



FROM: ALLYSON BRIGGS, SR. CONTRACTS ADMINISTRATOR
DATE: JANUARY 25, 2012
TO: INTERESTED FIRMS
SUBJECT: RESPONSE TO QUESTIONS & CLARIFICATIONS ON RFP 12-R06,
TEMPORARY STAFFING SERVICES

LYNX has received the following questions and clarifications. Please see the response listed below for each item.

Question 1

On Exhibit A, page 3, item 16 “Proposal Format,” the RFP mentions that proposals should be organized in the listed seven (7) sections and that “additional information as to what must be included in each of the above-referenced sections is set forth in Exhibit C of the RFP.” However, Exhibit C provides a different proposal organization format in which there are only five (5) sections. Which of these organizations should proposers follow in their responses?

LYNX Response

Exhibit A, is the organizational format that the proposal should be presented in. Exhibit C provides the criteria that the proposal will be evaluated on.

Question 2

According to Exhibit C, page 2, item (iii) “Pricing Schedule / Cost Proposal,” proposers are to provide a pricing schedule for Years 1, 2 and 3, but no pricing sheets are included within the RFP. Does LYNX have a separate pricing sheet that proposers can fill out to respond to this requirement?

LYNX Response

See Attachment 2 Pricing Schedule included with Amendment 2

Question 3

On the same exhibit and page, item (V) mentions that proposers should “provide details of additional positions (not included in this RFP) available to LYNX.” What types of positions do these “additional positions” entail, and also what information is LYNX requesting for in the second bulleted item “Temporary Workers in Other Positions?” (is it the # amount of workers available for these other positions?)

LYNX Response

For Exhibit C, page 2, under (v) *Provide details of additional positions (not included in this RFP) available to LYNX*, we would like to get a general idea about what other types of temporary positions that your agency may be able to offer. In other words, if your agency generally provides temporary workers for a variety of information technology (IT) positions or specializes in mainly accounting positions, we would like to know this.

407-841-2279

www.golynx.com

455 North Garland Avenue
Orlando, FL 32801-1518

Also, please let us know what your agency would charge LYNX as a general markup percentage for these types of positions (i.e. markup % for IT jobs; markup % for accounting jobs, etc.).

Please disregard the second bulleted item on Exhibit C, page 2, under (v) that says *Temporary Workers in Other Positions*.

Question 4

On the same exhibit and page, item (ii) “Labor Pool Size, Qualifications and Diversity,” what is meant by the term “diversity” of available pool (diversity of skill level or ethnicities/racial backgrounds)?

LYNX Response

LYNX wants to ensure that a contractor utilizes a diverse workforce (labor pool). Explanation of skills levels in the available pool would be included under “Qualifications.”

Question 5

Are proposers required to provide a Certificate of Insurance along with their proposals?

LYNX Response

No, the Certificate of Insurance will be requested from the successful contractor at award.

Question 6

What is the anticipated need for services?

LYNX Response

Temporary workers are utilized on an as-needed basis.

Question 7

In Exhibit F “Bidder’s Offer and Guarantees” form, does the “Minority Business Category [sic]” apply only to the subcontractor or the prime contractor as well (if the prime contractor itself possesses Tier-One diversity qualifications)?

LYNX Response

Exhibit F should be completed by the Prime Contractor.

Question 8

Do contractors receive preference if they choose to subcontract with a DBE?

LYNX Response

No

Question 9

Are proposers required to provide financial statements?

LYNX Response

No

Question 10

What is the potential volume or openings for the term or annually?

LYNX Response

Temporary workers are utilized on an as-needed basis.

Question 11

What was the previous mark up?

LYNX Response

In the previous RFP, LYNX only asked for the billing rates, so we do not know what the markup percentages were.

Question 12

Under Employment Screening, will LYNX require actual background check results, or a summarized result page indicating pass/fail? Screening results contain confidential employee data.

LYNX Response

Summarized result page indicating whether background is clear.

