



REQUEST FOR PROPOSAL

**CITY OF NAPLES
PURCHASING DIVISION
CITY HALL, 735 8TH STREET SOUTH
NAPLES, FL 34102**

PH: 239-213-7100 FX: 239-213-7105

Cover Sheet

NOTIFICATION DATE: 8/7/2019	TITLE Pay and Classification Study	SOLICITATION NUMBER: 19-033	OPENING DATE & TIME: 9/6/2019 2:00 PM
PRE-BID CONFERENCE DATE, TIME AND LOCATION: NONE			

LEGAL NAME OF PARTNERSHIP, CORPORATION OR INDIVIDUAL:									
MAILING ADDRESS:									
CITY-STATE-ZIP:									
PH:	EMAIL:								
FX:	WEB ADDRESS:								
AUTHORIZED SIGNATURE	DATE								
PRINTED NAME/TITLE									
<p>I certify that this bid is made without prior understanding, agreement, or connection with any corporation, firm, or person submitting a bid for the same materials, supplies, or equipment and is in all respects fair and without collusion or fraud. I agree to abide by all conditions of this bid and certify that I am authorized to sign this bid for the bidder. In submitting a bid to the City of Naples the bidder offers and agrees that if the bid is accepted, the bidder will convey, sell, assign or transfer to the City of Naples all rights, title, and interest in and to all causes of action it may now or hereafter acquire under the Anti-trust laws of the United States and the State of FL for price fixing relating to the particular commodities or services purchased or acquired by the City of Naples. At the City's discretion, such assignment shall be made and become effective at the time the City tenders final payment to the bidder.</p> <p>FEI/EIN Number _____ DUNS Number _____</p> <p style="text-align: center;">Please initial by all that apply I acknowledge receipt/ review of the following addendum</p> <table> <tr> <td>____Addendum #1</td> <td>____Addendum #2</td> <td>____Addendum #3</td> <td>____Addendum #4</td> </tr> <tr> <td>____Addendum #5</td> <td>____Addendum #6</td> <td>____Addendum #7</td> <td>____Addendum #8</td> </tr> </table>		____Addendum #1	____Addendum #2	____Addendum #3	____Addendum #4	____Addendum #5	____Addendum #6	____Addendum #7	____Addendum #8
____Addendum #1	____Addendum #2	____Addendum #3	____Addendum #4						
____Addendum #5	____Addendum #6	____Addendum #7	____Addendum #8						

PLEASE NOTE THE FOLLOWING

- > This page must be completed and returned with your bid.
- > Bids must be submitted in a sealed envelope, marked with solicitation number & opening date.
- > All submissions must be received and date stamped by Purchasing staff prior to the above **“OPENING DATE & TIME”**.
- > Submission received after the above opening date and time will not be accepted.
- > Bid tabulations will be available on the City of Naples web site <https://www.naplesgov.com/rfps>

GENERAL CONDITIONS

TO ENSURE ACCEPTANCE OF THE PROPOSAL, PLEASE FOLLOW THESE INSTRUCTIONS. ANY AND ALL SPECIAL CONDITIONS, ATTACHED HERETO, HAVE PRECEDENCE.

1. SEALED PROPOSAL: All proposals must be submitted in a sealed envelope. The face of the envelope shall contain the proposal name and proposal number. Proposals not submitted on attached proposal cover form shall be rejected. All proposals are subject to the conditions specified herein. Those which do not comply with these conditions are subject to rejection.

2. EXECUTION OF PROPOSAL: Proposal must contain a manual signature of authorized representative in the proposal section. Proposal must be typed or printed in ink. Use of erasable ink is not permitted. All corrections made by proposer to his proposal must be initialed.

3. NO PROPOSAL: If not submitting a proposal, respond by returning the Statement of No Proposal and explain the reason in the spaces provided. Failure to respond 3 times in succession without justification shall be cause for removal of the supplier's name from the proposal mailing list. **NOTE:** To qualify as a respondent, proposer must submit a "NO PROPOSAL," and it must be received no later than the stated proposal opening date and hour.

4. PROPOSAL OPENING: Shall be public, on the date and at the time specified on the proposal form. It is the proposer's responsibility to assure that his proposal is delivered at the proper time and place of the proposal opening. Proposals which for any reason are not so delivered will not be considered. Offers by telegram; telephone; or fax are not acceptable. Proposal files may be examined during normal working hours.

5. WITHDRAWAL OF PROPOSALS: Withdrawal of a proposal within sixty (60) days after the opening of proposals is subject to suspension or debarment in accordance with Section 2-668(2) of the City Code.

6. PRICES, TERMS and PAYMENT: Firm Prices shall be proposal and include all packing, handling, shipping charges and delivery to the destination shown herein. Proposer is encouraged to offer cash discount for prompt invoice payment. Terms of less than 20 days will not be considered.

