

Item 2: Base Price Proposal

Staffing Category	Proposed Mark Up Fee (%)	Proposed Conversion Fee
Administrative/Clerical	32%	Before 90 days - 15%
Customer/Community Services	32%	Before 90 days - 15%
Finance/Accounting	32%	Before 90 days - 15%
General Labor/Maintenance	32%	Before 90 days - 15%
Planning/Program/Project Management	32%	Before 90 days - 15%
Professional/Management Services	32%	Before 90 days - 15%
Technical	32%	Before 90 days - 15%

Item 3: Market Basket Pricing Sheet

Position	Staffing Category	Base Staffing Rate
Administrative Assistant	Administrative/Clerical	\$22.00
Senior Administrative Assistant	Administrative/Clerical	\$25.00
Clerk	Administrative/Clerical	\$20.00
Receptionist	Administrative/Clerical	\$23.00
Secretary	Administrative/Clerical	\$25.00
Code Enforcement Officer	Customer Service/Community Service	\$28.00
Volunteer Coordinator	Customer Service/Community Service	\$21.00
Accounting Technician	Finance/Accounting	\$30.00
Accounts Payable	Finance/Accounting	\$35.00
Auditor	Finance/Accounting	\$45.00
Fiscal Analyst	Finance/Accounting	\$35.00
Payroll Administrator	Finance/Accounting	\$30.00
Senior Accountant	Finance/Accounting	\$60.00
Crewleader	General Labor/Maintenance	\$28.00
Custodian	General Labor/Maintenance	\$20.00
Heavy Equipment Operator	General Labor/Maintenance	\$25.00
Laborer	General Labor/Maintenance	\$21.00
Maintenance Worker - Parks	General Labor/Maintenance	\$27.00
Maintenance Worker - Streets	General Labor/Maintenance	\$29.00
Utilities Technician	General Labor/Maintenance	\$20.00
GIS Technician II	Technical	\$40.00
Network Administrator	Technical	\$45.00
Network Specialist	Technical	\$40.00
Web Developer	Technical	\$55.00

Item 4: Catalog of Services

Pricing Catalog

Category	Position Title	Entry Level Bill Rate	Senior Level Bill Rate	Principal Level Bill Rate	Executive Level Bill Rate
Information Technology (IT) Staffing	Help Desk Analyst	\$25.60	\$32.00	\$44.80	\$64.00
	Service Desk Technician	\$25.60	\$32.00	\$44.80	\$64.00
	Desktop Support Technician	\$25.60	\$32.00	\$44.80	\$64.00
	IT Support Specialist	\$25.60	\$32.00	\$44.80	\$64.00
	Systems Administrator	\$38.40	\$44.80	\$57.60	\$70.40
	Senior Systems Administrator	\$51.20	\$64.00	\$76.80	\$89.60
	Network Administrator	\$51.20	\$64.00	\$89.60	\$115.20
	Network Engineer	\$51.20	\$64.00	\$89.60	\$115.20
	Senior Network Engineer	\$51.20	\$83.20	\$108.80	\$140.80
	Cybersecurity Analyst	\$51.20	\$76.80	\$96.00	\$140.80
	Information Security Analyst	\$51.20	\$76.80	\$96.00	\$140.80
	Security Engineer	\$51.20	\$76.80	\$96.00	\$140.80
	Cloud Engineer	\$51.20	\$76.80	\$89.60	\$115.20
	Cloud Architect	\$89.60	\$115.20	\$140.80	\$153.60
	DevOps Engineer	\$51.20	\$64.00	\$89.60	\$128.00
	Site Reliability Engineer	\$51.20	\$64.00	\$89.60	\$128.00
	Software Developer	\$51.20	\$64.00	\$89.60	\$128.00
	Senior Software Developer	\$76.80	\$89.60	\$108.80	\$128.00
	Full Stack Developer	\$51.20	\$64.00	\$89.60	\$128.00
	Front End Developer	\$51.20	\$64.00	\$89.60	\$128.00
	Back End Developer	\$51.20	\$64.00	\$89.60	\$128.00
	Applications Support Analyst	\$51.20	\$64.00	\$89.60	\$128.00
	Application Developer	\$51.20	\$64.00	\$89.60	\$128.00
	Database Administrator	\$70.40	\$83.20	\$102.40	\$128.00
	Senior DBA	\$70.40	\$83.20	\$102.40	\$128.00
	Data Engineer	\$51.20	\$64.00	\$89.60	\$128.00
	Senior Data Engineer	\$51.20	\$64.00	\$89.60	\$128.00
	Data Analyst	\$51.20	\$64.00	\$89.60	\$128.00
	Business Intelligence Analyst	\$51.20	\$76.80	\$89.60	\$128.00
	BI Developer	\$51.20	\$76.80	\$89.60	\$128.00
	ETL Developer	\$51.20	\$76.80	\$89.60	\$128.00
	Data Warehouse Developer	\$51.20	\$76.80	\$89.60	\$128.00
	IT Project Manager	\$64.00	\$76.80	\$108.80	\$140.80
	Technical Project Manager	\$64.00	\$76.80	\$108.80	\$140.80
	Scrum Master	\$51.20	\$76.80	\$89.60	\$128.00
	Agile Coach	\$51.20	\$76.80	\$89.60	\$128.00
	IT Business Analyst	\$51.20	\$76.80	\$89.60	\$128.00
	Systems Analyst	\$51.20	\$76.80	\$89.60	\$128.00
	Technical Analyst	\$51.20	\$76.80	\$89.60	\$128.00
	Enterprise Architect	\$96.00	\$115.20	\$140.80	\$166.40

