



September 19, 2024

**Addendum #2  
RP010-24  
Provision of Temporary Clerical Services on a Multi-Year Contract**

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

**Revision**

- R1. Page 1, first paragraph – replace Department of Information Technology with Department of Human Resources**
- R2. Page 1 – replace references to 2023 with 2024.**

**Questions**

- Q1. Please provide an estimated or not to exceed budget allocated for this contract.
- A1. 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).**
  
- Q2. Please share the previous spending on this contract, if any.
- A2. \$22,595,105.54 from 1/1/2020 through 7/24/2024.**
  
- Q3. Do services providers need to submit the actual resumes for proposed candidates or submit sample resumes?
- A3. Resumes are not necessary as part of a response.**
  
- Q4. Are hourly rate ranges acceptable?
- A4. No.**
  
- Q5. Please provide a copy of the proposal of the previous service providers providing temporary staffing, including rate/cost sheets.
- A5. Please submit an open records request at [www.gwinnettcountry.com](http://www.gwinnettcountry.com)**
  
- Q7. How many incumbents are going to be hired from each position?
- A6. This is unknown as this time.**
  
- Q7. What is the length of this contract?
- A7. This is a multiyear contract from January 1, 2025-December 31, 2029.**
  
- Q8. Is there a local preference?
- A8. No.**
  
- Q9. How many resources are needed for this solicitation? Looks like around 20 but just making sure!
- A9. The County is looking for pricing for 10 positions (Staffing Rates and Payroll Rates for each position). The intent of this contract is to have pricing for these positions for the County to utilize on an as needed basis. There is no guarantee of quantities for each.**

Q10. Is this a new contract or renewal of an existing contract?

**A10. This is a new contract to replace RP018-19.**

Q11. If there is an existing contract, could you please share the names of the current service providers and their pricing?

**A11. See attached.**

Q12. In order to be considered responsive for this solicitation, is it mandatory to propose on all positions?

**A12. Yes.**

Q13. Is it mandatory to subcontract?

**A13. No.**

Q14. How many service providers does the County intent to award to?

**A14. Currently, this contract is awarded to 3 service providers but the County will award in its best interest based upon response.**

Q15. Are the incumbents eligible to submit proposals again?

**A15. Yes.**

Q16. Is submitting a bid bond a mandatory requirement for this solicitation? If so, is it required to be submitted at the time of proposal submission?

**A16. Bonds are not required.**

Q17. Can you provide a timeline or schedule for the decision-making process?

**A17. Award will be made in time to transition prior to 1/1/2025.**

Q18. Is the work required to be performed entirely onsite, or is there a possibility for remote operations?

**A18. All work for this contract is onsite.**

Q19. Are there any challenges or gaps with the existing contracts for related services, or are there specific improvements the County is seeking?

**A19. Not at this time. This is out for proposal due to exhaustion of renewal options.**

Q20. How many resources or candidates are currently active under the incumbent contracts? Please provide a breakdown of the numbers for each incumbent service providers.

**A20. See Appendix B of the request for proposal.**

Q21. Approximately how many positions were utilized under the previous contract?

**A21. 1,658**

Q22. Please share the type of background check and drug test required. Please clarify the level of the Background Search? Do you only need a local search, or must it be a national one? Do you require drug testing, and if you do, does it need to be performed at a Lab, or can it be handled by the service providers?

**A22. See Page 3, III, C and D of the request for proposal.**

Q23. Will there be a kick-off meeting once the contract is awarded?

**A23. Yes.**

Q24. Will active candidates under the incumbent service providers be transitioned to the new service providers if the same incumbent service providers are not awarded the contract this time?

**A24. Transitioning from one service provider to another is ultimately between the candidate and the service providers.**

Q25. In reviewing the usage report, are the numbers reflected over a 5-year period?

**A25. No. The usage report reflects the current number of temporary employees as of the date the request for proposal was released.**

Q26. Do references have to be within a certain timeframe? (meaning I did work of this and larger size and scope for several different County Systems - from 2015 - 2019). (Speaks to experience; implementation and program and process management).

