	\$ 28.79	\$ 36.08	\$ 49.30	\$ 69.02
Technical	Housing Program Manager	\$ 38.00	\$ 46.08	\$ 62.96	\$ 88.15
Technical	Infection Control Specialist	\$ 50.09	\$ 70.71	\$ 96.61	\$ 135.25
Technical	Investigator	\$ 34.55	\$ 51.51	\$ 70.37	\$ 98.52
Technical	Laboratory Technician	\$ 16.00	\$ 23.97	\$ 44.05	\$ 61.67
Technical	Laboratory Technician Senior	\$ 16.99	\$ 25.84	\$ 47.49	\$ 66.49
Technical	Landlord Advisor	\$ 23.03	\$ 31.94	\$ 43.64	\$ 61.10
Technical	Lead Trainer	\$ 43.76	\$ 54.83	\$ 74.92	\$ 104.89
Technical	Licensed Clinician - LPC/LCAD	\$ 31.09	\$ 40.23	\$ 54.97	\$ 76.96
Technical	Management Officer	\$ 31.67	\$ 40.97	\$ 55.98	\$ 78.37
Technical	Manager	\$ 30.06	\$ 38.89	\$ 53.14	\$ 74.40
Technical	Maritime Archaeologist	\$ 34.55	\$ 46.74	\$ 63.86	\$ 89.41
Technical	Mobility Instructor	\$ 42.82	\$ 55.40	\$ 75.69	\$ 105.97
Technical	Mortgage Analyst Coordinator	\$ 27.64	\$ 36.15	\$ 49.39	\$ 69.14
Technical	One Call Staff Meter Tester	\$ 22.78	\$ 28.53	\$ 38.98	\$ 54.57
Technical	PASP Program Assistant	\$ 14.97	\$ 20.54	\$ 28.07	\$ 39.29
Technical	Policy and Planning	\$ 40.31	\$ 53.33	\$ 72.87	\$ 102.02
Technical	Principal Technical Assistant	\$ 26.49	\$ 33.16	\$ 45.31	\$ 63.43
Technical	Project Coordinator	\$ 30.06	\$ 38.89	\$ 53.14	\$ 74.40
Technical	Program Assistant	\$ 34.55	\$ 44.50	\$ 60.80	\$ 85.12
Technical	Program Compliance Specialist	\$ 42.72	\$ 48.76	\$ 66.63	\$ 93.28
Technical	Program Compliance Supervisor	\$ 46.35	\$ 51.76	\$ 70.72	\$ 99.01
Technical	Program Management Officer	\$ 40.31	\$ 57.05	\$ 77.95	\$ 109.13
Technical	Program Manager	\$ 31.09	\$ 40.23	\$ 67.48	\$ 94.48
Technical	Program Support Specialist	\$ 23.35	\$ 28.12	\$ 40.94	\$ 57.32

Trades	Carpenter Assistant	\$ 13.80	\$ 14.86	49.24%	\$ 20.59	\$ 22.17	24.00%	\$ 25.66	\$ 27.63
Trades	Carpenter	\$ 13.80	\$ 19.96	49.24%	\$ 20.59	\$ 29.79	24.00%	\$ 25.66	\$ 37.13
Trades	Carpenter Senior	\$ 19.95	\$ 26.95	49.24%	\$ 29.78	\$ 40.22	24.00%	\$ 37.11	\$ 50.13
Trades	Electrician	\$ 21.27	\$ 35.40	49.24%	\$ 31.75	\$ 52.84	24.00%	\$ 39.57	\$ 65.85
Trades	Electrician Assistant	\$ 13.80	\$ 15.06	49.24%	\$ 20.59	\$ 22.48	24.00%	\$ 25.66	\$ 28.02
Trades	Electrician Senior	\$ 16.43	\$ 18.95	49.24%	\$ 24.52	\$ 28.28	24.00%	\$ 30.55	\$ 35.24
Trades	Electrician Supervisor Senior	\$ 19.00	\$ 33.39	49.24%	\$ 28.35	\$ 49.84	24.00%	\$ 35.33	\$ 62.11
Trades	Electronic Equipment Install & Repair Supervisor	\$ 20.72	\$ 30.81	49.24%	\$ 30.93	\$ 45.98	24.00%	\$ 38.55	\$ 57.30
Trades	Electronic Equipment Install & Repair Technician	\$ 16.45	\$ 20.62	49.24%	\$ 24.54	\$ 30.77	24.00%	\$ 30.59	\$ 38.35
Trades	Electronic Technician	\$ 13.80	\$ 16.97	49.24%	\$ 20.59	\$ 25.32	24.00%	\$ 25.66	\$ 31.56
Trades	Electronic Technician Senior	\$ 15.95	\$ 28.22	49.24%	\$ 23.81	\$ 42.11	24.00%	\$ 29.67	\$ 52.49
Trades	Equipment Repair Supervisor	\$ 22.68	\$ 28.56	49.24%	\$ 33.85	\$ 39.63	24.00%	\$ 42.19	\$ 49.40
Trades	Equipment Repair Technician	\$ 13.80	\$ 16.97	49.24%	\$ 20.59	\$ 25.32	24.00%	\$ 25.66	\$ 31.56
Trades	Equipment Repair Technician Senior	\$ 15.95	\$ 22.63	49.24%	\$ 23.81	\$ 33.77	24.00%	\$ 29.67	\$ 42.09
Trades	HVAC Installation & Repair Assistant	\$ 13.80	\$ 16.64	49.24%	\$ 20.59	\$ 24.83	24.00%	\$ 25.66	\$ 30.95
Trades	HVAC Installation & Repair Assistant Senior	\$ 15.58	\$ 26.56	49.24%	\$ 23.25	\$ 39.63	24.00%	\$ 28.97	\$ 49.40
Trades	Laboratory Mechanic	\$ 13.80	\$ 18.05	49.24%	\$ 20.59	\$ 26.94	24.00%	\$ 25.66	\$ 33.57
Trades	Laboratory Mechanic Senior	\$ 16.99	\$ 25.84	49.24%	\$ 25.35	\$ 38.57	24.00%	\$ 31.60	\$ 48.07
Trades	Locksmith	\$ 15.36	\$ 22.60	49.24%	\$ 22.93	\$ 33.72	24.00%	\$ 28.58	\$ 42.03
Trades	Maintenance Field Worker	\$ 13.80	\$ 17.06	49.24%	\$ 20.59	\$ 25.47	24.00%	\$ 25.66	\$ 31.74
Trades	Mason Plasterer	\$ 15.46	\$ 17.82	49.24%	\$ 23.07	\$ 26.59	24.00%	\$ 28.76	\$ 33.14
Trades	Mason Plasterer Assistant	\$ 17.86	\$ 26.41	49.24%	\$ 26.65	\$ 39.42	24.00%	\$ 33.21	\$ 49.13
Trades	Mechanic	\$ 13.80	\$ 23.71	49.24%	\$ 20.59	\$ 35.38	24.00%	\$ 25.66	\$ 44.10
Trades	Painter	\$ 13.80	\$ 22.54	49.24%	\$ 20.59	\$ 33.64	24.00%	\$ 25.66	\$ 41.92
Trades	Plumber / Steamfitter	\$ 20.99	\$ 31.91	49.24%	\$ 31.32	\$ 47.62	24.00%	\$ 39.03	\$ 59.35
Trades	Plumber / Steamfitter Assistant	\$ 13.80	\$ 21.98	49.24%	\$ 20.59	\$ 32.80	24.00%	\$ 25.66	\$ 40.88
Trades	Printing Press Operator B	\$ 20.48	\$ 30.08	49.24%	\$ 30.57	\$ 44.89	24.00%	\$ 38.10	\$ 55.95
Trades	Production Supervisor	\$ 24.29	\$ 37.20	49.24%	\$ 36.25	\$ 55.52	24.00%	\$ 45.18	\$ 69.19
Trades	Radio Specialist	\$ 14.48	\$ 18.56	49.24%	\$ 21.60	\$ 27.70	24.00%	\$ 26.93	\$ 34.52
Trades	Radio Specialist Senior	\$ 18.59	\$ 24.30	49.24%	\$ 27.74	\$ 36.26	24.00%	\$ 34.58	\$ 45.19
Trades	Sheet Metal Worker	\$ 13.80	\$ 18.78	49.24%	\$ 20.59	\$ 28.03	24.00%	\$ 25.66	\$ 34.93
Trades	Sheet Metal Worker Assistant	\$ 13.80	\$ 15.05	49.24%	\$ 20.59	\$ 22.47	24.00%	\$ 25.66	\$ 28.00
Trades	Sheet Metal Worker Lead	\$ 17.77	\$ 24.31	49.24%	\$ 26.52	\$ 36.28	24.00%	\$ 33.05	\$ 45.21
Trades	Shipping / Receiving Clerk	\$ 13.85	\$ 18.99	49.24%	\$ 20.67	\$ 28.33	24.00%	\$ 25.76	\$ 35.31
Trades	Storekeeper Assistant I	\$ 13.80	\$ 16.13	49.24%	\$ 20.59	\$ 24.07	24.00%	\$ 25.66	\$ 30.00
Trades	Storekeeper Assistant II	\$ 13.80	\$ 17.26	49.24%	\$ 20.59	\$ 25.75	24.00%	\$ 25.66	\$ 32.10
Trades	Storekeeper I	\$ 13.80	\$ 14.86	49.24%	\$ 20.59	\$ 22.17	24.00%	\$ 25.66	\$ 27.63
Trades	Storekeeper II	\$ 13.80	\$ 14.86	49.24%	\$ 20.59	\$ 22.17	24.00%	\$ 25.66	\$ 27.63
Trades	Storekeeper III	\$ 13.80	\$ 16.13	49.24%	\$ 20.59	\$ 24.07	24.00%	\$ 25.66	\$ 30.00
Trades	Storekeeper Senior	\$ 15.08	\$ 17.60	49.24%	\$ 22.51	\$ 26.26	24.00%	\$ 28.06	\$ 32.73
Trades	Tool Room Assistant	\$ 13.80	\$ 14.86	49.24%	\$ 20.59	\$ 22.17	24.00%	\$ 25.66	\$ 27.63
Trades	Tool Room Assistant Senior	\$ 13.80	\$ 18.19	49.24%	\$ 20.59	\$ 27.15	24.00%	\$ 25.66	\$ 33.84
Trades	Trades Utilities Worker Senior	\$ 13.80	\$ 19.41	49.24%	\$ 20.59	\$ 28.97	24.00%	\$ 25.66	\$ 36.10
Trades	Trades Utility Worker	\$ 13.80	\$ 14.86	49.24%	\$ 20.59	\$ 22.17	24.00%	\$ 25.66	\$ 27.63
Trades	Tradesman Helper	\$ 13.80	\$ 16.47	49.24%	\$ 20.59	\$ 24.59	24.00%	\$ 25.66	\$ 30.64
Trades	Tradesman Helper Senior	\$ 15.41	\$ 19.21	49.24%	\$ 23.00	\$ 28.67	24.00%	\$ 28.67	\$ 35.73
Trades	Upholsterer	\$ 15.55	\$ 20.12	49.24%	\$ 23.20	\$ 30.02	24.00%	\$ 28.92	\$ 37.42
Trades	Welder	\$ 13.80	\$ 18.53	49.24%	\$ 20.59	\$ 27.66	24.00%	\$ 25.66	\$ 34.47
Trades	Welder Senior	\$ 17.52	\$ 21.00	49.24%	\$ 26.14	\$ 31.35	24.00%	\$ 32.58	\$ 39.07
Trades	Work Zone Safety Officer	\$ 21.89	\$ 35.39	49.24%	\$ 32.67	\$ 52.82	24.00%	\$ 40.72	\$ 65.83

