

Item 2: Base Price Proposal

Staffing Category	Proposed Mark Up Fee (%)	Proposed Conversion Fee
Administrative/Clerical	32.5%	\$4,000
Customer/Community Services	32.5%	\$5,000
Finance/Accounting	33.5%	\$8,000
General Labor/Maintenance	35%	\$3,000
Planning/Program/Project Management	32.5%	\$9,000
Professional/Management Services	33.5%	\$11,000
Technical	32.5%	\$9,000

Item 3. Market Basket Pricing Sheet & Catalog of Services

Position	Staffing Category	Base Staffing Rate
Administrative Assistant	Administrative/Clerical	\$25.74
Administrative Coordinator	Administrative/Clerical	\$29.70
Call Center Representative	Administrative/Clerical	\$23.27
Clerk	Administrative/Clerical	\$20.79
Copy Machine Operator	Administrative/Clerical	\$19.31
Court Reporter	Administrative/Clerical	\$47.52
Data Entry Operator	Administrative/Clerical	\$21.78
Document Preparation Clerk	Administrative/Clerical	\$21.29
Executive Assistant	Administrative/Clerical	\$41.58
Legal Secretary	Administrative/Clerical	\$33.66
Mail Room Clerk	Administrative/Clerical	\$19.31
Office Manager	Administrative/Clerical	\$37.62
Receptionist	Administrative/Clerical	\$20.30
Records Management Clerk	Administrative/Clerical	\$22.77
Secretary	Administrative/Clerical	\$24.75
Senior Administrative Assistant	Administrative/Clerical	\$31.68
Staff Assistant	Administrative/Clerical	\$25.25
Word Processor	Administrative/Clerical	\$23.76
Code Enforcement Officer	Customer Service/Community Service	\$30.69
Community Relations Representative	Customer Service/Community Service	\$30.69
Customer Service Representative	Customer Service/Community Service	\$23.76
Eligibility Referral Coordinator	Customer Service/Community Service	\$26.73
Housing Specialist	Customer Service/Community Service	\$29.70
Librarian	Customer Service/Community Service	\$37.62
Library Technician	Customer Service/Community Service	\$25.74
Park Ranger	Customer Service/Community Service	\$25.74
Public Assistance Specialist	Customer Service/Community Service	\$27.72
Recreation Specialist	Customer Service/Community Service	\$24.75
Social Worker	Customer Service/Community Service	\$35.64
Volunteer Coordinator	Customer Service/Community Service	\$27.72
Accountant	Finance/Accounting	\$44.55

Accounting Clerk	Finance/Accounting	\$30.69
Accounting Technician	Finance/Accounting	\$55.44

Accounts Payable Specialist	Finance/Accounting	\$28.71
Accounts Receivable Clerk	Finance/Accounting	\$27.72
Auditor	Finance/Accounting	\$49.50
Bookkeeper	Finance/Accounting	\$30.69
Budget Analyst	Finance/Accounting	\$45.54
Controller	Finance/Accounting	\$94.05
Cost Accounting Specialist	Finance/Accounting	\$45.54
Financial Analyst	Finance/Accounting	\$47.52
Fiscal Analyst	Finance/Accounting	\$47.52
Grant Administrator	Finance/Accounting	\$41.58
Payroll Administrator	Finance/Accounting	\$35.64
Payroll Specialist	Finance/Accounting	\$35.64
Senior Accountant	Finance/Accounting	\$51.48
Tax Accountant	Finance/Accounting	\$51.48
Crewleader	General Labor/Maintenance	\$30.69
Custodian	General Labor/Maintenance	\$19.31
Forklift Operator	General Labor/Maintenance	\$22.77
Gardener	General Labor/Maintenance	\$21.78
General Maintenance Worker	General Labor/Maintenance	\$25.74
Groundskeeper	General Labor/Maintenance	\$21.78
Heavy Equipment Operator	General Labor/Maintenance	\$31.68
Janitor	General Labor/Maintenance	\$19.31
Laborer	General Labor/Maintenance	\$20.79
Maintenance Worker - Parks	General Labor/Maintenance	\$23.76
Maintenance Worker - Streets	General Labor/Maintenance	\$23.76
Material Handling Laborer	General Labor/Maintenance	\$21.29
Painter	General Labor/Maintenance	\$27.72
Shipping / Receiving Clerk	General Labor/Maintenance	\$21.78
Stock Clerk	General Labor/Maintenance	\$22.28
Utilities Technician	General Labor/Maintenance	\$28.71
Warehouse Specialist	General Labor/Maintenance	\$24.75
Welder	General Labor/Maintenance	\$34.65
Agile Coach	Planning/Program/Project Management	\$71.28
Change Management Specialist	Planning/Program/Project Management	\$64.35
IT Project Manager	Planning/Program/Project Management	\$84.15
Program Coordinator	Planning/Program/Project Management	\$49.50
Program Manager	Planning/Program/Project Management	\$79.20
Project Coordinator	Planning/Program/Project Management	\$39.60