	Solutions Architect	\$96.00	\$115.20	\$140.80	\$166.40
	Infrastructure Engineer	\$51.20	\$64.00	\$89.60	\$128.00
	Infrastructure Architect	\$96.00	\$115.20	\$140.80	\$153.60
	Virtualization Engineer	\$51.20	\$64.00	\$89.60	\$115.20

Category	Position Title	Entry Level Bill Rate	Senior Level Bill Rate	Principal Level Bill Rate	Executive Level Bill Rate
	VMware Engineer	\$51.20	\$64.00	\$89.60	\$115.20
	Storage Engineer	\$51.20	\$64.00	\$89.60	\$115.20
	Network Security Engineer	\$64.00	\$76.80	\$108.80	\$140.80
	IAM Analyst	\$51.20	\$76.80	\$89.60	\$128.00
	IAM Engineer	\$51.20	\$76.80	\$89.60	\$128.00
	SOC Analyst	\$51.20	\$76.80	\$89.60	\$128.00
	Security Operations Engineer	\$64.00	\$76.80	\$108.80	\$140.80
	Penetration Tester	\$51.20	\$64.00	\$89.60	\$115.20
	Vulnerability Analyst	\$51.20	\$64.00	\$89.60	\$115.20
	Mobile Application Developer	\$64.00	\$76.80	\$108.80	\$140.80
	QA Analyst	\$51.20	\$64.00	\$89.60	\$115.20
	QA Automation Engineer	\$51.20	\$64.00	\$89.60	\$115.20
	Test Engineer	\$51.20	\$64.00	\$89.60	\$115.20
	Performance Test Engineer	\$51.20	\$64.00	\$89.60	\$115.20
	Release Manager	\$64.00	\$76.80	\$108.80	\$128.00
	Configuration Manager	\$64.00	\$76.80	\$108.80	\$128.00
	IT Operations Manager	\$64.00	\$76.80	\$108.80	\$128.00
	NOC Technician	\$38.40	\$44.80	\$57.60	\$70.40
	Field Support Technician	\$38.40	\$44.80	\$57.60	\$70.40
	Telecommunications Analyst	\$51.20	\$64.00	\$76.80	\$89.60
	VoIP Engineer	\$51.20	\$70.40	\$89.60	\$108.80
	GIS Analyst	\$51.20	\$70.40	\$89.60	\$115.20
	GIS Developer	\$51.20	\$70.40	\$89.60	\$128.00
	SharePoint Administrator	\$51.20	\$70.40	\$89.60	\$108.80
	SharePoint Developer	\$51.20	\$70.40	\$89.60	\$108.80
	M365 Administrator	\$51.20	\$70.40	\$89.60	\$108.80
	Power Platform Developer	\$51.20	\$70.40	\$89.60	\$108.80
	RPA Developer	\$51.20	\$70.40	\$89.60	\$128.00
	Automation Engineer	\$51.20	\$70.40	\$89.60	\$108.80
	Middleware Engineer	\$51.20	\$70.40	\$89.60	\$108.80
	Integration Engineer	\$51.20	\$70.40	\$89.60	\$108.80
General Clerical & Administrative Staffing	Administrative Assistant	\$23.04	\$30.72	\$38.40	\$51.20
	Senior Administrative Assistant	\$28.16	\$32.00	\$38.40	\$51.20
	Executive Assistant	\$23.04	\$30.72	\$38.40	\$51.20
	Office Specialist	\$23.04	\$30.72	\$38.40	\$51.20
	Office Clerk	\$23.04	\$30.72	\$38.40	\$40.96
	Customer Service Representative	\$23.04	\$30.72	\$38.40	\$40.96
	Senior Customer Service Representative	\$23.04	\$30.72	\$38.40	\$40.96
	Receptionist	\$23.04	\$30.72	\$38.40	\$40.96
	Front Desk Coordinator	\$23.04	\$30.72	\$38.40	\$40.96