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				43.23%	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				43.23%	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				53.04%	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				49.24%	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.

California (2022 HOURLY MINIMUM WAGE = \$15.00)

Position Category	Job Position	Regular NTE Rate	Overtime NTE Rate	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Accounting/Finance	Accounts Payable / Administrative Support	\$ 34.21	\$ 47.90						
Accounting/Finance	Accounts Receivable / Administrative Support	\$ 34.21	\$ 47.90						
Accounting/Finance	Accountant	\$ 35.91	\$ 50.28						
Accounting/Finance	Account Consultant	\$ 102.07	\$ 142.89						
Accounting/Finance	Accountant JR	\$ 21.01	\$ 29.42						
Accounting/Finance	Accountant Senior	\$ 49.87	\$ 69.82						
Accounting/Finance	Accountant, Client Financial Services	\$ 38.91	\$ 54.47						
Accounting/Finance	Accounting Assistant	\$ 29.96	\$ 41.94						
Accounting/Finance	Accounting Clerk	\$ 18.68	\$ 26.15						
Accounting/Finance	Accounting Manager A	\$ 37.68	\$ 52.75						
Accounting/Finance	Accounting Manager B	\$ 46.11	\$ 64.55						
Accounting/Finance	Accounting Manager C	\$ 58.39	\$ 81.74						
Accounting/Finance	Auditing - External Auditor	\$ 41.10	\$ 57.53						
Accounting/Finance	Auditing - External Auditor Senior	\$ 58.39	\$ 81.74						
Accounting/Finance	Auditing - Internal Auditor	\$ 41.10	\$ 57.53						
Accounting/Finance	Auditing - Internal Auditor Senior	\$ 58.39	\$ 81.74						
Accounting/Finance	Bookkeeper	\$ 25.88	\$ 36.23						
Accounting/Finance	Bookkeeping II	\$ 40.83	\$ 57.16						
Accounting/Finance	Budget Analyst	\$ 41.70	\$ 58.38						
Accounting/Finance	Budget Analyst Senior	\$ 64.74	\$ 90.64						
Accounting/Finance	Buyer	\$ 62.87	\$ 88.02						
Accounting/Finance	Closure/Disbursement Specialists	\$ 59.15	\$ 82.81						
Accounting/Finance	Compliance Officer Sr.	\$ 68.76	\$ 96.26						
Accounting/Finance	Compliance Officer, Duplication of Benefits HSR	\$ 64.69	\$ 90.57						
Accounting/Finance	Contract Manager	\$ 50.30	\$ 70.42						
Accounting/Finance	CPA	\$ 68.39	\$ 95.75						
Accounting/Finance	Financial Advocate	\$ 41.76	\$ 58.46						
Accounting/Finance	Fiscal/Compliance Manager	\$ 81.65	\$ 114.31						
Accounting/Finance	Fiscal Analyst	\$ 44.92	\$ 62.88						
Accounting/Finance	Fiscal Assistant	\$ 27.66	\$ 38.72						
Accounting/Finance	Fiscal Technical Senior	\$ 34.39	\$ 48.15						
Accounting/Finance	Fiscal Technician	\$ 33.91	\$ 47.47						
Accounting/Finance	Housing Chief Financial Officer	\$ 89.82	\$ 125.75						
Accounting/Finance	Loan Closer	\$ 51.32	\$ 71.85						
Accounting/Finance	Loan Officer	\$ 55.12	\$ 77.16						
Accounting/Finance	Medicaid Specialist	\$ 30.64	\$ 42.89						
Accounting/Finance	Payment Clerk	\$ 25.14	\$ 35.20						
Accounting/Finance	Payroll Assistant	\$ 33.27	\$ 46.58						
Accounting/Finance	Payroll Clerk	\$ 49.48	\$ 69.27						
Accounting/Finance	Procurement Specialist Sr.	\$ 73.07	\$ 102.29						
Accounting/Finance	Purchasing / Procurement	\$ 49.44	\$ 69.22						
Accounting/Finance	Sr. Compliance Officer	\$ 73.01	\$ 102.22						
Accounting/Finance	Supervising Auditor	\$ 73.94	\$ 103.51						
Accounting/Finance	Supervising Contract Manager	\$ 80.22	\$ 112.31						
Accounting/Finance	Underwriter	\$ 55.68	\$ 77.95						
Call Center/Customer Service	Customer Service Inbound I	\$ 25.08	\$ 35.11						
Call Center/Customer Service	Customer Service Inbound II	\$ 40.55	\$ 56.77						
Call Center/Customer Service	Customer Service Outbound I	\$ 25.08	\$ 35.11						
Call Center/Customer Service	Customer Service Outbound II	\$ 40.55	\$ 56.77						
Call Center/Customer Service	Customer Service Representative Bilingual	\$ 28.36	\$ 39.71						
Call Center/Customer Service	Data Analyst/ Processor	\$ 39.15	\$ 54.81						
Call Center/Customer Service	Detailing Representative I	\$ 26.59	\$ 37.23						
Call Center/Customer Service	Detailing Representative II	\$ 30.59	\$ 42.83						
Call Center/Customer Service	Help Desk Analyst	\$ 50.01	\$ 70.01						
Call Center/Customer Service	Market Research Inbound	\$ 39.68	\$ 55.55						
Call Center/Customer Service	Market Research Outbound	\$ 60.47	\$ 84.66						
Call Center/Customer Service	Sales & Promotion Comparison Shopper I	\$ 22.09	\$ 30.93						
Call Center/Customer Service	Sales & Promotion Comparison Shopper II	\$ 31.96	\$ 44.75						
Call Center/Customer Service	Sales & Promotion Demonstrator I	\$ 22.09	\$ 30.93						
Call Center/Customer Service	Sales & Promotion Demonstrator II	\$ 31.96	\$ 44.75						
Call Center/Customer Service	Sales & Promotion Sampler	\$ 21.66	\$ 30.32						
Call Center/Customer Service	Sales Inbound I	\$ 28.26	\$ 39.57						

Columns not applicable (see NTE rates to the left).

California (2022 HOURLY MINIMUM WAGE = \$15.00)

Position Category	Job Position	Regular NTE Rate	Overtime NTE Rate	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Call Center/Customer Service	Sales Inbound II	\$ 31.96	\$ 44.75						
Call Center/Customer Service	Sales Outbound I	\$ 28.44	\$ 39.81						