Question 13

Under Telephone and Computer Usage, please provide information about the controls and supervision in place for telephone/computer usage. For example, is a code required to be entered into the phone before a user can dial long distance? Are users assigned a PC login that allows only the necessary and appropriate access to computer programs and sites? Are temporary employees always supervised by a LYNX employee so that it would quickly become apparent that inappropriate phone or computer usage is occurring?

LYNX Response

No code is required to be entered into the phone before a user can dial long distance. If a temporary worker needs computer access, the supervisor submits a request to IT and a user ID is created for them. The supervisor will inform IT of what restrictions to place on the temporary worker (i.e. which internal drives and folders a temporary worker can have access to). Temporary workers are supervised; however, depending on the role, they may not be closely supervised (micromanaged).

Question 14

Under Contractor Shall Provide the Following, item A, is the staffing company expected to guarantee the qualifications and performance of the temporary employee? Or is the intent that the staffing company will provide only candidates who have documentation demonstrating they possess the qualifications provided by LYNX per the requirements for the position(s) specified?

LYNX Response

Contractor should have selection and screening tools in place to ensure quality and performance of candidates and in order to match the best candidates with an assignment (i.e. testing for standard office equipment, data input, typing and other hard skills; soft skill testing for problem solving ability, attitude, etc.).

Question 15

Also, in this same section, item E, is the intent that the staffing supplier insure the indemnity agreement? Or insure the legal obligations under the indemnity agreement, subject to the prevailing limitations of its insurance policies?

LYNX Response

Insure the legal obligations under the indemnity agreement, subject to the prevailing limitations of its insurance policies

Question 16

Under Invoicing and Payment Terms, since staffing providers pay the temporary employees weekly, is it possible to submit weekly invoices for payment within 30 days of receipt?

LYNX Response

Yes

Question 17

General Provisions: there are many sections related to provision of goods or projects which are not applicable for temporary staffing providers. In our response, can we specify sections which the parties agree do not apply to our agreement?

LYNX Response

The General Provisions document is always published in its entirety with our solicitations.

Question 18

General Provisions: Under Indemnification (6.01.15), does this indemnification apply to the acts of the temporary employees, or only the acts/omissions of the temporary staffing supplier and its staff?

LYNX Response

The Temporary staffing supplier and its staff.

Question 19

General Provisions: Under Termination (6.01.26), are there any terms under which the staffing service provider may terminate the agreement (such as failure by LYNX to pay for services)?

LYNX Response

No

Question 20

General Provisions: Some insurance requirements do not apply to provision of temporary staff (i.e., Auto insurance for vehicles used by temporary employees as part of their work for LYNX). Can the insurance requirements be modified?

LYNX Response

Only the insurance requirements applicable to this contract will be required.

Question 21

General Provisions: Under Contract Work Hours and Safety Standards, section (e), why is the temporary employee's social security number required to be made available to LYNX?

LYNX Response

This section would not be applicable for this contract.

Question 22

General Provisions: Under Special Termination Provisions (6.06.02), in the event that more than one supplier is selected to provide temporary staff to LYNX, does this clause still apply?

LYNX Response

Yes

Question 23

Under Contract Documents (d), Has LYNX determined whether or not our Response to the RFP will be part of the contract document? By submitting our response, we are expecting that any terms objected to in our response will be able to be negotiated if we are a selected bidder.

LYNX Response

The Contract Document in the RFP is the sample contract. The Response to the RFP will be a part of the contract document. If there are any terms that the contractor takes exception to should be indicated in the response.

Question 24

Contract Documents: Under Not to Exceed Amount, what is the expected dollar value of the work contemplated under this bid? This is needed to determine which terms and conditions apply to the bid.

LYNX Response

This is an indefinite delivery / indefinite quantity contract. This section will not be utilized in the contract. LYNX staff has included \$119,795 in the FY2012 Operating Budget for these services.

Question 25

Contract Documents: Under Exhibit A, Scope of Services, can the staffing provider provide the definition of services it will provide to LYNX?

LYNX Response

The Scope of Services in the Contract document will be the final Scope of Services as indicated in the RFP document and the proposal.

Question 26

Job Descriptions: Is the successful bidder required to fill all job descriptions? Or can the staffing provider bid on certain job categories according to its expertise?