**A26. Please provide references of similar size and scope from within the last ten years.**

Q27. Page 6; Section 4 - uses transitioned employees as an example. Depending on the outcome of the Bid process how will transitioned employees be divided/decided?

**A27. See A24.**

Q28. Page 1; paragraph 2 states that a list of Service Providers will be read at 3:00 p.m. (3rd paragraph states ***all Service providers are urged to attend***). Do service providers just show up at the Purchasing offices to be a part of that 3 p.m. process??

**A28. Please disregard "*all Service providers are urged to attend*". Services providers are welcome to attend but it is not necessary.**

Q29. Exhibit B outlines the usage numbers - is that standard yearly volume; or does/can those numbers expect to go down; or conversely, go up?

**A29. See A25.**

Q30. Please provide job titles and descriptions for all positions that may need to be filled.

**A30. See Appendix A of the request for proposal.**

Q31. What are the goals for the County with awarded service providers?

**A31. To partner with service providers that will successfully provide temporary employees on an as needed basis.**

Q32. Is the County interested in piggybacking off a cooperative purchasing agreement?

**A32. No.**

Q33. Will red lines be accepted?

**A33. Red lines will be reviewed and negotiated with the highest scoring service providers.**

Q34. Please confirm the most filled position of this contract.

**A34. Administrative Support Associate II**

Q35. What was the total number of temporary candidates that were used last year?

**A35. 2023 – 145 positions**

Q36. What does the County expect the total number of employees to be in the upcoming year?

**A36. This is unknown at this time.**

Q37. How many temporary employees converted to full time County employees last year?

**A37. 2023 – 66 positions**

Q38. Will awarded service providers conduct a background check or does the County do this check?

**A38. See Page III, 3, C. This is the responsibility of the service provider.**

Q39. Does the pricing sheet also be included in the technical proposal package or do service providers have to put that separately in a sealed envelope?

**A39. All pricing should be in a separate sealed envelope. Do not include any pricing in the technical response.**

Q40. Usage report in Exhibit B shows 18 by provider – Preferred Personnel Solutions but does not indicate the job description for those 18. Please clarify.

**A40. This should state “Administrative Support Associates”.**

Q41. What is the estimated contract length for most positions?

**A41. That is at the discretion of the department and will vary based on the County’s needs.**

Q42. What is the work location for the listed positions?

**A42. Various locations through the County.**

Q43. What are the estimated or expected number of hours worked per week for these positions?

**A43. That is at the discretion of the department and will vary based on the County’s needs.**

Q44. Why are there two fee schedules attached (Pages 9-10)?

**A44. See Pages 6-7, Section IV, 4. Fee Schedule.**

Q45. Can column C (Temporary Hourly Pay Rate\*) be edited, and are the prices shown the minimum or maximum that the County will pay?

**A45. No. This column indicates the fixed pay rate that the service provider must pay the temporary employee. The County is paying the service provider, not the temporary employee.**

Q46. Page 6, Section IV, A, 4, a. Payrolling Rate - What are the total number of positions to be transferred from current service providers and what are the job titles?

**A46. This is unknown. Transitioning from one service provider to another is ultimately between the candidate and the service providers.**

Q47. Page 6, Section IV, A, 4, a. Payrolling Rate - Are the listed benefits in this section a requirement of contract award?

**A47. No.**

Q48. Page 3, Section III, C - How should the service provider account for fees associated with screenings? How should this be reflected on the rate sheet?

**A48. All fees must be included in the Bill Rate provided.**

Q49. If an employee leaves or doesn't work out for the first day, does the service provider owe the County a total 8 hours? Please clarify the different scenarios, i.e., someone not showing up on day one or someone leaving during lunch break.

**A49. The County shall not pay for temporary employees who work one (1) day or less for the County, unless an assignment for one (1) day or less is specified when the order for temporary employee is placed. If a temporary employee doesn't show up on day one or leaves during lunch, the County will not pay for that temporary employee.**

Q50. On the Page no 9 and 10, regarding FEE SCHEDULE - Temporary Hourly Pay Rate\* are already filled; do service providers have to do anything with that column?

**A50. No. The Hourly Pay Rate is the rate the candidates must be paid.**

Q51. Do service providers have to fill Gwinnett County Bill Rate= pay rate to the candidate pay rate + Taxes + other expenses + Margin?

