



U.S. General Services Administration

**GENERAL SERVICES ADMINISTRATION
Federal Acquisition Service**

Authorized Federal Supply Schedule Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage! a menu-driven database system. The INTERNET address for GSA Advantage! is:
GSAAdvantage.gov.

Schedule Title:

Facilities Maintenance and Management

TERMS AND CONDITIONS

Federal Supply Group: 03FAC

Schedule Contract No.: GS-21F-139AA

**Contract Period: June 3, 2013 – June 2, 2018
(options to extend through June 2, 2033)**

Business Size: Small Business



**9737 Cogdill Road
Suite 218
Knoxville, TN 37932
www.accordfederal.com**

Prices Shown Herein are Net (Discount Deducted)
For more information on ordering from Federal Supply Schedules,
click on the FSS Schedules button at fss.gsa.gov

CUSTOMER INFORMATION

- 1a. Awarded Special Item Number(s):** SINs 371-001 Grounds and/or Cemetery Maintenance, 811-002 Complete Facilities Maintenance, 811-003 Complete Facilities Management
- 1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract:** See "Explanation of Rates" Below
- 1c. Description of corresponding commercial job titles, experience, functional responsibility, and education for those types of employees:** See descriptions in subsequent page(s).
- 2. Maximum Order:** No Maximum order was established for this contract. A maximum threshold value of \$1,000,000 for each task order was established for this contract. When task orders exceed this value, agencies can consider asking for discounts. Contact the contractor for further details.
- 3. Minimum Order:** \$100
- 4. Geographic Coverage (Delivery Area):** Nationwide.
- 5. Point(s) of production (city, county, and State or foreign country):** Knoxville, TN
- 6. Discount from list prices or statement of net price:** Prices shown herein are net prices.
- 7. Quantity discounts:** None.
- 8. Prompt payment terms:** Net 30
- 9a. Government purchase cards are accepted up to the micro-purchase threshold:** Yes.
- 9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** Yes
- 10. Foreign items (list items by country of origin):** N/A
- 11a. Time of Delivery:** 30 Days ARO from start of services or as negotiated with ordering office.
- 11b. Expedited Delivery:** Contact Contractor for expedited delivery.
- 11c. Overnight and 2-day delivery:** Contact the Contractor for rates for overnight and 2-day delivery.
- 11d. Urgent Requirements:** Contact the Contractor to effect a faster delivery.
- 12. F.O.B. Point(s):** Destination.
- 13a. Ordering address:** 9737 Cogdill Road, Suite 218, Knoxville, TN 37932
- 13b. Ordering procedures:** For services, the ordering procedures, information on Blanket Purchase Agreements (BPAs), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).
- 14. Payment address:** Same as company's address (see front page).
- 15. Warranty provision:** N/A.
- 16. Export packing charges, if applicable:** N/A.
- 17. Terms and conditions of Government purchase card acceptance (any thresholds above the micropurchase level):** Contact Contractor.
- 18. Terms and conditions of rental:** N/A.
- 19. Terms and conditions of installation:** N/A.
- 20. Terms and conditions of repair parts:** N/A.
- 20a. Terms and conditions for any other services:** N/A.
- 21. List of service and distribution points:** N/A.
- 22. List of participating dealers:** N/A.
- 23. Preventive maintenance:** N/A.
- 24a. Special attributes:** N/A.
- 24b. Section 508:** N/A.
- 25. Data Universal Number System (DUNS) number:** 96-2887787
- 26. Notification regarding registration in System for Award Management (SAM) database:** Registered; CAGE Code: 61P79

About Accord Federal Services, LLC

Accord Federal Services, LLC (Accord) is a Service Disabled Veteran Owned Small Business (SDVOSB) specializing in innovative project management approaches to provide the ultimate in customer satisfaction and support.

Accord's primary clientele are Federal and State government agencies and their prime contractors. With over fifty-seven combined staff-years of military experience in their core leadership, Accord is positioned to handle the toughest grounds maintenance, facility maintenance and facility management challenges.

Accord's foundation is based upon proven systems in leadership, quality, safety, compliance and contract performance. We stand ready to execute and perform from day one through project completion. Accord is a proven vendor, acting as a Prime Contractor for both the Department of Defense in multiple branches of service and the Veterans Administration. Accord is active in multiple states managing their prime contracts for the federal government with a combination of internal staff support and over twenty supporting subcontractors.