A. TAXES: The City of Naples does not pay Federal Excise and Sales taxes on direct purchases of tangible personal property. See exemption number on face of purchase order. This exemption does not apply to purchases of tangible personal property made by contractors who use the tangible personal property in the performance of contracts for the improvement of City-owned real property.

B. MISTAKES: Proposers are expected to examine the specifications, delivery schedule, proposal prices, extensions, and all instructions pertaining to supplies and services. Failure to do so will be at proposer's risk. In case of mistake in extension, the unit price will govern.

C. CONDITION AND PACKAGING: It is understood and agreed that any item offered or shipped as a result of this proposal shall be a new, current standard production model available at the time of this proposal. All containers shall be suitable for storage or shipment, and all prices shall include standard commercial packaging.

D. SAFETY STANDARDS: Unless otherwise stipulated in the proposal, all manufactured items and fabricated assemblies shall comply with applicable requirements of Occupational Safety and Health Act and any standards there under.

E. UNDERWRITERS' LABORATORIES: Unless otherwise stipulated in the proposal, all manufactured items and fabricated assemblies shall carry U.L. approval and re-examination listing where such has been established.

F. PAYMENT: Payment will be made by the buyer after the items awarded to a vendor have been received, inspected, and found to comply with award specifications, free of damage or defect and properly invoiced. All invoices shall bear the purchase order number. Payment for partial shipments shall not be made unless specified in the proposal. Failure to follow these instructions may result in delay in processing invoices for payment. In addition, the purchase order number must appear on bills of lading, packages, cases, delivery lists and correspondence.

7. DELIVERY: Unless actual date of delivery is specified (or if specified delivery cannot be met), show number of days required to make delivery after receipt of purchase order in space provided. Delivery time may become a basis for making an award (see Special Conditions). Delivery shall be within the normal working hours of the user, Monday through Friday, unless otherwise specified.

8. MANUFACTURERS' NAMES AND APPROVED EQUIVALENTS: Any manufacturers' names, trade names, brand names, information and/or catalog numbers listed in a specification are for information and not intended to limit competition. The proposer may offer any brand for which he is an authorized representative, which meets or exceeds the specification for any item(s). If proposals are based on equivalent products, indicate on the proposal form the manufacturer's name and number. Proposer shall submit with his proposal, cuts, sketches, and descriptive literature, and/or complete specifications. Reference to literature submitted with a previous proposal will not satisfy this provision. The proposer shall also explain in detail the reason(s) why the proposed equivalent will meet the specifications and not be considered an exception thereto. Proposals which do not comply with these requirements are subject to rejection. Proposals lacking any written indication of intent to quote an alternate brand will be received and considered in complete compliance with the specifications as listed on the proposal form.

9. INTERPRETATIONS: Any questions concerning conditions and specifications shall be directed in writing to this office for receipt no later than ten (10) days prior to the proposal opening. Inquiries must reference the date of proposal opening and proposal number. Failure to comply with this condition will result in proposer waiving his right to dispute the proposal.

10. CONFLICT OF INTEREST: All proposal awards are subject to Section 2-973 Conflict of Interest, City of Naples Code of Ordinances, which states: *"No public officer or employee shall have or hold any employment or contractual relationship with any business entity or any agency which is subject to the regulation of or is doing business with the city; nor shall an officer or employee have or hold any employment or contractual relationship that will create a continuing or frequently recurring conflict between his private interests and the performance of his public duties or that would impede the full and faithful discharge of his public duties. Any member of the city council or any city officer or employee who willfully violates this section shall be guilty of malfeasance in office or position and shall forfeit his office or position. Violation of this section with the knowledge, express or implied, of the person or corporation contracting with or making a sale to the city shall render the contract or sale voidable by the city manager or the city council."*

11. AWARDS: As the best interest of the City may require, the right is reserved to make award(s) by individual item, group of items, all or none, or a combination thereof; to reject any and all proposals or waive any minor irregularity or technicality in proposals received.

12. ADDITIONAL QUANTITIES: For a period not exceeding ninety (90) days from the date of acceptance of this offer by the buyer, the right is reserved to acquire additional quantities up to but not exceeding those shown on proposal at the prices proposal in this invitation. If additional quantities are not acceptable, the proposal sheets must be noted "PROPOSAL IS FOR SPECIFIED QUANTITY ONLY." (THIS PARAGRAPH DOES NOT APPLY FOR A TERM CONTRACT.)

13. SERVICE AND WARRANTY: Unless otherwise specified, the proposer shall define any warranty service and replacements that will be provided during and subsequent to this contract. Proposers must explain on an attached sheet to what extent warranty and service facilities are provided.