Call Center/Customer Service	Sales Outbound II	\$ 31.96	\$ 44.75						
Call Center/Customer Service	Tradeshow Booth Attendant I	\$ 22.14	\$ 31.00						
Call Center/Customer Service	Tradeshow Booth Attendant II	\$ 28.71	\$ 40.20						
Call Center/Customer Service	Tradeshow Host/Hostess I	\$ 21.81	\$ 30.54						
Call Center/Customer Service	Tradeshow Host/Hostess II	\$ 38.55	\$ 53.97						
General Administrative	Administrative Assistant I	\$ 25.53	\$ 35.75						
General Administrative	Administrative Assistant II	\$ 27.64	\$ 38.69						
General Administrative	Administrative Assistant III	\$ 30.00	\$ 42.00						
General Administrative	Administrative Assistant IV	\$ 33.22	\$ 46.50						
General Administrative	Administrative Assistant V	\$ 37.46	\$ 52.44						
General Administrative	Administrative Staff Assistant	\$ 42.13	\$ 58.98						
General Administrative	Administrative Staff Specialist	\$ 52.11	\$ 72.95						
General Administrative	Administrative Staff Specialist Senior	\$ 59.69	\$ 83.57						
General Administrative	Agency Management Analyst	\$ 44.62	\$ 62.46						
General Administrative	Agency Management Analyst Lead	\$ 51.85	\$ 72.59						
General Administrative	Agency Management Analyst Senior	\$ 80.84	\$ 113.18						
General Administrative	Assistant Instructor	\$ 40.39	\$ 56.55						
General Administrative	Bag Check Person	\$ 18.17	\$ 25.43						
General Administrative	Cashier	\$ 18.17	\$ 25.43						
General Administrative	Clerk	\$ 23.62	\$ 33.07						
General Administrative	Clerk Jr	\$ 20.36	\$ 28.50						
General Administrative	Clerk Sr	\$ 27.42	\$ 38.39						
General Administrative	Confidential Assistant	\$ 44.27	\$ 61.97						
General Administrative	Contract Manager HSR	\$ 43.61	\$ 61.05						
General Administrative	Data Entry Operator	\$ 21.69	\$ 30.37						
General Administrative	Data Entry Operator Senior	\$ 31.22	\$ 43.70						
General Administrative	Document Control Clerk	\$ 27.25	\$ 38.15						
General Administrative	Document Control Clerk / Filing Specialist	\$ 22.70	\$ 31.77						
General Administrative	Door Greeter	\$ 18.17	\$ 25.43						
General Administrative	Executive Secretary	\$ 34.05	\$ 47.67						
General Administrative	Executive Secretary Senior	\$ 50.51	\$ 70.71						
General Administrative	Floor Clerk	\$ 18.17	\$ 25.43						
General Administrative	Intake Specialist (HMGP)	\$ 31.40	\$ 43.95						
General Administrative	Inventory Specialist	\$ 27.23	\$ 38.13						
General Administrative	Legal Assistant	\$ 25.17	\$ 35.24						
General Administrative	Legal Assistant Senior	\$ 63.59	\$ 89.02						
General Administrative	Library Assistant	\$ 30.43	\$ 42.61						
General Administrative	Medical Assistant I	\$ 24.21	\$ 33.90						
General Administrative	Medical Assistant II	\$ 34.52	\$ 48.33						
General Administrative	Medical Biller I	\$ 22.21	\$ 31.10						
General Administrative	Medical Biller II	\$ 34.59	\$ 48.42						
General Administrative	Medical Records Clerk I	\$ 31.67	\$ 44.34						
General Administrative	Medical Records Clerk II	\$ 33.96	\$ 47.55						
General Administrative	Office Manager	\$ 55.69	\$ 77.96						
General Administrative	Office Services Aide	\$ 27.90	\$ 39.06						
General Administrative	Office Services Assistant	\$ 29.46	\$ 41.25						
General Administrative	Office Services Specialist	\$ 30.83	\$ 43.17						
General Administrative	Office Services Supervisor	\$ 31.51	\$ 44.12						
General Administrative	Office Services Supervisor Senior	\$ 35.35	\$ 49.49						
General Administrative	Online Clerk	\$ 18.17	\$ 25.43						
General Administrative	Operator I	\$ 21.62	\$ 30.27						
General Administrative	Operator II	\$ 25.27	\$ 35.38						
General Administrative	Operator III (Key Disc Operator)	\$ 28.70	\$ 40.17						
General Administrative	Operator IV (Key Disc Operator)	\$ 33.27	\$ 46.57						
General Administrative	Paralegal	\$ 35.56	\$ 49.78						
General Administrative	Paralegal Sr.	\$ 52.76	\$ 73.86						
General Administrative	Personal Assistant	\$ 25.79	\$ 36.11						
General Administrative	Personal Assistant Senior	\$ 27.51	\$ 38.52						
General Administrative	Photocopy Supervisor	\$ 28.94	\$ 40.52						
General Administrative	Photocopy Technician	\$ 26.61	\$ 37.25						
General Administrative	Photo-Typesetting Specialist	\$ 35.28	\$ 49.40						
General Administrative	Photo-Typesetting Supervisor	\$ 38.31	\$ 53.63						
General Administrative	Paralegal Program Specialist	\$ 53.43	\$ 74.81						
General Administrative	Planning Grants Administrator	\$ 67.63	\$ 94.68						
General Administrative	Postal Aide	\$ 18.82	\$ 26.35						
General Administrative	Postal Aide Senior	\$ 29.76	\$ 41.66						
General Administrative	Postal Assistant	\$ 33.18	\$ 46.45						
General Administrative	Program Manager	\$ 68.09	\$ 95.32						
General Administrative	Program Specialist	\$ 39.98	\$ 55.97						
General Administrative	Project Assistant	\$ 37.83	\$ 52.96						
General Administrative	Public Relations Coordinator	\$ 29.17	\$ 40.83						
General Administrative	Public Relations Specialist	\$ 52.49	\$ 73.49						
General Administrative	Public Relations Specialist Assistant	\$ 30.64	\$ 42.90						