	Records Management Specialist	\$23.04	\$30.72	\$38.40	\$40.96
	Records Clerk	\$23.04	\$30.72	\$38.40	\$40.96

Category	Position Title	Entry Level Bill Rate	Senior Level Bill Rate	Principal Level Bill Rate	Executive Level Bill Rate
	Data Entry Specialist	\$23.04	\$30.72	\$38.40	\$40.96
	Program Coordinator	\$38.40	\$46.08	\$53.76	\$64.00
	Project Coordinator	\$38.40	\$46.08	\$53.76	\$64.00
	Office Manager	\$25.60	\$32.00	\$35.84	\$40.96
	Administrative Coordinator	\$25.60	\$32.00	\$35.84	\$40.96
	Department Coordinator	\$25.60	\$32.00	\$35.84	\$40.96
	Scheduling Coordinator	\$25.60	\$32.00	\$35.84	\$40.96
	Operations Assistant	\$25.60	\$32.00	\$35.84	\$40.96
	Business Support Specialist	\$25.60	\$32.00	\$35.84	\$40.96
	Clerical Assistant	\$25.60	\$32.00	\$35.84	\$40.96
	Document Control Specialist	\$25.60	\$32.00	\$35.84	\$40.96
	Permit Technician	\$25.60	\$32.00	\$35.84	\$40.96
	Compliance Assistant	\$25.60	\$32.00	\$35.84	\$40.96
	Benefits Coordinator	\$25.60	\$32.00	\$35.84	\$40.96
	Payroll Assistant	\$25.60	\$32.00	\$35.84	\$40.96
	Procurement Assistant	\$25.60	\$32.00	\$35.84	\$40.96
	Contract Support Specialist	\$25.60	\$32.00	\$35.84	\$40.96
	Finance Assistant	\$25.60	\$32.00	\$35.84	\$40.96
	Billing Specialist	\$25.60	\$32.00	\$35.84	\$40.96
	Accounts Payable Clerk	\$25.60	\$32.00	\$35.84	\$40.96
	Accounts Receivable Clerk	\$25.60	\$32.00	\$35.84	\$40.96
	Customer Care Specialist	\$23.04	\$30.72	\$35.84	\$38.40
	Call Center Representative	\$23.04	\$30.72	\$35.84	\$38.40
	Community Services Assistant	\$23.04	\$30.72	\$35.84	\$38.40
	Planning Technician	\$23.04	\$30.72	\$35.84	\$38.40
	Facilities Administrative Assistant	\$23.04	\$30.72	\$35.84	\$38.40
	Public Works Administrative Assistant	\$23.04	\$30.72	\$35.84	\$38.40
	Executive Office Coordinator	\$23.04	\$30.72	\$35.84	\$38.40
	Administrative Services Analyst	\$23.04	\$30.72	\$35.84	\$38.40
	Office Support Specialist	\$23.04	\$30.72	\$35.84	\$38.40
	Departmental Clerk	\$23.04	\$30.72	\$35.84	\$38.40
	Municipal Services Assistant	\$23.04	\$30.72	\$35.84	\$38.40
	Program Support Assistant	\$25.60	\$32.00	\$35.84	\$40.96
	Customer Experience Representative	\$25.60	\$32.00	\$35.84	\$40.96
	Records Technician	\$23.04	\$30.72	\$35.84	\$38.40
	Office Operations Assistant	\$23.04	\$30.72	\$35.84	\$38.40
Finance & Business Services Staffing	Accountant	\$32.00	\$38.40	\$51.20	\$57.60
	Senior Accountant	\$38.40	\$44.80	\$53.76	\$64.00
	Financial Analyst	\$32.00	\$38.40	\$51.20	\$57.60
	Budget Analyst	\$32.00	\$38.40	\$51.20	\$57.60
	Payroll Specialist	\$32.00	\$38.40	\$51.20	\$57.60