LYNX Response

A staffing provider is asked to provide pricing for all positions that they can provide temporary workers for. If there is a particular position listed in the RFP that a staffing provider is unable to fulfill, then the staffing provider is asked to respond with a reason as to why (i.e. "unable to provide a price quote for the Network Support Specialist position because we do not have this skill set in our labor pool").

Question 27

What is the Not To Exceed Amount / Maximum Contract Amount of the contract resulting from this RFP?

LYNX Response

This is an indefinite delivery / indefinite quantity contract. This section will not be utilized in the contract. LYNX staff has included \$119,795 in the FY2012 Operating Budget for these services.

Question 28

Does LYNX intend this to be a single award or will multiple contracts be awarded

LYNX Response

LYNX reserves the right to award multiple contracts.

Question 29

In Exhibit B, Page 4 of 5, LYNX states 'In the event LYNX hires a temporary worker provided by the Contractor(s), damage fees (temporary to permanent charge) shall not be accessed if the temporary worker has worked for LYNX a minimum of 80 hours'. Our consultants are often highly tenured; with multiple skill-sets and a strong knowledge base of the positions they're assigned and therefore highly valued by our Firm. As such, would LYNX consider working with the winning contractor to reach a more agreeable timeframe for conversion?

LYNX Response

No.

Question 30

(iii) Pricing Schedule / Cost Proposal requires an hourly rate/ markup/ overtime rate to be provided. In order to ensure we are proceeding correctly, we want to know if we are expected to suggest an hourly rate or work from one (hourly rate range) provided.

LYNX Response

Contractor is asked to provide a straight-time hourly **billing** rate for each position, the markup percentage, and the overtime **billing** rate. An hourly **billing** rate range will be accepted (i.e. \$14.23 - \$16.72) per position.

Question 31

Are the incumbent(s) to this contract and how many? If yes, who are they and can I review their contract info?

LYNX Response

CareersUSA Inc., Howroyd-Wright Employment Agency, Inc. d/b/a AppleOne Employment Services and Realtime Staffing, LLC dba TopTalent Staffing

See the attached Pricing schedule for these three contracts.

Question 32

What are the most typical temp positions you anticipate needing staff for?

LYNX Response

Clerical and administrative assignments.

Question 33

Does this RFP include Information Technology (IT) staffing?

LYNX Response

The only IT position addressed in this RFP is for a Network Support Specialist. However, if a provider has a strong labor pool of IT talent, the provider may indicate this in Exhibit C, page 2, under (v) *Provide details of additional positions (not included in this RFP) available to LYNX.*

Question 34

Is an office location in Orange County a requirement?

LYNX Response

NO

Question 35

“in an effort to reduce costs for Lynx while maintaining the level of talent needed to fill the positions, we have found in many prior engagements that offering a markup as opposed to a bill rate is most efficient. When talent is abundant, we can pay lower, bill lower and conserve precious Lynx dollars. However, when the market turns around, if the vendor needs to pay more to find the same talent, by using a markup percentage, the vendor does not make a cent more, but Lynx is guaranteed the best talent and the most competitive cost factors.” Would Lynx consider the terms be in markup rather than bill rate?

LYNX Response

LYNX would like contractor to provide a straight-time hourly **billing** rate for each position, the markup percentage, and the overtime **billing** rate. However, an hourly **billing** rate range will be accepted (i.e. \$14.23 - \$16.72) per position. The range will allow for some flexibility.

Question 36

Can you please provide pay/salary range for the specific positions on the RFP?