California (2022 HOURLY MINIMUM WAGE = \$15.00)

Position Category	Job Position	Regular NTE Rate	Overtime NTE Rate	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
General Administrative	Receptionist	\$ 19.87	\$ 27.81						
General Administrative	Receptionist Senior	\$ 31.36	\$ 43.90						
General Administrative	Secretary	\$ 21.81	\$ 30.54						
General Administrative	Secretary Senior	\$ 38.66	\$ 54.12						
General Administrative	Stockroom Clerk	\$ 18.17	\$ 25.43						
General Administrative	Systems Support Research Assistant	\$ 27.23	\$ 38.13						
General Administrative	Translator	\$ 46.37	\$ 64.92						
Human Resources	Claims Representative	\$ 40.08	\$ 56.11						
Human Resources	Classification / Compensation Analyst	\$ 41.96	\$ 58.74						
Human Resources	Classification / Compensation Analyst Senior	\$ 55.69	\$ 77.96						
Human Resources	Classification / Compensation Consultant	\$ 74.63	\$ 104.49						
Human Resources	EEO Program Analyst	\$ 52.44	\$ 73.41						
Human Resources	EEO Program Specialist	\$ 57.20	\$ 80.08						
Human Resources	EEO Officer	\$ 70.26	\$ 98.37						
Human Resources	Employee Relations Analyst	\$ 37.46	\$ 52.44						
Human Resources	Employee Relations Analyst Senior	\$ 66.26	\$ 92.76						
Human Resources	Human Resources Assistant	\$ 32.69	\$ 45.77						
Human Resources	Human Resources Generalist	\$ 33.48	\$ 46.87						
Human Resources	Human Resources Generalist Senior	\$ 58.80	\$ 82.32						
Human Resources	Personnel Analyst	\$ 33.13	\$ 46.38						
Human Resources	Personnel Analyst Senior	\$ 40.19	\$ 56.26						
Human Resources	Personnel Practices Analyst	\$ 47.45	\$ 66.43						
Human Resources	Personnel Practices Analyst Senior	\$ 60.52	\$ 84.73						
Human Resources	Personnel Practices Manager	\$ 74.08	\$ 103.71						
Human Resources	Recruiter	\$ 57.19	\$ 80.07						
Human Services	Health Insurance Enrollment Project Coordinator	\$ 51.47	\$ 72.06						
Human Services	Social Worker	\$ 49.14	\$ 68.79						
Human Services	Sr. Outside (Field) Claims Adjuster	\$ 46.90	\$ 65.67						
Human Services	Support Enforcement Specialist	\$ 30.38	\$ 42.54						
Human Services	Support Enforcement Specialist Senior	\$ 35.96	\$ 50.35						
Human Services	Utilization Review Analyst	\$ 43.73	\$ 61.22						
Human Services	Utilization Review Analyst Senior	\$ 70.29	\$ 98.40						
Human Services	Medical Social Work	\$ 61.10	\$ 85.55						
Human Services	Teachers Aid / Classroom Helper	\$ 23.35	\$ 32.69						
Human Services	Trainer	\$ 54.74	\$ 76.64						
Human Services	Training Assistant	\$ 73.53	\$ 102.94						
Human Services	Training Supervisor	\$ 82.11	\$ 114.95						
Insurance	Claims Adjuster I	\$ 30.49	\$ 42.68						
Insurance	Claims Adjuster II	\$ 43.73	\$ 61.22						
Insurance	Claims Specialist	\$ 55.22	\$ 77.31						
Insurance	Worker's Compensation Specialist	\$ 61.93	\$ 86.70						
Media	Audio Visual Technician	\$ 26.61	\$ 35.85						
Media	Audio Visual Technician Senior	\$ 42.53	\$ 59.54						
Media	Graphic Artist	\$ 27.90	\$ 39.06						
Media	Graphic Artist Senior	\$ 39.25	\$ 54.95						
Media	Graphic Designer	\$ 27.90	\$ 39.06						
Media	Graphic Designer Senior	\$ 39.25	\$ 54.95						
Media	Photographer	\$ 20.42	\$ 28.59						
Media	Photographer Senior	\$ 32.72	\$ 45.81						
Media	TV / Video Production Specialist	\$ 39.72	\$ 56.60						
Media	TV / Video Production Technician	\$ 53.81	\$ 75.33						
Tax	Data Entry Clerk	\$ 19.88	\$ 27.84						
Tax	Data Entry Clerk/Remittance Processor Blended	\$ 31.36	\$ 43.90						
Tax	Error Resolution and Document Processor	\$ 36.10	\$ 50.54						
Tax	General Clerical	\$ 22.23	\$ 31.12						
Tax	On-Site Administrator (Day)	\$ 38.00	\$ 53.19						
Tax	On-Site Administrator (Evening)	\$ 38.00	\$ 53.19						
Tax	Remittance Processor	\$ 46.29	\$ 64.80						
Tax	Taxpayer Information & Assistance Agent	\$ 39.75	\$ 55.65						
Technical	Access/Scanning Project Assistant	\$ 38.23	\$ 53.52						
Technical	Agricultural Technician	\$ 47.57	\$ 66.60						
Technical	Agricultural Technician Lead	\$ 52.53	\$ 73.55						
Technical	Agricultural Technician Supervisor	\$ 63.30	\$ 88.61						
Technical	Analytical Chemist	\$ 52.53	\$ 73.55						
Technical	Analytical Chemist Assistant	\$ 59.77	\$ 83.68						
Technical	Analytical Chemist Senior	\$ 74.76	\$ 104.66						
Technical	Archaeologist	\$ 48.37	\$ 67.71						
Technical	Architectural Historian	\$ 58.37	\$ 81.72						
Technical	Assets Manager	\$ 58.15	\$ 81.40						
Technical	Bilingual Specialist Social Services Publications	\$ 71.49	\$ 100.09						
Technical	Bridge Design Drafter	\$ 49.33	\$ 69.06						
Technical	Bridge Design Drafter Senior	\$ 53.34	\$ 74.68						
Technical	Caregiver Program	\$ 72.68	\$ 101.75						
Technical	Cartographic Drafter	\$ 58.09	\$ 81.32						
Technical	Cartographic Drafter Assistant	\$ 48.61	\$ 68.06						