Category	Position Title	Entry Level Bill Rate	Senior Level Bill Rate	Principal Level Bill Rate	Executive Level Bill Rate
	Public Safety Clerk	\$23.04	\$30.72	\$33.28	\$35.84
	Emergency Operations Technician	\$23.04	\$30.72	\$33.28	\$35.84
Legal & Compliance Staffing	Paralegal	\$38.40	\$44.80	\$53.76	\$57.60
	Legal Assistant	\$38.40	\$44.80	\$53.76	\$57.60
	Compliance Analyst	\$38.40	\$44.80	\$53.76	\$57.60
	Contracts Specialist	\$38.40	\$44.80	\$53.76	\$57.60
	Legal Clerk	\$38.40	\$44.80	\$57.60	\$70.40
	Regulatory Compliance Specialist	\$44.80	\$57.60	\$70.40	\$83.20
	Litigation Support Analyst	\$44.80	\$51.20	\$57.60	\$64.00
	Records Compliance Analyst	\$32.00	\$35.84	\$44.80	\$51.20
	Legal Administrative Assistant	\$25.60	\$32.00	\$35.84	\$38.40
	Policy Compliance Analyst	\$32.00	\$35.84	\$44.80	\$51.20
	HR Assistant	\$32.00	\$35.84	\$44.80	\$51.20
Human Resources & Talent Management	HR Coordinator	\$32.00	\$35.84	\$44.80	\$51.20
	HR Generalist	\$38.40	\$44.80	\$57.60	\$70.40
	Talent Acquisition Specialist	\$32.00	\$35.84	\$44.80	\$51.20
	HR Business Partner	\$38.40	\$44.80	\$57.60	\$70.40
	Compensation Analyst	\$38.40	\$44.80	\$57.60	\$70.40
	Benefits Analyst	\$32.00	\$35.84	\$44.80	\$51.20
	Employee Relations Specialist	\$32.00	\$35.84	\$44.80	\$57.60
	HR Compliance Analyst	\$38.40	\$44.80	\$57.60	\$64.00
	Workforce Analyst	\$38.40	\$44.80	\$57.60	\$64.00
	HR Operations Specialist	\$38.40	\$44.80	\$57.60	\$64.00
	Talent Management Coordinator	\$38.40	\$44.80	\$57.60	\$64.00
Procurement & Supply Chain Staffing	Procurement Specialist	\$38.40	\$44.80	\$57.60	\$64.00
	Purchasing Agent	\$32.00	\$35.84	\$44.80	\$51.20
	Supply Chain Analyst	\$32.00	\$35.84	\$44.80	\$51.20
	Inventory Control Specialist	\$28.16	\$32.00	\$38.40	\$44.80
	Contracts Administrator	\$32.00	\$35.84	\$44.80	\$51.20
	Strategic Sourcing Analyst	\$44.80	\$57.60	\$70.40	\$83.20
	Logistics Coordinator	\$28.16	\$32.00	\$38.40	\$44.80
	Vendor Management Specialist	\$28.16	\$32.00	\$38.40	\$44.80
	Materials Planner	\$38.40	\$44.80	\$57.60	\$64.00
	Procurement Coordinator	\$28.16	\$32.00	\$38.40	\$44.80
Grants Management & Federal Funding Support	Grants Specialist	\$35.84	\$40.96	\$44.80	\$48.64
	Grants Analyst	\$35.84	\$40.96	\$44.80	\$48.64
	Federal Programs Coordinator	\$35.84	\$40.96	\$44.80	\$48.64
	Grant Compliance Officer	\$44.80	\$57.60	\$70.40	\$83.20
	Grant Writer	\$51.20	\$64.00	\$83.20	\$96.00
	Funding Analyst	\$38.40	\$44.80	\$57.60	\$64.00
	Grant Accountant	\$38.40	\$44.80	\$57.60	\$64.00