**A51. Service providers must complete the Gwinnett County Bill Rate portion of the Fee Schedule as the financial response. The Gwinnett County Bill Rate must include all costs. No other fees will be accepted.**

Q52. Please share the historical spending for the year 2021, 2022 and 2023.

**A52. 2021 - \$3,095,107.30**

**2022 - \$5,115,352.03**

**2023 - \$3,098,083.52**

**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.**

Q53. How many positions were used in year 2021, 2022 and 2023?

**A53. 2021 – 174 positions**

**2022 – 399 positions**

**2023 – 145 positions**

Q54. How will job requests be shared among multiple awarded service providers? Will all job requests be shared among all awarded service providers simultaneously?

**A54. See Page 2, II. Hiring Procedures.**

Q55. Is there any ranking system for sharing job requests among awarded service providers such as primary, secondary, and then other awarded service providers?

**A55. There will not be a primary, secondary, etc. See Page 2, II. Hiring Procedures.**

Q56. Would the County be accepting references from large commercial entities?

**A56. The County is requesting references of similar size and scope. That can be governmental or commercial entities.**

Q57. How many positions are currently open?

**A57. Quantity of positions**

Q58. How many positions are currently used in a single day? Please give rough estimate.

**A58. This is going to vary greatly depending on the departmental needs, time of year, and ongoing events.**

Q59. Please confirm minimum guaranteed hours per week for these positions.

**A59. There is not a minimum guaranteed number of hours.**

Q60. Can you please share shift timings and location of services?

**A60. This is going to vary depending on the department.**

Q61. What is average response time to provide resume of qualified resources?

**A61. This is going to vary depending on the department.**

Q62. Do service providers have to provide Sample Insurance Certificate with the proposal response?

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

Q63. To be responsive, is it mandatory to have physical office in Georgia or Gwinnett County?

**A63. No. This is not required.**

Q64. Will service providers be responsible for providing qualified staff and managing payroll of professionals or the Department will manage the projects?

**A64. Service providers are responsible for providing the qualified temporary employee and managing payroll for that individual. The County will review and approve payroll. The County will also manage the projects.**

Q65. In Section R, can the County please describe what is meant mean by covered in regard to holidays?

**A65. The County is requesting a list of holidays the temporary employees will be paid by the service provider.**

Q66. As referenced in Section D, how many job titles will work in the criminal justice field, work with the elderly, and work with children?

**A66. This is unknown at this time. This will be based on departmental need.**

Q67. Can the County please provide the addresses to the locations that temporary clerical services will be provided?

**A67. Temporary employees could be located at any Gwinnett County facility.**

Q68. If the temporary employees 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 temporary employees?

**A68. The County is not requesting services providers to include potential temporary employees as part of the request for proposal.**

Q69. 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?

**A69. All work will be onsite.**

Q70. 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 service providers submit the sample resumes?

**A70. Resumes are not required at the time of proposal submission.**

Q71. Please provide the list of holidays.

**A71. See Page 5, Section III, R of the request for proposal.**

Q72. Are there any mandated Paid Time Off, Vacation, etc.?

**A72. No.**

Q73. Is the temporary hourly pay rate given in the fee schedule the mandatory pay rate? Or, is it the minimum pay? (i.e., can service providers pay the candidate more?)

**A73. It is mandatory.**

Q74. Regarding Exhibit B Usage Report, please provide a breakdown of the Administrative Support Associates (into Associate I, Associate II and Associate III).

**A74. Administrative Support Associate I – 12 positions  
Administrative Support Associate II – 77 positions  
Administrative Support Associate II – 19 positions**

Q75. Regarding Exhibit C, will any of these roles have a requirement to drive or ride along?

**A75. No.**

Q76. Does the County require pre-employment drug screening? If it does, can you define the parameters further? Ex. 5, 7, or 10 panel.

**A76. 5 Panel drug screens are required for all positions.**

Q77. What is the average recruited markup % for the temporary contractors for the last contract?

**A77. Please see attached for previous contract pricing.**

Q78. How will the County assess the quality of service and the effectiveness of temporary personnel?