California (2022 HOURLY MINIMUM WAGE = \$15.00)

Position Category	Job Position	Regular NTE Rate	Overtime NTE Rate	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Technical	Cartographic Supervisor	\$ 75.63	\$ 105.89						
Technical	Civil Engineer Trainee	\$ 49.27	\$ 68.98						
Technical	Clergy	\$ 33.61	\$ 47.05						
Technical	Communications Specialist	\$ 61.17	\$ 85.64						
Technical	Communication Specialist II	\$ 95.07	\$ 133.09						
Technical	Computer Operator Assistant	\$ 30.39	\$ 42.55						
Technical	Constituent Services Representative	\$ 42.01	\$ 58.82						
Technical	Constituent Affairs Coordinator	\$ 49.32	\$ 69.05						
Technical	Construction Inspector	\$ 35.91	\$ 50.27						
Technical	Construction Management Specialist	\$ 60.32	\$ 84.44						
Technical	Contract Analyst	\$ 51.62	\$ 72.27						
Technical	Coordinator / MWOB	\$ 35.73	\$ 50.03						
Technical	Direct Certification Coordinator	\$ 75.05	\$ 105.07						
Technical	Director of Facilities HRC	\$ 95.37	\$ 133.52						
Technical	Electrical Plan Reviewer	\$ 64.75	\$ 90.65						
Technical	Engineering Design Drafting Specialist	\$ 70.21	\$ 98.29						
Technical	Engineering Design Drafting Supervisor	\$ 80.45	\$ 112.63						
Technical	Engineering Design Drafting Technician	\$ 36.89	\$ 51.64						
Technical	Engineering Drafting Technician	\$ 36.89	\$ 51.64						
Technical	Engineering Drafting Technician Senior	\$ 47.04	\$ 65.85						
Technical	Engineering Sr. Technician	\$ 50.41	\$ 70.58						
Technical	Environmental Engineer	\$ 72.39	\$ 101.35						
Technical	Environmental Engineer Senior	\$ 79.20	\$ 110.87						
Technical	Environmental Program Analyst	\$ 57.44	\$ 80.42						
Technical	Environmental Program Planner	\$ 62.06	\$ 86.88						
Technical	Environmental Program Specialist	\$ 56.08	\$ 78.51						
Technical	Environmental Specialist - Field	\$ 60.63	\$ 84.88						
Technical	Environmental Specialist Senior - Field	\$ 63.46	\$ 88.84						
Technical	Environmental Technician	\$ 57.44	\$ 80.42						
Technical	Environmental Technician Senior	\$ 62.06	\$ 86.88						
Technical	Field Program Compliance Supervisor	\$ 67.22	\$ 94.11						
Technical	Field Staff Technician	\$ 40.67	\$ 56.94						
Technical	Financial Admin Analyst	\$ 63.52	\$ 88.93						
Technical	GIS Analyst	\$ 43.36	\$ 60.70						
Technical	GIS Specialist	\$ 63.76	\$ 89.27						
Technical	Grant Administrator	\$ 50.05	\$ 70.06						
Technical	Grants Administrator Senior	\$ 67.22	\$ 94.11						
Technical	Grant Manager	\$ 78.56	\$ 109.99						
Technical	Grant Manager II	\$ 85.79	\$ 120.11						
Technical	Health Data Specialist	\$ 62.85	\$ 87.99						
Technical	Health Data Specialist II	\$ 84.02	\$ 117.63						
Technical	Help Desk Support	\$ 38.97	\$ 54.55						
Technical	Historical Preservation Specialist	\$ 53.61	\$ 75.06						
Technical	Home Repair Coordinator	\$ 37.41	\$ 52.37						
Technical	Home Repair Coordinator II	\$ 44.69	\$ 62.56						
Technical	Housing Monitor	\$ 58.34	\$ 81.67						
Technical	Housing Recovery Advisor	\$ 43.29	\$ 60.60						
Technical	Housing Advisor Senior	\$ 49.74	\$ 69.64						
Technical	Housing Program Manager	\$ 63.52	\$ 88.93						
Technical	Infection Control Specialist	\$ 97.47	\$ 136.46						
Technical	Investigator	\$ 71.00	\$ 99.40						
Technical	Laboratory Technician	\$ 44.44	\$ 62.22						
Technical	Laboratory Technician Senior	\$ 47.91	\$ 67.08						
Technical	Landlord Advisor	\$ 44.03	\$ 61.64						
Technical	Lead Trainer	\$ 75.59	\$ 105.82						
Technical	Licensed Clinician - LPC/LCAD	\$ 55.46	\$ 77.64						
Technical	Management Officer	\$ 56.48	\$ 79.07						
Technical	Manager	\$ 53.61	\$ 75.06						
Technical	Maritime Archaeologist	\$ 64.43	\$ 90.20						
Technical	Mobility Instructor	\$ 76.36	\$ 106.91						
Technical	Mortgage Analyst Coordinator	\$ 49.83	\$ 69.76						
Technical	One Call Staff Meter Tester	\$ 39.32	\$ 55.05						
Technical	PASP Program Assistant	\$ 28.32	\$ 39.64						
Technical	Policy and Planning	\$ 73.52	\$ 102.93						
Technical	Principal Technical Assistant	\$ 45.71	\$ 63.99						
Technical	Project Coordinator	\$ 53.61	\$ 75.06						
Technical	Program Assistant	\$ 61.34	\$ 85.87						
Technical	Program Compliance Specialist	\$ 67.22	\$ 94.11						
Technical	Program Compliance Supervisor	\$ 71.35	\$ 99.90						
Technical	Program Management Officer	\$ 78.65	\$ 110.11						
Technical	Program Manager	\$ 68.09	\$ 95.32						
Technical	Program Support Specialist	\$ 41.30	\$ 57.83						
Technical	Quality Assurance	\$ 49.91	\$ 69.87						
Technical	Regional Recovery Outreach Manager	\$ 62.96	\$ 88.15						
Technical	Residential Plan Reviewer	\$ 53.79	\$ 75.30						

California (2022 HOURLY MINIMUM WAGE = \$15.00)