Project Manager	Planning/Program/Project Management	\$64.35
Scrum Master	Planning/Program/Project Management	\$57.42
Technical Project Manager	Planning/Program/Project Management	\$67.32
Urban Planner	Planning/Program/Project Management	\$47.52
Attorney	Professional/Management Services	\$108.90
Business Analyst	Professional/Management Services	\$47.52
Business Development Manager	Professional/Management Services	\$74.25
Buyer	Professional/Management Services	\$39.60
Compliance Manager	Professional/Management Services	\$71.28
Content Strategist	Professional/Management Services	\$47.52
Contract Administrator	Professional/Management Services	\$49.50
Contract Specialist	Professional/Management Services	\$43.56
Executive Consultant	Professional/Management Services	\$69.30
Facility Manager	Professional/Management Services	\$59.40
Human Resources Generalist	Professional/Management Services	\$41.58
Human Resources Manager	Professional/Management Services	\$69.30
Human Resources Specialist	Professional/Management Services	\$59.40
Inspection Specialist	Professional/Management Services	\$41.58
Insurance Specialist	Professional/Management Services	\$45.54
Logistics Manager	Professional/Management Services	\$65.34
Logistics Specialist	Professional/Management Services	\$37.62
Management Analyst	Professional/Management Services	\$49.50
Marketing Specialist	Professional/Management Services	\$39.60
Operations Manager	Professional/Management Services	\$74.25
Paralegal / Legal Assistant	Professional/Management Services	\$37.62
Proofreader	Professional/Management Services	\$35.64
Purchasing Manager	Professional/Management Services	\$64.35
Recruiter	Professional/Management Services	\$39.60
Safety Manager	Professional/Management Services	\$59.40
Social Media Specialist	Professional/Management Services	\$41.58
Technical Writer	Professional/Management Services	\$47.52
Training Specialist	Professional/Management Services	\$47.52
.NET Developer	Technical	\$74.25
AI/ML Engineer	Technical	\$118.80
Android Developer	Technical	\$87.12
Application Developer	Technical	\$71.28
Automation Tester / SDET	Technical	\$84.15
AWS Developer	Technical	\$84.15

Azure Architect	Technical	\$123.75
Business Intelligence Specialist	Technical	\$74.25
Business Systems Analyst	Technical	\$69.30
Citrix Administrator	Technical	\$69.30
Cloud Architect	Technical	\$128.70
Cloud Engineer	Technical	\$94.05
Computer Programmer	Technical	\$59.40
Cyber Security Analyst	Technical	\$74.25
Cyber Security Engineer	Technical	\$89.10
Data Analyst	Technical	\$54.45
Data Architect	Technical	\$123.75
Data Center Engineer	Technical	\$69.30
Data Scientist	Technical	\$103.95
Database Administrator	Technical	\$81.18
Database Analyst	Technical	\$57.42
Desktop Support Specialist	Technical	\$37.62
DevOps Engineer	Technical	\$94.05
Enterprise Architect	Technical	\$148.50
ERP Functional Consultant	Technical	\$108.90
ETL Developer	Technical	\$69.30
Fullstack Developer	Technical	\$87.12
GIS Consultant	Technical	\$59.40
GIS Technician II	Technical	\$37.62
Help Desk Specialist	Technical	\$33.66
Information Systems Project Manager	Technical	\$84.15
Infrastructure Specialist	Technical	\$74.25
Instructional Designer	Technical	\$49.50
iOS Developer	Technical	\$91.08
IT Administrator	Technical	\$59.40
IT Analyst	Technical	\$54.45
IT Manager	Technical	\$108.90
IT Security Consultant	Technical	\$99.00
IT Support Specialist	Technical	\$39.60
Java Developer	Technical	\$77.22
Linux Administrator	Technical	\$71.28
Mobile App Developer	Technical	\$84.15
Network Administrator	Technical	\$57.42
Network Architect	Technical	\$108.90

Network Engineer	Technical	\$74.25
Network Specialist	Technical	\$54.45
Network Technician	Technical	\$37.62
Oracle Cloud Consultant	Technical	\$118.80
PeopleSoft Developer	Technical	\$87.12
Product Owner	Technical	\$84.15
QA Analyst	Technical	\$51.48
QA Engineer	Technical	\$67.32
Robotic Process Automation Developer	Technical	\$89.10
Salesforce Developer	Technical	\$71.28
SAP Consultant	Technical	\$128.70
Security Architect	Technical	\$133.65
ServiceNow Developer	Technical	\$64.35
SharePoint Administrator	Technical	\$64.35
Site Reliability Engineer	Technical	\$118.80
Software Developer	Technical	\$77.22
Software Engineer	Technical	\$84.15
Solutions Architect	Technical	\$118.80
System Engineer	Technical	\$74.25
Systems Administrator	Technical	\$55.44
Systems Analyst	Technical	\$61.38
Technical Support Specialist	Technical	\$47.52
Telecommunications Specialist	Technical	\$51.48
UX/UI Designer	Technical	\$74.25
VMWare Engineer	Technical	\$81.18
Voice Engineer	Technical	\$74.25
Web Administrator	Technical	\$54.45
Web Developer	Technical	\$64.35
Workday Consultant	Technical	\$113.85