



October 16, 2024

**Addendum #2  
RP011-24  
Provision of Temporary Labor Services on a Multi-Year Contract**

Please see the summation of revisions, questions and answers for the above solicitation below.

**Revisions**

- R1. The proposal due date has changed.**  
Proposals will be received until 2:50 P.M. local time on October **22**, 2024, at the Gwinnett County Financial Services - Purchasing Division – 2nd Floor, 75 Langley Drive, Lawrenceville, Georgia 30046. Any proposal received after this date and time will not be accepted.
- R2. DELETE - Addendum 1, R1. Criminal background checks are required for ALL positions**
- R3. Page 3, Section III, 3. ADD – In addition, a 5-panel drug screening is required for all safety sensitive positions.**

**Questions**

- Q1. Is this a new contract or renewal of an existing contract?**  
**A1. This is a new contract to replace the labor portion of RP018-19.**
- Q2. If there is an existing contract, could you please share the names of the current vendors and their pricing?**  
**A2. See attached.**
- Q3. In order to be considered responsive for this solicitation, is it mandatory to propose on all positions?**  
**A3. Yes.**
- Q4. What is the estimated budget for this contract?**  
**A4. There is approved funding for this contract. The County expects each service provider to propose a competitive price. Award will be made to the highest scoring service provider(s).**
- Q5. Is it mandatory to subcontract?**  
**A5. No.**
- Q6. Please provide information on the daily duration of shifts required for the necessary professions. For example, the number of hours per day.**  
**A6. That is at the discretion of the department and will vary based on the County's needs.**
- Q7. Please share the incumbent vendors and their pricing.**  
**A7. See A2.**
- Q8. What is the budget for this bid? OR the estimated annual spending in the past under this contract for similar services?**  
**A8. See A4. See Exhibit B of the request for proposal. These totals do include some labor temporary**

**services costs as one service provider was awarded both clerical and labor temporary services on the previous contract and those costs are not separate by position type.**

Q9. Is there any challenge fulfilling the needs with the existing contracts for related services or any specific improvements you are looking for?

**A9. No challenges or specific improvements.**

Q10. Is there any preference for the local vendor?

**A10. No.**

Q11. Please share the type of background check and drug test required.

**A11. See Section II, C and D of the request for proposal. 5 Panel drug screens are required for all safety sensitive positions.**

Q12. Will there be a kick-off meeting once the contract is awarded?

**A12. Yes**

Q13. How many resources/candidates are currently active at this time under incumbent contracts? Please provide the breakdown of numbers under each incumbent vendor.

**A13. See Exhibit B of the request for proposal.**

Q14. What is the spending to date against each of the incumbent vendors?

**A14. See Exhibit B of the request for proposal.**

Q15. Will active candidates under the incumbent vendors be transitioned to the new vendors if the same incumbent vendors are not awarded the contract this time?

**A15. Transitioning from one service provider to another is ultimately between the candidate and the service providers.**

Q16. Regarding Section III, CC, please confirm that the County will insure the vehicle?

**A16. All County vehicles are self-insured.**

Q17. Regarding Section III, CC, please confirm which drivers will be driving on County property only and which will drive on public roads.

**A17. All positions requiring drivers may be required to drive on public road.**

Q18. Regarding Section III, CC, please confirm the Driver's License Class that will be required?

**A18. A Class C license is required unless a CDL license is specified.**

Q19. How many employees currently work under (or will be anticipated to work under) this contract?

**A19. See Exhibit B of the request for proposal. Anticipated work is at the discretion of the department and will vary based on the County's needs.**

Q20. Who are the present vendors?

**A20. 22<sup>nd</sup> Century Technologies, Inc., Corporate Temps, Inc., and Preferred Personnel Solutions, Inc.**

Q21. How many vendors will be awarded as a result of this solicitation?

**A21. That is at the discretion of the department and will vary based on the County's needs.**

Q22. What are the current billable hourly rates or percentage mark-up rates?

**A22. See attached.**

Q23. What were the hourly bill rates or percentage mark-up rates at the time of award?

**A23. See attached.**

Q24. Is there a Prevailing/Living wage requirement associated with this project?

**Q24. No.**

Q25. Are additional points awarded to firms who are or have Minority Business Enterprise (MBE) partners?

**A25. No.**

Q26. May we attend the proposal opening meeting in-person?

**A26. Yes. The only thing that will be read aloud is the name of the service providers submitting a proposal**

Q27. Are bonds required?

**A27. No.**

Q28. As mentioned on Page 1 of the request for proposal, that proposals are solicited from qualified service providers for the Provision of Temporary Labor Services on a Multi-Year Contract for the Department of Information Technology Services. Will IT positions be also requested through the resulting contract?

**A28. No.**

Q29. What is the average turnaround time when a request for a candidate is made?

**A29. That is at the discretion of the department and will vary based on the County's needs.**

Q30. What are the strengths and weaknesses of your current program?

**A30. The County is satisfied with the current program. This is out for solicitation due to expiration of the current contract.**

Q31. Do service providers have to propose on the entire request for proposal? And if so, are service providers able to use outsource to our partners for the unconventional positions not filled in house.

**A31. Yes. Service providers may utilize subcontractors.**

Q32. Is there a formatting requirement for the proposal?

**A32. No.**

Q33. What are the safety-sensitive positions that require a background check?

**A33. See R3 above. Background checks are required for ALL positions.**

Q34. Should the bill rate be a markup % or dollar amount?

**A34. Dollar amount.**

Q35. Are health insurance, medical insurance, and 401k required benefits that must offered to our employees staffed on-site?

**A35. These benefits are not a requirement of awarded service providers.**

Q36. Do references need to be Gwinnett County businesses?

**A36. No.**

Q37. If a service provider has a primary office in Atlanta and a satellite office working out of a partner site in Gwinnett. Does it matter which office location is provided?

**A37. No.**

Q38. Is auto insurance required if a service provider won't be providing drivers?

**A38. Service providers must propose on all positions. Auto insurance is required of all service providers.**

Q39. What would be the number of awards Gwinnett intends to give (approximate number)?

**A39. Currently, this contract is awarded to 3 service providers but the County will award in its best interest based upon response.**

Q40. What are the estimated funds that are estimated to be allocated for this contract?

**A40. There is approved funding for this contract. The County expects each service provider to propose a competitive price. Award will be made to the highest scoring service provider(s).**

Q41. What is the tentative start date of this engagement?

**A41. January 1, 2025**

Q42. What is the work location of the proposed candidates?

**A42. Various locations throughout Gwinnett County.**

Q43. Is this a new contract or are there any incumbents? If there are incumbents, please provide the incumbent name and pricing and are the incumbents eligible to submit the proposal again?