Position Category	Job Position	Regular NTE Rate	Overtime NTE Rate	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	\$ 77.26	\$ 108.17						
Technical	Right of Way Technician Supervisor	\$ 84.82	\$ 118.75						
Technical	Safety Engineer	\$ 75.51	\$ 105.71						
Technical	Safety Engineer Senior	\$ 86.39	\$ 120.95						
Technical	Senior Legal Specialist	\$ 73.94	\$ 103.51						
Technical	Special Paralegal Administrator	\$ 47.36	\$ 66.30						
Technical	Technical Writer	\$ 59.15	\$ 82.81						
Technical	Title Examiner	\$ 47.16	\$ 66.03						
Technical	Traffic Controller	\$ 65.62	\$ 91.87						
Technical	Traffic Controller Senior	\$ 77.26	\$ 108.17						
Technical	Transportation Data Analyst	\$ 65.62	\$ 91.87						
Technical	Transportation Data Analyst Senior	\$ 77.26	\$ 108.17						
Technical	Transportation Data Analyst Supervisor	\$ 77.26	\$ 108.17						
Technical	Transportation Data Technician	\$ 65.62	\$ 91.87						
Technical	Transportation District Utilities Specialist	\$ 77.24	\$ 108.14						
Technical	Transportation Engineering Technician -Survey	\$ 84.51	\$ 118.32						
Technical	Transportation Engineering Technician -Survey Senior	\$ 88.43	\$ 123.81						
Technical	Transportation Engineering Technician -Survey Supervisor	\$ 94.47	\$ 132.26						
Technical	Transportation Materials Technician	\$ 33.54	\$ 46.95						
Technical	Transportation Materials Technician Senior	\$ 36.37	\$ 50.91						
Technical	Transportation Materials Technician Specialist	\$ 82.69	\$ 115.76						
Technical	Transportation Materials Technician Supervisor	\$ 94.47	\$ 132.26						
Technical	Transportation Planning Specialist	\$ 77.24	\$ 108.14						
Technical	Transportation Planning Specialist Senior	\$ 88.43	\$ 123.81						
Technical	Transportation Technical Program Coordinator	\$ 77.24	\$ 108.14						
Technical	Transportation Technical Support Coordinator	\$ 77.24	\$ 108.14						
Technical	Veterinary Pathologist	\$ 70.14	\$ 98.20						
Food Related Services	Barista (misc)	<i>Columns not applicable (see markup-based rates to the right).</i>		43.23%	\$ 19.76	\$ 23.96	24.00%	\$ 25.66	\$ 31.11
Food Related Services	Building Attendant (misc)			43.23%	\$ 19.76	\$ 23.96	24.00%	\$ 25.66	\$ 31.11
Food Related Services	Busser			43.23%	\$ 19.76	\$ 23.96	24.00%	\$ 25.66	\$ 31.11
Food Related Services	Cashiers			43.23%	\$ 19.76	\$ 23.96	24.00%	\$ 25.66	\$ 31.11
Food Related Services	Dishwasher			43.23%	\$ 19.76	\$ 21.28	24.00%	\$ 25.66	\$ 27.63
Food Related Services	Sous Chefs			43.23%	\$ 21.89	\$ 26.75	24.00%	\$ 28.42	\$ 34.74
Food Related Services	Sr Server			43.23%	\$ 19.76	\$ 21.28	24.00%	\$ 25.66	\$ 27.63
Food Related Services	Food Operations Assistant			43.23%	\$ 19.76	\$ 21.58	24.00%	\$ 25.66	\$ 28.02
Food Related Services	Food Operations Manager Assistant			43.23%	\$ 20.11	\$ 23.54	24.00%	\$ 26.12	\$ 30.57
Food Related Services	Food Production Worker			43.23%	\$ 19.76	\$ 21.28	24.00%	\$ 25.66	\$ 27.63
Food Related Services	Food Service Super			43.23%	\$ 21.20	\$ 25.92	24.00%	\$ 27.54	\$ 33.65
Food Related Services	Line Cook/Prep Cook			43.23%	\$ 19.76	\$ 21.58	24.00%	\$ 25.66	\$ 28.03
Food Related Services	Pastry Cook/Baker			43.23%	\$ 19.76	\$ 24.93	24.00%	\$ 25.66	\$ 32.37
Food Related Services	Second Cook			43.23%	\$ 19.76	\$ 21.28	24.00%	\$ 25.66	\$ 27.63
Food Related Services	Second Cook Senior			43.23%	\$ 19.76	\$ 24.65	24.00%	\$ 25.66	\$ 32.01
Food Related Services	Server			43.23%	\$ 19.76	\$ 21.28	24.00%	\$ 25.66	\$ 27.63
Laborer/Industrial	Animal Health Laboratory Worker			43.23%	\$ 25.83	\$ 39.95	24.00%	\$ 33.55	\$ 51.88
Laborer/Industrial	Asbestos Inspector			43.23%	\$ 46.18	\$ 58.49	24.00%	\$ 59.98	\$ 75.96
Laborer/Industrial	CDL Driver			43.23%	\$ 37.40	\$ 51.94	24.00%	\$ 48.57	\$ 67.46
Laborer/Industrial	Codes - Amusement Ride Inspector			43.23%	\$ 32.68	\$ 42.89	24.00%	\$ 42.44	\$ 55.70
Laborer/Industrial	Codes - Construction Codes			43.23%	\$ 42.48	\$ 50.48	24.00%	\$ 55.17	\$ 65.55
Laborer/Industrial	Codes - Elevator Code Inspector			43.23%	\$ 45.98	\$ 53.20	24.00%	\$ 59.71	\$ 69.08
Laborer/Industrial	Codes - Housing Inspector			43.23%	\$ 37.62	\$ 45.60	24.00%	\$ 48.85	\$ 59.22
Laborer/Industrial	Codes - Multi Sdwelling Inspector			43.23%	\$ 37.62	\$ 44.84	24.00%	\$ 48.85	\$ 58.23
Laborer/Industrial	Codes - Plan Reviewer			43.23%	\$ 47.88	\$ 57.38	24.00%	\$ 62.18	\$ 74.51
Laborer/Industrial	Codes - Sub Code Official			43.23%	\$ 40.28	\$ 50.99	24.00%	\$ 52.31	\$ 66.22
Laborer/Industrial	Flagger / Laborer			43.23%	\$ 29.67	\$ 41.04	24.00%	\$ 38.52	\$ 53.29
Laborer/Industrial	Forklift Operator			43.23%	\$ 46.27	\$ 58.58	24.00%	\$ 60.08	\$ 76.07
Laborer/Industrial	Forklift Operator Senior			43.23%	\$ 55.01	\$ 65.91	24.00%	\$ 71.43	\$ 85.60
Laborer/Industrial	Grounds Worker			43.23%	\$ 25.83	\$ 39.95	24.00%	\$ 33.55	\$ 51.88
Laborer/Industrial	Grounds Worker Lead			43.23%	\$ 29.67	\$ 41.04	24.00%	\$ 38.52	\$ 53.29
Laborer/Industrial	Grounds Worker Senior			43.23%	\$ 37.40	\$ 51.94	24.00%	\$ 48.57	\$ 67.46
Laborer/Industrial	Groundskeeper / Landscaper			43.23%	\$ 25.83	\$ 39.95	24.00%	\$ 33.55	\$ 51.88
Laborer/Industrial	Groundskeeper / Landscaper Senior			43.23%	\$ 29.67	\$ 41.04	24.00%	\$ 38.52	\$ 53.29
Laborer/Industrial	Heavy Industrial Materials Handler (Warehouseman)			43.23%	\$ 29.67	\$ 41.04	24.00%	\$ 38.52	\$ 53.29
Laborer/Industrial	Heavy Industrial Materials Handler, Freezer (Warehouseman)			43.23%	\$ 29.67	\$ 41.04	24.00%	\$ 38.52	\$ 53.29
Laborer/Industrial	Heavy Industrial Worker (General Laborer)			43.23%	\$ 29.67	\$ 41.04	24.00%	\$ 38.52	\$ 53.29
Laborer/Industrial	Housekeeping Supervisor			43.23%	\$ 25.83	\$ 39.95	24.00%	\$ 33.55	\$ 51.88
Laborer/Industrial	Housekeeping Supervisor Senior			43.23%	\$ 29.67	\$ 41.04	24.00%	\$ 38.52	\$ 53.29
Laborer/Industrial	Housekeeping Worker			43.23%	\$ 22.34	\$ 27.77	24.00%	\$ 29.02	\$ 36.07
Laborer/Industrial	Housekeeping Worker Senior			43.23%	\$ 26.26	\$ 33.45	24.00%	\$ 34.10	\$ 43.44
Laborer/Industrial	Housing Inspectors II			43.23%	\$ 37.39	\$ 51.95	24.00%	\$ 48.56	\$ 67.46
Laborer/Industrial	Housing Inspectors III			43.23%	\$ 54.84	\$ 66.35	24.00%	\$ 71.22	\$ 86.16
Laborer/Industrial	Inventory Worker Light			43.23%	\$ 26.26	\$ 33.45	24.00%	\$ 34.10	\$ 43.44
Laborer/Industrial	Light Industrial Worker (General Laborer)			43.23%	\$ 25.83	\$ 39.95	24.00%	\$ 33.55	\$ 51.88
Laborer/Industrial	Motor Vehicle Operator A			43.23%	\$ 29.67	\$ 41.04	24.00%	\$ 38.52	\$ 53.29
Laborer/Industrial	Motor Vehicle Operator B			43.23%	\$ 37.40	\$ 51.94	24.00%	\$ 48.57	\$ 67.46
Laborer/Industrial	Packer			43.23%	\$ 22.34	\$ 27.77	24.00%	\$ 29.02	\$ 36.07