14. SAMPLES: Samples of items, when called for, must be furnished free of expense, on or before proposal opening time and date, and if not destroyed may, upon request, be returned at the proposer's expense. Each individual sample must be labeled with proposer's name, manufacturer's brand name and number, proposal number and item reference. Request for return of samples shall be accompanied by instructions which include shipping authorization and name of carrier and must be received with your proposal. If instructions are not received within this time, the commodities shall be disposed of by the City of Naples.

15. PROPOSAL PROTEST: The city has formal proposal protest procedures that are available on request.

16. INSPECTION, ACCEPTANCE AND TITLE: Inspection and acceptance will be at destination unless otherwise provided. Title and risk of loss or damage to all items shall be the responsibility of the contract supplier until accepted by the ordering agency, unless loss or damage results from negligence by the ordering

17. DISPUTES: In case of any doubt or difference of opinion as to the items to be furnished hereunder, the decision of the buyer shall be final and binding on both parties.

18. GOVERNMENTAL RESTRICTIONS: In the event any governmental restrictions may be imposed which would necessitate alteration of the material, quality, workmanship or performance of the items offered on this proposal prior to their delivery, it shall be the responsibility of the successful proposer to notify the buyer at once, indicating in his letter the specific regulation which required an alteration. The City reserves the right to accept any such alteration, including any price adjustments occasioned thereby, or to cancel the contract at no expense to the City.

19. LEGAL REQUIREMENTS: Applicable provision of all Federal, State, county and local laws, and of all ordinances, rules, and regulations shall govern development submittal and evaluation of all proposals received in response hereto and shall govern any and all claims and disputes which may arise between person(s) submitting a proposal response hereto and the City of Naples by and through its officers, employees and authorized representatives, or any other person, natural or otherwise; and lack of knowledge by any proposer shall not constitute a cognizable defense against the legal effect thereof.

20. PATENTS AND ROYALTIES: The proposer, without exception, shall indemnify and save harmless the City of Naples and its employees from liability of any nature or kind, including cost and expenses for or on account of any copyrighted, patented, or unpatented invention, process, or article manufactured or used in the performance of the contract, including its use by the City of Naples. If the proposer uses any design, device, or materials covered by letters, patent or copyright, it is mutually agreed and understood without exception that the proposal prices shall include all royalties or cost arising from the use of such design, device, or materials in any way involved in the work.

21. ADVERTISING: In submitting a proposal, proposer agrees not to use the results there from as a part of any commercial advertising.

22. ASSIGNMENT: Any Purchase Order issued pursuant to this proposal invitation and the monies which may become due hereunder are not assignable except with the prior written approval of the buyer.

23. LIABILITY: The supplier shall hold and save the City of Naples, its officers, agents, and employees harmless from liability of any kind in the performance of this contract.

24. PUBLIC ENTITY CRIMES: A person or affiliate who has been placed on the convicted vendor list following a conviction for a public entity crime may not submit a proposal on a contract to provide any goods or services to a public entity, may not submit a proposal on a contract with a public entity for the construction or repair of a public building or public work, may not submit proposals on leases of real property to a public entity, may not be awarded or perform work as a contractor, supplier, subcontractor, or consultant under a contract with any public entity, and may not transact business with any public entity in excess of the threshold amount provided in Section 287.017, for CATEGORY TWO for a period of 36 months from the date of being placed on the convicted vendor list.

25. DISCRIMINATION: An entity or affiliate who has been placed on the discriminatory vendor list may not submit a proposal on a contract to provide goods or services to a public entity, may not submit a proposal on a contract with a public entity for the construction or repair of a public building or public work, may not submit proposals on leases of real property to a public entity, may not award or perform work as a contractor, supplier, subcontractor, or consultant under contract with any public entity, and may not transact business with any public entity.

26. COUNTY TAXES: No proposal shall be accepted from and no contract will be awarded to any person, firm or corporation that is in arrears to the government of Collier County, Florida.

27. OFFER EXTENDED TO OTHER GOVERNMENTAL ENTITIES: The City of Naples encourages and agrees to the successful proposer extending the pricing, terms and conditions of this solicitation or resultant contract to other governmental entities at the discretion of the successful proposer.

IF THIS PROPOSAL IS FOR A TERM CONTRACT, THE FOLLOWING CONDITIONS SHALL ALSO APPLY

28. ELIGIBLE USERS: All departments of the City of Naples are eligible to use this term contract. Such purchases shall be exempt from the competitive proposal requirements otherwise applying to their purchases.

29. PRICE ADJUSTMENTS: Any price decrease effectuated during the contract period by reason of market change shall be passed on to City of Naples. Price increases are not acceptable.

30. CANCELLATION: All contract obligations shall prevail for at least one hundred eighty (180) days after effective date of contract. After that period, for the protection of both parties, this contract may be cancelled in whole or in part by either party by giving thirty (30) days prior written notice to the other party.

31. RENEWAL: The City of Naples reserves the option to renew the period of this contract, or any portion thereof for up to two (2) additional periods. Renewal of the contract period shall be by mutual agreement in writing.