**A43. This is a new contract to replace the labor portion of RP018-19. See attached.**

Q44. Are there any pain points or issues with the current service provider(s)?

**A44. No.**

Q45. Is there any mandatory subcontracting requirement for this contract? If yes, Is there any specific goal for the subcontracting?

**A45. No.**

Q46. How many positions were used in the previous contract (approximate)?

**A46. See Exhibit B of the request for proposal.**

Q47. How many positions will be required per year or throughout the contract term?

**A47. That is at the discretion of the department and will vary based on the County's needs.**

Q48. If the resources provided at the time of proposal submission are not available at the time of a potential contract award could service providers replace them with equally qualified resources?

**A48. Resources available/resumes are not required at the time of proposal submission.**

Q49. Can we provide hourly rate ranges in the price proposal?

**A49. No.**

Q50. Is it entirely onsite work or can it be done remotely to some extent? Do the services need to be delivered onsite or is there a possibility for remote operations and performance?

**A50. Onsite only.**

Q51. Are resumes required at the time of proposal submission? If yes, do service providers need to submit the actual resumes for proposed candidates or can resumes be submitted?

**A51. Resumes are not required at the time of proposal submission.**

Q52. Please provide the list of holidays.

**A52. See Page 5, Section III, R of the request for proposal**

Q53. Are there any mandated Paid Time Off, Vacation, etc.?

**A53. No.**

Q54. Is this a re-compete request for proposal? If yes, please share the name of Current Suppliers (who are currently providing services to Agency).

**A54. See A1 and A20.**

Q55. Please share current service providers pricing and proposals.

**A55. See attached for pricing. Please submit an open records request at [www.gwinnettcountry.com](http://www.gwinnettcountry.com) for the proposals.**

Q56. When was the existing contract was started, and what is the annual monetary spent value of the current contract since inception?

**A56. January 1, 2020. See Exhibit B of the request for proposal.**

Q57. How many resources are currently engaged in the current contract?

**A57. See Exhibit B of the request for proposal.**

Q58. Please share the no. of positions served in previous years under this contract.

**A58. See Exhibit B of the request for proposal.**

Q59. Please share the amount of business each service provider did under this contract in previous years.

**A59. See Exhibit B of the request for proposal.**

Q60. Is there any local preference for this contract?

**A60. No.**

Q61. Would you be accepting references from public as well as commercial entities?

**A61. Yes, as long as the references are of similar size and scope.**

Q62. Do service providers need to submit the actual certificate of insurance with the proposal submission?

**A62. No. A certificate of insurance will be requested of the highest scoring service providers prior to award.**

Q63. What is meant by drawings?

**A63. This is not applicable to this solicitation.**

Q64. What level of interaction will the cooks and food services supervisors have with the prisoners?

**A64. There will be direct interaction with prisoners for both positions.**

Q65. What specific heavy equipment will the maintenance techs be operating, such as bulldozers or cranes?

**A65. This is based on departmental need and will be part of the request for labor at the time of request.**

Q66. What maximum height will the warehouse techs, water resources trade associates, and building services associates climb on ladders?

**A66. This is based on departmental need while following safety guidelines.**

Q67. Please share the work compensation incidents reported for full-time employees and temporary associates from 2020 to 2024 by position type including in this request for proposal.

**A67. This information is not available at this time.**

Q68. Please share the total days of absence from work due to an on-the-job injury for both full-time employees and temporary associates from 2020 to 2024 by position type including in this request for proposal.

**A68. This information is not available at this time.**

Q69. Please share the days of light duty work due to an on-the-job injury for both full-time employees and temporary associates from 2020 to 2024 by position type including in this request for proposal.

**A69. This information is not available at this time.**

Q70. Does the County require the service providers to provide training to the candidates? If yes, provide a list of trainings that might be required to be provided.

**Q70. The County will provide any necessary training.**

**Attachment**

- Cost Tabulation for RP018-19

Acknowledge receipt of this addendum on Page 14 of the proposal document.

