

AWARD RECOMMENDATION

Notice of Intent to Award Number: 220000000646

The Department of Technology, Management, & Budget's Procurement office has completed the evaluation of Request for Proposal (RFP), 220000001256 – Statewide Temporary Employment Staffing Services and has recommended an award to the following Bidders, in the following amounts:

1. 22nd Century Technologies, Inc.: \$10,000,000.00
2. Abacus Service Corporation: \$10,000,000.00
3. ATC Healthcare Services, LLC: \$10,000,000.00
4. P.I.E Management, L.L.C.: \$10,000,000.00
5. Tryfacta, Inc.: \$10,000,000.00
6. Vibrus Group LLC: \$10,000,000.00

Pending State Administrative Board approval, if applicable. More information on the State Administrative Board can be found at: [State Administrative Board](#).

Bidders who were not recommended for the award are encouraged to schedule a debriefing session with the Solicitation Manager. The debriefing session will provide the bidder with the State's rationale on why the bidder was not recommended for the award. The Solicitation Manager may be contacted as follows:

Sarah McKinley, Solicitation Manager.

McKinleyS4@michigan.gov

517-256-4237

Background Information:

This Request for Proposal (RFP) was to solicit responses for selection of a Contractor to provide Statewide Temporary Employment Staffing Services. The term of this contract is for 3-years, with up to 3, additional 1-year renewal options.

Bidders:

The RFP was posted on SIGMA VSS on February 11, 2022, for 48-days. The following bidders submitted proposals by the published due date of April 1, 2022.

Bidder	Address, City, State, Zip Code	SDVOB*
Care One, Inc.	301 W. Michigan Avenue, Suite 320 Ypsilanti, MI 48197	NO
Rose International, Inc.	16305 Swingley Ridge Rd., Suite 350 Chesterfield, MO 63017	NO
Manpower of Lansing, MI, Inc. (ManpowerGroup)	741 N. Cedar St., Ste 200 Lansing, MI 48906	NO
Guidesoft Inc., dba Knowledge Services	9800 Crosspoint Boulevard Indianapolis, IN 46256	NO
Kelly Services, Inc.	999 West Big Beaver Rd. Troy, MI 48084	NO

Eight Eleven Group, LLC (Brooksource)	8365 Keystone Crossing, Suite 104 Indianapolis, IN 46240	NO
Tryfacta, Inc.	220 West Congress St., Second Floor Detroit, MI 48226	NO
ATC Healthcare Services, LLC	1983 Marcus Ave Ste. E122 Lake Success, NY 11042	NO
Healthcare Staffing Professionals, Inc.	6914 Canby Ave., Suite 109 Reseda, CA 91335	NO
Manpower, Inc. of Southeastern Michigan (ManpowerGroup)	173 Parkland Plaza, Suite D Ann Arbor, MI 48103	NO
Vibrus Group LLC	31201 Chicago S, Suite B202 Warren, MI 48093	NO
RNA Facilities Management	4130 Varsity Dr, Ste A Ann Arbor, MI 48108	NO
22nd Century Technologies, Inc.	8251 Greensboro Drive, Suite 900 McLean, VA 22102	NO
P.I.E. Management, L.L.C.	400 Monroe, Suite 410 Detroit, MI 48226	NO
US Tech Solutions, Inc.	10 Exchange Place, Suite 1710, Kersey City, NJ 07302	NO
SoftHQ, Inc.	6494 Weathers Place Suite 200 San Diego, CA 92121	NO
BuzzClan LLC	5757 Alpha Rd. Suite 340 Dallas, TX 75240	NO
COGENT Infotech Corporation	1035 Boyce Road, Suite 108 Pittsburgh, PA 15241	NO
Abacus Service Corporation	25925 Telegraph Road, Suite 206 Southfield, MI 48033	NO
LanceSoft, Inc.	13454 Sunrise Valley Drive, Suite 120 Herndon, VA 20171	NO
Diskriter, Inc.	2840 Library Road, Suite 300 Pittsburgh, PA 15234	NO

*SDVOB: Service-Disabled Veteran Owned Business

EVALUATION SYNOPSIS

I. Evaluation Process

A Responsible Vendor is a vendor that demonstrates it has the ability to successfully perform the duties identified by the solicitation. A Responsive proposal is one that is submitted in accordance with the solicitation instructions and meets all mandatory requirements identified in the solicitation.

Proposal Instructions: Evaluation Process

The State evaluated each proposal based on the following factors:

	Technical Evaluation Criteria	Weight
1.	Schedule A, Statement of Work, Sections 1	20
2.	Schedule A, Statement of Work, Sections 2	30
3.	Schedule A, Statement of Work, Section 3 - 8	30
4.	Vendor Questions Worksheet	20
	Total	100

Proposals receiving 80 or more technical evaluation points will have pricing evaluated and considered. The full evaluation process is stated in the RFP Proposal Instructions.

II. Evaluation Method

Responses to this solicitation were reviewed by the following Joint Evaluation Committee members, which consisted of the following individuals:

Voting	Advisory
Sarah McKinley, Category Specialist DTMB - Procurement	Kristy McPherson, Admin Asst. MDOC Bureau of Health Care
Lisa Lehnert, Buyer MDOC, Procurement, Monitoring & Compliance Division	Lisa VanOstran, Procurement Manager EGLE
Vicki DeKruiger, Dept. Analyst MDHHS Facilities Purchasing Section Bureau of Grants and Purchasing	Carol Skillings, Finance Manager MDE
	Samantha Fusco, Buyer DNR Procurement Services
	Adam Zanetti, Purchasing Analyst MI Dept. of Treasury
	Karen Keiffer, Dpt. Analyst/Contract Monitor MDOC, Procurement, Monitoring & Compliance Division

III. Evaluation Results

1. Care One, Inc.

The Evaluation Team determined that Care One, Inc. based on a score of 94, did meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (20/20)

The Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

2. Schedule A, Statement of Work Section 2 (29/30)

The Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiency was noted.

- a. **Section 2.2** – Contractor did not provide a customer service number.

3. Schedule A, Statement of Work, Sections 3 – 8 (30/30)

The Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiency was noted:

- a. **Section 3.1** – Bidder indicated a 6-month employment clause would be enforced for temporary staff provided to the State, no points were deducted.

4. Vendor Questions Worksheet (15/20)

The Evaluation Committee determined that the overall responses were satisfactory, the following deficiency was noted:

- a. **Section 5, Experience 3** – Bidder experience does not fall within the last 5-years as required.

Total Score:94/100

2. Rose International, Inc.

The Evaluation Team determined that Rose International, Inc. based on a score of 97, did meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, the following was noted:

- a. **Section 1.** – Bidder cannot provide working staff inside MDOC secure perimeters, no points were deducted.

2. Schedule A, Statement of Work Section 2 (29/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiency was noted:

- a. **Section 2.2** – Bidder did not provide a customer service number.
- b. **Section 2.8** – Bidder did not agree to MDOC Security Requirements, no points were deducted.

3. Schedule A, Statement of Work, Sections 3 – 8 (28/30)

The Joint Evaluation Committee determined that the overall responses were satisfactory, the following deficiencies were noted:

- a. **Section 3.1** – Bidder did not describe experience transitioning employees from their Agency to the State
- b. **Section 3.1** – Bidder charges the State if a temporary employee wants to become a State employee, no points were deducted.

4. Vendor Questions Worksheet (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

Total Score:97/100

3. Manpower of Lansing, MI, Inc. (ManpowerGroup)

The Evaluation Team determined that Manpower of Lansing, MI, Inc. (ManpowerGroup) based on a score of 83, did meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

2. Schedule A, Statement of Work Section 2 (22/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. Section 2.4.B.** – Bidder did not provide resumes for the following Account Managers: Anna Thurmond, Barb Briggs, or Jamie Weiker.
- b. Section 2.7** – Bidder did not describe additional security measures in place to ensure security of the State and its facilities.

3. Schedule A, Statement of Work, Sections 3 – 8 (21/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. Section 3.1** – Bidder did not describe experience transitioning employees from their Agency to the State.
- b. Section 3.1** – Bidder's project plan did not fully address the following: project breakdown showing sub-projects, tasks, timeline and/or resources required. Or, fully describe how implementation and required resources would be implemented for service.
- c. Section 6.1** – Bidder did not provide a sample invoice.

4. Vendor Questions Worksheet (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

Total Score:83/100

4. Guidesoft Inc., dba Knowledge Services

The Evaluation Team determined that Guidesoft, Inc., dba Knowledge Services based on a score of 95, did meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

2. Schedule A, Statement of Work Section 2 (28/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiency was noted:

- a. Section 2.7** – Bidder did not describe additional security measures in place to ensure security of the State and its facilities.

3. Schedule A, Statement of Work, Sections 3 – 8 (26/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies noted:

- a. Section 3.1** – Bidder did not describe experience transitioning employees from their Agency to the State.
- b. Section 6.1** – Bidder provided a sample invoice template, however, took an exception to providing the pay rate on invoices.

4. Vendor Questions Worksheet (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

Total Score:94/100

5. Kelly Services, Inc.

The Evaluation Team determined that Kelly Services, Inc. based on a score of 63, did not meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (18/20)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. Section 1.** – Bidder cannot provide working staff inside MDOC secure perimeters, no points were deducted.
- b. Section 1.1 D** – Bidder did not indicate if this requirement would be met for all other State Agencies, excluding MDOC.

2. Schedule A, Statement of Work Section 2 (28/30)

The Joint Evaluation Committee determined that the overall responses were satisfactory, the following deficiencies were noted:

- a. Section 2.4** – Bidder did not agree to Unauthorized Removal of Key Personnel, no points were deducted.
- b. Section 2.7** – Bidder did not describe additional security measures in place to ensure security of the State and its facilities.
- c. Section 2.8** – Bidder did not agree to MDOC Security Requirements, no points were deducted.

3. Schedule A, Statement of Work, Sections 3 – 8 (4/30)

The Joint Evaluation Committee determined that the overall responses were mostly unsatisfactory, the following deficiencies were noted:

- a. Section 3.1** – Bidder did not provide a Project Plan for implementation of services.
- b. Section 3.1** – Bidder did not describe experience transitioning employees from their Agency to the State.
- c. Section 3.1** – Bidder indicated a conversion fee would be assessed for employees to be transitioned to the State, who have worked less than the number of hours specified in the Bidders response. No points were deducted.
- d. Section 3.3A** – Bidder did not agree to requirement or provide an Unsatisfactory Reporting Template.

- e. **Section 3.3C** – Bidder did not agree to requirement or provide a Quarterly Usage Report Template.
 - f. **Section 3.3D** – Bidder did not agree to requirement or provide a Quarterly Unpaid Invoice Report Template.
 - g. **Section 3.3E** – Bidder did not agree to requirement or provide a Yearly Closeout Report.
 - h. **Section 4.3** – Bidder did not indicate what factors go into the mark-up%.
 - i. **Section 7.A - D** – Bidder did not agree to SLA, however, agreed to work with the State to determine best practices for SLA tacking.
 - j. **Section 8** – Bidder did not agree to Liquidate Damages.
- 4. Vendor Questions Worksheet (13/20)**
The Joint Evaluation Committee determined that the overall responses where satisfactory the following deficiencies were noted:
- a. **Experience 2** – Bidder's experience is of similar Scope, however, is not of similar size, Bidder did not indicate how the experience was relevant to the RFP.
 - b. **Experience 3** – Bidder did not indicate how experience was relevant to the RFP.
 - c. **Section 6** – Bidder did not agree to Standard Contract Terms, no points were deducted.

Total Score: 63/100

6. Eight Eleven Group, LLC (Brooksource)

The Evaluation Team determined that Eight Eleven Group, LLC (Brooksource) based on a score of 52, did not meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (19/20)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. **Section 1. General Requirement** – Bidder cannot provide working staff inside MDOC secure perimeters, no points were deducted.
- b. **Section 1.1D** – Bidder did not describe the process for replacing unsatisfactory staff.

2. Schedule A, Statement of Work Section 2 (5/30)

The Joint Evaluation Committee determined that the overall responses were mostly unsatisfactory, the following deficiencies were noted:

- a. **Section 2.4A** – Bidder provide 4, out of 7 required Key Personnel.
- b. **Section 2.5B** – Bidder did not provide resumes for Eden VanSicklen, or Daniel Florer.
- c. **Section 2.7** – Bidder did not provide an answer to this requirement.
- d. **Section 2.8** – Bidder did not agree to MDOC Security Requirements, no points were deducted.

3. Schedule A, Statement of Work, Sections 3 – 8 (20/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. **Section 3.1** – Bidder did not provide a project plan for implementation of services.
- b. **Section 3.1** – Bidder did not describe experience transitioning employees from their Agency to the State.
- c. **Section 4.3A** – Bidder did not specify the benefits, or percentages that are used to calculate the mark-up on positions.

4. Vendor Questions Worksheet (8/20)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. **Section 5, Experience 1, 2 & 3** – Bidder did not disclose dollar value, indicate how the experience was relevant to the RFP.

Total Score: 52/100

7. Tryfacta, Inc.

The Evaluation Team determined that Tryfacta, Inc. based on a score of 94, did meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

2. Schedule A, Statement of Work Section 2 (28/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiency was noted:

- a. Section 2.7** – Bidder did not describe additional security measures in place to ensure security of the State and its facilities.

3. Schedule A, Statement of Work, Sections 3 – 8 (26/30)

The Joint Evaluation Committee determined that the overall responses were satisfactory, the following deficiencies were noted:

- a. Section 3.1** – Bidder did not describe experience transitioning employees from their Agency to the State.
- b. Section 3.3D** – Bidder did not provide a template that met the specifications of the Quarterly Unpaid invoice Report.

4. Vendor Questions Worksheet (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

Total Score:94/100

8. ATC Healthcare Services, LLC

The Evaluation Team determined that ATC Healthcare Services, LLC based on a score of 88, did meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (17/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, the following deficiencies were noted:

- a. **Section 1.1D** – Bidder did not fully describe how removal of unsatisfactory employee would occur.
- b. **Section 1.A/B** – Bidder did not describe training capabilities or indicate how the required MDOC or MDHHS training requirements would be fulfilled.

2. Schedule A, Statement of Work Section 2 (28/30)

The Joint Evaluation Committee determined that the overall responses were satisfactory, the following deficiency was noted:

- a. **Section 2.7** – Bidder did not indicate security measures in place to ensure the security of the State and its facilities.

3. Schedule A, Statement of Work, Sections 3 – 8 (25/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. **Section 3.1** – Bidder project plan did not include a timeline for task implementation.
- b. **Section 3.1** – Bidder did not describe experience transitioning employees from their Agency to the State.

4. Vendor Questions Worksheet (18/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, the following deficiency was noted:

- a. **Section 5, Experience 2** – Bidder's experience is of similar Scope, however, is not of similar size.

Total Score: 88/100

9. Healthcare Staffing Professionals, Inc.

The Evaluation Team determined that Healthcare Staffing Professionals, Inc. based on a score of 80, did meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (19/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, the following deficiency was noted:

- a. Section 1.1D** – Bidder did not fully describe how removal of unsatisfactory employee would occur.

2. Schedule A, Statement of Work Section 2 (16/30)

The Joint Evaluation Committee determined that the overall responses were satisfactory, the following deficiency was noted.

- a. Section 2.4B** – Bidder did not provide chronological resumes for Key Personnel.

3. Schedule A, Statement of Work, Sections 3 – 8 (25/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. Section 3.1** – Bidder project plan did not include a timeline for task implementation.
- b. Section 3.1** – Bidder did not describe experience transitioning employees from their Agency to the State.

4. Vendor Questions Worksheet (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

Total Score: 80/100

10. Manpower, Inc. of Southeastern Michigan (ManpowerGroup)

The Evaluation Team determined that Manpower, Inc. of Southeastern Michigan (ManpowerGroup) based on a score of 81, did meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

2. Schedule A, Statement of Work Section 2 (30/30)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

3. Schedule A, Statement of Work, Sections 3 – 8 (20/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies was noted:

- a. **Section 3.1** – Bidder project plan did not include a timeline for task implementation.
- b. **Section 3.1** – Bidder did not describe experience transitioning employees from their Agency to the State.
- c. **Section 4.3A** – Bidder did not provide the percentages that make are used to calculate the mark-up on positions.

4. Vendor Questions Worksheet (11/20)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. **Section 5, Experience 1 & 2** – Bidder experiences are of similar Scope, however, are not of similar size.
- b. **Section 5, Experience 2** – Bidder experience does not fall within the last 5-years as required.

Total Score:81/100

11. Vibrus Group LLC

The Evaluation Team determined that Vibrus Group LLC based on a score of 84, did meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

2. Schedule A, Statement of Work Section 2 (21/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. Section 2.4A** – Bidder provided 6, out of 7 required Key Personnel.
- b. Section 2.4B** – Bidder did not provide resumes for Michelle Tessi, or Gitanjali Sharma.
- c. Section 2.7** – Bidder did not indicate security measures in place to ensure the security of the State and its facilities.

3. Schedule A, Statement of Work, Sections 3 – 8 (23/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. Section 3.1** – Bidder project plan did not include a timeline for task implementation.
- b. Section 3.1** – Bidder did not describe experience transitioning employees from their Agency to the State.

4. Vendor Questions Worksheet (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

Total Score:84/100

12. RNA Facilities Management

The Evaluation Team determined that RNA Facilities Management based on a score of 16, did not meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (4/20)

The Joint Evaluation Committee determined that the overall responses were unsatisfactory, the following deficiencies were noted:

- a. **Sections 1 – 1.2** – Bidder acknowledged acceptance of requirements; however, bidder did not describe how the requirements would be met.

2. Schedule A, Statement of Work Section 2 (4/30)

The Joint Evaluation Committee determined that the overall responses were unsatisfactory, the following deficiencies were noted:

- a. **Sections 2 – 2.12** – Bidder acknowledged acceptance of requirements; however, did not describe how the requirements would be met.

3. Schedule A, Statement of Work, Sections 3 – 8 (6/30)

The Joint Evaluation Committee determined that the overall responses were unsatisfactory, the following deficiencies were noted:

- a. **Sections 3 – 8** – Bidder acknowledged acceptance of requirements; however, did not describe how the requirements would be met.

4. Vendor Questions Worksheet (2/20)

The Joint Evaluation Committee determined that the overall responses were unsatisfactory, the following deficiencies were noted:

- a. **Section 5, Experience 1, 2& 3** – Bidder did not provide the following information: What role their company played, how the experiences were relevant to the RFP or results obtained.

Total Score:16/100

13.22nd Century Technologies, Inc.

The Evaluation Team determined that 22nd Century Technologies, Inc. based on a score of 98, did meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

2. Schedule A, Statement of Work Section 2 (28/30)

The Joint Evaluation Committee determined that the overall responses were satisfactory, the following deficiency was noted.

- a. Section 2.7** – Bidder did not indicate security measures in place to ensure the security of the State and its facilities.

3. Schedule A, Statement of Work, Sections 3 – 8 (30/30)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

4. Vendor Questions Worksheet (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

Total Score: 98/100

14. P.I.E. Management, L.L.C.

The Evaluation Team determined that P.I.E. Management, L.L.C. based on a score of 87, did meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

2. Schedule A, Statement of Work Section 2 (29/30)

The Joint Evaluation Committee determined that the overall responses were satisfactory, the following deficiency was noted:

- a. **Section 2.7** – Bidder did not indicate additional security measures in place to ensure the security of the State and its facilities

3. Schedule A, Statement of Work, Sections 3 – 8 (18/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. **Section 3.3 A** – Bidder did not provide a template that met the specifications of the Unsatisfactory Performance Report.
- b. **Section 3.3B** – Bidder did not provide a template that met the specifications of the Monthly Reporting requirement.
- c. **Section 3.3C** – Bidder did not provide a template that met the specifications of the Quarterly Usage Report.
- d. **Section 3.3D** – Bidder did not provide a template that met the specifications of the Quarterly Unpaid invoice Report.
- e. **Section 3.3E** – Bidder did not provide a template that met the specifications of the Yearly Closeout Report.
- f. **Section 6.1** – Bidder did not provide a sample invoice template.

4. Vendor Questions Worksheet (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

Total Score:87/100

15. US Tech Solutions, Inc.

The Evaluation Team determined that US Tech Solutions, Inc. based on a score of 98, did meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

2. Schedule A, Statement of Work Section 2 (28/30)

The Joint Evaluation Committee determined that the overall responses were satisfactory, the following deficiency was noted:

- b. Section 2.7** – Bidder did not indicate additional security measures in place to ensure the security of the State and its facilities

3. Schedule A, Statement of Work, Sections 3 – 8 (30/30)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

4. Vendor Questions Worksheet (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

Total Score:98/100

16. SoftHQ, Inc.

The Evaluation Team determined that SoftHQ, Inc. based on a score of 47, Inc., did not meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (18/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, the following deficiency was noted:

- a. **Section 1. General Requirement** – Bidder did not indicate if working staff can be provided within inside MDOC secure perimeters.

2. Schedule A, Statement of Work Section 2 (11/30)

The Joint Evaluation Committee determined that the overall responses were satisfactory, the following deficiencies were noted:

- a. **Section 2.1** – Bidder provided 3, Contractor Representatives, however, Bidder did not provide email addresses or phone numbers for Representatives.
- b. **Section 2.4B** – Bidder did not provide chronological resumes for Key Personnel.
- c. **Section 2.7** – Bidder did not indicate additional security measures in place to ensure the security of the State and its facilities

3. Schedule A, Statement of Work, Sections 3 – 8 (11/30)

The Joint Evaluation Committee determined that the overall responses were mostly unsatisfactory, the following deficiencies were noted:

- a. **Section 3.1** – Bidder project plan did not include a breakdown of tasks or a timeline for task implementation.
- b. **Section 3.1** – Bidder did not describe experience transitioning employees from their Agency to the State.
- c. **Section 3.3 A** – Bidder did not provide a template that met the specifications of the Unsatisfactory Performance Report.
- d. **Section 3.3B** – Bidder did not provide a template that met the specifications of the Monthly Reporting requirement.
- e. **Section 3.3C** – Bidder did not provide a template that met the specifications of the Quarterly Usage Report.
- f. **Section 3.3D** – Bidder did not provide a template that met the specifications of the Quarterly Unpaid invoice Report.
- g. **Section 3.3E** – Bidder did not provide a template that met the specifications of the Yearly Closeout Report.
- h. **Section 6.1** – Bidder did not provide a sample invoice template.

