



Knowledge services

City of Tempe Not-to-Exceed Mark-Up Categories

A. BUSINESS OPERATIONS	
Accounting	46.75%
Administrative	46.75%
Call Center	46.75%
Data Entry	46.75%
Marketing	46.75%
B. EDUCATION	
Business Operations	46.75%
Certified Personnel	43.25%
C. INFORMATION TECHNOLOGY	
Database Administration	43.25%
Systems Administration	43.25%
Business Analysis	43.25%
Data Analysis	43.25%
IT Security	43.25%
Software Quality Assurance	43.25%
Systems Analysis	43.25%
Application/Database Architecture	43.25%
Infrastructure Architecture	43.25%
Analysis/Development	43.25%
Development	43.25%
Programming	43.25%
ERP Analysis	45.50%
ERP Database Administration	45.50%
ERP Development	45.50%
ERP Project Management	45.50%
GIS Analysis	41.00%
GIS Geospatial Project Management	41.00%
GIS Specialization	41.00%
GIS Administration	41.00%
Network Administration	43.25%
Network Engineering	43.25%
Project Administration	43.25%
Project Management	43.25%
Public Safety	41.00%
Radio Engineering	41.00%
Technical Support	43.25%
Technical Writing/Training	43.25%
Telecommunications	41.00%
Business Intelligence	43.25%
Systems Implementation	43.25%
UI/UX	43.25%

Solutions Architecture	43.25%
GIS Development	41.00%
D. INSURANCE	
Insurance	46.75%
Claim Adjuster	55.00%
E. LIGHT INDUSTRIAL	
Equipment Maintenance	48.25%
Facilities Maintenance	48.25%
Food Service	48.25%
Housekeeping	48.25%
Warehouse	48.25%
Other	48.25%
F. MEDICAL - HEALTHCARE	
Business Operations	46.75%
Med 1 (Certified Nursing Assistant, Behavioral Health Tech, Epidemiologist, Phlebotomist, LabTech)	44.25%
Med 2 (Physical Therapist, Occupational Therapist, Board Certified Behavioral Analyst, Behavioral Health Tech)	49.25%
Med 3 (Licensed Practical Nurse, Registered Nurse, Registered Nurse Case Manager, Locum Tenens; Dental Director, Psychologist, Psychiatrist, Pediatric MD, Infectious Disease Dr., Medical Director)	55.25%
Med 4 - Level 1 - Specialty Medical Positions	58.00%
Med 5 - Level 2 - Specialty Medical Positions	60.50%
DVS Med 3	54.15%
Hazard Rate - \$2 must be added to the pay rate of the resource to compensate for Hazard pay. All suppliers will apply the current mark-up percentage to the total Hazard pay rate to determine the bill rate in these scenarios.	Varies
G. AUTHORIZED ENTITY SPECIFIC	
Arizona Industries for the Blind (AIB) Arizona Department of Economic Security (ADES)	41.25%
Road Testers	41.25%
AZDES - DMWE - Eligibility Interviewer Trainee	37.00%
EOR 1 (pay rate up to \$20.00/hr)	26.00%
EOR 2 (pay rate \$20.01 - \$50.00/hr)	23.00%
EOR 3 (pay rate greater than \$50.00/hr)	21.50%
H. OTHER	
Scientific (Epidemiology, Environmental, Laboratory, Engineering)	52.25%