Sincerely,



Dana Garland, CPPB, FOII, NIGP-CPP  
Purchasing Division

ITEM #	FEE SCHEDULE - SECTION A	22nd Century Technologies, Inc. (OC)				Corporate Temps, Inc. (L)				ManpowerGroup USA, Inc. (OS)				Preferred Personnel Solutions, Inc. (OC)				The Waters Organization, LLC (OC)			
		Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates			
		Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate
1	Admin Support Assoc I (General Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
2	Admin Support Assoc II (Moderate Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
3	Admin Support Assoc III (Proficient Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
1	Admin Support Assoc I (General Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
2	Admin Support Assoc II (Moderate Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
3	Admin Support Assoc III (Proficient Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
FEE SCHEDULE - SECTION B		Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates			
Skill/Discipline Description		Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate
1	Cook	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$17.39	\$20.07	\$26.09	N/A	N/A	N/A	N/A	\$13.38	\$17.66	\$20.07	\$26.49	N/A	N/A	N/A	N/A
2	Food Services Supervisor	\$14.93	\$18.36	\$22.40	\$26.88	\$14.93	\$19.41	\$22.40	\$29.12	N/A	N/A	N/A	N/A	\$14.93	\$19.71	\$22.40	\$29.57	N/A	N/A	N/A	N/A
3	Maintenance Technician I	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.43	\$21.27	\$27.65	N/A	N/A	N/A	N/A	\$14.18	\$18.72	\$21.27	\$28.08	N/A	N/A	N/A	N/A
4	Maintenance Technician I - driver	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.43	\$21.27	\$27.65	N/A	N/A	N/A	N/A	\$14.18	\$22.83	\$21.27	\$34.25	N/A	N/A	N/A	N/A
5	Maintenance Technician II	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$21.76	\$25.11	\$32.64	N/A	N/A	N/A	N/A	\$16.74	\$22.10	\$25.11	\$33.15	N/A	N/A	N/A	N/A
6	Maintenance Technician II - driver	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$21.76	\$25.11	\$32.64	N/A	N/A	N/A	N/A	\$16.74	\$26.95	\$25.11	\$40.43	N/A	N/A	N/A	N/A
7	Water Resources Trades Associate I	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.43	\$21.27	\$27.65	N/A	N/A	N/A	N/A	\$14.18	\$22.41	\$21.27	\$33.61	N/A	N/A	N/A	N/A
8	Water Resources Trades Associate I - driver	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.43	\$21.27	\$27.65	N/A	N/A	N/A	N/A	\$14.18	\$22.83	\$21.27	\$34.25	N/A	N/A	N/A	N/A
9	Water Resources Trades Associate II	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$21.76	\$25.11	\$32.64	N/A	N/A	N/A	N/A	\$16.74	\$26.45	\$25.11	\$39.67	N/A	N/A	N/A	N/A
10	Water Resources Trades Associate II - driver	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$21.76	\$25.11	\$32.64	N/A	N/A	N/A	N/A	\$16.74	\$26.95	\$25.11	\$40.43	N/A	N/A	N/A	N/A
11	Trades Technician I	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.43	\$21.27	\$27.65	N/A	N/A	N/A	N/A	\$14.18	\$22.41	\$21.27	\$33.61	N/A	N/A	N/A	N/A
12	Trades Technician I - driver	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.43	\$21.27	\$27.65	N/A	N/A	N/A	N/A	\$14.18	\$22.83	\$21.27	\$34.25	N/A	N/A	N/A	N/A
13	Trades Technician II	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$21.76	\$25.11	\$32.64	N/A	N/A	N/A	N/A	\$16.74	\$26.45	\$25.11	\$39.67	N/A	N/A	N/A	N/A
14	Trades Technician II - driver	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$21.76	\$25.11	\$32.64	N/A	N/A	N/A	N/A	\$16.74	\$26.95	\$25.11	\$40.43	N/A	N/A	N/A	N/A
15	Trades Technician III	\$19.84	\$24.40	\$29.76	\$35.71	\$19.84	\$25.79	\$29.76	\$38.68	N/A	N/A	N/A	N/A	\$19.84	\$31.35	\$29.76	\$47.91	N/A	N/A	N/A	N/A
16	Trades Technician III - driver	\$19.84	\$24.40	\$29.76	\$35.71	\$19.84	\$25.79	\$29.76	\$38.68	N/A	N/A	N/A	N/A	\$19.84	\$31.94	\$29.76	\$47.91	N/A	N/A	N/A	N/A
17	Building Services Associate II	\$14.93	\$18.36	\$22.40	\$26.88	\$14.93	\$19.41	\$22.40	\$29.12	N/A	N/A	N/A	N/A	\$14.93	\$19.71	\$22.40	\$29.57	N/A	N/A	N/A	N/A
18	Building Services Associate II - driver	\$14.93	\$18.36	\$22.40	\$26.88	\$14.93	\$19.41	\$22.40	\$29.12	N/A	N/A	N/A	N/A	\$14.93	\$24.04	\$22.40	\$36.07	N/A	N/A	N/A	N/A
19	Grounds Maintenance Associate I	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$17.39	\$20.07	\$26.09	N/A	N/A	N/A	N/A	\$13.38	\$17.66	\$20.07	\$26.49	N/A	N/A	N/A	N/A
20	Grounds Maintenance Associate I - driver	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$17.39	\$20.07	\$26.09	N/A	N/A	N/A	N/A	\$13.38	\$21.55	\$20.07	\$32.33	N/A	N/A	N/A	N/A
21	Warehouse Technician I	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$17.39	\$20.07	\$26.09	N/A	N/A	N/A	N/A	\$13.38	\$17.66	\$20.07	\$26.49	N/A	N/A	N/A	N/A