California (2022 HOURLY MINIMUM WAGE = \$15.00)

Position Category	Job Position	Regular NTE Rate	Overtime NTE Rate	Regular Markup	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup	Overtime Bill Rate - Low	Overtime Bill Rate - High
Laborer/Industrial	Printing Press Operator Sr.			43.23%	\$ 44.54	\$ 54.74	24.00%	\$ 57.83	\$ 71.09
Laborer/Industrial	Roll Fed Printer Operator - Midnight Shift			43.23%	\$ 29.72	\$ 38.45	24.00%	\$ 38.59	\$ 49.93
Laborer/Industrial	Technician Water Monitoring			43.23%	\$ 29.67	\$ 41.03	24.00%	\$ 38.53	\$ 53.29
Laborer/Industrial	Warehouse Specialist I			43.23%	\$ 26.26	\$ 33.45	24.00%	\$ 34.10	\$ 43.44
Laborer/Industrial	Warehouse Specialist II			43.23%	\$ 29.67	\$ 41.04	24.00%	\$ 38.52	\$ 53.29
Laborer/Industrial	Warehouse Specialist III			43.23%	\$ 37.40	\$ 51.94	24.00%	\$ 48.57	\$ 67.46
Laborer/Industrial	Warehouse worker (included)			43.23%	\$ 26.26	\$ 33.45	24.00%	\$ 34.10	\$ 43.44
Laborer/Industrial	Warehouse Worker I			43.23%	\$ 29.67	\$ 41.04	24.00%	\$ 38.52	\$ 53.29
Laborer/Industrial	Warehouse Worker II			43.23%	\$ 37.40	\$ 51.94	24.00%	\$ 48.57	\$ 67.46
Laborer/Industrial	Subcode Official - Building			43.23%	\$ 37.16	\$ 48.64	24.00%	\$ 48.26	\$ 63.16
Laborer/Industrial	Subcode Official - Electrical			43.23%	\$ 37.16	\$ 44.84	24.00%	\$ 48.26	\$ 58.23
Laborer/Industrial	Subcode Official - Plumbing			43.23%	\$ 37.16	\$ 44.84	24.00%	\$ 48.26	\$ 58.23
Security	Armed Security Officer			53.04%	\$ 21.11	\$ 29.79	24.00%	\$ 25.66	\$ 36.21
Security	Captain			53.04%	\$ 29.56	\$ 42.12	24.00%	\$ 35.92	\$ 51.19
Security	Dispatcher/Police			53.04%	\$ 21.11	\$ 36.39	24.00%	\$ 25.66	\$ 44.22
Security	Lieutenant			53.04%	\$ 26.60	\$ 36.95	24.00%	\$ 32.33	\$ 44.91
Security	Parking Lot Attendant			53.04%	\$ 19.90	\$ 23.77	24.00%	\$ 24.18	\$ 28.89
Security	Sergeant			53.04%	\$ 24.39	\$ 33.99	24.00%	\$ 29.64	\$ 41.31
Security	Unarmed Security Guard			53.04%	\$ 21.11	\$ 29.41	24.00%	\$ 25.66	\$ 35.74
Trades	Boiler Operator I			49.24%	\$ 22.32	\$ 27.47	24.00%	\$ 27.82	\$ 34.24
Trades	Boiler Operator II			49.24%	\$ 27.54	\$ 31.62	24.00%	\$ 34.33	\$ 39.41
Trades	Boiler Operator Senior I			49.24%	\$ 31.65	\$ 34.55	24.00%	\$ 39.45	\$ 43.06
Trades	Boiler Operator Senior II			49.24%	\$ 34.58	\$ 47.33	24.00%	\$ 43.09	\$ 58.99
Trades	Carpenter Assistant			49.24%	\$ 20.59	\$ 22.17	24.00%	\$ 25.66	\$ 27.63
Trades	Carpenter			49.24%	\$ 20.59	\$ 29.79	24.00%	\$ 25.66	\$ 37.13
Trades	Carpenter Senior			49.24%	\$ 29.78	\$ 40.22	24.00%	\$ 37.11	\$ 50.13
Trades	Electrician			49.24%	\$ 31.75	\$ 52.84	24.00%	\$ 39.57	\$ 65.85
Trades	Electrician Assistant			49.24%	\$ 20.59	\$ 22.48	24.00%	\$ 25.66	\$ 28.02
Trades	Electrician Senior			49.24%	\$ 24.52	\$ 28.28	24.00%	\$ 30.55	\$ 35.24
Trades	Electrician Supervisor Senior			49.24%	\$ 28.35	\$ 49.84	24.00%	\$ 35.33	\$ 62.11
Trades	Electronic Equipment Install & Repair Supervisor			49.24%	\$ 30.93	\$ 45.98	24.00%	\$ 38.55	\$ 57.30
Trades	Electronic Equipment Install & Repair Technician			49.24%	\$ 24.54	\$ 30.77	24.00%	\$ 30.59	\$ 38.35
Trades	Electronic Technician			49.24%	\$ 20.59	\$ 25.32	24.00%	\$ 25.66	\$ 31.56
Trades	Electronic Technician Senior			49.24%	\$ 23.81	\$ 42.11	24.00%	\$ 29.67	\$ 52.49
Trades	Equipment Repair Supervisor			49.24%	\$ 33.85	\$ 39.63	24.00%	\$ 42.19	\$ 49.40
Trades	Equipment Repair Technician			49.24%	\$ 20.59	\$ 25.32	24.00%	\$ 25.66	\$ 31.56
Trades	Equipment Repair Technician Senior			49.24%	\$ 23.81	\$ 33.77	24.00%	\$ 29.67	\$ 42.09
Trades	HVAC Installation & Repair Assistant			49.24%	\$ 20.59	\$ 24.83	24.00%	\$ 25.66	\$ 30.95
Trades	HVAC Installation & Repair Assistant Senior			49.24%	\$ 23.25	\$ 39.63	24.00%	\$ 28.97	\$ 49.40
Trades	Laboratory Mechanic			49.24%	\$ 20.59	\$ 26.94	24.00%	\$ 25.66	\$ 33.57
Trades	Laboratory Mechanic Senior			49.24%	\$ 25.35	\$ 38.57	24.00%	\$ 31.60	\$ 48.07