Accord has repeatedly demonstrated the ability to enter new business environments, rapidly assess and understand customer needs and solve problems for a diverse array of issues, agencies and geographic locations. We have quickly established a reputation for excellence and customer satisfaction in managing Federal contract demands for a sizeable, diverse workforce in locations across the Southeast. Since inception, Accord has gained extensive experience in facility and grounds maintenance and management support.

Accord is a small business with *big* capabilities. Accord's leadership core competency is project management, which allows us to plan and execute a multitude of wide-ranging projects. Our combination of technical expertise in management, organization and business improvement services found in our Members, combined with the depth and breadth of experience in Federal contracting already established, will provide, we believe, an extraordinarily valuable resource to the agencies looking for support through the General Services Administration.

Accord is led by Mr. Jonathan Williams. Mr. Williams is an award winning senior professional with over 20 years' experience in both the military and private sector and holds a B.S degree in Organizational Management. He has national and international experience in transportation, logistics, supply chain management, project management, and contract negotiations. As a ten year member of the United States Navy, Jonathan supported various aircraft platforms including the F-14 and F-18. The last three years of active duty were spent as a logistics specialist for the United States Navy's Blue Angels. During his professional career Jonathan has continued to develop his knowledge in logistics and project management utilizing core strengths in strategic planning, organizational leadership and collaboration. Jonathan started Accord in June, 2010 and is the founder and chairman of the Tennessee Veterans Business Association.

Accord operations are led by Mr. Bruce Watson a certified PMP and 22 year Air Force veteran with a Bachelor in Mechanical Engineering, a Masters in Management and a

Masters in Business Administration. As Operations Manager, Mr. Watson has been responsible for all phases of operations management, from modeling to optimization. In the Air Force, Mr. Watson served as Mayor of Creech AFB, NV, where he supervised 342 personnel and a \$479 million, 15-year contract to manage all base facilities and infrastructure. Concurrently, Bruce maintained the 1.5M acre Southern Range Complex used for bombing, firing Depleted Uranium and co-used as a national wildlife refuge.

Accord has a well-developed infrastructure capable of providing internally all financial, accounting, and human resource requirements of our employees. Our administration of these services is led by Mr. Geoff Haas, Vice President of Client Services. Mr. Haas has, over the course of his career, acquired significant professional experience providing executive level support in the areas of contract bid and negotiation, employee recruitment, corporate marketing and overall business development of small business services, primarily focusing on the needs of the Federal government. Mr. Haas is very familiar with the rules and regulations applicable to contract support among small businesses when dealing with the Federal government, having vast experience in dealing with FAR regulation and Service Contract Act requirements, DCAA rules and regulation, along with providing complete Human Resource oversight and management to over 1,300 contract employees throughout his professional career. Mr. Haas is responsible to all clients for the fiscal and administrative integrity of all Accord projects.

Accord Quality and Safety Systems are led by Dr. Haas and honed through years of experience in high-hazard industries such as nuclear power, nuclear weapons production facilities and chemical process plants which have been tailored to the needs of Accord and as necessary, individual clients. After two and a half years of operation, Accord has a zero significant worker's compensation and liability claim history. Dr. Haas, Quality Assurance Manager, has a Ph.D. in nuclear engineering and over 40 years of successful consulting experience in the areas safety, human factors, training and performance improvement. He has supported complex projects in the nuclear, chemical and utility sectors for DOE, DOD and NRC. Dr. Haas conducted a broad program of Research & Development supporting the NRC's and nuclear industry's response to the TMI-2 event.

Our Supported SInS

371-001 **Grounds and/or Cemetery Maintenance** - Including, but not limited to, the following occupational categories: General Clerk I, General Clerk II, General Clerk III, Scheduler Maintenance, Service Order Dispatcher, Supply Technician, Survey Worker, Gardener, Janitor, Laborer Grounds Maintenance, Tractor Operator, Window Cleaner, Forklift Operator, Material Coordinator, Material Expediter, Material Handling Laborer, Shipping/Receiving Clerk, Warehouse Specialist, Carpenter Maintenance, Carpet Layer, Electrician, Maintenance, Electronics Technician Maintenance I, Electronics Technician Maintenance II, Electronics Technician Maintenance III, Fire Alarm System Mechanic, Fire Extinguisher Repairer, Fuel Distribution System Mechanic, General Maintenance Worker, Heating Ventilation and Air Conditioning Mechanic, Heating Ventilation and Air Conditioning Mechanic (Research Facility), Heavy Equipment Mechanic, Heavy Equipment Operator, Instrument Mechanic, Laborer, Locksmith, Machinery Maintenance Mechanic, Machinist, Maintenance, Maintenance Trades Helper, Millwright, Painter Maintenance, Pipefitter Maintenance, Plumber Maintenance, Pneudraulic Systems Mechanic, Rigger, Scale Mechanic, Sheet-Metal Worker Maintenance, Telecommunications Mechanic I, Telecommunications Mechanic II, Welder Combination Maintenance, Boiler Tender, Water Treatment Plant Operator,