22	Warehouse Technician I - driver	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$17.39	\$20.07	\$26.09	N/A	N/A	N/A	N/A	\$13.38	\$21.55	\$20.07	\$32.33	N/A	N/A	N/A	N/A
23	Warehouse Technician II	\$14.55	\$17.90	\$21.83	\$26.20	\$14.55	\$18.92	\$21.83	\$28.38	N/A	N/A	N/A	N/A	\$14.55	\$19.21	\$21.83	\$28.82	N/A	N/A	N/A	N/A
24	Warehouse Technician II - driver	\$14.55	\$17.90	\$21.83	\$26.20	\$14.55	\$18.92	\$21.83	\$28.38	N/A	N/A	N/A	N/A	\$14.55	\$23.43	\$21.83	\$35.15	N/A	N/A	N/A	N/A
25	Dispatcher	\$12.62	\$15.52	\$18.93	\$22.72	\$12.62	\$16.41	\$18.93	\$24.61	N/A	N/A	N/A	N/A	\$12.62	\$16.28	\$18.93	\$24.42	N/A	N/A	N/A	N/A
26	Senior Services Driver	\$10.00	\$12.80	\$15.00	\$18.00	\$10.00	\$13.00	\$15.00	\$19.50	N/A	N/A	N/A	N/A	\$10.00	\$16.10	\$15.00	\$24.15	N/A	N/A	N/A	N/A
FEE SCHEDULE - SECTION B		Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates			
Skill/Discipline Description		Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate
1	Cook	\$13.38	\$17.13	\$20.07	\$24.08	\$13.38	\$17.80	\$20.07	\$26.69	N/A	N/A	N/A	N/A	\$13.38	\$17.93	\$20.07	\$27.10	N/A	N/A	N/A	N/A
2	Food Services Supervisor	\$14.93	\$19.11	\$22.40	\$26.88	\$14.93	\$19.86	\$22.40	\$29.79	N/A	N/A	N/A	N/A	\$14.93	\$20.01	\$22.40	\$30.02	N/A	N/A	N/A	N/A
3	Maintenance Technician I	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$18.86	\$21.27	\$28.29	N/A	N/A	N/A	N/A	\$14.18	\$19.00	\$21.27	\$28.50	N/A	N/A	N/A	N/A
4	Maintenance Technician I - driver	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$18.86	\$21.27	\$28.29	N/A	N/A	N/A	N/A	\$14.18	\$23.11	\$21.27	\$34.67	N/A	N/A	N/A	N/A
5	Maintenance Technician II	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$22.26	\$25.11	\$33.40	N/A	N/A	N/A	N/A	\$16.74	\$22.43	\$25.11	\$33.65	N/A	N/A	N/A	N/A
6	Maintenance Technician II - driver	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$22.26	\$25.11	\$33.40	N/A	N/A	N/A	N/A	\$16.74	\$27.29	\$25.11	\$40.93	N/A	N/A	N/A	N/A
7	Water Resources Trades Associate I	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$18.86	\$21.27	\$28.29	N/A	N/A	N/A	N/A	\$14.18	\$23.11	\$21.27	\$34.67	N/A	N/A	N/A	N/A
8	Water Resources Trades Associate I - driver	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$18.86	\$21.27	\$28.29	N/A	N/A	N/A	N/A	\$14.18	\$23.11	\$21.27	\$34.67	N/A	N/A	N/A	N/A
9	Water Resources Trades Associate II	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$22.26	\$25.11	\$33.40	N/A	N/A	N/A	N/A	\$16.74	\$27.29	\$25.11	\$40.93	N/A	N/A	N/A	N/A
10	Water Resources Trades Associate II - driver	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$22.26	\$25.11	\$33.40	N/A	N/A	N/A	N/A	\$16.74	\$27.29	\$25.11	\$40.93	N/A	N/A	N/A	N/A
11	Trades Technician I	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$18.86	\$21.27	\$28.29	N/A	N/A	N/A	N/A	\$14.18	\$23.11	\$21.27	\$34.67	N/A	N/A	N/A	N/A
12	Trades Technician I - driver	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$18.86	\$21.27	\$28.29	N/A	N/A	N/A	N/A	\$14.18	\$23.11	\$21.27	\$34.67	N/A	N/A	N/A	N/A
13	Trades Technician II	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$22.26	\$25.11	\$33.40	N/A	N/A	N/A	N/A	\$16.74	\$26.78	\$25.11	\$40.18	N/A	N/A	N/A	N/A
14	Trades Technician II - driver	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$22.26	\$25.11	\$33.40	N/A	N/A	N/A	N/A	\$16.74	\$27.29	\$25.11	\$40.93	N/A	N/A	N/A	N/A
15	Trades Technician III	\$19.84	\$24.43	\$29.76	\$35.71	\$19.84	\$26.39	\$29.76	\$39.76	N/A	N/A	N/A	N/A	\$19.84	\$31.74	\$29.76	\$47.62	N/A	N/A	N/A	N/A
16	Trades Technician III - driver	\$19.84	\$24.40	\$29.76	\$35.71	\$19.84	\$26.39	\$29.76	\$39.57	N/A	N/A	N/A	N/A	\$19.84	\$32.34	\$29.76	\$48.51	N/A	N/A	N/A	N/A
17	Building Services Associate II	\$14.93	\$19.11	\$22.40	\$26.88	\$14.93	\$19.86	\$22.40	\$29.79	N/A	N/A	N/A	N/A	\$14.93	\$20.01	\$22.40	\$30.02	N/A	N/A	N/A	N/A
18	Building Services Associate II - driver	\$14.93	\$19.11	\$22.40	\$26.88	\$14.93	\$19.86	\$22.40	\$29.79	N/A	N/A	N/A	N/A	\$14.93	\$24.34	\$22.40	\$36.51	N/A	N/A	N/A	N/A
19	Grounds Maintenance Associate I	\$13.38	\$17.13	\$20.07	\$24.08	\$13.38	\$17.80	\$20.07	\$26.69	N/A	N/A	N/A	N/A	\$13.38	\$17.93	\$20.07	\$26.89	N/A	N/A	N/A	N/A
20	Grounds Maintenance Associate I - driver	\$13.38	\$17.13	\$20.07	\$24.08	\$13.38	\$17.80	\$20.07	\$26.69	N/A	N/A	N/A	N/A	\$13.38	\$21.81	\$20.07	\$32.71	N/A	N/A	N/A	N/A
21	Warehouse Technician I	\$13.38	\$17.13	\$20.07	\$24.08	\$13.38	\$17.80	\$20.07	\$26.69	N/A	N/A	N/A	N/A	\$13.38	\$17.93	\$20.07	\$26.89	N/A	N/A	N/A	N/A
22	Warehouse Technician I - driver	\$13.38	\$17.13	\$20.07	\$24.08	\$13.38	\$17.80	\$20.07	\$26.69	N/A	N/A	N/A	N/A	\$13.38	\$21.81	\$20.07	\$32.7				