**A78. The department will coordinate with the vendor if needed.**

Q79. Please provide examples of the best practices associated with temporary service support that the County is looking to implement.

**A79. This is based on the departmental needs.**

Q80. What are the key attributes of the "superior response system" the County expects from service providers?

**A80. The County expects service providers to provide qualified candidates in a timely manner.**

Q81. How will the process for requesting additional positions be managed, and what is the expected turnaround time for such requests?

**A81. See Page 2, II. Hiring Procedures.**

Q82. Are there any preferences for candidates with prior public sector or government experience?

**A82. No.**

Q83. Does the County provide any training to the temporary staff regarding its policies, or will that responsibility fall to the service provider?

**A83. The County will provide any necessary training.**

Q84. What performance metrics will the County use to track the effectiveness and quality of temporary personnel?

**A84. This is based on the departmental needs.**

Q85. How frequently will service providers be required to submit performance reports, and what key data should be included in those reports?

**A85. This will be requested on an as needed basis and will vary based on the department.**

Q86. How frequently has Gwinnett County requested additional positions to be added in the past, and what types of roles were they?

**A86. This is vary greatly based on need. During the previous contract five year term, seven position types were added.**

Q87. If a position is filled by a candidate referred by the County, how should this be reflected in the proposal's pricing structure? Should service providers include a separate rate for these scenarios?

**A87. See Page 3, Section III., E.**

Q88. Could you please elaborate more on Option Interview?

**A88. See Page 7, Section IV, B.**

Q89. Is there any specific training that Gwinnett County expects the service provider to conduct beyond on-the-job training?

**A89. No.**

Q90. In the Response to Specifications section, the County requested that service providers demonstrate ability to meet the requirements outlined in the General Provisions. Would a general statement of compliance suffice, or does the County require a more detailed response for each specific requirement?

**A90. This is a service provider decision on what to include in the request for proposal response.**



Q91. Please confirm, do service providers need to include the below bill rates for employees in the proposal, or should this information be provided after the award?

1. Are paid the minimum rate;
2. Are paid more than the minimum rate;
3. Work fewer than 40 hours per week;
4. Work more than 40 hours per week;
5. Are referred to the service provider by Gwinnett County.

**A91. All rates must be included in the fee schedule as outlined on Pages 9-10. Rates outside of those two pages will not be accepted.**

Q92. Referring to Fee Schedule Page 6, Under payrolling rate service providers need to provide a bill rate only for payrolling services whereas under staffing rate a service provider needs to provide a bill rate for complete staffing services. Is it correct? Please elaborate on this requirement.

**A92. Yes. See Page 3, Section III, E.**

Q93. Can a service provider submit Commercial References?

**A93. Yes.**

Q94. What types of incentives does the County currently offer temporary personnel?

**A94. The County does not provide any incentives to temporary employees.**

Q95. What is the #1, most important thing to Gwinnett County regarding the partnership for staffing?

**A95. The County is looking to partner with service providers that will successfully provide temporary employees on an as needed basis.**

Q96. Please describe any unique, recurring challenges you have experienced that should be addressed in the request for proposal response.

**A96. None.**

Q97. When does the County anticipate completing the evaluation and notifying service providers of recommended awardee(s)?

**A97. See A17.**

Q98. In General Provisions and Requirements to Service Providers, Clause "I" mentions that work reductions might occur. Does this happen often?

**A98. This will vary greatly depending on the departmental needs. Frequency is unknown.**

Q99. Regarding the payroll opportunity, is an audit required on the background, education, drug testing, employment verification, and motor vehicle report?

**A99. No.**

Q100. Are additional points awarded to firms that are or have minority-owned businesses certification?

**A100. No.**

Q101. Since the conversion hours required are 480, do service providers still need to offer a 401K benefit?

**A101. This is a service provider business decision.**

Q102. Does the County require a liquidation timeframe for the temps?

**A102. No.**

Q103. What are the benefits the current service provider(s) are offering to the temps?

**A103. This varies greatly by service provider.**

Q104. Can out of state service providers bid on this request for proposal?

**A104. Yes.**

Q105. Has the County awarded any out of state service providers in the past for similar services?