Truck Driver Light, Truck Driver Medium, Truck Driver Heavy, Truck Driver Tractor-Trailer, Pest Controller, Recycling Laborer, Recycling Specialist, Refuse Collector, Surveying Aide, Surveying Technician, Building Supervisor III, Building Supervisor II and Building Supervisor I.

- 811-002 **Complete Facilities Maintenance** - Including, but not limited to the following occupational categories: Program Manager, Project Manager I, Project Manager II, Project Manager III, Project Controls Manager, Facilities Manager I, Facilities Manager II, Facilities Manager III, Quality Assurance Manager I, Quality Assurance Manager II, Quality Assurance Manager III, General Maintenance Foreman, Systems Manager (project systems), Plumbing Maintenance Foreman, Electrical/HVAC Maintenance Foreman, Senior Mechanic, Computer Systems Analyst I, Computer Systems Analyst II, Computer Systems Analyst III, Landscaping Architect/Designer I, Landscaping Architect/Designer II, Landscaping Architect/Designer III and Irrigation Technologist.
- 811-003 **Complete Facilities Management** - including but not limited to the following occupational categories: Grounds Supervisor III, Grounds Supervisor II, Grounds Supervisor I, General Clerk I, General Clerk II, General Clerk III, Scheduler, Maintenance, Supply Technician, Survey Worker, Gardener, Laborer Grounds Maintenance, Pruner, Tractor Operator, Trail Maintenance Cleaner, Material Coordinator, Material Expediter, Material Handling Laborer, Shipping/Receiving Clerk, Warehouse Specialist, Fuel Distribution System Mechanic, Heavy Equipment Mechanic, Heavy Equipment Operator, Pneudraulic Systems Mechanic, Rigger, Truck Driver Light, Truck Driver Medium, Truck Driver Heavy, Truck Driver Tractor-Trailer, Pest Controller, Surveying Aide and Surveying Technician.

Contact Information for Contract Administration

Domestic:

Primary

Jonathan Williams
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Secondary

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Explanation of Rates

Accord has defined its rate structure for Federal Supply Group 03FAC in accordance with the most recent GSA guidance to use a single Wage Determination location to support a cost structure to cover all service areas. The hourly rate structures are based on significant market research where professional (exempt) positions are concerned, coupled with a nationwide capable but Eastern CONUS focused operation by developing our non-exempt, SCA supported positions around an identified wage determination that best suits a NTE pricing schedule for customers focused in the East Coast. Our Matrix below is based on Wage Determination No.: 2005-2375, Rev. 12, Revision Date: 6/13/12. All rates for all locations (Nationwide coverage) are NTE the rate structure provided below. Discounts for all Skill Categories offered are dependent upon geographical location.

In the Occupation Title column of the tables below, a "P" indicates a professional position and a "***" indicates a position covered by an SCA wage determination.

Descriptions for each Skill Category offered can be found by following this link:

<http://www.accordfederal.com/wp-content/uploads/2013/06/Accord-Job-Category-Descriptions.pdf>