Accountant	\$16.38	\$19.65	\$24.56
Accounting Technician	\$14.85	\$17.82	\$22.28
Administrative Assistant	\$14.15	\$16.97	\$21.22
Administrative Clerk	\$10.05	\$12.06	\$15.08
Administrative Specialist	\$12.22	\$14.66	\$18.33
Cash Control Receiver (Vault Puller)	\$9.12	\$10.94	\$13.68
Customer Service Representative	\$10.56	\$12.67	\$15.83
Data Entry Clerk	\$10.05	\$12.06	\$15.08
Employment Coordinator	\$10.05	\$12.06	\$15.08
Executive Assistant	\$18.96	\$22.75	\$28.43
Fare Collection Clerk	\$10.05	\$12.06	\$15.08
Fiscal Assistant	\$14.15	\$16.97	\$21.22
Inventory Control Technician	\$12.22	\$14.66	\$18.33
Network Support Specialist	\$17.19	\$20.63	\$25.79
Recruiter	\$14.85	\$17.82	\$22.28
Risk Management Assistant	\$12.22	\$14.66	\$18.33

Question 37

Can you disclose how many contractors for each role you currently have on assignment and/or projected needs in 2012?

LYNX Response

LYNX currently has a contract with three staffing providers. Temporary workers are used on an as-needed basis, so we are unable to project what our needs will be in 2012.

Question 38

What is your annual staffing spend?

LYNX Response

LYNX staff has included \$119,795 in the FY2012 Operating Budget for these services

Question 39

How many total contractors on site on a reoccurring basis

LYNX Response

LYNX currently has a contract with three staffing providers. Temporary workers are used on an as-needed basis.

Question 40

Motivating factors for the current RFP

LYNX Response

Existing Contract expires in March.

Question 41

Do your contractors currently receive benefits?

LYNX Response

No.

Question 42

Is Lynx going to give vendors the opportunity to present their staffing services?

LYNX Response

The Source Evaluation Committee may request presentations from the vendors.

Apple One or two

PRICING SCHEDULE
MARCH 1, 2009 – FEBRUARY 28, 2010

CLIN	DESCRIPTION	Hourly Rate
1001	ACCOUNTANT	\$22.40
1002	ACCOUNTING TECHNICIAN III	\$19.48
1003	ACCOUNTING TECHNICIAN II / ACCOUNTS PAYABLE	\$17.14
1004	ACCOUNTING TECHNICIAN II / REVENUE CONTROL	\$17.14
1005	ACCOUNTING TECHNICIAN III	\$19.84
1006	ADMINISTRATIVE ASSISTANT	\$19.20
1007	ADMINISTRATIVE CLERK	\$14.08
1008	ADMINISTRATIVE SPECIALIST	\$16.32
1009	CASH CONTROL RECEIVER	\$15.80
1010	CUSTOMER SERVICE REPRESENTATIVE	\$15.50
1011	DATA ENTRY COORDINATOR	\$16.90
1012	DATA ENTRY CLERK	\$12.86
1013	EMPLOYMENT COORDINATOR	\$14.08
1014	EXECUTIVE ASSISTANT	\$23.04
1015	FARE COLLECTION CLERK	\$15.50
1016	HUMAN RESOURCES ASSISTANT	\$16.64
1017	INVENTORY CONTROL TECHNICIAN I	\$13.97
1018	RECRUITER	\$21.26
1019	RISK MANAGEMENT ASSISTANT	\$15.06
1020	SECRETARY	\$15.34
1021	RECEPTIONIST	\$13.02

Apple One
09-C20

PRICING SCHEDULE
MARCH 1, 2010 – FEBRUARY 28, 2011

CLIN	DESCRIPTION	Hourly Rate
2001	ACCOUNTANT	\$22.40
2002	ACCOUNTING TECHNICIAN III	\$19.48
2003	ACCOUNTING TECHNICIAN II / ACCOUNTS PAYABLE	\$17.14
2004	ACCOUNTING TECHNICIAN II / REVENUE CONTROL	\$17.14
2005	ACCOUNTING TECHNICIAN III	\$19.84
2006	ADMINISTRATIVE ASSISTANT	\$19.20
2007	ADMINISTRATIVE CLERK	\$14.08
2008	ADMINISTRATIVE SPECIALIST	\$16.32
2009	CASH CONTROL RECEIVER	\$15.80
2010	CUSTOMER SERVICE REPRESENTATIVE	\$15.50
2011	DATA ENTRY COORDINATOR	\$16.90
2012	DATA ENTRY CLERK	\$12.86
2013	EMPLOYMENT COORDINATOR	\$14.08
2014	EXECUTIVE ASSISTANT	\$23.04
2015	FARE COLLECTION CLERK	\$15.50
2016	HUMAN RESOURCES ASSISTANT	\$16.64
2017	INVENTORY CONTROL TECHNICIAN I	\$13.97
2018	RECRUITER	\$21.26
2019	RISK MANAGEMENT ASSISTANT	\$15.06
2020	SECRETARY	\$15.34
2021	RECEPTIONIST	\$13.02