**A105. Yes.**

Q106. Can service providers provide fully loaded hourly bill rate?

**A106. All additional fees, include background checks, must be included in the rate structure.**

Q107. Is it mandatory to provide business license with the proposal?

**A107. No.**

Q108. Could you please share the list of licenses required to submit for this request for proposal?

**A108. Service providers must be registered to do business in the State of Georgia and have a certificate of insurance that meets the requirements as outlined in the request for proposal.**

Q109. What communication method will be utilized for the distribution of requisitions/task orders among the service providers awarded under the contract? This includes options such as Email, VMS, or any alternative mode.

**A109. Email.**

Q110. In the event that the agency opts to use a VMS for requisition/task order distribution under the contract, could you please verify the name of the VMS being considered?

**A110. The County does not use VMS for this contract.**

Q111. Can you confirm whether requisitions/task orders under the resulting contract will be sent to all selected service providers?

**A111. Yes.**

Q112. If requisitions under the resulting contract are intended for specific service providers among those awarded, how does the agency plan to determine and select those particular service providers for receiving requisitions?

**A112. See Page 2, Section 2.**

Q113. Is the certificate of insurance required only when awarded?

**A113. Yes. The certificate of insurance will be requested of the highest scoring service provider(s) prior to award.**

Q114. It says, "Proposals must be **returned in a sealed container marked on the outside with the Request for Proposal number and Service Provider Name**".

- a) Can it be hand delivered to the office address given?
- b) If it must be mailed, can it be sent by USPS priority mail?

**A114. Yes, proposal can be hand delivered or mailed. Proposals must be received prior to the deadline regardless of delivery method.**

Q115. Will service provider's temporary employees be provided computer at work by Gwinnett County?

**A115. Yes, if necessary for the position.**

Q116. Are the service providers required to provide timesheets access to the approving managers with Gwinnett County? Or is it a manual timesheet template to be provided by service providers which will be approved upon verification by County managers?

**A116. Yes. Service providers are required to provide access to approving managers.**

Q117. By payrolling, does it mean the workers are not sourced by the service providers, but requested to be on service provider's payroll by the County.

**A117. See Page 6, Section IV, 4.**

Q118. Are the pay rates provided on fee schedule the **minimum pay rate** for the positions or are the pay rates provided on fee schedule the **pay rate** for the positions?

**A118. This is the fixed pay rate, not a minimum pay rate.**

Q119. Please advise if there is a managed service provider(an external company to manage the service providers and managing the requirements and contractor onboarding etc.).

**A119. No.**

Q120. Is there a VMS? An online portal through which requirements are disbursed? If yes, any VMS fee; if yes, what percentage?

**A120. No.**

Q121. If there is no MSP and or VMS how are the requirements going to be received by service providers? Are the service providers allowed contact with hiring managers?

**A121. Email. No. All communication should go through the department liaison/requestor.**

Q122. Please clarify whether the County has set the temporary hourly pay rate for employees at the Minimum Hourly Rate in the "**Fee Schedule**" for **Staffing Rates**, in accordance with the pay structure for these positions. Is the service provider allowed to provide a couple of dollars more than the minimum hourly rate to the employees based on the market conditions or whatever the pay rate mentioned in the "**Fee Schedule**" cannot be changed?

**A122. The pay rate is a fixed rate, not a minimum rate. This rate cannot be changed.**

Q123. What does the County hope to accomplish as a result of this request for proposal?

**A123. To partner with service providers that will successfully provide temporary employees on an as needed basis.**

Q124. What changes is the County looking to make to current contingent labor program due to this request for proposal process?

**A124. No changes. This is out for proposal due to exhaustion of renewal options.**

Q125. What challenges has the County faced in the past regarding temporary labor program/use of temporary employees?

**A125. None.**

Q126. Are there any peak periods, hiring ramps or seasonal changes that drive increased headcount needs?

**A126. Yes, based on departmental needs. Example: election periods, summer programs, etc.**

Q127. What is the average number of requisitions per week?

**A127. This is going to vary greatly based on departmental needs.**

Q128. Please explain the County's expectation of the timekeeping process. Is it the County's expectation that the service provider provides a web-based timekeeping system or does Gwinnett County intend to leverage an existing internal time management process?