or

http://www.accordfederal.com/?page_id=493

SIN 371-001 – Grounds and/or Cemetery Maintenance

Occupation Code	Occupation Title	GSA NTE Rates Base Year	GSA NTE Rates Year 2	GSA NTE Rates Year 3	GSA NTE Rates Year 4	GSA NTE Rates Year 5
P	Grounds Supervisor III	\$83.43	\$85.52	\$87.65	\$89.85	\$92.10
P	Grounds Supervisor II	\$69.32	\$71.05	\$72.82	\$74.65	\$76.51
P	Grounds Supervisor I	\$58.90	\$60.37	\$61.88	\$63.43	\$65.01
01112	General Clerk I**	\$25.51	\$26.14	\$26.80	\$27.47	\$28.16
01112	General Clerk II**	\$29.31	\$30.04	\$30.80	\$31.56	\$32.35
01113	General Clerk III**	\$31.21	\$31.99	\$32.78	\$33.60	\$34.44
01300	Scheduler, Maintenance**	\$35.12	\$36.00	\$36.89	\$37.82	\$38.77
01410	Supply Technician**	\$48.41	\$49.62	\$50.86	\$52.13	\$53.43
01420	Survey Worker**	\$35.22	\$36.10	\$37.01	\$37.93	\$38.88
11090	Gardener**	\$31.09	\$31.87	\$32.66	\$33.48	\$34.32
11210	Laborer, Grounds Maintenance**	\$27.02	\$27.70	\$28.39	\$29.10	\$29.82
11260	Pruner**	\$25.42	\$26.05	\$26.71	\$27.37	\$28.06
11270	Tractor Operator**	\$30.06	\$30.82	\$31.59	\$32.37	\$33.18
11330	Trail Maintenance Cleaner**	\$27.02	\$27.70	\$28.39	\$29.10	\$29.82
21030	Material Coordinator**	\$37.88	\$38.83	\$39.80	\$40.79	\$41.81
21040	Material Expediter**	\$37.88	\$38.83	\$39.80	\$40.79	\$41.81
21050	Material Handling Laborer**	\$27.77	\$28.46	\$29.18	\$29.90	\$30.65
21130	Shipping/Receiving Clerk**	\$26.16	\$26.82	\$27.49	\$28.18	\$28.89
21410	Warehouse Specialist**	\$28.56	\$29.28	\$30.01	\$30.76	\$31.52
23311	Fuel Distribution System Mechanic**	\$47.02	\$48.20	\$49.41	\$50.65	\$51.92
23430	Heavy Equipment Mechanic**	\$41.56	\$42.60	\$43.67	\$44.75	\$45.87
23440	Heavy Equipment Operator**	\$53.33	\$54.66	\$56.03	\$57.43	\$58.87
23820	Pneudraulic Systems Mechanic**	\$43.18	\$44.26	\$45.37	\$46.51	\$47.66
23850	Rigger**	\$39.08	\$40.06	\$41.06	\$42.08	\$43.13
31361	Truckdriver, Light**	\$29.76	\$30.51	\$31.27	\$32.06	\$32.86
31362	Truckdriver, Medium**	\$31.27	\$32.06	\$32.86	\$33.69	\$34.54
31363	Truckdriver, Heavy**	\$39.31	\$40.30	\$41.31	\$42.35	\$43.40
31364	Truckdriver, Tractor-Trailer**	\$39.31	\$40.30	\$41.31	\$42.35	\$43.40
99410	Pest Controller**	\$31.10	\$31.88	\$32.67	\$33.49	\$34.33
99831	Surveying Aide**	\$26.46	\$27.12	\$27.80	\$28.49	\$29.21
99832	Surveying Technician**	\$33.48	\$34.32	\$35.17	\$36.05	\$36.95