PRICING SCHEDULE
MARCH 1, 2011 – FEBRUARY 29, 2012

CLIN	DESCRIPTION	Hourly Rate
3001	ACCOUNTANT	\$22.90
3002	ACCOUNTING TECHNICIAN III	\$20.34
3003	ACCOUNTING TECHNICIAN II / ACCOUNTS PAYABLE	\$17.64
3004	ACCOUNTING TECHNICIAN II / REVENUE CONTROL	\$17.64
3005	ACCOUNTING TECHNICIAN III	\$20.34
3006	ADMINISTRATIVE ASSISTANT	\$19.70
3007	ADMINISTRATIVE CLERK	\$14.58
3008	ADMINISTRATIVE SPECIALIST	\$16.82
3009	CASH CONTROL RECEIVER	\$16.30
1010	CUSTOMER SERVICE REPRESENTATIVE	\$15.95
3011	DATA ENTRY COORDINATOR	\$17.40
3012	DATA ENTRY CLERK	\$13.36
3013	EMPLOYMENT COORDINATOR	\$14.58
3014	EXECUTIVE ASSISTANT	\$23.54
3015	FARE COLLECTION CLERK	\$16.05
3016	HUMAN RESOURCES ASSISTANT	\$17.14
3017	INVENTORY CONTROL TECHNICIAN I	\$14.47
3018	RECRUITER	\$21.76
3019	RISK MANAGEMENT ASSISTANT	\$15.56
3020	SECRETARY	\$15.84
3021	RECEPTIONIST	\$13.52

PRICING SCHEDULE
MARCH 1, 2009 – FEBRUARY 28, 2010

CLIN	DESCRIPTION	Hourly Rate
1001	ACCOUNTANT	\$18.90
1002	ACCOUNTING TECHNICIAN III	\$16.20
1003	ACCOUNTING TECHNICIAN II / ACCOUNTS PAYABLE	\$16.20
1004	ACCOUNTING TECHNICIAN II / REVENUE CONTROL	\$16.20
1005	ACCOUNTING TECHNICIAN III	\$18.90
1006	ADMINISTRATIVE ASSISTANT	\$16.20
1007	ADMINISTRATIVE CLERK	\$10.80
1008	ADMINISTRATIVE SPECIALIST	\$13.50
1009	CASH CONTROL RECEIVER	\$10.80
1010	CUSTOMER SERVICE REPRESENTATIVE	\$10.70
1011	DATA ENTRY COORDINATOR	\$13.50
1012	DATA ENTRY CLERK	\$10.80
1013	EMPLOYMENT COORDINATOR	\$12.15
1014	EXECUTIVE ASSISTANT	\$20.25
1015	FARE COLLECTION CLERK	\$12.15
1016	HUMAN RESOURCES ASSISTANT	\$16.20
1017	INVENTORY CONTROL TECHNICIAN I	\$13.50
1018	RECRUITER	\$16.20
1019	RISK MANAGEMENT ASSISTANT	\$13.50
1020	SECRETARY	\$13.50
1021	RECEPTIONIST	\$10.80