4. Vendor Questions Worksheet (7/20)

The Joint Evaluation Committee determined that the overall responses were mostly unsatisfactory, the following deficiencies were noted:

- a. **Section 2, Company Background** – Bidder indicated number of years in business, however, did not provide the number of employees.
- b. **Section 5, Experience 1, 2, & 3** – Bidder experiences are of similar Scope, however, are not of similar size. Bidder also did not provide results obtained.

Total Score: 47/100

17. BuzzClan LLC

The Evaluation Team determined that BuzzClan LLC based on a score of 78, did meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, the following was noted:

- a. **Section 1. General Requirement** – Bidder cannot provide working staff inside MDOC secure perimeters, no points were deducted.

2. Schedule A, Statement of Work Section 2 (19/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. **Section 2.4A** – Bidder provided 6, out of 7 required Key Personnel.
- b. **Section 2.7** – Bidder did not indicate the following: if uniforms and badges would be used, additional security measures in place to ensure the security of the State and its facilities, identify the company to perform background checks, or the scope of the check to be performed.
- c. **Section 2.8** – Bidder did not agree to MDOC Security Requirements, no points were deducted.

3. Schedule A, Statement of Work, Sections 3 – 8 (21/30)

The Joint Evaluation Committee determined that the overall responses were satisfactory, the following deficiencies were noted:

- a. **Section 3.1** – Bidder project plan did not include a timeline for task implementation.
- b. **Section 3.1** – Bidder did not describe experience transitioning employees from their Agency to the State.
- c. **Section 3.3D** – Bidder did not provide a template that met the specifications of the Quarterly Unpaid invoice Report.

4. Vendor Questions Worksheet (18/20)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiency was noted:

- a. **Section 5, Experience 3** – Bidder's experience is of similar Scope, however, is not of similar size.

Total Score: 78/100

18. COGENT Infotech Corporation

The Evaluation Team determined that COGENT Infotech Corporation based on a score of 85, did meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (20/20)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, no deficiencies were noted.

2. Schedule A, Statement of Work Section 2 (23/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiency was noted:

- a. Section 2.4A** – Bidder did not provide the physical locations of Key Personnel, as required.

3. Schedule A, Statement of Work, Sections 3 – 8 (26/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. Section 3.1** – Bidder indicated a conversion fee would be assessed for employees to be transitioned to the State, who have worked less than 2081. No points were deducted.
- b. Section 4.3A** – Bidder did not specify the benefits, or percentages that are used to calculate the mark-up on positions.

4. Vendor Questions Worksheet (16/20)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiency was noted:

- a. Section 5, Experience 1 & 2** – Bidder experiences are of similar Scope, however, are not of similar size.

Total Score:85/100

19. Abacus Service Corporation

The Evaluation Team determined that Abacus Service Corporation based on a score of 87, did meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (20/20)

The Joint Evaluation Committee determined that the overall responses were satisfactory, no deficiencies were noted.

2. Schedule A, Statement of Work Section 2 (26/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. Section 2.1** – Bidder provided 3 Contractor Representatives; however, Bidder did not provide email addresses for Representatives.
- b. Section 2.7** – Bidder did not indicate the company that would be performing background checks.

3. Schedule A, Statement of Work, Sections 3 – 8 (28/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiency was noted:

- a. Section 3.3D** – Bidder did not provide a template that met the specifications of the Quarterly Unpaid invoice Report.

4. Vendor Questions Worksheet (13/20)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. Section 2, Company Background** – Bidder indicated number of years in business, however, did not provide the number of employees.
- b. Section 5, Experience 1, 2 & 3** – Bidder experiences are of similar Scope, however, are not of similar size.

Total Score: 87/100

20. LanceSoft, Inc.

The Evaluation Team determined that LanceSoft, Inc based on a score of 58, did not meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (19/20)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiency was noted:

- a. **Section 1.1A** – Bidder stated they would respond within 3-business days, however, did not explain how compliance would be accomplished with all other requirement components.

2. Schedule A, Statement of Work Section 2 (5/30)

The Joint Evaluation Committee determined that the overall responses were mostly unsatisfactory, the following deficiency was noted:

- a. **Section 2.4A** – Bidder provided 2, out of 7 required Key Personnel.

3. Schedule A, Statement of Work, Sections 3 – 8 (15/30)

The Joint Evaluation Committee determined that the overall responses were mostly unsatisfactory, the following deficiency was noted:

- a. **Section 3.1** – Bidder did not describe experience transitioning employees from their Agency to the State.
- b. **Section 3.3 A** – Bidder did not provide a template that met the specifications of the Unsatisfactory Performance Report.
- c. **Section 3.3B** – Bidder did not provide a template that met the specifications of the Monthly Reporting requirement.
- d. **Section 3.3C** – Bidder did not provide a template that met the specifications of the Quarterly Usage Report.
- e. **Section 3.3D** – Bidder did not provide a template that met the specifications of the Quarterly Unpaid invoice Report.
- f. **Section 3.3E** – Bidder did not provide a template that met the specifications of the Yearly Closeout Report.
- g. **Section 4.3A** – Bidder did not specify the benefits, or percentages that are used to calculate the mark-up on positions.

c. Vendor Questions Worksheet (19/20)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiency was noted:

- a. **Section 2, Company Background** – Bidder indicated number of years in business, however, did not provide the number of employees.

Total Score: 58/100

21. Diskriter, Inc.

The Evaluation Team determined that Diskriter, Inc. based on a score of 72, did not meet the requirements of this RFP. This determination was accomplished by evaluating their responses to the Technical Evaluation Criteria.

1. Schedule A, Statement of Work, Section 1 (18/20)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiency was noted:

- a. **Section 1. General** – Bidder did not indicate if Statewide coverage for all Agencies can be offered.

2. Schedule A, Statement of Work Section 2 (17/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. **Section 2.4** – Bidder provided required Key Personnel, but did not provide resumes for Rahul Vajpayee, Paul Miller, Victor Jones or Aditya Thakur.
- b. **Section 2.5** – Bidder did not provide an organizational chart.
- c. **Section 2.7** – Bidder indicated that uniforms and badges would be used. However, Bidder did not indicate the following: additional security measures in place to ensure the security of the State and its facilities, identify the company to perform background checks, or the scope of the check to be performed.

3. Schedule A, Statement of Work, Sections 3 – 8 (20/30)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. **Section 3.1** – Bidder did not describe experience transitioning employees from their Agency to the State.
- b. **Section 3.3B** – Bidder did not provide a template that met the specifications of the Monthly Reporting requirement.
- c. **Section 3.3C** – Bidder did not provide a template that met the specifications of the Quarterly Usage Report.
- d. **Section 3.3D** – Bidder did not provide a template that met the specifications of the Quarterly Unpaid invoice Report.
- e. **Section 3.3E** – Bidder did not provide a template that met the specifications of the Yearly Closeout Report.

4. Vendor Questions Worksheet (17/20)

The Joint Evaluation Committee determined that the overall responses were mostly satisfactory, the following deficiencies were noted:

- a. **Section 2, Company Background** – Bidder indicated number of years in business, however, did not provide the number of employees.
- b. **Section 2, Company Background** – Bidder provided 3 out of the last 5 years of gross annual sales.

Total Score:72/100

IV. Technical Evaluation Summary

	Selection Criteria	Care One, Inc.	Rose International, Inc.	Manpower of Lansing, MI, Inc. (ManpowerGroup)
1	Schedule A, Statement of Work, Section 1	20	20	20
2	Schedule A, Statement of Work, Section 2	29	29	22
3	Schedule A, Statement of Work, Sections 3 – 8	30	28	21
4	Vendor Questions Worksheet	15	20	20
	Total	94	97	83
	Selection Criteria	Guidesoft Inc., dba Knowledge Services	Kelly Services, Inc.	Eight Eleven Group, LLC (Brooksource)
1	Schedule A, Statement of Work, Section 1	20	18	19
2	Schedule A, Statement of Work, Section 2	28	28	5
3	Schedule A, Statement of Work, Sections 3 – 8	26	4	20
4	Vendor Questions Worksheet	20	13	8
	Total	94	63	52
	Selection Criteria	Tryfacta, Inc.	ATC Healthcare Services, LLC	Healthcare Staffing Professionals, Inc.
1	Schedule A, Statement of Work, Section 1	20	17	19
2	Schedule A, Statement of Work, Section 2	28	28	16
3	Schedule A, Statement of Work, Sections 3 – 8	26	25	25
4	Vendor Questions Worksheet	20	18	20
	Total	94	88	80

	Selection Criteria	Manpower, Inc. of Southeastern Michigan (ManpowerGroup)	Vibrus Group LLC	RNA Facilities Management
1	Schedule A, Statement of Work, Section 1	20	20	4
2	Schedule A, Statement of Work, Section 2	30	21	4
3	Schedule A, Statement of Work, Sections 3 – 8	20	23	6
4	Vendor Questions Worksheet	11	20	2
	Total	81	84	16
	Selection Criteria	22 nd Century Technologies, Inc.	P.I.E. Management, L.L.C.	US Tech Solutions, Inc.
1	Schedule A, Statement of Work, Section 1	20	20	20
2	Schedule A, Statement of Work, Section 2	28	29	28
3	Schedule A, Statement of Work, Sections 3 – 8	30	18	30
4	Vendor Questions Worksheet	20	20	20
	Total	98	87	98
	Selection Criteria	SoftHQ, Inc.	BuzzClan LLC	COGENT Infotech Corporation
1	Schedule A, Statement of Work, Section 1	18	20	20
2	Schedule A, Statement of Work, Section 2	11	19	23
3	Schedule A, Statement of Work, Sections 3 – 8	11	21	26
4	Vendor Questions Worksheet	7	18	16
	Total	47	78	85
	Selection Criteria	Abacus Service Corporation	LanceSoft, Inc.	Diskriter, Inc.
1	Schedule A, Statement of Work, Section 1	20	19	18
2	Schedule A, Statement of Work, Section 2	26	5	17
3	Schedule A, Statement of Work, Sections 3 – 8	28	15	20
4	Vendor Questions Worksheet	13	19	17
	Total	87	58	72

V. Pricing Summary

Pricing was evaluated for the bidders who passed technical. Please refer to the Attached Pricing Summary, for a summary of pricing for passing proposals:

Bidder	Page Numbers
Care One, Inc.	30 - 33
Rose International, Inc.	34 - 37
Manpower of Lansing, MI, Inc. (ManpowerGroup)	38 - 41
Guidesoft Inc., dba Knowledge Services	42 - 45
Tryfacta, Inc.	46 - 49
ATC Healthcare Services, LLC	50 - 54
Healthcare Staffing Professionals, Inc.	55 - 58
Manpower, Inc. of Southeastern Michigan (ManpowerGroup)	59
Vibrus Group LLC	60 - 63
22 nd Century Technologies, Inc.	64 - 67
P.I.E. Management, L.L.C.	68 - 71
US Tech Solutions, Inc.	72 - 75
COGENT Infotech Corporation	76 - 79
Abacus Service Corporation	79 - 83

VI. Negotiations

Bidders submitted their initial pricing per position offered to the State. DTMB Central Procurement Services engaged in one round of pricing negotiations which are reflected in the pricing summary in pages 30-83.

VII. Award Recommendation

The Award Recommendation is made to the responsive Bidders who offer the best value to the State of Michigan. Best value is based on the proposals meeting the minimum point threshold and offering the best combination of the factors stated in the Proposal Instructions, Evaluation Process, Section 6, agreement to Standard Contract Terms, Company Background, Pricing, and no Non-compete Clause or other employment restrictions. The following Bidders provided the best value to the State of Michigan. An Award Recommendation is made in the following Amounts:

1. 22nd Century Technologies, Inc.: \$10,000,000.00
2. Abacus Service Corporation: \$10,000,000.00
3. ATC Healthcare Services, LLC: \$10,000,000.00
4. P.I.E Management, L.L.C.: \$10,000,000.00
5. Tryfacta, Inc.: \$10,000,000.00
6. Vibrus Group LLC: \$10,000,000.00

Care One, Inc., Pricing for Contract Base Years 1 - 3

	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$22.86-\$33.00	\$29.26-\$42.24	28%
2. Analyst	\$29.79-\$42.50	\$38.13-\$54.40	28%
3. Administrative Assistant	\$17.00-\$26.00	\$21.75-\$33.28	28%
4. Bookkeeper	\$18.95-\$33.50	\$24.25-\$42.88	28%
5. Buyer	\$31.05-\$37.80	\$39.74-\$48.38	28%
6. Calculations Assistant	\$17.55-\$27.00	\$22.46-\$34.56	28%
7. Commercial Driver, Licensed (CDL)	\$22.50-\$29.50	\$28.80-\$37.76	28%
8. Communications Assistant	\$17.55-\$30.50	\$22.46-\$39.04	28%
9. Contact Tracer	\$20.25-\$31.90	\$25.92-\$40.83	28%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	\$17.55-\$25.00	\$22.46-\$32.00	28%
b. Kitchen Staff	\$16.20-\$22.00	\$20.74-\$28.15	28%
c. Waiting & Bussing Staff	\$17.55-\$23.00	\$22.46-\$29.44	28%
d. Other	TBD	TBD	
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$16.20-\$25.00	\$20.74-\$32.00	28%
b. Intermediate	\$17.10-\$27.00	\$21.89-\$34.56	28%
c. Advanced	\$18.00-\$28.00	\$23.04-\$35.84	28%
12. Departmental Technician	\$22.73-\$33.50	\$29.09-\$42.88	28%
13. Dietary Aid	\$20.25-\$24.00	\$25.92-\$30.72	28%
14. Dietary Cook	\$27.00-\$40.00	\$34.56-\$51.20	28%
15. Education Research Consultant	\$40.50-\$60.00	\$51.84-\$76.80	28%
16. Environmental Services	\$20.25-\$30.00	\$25.92-\$38.40	28%
17. Executive Secretary – Advanced	\$18.90-\$35.50	\$24.19-\$45.44	28%
18. General Office Assistant – Basic, Intermediate & Advanced			
a. Basic	\$18.00-\$25.00	\$23.04-\$32.00	28%
b. Intermediate	\$20.00-\$27.00	\$25.60-\$34.56	28%
c. Advanced	\$22.00-\$28.50	\$28.16-\$36.48	28%
19. General Laborer	\$15.30-\$29.00	\$19.58-\$37.12	28%
20. Grant Specialist	\$60.75-\$68.00	\$77.76-\$87.04	28%
21. Human Research Manager	\$33.75-\$42.00	\$43.20-\$53.76	28%
22. Janitorial (Janitor) Services	\$18.00-\$25.00	\$23.04-\$32.00	28%
23. Legal Personnel – Non-Attorney	\$22.05-\$38.00	\$28.22-\$48.64	28%

24. Licensed Engineer – Specialist	\$41.85-\$58.00	\$53.57-\$74.24	28%
25. Program Consultant	\$60.75-\$70.00	\$77.76-\$89.60	28%
26. Receptionist	\$18.00-\$25.00	\$23.04-\$32.00	28%
27. Secretary – Basic, Intermediate & Advanced			
a. Basic	\$17.10-\$27.00	\$21.89-\$34.56	28%
b. Intermediate	\$18.00-\$28.00	\$23.04-\$35.84	28%
c. Advanced	\$18.90-\$29.00	\$24.19-\$37.12	28%
28. Skilled Worker	\$18.00-\$32.00	\$23.04-\$40.96	28%
29. Maintenance Mechanic	\$27.00-\$47.25	\$34.56-\$60.47	28%
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	
31. Storekeeper	\$16.20-\$31.60	\$20.74-\$40.45	28%
32. Substitute Teacher			
a. Automotive	\$23.40-\$52.00	\$29.95-\$66.56	28%
b. Cabinetmaking	\$23.40-\$52.00	\$29.95-\$66.56	28%
c. Certified Nurse Assistant	\$23.40-\$52.00	\$29.95-\$66.56	28%
d. Culinary Arts	\$23.40-\$52.00	\$29.95-\$66.56	28%
e. Custodial	\$23.40-\$52.00	\$29.95-\$66.56	28%
f. Customer Service	\$23.40-\$52.00	\$29.95-\$66.56	28%
g. Electronics	\$23.40-\$52.00	\$29.95-\$66.56	28%
h. Graphic Communications	\$23.40-\$52.00	\$29.95-\$66.56	28%
i. Grounds Maintenance	\$23.40-\$52.00	\$29.95-\$66.56	28%
j. Machine Technology	\$23.40-\$52.00	\$29.95-\$66.56	28%
k. Office Automation	\$23.40-\$52.00	\$29.95-\$66.56	28%
l. Pharmacy Technician	\$23.40-\$52.00	\$29.95-\$66.56	28%
m. Retail Marketing	\$23.40-\$52.00	\$29.95-\$66.56	28%
n. Weatherization	\$23.40-\$52.00	\$29.95-\$66.56	28%
o. Other	\$23.40-\$52.00	\$29.95-\$66.56	28%
33. Word Processor Operator	\$17.10-\$28.38	\$21.89-\$36.33	28%
34. Miscellaneous – Positions Not Defined	TBD	TBD	

Care One, Inc., Pricing for Contract Option Years 1 - 3

	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$25.15-\$36.30	\$32.19-\$46.46	28%
2. Analyst	\$32.77-\$46.75	\$41.94-\$59.84	28%
3. Administrative Assistant	\$18.70-\$28.60	\$23.94-\$36.61	28%
4. Bookkeeper	\$20.84-\$36.85	\$26.67-\$47.17	28%
5. Buyer	\$34.16-\$41.58	\$42.69-\$53.22	28%
6. Calculations Assistant	\$19.31-\$29.70	\$24.71-\$38.02	28%
7. Commercial Driver, Licensed (CDL)	\$24.75-\$32.45	\$33.68-\$41.54	28%
8. Communications Assistant	\$19.31-\$33.55	\$24.71-\$42.94	28%
9. Contact Tracer	\$22.28-\$35.09	\$28.51-\$44.92	28%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	
a. Cook	\$19.31-\$27.50	\$24.71-\$35.20	28%
b. Kitchen Staff	\$17.82-\$24.20	\$22.81-\$30.98	28%
c. Waiting & Bussing Staff	\$19.31-\$25.30	\$24.71-\$32.38	28%
d. Other	TBD	TBD	
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	
a. Basic	\$17.82-\$27.50	\$22.81-\$35.20	28%
b. Intermediate	\$18.81-\$29.70	\$24.08-\$38.02	28%
c. Advanced	\$19.80-\$30.80	\$25.34-\$39.42	28%
12. Departmental Technician	\$25.00-\$36.85	\$32.00-\$47.17	28%
13. Dietary Aid	\$22.28-\$26.40	\$28.51-\$33.79	28%
14. Dietary Cook	\$29.70-\$44.00	\$38.02-\$56.32	28%
15. Education Research Consultant	\$44.55-\$66.00	\$57.02-\$84.48	28%
16. Environmental Services	\$22.28-\$33.00	\$28.51-\$42.24	28%
17. Executive Secretary – Advanced	\$20.79-\$39.05	\$26.61-\$49.98	28%
18. General Office Assistant – Basic, Intermediate & Advanced			
a. Basic	\$19.80-\$27.50	\$25.34-\$35.20	28%
b. Intermediate	\$22.00-\$29.70	\$28.16-\$38.02	28%
c. Advanced	\$24.20-\$31.35	\$30.98-\$40.13	28%
19. General Laborer	\$16.83-\$31.90	\$21.54-\$40.83	28%
20. Grant Specialist	\$66.83-\$74.80	\$85.54-\$95.74	28%
21. Human Research Manager	\$37.13-\$46.20	\$47.52-\$59.14	28%
22. Janitorial (Janitor) Services	\$19.80-\$27.50	\$24.34-\$35.20	28%
23. Legal Personnel – Non-Attorney	\$24.26-\$41.80	\$31.05-\$53.50	28%

24. Licensed Engineer – Specialist	\$46.04-\$63.80	\$58.92-\$81.66	28%
25. Program Consultant	\$66.83-\$77.00	\$85.54-\$98.56	28%
26. Receptionist	\$19.80-\$27.50	\$25.34-\$35.20	28%
27. Secretary – Basic, Intermediate & Advanced			
a. Basic	\$18.81-\$29.70	\$24.08-\$38.02	28%
b. Intermediate	\$19.80-\$30.80	\$25.34-\$39.42	28%
c. Advanced	\$20.79-\$31.90	\$26.61-\$40.83	28%
28. Skilled Worker	\$19.80-\$35.20	\$25.34-\$45.06	28%
29. Maintenance Mechanic	\$29.70-\$51.97	\$38.02-\$66.52	28%
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	
31. Storekeeper	\$17.82-\$34.76	\$22.81-\$44.50	28%
32. Substitute Teacher			28%
b. Automotive	\$25.74-\$57.20	\$32.95-\$73.22	28%
c. Cabinetmaking	\$25.74-\$57.20	\$32.95-\$73.22	28%
d. Certified Nurse Assistant	\$25.74-\$57.20	\$32.95-\$73.22	28%
e. Culinary Arts	\$25.74-\$57.20	\$32.95-\$73.22	28%
f. Custodial	\$25.74-\$57.20	\$32.95-\$73.22	28%
g. Customer Service	\$25.74-\$57.20	\$32.95-\$73.22	28%
h. Electronics	\$25.74-\$57.20	\$32.95-\$73.22	28%
i. Graphic Communications	\$25.74-\$57.20	\$32.95-\$73.22	28%
j. Grounds Maintenance	\$25.74-\$57.20	\$32.95-\$73.22	28%
k. Machine Technology	\$25.74-\$57.20	\$32.95-\$73.22	28%
l. Office Automation	\$25.74-\$57.20	\$32.95-\$73.22	28%
m. Pharmacy Technician	\$25.74-\$57.20	\$32.95-\$73.22	28%
n. Retail Marketing	\$25.74-\$57.20	\$32.95-\$73.22	28%
o. Weatherization	\$25.74-\$57.20	\$32.95-\$73.22	28%
p. Other	\$25.74-\$57.20	\$32.95-\$73.22	28%
33. Word Processor Operator	\$18.81-\$31.22	\$24.08-\$39.96	28%
34. Miscellaneous – Positions Not Defined	TBD	TBD	