Provision of Temporary Clerical and Labor Services on a Multi-Year Contract

Department of Human Resources

		22nd Century Technologies, Inc. (OC)				Corporate Temps, Inc. (L)				ManpowerGroup USA, Inc. (OS)				Preferred Personnel Solutions, Inc. (OC)				The Waters Organization, LLC (OC)							
ITEM #	2021 FEE SCHEDULE - SECTION A	Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates							
		Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate				
1	Admin Support Assoc I (General Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	Admin Support Assoc II (Moderate Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	Admin Support Assoc III (Proficient Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	Financial Analyst I	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	Financial Analyst II	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6	Customer Service Associate I	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	Customer Service Associate II	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	Customer Service Associate III	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		Staffing Rates				Staffing Rates				Staffing Rates				Staffing Rates				Staffing Rates							
1	Admin Support Assoc I (General Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	Admin Support Assoc II (Moderate Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	Admin Support Assoc III (Proficient Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	Financial Analyst I	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	Financial Analyst II	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6	Customer Service Associate I	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	Customer Service Associate II	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	Customer Service Associate III	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates							
1	Cook	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$17.56	\$20.07	\$26.35	N/A	N/A	N/A	N/A	\$13.38	\$17.84	\$20.07	\$26.75	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	Food Services Supervisor	\$14.93	\$18.36	\$22.40	\$26.88	\$14.93	\$19.60	\$22.40	\$29.41	N/A	N/A	N/A	N/A	\$14.93	\$19.51	\$22.40	\$29.87	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	Maintenance Technician I	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.61	\$21.27	\$27.93	N/A	N/A	N/A	N/A	\$14.18	\$18.81	\$21.27	\$28.36	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	Maintenance Technician I - driver	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.61	\$21.27	\$27.93	N/A	N/A	N/A	N/A	\$14.18	\$23.06	\$21.27	\$34.59	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	Maintenance Technician II	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$21.98	\$25.11	\$32.97	N/A	N/A	N/A	N/A	\$16.74	\$22.32	\$25.11	\$33.48	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6	Maintenance Technician II - driver	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$21.98	\$25.11	\$32.97	N/A	N/A	N/A	N/A	\$16.74	\$27.22	\$25.11	\$40.83	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	Water Resources Trades Associate I	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.61	\$21.27	\$27.93	N/A	N/A	N/A	N/A	\$14.18	\$22.63	\$21.27	\$33.95	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	Water Resources Trades Associate I - driver	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.61	\$21.27	\$27.93	N/A	N/A	N/A	N/A	\$14.18	\$23.06	\$21.27	\$34.59	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	Water Resources Trades Associate II	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$21.98	\$25.11	\$32.97	N/A	N/A	N/A	N/A	\$16.74	\$26.71	\$25.11	\$40.07	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	Water Resources Trades Associate II - driver	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$21.98	\$25.11	\$32.97	N/A	N/A	N/A	N/A	\$16.74	\$27.22	\$25.11	\$40.83	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	Trades Technician I	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.61	\$21.27	\$27.93	N/A	N/A	N/A	N/A	\$14.18	\$22.63	\$21.27	\$33.95	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
12	Trades Technician I - driver	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.61	\$21.27	\$27.93	N/A	N/A	N/A	N/A	\$14.18	\$23.06	\$21.27	\$34.59	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	Trades Technician II	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$21.98	\$25.11	\$32.97	N/A	N/A	N/A	N/A	\$16.74	\$26.71	\$25.11	\$40.07	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	Trades Technician II - driver	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$21.98	\$25.11	\$32.97	N/A	N/A	N/A	N/A	\$16.74	\$27.22	\$25.11	\$40.83	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Trades Technician III	\$19.84	\$20.59	\$29.75	\$30.13	\$19.84	\$26.05	\$29.75	\$39.07	N/A	N/A	N/A	N/A	\$19.84	\$31.66	\$29.75	\$47.48	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Trades Technician III - driver	\$19.84	\$24.40	\$29.75	\$35.71	\$19.84	\$26.05	\$29.75	\$39.07	N/A	N/A	N/A	N/A	\$19.84	\$32.26	\$29.75	\$48.39	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
17	Building Services Associate II	\$14.93	\$18.36	\$22.40	\$26.88	\$14.93	\$19.60	\$22.40	\$29.41	N/A	N/A	N/A	N/A	\$14.93	\$19.91	\$22.40	\$29.87	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
18	Building Services Associate II - driver	\$14.93	\$18.36	\$22.40	\$26.88	\$14.93	\$19.60	\$22.40	\$29.41	N/A	N/A	N/A	N/A	\$14.93	\$24.28	\$22.40	\$36.43	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
19	Grounds Maintenance Associate I	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$17.56	\$20.07	\$26.35	N/A	N/A	N/A	N/A	\$13.38	\$17.84	\$20.07	\$26.75	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
20	Grounds Maintenance Associate I - driver	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$17.56	\$20.07	\$26.35	N/A	N/A	N/A	N/A	\$13.38	\$21.77	\$20.07	\$32.65	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
21	Warehouse Technician I	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$17.56	\$20.07	\$26.35	N/A	N/A	N/A	N/A	\$13.38	\$17.84	\$20.07	\$26.75	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
22	Warehouse Technician I - driver	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$17.56	\$20.07	\$26.35	N/A	N/A	N/A	N/A	\$13.38	\$21.77	\$20.07	\$32.65	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
23	Warehouse Technician II	\$14.55	\$17.90	\$21.83	\$26.20	\$14.55	\$19.11	\$21.83	\$28.66	N/A	N/A	N/A	N/A	\$14.55	\$19.40	\$21.83	\$29.11	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
24	Warehouse Technician II - driver	\$14.55	\$17.90	\$21.83	\$26.20	\$14.55	\$19.11	\$21.83	\$28.66	N/A	N/A	N/A	N/A	\$14.55	\$23.66	\$21.83	\$35.50	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
25	Dispatcher	\$12.62	\$15.52	\$18.93	\$22.72	\$12.62	\$16.57	\$18.93	\$24.86	N/A	N/A	N/A	N/A	\$12.62	\$16.44	\$18.93	\$24.66	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
26	Senior Services Driver	\$10.00	\$12.80	\$15.00	\$18.00	\$10.00	\$13.13	\$15.00	\$19.70	N/A	N/A	N/A	N/A	\$10.00	\$16.26	\$15.00	\$24.39	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		Staffing Rates				Staffing Rates				Staffing Rates				Staffing Rates				Staffing Rates							
		Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates							
		Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate				
1	Cook	\$13.38	\$17.13	\$20.07	\$24.08	\$13.38	\$17.98	\$20.07	\$26.96	N/A	N/A	N/A	N/A	\$13.38	\$18.11	\$20.07	\$27.37	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	Food Services Supervisor	\$14.93	\$19.11	\$22.40	\$26.88	\$14.93	\$20.06	\$22.40	\$30.09	N/A	N/A	N/A	N/A	\$14.93	\$20.21	\$22.40	\$30.32	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	Maintenance Technician I	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$19.05	\$21.27	\$28.57	N/A	N/A	N/A	N/A	\$14.18	\$19.19	\$21.27	\$28.79	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	Maintenance Technician I - driver	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$19.05	\$21.27	\$28.57	N/A	N/A	N/A	N/A	\$14.18	\$23.34	\$21.27	\$35.02	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	Maintenance Technician II	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$22.48	\$25.11	\$33.73	N/A	N/A	N/A	N/A	\$16.74	\$22.65	\$25.11	\$33.99	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6	Maintenance Technician II - driver	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$22.48	\$25.11	\$33.73	N/A	N/A	N/A	N/A	\$16.74	\$27.56	\$25.11	\$41.34	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	Water Resources Trades Associate I	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$19.05	\$21.27	\$28.57	N/A	N/A	N/A	N/A	\$14.18	\$23.34	\$21.27	\$35.02	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	Water Resources Trades Associate I - driver	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$19.05	\$21.27	\$28.57	N/A	N/A	N/A	N/A	\$14.18	\$27.56	\$21.27	\$35.02	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	Water Resources Trades Associate II	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$22.48	\$25.11	\$33.73	N/A	N/A	N/A	N/A	\$16.74	\$27.56	\$25.11	\$41.34	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	Water Resources Trades Associate II - driver	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$22.48	\$25.11	\$33.73	N/A	N/A	N/A	N/A	\$16.74	\$27.56	\$25.11	\$41.34	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	Trades Technician I	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$19.05	\$21.27	\$28.57	N/A	N/A	N/A	N/A	\$14.18	\$23.34	\$21.27	\$35.02	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N



Provision of Temporary Clerical and Labor Services on a Multi-Year Contract  
Department of Human Resources