Trades	Locksmith			49.24%	\$ 22.93	\$ 33.72	24.00%	\$ 28.58	\$ 42.03
Trades	Maintenance Field Worker			49.24%	\$ 20.59	\$ 25.47	24.00%	\$ 25.66	\$ 31.74
Trades	Mason Plasterer			49.24%	\$ 23.07	\$ 26.59	24.00%	\$ 28.76	\$ 33.14
Trades	Mason Plasterer Assistant			49.24%	\$ 26.65	\$ 39.42	24.00%	\$ 33.21	\$ 49.13
Trades	Mechanic			49.24%	\$ 20.59	\$ 35.38	24.00%	\$ 25.66	\$ 44.10
Trades	Painter			49.24%	\$ 20.59	\$ 33.64	24.00%	\$ 25.66	\$ 41.92
Trades	Plumber / Steamfitter			49.24%	\$ 31.32	\$ 47.62	24.00%	\$ 39.03	\$ 59.35
Trades	Plumber / Steamfitter Assistant			49.24%	\$ 20.59	\$ 32.80	24.00%	\$ 25.66	\$ 40.88
Trades	Printing Press Operator B			49.24%	\$ 30.57	\$ 44.89	24.00%	\$ 38.10	\$ 55.95
Trades	Production Supervisor			49.24%	\$ 36.25	\$ 55.52	24.00%	\$ 45.18	\$ 69.19
Trades	Radio Specialist			49.24%	\$ 21.60	\$ 27.70	24.00%	\$ 26.93	\$ 34.52
Trades	Radio Specialist Senior			49.24%	\$ 27.74	\$ 36.26	24.00%	\$ 34.58	\$ 45.19
Trades	Sheet Metal Worker			49.24%	\$ 20.59	\$ 28.03	24.00%	\$ 25.66	\$ 34.93
Trades	Sheet Metal Worker Assistant			49.24%	\$ 20.59	\$ 22.47	24.00%	\$ 25.66	\$ 28.00
Trades	Sheet Metal Worker Lead			49.24%	\$ 26.52	\$ 36.28	24.00%	\$ 33.05	\$ 45.21
Trades	Shipping / Receiving Clerk			49.24%	\$ 20.67	\$ 28.33	24.00%	\$ 25.76	\$ 35.31
Trades	Storekeeper Assistant I			49.24%	\$ 20.59	\$ 24.07	24.00%	\$ 25.66	\$ 30.00
Trades	Storekeeper Assistant II			49.24%	\$ 20.59	\$ 25.75	24.00%	\$ 25.66	\$ 32.10
Trades	Storekeeper I			49.24%	\$ 20.59	\$ 22.17	24.00%	\$ 25.66	\$ 27.63
Trades	Storekeeper II			49.24%	\$ 20.59	\$ 22.17	24.00%	\$ 25.66	\$ 27.63
Trades	Storekeeper III			49.24%	\$ 20.59	\$ 24.07	24.00%	\$ 25.66	\$ 30.00
Trades	Storekeeper Senior			49.24%	\$ 22.51	\$ 26.26	24.00%	\$ 28.06	\$ 32.73
Trades	Tool Room Assistant			49.24%	\$ 20.59	\$ 22.17	24.00%	\$ 25.66	\$ 27.63
Trades	Tool Room Assistant Senior			49.24%	\$ 20.59	\$ 27.15	24.00%	\$ 25.66	\$ 33.84
Trades	Trades Utilities Worker Senior			49.24%	\$ 20.59	\$ 28.97	24.00%	\$ 25.66	\$ 36.10
Trades	Trades Utility Worker			49.24%	\$ 20.59	\$ 22.17	24.00%	\$ 25.66	\$ 27.63
Trades	Tradesman Helper			49.24%	\$ 20.59	\$ 24.59	24.00%	\$ 25.66	\$ 30.64
Trades	Tradesman Helper Senior			49.24%	\$ 23.00	\$ 28.67	24.00%	\$ 28.67	\$ 35.73
Trades	Uplsterer			49.24%	\$ 23.20	\$ 30.02	24.00%	\$ 28.92	\$ 37.42
Trades	Welder			49.24%	\$ 20.59	\$ 27.66	24.00%	\$ 25.66	\$ 34.47
Trades	Welder Senior			49.24%	\$ 26.14	\$ 31.35	24.00%	\$ 32.58	\$ 39.07
Trades	Work Zone Safety Officer			49.24%	\$ 32.67	\$ 52.82	24.00%	\$ 40.72	\$ 65.83

Misc

California (2022 HOURLY MINIMUM WAGE = \$15.00)

Position Category	Job Position	Regular NTE Rate	Overtime NTE Rate	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			32.78%	TBD	TBD	24.00%	TBD	TBD
Misc Admin/Call Center/CS	Misc Admin/Call Center/Cust Service personnel not otherwise listed			33.60%	TBD	TBD	24.00%	TBD	TBD
Misc Food Related Services	Misc Food Related personnel not otherwise listed			43.23%	TBD	TBD	24.00%	TBD	TBD
Misc HR/HS/Professional	Misc Professional personnel not otherwise listed			33.60%	TBD	TBD	24.00%	TBD	TBD
Misc Insurance	Misc Insurance services personnel not otherwise listed			33.60%	TBD	TBD	24.00%	TBD	TBD
Misc Laborer/Industrial	Misc Labor/Industrial personnel not otherwise listed			43.23%	TBD	TBD	24.00%	TBD	TBD
Misc Media	Misc Media personnel not otherwise listed			33.37%	TBD	TBD	24.00%	TBD	TBD
Misc Security	Misc Security personnel not otherwise listed			53.04%	TBD	TBD	24.00%	TBD	TBD
Misc Tax	Misc Tax personnel not otherwise listed			33.60%	TBD	TBD	24.00%	TBD	TBD
Misc Technical/Engineering	Misc Technical personnel not otherwise listed			37.63%	TBD	TBD	24.00%	TBD	TBD
Misc Trades	Misc Trades personnel not otherwise listed			49.24%	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.