Rose International, Inc., Pricing for Contract Base Years 1 - 3			
Role/Position	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$18.00 – \$28.00	\$24.49 - \$38.09	36.03%
2. Analyst	\$32.00 - \$42.00	\$43.53 - \$57.13	36.03%
3. Administrative Assistant	\$18.00 - \$28.00	\$24.49 - \$38.09	36.03%
4. Bookkeeper	\$17.00 – \$27.00	\$23.13 - \$36.73	36.03%
5. Buyer	N/A	N/A	N/A
6. Calculations Assistant	\$16.00 - \$26.00	\$21.76 - \$35.37	36.03%
7. Commercial Driver, Licensed (CDL)	N/A	N/A	N/A
8. Communications Assistant	\$19.00 – \$29.00	\$25.85 - \$39.45	36.03%
9. Contact Tracer	\$23.00 - \$33.00	\$31.29 - \$44.89	36.03%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)			
a. Cook	N/A	N/A	N/A
b. Kitchen Staff	N/A	N/A	N/A
c. Waiting & Bussing Staff	N/A	N/A	N/A
d. Other	N/A	N/A	N/A
11. Data Coding Operator – Basic, Intermediate & Advanced			
a. Basic	\$18.00 - \$28.00	\$24.49 - \$38.09	36.03%
b. Intermediate	\$23.00 - \$33.00	\$31.29 - \$44.89	36.03%
c. Advanced	\$28.00 - \$38.00	\$38.09 - \$51.69	36.03%
12. Departmental Technician	\$23.00 - \$33.00	\$31.29 - \$44.89	36.03%
13. Dietary Aid	N/A	N/A	N/A
14. Dietary Cook	N/A	N/A	N/A
15. Education Research Consultant	\$33.00 - \$43.00	\$44.89- \$58.49	36.03%
16. Environmental Services	N/A	N/A	N/A
17. Executive Secretary – Advanced	\$33.00 - \$43.00	\$44.89 - \$58.49	36.03%
18. General Office Assistant – Basic, Intermediate & Advanced			
a. Basic	\$16.00 - \$26.00	\$21.76 - \$35.37	36.03%
b. Intermediate	\$21.00 - \$31.00	\$28.57 - \$42.17	36.03%
c. Advanced	\$26.00 - \$36.00	\$35.37 - \$48.97	36.03%
19. General Laborer	N/A	N/A	N/A
20. Grant Specialist	\$38.00 - \$48.00	\$51.69 - \$65.29	36.03%
21. Human Research Manager	\$28.00 - \$38.00	\$38.09 - \$51.69	36.03%
22. Janitorial (Janitor) Services	N/A	N/A	N/A
23. Legal Personnel – Non-Attorney	\$28.00 - \$38.00	\$38.09 - \$51.69	36.03%

24. Licensed Engineer – Specialist	N/A	N/A	N/A
25. Program Consultant	\$45.00 - \$55.00	\$61.21 - \$74.82	36.03%
26. Receptionist	\$14.00 - \$24.00	\$19.04 - \$32.65	36.03%
27. Secretary – Basic, Intermediate & Advanced			
a. Basic	\$25.00 - \$35.00	\$34.01 - \$47.61	36.03%
b. Intermediate	\$30.00 - \$40.00	\$40.81 - \$54.41	36.03%
c. Advanced	\$35.00 - \$45.00	\$47.61 - \$61.21	36.03%
28. Skilled Worker	\$28.00 - \$38.00	\$38.09 - \$51.69	36.03%
29. Maintenance Mechanic	N/A	N/A	N/A
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	TBD
31. Storekeeper	N/A	N/A	N/A
32. Substitute Teacher			
a. Automotive	N/A	N/A	N/A
b. Cabinetmaking	N/A	N/A	N/A
c. Certified Nurse Assistant	N/A	N/A	N/A
d. Culinary Arts	N/A	N/A	N/A
e. Custodial	N/A	N/A	N/A
f. Customer Service	N/A	N/A	N/A
g. Electronics	N/A	N/A	N/A
h. Graphic Communications	N/A	N/A	N/A
i. Grounds Maintenance	N/A	N/A	N/A
j. Machine Technology	N/A	N/A	N/A
k. Office Automation	N/A	N/A	N/A
l. Pharmacy Technician	N/A	N/A	N/A
m. Retail Marketing	N/A	N/A	N/A
n. Weatherization	N/A	N/A	N/A
o. Other	N/A	N/A	N/A
33. Word Processor Operator	\$18.00 - \$28.00	\$24.49 - \$38.09	36.03%
34. Miscellaneous – Positions Not Defined	TBD	TBD	TBD

Rose International, Inc., Pricing for Contract Option Years 1 - 3			
Role/Position	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$19.62 - \$29.62	\$26.69 - \$40.29	36.03%
2. Analyst	\$34.88 - \$44.88	\$47.45 - \$61.05	36.03%
3. Administrative Assistant	\$19.62 - \$29.62	\$26.69 - \$40.29	36.03%
4. Bookkeeper	\$18.53 - \$28.53	\$25.21 - \$38.81	36.03%
5. Buyer	N/A	N/A	N/A
6. Calculations Assistant	\$17.44 - \$27.44	\$23.72 - \$37.33	36.03%
7. Commercial Driver, Licensed (CDL)	N/A	N/A	N/A
8. Communications Assistant	\$20.71 - \$30.71	\$28.17 - \$41.77	36.03%
9. Contact Tracer	\$35.97 - \$45.97	\$48.93 - \$62.53	36.03%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)			
a. Cook	N/A	N/A	N/A
b. Kitchen Staff	N/A	N/A	N/A
c. Waiting & Bussing Staff	N/A	N/A	N/A
d. Other	N/A	N/A	N/A
11. Data Coding Operator – Basic, Intermediate & Advanced			
a. Basic	\$19.62 - \$29.62	\$26.69 - \$40.29	36.03%
b. Intermediate	\$25.07 - \$35.07	\$34.10 - \$47.71	36.03%
c. Advanced	\$30.52 - \$40.52	\$41.52 - \$55.12	36.03%
12. Departmental Technician	\$25.07 - \$35.07	\$34.10 - \$47.71	36.03%
13. Dietary Aid	N/A	N/A	N/A
14. Dietary Cook	N/A	N/A	N/A
15. Education Research Consultant	\$35.97 - \$45.97	\$48.93 - \$62.53	36.03%
16. Environmental Services	N/A	N/A	N/A
17. Executive Secretary – Advanced	\$35.97 - \$45.97	\$48.93 - \$62.53	36.03%
18. General Office Assistant – Basic, Intermediate & Advanced			
a. Basic	\$17.44 - \$27.44	\$23.72 - \$37.33	36.03%
b. Intermediate	\$22.89 - \$32.89	\$31.14 - \$44.74	36.03%
c. Advanced	\$28.34 - \$38.34	\$38.55 - \$52.15	36.03%
19. General Laborer	N/A	N/A	N/A
20. Grant Specialist	\$41.42 - \$51.42	\$56.34 - \$69.95	36.03%
21. Human Research Manager	\$30.52 - \$40.52	\$41.52 - \$55.12	36.03%
22. Janitorial (Janitor) Services	N/A	N/A	N/A
23. Legal Personnel – Non-Attorney	\$30.52 - \$40.52	\$41.52 - \$55.12	36.03%

24. Licensed Engineer – Specialist	N/A	N/A	N/A
25. Program Consultant	\$49.05 - \$59.05	\$66.72 - \$80.33	36.03%
26. Receptionist	\$16.35 - \$26.35	\$22.24 - \$35.84	36.03%
27. Secretary – Basic, Intermediate & Advanced			
a. Basic	\$27.25 – \$37.25	\$37.07 - \$50.67	36.03%
b. Intermediate	\$32.70 – \$42.70	\$44.48 - \$58.08	36.03%
c. Advanced	\$38.15 – \$48.15	\$51.90 - \$65.50	36.03%
28. Skilled Worker	\$30.52 - \$40.52	\$41.52 - \$55.12	36.03%
29. Maintenance Mechanic	N/A	N/A	N/A
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	TBD
31. Storekeeper	N/A	N/A	N/A
32. Substitute Teacher			
a. Automotive	N/A	N/A	N/A
b. Cabinetmaking	N/A	N/A	N/A
c. Certified Nurse Assistant	N/A	N/A	N/A
d. Culinary Arts	N/A	N/A	N/A
e. Custodial	N/A	N/A	N/A
f. Customer Service	N/A	N/A	N/A
g. Electronics	N/A	N/A	N/A
h. Graphic Communications	N/A	N/A	N/A
i. Grounds Maintenance	N/A	N/A	N/A
j. Machine Technology	N/A	N/A	N/A
k. Office Automation	N/A	N/A	N/A
l. Pharmacy Technician	N/A	N/A	N/A
m. Retail Marketing	N/A	N/A	N/A
n. Weatherization	N/A	N/A	N/A
o. Other	N/A	N/A	N/A
33. Word Processor Operator	\$19.62 - \$29.62	\$26.69 - \$40.29	36.03%
34. Miscellaneous – Positions Not Defined	TBD	TBD	TBD

Manpower of Lansing, MI, Inc. (ManpowerGroup), Pricing for Contract Base Years 1 - 3

	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$23.00	\$30.36	32%
2. Analyst	\$30.00	\$39.60	32%
3. Administrative Assistant	\$20.00	\$26.40	32%
4. Bookkeeper	\$22.00	\$29.04	32%
5. Buyer	\$29.00	\$38.28	32%
6. Calculations Assistant	\$22.00	\$29.04	32%
7. Commercial Driver, Licensed (CDL)	\$22.00	\$29.04	32%
8. Communications Assistant	\$20.00	\$26.40	32%
9. Contact Tracer	\$18.00	\$23.76	32%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	\$18.00	\$23.76	32%
b. Kitchen Staff	\$16.00	\$21.12	32%
c. Waiting & Bussing Staff	\$16.00	\$21.12	32%
d. Other	TBD	TBD	32%
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$17.00	\$22.44	32%
b. Intermediate	\$19.00	\$25.08	32%
c. Advanced	\$21.00	\$27.72	32%
12. Departmental Technician	\$22.00	\$29.04	32%
13. Dietary Aid	\$18.00	\$23.76	32%
14. Dietary Cook	\$18.00	\$23.76	32%
15. Education Research Consultant	\$20.00	\$26.40	32%
16. Environmental Services	\$17.00	\$22.44	32%
17. Executive Secretary – Advanced	\$25.00	\$33.00	32%
18. General Office Assistant – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$18.00	\$23.76	32%
b. Intermediate	\$20.00	\$26.40	32%
c. Advanced	\$22.00	\$29.04	32%
19. General Laborer	\$18.00	\$23.76	32%
20. Grant Specialist	\$30.00	\$39.60	32%
21. Human Research Manager	\$28.00	\$36.96	32%
22. Janitorial (Janitor) Services	\$18.00	\$23.76	32%
23. Legal Personnel – Non-Attorney	\$22.00	\$29.04	32%

24. Licensed Engineer – Specialist	\$38.00	\$50.16	32%
25. Program Consultant	\$25.00	\$33.00	32%
26. Receptionist	\$18.00	\$23.76	32%
27. Secretary – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$18.00	\$23.76	32%
b. Intermediate	\$20.00	\$26.40	32%
c. Advanced	\$22.00	\$29.04	32%
28. Skilled Worker	\$25.00	\$33.00	32%
29. Maintenance Mechanic	\$26.00	\$34.32	32%
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	32%
31. Storekeeper	\$18.00	\$23.76	32%
32. Substitute Teacher	N/A	N/A	N/A
a. Automotive	\$16.00	\$21.12	32%
b. Cabinetmaking	\$16.00	\$21.12	32%
c. Certified Nurse Assistant	\$16.00	\$21.12	32%
d. Culinary Arts	\$16.00	\$21.12	32%
e. Custodial	\$16.00	\$21.12	32%
f. Customer Service	\$16.00	\$21.12	32%
g. Electronics	\$16.00	\$21.12	32%
h. Graphic Communications	\$16.00	\$21.12	32%
i. Grounds Maintenance	\$16.00	\$21.12	32%
j. Machine Technology	\$16.00	\$21.12	32%
k. Office Automation	\$16.00	\$21.12	32%
l. Pharmacy Technician	\$16.00	\$21.12	32%
m. Retail Marketing	\$16.00	\$21.12	32%
n. Weatherization	\$16.00	\$21.12	32%
o. Other	N/A	N/A	32%
33. Word Processor Operator	\$23.00	\$30.36	32%
34. Miscellaneous – Positions Not Defined	TBD	TBD	TBD

Manpower of Lansing, MI, Inc. (ManpowerGroup), Pricing for Option Years 1 - 3			
	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$25.30	\$33.40	32%
2. Analyst	\$33.00	\$43.56	32%
3. Administrative Assistant	\$22.00	\$29.04	32%
4. Bookkeeper	\$24.20	\$31.94	32%
5. Buyer	\$31.90	\$42.11	32%
6. Calculations Assistant	\$24.20	\$31.94	32%
7. Commercial Driver, Licensed (CDL)	\$24.20	\$31.94	32%
8. Communications Assistant	\$22.00	\$29.04	32%
9. Contact Tracer	\$19.80	\$26.14	32%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	\$19.80	\$26.14	32%
b. Kitchen Staff	\$17.60	\$23.23	32%
c. Waiting & Bussing Staff	\$17.60	\$23.23	32%
d. Other	TBD	TBD	32%
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$18.70	\$24.68	32%
b. Intermediate	\$20.90	\$27.59	32%
c. Advanced	\$23.10	\$30.49	32%
12. Departmental Technician	\$24.20	\$31.94	32%
13. Dietary Aid	\$19.80	\$26.14	32%
14. Dietary Cook	\$19.80	\$26.14	32%
15. Education Research Consultant	\$22.00	\$29.04	32%
16. Environmental Services	\$18.70	\$24.68	32%
17. Executive Secretary – Advanced	\$27.50	\$36.30	32%
18. General Office Assistant – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$19.80	\$26.14	32%
b. Intermediate	\$22.00	\$29.04	32%
c. Advanced	\$24.20	\$31.94	32%
19. General Laborer	\$19.80	\$26.14	32%
20. Grant Specialist	\$33.00	\$43.56	32%
21. Human Research Manager	\$30.80	\$40.66	32%
22. Janitorial (Janitor) Services	\$19.80	\$26.14	32%
23. Legal Personnel – Non-Attorney	\$24.20	\$31.94	32%

24. Licensed Engineer – Specialist	\$41.80	\$55.18	32%
25. Program Consultant	\$27.50	\$36.30	32%
26. Receptionist	\$19.80	\$26.14	32%
27. Secretary – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$19.80	\$26.14	32%
b. Intermediate	\$22.00	\$29.04	32%
c. Advanced	\$24.20	\$31.94	32%
28. Skilled Worker	\$27.50	\$36.30	32%
29. Maintenance Mechanic	\$28.60	\$37.75	32%
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	N/A
31. Storekeeper	\$19.80	\$26.14	32%
32. Substitute Teacher	N/A	N/A	N/A
a. Automotive	\$17.60	\$23.23	32%
b. Cabinetmaking	\$17.60	\$23.23	32%
c. Certified Nurse Assistant	\$17.60	\$23.23	32%
d. Culinary Arts	\$17.60	\$23.23	32%
e. Custodial	\$17.60	\$23.23	32%
f. Customer Service	\$17.60	\$23.23	32%
g. Electronics	\$17.60	\$23.23	32%
h. Graphic Communications	\$17.60	\$23.23	32%
i. Grounds Maintenance	\$17.60	\$23.23	32%
j. Machine Technology	\$17.60	\$23.23	32%
k. Office Automation	\$17.60	\$23.23	32%
l. Pharmacy Technician	\$17.60	\$23.23	32%
m. Retail Marketing	\$17.60	\$23.23	32%
n. Weatherization	\$17.60	\$23.23	32%
o. Other	\$17.60	\$23.23	32%
33. Word Processor Operator	\$25.30	\$33.40	32%
34. Miscellaneous – Positions Not Defined	TBD	TBD	TBD

Guidesoft Inc., dba Knowledge Services, Pricing for Contract Base Years 1 - 3

Role/Position	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$16.43 to \$25.23	\$21.36 to \$32.80	30
2. Analyst	\$19.25 to \$26.24	\$25.03 to \$34.12	30
3. Administrative Assistant	\$17.50 to \$22.00	\$22.75 to \$28.60	30
4. Bookkeeper	\$16.43 to \$25.23	\$21.36 to \$32.80	30
5. Buyer	\$18.33 to \$31.03	\$23.83 to \$40.34	30
6. Calculations Assistant	\$14.44 to \$21.41	\$18.78 to \$27.84	30
7. Commercial Driver, Licensed (CDL)	No Bid	No Bid	No Bid
8. Communications Assistant	\$18.33 to \$31.45	\$23.83 to \$40.89	30
9. Contact Tracer	\$21.59 to \$24.57	\$28.07 to \$31.95	30
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	No Bid	No Bid	No Bid
b. Kitchen Staff	No Bid	No Bid	No Bid
c. Waiting & Bussing Staff	No Bid	No Bid	No Bid
d. Other	TBD	TBD	No Bid
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$14.44 to \$16.21	\$18.78 to \$21.08	30
b. Intermediate	\$16.22 to \$18.61	\$21.09 to \$24.20	30
c. Advanced	\$18.62 to \$21.41	\$24.21 to \$27.84	30
12. Departmental Technician	\$16.48 to \$25.23	\$21.43 to \$32.80	30
13. Dietary Aid	\$19.13 to \$28.05	\$24.87 to \$36.47	30
14. Dietary Cook	No Bid	No Bid	No Bid
15. Education Research Consultant	\$22.41 to \$44.95	\$29.14 to \$58.44	30
16. Environmental Services	No Bid	No Bid	No Bid
17. Executive Secretary – Advanced	\$20.54 to \$25.94	\$26.70 to \$33.72	30
18. General Office Assistant – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$14.44 to 16.59	\$18.78 to \$21.57	30
b. Intermediate	\$16.60 to 18.59	\$21.58 to \$24.17	30
c. Advanced	\$18.60 to \$21.41	\$24.18 to \$27.84	30
19. General Laborer	No Bid	No Bid	No Bid
20. Grant Specialist	\$41.36 to \$49.81	\$53.77 to \$64.76	30
21. Human Research Manager	\$21.23 to \$46.60	\$27.60 to \$60.58	30
22. Janitorial (Janitor) Services	\$14.35 to \$18.86	\$18.66 to \$24.52	30
23. Legal Personnel – Non-Attorney	\$16.35 to \$23.85	\$21.26 to \$31.01	30
24. Licensed Engineer – Specialist	\$46.23 to \$53.59	\$60.10 to \$69.67	30
25. Program Consultant	\$35.00 to \$49.00	\$45.50 to \$63.70	30

26. Receptionist	\$17.52 to \$24.00	\$22.78 to \$31.20	30
27. Secretary – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$16.47 to \$18.52	\$21.42 to \$24.08	30
b. Intermediate	\$18.53 to \$20.24	\$24.09 to \$26.32	30
c. Advanced	\$20.25 to \$22.84	\$26.33 to \$29.70	30
28. Skilled Worker	\$13.91 to \$19.30	\$18.09 to \$25.09	30
29. Maintenance Mechanic	No Bid	No Bid	No Bid
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	30
31. Storekeeper	\$15.18 to \$23.84	\$19.74 to \$31.00	30
32. Substitute Teacher	No Bid	No Bid	No Bid
a. Automotive	No Bid	No Bid	No Bid
b. Cabinetmaking	No Bid	No Bid	No Bid
c. Certified Nurse Assistant	No Bid	No Bid	No Bid
d. Culinary Arts	No Bid	No Bid	No Bid
e. Custodial	No Bid	No Bid	No Bid
f. Customer Service	No Bid	No Bid	No Bid
g. Electronics	No Bid	No Bid	No Bid
h. Graphic Communications	No Bid	No Bid	No Bid
i. Grounds Maintenance	No Bid	No Bid	No Bid
j. Machine Technology	No Bid	No Bid	No Bid
k. Office Automation	No Bid	No Bid	No Bid
l. Pharmacy Technician	No Bid	No Bid	No Bid
m. Retail Marketing	No Bid	No Bid	No Bid
n. Weatherization	No Bid	No Bid	No Bid
o. Other	No Bid	No Bid	No Bid
33. Word Processor Operator	\$14.44 to \$21.41	\$18.78 to \$27.84	30
34. Miscellaneous – Positions Not Defined	TBD	TBD	30