SIN 811-002 – Complete Facilities Maintenance

Occupation Code	Occupation Title	GSA NTE Rates Base Year	GSA NTE Rates Year 2	GSA NTE Rates Year 3	GSA NTE Rates Year 4	GSA NTE Rates Year 5
01111	General Clerk I**	\$25.51	\$26.14	\$26.80	\$27.47	\$28.16
01112	General Clerk II**	\$29.31	\$30.04	\$30.80	\$31.56	\$32.35
01113	General Clerk III**	\$31.21	\$31.99	\$32.78	\$33.60	\$34.44
01300	Scheduler, Maintenance**	\$35.12	\$36.00	\$36.89	\$37.82	\$38.77
01320	Service Order Dispatcher**	\$33.60	\$34.44	\$35.29	\$36.18	\$37.09
01410	Supply Technician**	\$48.41	\$49.62	\$50.86	\$52.13	\$53.43
01420	Survey Worker**	\$35.22	\$36.10	\$37.01	\$37.93	\$38.88
11090	Gardener**	\$31.09	\$31.87	\$32.66	\$33.48	\$34.32
11150	Janitor**	\$26.78	\$27.44	\$28.13	\$28.83	\$29.56
11210	Laborer, Grounds Maintenance**	\$27.02	\$27.70	\$28.39	\$29.10	\$29.82
11270	Tractor Operator**	\$30.06	\$30.82	\$31.59	\$32.37	\$33.18
11360	Window Cleaner**	\$28.55	\$29.27	\$30.00	\$30.75	\$31.51
21020	Forklift Operator**	\$28.56	\$29.28	\$30.01	\$30.76	\$31.52
21030	Material Coordinator**	\$37.88	\$38.83	\$39.80	\$40.79	\$41.81
21040	Material Expediter**	\$37.88	\$38.83	\$39.80	\$40.79	\$41.81
21050	Material Handling Laborer**	\$27.77	\$28.46	\$29.18	\$29.90	\$30.65
21130	Shipping/Receiving Clerk**	\$26.16	\$26.82	\$27.49	\$28.18	\$28.89
21410	Warehouse Specialist**	\$28.56	\$29.28	\$30.01	\$30.76	\$31.52
23130	Carpenter, Maintenance**	\$46.93	\$48.10	\$49.30	\$50.53	\$51.79
23140	Carpet Layer**	\$44.23	\$45.34	\$46.48	\$47.63	\$48.82
23160	Electrician, Maintenance**	\$57.30	\$58.73	\$60.20	\$61.70	\$63.24
23181	Electronics Technician, Maintenance I**	\$38.83	\$39.80	\$40.79	\$41.81	\$42.86
23182	Electronics Technician, Maintenance II**	\$45.93	\$47.08	\$48.26	\$49.47	\$50.71
23183	Electronics Technician, Maintenance III**	\$48.71	\$49.93	\$51.18	\$52.46	\$53.77
23290	Fire Alarm System Mechanic**	\$35.26	\$36.15	\$37.06	\$37.98	\$38.93
23310	Fire Extinguisher Repairer**	\$36.45	\$37.36	\$38.30	\$39.25	\$40.23
23311	Fuel Distribution System Mechanic**	\$47.02	\$48.20	\$49.41	\$50.65	\$51.92
23370	General Maintenance Worker**	\$39.51	\$40.50	\$41.52	\$42.56	\$43.62
23410	HVAC Mechanic**	\$42.79	\$43.86	\$44.95	\$46.08	\$47.23
23411	HVAC Mechanic (Research Facility)**	\$45.58	\$46.72	\$47.89	\$49.09	\$50.31
23430	Heavy Equipment Mechanic**	\$41.56	\$42.60	\$43.67	\$44.75	\$45.87
23440	Heavy Equipment Operator**	\$53.33	\$54.66	\$56.03	\$57.43	\$58.87
23460	Instrument Mechanic**	\$48.31	\$49.52	\$50.76	\$52.03	\$53.33
23470	Laborer**	\$27.13	\$27.81	\$28.50	\$29.22	\$29.95
23510	Locksmith**	\$33.88	\$34.73	\$35.59	\$36.48	\$37.40
23530	Machinery Maintenance Mechanic**	\$38.49	\$39.45	\$40.44	\$41.45	\$42.49
23550	Machinist, Maintenance**	\$34.02	\$34.87	\$35.75	\$36.64	\$37.56
23580	Maintenance Trades Helper**	\$28.48	\$29.20	\$29.92	\$30.67	\$31.43
23640	Millwright**	\$48.81	\$50.03	\$51.28	\$52.56	\$53.87
23760	Painter, Maintenance**	\$40.65	\$41.67	\$42.71	\$43.78	\$44.87
23790	Pipefitter, Maintenance**	\$51.20	\$52.48	\$53.79	\$55.13	\$56.51
23810	Plumber, Maintenance**	\$51.26	\$52.54	\$53.85	\$55.20	\$56.58
23820	Pneudraulic Systems Mechanic**	\$43.18	\$44.26	\$45.37	\$46.51	\$47.66
23850	Rigger**	\$39.08	\$40.06	\$41.06	\$42.08	\$43.13
23870	Scale Mechanic**	\$40.16	\$41.17	\$42.19	\$43.25	\$44.33
23890	Sheet-Metal Worker, Maintenance**	\$47.88	\$49.08	\$50.30	\$51.56	\$52.85
23931	Telecommunications Mechanic I**	\$48.39	\$49.60	\$50.84	\$52.11	\$53.41