PRICING SCHEDULE
MARCH 1, 2010 – FEBRUARY 28, 2011

CLIN	DESCRIPTION	Hourly Rate
2001	ACCOUNTANT	\$19.38
2002	ACCOUNTING TECHNICIAN III	\$16.66
2003	ACCOUNTING TECHNICIAN II / ACCOUNTS PAYABLE	\$16.66
2004	ACCOUNTING TECHNICIAN II / REVENUE CONTROL	\$16.66
2005	ACCOUNTING TECHNICIAN III	\$19.38
2006	ADMINISTRATIVE ASSISTANT	\$16.66
2007	ADMINISTRATIVE CLERK	\$11.56
2008	ADMINISTRATIVE SPECIALIST	\$13.94
2009	CASH CONTROL RECEIVER	\$11.56
2010	CUSTOMER SERVICE REPRESENTATIVE	\$11.56
2011	DATA ENTRY COORDINATOR	\$13.94
2012	DATA ENTRY CLERK	\$11.56
2013	EMPLOYMENT COORDINATOR	\$12.92
2014	EXECUTIVE ASSISTANT	\$20.74
2015	FARE COLLECTION CLERK	\$12.58
2016	HUMAN RESOURCES ASSISTANT	\$16.66
2017	INVENTORY CONTROL TECHNICIAN I	\$13.94
2018	RECRUITER	\$16.66
2019	RISK MANAGEMENT ASSISTANT	\$13.94
2020	SECRETARY	\$13.94
2021	RECEPTIONIST	\$11.56

*Realtime Staffing
DBA TopTalent 09-C21*

PRICING SCHEDULE
MARCH 1, 2011 – FEBRUARY 29, 2012

CLIN	DESCRIPTION	Hourly Rate
3001	ACCOUNTANT	\$19.87
3002	ACCOUNTING TECHNICIAN III	\$17.13
3003	ACCOUNTING TECHNICIAN II / ACCOUNTS PAYABLE	\$17.13
3004	ACCOUNTING TECHNICIAN II / REVENUE CONTROL	\$17.13
3005	ACCOUNTING TECHNICIAN III	\$19.87
3006	ADMINISTRATIVE ASSISTANT	\$17.13
3007	ADMINISTRATIVE CLERK	\$12.33
3008	ADMINISTRATIVE SPECIALIST	\$14.39
3009	CASH CONTROL RECEIVER	\$12.33
1010	CUSTOMER SERVICE REPRESENTATIVE	\$12.33
3011	DATA ENTRY COORDINATOR	\$14.39
3012	DATA ENTRY CLERK	\$12.33
3013	EMPLOYMENT COORDINATOR	\$13.70
3014	EXECUTIVE ASSISTANT	\$21.24
3015	FARE COLLECTION CLERK	\$13.02
3016	HUMAN RESOURCES ASSISTANT	\$17.13
3017	INVENTORY CONTROL TECHNICIAN I	\$14.39
3018	RECRUITER	\$17.13
3019	RISK MANAGEMENT ASSISTANT	\$14.39
3020	SECRETARY	\$14.39
3021	RECEPTIONIST	\$12.33

PRICING SCHEDULE
MARCH 1, 2009 – FEBRUARY 28, 2010

CLIN	DESCRIPTION	Hourly Rate
1001	ACCOUNTANT	\$21.27 - \$24.93
1002	ACCOUNTING TECHNICIAN III	\$18.83 - \$20.05
1003	ACCOUNTING TECHNICIAN II / ACCOUNTS PAYABLE	\$18.83 - \$20.45
1004	ACCOUNTING TECHNICIAN II / REVENUE CONTROL	\$18.83 - \$20.45
1005	ACCOUNTING TECHNICIAN III	\$18.83 - \$20.45
1006	ADMINISTRATIVE ASSISTANT	\$18.83 - \$22.49
1007	ADMINISTRATIVE CLERK	\$13.95 - \$16.39
1008	ADMINISTRATIVE SPECIALIST	\$16.39 - \$17.61
1009	CASH CONTROL RECEIVER	\$13.66 - \$15.67
1010	CUSTOMER SERVICE REPRESENTATIVE	\$13.95 - \$16.39
1011	DATA ENTRY COORDINATOR	\$16.39 - \$17.61
1012	DATA ENTRY CLERK	\$13.95 - \$16.39
1013	EMPLOYMENT COORDINATOR	\$13.95 - \$16.39
1014	EXECUTIVE ASSISTANT	\$23.71 - \$26.15
1015	FARE COLLECTION CLERK	\$13.95 - \$16.39
1016	HUMAN RESOURCES ASSISTANT	\$18.83 - \$22.49
1017	INVENTORY CONTROL TECHNICIAN I	\$15.00 - \$16.34
1018	RECRUITER	\$18.83 - \$22.49
1019	RISK MANAGEMENT ASSISTANT	\$16.39 - \$17.61
1020	SECRETARY	\$16.39 - \$17.61
1021	RECEPTIONIST	\$12.73 - \$13.95