Guidesoft Inc., dba Knowledge Services, Pricing for Contract Option Years 1 - 3

Role/Position	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$16.76 to \$25.74	\$21.79 to \$33.47	30
2. Analyst	\$19.64 to \$26.77	\$25.54 to \$34.81	30
3. Administrative Assistant	\$17.85 to \$22.44	\$23.21 to \$29.18	30
4. Bookkeeper	\$16.75 to 25.73	\$21.78 to \$33.45	30
5. Buyer	\$18.70 to \$31.66	\$24.31 to \$41.16	30
6. Calculations Assistant	\$14.73 to \$21.84	\$19.15 to \$28.40	30
7. Commercial Driver, Licensed (CDL)	No Bid	No Bid	No Bid
8. Communications Assistant	\$18.70 to \$32.08	\$24.31 to \$41.71	30
9. Contact Tracer	\$22.03 to \$25.07	\$28.64 to \$32.60	30
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	No Bid	No Bid	No Bid
b. Kitchen Staff	No Bid	No Bid	No Bid
c. Waiting & Bussing Staff	No Bid	No Bid	No Bid
d. Other	TBD	TBD	No Bid
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$14.73 to \$16.54	\$19.15 to \$21.51	30
b. Intermediate	\$16.55 to \$18.99	\$21.52 to \$24.69	30
c. Advanced	\$19.00 to \$21.84	\$24.70 to \$28.40	30
12. Departmental Technician	\$16.81 to \$25.74	\$21.86 to \$33.47	30
13. Dietary Aid	\$19.52 to \$28.62	\$25.38 to \$37.21	30
14. Dietary Cook	No Bid	No Bid	No Bid
15. Education Research Consultant	\$22.86 to \$45.85	\$29.72 to \$59.61	30
16. Environmental Services	No Bid	No Bid	No Bid
17. Executive Secretary – Advanced	\$20.95 to \$26.45	\$27.23 to \$34.38	30
18. General Office Assistant – Basic, Intermediate & Advanced	\$14.73 to \$21.84	\$19.15 to \$28.40	30
a. Basic	\$14.72 to \$16.93	\$19.16 to \$22.00	30
b. Intermediate	\$16.94 to \$18.97	\$22.03 to \$24.67	30
c. Advanced	\$18.98 to \$21.84	\$24.68 to \$28.40	30
19. General Laborer	No Bid	No Bid	No Bid
20. Grant Specialist	\$42.19 to \$50.81	\$54.85 to \$66.06	30
21. Human Research Manager	\$21.66 to \$47.54	\$28.16 to \$61.81	30
22. Janitorial (Janitor) Services	\$14.64 to \$19.24	\$19.04 to \$25.02	30
23. Legal Personnel – Non-Attorney	\$16.68 to \$24.33	\$21.69 to \$31.63	30

24. Licensed Engineer – Specialist	\$47.16 to \$54.67	\$61.31 to \$71.08	30
25. Program Consultant	\$35.70 to \$49.98	\$46.41 to \$64.98	30
26. Receptionist	\$17.88 to \$24.48	\$23.25 to \$31.83	30
27. Secretary – Basic, Intermediate & Advanced	\$16.80 to \$23.30	\$21.84 to 30.29	30
d. Basic	\$16.80 to \$18.90	\$21.84 to \$24.57	30
e. Intermediate	\$18.91 to \$20.65	\$24.59 to \$26.85	30
f. Advanced	\$20.66 to \$23.30	\$26.86 to \$30.29	30
28. Skilled Worker	\$14.19 to \$19.69	\$18.45 to \$25.60	30
29. Maintenance Mechanic	No Bid	No Bid	No Bid
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	30
31. Storekeeper	\$15.49 to \$24.32	\$20.14 to \$31.62	30
32. Substitute Teacher	No Bid	No Bid	No Bid
a. Automotive	No Bid	No Bid	No Bid
b. Cabinetmaking	No Bid	No Bid	No Bid
c. Certified Nurse Assistant	No Bid	No Bid	No Bid
d. Culinary Arts	No Bid	No Bid	No Bid
e. Custodial	No Bid	No Bid	No Bid
f. Customer Service	No Bid	No Bid	No Bid
g. Electronics	No Bid	No Bid	No Bid
h. Graphic Communications	No Bid	No Bid	No Bid
i. Grounds Maintenance	No Bid	No Bid	No Bid
j. Machine Technology	No Bid	No Bid	No Bid
k. Office Automation	No Bid	No Bid	No Bid
l. Pharmacy Technician	No Bid	No Bid	No Bid
m. Retail Marketing	No Bid	No Bid	No Bid
n. Weatherization	No Bid	No Bid	No Bid
o. Other	No Bid	No Bid	No Bid
32. Word Processor Operator	\$14.73 to \$21.84	\$19.15 to \$28.40	30
33. Miscellaneous – Positions Not Defined	TBD	TBD	30

Tryfacta, Inc., Pricing for Contract Base Years 1 - 3

	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$13.00 - \$20.00	\$16.38 - \$25.20	26.00%
2. Analyst	\$22.00 - \$28.00	\$27.72 - \$35.28	26.00%
3. Administrative Assistant	\$18.00 - \$25.00	\$22.68 - \$31.50	26.00%
4. Bookkeeper	\$13.00 - \$20.00	\$16.38 - \$25.20	26.00%
5. Buyer	\$16.00 - \$25.00	\$20.16 - \$31.50	26.00%
6. Calculations Assistant	\$13.00 - \$18.00	\$16.38 - \$22.68	26.00%
7. Commercial Driver, Licensed (CDL)	\$22.00 - \$32.00	\$27.72 - \$40.32	26.00%
8. Communications Assistant	\$13.00 - \$20.00	\$16.38 - \$25.20	26.00%
9. Contact Tracer	\$18.00 - \$25.00	\$22.68 - \$31.50	26.00%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	\$12.00 - \$18.00	\$15.12 - \$22.68	26.00%
b. Kitchen Staff	\$12.00 - \$18.00	\$15.12 - \$22.68	26.00%
c. Waiting & Bussing Staff	\$12.00 - \$18.00	\$15.12 - \$22.68	26.00%
d. Other	TBD	TBD	26.00%
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$13.00 - \$20.00	\$16.38 - \$25.20	26.00%
b. Intermediate	\$15.00 - \$22.00	\$18.90 - \$27.72	26.00%
c. Advanced	\$17.00 - \$24.00	\$21.42 - \$30.24	26.00%
12. Departmental Technician	\$13.00 - \$22.00	\$16.38 - \$27.72	26.00%
13. Dietary Aid	\$13.00 - \$20.00	\$16.38 - \$25.20	26.00%
14. Dietary Cook	\$13.00 - \$20.00	\$16.38 - \$25.20	26.00%
15. Education Research Consultant	\$35.00 - \$45.00	\$44.10 - \$56.70	26.00%
16. Environmental Services	\$25.00 - \$35.00	\$31.50 - \$44.10	26.00%
17. Executive Secretary – Advanced	\$15.00 - \$25.00	\$18.90 - \$31.50	26.00%
18. General Office Assistant – Basic, Intermediate & Advanced	-	-	
a. Basic	\$13.00 - \$18.00	\$16.38 - \$22.68	26.00%
b. Intermediate	\$15.00 - \$20.00	\$18.90 - \$25.20	26.00%
c. Advanced	\$17.00 - \$25.00	\$21.42 - \$31.50	26.00%
19. General Laborer	\$13.00 - \$18.00	\$16.38 - \$22.68	26.00%
20. Grant Specialist	\$25.00 - \$35.00	\$31.50 - \$44.10	26.00%
21. Human Research Manager	\$35.00 - \$50.00	\$44.10 - \$63.00	26.00%
22. Janitorial (Janitor) Services	\$13.00 - \$18.00	\$16.38 - \$22.68	26.00%
23. Legal Personnel – Non-Attorney	\$16.00 - \$25.00	\$20.16 - \$31.50	26.00%
24. Licensed Engineer – Specialist	\$25.00 - \$40.00	\$31.50 - \$50.40	26.00%
25. Program Consultant	\$28.00 - \$40.00	\$35.28 - \$50.40	26.00%

26. Receptionist	\$15.00 - \$25.00	\$18.90 - \$31.50	26.00%
27. Secretary – Basic, Intermediate & Advanced	-	-	
a. Basic	\$13.00 - \$20.00	\$16.38 - \$25.20	26.00%
b. Intermediate	\$15.00 - \$22.00	\$18.90 - \$27.72	26.00%
c. Advanced	\$17.00 - \$25.00	\$21.42 - \$31.50	26.00%
28. Skilled Worker	\$13.00 - \$25.00	\$16.38 - \$31.50	26.00%
29. Maintenance Mechanic	\$15.00 - \$26.00	\$18.90 - \$32.76	26.00%
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	26.00%
31. Storekeeper	\$13.00 - \$22.00	\$16.38 - \$27.72	26.00%
32. Substitute Teacher	-	-	26.00%
a. Automotive	\$13.72 - \$20.10	\$17.29 - \$25.32	26.00%
b. Cabinetmaking	\$15.00 - \$20.10	\$18.90 - \$25.32	26.00%
c. Certified Nurse Assistant	\$15.50 - \$21.24	\$19.53 - \$26.76	26.00%
d. Culinary Arts	\$15.72 - \$20.10	\$19.81 - \$25.32	26.00%
e. Custodial	\$12.02 - \$20.10	\$15.15 - \$25.32	26.00%
f. Customer Service	\$14.02 - \$20.10	\$17.67 - \$25.32	26.00%
g. Electronics	\$15.30 - \$20.10	\$19.28 - \$25.32	26.00%
h. Graphic Communications	\$15.10 - \$20.10	\$19.03 - \$25.32	26.00%
i. Grounds Maintenance	\$15.00 - \$20.10	\$18.90 - \$25.32	26.00%
j. Machine Technology	\$15.00 - \$20.10	\$18.90 - \$25.32	26.00%
k. Office Automation	\$15.02 - \$20.10	\$18.93 - \$25.32	26.00%
l. Pharmacy Technician	\$16.20 - \$21.24	\$20.41 - \$26.76	26.00%
m. Retail Marketing	\$15.50 - \$20.10	\$19.53 - \$25.32	26.00%
n. Weatherization	\$15.02 - \$20.10	\$18.93 - \$25.32	26.00%
o. Other	-	-	26.00%
33. Word Processor Operator	\$13.00 - \$20.00	\$16.38 - \$25.20	26.00%
34. Miscellaneous – Positions Not Defined	TBD	TBD	26.00%

Tryfacta, Inc., Pricing for Contract Option Years 1 - 3

	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark- up%
1. Accounting Technician	\$15.60 - \$24.00	\$19.66 - \$30.24	26.00%
2. Analyst	\$26.40 - \$33.60	\$33.26 - \$42.34	26.00%
3. Administrative Assistant	\$21.60 - \$30.00	\$27.22 - \$37.80	26.00%
4. Bookkeeper	\$15.60 - \$24.00	\$19.66 - \$30.24	26.00%
5. Buyer	\$19.20 - \$30.00	\$24.19 - \$37.80	26.00%
6. Calculations Assistant	\$15.60 - \$21.60	\$19.66 - \$27.22	26.00%
7. Commercial Driver, Licensed (CDL)	\$26.40 - \$38.40	\$33.26 - \$48.38	26.00%
8. Communications Assistant	\$15.60 - \$24.00	\$19.66 - \$30.24	26.00%
9. Contact Tracer	\$21.60 - \$30.00	\$27.22 - \$37.80	26.00%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	\$14.40 - \$21.60	\$18.14 - \$27.22	26.00%
b. Kitchen Staff	\$14.40 - \$21.60	\$18.14 - \$27.22	26.00%
c. Waiting & Bussing Staff	\$14.40 - \$21.60	\$18.14 - \$27.22	26.00%
d. Other	TBD	TBD	26.00%
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$15.60 - \$24.00	\$19.66 - \$30.24	26.00%
b. Intermediate	\$18.00 - \$26.40	\$22.68 - \$33.26	26.00%
c. Advanced	\$20.40 - \$28.80	\$25.70 - \$36.29	26.00%
12. Departmental Technician	\$15.60 - \$26.40	\$19.66 - \$33.26	26.00%
13. Dietary Aid	\$15.60 - \$24.00	\$19.66 - \$30.24	26.00%
14. Dietary Cook	\$15.60 - \$24.00	\$19.66 - \$30.24	26.00%
15. Education Research Consultant	\$42.00 - \$54.00	\$52.92 - \$68.04	26.00%
16. Environmental Services	\$30.00 - \$42.00	\$37.80 - \$52.92	26.00%
17. Executive Secretary – Advanced	\$18.00 - \$30.00	\$22.68 - \$37.80	26.00%
18. General Office Assistant – Basic, Intermediate & Advanced			
a. Basic	\$15.60 - \$21.60	\$19.66 - \$27.22	26.00%
b. Intermediate	\$18.00 - \$24.00	\$22.68 - \$30.24	26.00%
c. Advanced	\$20.40 - \$30.00	\$25.70 - \$37.80	26.00%
19. General Laborer	\$15.60 - \$21.60	\$19.66 - \$27.22	26.00%
20. Grant Specialist	\$30.00 - \$42.00	\$37.80 - \$52.92	26.00%
21. Human Research Manager	\$42.00 - \$60.00	\$52.92 - \$75.60	26.00%
22. Janitorial (Janitor) Services	\$15.60 - \$21.60	\$19.66 - \$27.22	26.00%
23. Legal Personnel – Non-Attorney	\$19.20 - \$30.00	\$24.19 - \$37.80	26.00%
24. Licensed Engineer – Specialist	\$30.00 - \$48.00	\$37.80 - \$60.48	26.00%

25. Program Consultant	\$33.60 - \$48.00	\$42.34 - \$60.48	26.00%
26. Receptionist	\$18.00 - \$30.00	\$22.68 - \$37.80	26.00%
27. Secretary – Basic, Intermediate & Advanced			
a. Basic	\$15.60 - \$24.00	\$19.66 - \$30.24	26.00%
b. Intermediate	\$18.00 - \$26.40	\$22.68 - \$33.26	26.00%
c. Advanced	\$20.40 - \$30.00	\$25.70 - \$37.80	26.00%
28. Skilled Worker	\$15.60 - \$30.00	\$19.66 - \$37.80	26.00%
29. Maintenance Mechanic	\$18.00 - \$31.20	\$22.68 - \$39.31	26.00%
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	26.00%
31. Storekeeper	\$15.60 - \$26.40	\$19.66 - \$33.26	26.00%
32. Substitute Teacher			
a. Automotive	\$16.46 - \$24.12	\$20.74 - \$30.39	26.00%
b. Cabinetmaking	\$18.00 - \$24.12	\$22.68 - \$30.39	26.00%
c. Certified Nurse Assistant	\$18.60 - \$25.49	\$23.44 - \$32.11	26.00%
d. Culinary Arts	\$18.86 - \$24.12	\$23.77 - \$30.39	26.00%
e. Custodial	\$14.42 - \$24.12	\$18.17 - \$30.39	26.00%
f. Customer Service	\$16.82 - \$24.12	\$21.20 - \$30.39	26.00%
g. Electronics	\$18.36 - \$24.12	\$23.13 - \$30.39	26.00%
h. Graphic Communications	\$18.12 - \$24.12	\$22.83 - \$30.39	26.00%
i. Grounds Maintenance	\$18.00- \$24.12	\$22.68 - \$30.39	26.00%
j. Machine Technology	\$18.00- \$24.12	\$22.68 - \$30.39	26.00%
k. Office Automation	\$18.02- \$24.12	\$22.71 - \$30.39	26.00%
l. Pharmacy Technician	\$19.44 - \$25.49	\$24.49 - \$32.11	26.00%
m. Retail Marketing	\$18.60 - \$24.12	\$23.44 - \$30.39	26.00%
n. Weatherization	\$18.02 - \$24.12	\$22.71 - \$30.39	26.00%
o. Other			26.00%
32. Word Processor Operator	\$15.60 - \$24.00	\$19.66 - \$30.24	26.00%
33. Miscellaneous – Positions Not Defined	TBD	TBD	26.00%

ATC Healthcare Services Base Years 1 - 3

		2022-2025				
		Pay Range		Bill Range		Markup
1	Accounting Technician	\$19.75	\$22.00	\$28.24	\$31.46	43.00%
2	Analyst	\$21.50	\$23.00	\$30.75	\$32.89	43.00%
3	Administrative Assistant	\$18.00	\$20.00	\$25.74	\$28.60	43.00%
4	Bookkeeper	\$18.75	\$20.00	\$26.81	\$28.60	43.00%
5	Buyer	\$21.00	\$23.00	\$30.03	\$32.89	43.00%
6	Calculations Assistant	\$19.50	\$21.00	\$27.89	\$30.03	43.00%
7	Commercial Driver, Licensed (CDL)	\$22.00	\$24.00	\$31.46	\$34.32	43.00%
8	Communications Assistant	\$14.00	\$15.30	\$20.02	\$21.88	43.00%
9	Contact Tracer	\$22.00	\$24.00	\$31.46	\$34.32	43.00%
10	Food Services (Cook, kitchen staff, & waiting & bussing, etc.)					
	a. Cook	\$15.95	\$17.00	\$22.81	\$24.31	43.00%
	b. Kitchen Staff	\$13.75	\$15.00	\$19.66	\$21.45	43.00%
	c. Waiting & Bussing Staff	\$13.75	\$15.00	\$19.66	\$21.45	43.00%
	d. Other TBD TBD	TBD	TBD	TBD	TBD	43.00%
11	Data Coding Operator – Basic, Intermediate & Advanced					
	a. Basic	\$18.00	\$20.00	\$25.74	\$28.60	43.00%
	b. Intermediate	\$23.00	\$25.00	\$32.89	\$35.75	43.00%
	c. Advanced	\$27.00	\$29.00	\$38.61	\$41.47	43.00%
12	Departmental Technician	\$17.95	\$19.00	\$25.67	\$27.17	43.00%
13	Dietary Aid	\$13.00	\$14.25	\$18.59	\$20.38	43.00%
14	Dietary Cook	\$14.00	\$16.25	\$20.02	\$23.24	43.00%
15	Education Research Consultant	\$28.00	\$30.00	\$40.04	\$42.90	43.00%
16	Environmental Services	\$15.75	\$17.00	\$22.52	\$24.31	43.00%
17	Executive Secretary – Advanced	\$18.00	\$20.00	\$25.74	\$28.60	43.00%

18	General Office Assistant – Basic, Intermediate & Advanced					
	a. Basic	\$14.00	\$14.82	\$20.02	\$21.19	43.00%
	b. Intermediate	\$16.75	\$17.82	\$23.95	\$25.48	43.00%
	c. Advanced	\$18.00	\$20.00	\$25.74	\$28.60	43.00%
19	General Laborer	\$17.00	\$19.75	\$24.31	\$28.24	43.00%
20	Grant Specialist	\$16.85	\$18.85	\$24.10	\$26.96	43.00%
21	Human Research Manager	\$28.20	\$29.36	\$40.33	\$41.98	43.00%
22	Janitorial (Janitor) Services	\$14.20	\$15.20	\$20.31	\$21.74	43.00%
23	Legal Personnel – Non-Attorney	\$18.00	\$20.00	\$25.74	\$28.60	43.00%
24	Licensed Engineer – Specialist	\$43.75	\$45.30	\$62.56	\$64.78	43.00%
25	Program Consultant	\$24.72	\$26.62	\$35.35	\$38.07	43.00%
26	Receptionist	\$13.82	\$14.82	\$19.76	\$21.19	43.00%
27	Secretary – Basic, Intermediate & Advanced					
	a. Basic	\$14.00	\$14.82	\$20.02	\$21.19	43.00%
	b. Intermediate	\$16.75	\$17.82	\$23.95	\$25.48	43.00%
	c. Advanced	\$18.00	\$20.00	\$25.74	\$28.60	43.00%
28	Skilled Worker	\$18.00	\$19.75	\$25.74	\$28.24	43.00%
29	Maintenance Mechanic	\$21.00	\$23.00	\$30.03	\$32.89	43.00%
30	Specialist –	\$28.00	\$34.00	\$40.04	\$48.62	43.00%
	Miscellaneous, to be defined and priced upon request.	TBD	TBD	TBD	TBD	43.00%
31	Storekeeper	\$21.00	\$23.00	\$30.03	\$32.89	43.00%
32	Substitute Teacher					
	a. Automotive	\$15.00	\$17.00	\$21.45	\$24.31	43.00%
	b. Cabinetmaking	\$15.00	\$17.00	\$21.45	\$24.31	43.00%
	c. Certified Nurse Assistant	\$15.00	\$17.00	\$21.45	\$24.31	43.00%
	d. Culinary Arts	\$15.00	\$17.00	\$21.45	\$24.31	43.00%
	e. Custodial	\$15.00	\$17.00	\$21.45	\$24.31	43.00%
	f. Customer Service	\$15.00	\$17.00	\$21.45	\$24.31	43.00%
	g. Electronics	\$15.00	\$17.00	\$21.45	\$24.31	43.00%
	h. Graphic Communications	\$15.00	\$17.00	\$21.45	\$24.31	43.00%
	i. Grounds Maintenance	\$15.00	\$17.00	\$21.45	\$24.31	43.00%

	j. Machine Technology	\$15.00	\$17.00	\$21.45	\$24.31	43.00%
	k. Office Automation	\$15.00	\$17.00	\$21.45	\$24.31	43.00%
	l. Pharmacy Technician	\$15.00	\$17.00	\$21.45	\$24.31	43.00%
	m. Retail Marketing	\$15.00	\$17.00	\$21.45	\$24.31	43.00%
	n. Weatherization	\$15.00	\$17.00	\$21.45	\$24.31	43.00%
	o. Other	\$15.00	\$17.00	\$21.45	\$24.31	43.00%
33	Word Processor Operator	\$14.95	\$15.45	\$21.38	\$22.09	43.00%
34	Miscellaneous – Positions Not Defined	TBD	TBD	TBD	TBD	43.00%
35	Weatherization	\$15.00	\$17.00	\$21.45	\$24.31	43.00%
36	Other	TBD	TBD	TBD	TBD	43.00%
38	Miscellaneous – Positions Not Defined TBD	TBD	TBD	TBD	TBD	43.00%