32. ABNORMAL QUANTITIES: While it is not anticipated, should any unusual or abnormal requirements arise, the City reserves the right to solicit separate proposals thereon.

33. FISCAL NON-FUNDING CLAUSE: In the event sufficient funds are not budgeted for a new fiscal period, the City shall notify the contractor of such occurrence and the contract shall terminate on the last day of the current fiscal year without penalty or expense to the City.

IF THIS PROPOSAL IS FOR PERFORMING A SERVICE, THE FOLLOWING CONDITIONS SHALL ALSO APPLY

34. ALTERNATIVE PROPOSALS: Proposers offering service delivery methods other than those permitted by the scope of work may submit a separate envelope clearly marked "ALTERNATIVE PROPOSAL". Alternative proposals will be deemed non-responsive and will not be considered for award. All such responses will, however, be examined prior to award. Such examination may result in cancellation of all proposals received to permit rewriting the scope of work to include the alternative method, or the alternative method may be considered for future requirements of the City of Naples.

35. ANTITRUST: By entering into a contract, the contractor conveys, sells, assigns and transfers to the City of Naples all rights, titles and interest it may now have or hereafter acquire under the antitrust laws of the United States and the State of Florida that relate to the particular goods or services purchased or acquired by the City of Naples under said contract.

36. PROPOSER INVESTIGATIONS: Before submitting a proposal, each proposer shall make all investigations and examinations necessary to ascertain all site conditions and requirements affecting the full performance of the contract and to verify any representations made by the City of Naples upon which the proposer will rely. If the proposer receives an award as a result of its proposal submission, failure to have made such investigations and examinations will in no way relieve the proposer from its obligation to comply in every detail with all provisions and requirements of the contract documents, nor will a plea of ignorance of such conditions and requirements be accepted as a basis for any claim whatsoever by the contractor for additional compensation.

37. CERTIFICATES AND LICENSES: The Contractor, at time of proposal, shall possess the correct occupational licenses, all professional licenses or other authorizations necessary to carry out and perform the work required by the City of Naples and Collier County for this project pursuant to all applicable Federal, State and Local Laws, Statutes, Ordinances, and rules and regulations of any kind.

38. CHANGE IN SCOPE OF WORK: The City of Naples may order changes in the work consisting of additions, deletions or other revisions within the general scope of the contract. No claims may be made by the contractor that the scope of the project or of the contractor's services has been changed, requiring changes to the amount of compensation to the contractor or other adjustments to the contract unless such changes or adjustments have been made by written amendment to the contract signed by the City of Naples and the contractor. If the contractor believes that any particular work is not within the scope of the project, is a material change, or will otherwise require more compensation to the contractor, the contractor must immediately notify the City in writing of this belief. If the

City believes that the particular work is within the scope of the contract as written, the contractor will be ordered to and shall continue with the work as changed and at the cost stated for the work within the scope.

39. CONTRACTOR PERSONNEL: The City of Naples shall, throughout the life of the contract, have the right of reasonable rejection and approval of staff or subcontractors assigned to the work by the contractor. If the City reasonably rejects staff or subcontractors, the contractor must provide replacement staff or subcontractors satisfactory to the City in a timely manner and at no additional cost to the City. The day-to-day supervision and control of the contractor's employees and sub-contractors is the responsibility solely of the contractor.

40. COST REIMBURSEMENT: The contractor agrees that all incidental costs, including allowances for profit and tools of the trade, must be included in the proposal rates. If an arrangement is made between the contractor and the City to reimburse the contractor for the cost of materials provided in the performance of the work, the contractor shall be reimbursed in the following manner: The City shall reimburse the contractor on completion and acceptance of each assigned job, only for those materials actually used in the performance of the work that is supported by invoices issued by the suppliers of the contractor describing the quantity and cost of the materials purchased. No surcharge shall be added to the supplier's invoices or included in the contractor's invoice submitted to the City that would increase the dollar amount indicated on the supplier's invoice for the materials purchased for the assigned job.

41. EXCEPTIONS: Proposers taking exception to any part or section of the solicitation shall indicate such exceptions on the proposal form. Failure to indicate any exception will be interpreted as the proposer's intent to comply fully with the requirements as written. Conditional or qualified proposals, unless specifically allowed, shall be subject to rejection in whole or in part.

42. FAILURE TO DELIVER: In the event of the contractor to fail to deliver services in accordance with the contract terms and conditions, the City, after due oral or written notice, may procure the services from other sources and hold the contractor responsible for any resulting purchase and administrative costs. This remedy shall be in addition to any other remedies that the City may have.

43. FAILURE TO ENFORCE: Failure by the City at any time to enforce the provisions of the contract shall not be construed as a waiver of any such provisions. Such failure to enforce shall not affect the validity of the contract or any part thereof or the right of the City to enforce any provision at any time in accordance with its terms.