PRICING SCHEDULE
MARCH 1, 2010 – FEBRUARY 28, 2011

CLIN	DESCRIPTION	Hourly Rate
2001	ACCOUNTANT	\$21.48 - \$25.18
2002	ACCOUNTING TECHNICIAN III	\$19.02 - \$20.25
2003	ACCOUNTING TECHNICIAN II / ACCOUNTS PAYABLE	\$19.02 - \$20.25
2004	ACCOUNTING TECHNICIAN II / REVENUE CONTROL	\$19.02 - \$20.25
2005	ACCOUNTING TECHNICIAN III	\$19.02 - \$20.25
2006	ADMINISTRATIVE ASSISTANT	\$19.02 - \$22.71
2007	ADMINISTRATIVE CLERK	\$14.09 - \$16.55
2008	ADMINISTRATIVE SPECIALIST	\$16.55 - \$17.79
2009	CASH CONTROL RECEIVER	\$13.80 - \$15.83
2010	CUSTOMER SERVICE REPRESENTATIVE	\$14.09 - \$16.55
2011	DATA ENTRY COORDINATOR	\$16.55 - \$17.79
2012	DATA ENTRY CLERK	\$14.09 - \$16.55
2013	EMPLOYMENT COORDINATOR	\$14.09 - \$16.55
2014	EXECUTIVE ASSISTANT	\$23.95 - \$26.41
2015	FARE COLLECTION CLERK	\$14.09 - \$16.55
2016	HUMAN RESOURCES ASSISTANT	\$19.02 - \$22.71
2017	INVENTORY CONTROL TECHNICIAN I	\$15.15 - \$16.50
2018	RECRUITER	\$19.02 - \$22.71
2019	RISK MANAGEMENT ASSISTANT	\$16.55 - \$17.79
2020	SECRETARY	\$16.55 - \$17.79
2021	RECEPTIONIST	\$12.86 - \$14.09

**PRICING SCHEDULE
MARCH 1, 2011 – FEBRUARY 29, 2012**

CLIN	DESCRIPTION	Hourly Rate
3001	ACCOUNTANT	\$21.69 - \$25.43
3002	ACCOUNTING TECHNICIAN III	\$19.21 - \$20.45
3003	ACCOUNTING TECHNICIAN II / ACCOUNTS PAYABLE	\$19.21 - \$20.45
3004	ACCOUNTING TECHNICIAN II / REVENUE CONTROL	\$19.21 - \$20.45
3005	ACCOUNTING TECHNICIAN III	\$19.21 - \$20.45
3006	ADMINISTRATIVE ASSISTANT	\$19.21 - \$22.94
3007	ADMINISTRATIVE CLERK	\$14.23 - \$16.72
3008	ADMINISTRATIVE SPECIALIST	\$16.72 - \$17.97
3009	CASH CONTROL RECEIVER	\$13.94 - \$15.99
1010	CUSTOMER SERVICE REPRESENTATIVE	\$14.23 - \$16.72
3011	DATA ENTRY COORDINATOR	\$16.72 - \$17.97
3012	DATA ENTRY CLERK	\$14.23 - \$16.72
3013	EMPLOYMENT COORDINATOR	\$14.23 - \$16.72
3014	EXECUTIVE ASSISTANT	\$24.19 - \$26.67
3015	FARE COLLECTION CLERK	\$14.23 - \$16.72
3016	HUMAN RESOURCES ASSISTANT	\$19.21 - \$20.45
3017	INVENTORY CONTROL TECHNICIAN I	\$15.30 - \$16.67
3018	RECRUITER	\$19.21 - \$22.94
3019	RISK MANAGEMENT ASSISTANT	\$16.72 - \$17.97
3020	SECRETARY	\$16.72 - \$17.97
3021	RECEPTIONIST	\$12.99 - \$14.23