ATC Healthcare Services Option Years 1 - 3

		2025-2028				
		Pay Range	Bill Range		Markup	
1	Accounting Technician	\$20.55	\$22.89	\$29.38	\$32.73	43.00%
2	Analyst	\$22.37	\$23.93	\$31.99	\$34.22	43.00%
3	Administrative Assistant	\$18.73	\$20.81	\$26.78	\$29.76	43.00%
4	Bookkeeper	\$19.51	\$20.81	\$27.90	\$29.76	43.00%
5	Buyer	\$21.85	\$23.93	\$31.24	\$34.22	43.00%
6	Calculations Assistant	\$20.29	\$21.85	\$29.01	\$31.24	43.00%
7	Commercial Driver, Licensed (CDL)	\$22.89	\$24.97	\$32.73	\$35.71	43.00%
8	Communications Assistant	\$14.57	\$15.92	\$20.83	\$22.76	43.00%
9	Contact Tracer	\$22.89	\$24.97	\$32.73	\$35.71	43.00%
10	Food Services (Cook, kitchen staff, & waiting & bussing, etc.)					
	a. Cook	\$16.59	\$17.69	\$23.73	\$25.29	43.00%
	b. Kitchen Staff	\$14.31	\$15.61	\$20.46	\$22.32	43.00%
	c. Waiting & Bussing Staff	\$14.31	\$15.61	\$20.46	\$22.32	43.00%
	d. Other TBD TBD	TBD	TBD	TBD	TBD	43.00%
11	Data Coding Operator – Basic, Intermediate & Advanced					
	a. Basic	\$18.73	\$20.81	\$26.78	\$29.76	43.00%

	b. Intermediate	\$23.93	\$26.01	\$34.22	\$37.19	43.00%
	c. Advanced	\$28.09	\$30.17	\$40.17	\$43.15	43.00%
12	Departmental Technician	\$18.68	\$19.77	\$26.71	\$28.27	43.00%
13	Dietary Aid	\$13.53	\$14.83	\$19.34	\$21.20	43.00%
14	Dietary Cook	\$14.57	\$16.91	\$20.83	\$24.18	43.00%
15	Education Research Consultant	\$29.13	\$31.21	\$41.66	\$44.63	43.00%
16	Environmental Services	\$16.39	\$17.69	\$23.43	\$25.29	43.00%
17	Executive Secretary – Advanced	\$18.73	\$20.81	\$26.78	\$29.76	43.00%
18	General Office Assistant – Basic, Intermediate & Advanced					
	a. Basic	\$14.57	\$15.42	\$20.83	\$22.05	43.00%
	b. Intermediate	\$17.43	\$18.54	\$24.92	\$26.51	43.00%
	c. Advanced	\$18.73	\$20.81	\$26.78	\$29.76	43.00%
19	General Laborer	\$17.69	\$20.55	\$25.29	\$29.38	43.00%
20	Grant Specialist	\$17.53	\$19.61	\$25.07	\$28.04	43.00%
21	Human Research Manager	\$29.34	\$30.55	\$41.96	\$43.68	43.00%
22	Janitorial (Janitor) Services	\$14.77	\$15.81	\$21.13	\$22.61	43.00%
23	Legal Personnel – Non-Attorney	\$18.73	\$20.81	\$26.78	\$29.76	43.00%
24	Licensed Engineer – Specialist	\$45.52	\$47.13	\$65.09	\$67.40	43.00%
25	Program Consultant	\$25.72	\$27.70	\$36.78	\$39.60	43.00%
26	Receptionist	\$14.38	\$15.42	\$20.56	\$22.05	43.00%
27	Secretary – Basic, Intermediate & Advanced					
	a. Basic	\$14.57	\$15.42	\$20.83	\$22.05	43.00%
	b. Intermediate	\$17.43	\$18.54	\$24.92	\$26.51	43.00%
	c. Advanced	\$18.73	\$20.81	\$26.78	\$29.76	43.00%
28	Skilled Worker	\$18.73	\$20.55	\$26.78	\$29.38	43.00%
29	Maintenance Mechanic	\$21.85	\$23.93	\$31.24	\$34.22	43.00%
30	Specialist –	\$29.13	\$35.37	\$41.66	\$50.58	43.00%
	Miscellaneous, to be defined and priced upon request.	TBD	TBD	TBD	TBD	43.00%
31	Storekeeper	\$21.85	\$21.85	\$31.24	\$31.24	43.00%
32	Substitute Teacher					

	a. Automotive	\$15.61	\$17.69	\$22.32	\$25.29	43.00%
	b. Cabinetmaking	\$15.61	\$17.69	\$22.32	\$25.29	43.00%
	c. Certified Nurse Assistant	\$15.61	\$17.69	\$22.32	\$25.29	43.00%
	d. Culinary Arts	\$15.61	\$17.69	\$22.32	\$25.29	43.00%
	e. Custodial	\$15.61	\$17.69	\$22.32	\$25.29	43.00%
	f. Customer Service	\$15.61	\$17.69	\$22.32	\$25.29	43.00%
	g. Electronics	\$15.61	\$17.69	\$22.32	\$25.29	43.00%
	h. Graphic Communications	\$15.61	\$17.69	\$22.32	\$25.29	43.00%
	i. Grounds Maintenance	\$15.61	\$17.69	\$22.32	\$25.29	43.00%
	j. Machine Technology	\$15.61	\$17.69	\$22.32	\$25.29	43.00%
	k. Office Automation	\$15.61	\$17.69	\$22.32	\$25.29	43.00%
	l. Pharmacy Technician	\$15.61	\$17.69	\$22.32	\$25.29	43.00%
	m. Retail Marketing	\$15.61	\$17.69	\$22.32	\$25.29	43.00%
	n. Weatherization	\$15.61	\$17.69	\$22.32	\$25.29	43.00%
	o. Other	\$15.61	\$17.69	\$22.32	\$25.29	43.00%
33	Word Processor Operator	\$15.55	\$16.07	\$22.24	\$22.99	43.00%
34	Miscellaneous – Positions Not Defined	TBD	TBD	TBD	TBD	43.00%
35	Weatherization	\$15.61	\$17.69	\$22.32	\$25.29	43.00%
36	Other	TBD	TBD	TBD	TBD	43.00%
38	Miscellaneous – Positions Not Defined TBD	TBD	TBD	TBD	TBD	43.00%

Healthcare Staffing Professionals, Inc., Pricing for Contract Base Years 1 – 3

	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$21.45 - \$29.45	\$27.67 - \$37.99	29%
2. Analyst	\$23.76 - \$37.80	\$30.65 - \$48.76	29%
3. Administrative Assistant	\$23.16 - \$31.81	\$29.88 - \$41.03	29%
4. Bookkeeper	\$21.60 - \$29.16	\$27.86 - \$37.62	29%
5. Buyer	\$28.08 - \$39.96	\$36.22 - \$51.55	29%
6. Calculations Assistant	\$23.33 - \$31.49	\$30.09 - \$40.63	29%
7. Commercial Driver, Licensed (CDL)	\$21.60 - \$29.16	\$27.86 - \$37.62	29%
8. Communications Assistant	\$27.00 - \$37.80	\$34.83 - \$48.76	29%
9. Contact Tracer	\$20.52 - \$25.92	\$26.47 - \$33.44	29%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	\$21.60 - \$25.92	\$27.86 - \$33.44	29%
b. Kitchen Staff	\$20.52 - \$25.92	\$26.47 - \$33.44	29%
c. Waiting & Bussing Staff	\$20.52 - \$32.40	\$27.86 - \$37.62	29%
d. Other	TBD	TBD	
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$23.76 - \$37.80	\$30.65 - \$48.76	29%
b. Intermediate	\$28.08 - \$41.04	\$36.22 - \$52.94	29%
c. Advanced	\$32.40 - \$45.36	\$41.80 - \$58.51	29%
12. Departmental Technician	\$21.60 - \$29.45	\$27.86 - \$37.99	29%
13. Dietary Aid	\$20.52 - \$25.92	\$26.47 - \$33.44	29%
14. Dietary Cook	\$21.60 - \$25.92	\$27.86 - \$33.44	29%
15. Education Research Consultant	\$27.00 - \$47.52	\$34.83 - \$61.30	29%
16. Environmental Services	\$23.76 - \$38.88	\$30.65 - \$50.16	29%
17. Executive Secretary – Advanced	\$23.76 - \$31.32	\$30.65 - \$40.40	29%
18. General Office Assistant – Basic, Intermediate & Advanced			
a. Basic	\$19.44 - \$27.00	\$25.08 - \$34.83	29%
b. Intermediate	\$21.60 - \$30.24	\$27.86 - \$39.01	29%
c. Advanced	\$23.76 - \$32.40	\$30.65 - \$41.80	29%
19. General Laborer	\$20.52 - \$27.00	\$26.47 - \$34.83	29%
20. Grant Specialist	\$22.68 - \$37.80	\$29.26 - \$48.76	29%
21. Human Research Manager	\$32.40 - \$48.60	\$41.80 - \$62.69	29%
22. Janitorial (Janitor) Services	\$19.44 - \$23.76	\$25.08 - \$30.65	29%
23. Legal Personnel – Non-Attorney	\$21.60 - \$28.08	\$27.86 - \$36.22	29%

24. Licensed Engineer – Specialist	\$34.56 - \$48.60	\$44.58 - \$62.69	29%
25. Program Consultant	\$32.40 - \$48.60	\$41.80 - \$62.69	29%
26. Receptionist	\$19.44 - \$27.00	\$25.08 - \$34.83	29%
27. Secretary – Basic, Intermediate & Advanced			
a. Basic	\$21.60 - \$28.08	\$27.86 - \$36.22	29%
b. Intermediate	\$21.60 - \$31.32	\$27.86 - \$40.40	29%
c. Advanced	\$23.76 - \$32.40	\$30.65 - \$41.80	29%
28. Skilled Worker	\$21.60 - \$31.32	\$27.86 - \$40.40	29%
29. Maintenance Mechanic	\$21.60 - \$31.32	\$27.86 - \$40.40	29%
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	
31. Storekeeper	\$21.60 - \$28.08	\$27.86 - \$36.22	29%
32. Substitute Teacher	\$24.84 - \$44.28	\$32.04 - \$57.12	29%
a. Automotive	\$19.44 - \$27.00	\$25.08 - \$34.83	29%
b. Cabinetmaking	\$23.76 - \$35.64	\$30.65 - \$45.98	29%
c. Certified Nurse Assistant	\$16.20 - \$22.68	\$20.90 - \$29.26	29%
d. Culinary Arts	\$21.60 - \$25.92	\$27.86 - \$33.44	29%
e. Custodial	\$19.44 - \$23.76	\$25.08 - \$30.65	29%
f. Customer Service	\$21.60 - \$29.16	\$27.86 - \$37.62	29%
g. Electronics	\$21.60 - \$31.32	\$27.86 - \$40.40	29%
h. Graphic Communications	\$21.60 - \$31.32	\$27.86 - \$40.40	29%
i. Grounds Maintenance	\$19.75 - \$31.32	\$25.48 - \$40.40	29%
j. Machine Technology	\$23.76 - \$34.56	\$30.65 - \$44.58	29%
k. Office Automation	\$21.60 - \$31.32	\$27.86 - \$40.40	29%
l. Pharmacy Technician	\$19.02 - \$24.84	\$24.53 - \$32.04	29%
m. Retail Marketing	\$24.84 - \$44.28	\$32.04 - \$57.12	29%
n. Weatherization	\$24.84 - \$44.28	\$32.04 - \$57.12	29%
o. Other	\$24.84 - \$44.28	\$32.04 - \$57.12	29%
33. Word Processor Operator	\$21.60 - \$41.04	\$27.86 - \$52.94	29%
34. Miscellaneous – Positions Not Defined	TBD	TBD	

Healthcare Staffing Professionals, Inc., Pricing for Contract Option Years 1 – 3

	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$22.09 - \$30.34	\$28.50 - \$49.01	29%
2. Analyst	\$24.47 - \$38.93	\$31.57 - \$62.90	29%
3. Administrative Assistant	\$23.86 - \$32.76	\$30.78 - \$52.93	29%
4. Bookkeeper	\$22.25 - \$30.03	\$28.70 - \$48.53	29%
5. Buyer	\$28.92 - \$41.16	\$37.31 - \$66.50	29%
6. Calculations Assistant	\$24.03 - \$32.44	\$31.00 - \$52.41	29%
7. Commercial Driver, Licensed (CDL)	\$22.25 - \$30.03	\$28.70 - \$48.53	29%
8. Communications Assistant	\$27.81 - \$38.93	\$35.87 - \$62.90	29%
9. Contact Tracer	\$21.14 - \$26.70	\$27.26 - \$43.13	29%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	\$22.25 - \$26.70	\$28.70 - \$48.53	29%
b. Kitchen Staff	\$22.25 - \$26.70	\$35.87 - \$62.90	29%
c. Waiting & Bussing Staff	\$21.14 - \$26.70	\$27.26 - \$43.13	29%
d. Other	TBD	TBD	
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$24.47 - \$38.93	\$31.57 - \$62.90	29%
b. Intermediate	\$28.92 - \$42.27	\$37.31 - \$68.29	29%
c. Advanced	\$33.37 - \$46.72	\$43.05 - \$75.48	29%
12. Departmental Technician	\$22.25 - \$30.34	\$28.70 - \$49.01	29%
13. Dietary Aid	\$21.14 - \$26.70	\$27.26 - \$43.13	29%
14. Dietary Cook	\$22.25 - \$26.70	\$28.70 - \$43.13	29%
15. Education Research Consultant	\$27.81 - \$48.95	\$35.87 - \$79.08	29%
16. Environmental Services	\$24.47 - \$40.05	\$31.57 - \$64.70	29%
17. Executive Secretary – Advanced	\$24.47 - \$32.26	\$31.57 - \$52.12	29%
18. General Office Assistant – Basic, Intermediate & Advanced			
a. Basic	\$20.02 - \$27.81	\$25.83 - \$44.93	29%
b. Intermediate	\$22.25 - \$31.15	\$28.70 - \$50.32	29%
c. Advanced	\$24.47 - \$33.37	\$31.57 - \$53.92	29%
19. General Laborer	\$21.14 - \$27.81	\$27.26 - \$44.93	29%
20. Grant Specialist	\$23.36 - \$38.93	\$30.13 - \$62.90	29%
21. Human Research Manager	\$33.37 - \$50.06	\$43.05 - \$80.88	29%
22. Janitorial (Janitor) Services	\$20.02 - \$24.47	\$25.83 - \$39.54	29%

23. Legal Personnel – Non-Attorney	\$22.25 - \$28.92	\$28.70 - \$46.73	29%
24. Licensed Engineer – Specialist	\$35.60 - \$50.06	\$45.92 - \$80.88	29%
25. Program Consultant	\$33.37 - \$50.06	\$43.05 - \$80.88	29%
26. Receptionist	\$20.02 - \$27.81	\$25.83 - \$44.93	29%
27. Secretary – Basic, Intermediate & Advanced			
a. Basic	\$22.25 - \$28.92	\$28.70 - \$46.73	29%
b. Intermediate	\$22.25 - \$32.26	\$28.70 - \$52.12	29%
c. Advanced	\$24.47 - \$33.37	\$31.57 - \$53.92	29%
28. Skilled Worker	\$22.25 - \$32.26	\$28.70 - \$52.12	29%
29. Maintenance Mechanic	\$22.25 - \$32.26	\$28.70 - \$52.12	29%
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	
31. Storekeeper	\$22.25 - \$28.92	\$28.70 - \$46.73	29%
32. Substitute Teacher	\$25.59 - \$45.61	\$33.00 - \$73.69	29%
a. Automotive	\$20.02 - \$27.81	\$25.83 - \$44.93	29%
b. Cabinetmaking	\$24.47 - \$36.71	\$31.57 - \$59.31	29%
c. Certified Nurse Assistant	\$16.69 - \$23.36	\$21.52 - \$37.74	29%
d. Culinary Arts	\$22.25 - \$26.70	\$28.70 - \$43.13	29%
e. Custodial	\$20.02 - \$24.47	\$25.83 - \$39.54	29%
f. Customer Service	\$22.25 - \$30.03	\$28.70 - \$48.53	29%
g. Electronics	\$22.25 - \$32.26	\$28.70 - \$52.12	29%
h. Graphic Communications	\$22.25 - \$32.26	\$28.70 - \$52.12	29%
i. Grounds Maintenance	\$20.35 - \$32.26	\$26.25 - \$52.12	29%
j. Machine Technology	\$24.47 - \$35.60	\$31.57 - \$57.51	29%
k. Office Automation	\$22.25 - \$32.26	\$28.70 - \$52.12	29%
l. Pharmacy Technician	\$19.59 - \$25.59	\$25.27 - \$41.34	29%
m. Retail Marketing	\$25.59 - \$45.61	\$33.00 - \$73.69	29%
n. Weatherization	\$25.59 - \$45.61	\$33.00 - \$73.69	29%
o. Other	\$25.59 - \$45.61	\$33.00 - \$73.69	29%
34. Word Processor Operator	\$22.25 - \$42.27	\$28.70 - \$68.29	29%
35. Miscellaneous – Positions Not Defined	TBD	TBD	

Manpower, Inc. of Southeastern Michigan (ManpowerGroup)

Pricing for Contract Base Years 1 - 3			
	*Hourly Rate of Pay (Range) Years 1 - 3	**Billable Rate (Range) Years 1 - 3	*** Mark Up %
1. Accounting Technician	\$18.00 - \$23.00	\$22.50 - \$28.75	25%
2. Analyst	\$28.00 - \$30.00	\$35.00 - \$37.50	25%
3. Administrative Assistant	\$17.00 - \$20.00	\$21.25 - \$25.00	25%
4. Bookkeeper	\$17.00 - \$19.00	\$21.25 - \$23.75	25%
5. Buyer	\$28.00 - \$31.00	\$35.00 - \$38.75	25%
6. Calculations Assistant	\$16.00	\$20.00	25%
7. Commerical Driver, Licensed (CDL)	\$18.00 - \$20.00	\$22.50 - \$25.00	25%
8. Communications Assistant	\$20.00 - \$22.00	\$25.00 - \$27.50	25%
9. Contact Tracer	\$18.00 - \$20.00	\$22.50 - \$25.00	25%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)			
a. Cook	\$18.00 - \$20.00	\$22.50 - \$25.00	25%
b. Kitchen Staff	\$17.00 - \$18.00	\$21.25 - \$22.50	25%
c. Waiting & Bussing Staff	\$17.00 - \$18.00	\$21.25 - \$22.50	25%
d. Other	TBD	TBD	25%
11. Data Coding Operator - Bas., Intern., Adv.			
a. Basic	\$15.00	\$18.75	25%
b. Intermediate	\$16.00	\$20.00	25%
c. Advanced	\$17.00	\$21.25	25%
12. Departmental Technician	\$20.00 - \$22.00	\$25.00 - \$27.50	25%
13. Dietary Aid	\$16.00	\$20.00	25%
14. Dietary Cook	\$18.00 - \$20.00	\$22.50 - \$25.00	25%
15. Education Research Consultant	\$20.00 - \$22.00	\$25.00 - \$27.50	25%
16. Environmental Services	\$17.00 - \$18.00	\$21.25 - \$22.50	25%
17. Executive Secretary - Advanced	\$20.00 - \$22.00	\$25.00 - \$27.50	25%
18. General Office Assistant - Bas, Intern, Adv.			
a. Basic	\$15.00	\$18.75	25%
b. Intermediate	\$16.00	\$20.00	25%
c. Advanced	\$17.00	\$21.25	25%
19. General Laborer	\$17.00 - \$18.00	\$21.25 - \$22.50	25%
20. Grant Specialist	\$24.00 - \$25.00	\$30.00 - \$31.25	25%
21. Human Research Manager	\$24.00 - \$35.00	\$40.00 - \$43.75	25%
22. Janitorial (Janitor) Services	\$17.00 - \$18.00	\$21.25 - \$22.50	25%
23. Legal Personnel - Non-Attorney	\$25.00 - \$27.00	\$30.00 - \$33.75	25%
24. Licensed Engineer - Specialist	\$30.00 - \$35.00	\$37.50 - \$43.75	25%
25. Program Consultant	\$27.00 - \$28.00	\$33.75 - \$35.00	25%
26. Receptionist	\$16.00 - \$17.00	\$20.00 - \$21.75	25%
27. Secretary - Basic, Intermediate & Advanced			
a. Basic	\$16.00	\$20.00	25%
b. Intermediate	\$17.00	\$21.25	25%
c. Advanced	\$18.00	\$22.50	25%
28. Skilled Worker	\$18.00 - \$20.00	\$22.50 - \$25.00	25%
29. Maintenance Mechanic	\$20.00 - \$22.00	\$25.00 - \$27.50	25%
30. Specialist - Miscellaneous, to be defined and priced upon request	TBD	TBD	25%
31. Storekeeper	\$16.00 - \$18.00	\$20.00 - \$22.50	25%
32. Substitute Teacher			
Automotive	n/a	n/a	n/a
Cabinetmaking	n/a	n/a	n/a
Certified Nursing Assistant	n/a	n/a	n/a
Culinary Arts	n/a	n/a	n/a
Custodial	n/a	n/a	n/a
Customer Service	n/a	n/a	n/a
Electronics	n/a	n/a	n/a
Graphic Communications	n/a	n/a	n/a
Grounds Maintenance	n/a	n/a	n/a
Machine Technology	n/a	n/a	n/a
Office Automation	n/a	n/a	n/a
Pharmacy Technician	n/a	n/a	n/a
Retail Marketing	n/a	n/a	n/a
Weatherization	n/a	n/a	n/a
Other	n/a	n/a	n/a
1. Word Processor Operator	\$16.00 - \$17.00	\$20.00 - \$21.25	25%
2. Miscellaneous - Positions Not Defined	TBD	TBD	25%

PLEASE NOTE: Manpower reserves the right to modify the rates set forth in proportion to any legislatively mandated or imposed changes by an agency of a county's government. The modification commences upon the effective date of such new or increased cost. Changes include any new or increased cost associated with the passage of a law or regulation mandating any wage increase or benefits for associates.

ADDITIONALLY: Quick payment terms: 2% discount off invoice if paid within 10 days after receipt of invoice.