44. FORCE MAJEURE: The contractor shall not be held responsible for failure to perform the duties and responsibilities imposed by the contract due to legal strikes, fires, riots, rebellions and acts of God beyond the control of the contractor, unless otherwise specified in the contract.

45. INDEPENDENT CONTRACTOR: The contractor shall be legally considered an independent contractor and neither the contractor nor its employees shall, under any circumstances, be considered servants or agents of the City of Naples and the City of Naples shall be at no time legally responsible for any negligence or any wrongdoing by the contractor, its servants or agents. The City of Naples shall not withhold from the contract payments to the contractor any federal income taxes, Social Security tax, or any other amounts for benefits to the contractor. Further, the City shall not provide to the contractor any insurance coverage or other benefits, including Workers' Compensation normally provided by the City for its employees.

46. ORAL STATEMENTS: No oral statement of any person shall modify or otherwise affect the terms, conditions or specifications stated in this contract. All modifications to the contract must be made in writing by the City of Naples.

47. QUALIFICATIONS OF PROPOSERS: The proposer may be required, before the award of any contract, to show to the complete satisfaction of the City of Naples that it has the necessary facilities, ability, and financial resources to provide the service specified therein in a satisfactory manner. The proposer may also be required to give a past history and references in order to satisfy the City in regard to the proposer's qualifications. The City may make reasonable investigations deemed necessary and proper to determine the ability of the proposer to perform the work, and the proposer shall furnish to the City all information for this purpose that may be requested. The City reserves the right to reject any proposal if the evidence submitted by, or investigation of, the proposer fails to satisfy the City that

the proposer is properly qualified to carry out the obligations of the contract and to complete the work described therein. Evaluation of the proposer's qualifications shall include:

- > The ability, capacity, skill and financial resources to perform the work or service.
- > The ability to perform the work service promptly or within the time specified, without delay.
- > The character, integrity, reputation, judgment, experience, and efficiency of the proposer.
- > The quality of performance of previous contracts or services.

48. QUALITY CONTROL: The contractor shall institute and maintain throughout the contract period a properly documented quality control program designed to ensure that the services are provided at all times and in all respects in accordance with the contract. The program shall include providing daily supervision and conducting frequent inspections of the contractor's staff and ensuring that accurate records are maintained describing the disposition of all complaints. The records so created shall be open to inspection by the City.

49. RECOVERY OF MONEY: Whenever, under the contract, any sum of money shall be recoverable from or payable by the contractor to the City, the same amount may be deducted from any sum due to the contractor under the contract or under any other contract between the contractor and the City. The rights of the City are in addition and without prejudice to any other right the City may have to claim the amount of any loss or damage suffered by the City on account of the acts or omissions of the contractor.

50. REQUIREMENTS CONTRACT: During the period of the contract, the contractor shall provide all the services described in the contract. The contractor understands and agrees that this is a requirements contract and that the City shall have no obligation to the contractor if no services are required. Any quantities that are included in the scope of work reflect the current expectations of the City for the period of the contract. The amount is only an estimate and the contractor understands and agrees that the City is under no obligation to the contractor to buy any amount of services as a result of having provided this estimate or of having any typical or measurable requirement in the past. The contractor further understands and agrees that the City may require services in excess of the estimated annual contract amount and that the quantity actually used whether in excess of, or less than, the estimated annual contract amount and that the quantity actually used shall not give rise to any claim for compensation other than the total of the unit prices in the contract for the quantity actually used.

51. TERMINATION FOR CONVENIENCE: The performance of work under the contract may be terminated by the City in whole or in part whenever the City determines that termination is in the City's best interest. Any such termination shall be effected by the delivery to the contractor of a written notice of termination of at least seven (7) days before the date of termination, specifying the extent to which performance of the work under the contract is terminated and the date upon which such termination becomes effective. After receipt of a notice of termination, except as otherwise directed, the contractor shall stop work on the date of the receipt of the notice or other date specified in the notice; place no further orders or subcontracts for materials, services or facilities except as necessary for completion of such portion of the work not terminated; terminate all vendors and subcontracts; and settle all outstanding liabilities and claims.

52. TERMINATION FOR DEFAULT: The City of Naples reserves the right to terminate the contract if the City determines that the contractor has failed to perform satisfactorily the work required, as determined by the City. In the event the City decides to terminate the contract for failure to perform satisfactorily, the City shall give to the contractor at least seven (7) days written notice before the termination takes effect. The seven-day period will begin upon the mailing of notice by the City. If the contractor fails to cure the default within the seven (7) days specified in the notice and the contract is terminated for failure to perform satisfactorily, the contractor shall be entitled to receive compensation for all reasonable, allocable and allowable contract services satisfactorily performed by the contractor up to the date of termination that were accepted by the City prior to the termination. In the event the City terminates the contract because of the default of the contractor, the contractor shall be liable for all excess costs that the City is required to expend to complete the work under contract.