Category	Position Title	Entry Level Bill Rate	Senior Level Bill Rate	Principal Level Bill Rate	Executive Level Bill Rate
	Grant Program Manager	\$44.80	\$51.20	\$57.60	\$64.00
	Grant Reporting Specialist	\$38.40	\$44.80	\$57.60	\$64.00
	Grant Administration Coordinator	\$38.40	\$44.80	\$57.60	\$64.00
Planning & Community Development	Urban Planner	\$44.80	\$51.20	\$57.60	\$64.00
	Planning Technician	\$38.40	\$44.80	\$57.60	\$64.00
	Community Development Specialist	\$38.40	\$44.80	\$57.60	\$64.00
	Zoning Analyst	\$32.00	\$38.40	\$51.20	\$57.60
	Land Use Planner	\$38.40	\$44.80	\$57.60	\$64.00
	Housing Program Coordinator	\$25.60	\$32.00	\$38.40	\$44.80
	Community Outreach Coordinator	\$25.60	\$32.00	\$38.40	\$44.80
	Development Review Planner	\$32.00	\$38.40	\$51.20	\$57.60
	Planning Analyst	\$32.00	\$38.40	\$51.20	\$57.60
	Neighborhood Services Specialist	\$25.60	\$32.00	\$38.40	\$44.80
	Data Scientist	\$76.80	\$96.00	\$128.00	\$140.80
Data & Analytics / Smart City Staffing	Data Analyst	\$64.00	\$83.20	\$102.40	\$128.00
	Smart City Analyst	\$44.80	\$51.20	\$53.76	\$57.60
	IoT Analyst	\$64.00	\$83.20	\$102.40	\$128.00
	Analytics Engineer	\$64.00	\$83.20	\$102.40	\$128.00
	Data Visualization Specialist	\$64.00	\$83.20	\$102.40	\$128.00
	Open Data Coordinator	\$32.00	\$38.40	\$51.20	\$57.60
	Predictive Analytics Specialist	\$64.00	\$83.20	\$102.40	\$128.00
	Data Governance Analyst	\$64.00	\$83.20	\$102.40	\$128.00
	Smart Infrastructure Analyst	\$51.20	\$64.00	\$76.80	\$89.60
	Public Information Officer	\$38.40	\$44.80	\$57.60	\$64.00
Communication s & Public Affairs	Communications Specialist	\$51.20	\$64.00	\$76.80	\$89.60
	Digital Communications Coordinator	\$32.00	\$38.40	\$51.20	\$57.60
	Public Affairs Analyst	\$38.40	\$44.80	\$51.20	\$57.60
	Media Relations Specialist	\$38.40	\$44.80	\$51.20	\$57.60
	Content Writer	\$51.20	\$64.00	\$76.80	\$89.60
	Social Media Manager	\$51.20	\$64.00	\$76.80	\$89.60
	Community Engagement Specialist	\$32.00	\$38.40	\$51.20	\$57.60
	Marketing Communications Coordinator	\$32.00	\$38.40	\$51.20	\$57.60
	Press Relations Coordinator	\$32.00	\$38.40	\$51.20	\$57.60
Emergency & Disaster Recovery Staffing	Emergency Management Specialist	\$51.20	\$64.00	\$76.80	\$89.60
	Disaster Recovery Coordinator	\$51.20	\$64.00	\$76.80	\$89.60
	Continuity Planner	\$51.20	\$64.00	\$76.80	\$89.60