Pricing for Contract Option Years 1 - 3			
	*Hourly Rate of Pay (Range) Years 1 - 3	**Billable Rate (Range) Years 1 - 3	*** Mark Up %
1. Accounting Technician	\$18.72 - \$23.92	\$23.03 - \$28.42	23%
2. Analyst	\$29.12 - \$31.20	\$35.82 - \$39.61	23%
3. Administrative Assistant	\$17.68 - \$20.80	\$21.75 - \$25.58	23%
4. Bookkeeper	\$17.68 - \$19.76	\$21.75 - \$24.30	23%
5. Buyer	\$29.12 - \$32.24	\$35.82 - \$39.66	23%
6. Calculations Assistant	\$16.64	\$20.47	23%
7. Commerical Driver, Licensed (CDL)	\$18.72 - \$20.80	\$21.75 - \$25.58	23%
8. Communications Assistant	\$20.80 - \$22.88	\$25.68 - \$28.14	23%
9. Contact Tracer	\$18.72 - \$20.80	\$21.75 - \$25.58	23%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)			
a. Cook	\$18.72 - \$20.80	\$21.75 - \$25.58	23%
b. Kitchen Staff	\$17.68 - \$18.72	\$21.75 - \$23.03	23%
c. Waiting & Bussing Staff	\$17.68 - \$18.72	\$21.75 - \$23.03	23%
d. Other	TBD	TBD	23%
11. Data Coding Operator - Bas., Intern., Adv.			
a. Basic	\$15.60	\$19.19	23%
b. Intermediate	\$16.64	\$20.47	23%
c. Advanced	\$17.68	\$21.75	23%
12. Departmental Technician	\$20.80 - \$22.88	\$25.68 - \$28.14	23%
13. Dietary Aid	\$16.64	\$20.47	23%
14. Dietary Cook	\$18.72 - \$20.80	\$23.03 - \$25.58	23%
15. Education Research Consultant	\$20.80 - \$22.88	\$25.68 - \$28.14	23%
16. Environmental Services	\$17.68 - \$18.72	\$21.75 - \$23.03	23%
17. Executive Secretary - Advanced	\$20.80 - \$22.88	\$25.68 - \$28.14	23%
18. General Office Assistant - Bas, Intern, Adv.			
a. Basic	\$15.60	\$19.19	23%
b. Intermediate	\$16.64	\$20.47	23%
c. Advanced	\$17.68	\$21.75	23%
19. General Laborer	\$17.68 - \$18.72	\$21.75 - \$23.03	23%
20. Grant Specialist	\$24.96 - \$26.00	\$30.70 - \$31.98	23%
21. Human Research Manager	\$33.28 - \$36.40	\$40.93 - \$44.77	23%
22. Janitorial (Janitor) Services	\$17.68 - \$18.72	\$21.75 - \$23.03	23%
23. Legal Personnel - Non-Attorney	\$26.00 - \$28.08	\$31.98 - \$34.54	23%
24. Licensed Engineer - Specialist	\$31.20 - \$36.40	\$38.38 - \$44.77	23%
25. Program Consultant	\$28.08 - \$29.12	\$34.54 - \$38.82	23%
26. Receptionist	\$16.64 - \$17.68	\$20.47	23%
27. Secretary - Basic, Intermediate & Advanced	n/a	n/a	23%
a. Basic	\$16.64	\$20.47	23%
b. Intermediate	\$17.68	\$21.75	23%
c. Advanced	\$18.72	\$23.03	23%
28. Skilled Worker	\$18.72 - \$20.80	\$23.03 - \$25.58	23%
29. Maintenance Mechanic	\$20.80 - \$22.88	\$25.68 - \$28.14	23%
30. Specialist - Miscellaneous, to be defined and priced upon request	TBD	TBD	23%
31. Storekeeper	\$16.64 - \$18.72	\$20.47 - \$23.03	23%
32. Substitute Teacher			
Automotive	n/a	n/a	n/a
Cabinetmaking	n/a	n/a	n/a
Certified Nursing Assistant	n/a	n/a	n/a
Culinary Arts	n/a	n/a	n/a
Custodial	n/a	n/a	n/a
Customer Service	n/a	n/a	n/a
Electronics	n/a	n/a	n/a
Graphic Communications	n/a	n/a	n/a
Grounds Maintenance	n/a	n/a	n/a
Machine Technology	n/a	n/a	n/a
Office Automation	n/a	n/a	n/a
Pharmacy Technician	n/a	n/a	n/a
Retail Marketing	n/a	n/a	n/a
Weatherization	n/a	n/a	n/a
Other	n/a	n/a	n/a
1. Word Processor Operator	\$16.64 - \$17.68	\$20.47 - \$21.75	23%
2. Miscellaneous - Positions Not Defined	TBD	TBD	23%

PLEASE NOTE: Manpower reserves the right to modify the rates set forth in proportion to any legislatively mandated or imposed changes by an agency of a county's government. The modification commences upon the effective date of such new or increased cost. Changes include any new or increased cost associated with the passage of a law or regulation mandating any wage increase or benefits for associates.

ADDITIONALLY: Quick payment terms: 2% discount off invoice if paid within 10 days after receipt of invoice.

Vibrus Group LLC , Pricing for Contract Base Years 1 – 3			
	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	20.75 -23.00	26.56 – 29.44	28%
2. Analyst	22.59 – 24.59	28.92 – 31.48	28%
3. Administrative Assistant	19.00 – 21.00	24.32 – 26.88	28%
4. Bookkeeper	19.23 – 21.50	24.61 – 27.52	28%
5. Buyer	28.22 – 30.55	36.12 – 39.10	28%
6. Calculations Assistant	19.03 – 22.79	24.36 – 29.17	28%
7. Commercial Driver, Licensed (CDL)	21.34 -24.59	27.32 – 31.48	28%
8. Communications Assistant	18.75 - 20.46	24.00 – 26.19	28%
9. Contact Tracer	15.00 – 17.00	19.20 – 21.76	28%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	16.00 – 17.00	20.48 – 21.76	28%
b. Kitchen Staff	13.00 – 15.00	16.64 – 19.20	28%
c. Waiting & Bussing Staff	12.00 – 14.00	15.36 – 17.92	28%
d. Other	TBD	TBD	28%
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	16.43 – 18.33	21.03 – 23.46	28%
b. Intermediate	19.22 – 20.84	24.60 – 26.68	28%
c. Advanced	22.91 – 23.75	29.32 – 30.40	28%
12. Departmental Technician	25.00 – 27.00	32.00 – 34.56	28%
13. Dietary Aid	15.00 – 17.00	19.20 – 21.76	28%
14. Dietary Cook	16.00 – 18.00	20.48 – 23.04	28%
15. Education Research Consultant	43.00 -45.00	55.04 – 57.60	28%
16. Environmental Services	15.00 – 17.00	19.20 – 21.76	28%
17. Executive Secretary – Advanced	19.00 – 21.00	24.32 – 26.88	28%
18. General Office Assistant – Basic, Intermediate & Advanced			
d. Basic	15.00 -16.00	19.20 – 20.48	28%
e. Intermediate	16.00 – 17.00	20.48 – 21.76	28%
f. Advanced	18.00 – 19.00	23.04 – 24.32	28%
19. General Laborer	15.00 – 16.00	19.20 – 20.48	28%
20. Grant Specialist	22.59 – 24.38	28.92 – 31.21	28%
21. Human Research Manager	24.00 – 26.00	30.72 – 33.28	28%
22. Janitorial (Janitor) Services	15.00 – 16.00	19.20 – 20.48	28%

23. Legal Personnel – Non-Attorney	16.00 – 17.00	20.48 – 21.76	28%
24. Licensed Engineer – Specialist	36.50 – 41.20	46.72 – 52.74	28%
25. Program Consultant	43.00 – 45.00	55.04 – 57.60	28%
26. Receptionist	15.00 – 16.00	19.20 – 20.48	28%
27. Secretary – Basic, Intermediate & Advanced			
a. Basic	15.05 – 16.50	19.26 – 21.12	28%
b. Intermediate	17.00 – 18.00	21.76 – 23.04	28%
c. Advanced	19.00 – 21.00	24.32 – 26.88	28%
28. Skilled Worker	17.00 – 18.00	21.76 – 23.04	28%
29. Maintenance Mechanic	19.96 – 23.00	25.55 – 29.44	28%
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	28%
31. Storekeeper	18.23 – 19.50	23.33 – 24.96	28%
32. Substitute Teacher			28%
a. Automotive	22.50 -24.40	28.80 – 31.36	28%
b. Cabinetmaking	22.15 – 24.81	28.35 – 31.76	28%
c. Certified Nurse Assistant	20.98 -22.32	26.85 – 28.57	28%
d. Culinary Arts	23.19 -25.82	29.68 – 33.05	28%
e. Custodial	20.00 – 22.00	25.60 – 28.16	28%
f. Customer Service	18.00 – 21.00	23.04 – 26.88	28%
g. Electronics	22.10 – 24.20	28.29 – 30.98	28%
h. Graphic Communications	21.90 – 23.00	28.03 – 29.44	28%
i. Grounds Maintenance	18.00 – 20.00	23.04 – 25.60	28%
j. Machine Technology	21.90 – 22.35	28.03 – 28.61	28%
k. Office Automation	18.00 – 21.00	23.04 – 26.88	28%
l. Pharmacy Technician	22.00 – 24.00	28.16 – 30.72	28%
m. Retail Marketing	18.00 – 20.00	23.04 – 25.60	28%
n. Weatherization	22.10 – 24.81	28.29 – 31.76	28%
o. Other	18.00 – 20.00	23.04 – 25.60	28%
33. Word Processor Operator	16.00 – 17.00	20.48 – 21.76	28%
34. Miscellaneous – Positions Not Defined	TBD	TBD	28%

Vibrus Pricing for Contract Option Years 1 – 3

	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	20.75 -23.00	26.56 – 29.44	30%
2. Analyst	22.59 – 24.59	29.37-31.97	30%
3. Administrative Assistant	19.00 – 21.00	24.70 -27.30	30%
4. Bookkeeper	19.23 – 21.50	25.00 -27.95	30%
5. Buyer	28.22 – 30.55	36.69 – 39.72	30%
6. Calculations Assistant	19.03 – 24.79	24.74 – 32.23	30%
7. Commercial Driver, Licensed (CDL)	21.34 -24.59	29.45 – 33.93	30%
8. Communications Assistant	18.75 - 20.46	24.38 – 26.60	30%
9. Contact Tracer	15.00 – 17.00	19.50 – 22.10	30%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	16.00 – 17.00	20.80 – 22.10	30%
b. Kitchen Staff	13.00 – 15.00	16.90 – 19.50	30%
c. Waiting & Bussing Staff	12.00 – 14.00	15.60 – 18.20	30%
d. Other	TBD	TBD	30%
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	16.43 – 18.33	21.36 – 23.83	30%
b. Intermediate	19.22 – 20.84	24.99 – 27.09	30%
c. Advanced	22.91 – 23.75	29.78 – 30.88	30%
12. Departmental Technician	25.00 – 27.00	32.50 – 35.10	30%
13. Dietary Aid	15.00 – 17.00	19.50 – 22.10	30%
14. Dietary Cook	16.00 – 18.00	20.80 – 23.40	30%
15. Education Research Consultant	43.00 -45.00	55.00 – 58.50	30%
16. Environmental Services	15.00 – 17.00	19.50 – 22.10	30%
17. Executive Secretary – Advanced	19.00 – 21.00	24.70 – 27.30	30%
18. General Office Assistant – Basic, Intermediate & Advanced			
a. Basic	15.00 -16.00	19.50 – 20.80	30%
b. Intermediate	16.00 – 17.00	20.80 – 22.10	30%
c. Advanced	18.00 – 19.00	23.40 – 24.70	30%
19. General Laborer	15.00 – 16.00	19.50 – 20.80	30%
20. Grant Specialist	22.59 – 24.38	29.37 - 31.25	30%
21. Human Research Manager	24.00 – 26.00	31.20 – 33.80	30%
22. Janitorial (Janitor) Services	15.00 – 16.00	19.50 – 20.80	30%
23. Legal Personnel – Non-Attorney	16.00 – 17.00	20.80 – 22.10	30%

24. Licensed Engineer – Specialist	36.50 – 46.55	47.45 – 60.52	30%
25. Program Consultant	43.00 – 45.00	55.90 – 58.50	30%
26. Receptionist	15.00 – 16.00	19.50 – 22.10	30%
27. Secretary – Basic, Intermediate & Advanced			
g. Basic	15.05 – 16.50	19.57 – 21.45	30%
h. Intermediate	17.00 – 18.00	22.10 – 23.40	30%
i. Advanced	19.00 – 21.00	24.70 – 27.30	30%
28. Skilled Worker	17.00 – 18.00	22.10 – 23.40	30%
29. Maintenance Mechanic	19.96 – 23.00	25.94 – 29.90	30%
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	30%
31. Storekeeper	18.23 – 19.50	23.69 – 25.35	30%
32. Substitute Teacher			
a. Automotive	22.50 -24.40	29.95 – 31.72	30%
b. Cabinetmaking	22.15 – 24.81	28.80 – 32.25	30%
c. Certified Nurse Assistant	20.98 -22.32	27.27 – 31.62	30%
d. Culinary Arts	23.19 -25.82	30.15 – 33.57	30%
e. Custodial	20.00 – 22.00	26.00 – 28.60	30%
f. Customer Service	18.00 – 21.00	23.40 – 27.30	30%
g. Electronics	22.10 – 24.20	28.73 – 31.46	30%
h. Graphic Communications	21.90 – 23.00	28.47 – 29.90	30%
i. Grounds Maintenance	20.00 – 22.00	26.00 – 28.60	30%
j. Machine Technology	21.90 – 22.35	28.47 – 29.06	30%
k. Office Automation	18.00 – 21.00	23.40 – 27.30	30%
l. Pharmacy Technician	22.00 – 24.00	28.60 – 31.20	30%
m. Retail Marketing	18.00 – 20.00	23.40 – 26.00	30%
n. Weatherization	22.10 – 24.81	28.73 – 32.25	30%
o. Other	18.00 – 20.00	23.40 – 27.30	30%
33. Word Processor Operator	16.00 – 17.00	20.80 – 22.10	30%
34. Miscellaneous – Positions Not Defined	TBD	TBD	30%

22nd Century Technologies, Inc., Pricing for Contract Base Years 1 – 3

	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$13.27 - \$26.99	\$15.62 - \$31.77	\$17.77
2. Analyst	\$18.11 - \$39.25	\$21.32 - \$46.20	\$17.77
3. Administrative Assistant	\$13.27 - \$27.39	\$15.62 - \$32.24	\$17.77
4. Bookkeeper	\$11.39 - \$24.22	\$13.41 - \$28.51	\$17.77
5. Buyer	\$16.28 - \$33.05	\$19.16 - \$38.90	\$17.77
6. Calculations Assistant	\$12.33 - \$22.91	\$14.51 - \$26.97	\$17.77
7. Commercial Driver, Licensed (CDL)	\$19.78 - \$44.75	\$23.28 - \$52.67	\$17.77
8. Communications Assistant	\$14.26 - \$30.05	\$16.78 - \$35.37	\$17.77
9. Contact Tracer	\$18.92 - \$40.37	\$22.27 - \$47.52	\$17.77
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	\$12.06 - \$27.89	\$14.19 - \$32.83	\$17.77
b. Kitchen Staff	\$11.74 - \$29.54	\$13.82 - \$34.77	\$17.77
c. Waiting & Bussing Staff	\$12.27 - \$28.91	\$14.44 - \$34.03	\$17.77
d. Other	TBD	TBD	
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$11.87 - \$24.73	\$13.97 - \$29.11	\$17.77
b. Intermediate	\$13.77 - \$28.36	\$16.21 - \$33.38	\$17.77
c. Advanced	\$14.70 - \$31.99	\$17.30 - \$37.65	\$17.77
12. Departmental Technician	\$13.77 - \$30.05	\$16.21 - \$35.37	\$17.77
13. Dietary Aid	\$11.87 - \$22.66	\$13.97 - \$26.67	\$17.77
14. Dietary Cook	\$13.13 - \$28.41	\$15.45 - \$33.44	\$17.77
15. Education Research Consultant	\$13.77 - \$33.37	\$16.21 - \$39.28	\$17.77
16. Environmental Services	\$15.38 - \$31.45	\$18.10 - \$37.02	\$17.77
17. Executive Secretary – Advanced	\$17.08 - \$32.80	\$20.10 - \$38.61	\$17.77
18. General Office Assistant – Basic, Intermediate & Advanced			
a. Basic	\$12.71 - \$25.86	\$14.96 - \$30.44	\$17.77
b. Intermediate	\$13.77 - \$27.55	\$16.21 - \$32.43	\$17.77
c. Advanced	\$14.70 - \$34.13	\$17.30 - \$40.17	\$17.77
19. General Laborer	\$13.77 - \$31.44	\$16.21 - \$37.00	\$17.77
20. Grant Specialist	\$35.41 - \$73.70	\$41.68 - \$86.74	\$17.77
21. Human Research Manager	\$21.64 - \$40.37	\$25.47 - \$47.52	\$17.77
22. Janitorial (Janitor) Services	\$12.71 - \$26.70	\$14.96 - \$31.43	\$17.77
23. Legal Personnel – Non-Attorney	\$16.78 - \$36.41	\$19.75 - \$42.85	\$17.77

24. Licensed Engineer – Specialist	\$27.79 - \$62.79	\$32.71 - \$73.90	\$17.77
25. Program Consultant	\$28.11 - \$66.26	\$33.09 - \$77.99	\$17.77
26. Receptionist	\$14.70 - \$32.20	\$17.30 - \$37.90	\$17.77
27. Secretary – Basic, Intermediate & Advanced			
a. Basic	\$13.77 - \$29.21	\$16.21 - \$34.38	\$17.77
b. Intermediate	\$14.70 - \$30.38	\$17.30 - \$35.76	\$17.77
c. Advanced	\$15.86 - \$32.86	\$18.67 - \$38.68	\$17.77
28. Skilled Worker	\$18.85 - \$36.86	\$22.19 - \$43.38	\$17.77
29. Maintenance Mechanic	\$19.68 - \$38.92	\$23.16 - \$45.81	\$17.77
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	
31. Storekeeper	\$11.74 - \$25.86	\$13.82 - \$30.44	\$17.77
32. Substitute Teacher	\$13.82 - \$36.36	\$16.27 - \$42.80	\$17.77
a. Automotive	\$13.82 - \$33.37	\$16.27 - \$39.28	\$17.77
b. Cabinetmaking	\$19.21 - \$41.65	\$22.61 - \$49.02	\$17.77
c. Certified Nurse Assistant	\$13.82 - \$34.70	\$16.27 - \$40.84	\$17.77
d. Culinary Arts	\$12.27 - \$25.86	\$14.44 - \$30.44	\$17.77
e. Custodial	\$12.59 - \$28.26	\$14.82 - \$33.26	\$17.77
f. Customer Service	\$13.82 - \$32.82	\$16.27 - \$38.63	\$17.77
g. Electronics	\$13.53 - \$34.68	\$15.92 - \$40.82	\$17.77
h. Graphic Communications	\$14.10 - \$34.40	\$16.60 - \$40.49	\$17.77
i. Grounds Maintenance	\$13.03 - \$31.44	\$15.34 - \$37.00	\$17.77
j. Machine Technology	\$14.21 - \$38.35	\$16.73 - \$45.14	\$17.77
k. Office Automation	\$14.59 - \$40.33	\$17.17 - \$47.47	\$17.77
l. Pharmacy Technician	\$19.06 - \$43.31	\$22.43 - \$50.98	\$17.77
m. Retail Marketing	\$13.82 - \$37.33	\$16.27 - \$43.94	\$17.77
n. Weatherization	\$14.60 - \$34.40	\$17.18 - \$40.49	\$17.77
o. Other	\$14.32 - \$38.51	\$16.85 - \$45.33	\$17.77
33. Word Processor Operator	\$12.71 - \$29.38	\$14.96 - \$34.58	\$17.77
34. Miscellaneous – Positions Not Defined	TBD	TBD	

22nd Century Technologies, Inc., Pricing for Contract Option Years 1 – 3

	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$13.27 - \$26.99	\$15.62 - \$31.77	\$17.77
2. Analyst	\$18.11 - \$39.25	\$21.32 - \$46.20	\$17.77
3. Administrative Assistant	\$13.27 - \$27.39	\$15.62 - \$32.24	\$17.77
4. Bookkeeper	\$11.39 - \$24.22	\$13.41 - \$28.51	\$17.77
5. Buyer	\$16.28 - \$33.05	\$19.16 - \$38.90	\$17.77
6. Calculations Assistant	\$12.33 - \$22.91	\$14.51 - \$26.97	\$17.77
7. Commercial Driver, Licensed (CDL)	\$19.78 - \$44.75	\$23.28 - \$52.67	\$17.77
8. Communications Assistant	\$14.26 - \$30.05	\$16.78 - \$35.37	\$17.77
9. Contact Tracer	\$18.92 - \$40.37	\$22.27 - \$47.52	\$17.77
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	\$12.06 - \$27.89	\$14.19 - \$32.83	\$17.77
b. Kitchen Staff	\$11.74 - \$29.54	\$13.82 - \$34.77	\$17.77
c. Waiting & Bussing Staff	\$12.27 - \$28.91	\$14.44 - \$34.03	\$17.77
d. Other	TBD	TBD	
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$11.87 - \$24.73	\$13.97 - \$29.11	\$17.77
b. Intermediate	\$13.77 - \$28.36	\$16.21 - \$33.38	\$17.77
c. Advanced	\$14.70 - \$31.99	\$17.30 - \$37.65	\$17.77
12. Departmental Technician	\$13.77 - \$30.05	\$16.21 - \$35.37	\$17.77
13. Dietary Aid	\$11.87 - \$22.66	\$13.97 - \$26.67	\$17.77
14. Dietary Cook	\$13.13 - \$28.41	\$15.45 - \$33.44	\$17.77
15. Education Research Consultant	\$13.77 - \$33.37	\$16.21 - \$39.28	\$17.77
16. Environmental Services	\$15.38 - \$31.45	\$18.10 - \$37.02	\$17.77
17. Executive Secretary – Advanced	\$17.08 - \$32.80	\$20.10 - \$38.61	\$17.77
18. General Office Assistant – Basic, Intermediate & Advanced			
a. Basic	\$12.71 - \$25.86	\$14.96 - \$30.44	\$17.77
b. Intermediate	\$13.77 - \$27.55	\$16.21 - \$32.43	\$17.77
c. Advanced	\$14.70 - \$34.13	\$17.30 - \$40.17	\$17.77
19. General Laborer	\$13.77 - \$31.44	\$16.21 - \$37.00	\$17.77
20. Grant Specialist	\$35.41 - \$73.70	\$41.68 - \$86.74	\$17.77
21. Human Research Manager	\$21.64 - \$40.37	\$25.47 - \$47.52	\$17.77
22. Janitorial (Janitor) Services	\$12.71 - \$26.70	\$14.96 - \$31.43	\$17.77

