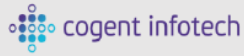


Exhibit B.1 – Fee Schedule



Request for Proposal # 31-22
Citywide Staffing Services
City of Clearwater, FL

TAB 5 – COST OF SERVICES

Position Title	Pay Rate	Bill Rate
Accounting Technician I	\$ 27.00	\$ 37.26
Assistant City Manager	\$ 70.00	\$ 96.60
Building & Maintenance Division Manager	\$ 46.00	\$ 63.48
Building Inspector I OR Building Inspector Technician	\$ 34.00	\$ 46.92
Business Systems Analyst I	\$ 46.00	\$ 63.48
Code Inspector I	\$ 30.00	\$ 41.40
Community Redevelopment Agency Director	\$ 60.00	\$ 82.80
Contract & Procurement Specialist	\$ 34.00	\$ 46.92
Customer Service Representative I	\$ 22.00	\$ 30.36
Customer Service Specialist	\$ 17.00	\$ 23.46
Development Review Technician I	\$ 21.00	\$ 28.98
Division Controller	\$ 42.00	\$ 57.96
Engineering Division Manager	\$ 62.00	\$ 85.56
Engineering Specialist or Senior Engineering Specialist	\$ 35.00	\$ 48.30
Event Support Staff	\$ 18.00	\$ 24.84
Fleet Mechanic	\$ 24.00	\$ 33.12
Gas Business Development Division Manager	\$ 49.00	\$ 67.62
Gas Section Manager - Customer Service & Dispatch	\$ 42.00	\$ 57.96
Gas Section Manager - Distribution Operations	\$ 42.00	\$ 57.96
Gas Technician I	\$ 27.00	\$ 37.26
Gas Technician - Apprentice	\$ 22.00	\$ 30.36
Grants Coordinator	\$ 42.00	\$ 57.96
Industrial Electrician	\$ 25.00	\$ 34.50
Land Development Arborist	\$ 30.00	\$ 41.40
Engineering Specialist III	\$ 48.00	\$ 66.24
Parks Service Technician III	\$ 24.00	\$ 33.12
Streets & Sidewalks Technician III	\$ 24.00	\$ 33.12
Marine Facility Operator - Pier 60 Bathhouse Retail Operations	\$ 20.00	\$ 27.60
Meter Reader I	\$ 23.00	\$ 31.74
Network Analyst I	\$ 36.00	\$ 49.68
Parking Citation Assistant	\$ 18.00	\$ 24.84
Parking Enforcement Specialist	\$ 18.00	\$ 24.84
Parking, Facilities and Security Aide	\$ 18.00	\$ 24.84
Parks Heavy Equipment Operator	\$ 21.00	\$ 28.98
Parks Service Technician I	\$ 22.00	\$ 30.36
Payroll Technician I	\$ 25.00	\$ 34.50
Planner I OR Planner II	\$ 37.00	\$ 51.06
Plans Examiner I/Plans Examiner II	\$ 37.00	\$ 51.06
Plumber	\$ 22.00	\$ 30.36
Police Records Specialist	\$ 20.00	\$ 27.60
Police Telecommunicator I	\$ 26.00	\$ 35.88
Engineer I or Engineer II	\$ 49.00	\$ 67.62
Public Utilities Asst. Manager - Water Production Assistant Manager	\$ 38.00	\$ 52.44
Recreation Leader I - Part Time	\$ 21.00	\$ 21.00
Recreation Leader I Full Time	\$ 21.00	\$ 28.98
Risk Division Manager	\$ 61.00	\$ 84.18

Exhibit B – Fee Schedule



Request for Proposal # 31-22
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SCADA Specialist	\$ 40.00	\$ 55.20
School Crossing Guard - Continuous Opening	\$ 17.00	\$ 23.46
Accounting Technician II	\$ 30.00	\$ 41.40
Engineering Specialist II	\$ 40.00	\$ 55.20
Librarian II	\$ 34.00	\$ 46.92
Network Analyst II	\$ 44.00	\$ 60.72
Staff Assistant II	\$ 24.00	\$ 33.12
Systems Programmer II	\$ 55.00	\$ 75.90
Transportation Planner	\$ 44.00	\$ 60.72
Skilled Tradesworker I	\$ 25.00	\$ 34.50
Solid Waste Accounts Coordinator	\$ 20.00	\$ 27.60
Solid Waste Equipment Operator	\$ 20.00	\$ 27.60
Solid Waste Worker	\$ 20.00	\$ 27.60
Storeskeeper	\$ 20.00	\$ 27.60
Stormwater Heavy Equipment Operator	\$ 20.00	\$ 27.60
Stormwater Technician I	\$ 24.00	\$ 33.12
Streets & Sidewalks Technician I	\$ 23.00	\$ 31.74
Survey Assistant I	\$ 24.00	\$ 33.12
Traffic Sign & Marking Technician I	\$ 25.00	\$ 34.50
Traffic Signal Technician I	\$ 28.00	\$ 38.64
Utilities Electronics Tech	\$ 27.00	\$ 37.26
Utilities Mechanic	\$ 22.00	\$ 30.36
Customer Service Division Manager	\$ 49.00	\$ 67.62
Utility Dispatcher I	\$ 24.00	\$ 33.12
Variable Beach Lifeguard I	\$ 23.00	\$ 31.74
Variable Instructor	\$ 16.00	\$ 22.08
Variable Marine Facility Operator	\$ 16.00	\$ 22.08
Variable Marine Facility Operator - Pier 60 Bait House Retail Operations	\$ 16.00	\$ 22.08
Variable Parks Service Technician I	\$ 21.00	\$ 28.98
Variable Police Aide	\$ 16.00	\$ 22.08
Variable Pool Lifeguard	\$ 16.00	\$ 22.08
Variable Recreation Leader I or Summer Camp Counselor	\$ 21.00	\$ 28.98
Variable Wastewater Treatment Plant Operator A, B, C	\$ 27.00	\$ 37.26
Variable Wastewater Treatment Plant Operator Trainee	\$ 19.00	\$ 26.22
Wastewater Collections Technician I	\$ 22.00	\$ 30.36
Wastewater Treatment Plant Operator C, B or A	\$ 25.00	\$ 34.50
Wastewater Treatment Plant Operator Trainee	\$ 18.00	\$ 24.84
Water Distribution Operator I	\$ 25.00	\$ 34.50
Lead Water Distribution Operator	\$ 33.00	\$ 45.54
Water Distribution Operator Trainee	\$ 19.00	\$ 26.22
Water/Wastewater Plant Chief Operator	\$ 30.00	\$ 41.40

Exhibit B – Fee Schedule



Request for Proposal # 31-22
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RATES FOR TEMPORARY-TO-PERMANENT HIRE

Provided below are the terms & conditions of Cogent's Temporary-to-Hire policy:

- Candidates are **eligible for conversion** after they complete **960 hours**.
- **Conversion fee** for a candidate who has worked between **961-1920 hrs** is **20%** of the conversion salary amount.
- **Conversion fee** for a candidate who has worked between **1921-2080 hrs** is **16%** of the conversion salary amount.
- **No conversion fee** after the candidate has completed **2081 hrs**.