Category	Position Title	Entry Level Bill Rate	Senior Level Bill Rate	Principal Level Bill Rate	Executive Level Bill Rate
	Emergency Preparedness Analyst	\$38.40	\$44.80	\$51.20	\$57.60
	Recovery Program Specialist	\$32.00	\$38.40	\$51.20	\$57.60
	FEMA Grants Specialist	\$38.40	\$44.80	\$51.20	\$57.60
	Emergency Operations Coordinator	\$38.40	\$44.80	\$51.20	\$57.60
	Disaster Response Analyst	\$51.20	\$57.60	\$64.00	\$70.40
	Resilience Planner	\$44.80	\$51.20	\$70.40	\$76.80
	Emergency Logistics Coordinator	\$32.00	\$38.40	\$51.20	\$57.60
Transit & Transportation Operations	Transit Coordinator	\$32.00	\$38.40	\$51.20	\$57.60
	Transportation Planner	\$38.40	\$44.80	\$51.20	\$57.60
	Fleet Operations Analyst	\$38.40	\$44.80	\$51.20	\$57.60
	Transit Scheduler	\$32.00	\$35.84	\$44.80	\$51.20
	Mobility Specialist	\$51.20	\$64.00	\$76.80	\$89.60
	Transportation Analyst	\$38.40	\$44.80	\$51.20	\$57.60
	Transit Operations Supervisor	\$38.40	\$44.80	\$51.20	\$57.60
	Fleet Compliance Specialist	\$25.60	\$30.72	\$35.84	\$40.96
	Traffic Operations Technician	\$25.60	\$30.72	\$35.84	\$40.96
	Transit Program Coordinator	\$25.60	\$30.72	\$35.84	\$40.96
Education & Workforce Development Support (Axia Expansion)	Workforce Development Specialist	\$25.60	\$30.72	\$35.84	\$40.96
	Training Coordinator	\$32.00	\$35.84	\$44.80	\$51.20
	Career Services Advisor	\$32.00	\$35.84	\$44.80	\$51.20
	Apprenticeship Coordinator	\$25.60	\$30.72	\$35.84	\$40.96
	Adult Education Specialist	\$32.00	\$35.84	\$44.80	\$51.20
	Job Placement Specialist	\$25.60	\$30.72	\$35.84	\$40.96
	Workforce Program Analyst	\$32.00	\$35.84	\$44.80	\$51.20
	Employment Services Coordinator	\$32.00	\$35.84	\$44.80	\$51.20
	Training Program Manager	\$57.60	\$70.40	\$89.60	\$102.40
	Labor Market Analyst	\$38.40	\$44.80	\$51.20	\$57.60