23. Legal Personnel – Non-Attorney	\$16.78 - \$36.41	\$19.75 - \$42.85	\$17.77
24. Licensed Engineer – Specialist	\$27.79 - \$62.79	\$32.71 - \$73.90	\$17.77
25. Program Consultant	\$28.11 - \$66.26	\$33.09 - \$77.99	\$17.77
26. Receptionist	\$14.70 - \$32.20	\$17.30 - \$37.90	\$17.77
27. Secretary – Basic, Intermediate & Advanced			
a. Basic	\$13.77 - \$29.21	\$16.21 - \$34.38	\$17.77
b. Intermediate	\$14.70 - \$30.38	\$17.30 - \$35.76	\$17.77
c. Advanced	\$15.86 - \$32.86	\$18.67 - \$38.68	\$17.77
28. Skilled Worker	\$18.85 - \$36.86	\$22.19 - \$43.38	\$17.77
29. Maintenance Mechanic	\$19.68 - \$38.92	\$23.16 - \$45.81	\$17.77
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	
31. Storekeeper	\$11.74 - \$25.86	\$13.82 - \$30.44	\$17.77
32. Substitute Teacher	\$13.82 - \$36.36	\$16.27 - \$42.80	\$17.77
a. Automotive	\$13.82 - \$33.37	\$16.27 - \$39.28	\$17.77
b. Cabinetmaking	\$19.21 - \$41.65	\$22.61 - \$49.02	\$17.77
c. Certified Nurse Assistant	\$13.82 - \$34.70	\$16.27 - \$40.84	\$17.77
d. Culinary Arts	\$12.27 - \$25.86	\$14.44 - \$30.44	\$17.77
e. Custodial	\$12.59 - \$28.26	\$14.82 - \$33.26	\$17.77
f. Customer Service	\$13.82 - \$32.82	\$16.27 - \$38.63	\$17.77
g. Electronics	\$13.53 - \$34.68	\$15.92 - \$40.82	\$17.77
h. Graphic Communications	\$14.10 - \$34.40	\$16.60 - \$40.49	\$17.77
i. Grounds Maintenance	\$13.03 - \$31.44	\$15.34 - \$37.00	\$17.77
j. Machine Technology	\$14.21 - \$38.35	\$16.73 - \$45.14	\$17.77
k. Office Automation	\$14.59 - \$40.33	\$17.17 - \$47.47	\$17.77
l. Pharmacy Technician	\$19.06 - \$43.31	\$22.43 - \$50.98	\$17.77
m. Retail Marketing	\$13.82 - \$37.33	\$16.27 - \$43.94	\$17.77
n. Weatherization	\$14.60 - \$34.40	\$17.18 - \$40.49	\$17.77
o. Other	\$14.32 - \$38.51	\$16.85 - \$45.33	\$17.77
33. Word Processor Operator	\$12.71 - \$29.38	\$14.96 - \$34.58	\$17.77
34. Miscellaneous – Positions Not Defined	TBD	TBD	

P.I.E. Management, L.L.C., Pricing for Contract Base Years 1 – 3

	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$15.00 - \$18.00	\$18.75 - \$22.50	25%
2. Analyst	\$21.65 - \$25.98	\$27.06 - \$32.48	25%
3. Administrative Assistant	\$20.00 - \$24.00	\$25.00 - \$30.00	25%
4. Bookkeeper	\$15.00 - \$18.00	\$18.75 - \$22.50	25%
5. Buyer	\$21.65 - \$25.98	\$27.06 - \$32.48	25%
6. Calculations Assistant	\$15.00 - \$18.00	\$18.75 - \$22.50	25%
7. Commercial Driver, Licensed (CDL)	\$25.00 - \$32.00	\$32.75 - \$41.92	31%
8. Communications Assistant	\$15.00 - \$18.00	\$18.75 - \$22.50	25%
9. Contact Tracer	\$17.00 - \$22.00	\$22.10 - \$28.60	30%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	\$21.43 - \$25.72	\$27.75 - \$33.30	29.5%
b. Kitchen Staff	\$15.00 - \$18.00	\$19.43 - \$23.31	29.5%
c. Waiting & Bussing Staff	\$15.00 - \$18.00	\$19.43 - \$23.31	29.5%
d. Other	TBD	TBD	
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$15.00 - \$18.00	\$18.75 - \$22.50	25%
b. Intermediate	\$16.00 - \$19.20	\$20.00 - \$24.00	25%
c. Advanced	\$17.00 - \$20.40	\$21.25 - \$25.50	25%
12. Departmental Technician	\$15.56 - \$18.67	\$19.45 - \$23.34	25%
13. Dietary Aid	\$15.00 - \$18.00	\$18.75 - \$22.50	25%
14. Dietary Cook	\$21.43 - \$25.72	\$27.75 - \$33.31	29.5%
15. Education Research Consultant	\$45.00 - \$54.00	\$56.25 - \$67.50	25%
16. Environmental Services	\$16.00 - \$19.20	\$20.72 - \$24.86	29.5%
17. Executive Secretary – Advanced	\$16.50 - \$19.80	\$20.63 - \$24.75	25%
18. General Office Assistant – Basic, Intermediate & Advanced			
a. Basic	\$15.00 - \$18.00	\$18.75 - \$22.50	25%
b. Intermediate	\$15.50 - \$18.60	\$19.38 - \$23.25	25%
c. Advanced	\$16.50 - \$19.80	\$20.63 - \$24.75	25%
19. General Laborer	\$15.00 - \$18.00	\$19.50 - \$23.40	30%
20. Grant Specialist	\$15.50 - \$18.60	\$19.38 - \$23.25	25%
21. Human Research Manager	\$31.79 - \$40.51	\$39.74 - \$50.64	25%
22. Janitorial (Janitor) Services	\$17.00 - \$20.40	\$22.10 - \$26.52	30%
23. Legal Personnel – Non-Attorney	\$16.83 - \$20.20	\$21.04 - \$25.25	25%

24. Licensed Engineer – Specialist	\$37.24 - \$44.69	\$46.55 - \$55.86	25%
25. Program Consultant	\$45.00 - \$54.00	\$56.25 - \$67.50	25%
26. Receptionist	\$15.00 - \$18.00	\$18.75 - \$22.50	25%
27. Secretary – Basic, Intermediate & Advanced			
a. Basic	\$16.00 - \$19.20	\$20.00 - \$24.00	25%
b. Intermediate	\$16.70 - \$20.04	\$20.88 - \$25.05	25%
c. Advanced	\$17.50 - \$21.00	\$21.88 - \$26.25	25%
28. Skilled Worker	\$15.00 - \$18.00	\$19.50 - \$23.40	30%
29. Maintenance Mechanic	\$25.52 - \$30.64	\$33.18 - \$39.83	30%
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	TBD
31. Storekeeper	\$15.00 - \$18.00	\$19.13 - \$22.95	27.5%
32. Substitute Teacher	\$20.12 - \$25.50	\$25.15 - \$31.88	25%
a. Automotive	\$20.12 - \$25.50	\$25.15 - \$31.88	25%
b. Cabinetmaking	\$20.12 - \$25.50	\$25.15 - \$31.88	25%
c. Certified Nurse Assistant	\$20.12 - \$25.50	\$25.15 - \$31.88	25%
d. Culinary Arts	\$20.12 - \$25.50	\$25.15 - \$31.88	25%
e. Custodial	\$20.12 - \$25.50	\$25.15 - \$31.88	25%
f. Customer Service	\$20.12 - \$25.50	\$25.15 - \$31.88	25%
g. Electronics	\$20.12 - \$25.50	\$25.15 - \$31.88	25%
h. Graphic Communications	\$20.12 - \$25.50	\$25.15 - \$31.88	25%
i. Grounds Maintenance	\$20.12 - \$25.50	\$25.15 - \$31.88	25%
j. Machine Technology	\$20.12 - \$25.50	\$25.15 - \$31.88	25%
k. Office Automation	\$20.12 - \$25.50	\$25.15 - \$31.88	25%
l. Pharmacy Technician	\$20.12 - \$25.50	\$25.15 - \$31.88	25%
m. Retail Marketing	\$20.12 - \$25.50	\$25.15 - \$31.88	25%
n. Weatherization	\$20.12 - \$25.50	\$25.15 - \$31.88	25%
o. Other	\$20.12 - \$25.50	\$25.15 - \$31.88	25%
33. Word Processor Operator	\$15.00 - \$18.00	\$18.75 - \$22.50	25%
34. Miscellaneous – Positions Not Defined	TBD	TBD	TBD

P.I.E. Management, L.L.C., Pricing for Contract Option Years 1 – 3

	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$15.52 - \$18.63	\$19.40 - \$23.29	25%
2. Analyst	\$22.41 - \$26.89	\$28.01 - \$33.61	25%
3. Administrative Assistant	\$20.70 - \$24.84	\$25.88 - \$31.05	25%
4. Bookkeeper	\$15.52 - \$18.00	\$19.40 - \$22.50	25%
5. Buyer	\$22.36 - \$29.96	\$27.95 - \$37.45	25%
6. Calculations Assistant	\$15.53 - \$18.63	\$19.41 - \$23.29	25%
7. Commercial Driver, Licensed (CDL)	\$25.88 - \$33.12	\$33.90 - \$43.39	31%
8. Communications Assistant	\$15.53 - \$18.63	\$19.41 - \$23.29	25%
9. Contact Tracer	\$17.60 - \$22.77	\$22.88 - \$29.60	30%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	\$22.18 - \$26.62	\$28.72 - \$34.47	29.5%
b. Kitchen Staff	\$15.53 - \$18.63	\$20.11 - \$24.13	29.5%
c. Waiting & Bussing Staff	\$15.53 - \$18.63	\$20.11 - \$24.13	29.5%
d. Other	TBD	TBD	TBD
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$15.53 - \$18.63	\$19.41 - \$23.29	25%
b. Intermediate	\$16.56 - \$19.87	\$20.70 - \$24.84	25%
c. Advanced	\$17.60 - \$20.70	\$22.00 - \$25.88	25%
12. Departmental Technician	\$16.10 - \$19.32	\$20.13 - \$24.15	25%
13. Dietary Aid	\$15.53 - \$18.63	\$19.41 - \$23.29	25%
14. Dietary Cook	\$22.18 - \$26.62	\$27.73 - \$34.47	29.5%
15. Education Research Consultant	\$46.58 - \$55.89	\$58.23 - \$69.86	25%
16. Environmental Services	\$16.56 - \$19.87	\$20.70 - \$25.73	29.5%
17. Executive Secretary – Advanced	\$17.08 - \$20.49	\$21.35 - \$25.61	25%
18. General Office Assistant – Basic, Intermediate & Advanced			
a. Basic	\$15.53 - \$18.63	\$19.41 - \$23.29	25%
b. Intermediate	\$16.04 - \$19.25	\$19.41 - \$24.06	25%
c. Advanced	\$17.08 - \$20.49	\$21.35 - \$25.61	25%
19. General Laborer	\$15.53 - \$18.63	\$20.19 - \$24.22	30%
20. Grant Specialist	\$16.04 - \$19.25	\$20.05 - \$24.06	25%
21. Human Research Manager	\$32.90 - \$41.93	\$41.25 - \$52.41	25%
22. Janitorial (Janitor) Services	\$17.60 - \$21.11	\$22.88 - \$27.44	30%

23. Legal Personnel – Non-Attorney	\$17.42 - \$20.91	\$21.78 - \$26.14	25%
24. Licensed Engineer – Specialist	\$38.54 - \$46.25	\$48.18 - \$57.81	25%
25. Program Consultant	\$46.58 - \$55.89	\$58.13 - \$69.86	25%
26. Receptionist	\$15.53 - \$18.63	\$19.41 - \$23.29	25%
27. Secretary – Basic, Intermediate & Advanced			
a. Basic	\$16.56 - \$19.87	\$20.70 - \$24.84	25%
b. Intermediate	\$17.28 - \$20.74	\$21.60 - \$25.93	25%
c. Advanced	\$18.11 - \$21.74	\$22.64 - \$27.18	25%
28. Skilled Worker	\$15.53 - \$18.63	\$20.18 - \$24.22	30%
29. Maintenance Mechanic	\$26.41 - \$31.71	\$34.33 - \$41.22	30%
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	TBD
31. Storekeeper	\$15.53 - \$18.63	\$19.80 - \$23.75	27.5%
32. Substitute Teacher	\$16.50 - \$20.70	\$24.75 - \$25.88	25%
a. Automotive	\$20.82 - \$26.39	\$26.03 - \$32.99	25%
b. Cabinetmaking	\$20.82 - \$26.39	\$26.03 - \$32.99	25%
c. Certified Nurse Assistant	\$20.82 - \$26.39	\$26.03 - \$32.99	25%
d. Culinary Arts	\$20.82 - \$26.39	\$26.03 - \$32.99	25%
e. Custodial	\$20.82 - \$26.39	\$26.03 - \$32.99	25%
f. Customer Service	\$20.82 - \$26.39	\$26.03 - \$32.99	25%
g. Electronics	\$20.82 - \$26.39	\$26.03 - \$32.99	25%
h. Graphic Communications	\$20.82 - \$26.39	\$26.03 - \$32.99	25%
i. Grounds Maintenance	\$20.82 - \$26.39	\$26.03 - \$32.99	25%
j. Machine Technology	\$20.82 - \$26.39	\$26.03 - \$32.99	25%
k. Office Automation	\$20.82 - \$26.39	\$26.03 - \$32.99	25%
l. Pharmacy Technician	\$20.82 - \$26.39	\$26.03 - \$32.99	25%
m. Retail Marketing	\$20.82 - \$26.39	\$26.03 - \$32.99	25%
n. Weatherization	\$20.82 - \$26.39	\$26.03 - \$32.99	25%
o. Other	\$20.82 - \$26.39	\$26.03 - \$32.99	25%
33. Word Processor Operator	\$15.53 - \$18.63	\$19.41 - \$23.29	25%
34. Miscellaneous – Positions Not Defined	TBD	TBD	TBD

US Tech Solutions, Inc., Pricing for Contract Base Years 1 - 3

	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$16.00 - \$23.00	\$21.92 - \$31.51	37%
2. Analyst	\$19.00 - \$22.00	\$26.03 - \$30.14	37%
3. Administrative Assistant	\$17.00 - \$24.00	\$23.29 - \$32.88	37%
4. Bookkeeper	\$15.00 - \$22.00	\$20.55 - \$30.14	37%
5. Buyer	\$21.00 - \$32.00	\$28.77 - \$43.84	37%
6. Calculations Assistant	\$16.00 - \$25.00	\$21.92 - \$34.25	37%
7. Commercial Driver, Licensed (CDL)	N/A	N/A	N/A
8. Communications Assistant	\$18.00 - \$23.00	\$24.66 - \$31.51	37%
9. Contact Tracer	N/A	N/A	N/A
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	N/A	N/A	N/A
b. Kitchen Staff	N/A	N/A	N/A
c. Waiting & Bussing Staff	N/A	N/A	N/A
d. Other	TBD	TBD	
11. Data Coding Operator –	N/A	N/A	N/A
12. Basic, Intermediate & Advanced			
a. Basic	N/A	N/A	N/A
b. Intermediate	N/A	N/A	N/A
c. Advanced	N/A	N/A	N/A
12. Departmental Technician	\$21.00 - \$27.00	\$28.77 - \$36.99	37%
13. Dietary Aid	N/A	N/A	N/A
14. Dietary Cook	N/A	N/A	N/A
15. Education Research Consultant	N/A	N/A	N/A
16. Environmental Services	N/A	N/A	N/A
17. Executive Secretary – Advanced	\$24.00 - \$29.00	\$32.88 - \$39.73	37%
18. General Office Assistant – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$13.00 - \$15.00	\$17.81 - \$20.55	37%
b. Intermediate	\$16.00 - \$19.00	\$21.92 - \$26.03	37%
c. Advanced	\$21.00 - \$24.00	\$28.77 - \$32.88	37%
19. General Laborer	N/A	N/A	N/A
20. Grant Specialist	\$22.00 - \$27.00	\$30.14 - \$36.99	37%
21. Human Research Manager	\$24.00 - \$29.00	\$32.88 - \$39.73	37%
22. Janitorial (Janitor) Services	N/A	N/A	N/A

23. Legal Personnel – Non-Attorney	\$27.00 - \$35.00	\$36.99 - \$47.95	37%
24. Licensed Engineer – Specialist	N/A	N/A	N/A
25. Program Consultant	\$35.00 - \$43.00	\$47.95 - \$58.91	37%
26. Receptionist	\$12.00 - \$16.00	\$16.44 - \$21.92	37%
27. Secretary – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$15.00 - \$19.00	\$20.55 - \$26.03	37%
b. Intermediate	\$21.00 - \$25.00	\$28.77 - \$34.25	37%
c. Advanced	\$24.00 - \$27.00	\$32.88 - \$36.99	37%
28. Skilled Worker	N/A	N/A	N/A
29. Maintenance Mechanic	N/A	N/A	N/A
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	
31. Storekeeper	N/A	N/A	N/A
32. Substitute Teacher	N/A	N/A	N/A
a. Automotive	N/A	N/A	N/A
b. Cabinetmaking	N/A	N/A	N/A
c. Certified Nurse Assistant	N/A	N/A	N/A
d. Culinary Arts	N/A	N/A	N/A
e. Custodial	N/A	N/A	N/A
f. Customer Service	N/A	N/A	N/A
g. Electronics	N/A	N/A	N/A
h. Graphic Communications	N/A	N/A	N/A
i. Grounds Maintenance	N/A	N/A	N/A
j. Machine Technology	N/A	N/A	N/A
k. Office Automation	N/A	N/A	N/A
l. Pharmacy Technician	N/A	N/A	N/A
m. Retail Marketing	N/A	N/A	N/A
n. Weatherization	N/A	N/A	N/A
o. Other	N/A	N/A	N/A
33. Word Processor Operator	\$13.00 - \$16.00	\$17.81 - \$21.92	37%
34. Miscellaneous – Positions Not Defined	TBD	TBD	

US Tech Solutions, Inc., Pricing for Contract Option Years 1 - 3

	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$16.00 - \$23.00	\$21.92 - \$31.51	37%
2. Analyst	\$19.00 - \$22.00	\$26.03 - \$30.14	37%
3. Administrative Assistant	\$17.00 - \$24.00	\$23.29 - \$32.88	37%
4. Bookkeeper	\$15.00 - \$22.00	\$20.55 - \$30.14	37%
5. Buyer	\$21.00 - \$32.00	\$28.77 - \$43.84	37%
6. Calculations Assistant	\$16.00 - \$25.00	\$21.92 - \$34.25	37%
7. Commercial Driver, Licensed (CDL)	N/A	N/A	N/A
8. Communications Assistant	\$18.00 - \$23.00	\$24.66 - \$31.51	37%
9. Contact Tracer	N/A	N/A	N/A
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	N/A	N/A	N/A
b. Kitchen Staff	N/A	N/A	N/A
c. Waiting & Bussing Staff	N/A	N/A	N/A
d. Other	TBD	TBD	
11. Data Coding Operator –	N/A	N/A	N/A
12. Basic, Intermediate & Advanced			
a. Basic	N/A	N/A	N/A
b. Intermediate	N/A	N/A	N/A
c. Advanced	N/A	N/A	N/A
12. Departmental Technician	\$21.00 - \$27.00	\$28.77 - \$36.99	37%
13. Dietary Aid	N/A	N/A	N/A
14. Dietary Cook	N/A	N/A	N/A
15. Education Research Consultant	N/A	N/A	N/A
16. Environmental Services	N/A	N/A	N/A
17. Executive Secretary – Advanced	\$24.00 - \$29.00	\$32.88 - \$39.73	37%
18. General Office Assistant – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$13.00 - \$15.00	\$17.81 - \$20.55	37%
b. Intermediate	\$16.00 - \$19.00	\$21.92 - \$26.03	37%
c. Advanced	\$21.00 - \$24.00	\$28.77 - \$32.88	37%
19. General Laborer	N/A	N/A	N/A
20. Grant Specialist	\$22.00 - \$27.00	\$30.14 - \$36.99	37%
21. Human Research Manager	\$24.00 - \$29.00	\$32.88 - \$39.73	37%
22. Janitorial (Janitor) Services	N/A	N/A	N/A