**A128. The County is requesting that the service provider have a web-based timekeeping system.**

Q129. Are net 30 payment terms acceptable to the County?

**A129. Yes. Net 30 is the standard County payment terms.**

Q130. Standard suggested background offering is a social security number (SSN) trace and a 7-year County felony and misdemeanor check, including everify. However, due to the current court backlogs, there are delays in receiving results. To continue the hiring process in a timely manner, many customers are temporarily waiving, reducing requirements, and/or starting associates pending results for pre-employment background. To ensure a quicker time to fill, would the County consider the alternative recommendation of a national databased search (where applicable) until traditional background screening methods return to a time-effective process?

**A130. No.**

Q131. To ensure a quicker time to fill, is a 6-panel oral drug screen acceptable to the County?

**A131. No.**

Q132. Is there a file format for the electronic copy? PDF? Word doc?

**A132. PDF.**

Q133. Please define all proposal details needed. There are a few specific questions on Page 6 "Proposal Format and Content" but are there more specific details the County wants covered?

**A133. Please review the request for proposal and addenda for instructions.**

Q134. Can background checks be billed back or should they be included in the rate structure?

**A134. All additional fees, include background checks, must be included in the rate structure.**

Q135. Locker keys/key cards/manuals: Are all employees given all of these items?

**A135. No. This will vary by department and work location.**

Q136. Will respondents be disqualified or adversely impacted during the evaluation process if they were to submit exceptions to Gwinnett County?

**A136. No.**

Q137. If applicable, who is the incumbent for these services and for how long have they served Gwinnett County in this capacity?

**A137. See attached Cost Tabulation.**

Q138. To ensure FCRA compliance, it is policy to provide clients with an attestation of completion of background check pursuant to client's requirements, but not the actual results. Will the County accept letters of attestation in lieu of actual background check results?

**A138. Yes.**

Q139. "... may request additional positions to be added as needs arise." on Page 2 (also akin to Page 5, "AA.") – Would these still all be clerical positions or could this be out of the scope of clerical positions?

**A139. Only clerical positions.**

Q140. Page 3, Section III, Point D – Is the "criminal justice/judicial", "elderly", and "children" a real possibility for hiring needs or is this generic language that will not apply to the hires in which we would potentially be engaged?

**A140. This is not generic language and will apply to this request for proposal.**

Q141. Page 3, Section III, Point D – "The County reserves the right to release any temporary staff member...". There are definite HR concerns intertwined in the process, delivery, and reasons for releasing an employee. Will the County collaborate with the service provider to ensure all policy, procedure, and legal concerns are addressed in the release? Ideally, with the service provider delivering the news of release to the employee?

**A141. Yes.**

Q142. Page 6, Section IV, Point A, Subpoint 4, a. – Is the "... provides basic health and medical insurance, 401K benefits, vacation, and holiday accrual." for example purposes, or are all of those expected to be offered? Similarly, if the on was payrolled from the previous provider and they already had each of those benefits, would they be expected to have those from the new provider?

**A142. These benefits are not a requirement of awarded service providers.**

Q143. Page 15, Point 6 – The term "PROJECT" is used here. Where is this referenced or defined?

**A143. It is not defined in the request for proposal. In this instance, it is referencing the contract.**

Q144. Page 17 – Is "automobile liability insurance" more of a generic request or a reality for the jobs posted and anticipated in this request for proposal?

**A144. This is a requirement unless the service provider does not have any business automobiles.**

Q145. Pages 24-25 •Point 2, b – Is "Medical Malpractice" a more generic or request that is not applicable to the clerical job needs in this request for proposal or will that be expected?

**A145. Medical Malpractice is not applicable to this request for proposal.**

Q146. Point 2, b – As for “Hostile Fire Pollution”, is the is generic and not applicable or expected to be carried?

**A146. Hostile Fire Pollution is not applicable to this request for proposal.**

Q147. General Questions: Proposal Process – Is this proposal open based on timing of previous contracts or based on lack of performance on current providers?