		22nd Century Technologies, Inc. (OC)				Corporate Temps, Inc. (L)				ManpowerGroup USA, Inc. (OS)				Preferred Personnel Solutions, Inc. (OC)				The Waters Organization, LLC (OC)			
ITEM #	2022 FEE SCHEDULE - SECTION A	Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates			
		Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate
1	Admin Support Assoc I (General Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	Admin Support Assoc II (Moderate Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	Admin Support Assoc III (Proficient Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	Financial Analyst I	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	Financial Analyst II	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6	Customer Service Associate I	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	Customer Service Associate II	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	Customer Service Associate III	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	HR Specialist	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	Legal Associate II	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		Staffing Rates				Staffing Rates				Staffing Rates				Staffing Rates				Staffing Rates			
1	Admin Support Assoc I (General Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	Admin Support Assoc II (Moderate Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	Admin Support Assoc III (Proficient Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	Financial Analyst I	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	Financial Analyst II	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6	Customer Service Associate I	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	Customer Service Associate II	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	Customer Service Associate III	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	HR Specialist	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	Legal Associate II	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates			
1	Cook	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$17.74	\$20.07	\$26.61	N/A	N/A	N/A	N/A	\$13.38	\$17.84	\$20.07	\$26.75	N/A	N/A	N/A	N/A
2	Food Services Supervisor	\$14.93	\$18.36	\$22.40	\$26.88	\$14.93	\$19.80	\$22.40	\$29.70	N/A	N/A	N/A	N/A	\$14.93	\$19.91	\$22.40	\$29.87	N/A	N/A	N/A	N/A
3	Maintenance Technician I	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.80	\$21.27	\$28.21	N/A	N/A	N/A	N/A	\$14.18	\$18.91	\$21.27	\$28.36	N/A	N/A	N/A	N/A
4	Maintenance Technician I - driver	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.80	\$21.27	\$28.21	N/A	N/A	N/A	N/A	\$14.18	\$23.06	\$21.27	\$28.76	N/A	N/A	N/A	N/A
5	Maintenance Technician II	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$22.20	\$25.11	\$33.30	N/A	N/A	N/A	N/A	\$16.74	\$22.22	\$25.11	\$33.48	N/A	N/A	N/A	N/A
6	Maintenance Technician II - driver	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$22.20	\$25.11	\$33.30	N/A	N/A	N/A	N/A	\$16.74	\$27.22	\$25.11	\$40.83	N/A	N/A	N/A	N/A
7	Water Resources Trades Associate I	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.80	\$21.27	\$28.21	N/A	N/A	N/A	N/A	\$14.18	\$22.63	\$21.27	\$33.95	N/A	N/A	N/A	N/A
8	Water Resources Trades Associate I - driver	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.80	\$21.27	\$28.21	N/A	N/A	N/A	N/A	\$14.18	\$23.06	\$21.27	\$34.59	N/A	N/A	N/A	N/A
9	Water Resources Trades Associate II	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$22.20	\$25.11	\$33.30	N/A	N/A	N/A	N/A	\$16.74	\$26.71	\$25.11	\$40.07	N/A	N/A	N/A	N/A
10	Water Resources Trades Associate II - driver	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$22.20	\$25.11	\$33.30	N/A	N/A	N/A	N/A	\$16.74	\$27.22	\$25.11	\$40.83	N/A	N/A	N/A	N/A
11	Trades Technician I	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.80	\$21.27	\$28.21	N/A	N/A	N/A	N/A	\$14.18	\$22.63	\$21.27	\$33.95	N/A	N/A	N/A	N/A
12	Trades Technician I - driver	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$18.80	\$21.27	\$28.21	N/A	N/A	N/A	N/A	\$14.18	\$23.06	\$21.27	\$34.59	N/A	N/A	N/A	N/A
13	Trades Technician II	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$22.20	\$25.11	\$33.30	N/A	N/A	N/A	N/A	\$16.74	\$26.71	\$25.11	\$40.07	N/A	N/A	N/A	N/A
14	Trades Technician II - driver	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$22.20	\$25.11	\$33.30	N/A	N/A	N/A	N/A	\$16.74	\$27.22	\$25.11	\$40.83	N/A	N/A	N/A	N/A
15	Trades Technician III	\$19.84	\$24.09	\$29.75	\$36.13	\$19.84	\$26.31	\$29.75	\$39.46	N/A	N/A	N/A	N/A	\$19.84	\$31.66	\$29.75	\$47.48	N/A	N/A	N/A	N/A
16	Trades Technician III - driver	\$19.84	\$24.09	\$29.75	\$36.13	\$19.84	\$26.31	\$29.75	\$39.46	N/A	N/A	N/A	N/A	\$19.84	\$32.26	\$29.75	\$48.39	N/A	N/A	N/A	N/A