23. Legal Personnel – Non-Attorney	\$27.00 - \$35.00	\$36.99 - \$47.95	37%
24. Licensed Engineer – Specialist	N/A	N/A	N/A
25. Program Consultant	\$35.00 - \$43.00	\$47.95 - \$58.91	37%
26. Receptionist	\$12.00 - \$16.00	\$16.44 - \$21.92	37%
27. Secretary – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$15.00 - \$19.00	\$20.55 - \$26.03	37%
b. Intermediate	\$21.00 - \$25.00	\$28.77 - \$34.25	37%
c. Advanced	\$24.00 - \$27.00	\$32.88 - \$36.99	37%
28. Skilled Worker	N/A	N/A	N/A
29. Maintenance Mechanic	N/A	N/A	N/A
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	
31. Storekeeper	N/A	N/A	N/A
32. Substitute Teacher	N/A	N/A	N/A
a. Automotive	N/A	N/A	N/A
b. Cabinetmaking	N/A	N/A	N/A
c. Certified Nurse Assistant	N/A	N/A	N/A
d. Culinary Arts	N/A	N/A	N/A
e. Custodial	N/A	N/A	N/A
f. Customer Service	N/A	N/A	N/A
g. Electronics	N/A	N/A	N/A
h. Graphic Communications	N/A	N/A	N/A
i. Grounds Maintenance	N/A	N/A	N/A
j. Machine Technology	N/A	N/A	N/A
k. Office Automation	N/A	N/A	N/A
l. Pharmacy Technician	N/A	N/A	N/A
m. Retail Marketing	N/A	N/A	N/A
n. Weatherization	N/A	N/A	N/A
o. Other	N/A	N/A	N/A
33. Word Processor Operator	\$13.00 - \$16.00	\$17.81 - \$21.92	37%
34. Miscellaneous – Positions Not Defined	TBD	TBD	

COGENT Infotech Corporation, Pricing for Contract Base Years 1 - 3

	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$24.00 - \$28.00	\$32.40 - \$ 37.80	35%
2. Analyst	\$30.00 - \$35.00	\$40.50 - \$47.25	35%
3. Administrative Assistant	\$20.00 - \$24.00	\$27.00 - \$32.40	35%
4. Bookkeeper	\$18.00 - \$22.00	\$24.30 - \$29.70	35%
5. Buyer	\$35.00 - \$40.00	\$47.25 - \$54.00	35%
6. Calculations Assistant	\$17.00 - \$22.00	\$22.95 - \$29.70	35%
7. Commercial Driver, Licensed (CDL)	\$26.00 - \$32.00	\$35.88 - \$44.16	38%
8. Communications Assistant	\$22.00 - \$25.00	\$29.70 - \$33.75	35%
9. Contact Tracer	\$20.00 - \$25.00	\$27.00 - \$33.75	35%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	\$15.00 - \$18.00	\$20.70 - \$24.84	38%
b. Kitchen Staff	\$15.00 - \$18.00	\$20.70 - \$24.84	38%
c. Waiting & Bussing Staff	\$15.00 - \$18.00	\$20.70 - \$24.84	38%
d. Other	TBD	TBD	
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$20.00 - \$24.00	\$27.00 - \$32.40	35%
b. Intermediate	\$22.00 - \$26.00	\$29.70 - \$35.10	35%
c. Advanced	\$28.00 - \$32.00	\$37.80 - \$43.20	35%
12. Departmental Technician	\$22.00 - \$28.00	\$30.36 - \$38.64	38%
13. Dietary Aid	\$15.00 - \$20.00	\$20.70 - \$27.60	38%
14. Dietary Cook	\$15.00 - \$20.00	\$20.70 - \$27.60	38%
15. Education Research Consultant	\$48.00 - \$55.00	\$64.80 - \$74.25	35%
16. Environmental Services	\$27.00 - \$32.00	\$36.45 - \$43.20	35%
17. Executive Secretary – Advanced	\$25.00 - \$30.00	\$33.75 - \$40.50	35%
18. General Office Assistant – Basic, Intermediate & Advanced			
a. Basic	\$16.00 - \$20.00	\$21.60 - \$27.00	35%
b. Intermediate	\$18.00 - \$22.00	\$24.30 - \$29.70	35%
c. Advanced	\$20.00 - \$25.00	\$27.00 - \$33.75	35%
19. General Laborer	\$16.00 - \$20.00	\$22.08 - \$27.60	38%
20. Grant Specialist	\$27.00 - \$32.00	\$36.45 - \$43.20	35%
21. Human Research Manager	\$40.00 - \$50.00	\$54.00 - \$67.50	35%

22. Janitorial (Janitor) Services	\$15.00 - \$20.00	\$20.70 - \$27.60	38%
23. Legal Personnel – Non-Attorney	\$32.00 - \$38.00	\$43.20 - \$51.30	35%
24. Licensed Engineer – Specialist	\$35.00 - \$45.00	\$47.25 - \$60.75	35%
25. Program Consultant	\$60.00 - \$70.00	\$81.00 - \$94.50	35%
26. Receptionist	\$20.00 - \$25.00	\$27.00 - \$33.75	35%
27. Secretary – Basic, Intermediate & Advanced			
Basic	\$18.00 - \$22.00	\$24.30 - \$29.70	35%
Intermediate	\$20.00 - \$25.00	\$27.00 - \$33.75	35%
Advanced	\$22.00 - \$30.00	\$29.70 - \$40.50	35%
28. Skilled Worker	\$20.00 - \$25.00	\$27.60 - \$34.50	38%
29. Maintenance Mechanic	\$20.00 - \$25.00	\$27.60 - \$34.50	38%
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	
31. Storekeeper	\$22.00 - \$30.00	\$29.70 - \$40.50	35%
32. Substitute Teacher	\$16.00 - \$20.00	\$22.08 - \$27.60	38%
Automotive	\$23.00 - \$30.00	\$31.05 - \$40.50	35%
Cabinetmaking	\$18.00 - \$22.00	\$24.30 - \$29.70	35%
Certified Nurse Assistant	\$18.00 - \$22.00	\$24.30 - \$29.70	35%
Culinary Arts	\$18.00 - \$22.00	\$24.30 - \$29.70	35%
Custodial	\$15.00 - \$20.00	\$20.25 - \$27.00	35%
Customer Service	\$15.00 - \$20.00	\$20.25 - \$27.00	35%
Electronics	\$23.00 - \$30.00	\$31.05 - \$40.50	35%
Graphic Communications	\$30.00 - \$35.00	\$40.50 - \$47.25	35%
Grounds Maintenance	\$18.00 - \$22.00	\$24.30 - \$29.70	35%
Machine Technology	\$18.00 - \$22.00	\$24.30 - \$29.70	35%
Office Automation	\$22.00 - \$30.00	\$29.70 - \$40.50	35%
Pharmacy Technician	\$18.00 - \$25.00	\$24.30 - \$33.75	35%
Retail Marketing	\$22.00 - \$30.00	\$29.70 - \$40.50	35%
Weatherization	\$18.00 - \$25.00	\$24.30 - \$33.75	35%
Other			
33. Word Processor Operator	\$23.00 - \$30.00	\$31.05 - \$40.50	35%
34. Miscellaneous – Positions Not Defined	TBD	TBD	

COGENT Infotech Corporation, Pricing for Contract Option Years 1 - 3

	Hourly Rate of Pay (Range)	Billable Rate (Range)	Mark-up%
1. Accounting Technician	\$28.00 - \$33.00	\$37.80 - \$44.55	35%
2. Analyst	\$35.00 - \$41.00	\$47.25 - \$55.35	35%
3. Administrative Assistant	\$24.00 - \$29.00	\$32.40 - \$39.15	35%
4. Bookkeeper	\$22.00 - \$27.00	\$29.70 - \$36.45	35%
5. Buyer	\$40.00 - \$46.00	\$54.00 - \$62.10	35%
6. Calculations Assistant	\$22.00 - \$28.00	\$29.70 - \$37.80	35%
7. Commercial Driver, Licensed (CDL)	\$32.00 - \$39.00	\$44.16 - \$53.82	38%
8. Communications Assistant	\$25.00 - \$29.00	\$33.75 - \$39.15	35%
9. Contact Tracer	\$25.00 - \$31.00	\$33.75 - \$41.85	35%
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A	N/A	N/A
a. Cook	\$18.00 - \$22.00	\$24.84 - \$30.36	38%
b. Kitchen Staff	\$18.00 - \$22.00	\$24.84 - \$30.36	38%
c. Waiting & Bussing Staff	\$18.00 - \$22.00	\$24.84 - \$30.36	38%
d. Other	TBD	TBD	
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A	N/A	N/A
a. Basic	\$24.00 - \$29.00	\$32.40 - \$39.15	35%
b. Intermediate	\$26.00 - \$31.00	\$35.10 - \$41.85	35%
c. Advanced	\$32.00 - \$37.00	\$43.20 - \$49.95	35%
12. Departmental Technician	\$28.00 - \$35.00	\$38.64 - \$48.30	38%
13. Dietary Aid	\$20.00 - \$26.00	\$27.60 - \$35.88	38%
14. Dietary Cook	\$20.00 - \$26.00	\$27.60 - \$35.88	38%
15. Education Research Consultant	\$55.00 - \$63.00	\$74.25 - \$85.05	35%
16. Environmental Services	\$32.00 - \$38.00	\$43.20 - \$51.30	35%
17. Executive Secretary – Advanced	\$30.00 - \$36.00	\$40.50 - \$48.60	35%
18. General Office Assistant – Basic, Intermediate & Advanced			
Basic	\$20.00 - \$25.00	\$27.00 - \$33.75	35%
Intermediate	\$22.00 - \$27.00	\$29.70 - \$36.45	35%
Advanced	\$25.00 - \$31.00	\$33.75 - \$41.85	35%
19. General Laborer	\$20.00 - \$25.00	\$27.60 - \$34.50	38%
20. Grant Specialist	\$32.00 - \$38.00	\$43.20 - \$51.30	35%
21. Human Research Manager	\$50.00 - \$61.00	\$67.50 - \$82.35	35%

22. Janitorial (Janitor) Services	\$20.00 - \$26.00	\$27.60 - \$35.88	38%
23. Legal Personnel – Non-Attorney	\$38.00 - \$45.00	\$51.30 - \$60.75	35%
24. Licensed Engineer – Specialist	\$45.00 - \$51.00	\$60.75 - \$68.85	35%
25. Program Consultant	\$70.00 - \$81.00	\$94.50 - \$109.35	35%
26. Receptionist	\$25.00 - \$31.00	\$33.75 - \$41.85	35%
27. Secretary – Basic, Intermediate & Advanced			
Basic	\$22.00 - \$27.00	\$29.70 - \$36.45	35%
Intermediate	\$25.00 - \$31.00	\$33.75 - \$41.85	35%
Advanced	\$30.00 - \$39.00	\$40.50 - \$52.65	35%
28. Skilled Worker	\$25.00 - \$31.00	\$34.50 - \$42.78	38%
29. Maintenance Mechanic	\$25.00 - \$31.00	\$34.50 - \$42.78	38%
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD	TBD	
31. Storekeeper	\$30.00 - \$39.00	\$40.50 - \$52.65	35%
32. Substitute Teacher			
Automotive	\$30.00 - \$38.00	\$40.50 - \$51.30	35%
Cabinetmaking	\$22.00 - \$27.00	\$29.70 - \$36.45	35%
Certified Nurse Assistant	\$22.00 - \$27.00	\$29.70 - \$36.45	35%
Culinary Arts	\$22.00 - \$27.00	\$29.70 - \$36.45	35%
Custodial	\$20.00 - \$26.00	\$27.00 - \$35.10	35%
Customer Service	\$20.00 - \$26.00	\$27.00 - \$35.10	35%
Electronics	\$30.00 - \$38.00	\$40.50 - \$51.30	35%
Graphic Communications	\$35.00 - \$41.00	\$47.25 - \$55.35	35%
Grounds Maintenance	\$22.00 - \$27.00	\$29.70 - \$36.45	35%
Machine Technology	\$22.00 - \$27.00	\$29.70 - \$36.45	35%
Office Automation	\$30.00 - \$39.00	\$40.50 - \$52.65	35%
Pharmacy Technician	\$25.00 - \$33.00	\$33.75 - \$44.55	35%
Retail Marketing	\$30.00 - \$39.00	\$40.50 - \$52.65	35%
Weatherization	\$25.00 - \$33.00	\$33.75 - \$44.55	35%
Other			
33. Word Processor Operator	\$30.00 - \$38.00	\$40.50 - \$51.30	35%
34. Miscellaneous – Positions Not Defined	TBD	TBD	

Abacus Service Corporation, Pricing for Contract Base Years 1 - 3

	Hourly Rate of Pay (Range) Years 1 - 3	Billable Rate (Range) Years 1 - 3	Mark-up%
1. Accounting Technician	\$14.71 - \$23.35	\$18.65 - 23.65	1.268
2. Analyst	\$18.00 - \$27.65	\$22.82 - 28.94	1.268
3. Administrative Assistant	\$13.60 - \$17.90	\$17.24 - 21.86	1.268
4. Bookkeeper	\$13.25 - \$19.26	\$16.80 - 21.30	1.268
5. Buyer	\$18.00 - \$31.01	\$22.82 - 28.94	1.268
6. Calculations Assistant	\$11.00 - \$21.87	\$13.94 - 17.68	1.268
7. Commercial Driver, Licensed (CDL)	\$14.50 - \$22.90	\$18.38 - 23.31	1.268
8. Communications Assistant	\$12.00 - \$19.61	\$15.21 - 19.29	1.268
9. Contact Tracer	\$13.47 - \$22.53	\$17.07 - 21.65	1.268
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A		
a. Cook	\$10.87 - \$14.96	\$13.78 - 17.47	1.268
b. Kitchen Staff	\$11.00 - \$16.68	\$13.94 - 17.68	1.268
c. Waiting & Bussing Staff	\$10.50 - \$17.13	\$13.31 - 16.88	1.268
d. Other	TBD		
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A		
a. Basic	\$12.85 - \$25.67	\$16.29 - 20.66	1.268
b. Intermediate	\$15.00 - \$30.00	\$19.02 - 24.11	1.268
c. Advanced	\$21.50 - \$40.32	\$27.26 - 34.56	1.268
12. Departmental Technician	\$16.50 - \$25.11	\$20.92 - 26.52	1.268
13. Dietary Aid	\$12.00 - \$14.89	\$15.21 - 19.29	1.268
14. Dietary Cook	\$13.78 - \$20.00	\$17.47 - 22.15	1.268
15. Education Research Consultant	\$30.00 - \$39.32	\$38.04 - 48.23	1.268
16. Environmental Services	\$14.50 - \$26.03	\$18.38 - 23.31	1.268
17. Executive Secretary – Advanced	\$15.00 - \$30.03	\$19.02 - 24.11	1.268
18. General Office Assistant – Basic, Intermediate & Advanced			
a. Basic	\$17.00 - \$20.00	\$21.55 - 27.33	1.268
b. Intermediate	\$18.90 - \$22.00	\$23.96 - 30.38	1.268
c. Advanced	\$20.00 - \$26.00	\$25.36 - 32.15	1.268
19. General Laborer	\$11.27 - \$16.57	\$14.29 - 18.12	1.268
20. Grant Specialist	\$35.00 - \$52.00	\$44.38 - 56.27	1.268

21. Human Research Manager	\$27.74 - \$38.67	\$35.17 - 44.60	1.268
22. Janitorial (Janitor) Services	\$10.00 - \$13.85	\$12.68 - 16.07	1.268
23. Legal Personnel – Non-Attorney	\$13.50 - \$20.00	\$17.11 - 21.70	1.268
24. Licensed Engineer – Specialist	\$31.20 - \$43.50	\$39.56 - 50.16	1.268
25. Program Consultant	\$30.00 - \$42.00	\$38.04 - 48.23	1.268
26. Receptionist	\$13.00 - \$18.50	\$16.48 - 20.90	1.268
27. Secretary – Basic, Intermediate & Advanced			
d. Basic	\$12.00 - \$17.00	\$15.21 - 19.29	1.268
e. Intermediate	\$14.50 - \$20.00	\$18.38 - 23.31	1.268
f. Advanced	\$16.50 - \$24.85	\$20.92 - 26.52	1.268
28. Skilled Worker	\$11.50 - \$21.50	\$14.58 - 18.48	1.268
29. Maintenance Mechanic	\$10.65 - \$15.00	\$13.50 - 17.12	1.268
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD		
31. Storekeeper	\$11.00 - \$15.00	\$13.94 - 17.68	1.268
32. Substitute Teacher			
a. Automotive	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
b. Cabinetmaking	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
c. Certified Nurse Assistant	\$19.00 - \$23.50	\$24.09 - 30.54	1.268
d. Culinary Arts	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
e. Custodial	\$13.50 - \$18.00	\$17.11 - 21.70	1.268
f. Customer Service	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
g. Electronics	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
h. Graphic Communications	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
i. Grounds Maintenance	\$14.00 - \$20.00	\$17.75 - 22.50	1.268
j. Machine Technology	\$17.00 - \$23.00	\$21.55 - 27.33	1.268
k. Office Automation	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
l. Pharmacy Technician	\$19.00 - \$25.00	\$24.09 - 30.54	1.268
m. Retail Marketing	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
n. Weatherization	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
o. Other	TBD	TBD	681.22
33. Word Processor Operator	\$12.00 - \$21.00	\$15.21 - 19.29	1.268
34. Miscellaneous – Positions Not Defined	TBD	TBD	

Abacus Service Corporation, Pricing for Contract Option Years 1 - 3

	Hourly Rate of Pay (Range) Option Years 1 - 3	Billable Rate (Range) Option Years 1 - 3	Mark-up%
1. Accounting Technician	\$14.71 - \$23.35	\$18.65 - 23.65	1.268
2. Analyst	\$18.00 - \$27.65	\$22.82 - 28.94	1.268
3. Administrative Assistant	\$13.60 - \$17.90	\$17.24 - 21.86	1.268
4. Bookkeeper	\$13.25 - \$19.26	\$16.80 - 21.30	1.268
5. Buyer	\$18.00 - \$31.01	\$22.82 - 28.94	1.268
6. Calculations Assistant	\$11.00 - \$21.87	\$13.94 - 17.68	1.268
7. Commercial Driver, Licensed (CDL)	\$14.50 - \$22.90	\$18.38 - 23.31	1.268
8. Communications Assistant	\$12.00 - \$19.61	\$15.21 - 19.29	1.268
9. Contact Tracer	\$13.47 - \$22.53	\$17.07 - 21.65	1.268
10. Food Services (Cook, kitchen staff, & waiting & bussing, etc.)	N/A		
a. Cook	\$10.87 - \$14.96	\$13.78 - 17.47	1.268
b. Kitchen Staff	\$11.00 - \$16.68	\$13.94 - 17.68	1.268
c. Waiting & Bussing Staff	\$10.50 - \$17.13	\$13.31 - 16.88	1.268
d. Other	TBD		
11. Data Coding Operator – Basic, Intermediate & Advanced	N/A		
a. Basic	\$12.85 - \$25.67	\$16.29 - 20.66	1.268
b. Intermediate	\$15.00 - \$30.00	\$19.02 - 24.11	1.268
c. Advanced	\$21.50 - \$40.32	\$27.26 - 34.56	1.268
12. Departmental Technician	\$16.50 - \$25.11	\$20.92 - 26.52	1.268
13. Dietary Aid	\$12.00 - \$14.89	\$15.21 - 19.29	1.268
14. Dietary Cook	\$13.78 - \$20.00	\$17.47 - 22.15	1.268
15. Education Research Consultant	\$30.00 - \$39.32	\$38.04 - 48.23	1.268
16. Environmental Services	\$14.50 - \$26.03	\$18.38 - 23.31	1.268
17. Executive Secretary – Advanced	\$15.00 - \$30.03	\$19.02 - 24.11	1.268
18. General Office Assistant – Basic, Intermediate & Advanced			
a. Basic	\$17.00 - \$20.00	\$21.55 - 27.33	1.268
b. Intermediate	\$18.90 - \$22.00	\$23.96 - 30.38	1.268
c. Advanced	\$20.00 - \$26.00	\$25.36 - 32.15	1.268
19. General Laborer	\$11.27 - \$16.57	\$14.29 - 18.12	1.268

20. Grant Specialist	\$35.00 - \$52.00	\$44.38 - 56.27	1.268
21. Human Research Manager	\$27.74 - \$38.67	\$35.17 - 44.60	1.268
22. Janitorial (Janitor) Services	\$10.00 - \$13.85	\$12.68 - 16.07	1.268
23. Legal Personnel – Non-Attorney	\$13.50 - \$20.00	\$17.11 - 21.70	1.268
24. Licensed Engineer – Specialist	\$31.20 - \$43.50	\$39.56 - 50.16	1.268
25. Program Consultant	\$30.00 - \$42.00	\$38.04 - 48.23	1.268
26. Receptionist	\$13.00 - \$18.50	\$16.48 - 20.90	1.268
27. Secretary – Basic, Intermediate & Advanced			
a. Basic	\$12.00 - \$17.00	\$15.21 - 19.29	1.268
b. Intermediate	\$14.50 - \$20.00	\$18.38 - 23.31	1.268
c. Advanced	\$16.50 - \$24.85	\$20.92 - 26.52	1.268
28. Skilled Worker	\$11.50 - \$21.50	\$14.58 - 18.48	1.268
29. Maintenance Mechanic	\$10.65 - \$15.00	\$13.50 - 17.12	1.268
30. Specialist – Miscellaneous, to be defined and priced upon request.	TBD		
31. Storekeeper	\$11.00 - \$15.00	\$13.94 - 17.68	1.268
32. Substitute Teacher			
a. Automotive	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
b. Cabinetmaking	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
c. Certified Nurse Assistant	\$19.00 - \$23.50	\$24.09 - 30.54	1.268
d. Culinary Arts	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
e. Custodial	\$13.50 - \$18.00	\$17.11 - 21.70	1.268
f. Customer Service	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
g. Electronics	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
h. Graphic Communications	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
i. Grounds Maintenance	\$14.00 - \$20.00	\$17.75 - 22.50	1.268
j. Machine Technology	\$17.00 - \$23.00	\$21.55 - 27.33	1.268
k. Office Automation	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
l. Pharmacy Technician	\$19.00 - \$25.00	\$24.09 - 30.54	1.268
m. Retail Marketing	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
n. Weatherization	\$16.90 - \$22.80	\$21.42 - 27.17	1.268
o. Other	TBD	TBD	1.268
33. Word Processor Operator	\$12.00 - \$21.00	\$15.21 - 19.29	1.268
34. Miscellaneous – Positions Not Defined	TBD	TBD	TBD