**A147. This is out for proposal due to exhaustion of renewal options.**

Q148. Bill Rate – Is Gwinnett County Bill Rate to be quoted as a percentage or the actual dollar amount on Page 9? If dollar amount, then if pay to employees needs to be change, can the Bill Rate be adjusted accordingly?

**A148. The Gwinnett County Bill Rate can only be adjusted based on the annual renewal percentages listed on Page 11 of the service providers response.**

Q149. Criminal Background Checks – Is there one particular or a list of companies and/or standards to be compliant with Background Check needs?

**A149. No.**

Q150. Section IV (4) Fee Schedule: Do you want only one fee schedule in a separate envelope or one original and four copies each in separate envelopes?

**A150. The County is only requesting one original fee schedule.**

**Attachments**

- Cost Tabulation for RP018-19

Acknowledge receipt of this addendum on Page 11 of the proposal document.

Sincerely,



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

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)			
		Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates			
ITEM #	FEE SCHEDULE - SECTION A	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
		2020																			
1	Admin Support Assoc I (General Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$12.62	\$16.53	\$18.93	\$24.80	\$12.62	\$16.16	\$18.93	\$24.23	\$12.62	\$16.91	\$18.93	\$25.37
2	Admin Support Assoc II (Moderate Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$14.93	\$19.56	\$22.40	\$29.34	\$14.93	\$19.11	\$22.40	\$28.67	\$14.93	\$20.01	\$22.40	\$30.02
3	Admin Support Assoc III (Proficient Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$17.65	\$23.12	\$26.48	\$34.68	\$17.65	\$22.59	\$26.48	\$33.89	\$17.65	\$23.65	\$26.48	\$35.48
<b>Staffing Rates</b>																					
1	Admin Support Assoc I (General Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$12.62	\$16.53	\$18.93	\$24.80	\$12.62	\$16.53	\$18.93	\$24.80	\$12.62	\$17.16	\$18.93	\$25.74
2	Admin Support Assoc II (Moderate Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$14.93	\$19.56	\$22.40	\$29.34	\$14.93	\$19.56	\$22.40	\$29.34	\$14.93	\$20.30	\$22.40	\$30.45
3	Admin Support Assoc III (Proficient Skill Level)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$17.65	\$23.12	\$26.48	\$34.68	\$17.65	\$23.12	\$26.48	\$34.68	\$17.65	\$24.00	\$26.48	\$36.00
		Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates				Payroll Rates			
FEE SCHEDULE - SECTION B		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
Skill/Discipline Description																					
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
Staffing 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
Skill/Discipline Description																					
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	\$39.57	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						

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, and various entities: 22nd Century Technologies, Inc. (OC), Corporate Temps, Inc. (L), ManpowerGroup USA, Inc. (OS), Preferred Personnel Solutions, Inc. (OC), and The Waters Organization, LLC (OC). Each entity has sub-columns for Payroll Rates and Staffing Rates, including Temporary Hourly Pay Rate, Gwinnett County Bill Rate, and Temporary OT Hourly Pay Rate.



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	\$18.90	\$21.27	\$29.21	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	\$22.90	\$25.11	\$33.30	N/A	N/A	N/A	N/A	\$16.74	\$22.32	\$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	\$22.22	\$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	\$16.15	\$18.93	\$22.72	\$12.62	\$17.12	\$18.93	\$25.68	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	AfterSchool 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	\$29.76	\$36.13	\$19.84	\$26.92	\$29.76	\$40.37	N/A	N/A	N/A	N/A	\$19.84	\$32.06	\$29.76	\$48.10	N/A	N/A	N/A	N/A
16	Trades Technician III - driver	\$19.84	\$24.40	\$29.76	\$36.13	\$19.84	\$26.92	\$29.76	\$40.37	N/A	N/A	N/A	N/A								



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, and various Payroll Rates (Hourly Pay, County Bill, OT Hourly Pay, County OT Bill Rate) for five organizations: 22nd Century Technologies, Inc. (OC), Corporate Temps, Inc. (L), ManpowerGroup USA, Inc. (OS), Preferred Personnel Solutions, Inc. (OC), and The Waters Organization, LLC (OC). Rows include various job titles like Admin Support, Financial Analyst, and Warehouse Technician.