53. STATE AND FEDERAL EMPLOYMENT LAWS: Contractors providing service to the City are required to comply with all state and federal employment laws. This includes, but is not limited to, laws resulting from the Immigration and Reform and Control Act of 1986, wherein all employers are required to verify the identity and employment eligibility of all employees. The Department of Homeland Security, U.S. Citizenship and Immigration

Services require employees and employers to complete Form I-9 and the employer must examine evidence of identity and employment eligibility within three business days of the date employment begins. Non compliant contractors will be subject to contract sanctions, up to and including contract termination.

54. CERTIFICATION REGARDING DEBARMENT, SUSPENSION, INELIGIBILITY, AND VOLUNTARY EXCLUSION: The contractor agrees to comply with Executive Order 12549 “Debarment and Suspension” and 2 CFR 180 “OMB Guidelines to Agencies on Government wide Debarment and Suspension.” These rules require all contractors using federal funds not be debarred or suspended from doing business with the Federal Government. This includes sub-recipients and lower tier participant for covered transactions. Signing and submitting this document certified the organization and its principals are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal department or agency, and further have not within the preceding three-year period been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State or local) transaction.

THE CITY OF NAPLES IS AN EQUAL OPPORTUNITY EMPLOYER

GENERAL INSURANCE REQUIREMENTS

The Contractor shall not commence work until he has obtained all the insurance required under this heading, and until such insurance has been approved by the Owner, nor shall the Contractor allow any subcontractor to commence work until all similar insurance required of the subcontractor has also been obtained and approved by the Owner.

Certificates of insurance must be issued by an authorized representative of the insurance company at the request and direction of the policyholder and must include sufficient information so as to identify the coverage and the contract for Owner's improvements for which they are issued. Certificates of insurance must be issued by a nationally recognized insurance company with a Best's Rating of no less than B+VII, satisfactory to the Owner, and duly licensed to do business in the state of said Contract.

The Contractor shall procure and maintain, during the life of this Contract, Workmen's Compensation Insurance for all of his employees to be engaged in work under this Contract, and he shall require any subcontractor similarly to provide Workmen's Compensation Insurance for all of the latter's employees to be engaged in such work, unless such employees are covered by the protection afforded by the Contractor's insurance. In case any employees are to be engaged in hazardous work under this Contract, and are not protected under this Workmen's Compensation statute, the Contractor shall provide, and shall cause each subcontractor to provide, adequate coverage for the protection of such employees. It is acceptable to use a State-approved Workmen's Compensation Self-Insurance fund.

The Contractor shall take out and maintain during the life of this Contract, Public Liability and Property Damage and shall include Contractual Liability, Personal Injury, Libel, Slander, False Arrest, Malicious Prosecution, Wrongful Entry or Eviction, Broad Form Property Damage, Products, Completed Operations and XCU Coverage to be included on an occurrence basis, and to the full extent of the Contract to protect him, the Owner, and any subcontractor performing work covered by this Contract from damages for personal injury, including accidental death, as well as from claims for property damage, which may arise from operations under this contract, whether such operations be by himself or by a subcontractor, or by anyone directly or indirectly employed by either of them. The Contractor shall also maintain automobile liability insurance including "non-owned and hired" coverage. The entire cost of this insurance shall be borne by the Contractor.

The amount of such insurance shall be no less than \$1,000,000 annual aggregate for bodily injury and property damage combined per occurrence.

The City of Naples must be named as Additional Insured on the insurance certificate and the following must also be stated on the certificate. "These coverage's are primary to all other coverage's the City possesses for this contract only." The City of Naples shall be named as the Certificate Holder. The Certificate Holder shall read as follows:

The City of Naples
735 Eighth Street South
Naples, Florida 34102

No City Division, Department, or individual name should appear on the Certificate.

No other format will be acceptable.

The Certificate must state the solicitation number and title.

When using the ACORD 25 – Certificate of Insurance only the most current version will be accepted.

The City of Naples requires a copy of a cancellation notice in the event the policy is cancelled. The City of Naples shall be expressly endorsed onto the policy as a cancellation notice recipient.

Proof of insurance from the successful proposer is required at the time of issuance and award of a contract.

STATEMENT OF NO PROPOSAL

If you will not be bidding on this product/service, please help us by completing and returning only this page to:

City of Naples, Purchasing Division
City Hall, 735 8th Street South
Naples, FL 34102
Fax 239-213-7105

Proposal # _____ and Description: _____

We, the undersigned, decline to proposal on the above project for the following reason(s):

- ___ We are not able to respond to this Request for Proposals by the specified deadline.
- ___ Our Company does not offer this product or service.
- ___ Our current work schedule will not permit us to perform the required services.
- ___ Specifications are incomplete or information is unclear
(Please explain below).