17	Building Services Associate II	\$14.93	\$18.36	\$22.40	\$26.88	\$14.93	\$19.80	\$22.40	\$29.70	N/A	N/A	N/A	N/A	\$14.93	\$19.91	\$22.40	\$29.87	N/A	N/A	N/A	N/A
18	Building Services Associate II - driver	\$14.93	\$18.36	\$22.40	\$26.88	\$14.93	\$19.80	\$22.40	\$29.70	N/A	N/A	N/A	N/A	\$14.93	\$24.28	\$22.40	\$36.43	N/A	N/A	N/A	N/A
19	Grounds Maintenance Associate I	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$17.74	\$20.07	\$26.61	N/A	N/A	N/A	N/A	\$13.38	\$17.84	\$20.07	\$26.75	N/A	N/A	N/A	N/A
20	Grounds Maintenance Associate I - driver	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$17.74	\$20.07	\$26.61	N/A	N/A	N/A	N/A	\$13.38	\$21.77	\$20.07	\$32.65	N/A	N/A	N/A	N/A
21	Warehouse Technician I	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$17.74	\$20.07	\$26.61	N/A	N/A	N/A	N/A	\$13.38	\$17.84	\$20.07	\$26.75	N/A	N/A	N/A	N/A
22	Warehouse Technician I - driver	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$17.74	\$20.07	\$26.61	N/A	N/A	N/A	N/A	\$13.38	\$21.77	\$20.07	\$32.65	N/A	N/A	N/A	N/A
23	Warehouse Technician II	\$14.55	\$17.90	\$21.83	\$26.20	\$14.55	\$19.30	\$21.83	\$28.95	N/A	N/A	N/A	N/A	\$14.55	\$19.40	\$21.83	\$29.11	N/A	N/A	N/A	N/A
24	Warehouse Technician II - driver	\$14.55	\$17.90	\$21.83	\$26.20	\$14.55	\$19.30	\$21.83	\$28.95	N/A	N/A	N/A	N/A	\$14.55	\$23.66	\$21.83	\$35.50	N/A	N/A	N/A	N/A
25	Dispatcher	\$12.62	\$15.82	\$18.93	\$22.72	\$12.62	\$16.74	\$18.93	\$25.61	N/A	N/A	N/A	N/A	\$12.62	\$16.44	\$18.93	\$24.66	N/A	N/A	N/A	N/A
26	Senior Services Driver	\$10.00	\$12.80	\$15.00	\$18.00	\$10.00	\$13.26	\$15.00	\$19.90	N/A	N/A	N/A	N/A	\$10.00	\$16.26	\$15.00	\$24.39	N/A	N/A	N/A	N/A
27	After-school Program Leader	\$16.00	\$19.68	\$24.00	\$29.52	\$16.00	\$22.40	\$27.00	\$33.60	N/A	N/A	N/A	N/A	\$16.00	\$21.28	\$24.00	\$31.92	N/A	N/A	N/A	N/A
		Staffing Rates				Staffing Rates				Staffing Rates				Staffing Rates				Staffing Rates			
1	Cook	\$13.38	\$17.13	\$20.07	\$24.08	\$13.38	\$18.16	\$20.07	\$27.23	N/A	N/A	N/A	N/A	\$13.38	\$18.11	\$20.07	\$27.37	N/A	N/A	N/A	N/A
2	Food Services Supervisor	\$14.93	\$19.11	\$22.40	\$26.88	\$14.93	\$20.26	\$22.40	\$30.39	N/A	N/A	N/A	N/A	\$14.93	\$20.21	\$22.40	\$30.32	N/A	N/A	N/A	N/A
3	Maintenance Technician I	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$19.24	\$21.27	\$28.86	N/A	N/A	N/A	N/A	\$14.18	\$19.19	\$21.27	\$28.79	N/A	N/A	N/A	N/A
4	Maintenance Technician I - driver	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$19.24	\$21.27	\$28.86	N/A	N/A	N/A	N/A	\$14.18	\$23.34	\$21.27	\$35.02	N/A	N/A	N/A	N/A
5	Maintenance Technician II	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$22.70	\$25.11	\$34.07	N/A	N/A	N/A	N/A	\$16.74	\$22.65	\$25.11	\$33.99	N/A	N/A	N/A	N/A
6	Maintenance Technician II - driver	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$22.70	\$25.11	\$34.07	N/A	N/A	N/A	N/A	\$16.74	\$27.56	\$25.11	\$41.34	N/A	N/A	N/A	N/A
7	Water Resources Trades Associate I	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$19.24	\$21.27	\$28.86	N/A	N/A	N/A	N/A	\$14.18	\$23.34	\$21.27	\$35.02	N/A	N/A	N/A	N/A
8	Water Resources Trades Associate I - driver	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$19.24	\$21.27	\$28.86	N/A	N/A	N/A	N/A	\$14.18	\$23.34	\$21.27	\$35.02	N/A	N/A	N/A	N/A
9	Water Resources Trades Associate II	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$22.70	\$25.11	\$34.07	N/A	N/A	N/A	N/A	\$16.74	\$27.56	\$25.11	\$41.34	N/A	N/A	N/A	N/A
10	Water Resources Trades Associate II - driver	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$22.70	\$25.11	\$34.07	N/A	N/A	N/A	N/A	\$16.74	\$27.56	\$25.11	\$41.34	N/A	N/A	N/A	N/A
11	Trades Technician I	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$19.24	\$21.27	\$28.86	N/A	N/A	N/A	N/A	\$14.18	\$23.34	\$21.27	\$35.02	N/A	N/A	N/A	N/A
12	Trades Technician I - driver	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$19.24	\$21.27	\$28.86	N/A	N/A	N/A	N/A	\$14.18	\$23.34	\$21.27	\$35.02	N/A	N/A	N/A	N/A
13	Trades Technician II	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$22.70	\$25.11	\$34.07	N/A	N/A	N/A	N/A	\$16.74	\$27.56	\$25.11	\$41.34	N/A	N/A	N/A	N/A
14	Trades Technician II - driver	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$22.70	\$25.11	\$34.07	N/A	N/A	N/A	N/A	\$16.74	\$27.56	\$25.11	\$41.34	N/A	N/A	N/A	N/A
15	Trades Technician III	\$19.84	\$24.43	\$29.75	\$36.13	\$19.84	\$26.92	\$29.75	\$40.37	N/A	N/A	N/A	N/A	\$19.84	\$32.06	\$29.75	\$48.10	N/A	N/A	N/A	N/A
16	Trades Technician III - driver	\$19.84	\$25.40	\$29.75	\$36.13	\$19.84	\$26.92	\$29.75	\$40.37	N/A	N/A	N/A	N/A	\$19.84	\$32.66	\$29.75	\$49.00	N/A	N/A	N/A	N/A
17	Building Services Associate II	\$14.93	\$19.11	\$22.40	\$26.88																