23932	Telecommunications Mechanic II**	\$50.22	\$51.48	\$52.77	\$54.09	\$55.44
23960	Welder, Combination, Maintenance**	\$37.18	\$38.10	\$39.06	\$40.04	\$41.04
25010	Boiler Tender**	\$45.72	\$46.86	\$48.03	\$49.23	\$50.46
25210	Water Treatment Plant Operator**	\$42.84	\$43.91	\$45.01	\$46.13	\$47.28
31361	Truckdriver, Light**	\$29.76	\$30.51	\$31.27	\$32.06	\$32.86
31362	Truckdriver, Medium**	\$31.27	\$32.06	\$32.86	\$33.69	\$34.54
31363	Truckdriver, Heavy**	\$39.31	\$40.30	\$41.31	\$42.35	\$43.40
31364	Truckdriver, Tractor-Trailer**	\$39.31	\$40.30	\$41.31	\$42.35	\$43.40
99410	Pest Controller**	\$31.10	\$31.88	\$32.67	\$33.49	\$34.33
99710	Recycling Laborer**	\$32.56	\$33.38	\$34.21	\$35.07	\$35.95
99711	Recycling Specialist**	\$36.55	\$37.47	\$38.41	\$39.36	\$40.35
99730	Refuse Collector**	\$30.55	\$31.31	\$32.10	\$32.90	\$33.73
99831	Surveying Aide**	\$26.46	\$27.12	\$27.80	\$28.49	\$29.21
99832	Surveying Technician**	\$33.48	\$34.32	\$35.17	\$36.05	\$36.95
P	Building Supervisor III	\$83.43	\$85.52	\$87.65	\$89.85	\$92.10
P	Building Supervisor II	\$69.32	\$71.05	\$72.82	\$74.65	\$76.51
P	Building Supervisor I	\$58.90	\$60.37	\$61.88	\$63.43	\$65.01

SIN 811-003 – Complete Facilities Management

Occupation Code	Occupation Title	GSA NTE Rates Base Year	GSA NTE Rates Year 2	GSA NTE Rates Year 3	GSA NTE Rates Year 4	GSA NTE Rates Year 5
P	Program Manager	\$125.77	\$128.91	\$132.13	\$135.44	\$138.82
P	Project Manager I	\$72.22	\$74.02	\$75.87	\$77.77	\$79.71
P	Project Manager II	\$93.64	\$95.97	\$98.37	\$100.83	\$103.35
P	Project Manager III	\$109.58	\$112.32	\$115.13	\$118.01	\$120.96
p	Project Controls Manager	\$123.89	\$126.99	\$130.16	\$133.41	\$136.75
P	Facilities Manager I	\$89.57	\$91.80	\$94.10	\$96.46	\$98.87
P	Facilities Manager II	\$98.44	\$100.90	\$103.42	\$106.01	\$108.66
P	Facilities Manager III	\$131.89	\$135.19	\$138.56	\$142.03	\$145.57
P	Quality Assurance Manager I	\$63.66	\$65.26	\$66.89	\$68.56	\$70.27
P	Quality Assurance Manager II	\$87.86	\$90.06	\$92.31	\$94.61	\$96.98
P	Quality Assurance Manager III	\$110.23	\$112.99	\$115.81	\$118.70	\$121.68
P	General Maintenance Foreman	\$69.64	\$71.38	\$73.16	\$75.00	\$76.87
P	Systems Manager (project systems)	\$101.19	\$103.72	\$106.31	\$108.97	\$111.69
P	Plumbing Maintenance Foreman	\$73.71	\$75.55	\$77.44	\$79.37	\$81.36
P	Electrical/HVAC Maintenance Foreman	\$79.86	\$81.86	\$83.90	\$86.00	\$88.15
P	Senior Mechanic	\$57.63	\$59.07	\$60.55	\$62.06	\$63.61
P	Computer Systems Analyst I	\$51.97	\$53.27	\$54.60	\$55.96	\$57.36
P	Computer Systems Analyst II	\$69.60	\$71.34	\$73.12	\$74.95	\$76.82
P	Computer Systems Analyst III	\$93.06	\$95.39	\$97.78	\$100.23	\$102.73
P	Landscaping Architect/Designer I	\$58.02	\$59.47	\$60.96	\$62.49	\$64.05
P	Landscaping Architect/Designer II	\$64.81	\$66.43	\$68.10	\$69.80	\$71.54
P	Landscaping Architect/Designer III	\$84.49	\$86.60	\$88.77	\$90.99	\$93.26
P	Irrigation Technologist	\$66.39	\$68.06	\$69.76	\$71.50	\$73.29