Provision of Temporary Clerical and Labor Services on a Multi-Year Contract  
Department of Human Resources

Table with columns for ITEM #, FEE SCHEDULE - SECTION A/B, and five organizations: 22nd Century Technologies, Inc., Corporate Temps, Inc., ManpowerGroup USA, Inc., Preferred Personnel Solutions, Inc., and The Waters Organization, LLC. Each organization's section includes Payroll Rates and Staffing Rates with sub-columns for Hourly Pay, County Bill, OT Hourly Pay Rate, and County OT Bill Rate.

ITEM #	2024 FEE SCHEDULE - SECTION A	22nd Century Technologies, Inc. (OC)				Corporate Temps, Inc. (L)				ManpowerGroup USA, Inc. (OS)				Preferred Personnel Solutions, Inc. (OC)				The Waters Organization, LLC (OC)							
		Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates							
		Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate	Temporary Hourly Pay Rate	Gwinnett County Bill Rate	Temporary OT Hourly Pay Rate	Gwinnett County OT Bill Rate				
1	Admin Support Assoc I (General Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	Admin Support Assoc II (Moderate Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	Admin Support Assoc III (Proficient Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	Financial Analyst I	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	Financial Analyst II	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6	Customer Service Associate I	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	Customer Service Associate II	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	Customer Service Associate III	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	HR Specialist	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	Legal Associate II	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	Program Analyst III	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		Staffing Rates				Staffing Rates				Staffing Rates				Staffing Rates				Staffing Rates							
1	Admin Support Assoc I (General Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	Admin Support Assoc II (Moderate Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	Admin Support Assoc III (Proficient Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	Financial Analyst I	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	Financial Analyst II	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6	Customer Service Associate I	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	Customer Service Associate II	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	Customer Service Associate III	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	HR Specialist	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	Legal Associate II	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	Program Analyst III	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates							
1	Cook	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$18.10	\$20.07	\$27.15	N/A	N/A	N/A	N/A	\$13.38	\$18.20	\$20.07	\$27.29	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	Food Services Supervisor	\$19.93	\$19.36	\$21.40	\$26.88	\$14.93	\$20.20	\$22.40	\$30.30	N/A	N/A	N/A	N/A	\$14.93	\$21.00	\$22.40	\$30.47	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	Maintenance Technician I	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$19.18	\$21.27	\$28.77	N/A	N/A	N/A	N/A	\$14.18	\$19.29	\$21.27	\$28.93	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	Maintenance Technician I - driver	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$19.18	\$21.27	\$28.77	N/A	N/A	N/A	N/A	\$14.18	\$23.52	\$21.27	\$35.28	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	Maintenance Technician II	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$22.64	\$25.11	\$33.97	N/A	N/A	N/A	N/A	\$16.74	\$22.77	\$25.11	\$34.15	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6	Maintenance Technician II - driver	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$22.64	\$25.11	\$33.97	N/A	N/A	N/A	N/A	\$16.74	\$27.76	\$25.11	\$41.65	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	Water Resources Trades Associate I	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$19.18	\$21.27	\$28.77	N/A	N/A	N/A	N/A	\$14.18	\$23.08	\$21.27	\$34.63	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	Water Resources Trades Associate I - driver	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$19.18	\$21.27	\$28.77	N/A	N/A	N/A	N/A	\$14.18	\$23.52	\$21.27	\$35.28	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	Water Resources Trades Associate II	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$22.64	\$25.11	\$33.97	N/A	N/A	N/A	N/A	\$16.74	\$27.24	\$25.11	\$40.87	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	Water Resources Trades Associate II - driver	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$22.64	\$25.11	\$33.97	N/A	N/A	N/A	N/A	\$16.74	\$27.76	\$25.11	\$41.65	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	Trades Technician I	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$19.18	\$21.27	\$28.77	N/A	N/A	N/A	N/A	\$14.18	\$23.08	\$21.27	\$34.63	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
12	Trades Technician I - driver	\$14.18	\$17.44	\$21.27	\$25.52	\$14.18	\$19.18	\$21.27	\$28.77	N/A	N/A	N/A	N/A	\$14.18	\$23.52	\$21.27	\$35.28	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13	Trades Technician II	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$22.64	\$25.11	\$33.97	N/A	N/A	N/A	N/A	\$16.74	\$27.24	\$25.11	\$40.87	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	Trades Technician II - driver	\$16.74	\$20.59	\$25.11	\$30.13	\$16.74	\$22.64	\$25.11	\$33.97	N/A	N/A	N/A	N/A	\$16.74	\$27.76	\$25.11	\$41.65	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Trades Technician III	\$19.84	\$24.40	\$29.76	\$35.71	\$19.84	\$26.84	\$29.76	\$40.25	N/A	N/A	N/A	N/A	\$19.84	\$32.29	\$29.76	\$48.43	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Trades Technician III - driver	\$19.84	\$24.40	\$29.76	\$35.71	\$19.84	\$26.84	\$29.76	\$40.25	N/A	N/A	N/A	N/A	\$19.84	\$32.91	\$29.76	\$49.36	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
17	Building Services Associate II	\$14.93	\$18.36	\$22.40	\$26.88	\$14.93	\$20.20	\$22.40	\$30.30	N/A	N/A	N/A	N/A	\$14.93	\$20.31	\$22.40	\$30.47	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
18	Building Services Associate II - driver	\$14.93	\$18.36	\$22.40	\$26.88	\$14.93	\$20.20	\$22.40	\$30.30	N/A	N/A	N/A	N/A	\$14.93	\$24.77	\$22.40	\$37.16	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
19	Grounds Maintenance Associate I	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$18.10	\$20.07	\$27.15	N/A	N/A	N/A	N/A	\$13.38	\$18.20	\$20.07	\$27.29	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
20	Grounds Maintenance Associate I - driver	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$18.10	\$20.07	\$27.15	N/A	N/A	N/A	N/A	\$13.38	\$22.21	\$20.07	\$33.30	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
21	Warehouse Technician I	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$18.10	\$20.07	\$27.15	N/A	N/A	N/A	N/A	\$13.38	\$18.20	\$20.07	\$27.29	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
22	Warehouse Technician I - driver	\$13.38	\$16.46	\$20.07	\$24.08	\$13.38	\$18.10	\$20.07	\$27.15	N/A	N/A	N/A	N/A	\$13.38	\$22.21	\$20.07	\$33.30	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
23	Warehouse Technician II	\$14.55	\$17.90	\$21.83	\$26.20	\$14.55	\$19.68	\$21.83	\$25.53	N/A	N/A	N/A	N/A	\$14.55	\$19.79	\$21.83	\$29.69	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
24	Warehouse Technician II - driver	\$14.55	\$17.90	\$21.83	\$26.20	\$14.55	\$19.68	\$21.83	\$25.53	N/A	N/A	N/A	N/A	\$14.55	\$24.13	\$21.83	\$36.21	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
25	Dispatcher	\$12.62	\$15.52	\$18.93	\$22.72	\$12.62	\$17.08	\$18.93	\$25.61	N/A	N/A	N/A	N/A	\$12.62	\$16.77	\$18.93	\$25.15	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
26	Senior Services Driver	\$10.00	\$12.30	\$15.00	\$18.00	\$10.00	\$12.85	\$15.00	\$34.28	N/A	N/A	N/A	N/A	\$10.00	\$21.71	\$15.00	\$32.56	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
27	After-school Program Leader	\$16.00	\$19.68	\$24.00	\$29.52	\$16.00	\$22.85	\$27.00	\$34.28	N/A	N/A	N/A	N/A	\$16.00	\$21.71	\$24.00	\$32.56	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		Staffing Rates				Staffing Rates				Staffing Rates				Staffing Rates				Staffing Rates							
1	Cook	\$13.38	\$17.13	\$20.07	\$24.08	\$13.38	\$18.52	\$20.07	\$27.78	N/A	N/A	N/A	N/A	\$13.38	\$18.47	\$20.07	\$27.92	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	Food Services Supervisor	\$14.93	\$19.11	\$22.40	\$26.88	\$14.93	\$20.66	\$22.40	\$31.00	N/A	N/A	N/A	N/A	\$14.93	\$20.61	\$22.40	\$30.93	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	Maintenance Technician I	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$19.62	\$21.27	\$29.44	N/A	N/A	N/A	N/A	\$14.18	\$19.57	\$21.27	\$29.37	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	Maintenance Technician I - driver	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$19.62	\$21.27	\$29.44	N/A	N/A	N/A	N/A	\$14.18	\$23.81	\$21.27	\$35.72	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	Maintenance Technician II	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$23.16	\$25.11	\$34.75	N/A	N/A	N/A	N/A	\$16.74	\$23.10	\$25.11	\$34.67	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6	Maintenance Technician II - driver	\$16.74	\$21.43	\$25.11	\$30.13	\$16.74	\$23.16	\$25.11	\$34.75	N/A	N/A	N/A	N/A	\$16.74	\$28.11	\$25.11	\$42.17	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	Water Resources Trades Associate I	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$19.62	\$21.27	\$29.44	N/A	N/A	N/A	N/A	\$14.18	\$23.81	\$21.27	\$35.72	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	Water Resources Trades Associate I - driver	\$14.18	\$18.15	\$21.27	\$25.52	\$14.18	\$19.62	\$21.27	\$29.44	N/A	N/A	N/A	N/A	\$14.18	\$23.81	\$21.27	\$35.72	N/A	N/A	N/A	N				