___ Other (Please specify below)

Company Name _____

PH _____ Email _____

Name and Title of individual completing this form:

(Printed Name) (Title)

(Signature) (Date)

REFERENCES

THIS SHEET MUST BE COMPLETED AND RETURNED WITH PROPOSAL

PROVIDE AT LEAST THREE FLORIDA GOVERNMENTAL ORGANIZATIONS REFERENCES FOR WHOM YOUR COMPANY HAS PROVIDED SAME OR SIMILAR SERVICES WITHIN THE LAST 5 YEARS.

COMPANY NAME: _____

ADDRESS: _____

TELEPHONE: _____

CONTACT PERSON: _____

CONTACT E-MAIL ADDRESS: _____

COMPANY NAME: _____

ADDRESS: _____

TELEPHONE: _____

CONTACT PERSON: _____

CONTACT E-MAIL ADDRESS: _____

COMPANY NAME: _____

ADDRESS: _____

TELEPHONE: _____

CONTACT PERSON: _____

CONTACT E-MAIL ADDRESS: _____

Submitting Vendor Name: _____

SPECIAL CONDITIONS

A. TERMS OF CONTRACT

The resulting contract will commence on award and be in effect until completion of the project. Work will begin upon the City of Naples issuing the contractor a Notice to Proceed. Final completion of the project must be reached no later than December 15, 2019. Final payment will be released upon completion of the City's final inspection and the vendor's submission of a completed **CITY OF NAPLES RELEASE AND AFFIDAVIT FORM (Exhibit A)**.

B. PROHIBITION OF CONTACT

Under no circumstances should any prospective organization or individual, or anyone acting for or on behalf of a prospective organization or individual, seek to influence or gain the support of any member of the City Council, public official or City staff favorable to the interest of any prospective organization or individual. Likewise, contact with City Council, any public official or city staff against the interests of other prospective organization (s) and or individual(s) is prohibited. Any such activities will result in the exclusion of the prospective organization or individual from consideration by the City.

C. REFERENCES

Proposers must submit a minimum of three Florida governmental organizations references that your firm has performed the same size and type of study on the form provided. Additionally, a signed and dated IRS W-9 form with EIN is required from all vendors.

D. STATEMENT OF NO PROPOSAL

If you will not be bidding on this producer/service, please help us by completing and returning the Statement of No Bid.

E. PROPOSAL FORMAT

The contract, if awarded, will be awarded on the RFP submittal requirements. To create a fair evaluation of proposals, all proposals must contain all elements in the RFP SUBMITTAL REQUIREMENTS. The evaluation criteria will be based upon five value categories totaling up to 100 points. Upon review of the RFP, the committee MAY schedule finalist presentations.

F. SECURITY / BID BOND (Not Applicable)

It is the policy of the City of Naples to require a Bid Bond for all construction-related sealed bids estimated to be in excess of \$100,000. A bid bond or equivalent financial security in the amount of five (5) percent of the bid price shall be required and must accompany all bids. The Bid Bond is to be provided by a surety company authorized to do business in the State of Florida or otherwise supplied in a form satisfactory to the City. The bid bond must be submitted with the bid. When the bids require a bid bond, noncompliance will result in rejection

of the bid. Note that failure or refusal of the awarded bidder to enter into a contract within twenty (20) calendar days after receipt of said contract will result in damages to the City and bid bond will be forfeited to the City as liquidated damages.

G. PROPOSAL CONSTRUCTION PERFORMANCE & PAYMENT BONDS (Not Applicable)

A Performance and Payment Bond will be required of the Awarded Proposer for any contract that is in excess of \$100,000.00 dollars and will be in an amount equal to 100 (%) percent of the price specified in the Contract. The bond(s) shall be executed by a surety company authorized to do business in the State of Florida, or otherwise secured in a manner satisfactory to the City for the protection of all persons supplying labor and material to the contractor or its subcontractors for the performance of the work provided for in the contract. Proof of insurance from the successful proposer is required at the time of issuance and award of a contract.

H. QUESTIONS

Questions regarding this proposer packet must be received in writing in the Purchasing Division NO LATER THAN **TEN CALENDAR DAYS PRIOR TO THE PROPOSAL OPENING DATE TO ENSURE AN ANSWER IS PROVIDED PRIOR TO CLOSING.**

Direct all questions to:
Gerald “Jed” Secory, MBA / CPPO / CPM
Purchasing and Contracts Manager
City of Naples, Purchasing Division
735 8th Street South
Naples, Florida 34102
PH: (239) 213-7102 FX: (239) 213-7105
Jsecory@naplesgov.com

SUBMISSION CHECKLIST

Proposers should check off each of the following items as completed and submit with proposal response:

CHECKLIST ELEMENTS	INCLUDED
<ul style="list-style-type: none"> Submit one (1) original signature and five (5) copies of the response, and two (2) properly indexed Windows® compatible PDFs of the original document on a CD or USB Flash Drive containing one PDF file of the full response that is clearly labeled with your company's name, Solicitation number and title. All hard original and copies of submissions must be bound and spiral, comb or 3-ring bound. 	
<ul style="list-style-type: none"> Include any required drawings; descriptive literature; qualifications; schedules; product compliance / exceptions; alternatives; questionnaire; references, forms, tabs, pricing/cost; and any information required of the proposer identified in the text of the solicitation including information for proposal evaluation. 	
<ul style="list-style-type: none"> Include any Professional Licenses that qualify the firm for this solicitation as well as applicable bond documents, if required. Note if you are not a single prime contractor. List all subcontractors to be used for our project in your bid/proposal and their professional licenses. 	
<ul style="list-style-type: none"> Mandatory FORMS from this document to be included are: <u>Cover Sheet, References Sheet, Submission Checklist Sheet, signed IRS W-9 (OCT 2018) and Cost Schedule / Schedule of Values.</u> 	
<ul style="list-style-type: none"> Have an authorized individual sign the appropriate pages including the Cover Sheet with any bid addendums initialed. Include all Addendums with your Proposal. 	
<ul style="list-style-type: none"> Proposal document needs to be received by the OPENING DATE & TIME indicated on the Cover Sheet. The mailing envelope must be addressed to: City of Naples Purchasing Division 735 8th Street South Naples, Florida 34102 	
<p style="text-align: center;">The mailing envelope must be sealed and marked with:</p> <p>Number: 19-033 Title: Pay and Classification Study Opening Date: 9/6/2019</p>	

ALL COURIER DELIVERED SOLICITATIONS MUST HAVE THE SOLICITATION NUMBER AND TITLE ON THE OUTSIDE OF THE COURIER PACKET.

Submitting Vendor Name: _____

At the discretion of the Purchasing Manager, bids or proposals with minor irregularities may be accepted and allowed to be corrected when in the best interest of the City.

Request for Taxpayer Identification Number and Certification

Give Form to the
requester. Do not
send to the IRS.

► Go to www.irs.gov/FormW9 for instructions and the latest information.

Print or type. See Specific Instructions on page 3.	1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.	
	2 Business name/disregarded entity name, if different from above	
	3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only one of the following seven boxes. <input type="checkbox"/> Individual/sole proprietor or single-member LLC <input type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ► _____ Note: Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner. <input type="checkbox"/> Other (see instructions) ► _____	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from FATCA reporting code (if any) _____ <i>(Applies to accounts maintained outside the U.S.)</i>
	5 Address (number, street, and apt. or suite no.) See instructions.	Requester's name and address (optional)
	6 City, state, and ZIP code	
	7 List account number(s) here (optional)	

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number									
				-				-	
or									
Employer identification number									
				-					

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here	Signature of U.S. person ►	Date ►
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General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.

By signing the filled-out form, you:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
2. Certify that you are not subject to backup withholding, or
3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income, and
4. Certify that FATCA code(s) entered on this form (if any) indicating that you are exempt from the FATCA reporting, is correct. See *What is FATCA reporting*, later, for further information.

Note: If you are a U.S. person and a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien;
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States;
- An estate (other than a foreign estate); or
- A domestic trust (as defined in Regulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax under section 1446 on any foreign partners' share of effectively connected taxable income from such business. Further, in certain cases where a Form W-9 has not been received, the rules under section 1446 require a partnership to presume that a partner is a foreign person, and pay the section 1446 withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid section 1446 withholding on your share of partnership income.

In the cases below, the following person must give Form W-9 to the partnership for purposes of establishing its U.S. status and avoiding withholding on its allocable share of net income from the partnership conducting a trade or business in the United States.

- In the case of a disregarded entity with a U.S. owner, the U.S. owner of the disregarded entity and not the entity;
- In the case of a grantor trust with a U.S. grantor or other U.S. owner, generally, the U.S. grantor or other U.S. owner of the grantor trust and not the trust; and
- In the case of a U.S. trust (other than a grantor trust), the U.S. trust (other than a grantor trust) and not the beneficiaries of the trust.

Foreign person. If you are a foreign person or the U.S. branch of a foreign bank that has elected to be treated as a U.S. person, do not use Form W-9. Instead, use the appropriate Form W-8 or Form 8233 (see Pub. 515, *Withholding of Tax on Nonresident Aliens and Foreign Entities*).

Nonresident alien who becomes a resident alien. Generally, only a nonresident alien individual may use the terms of a tax treaty to reduce or eliminate U.S. tax on certain types of income. However, most tax treaties contain a provision known as a "saving clause." Exceptions specified in the saving clause may permit an exemption from tax to continue for certain types of income even after the payee has otherwise become a U.S. resident alien for tax purposes.

If you are a U.S. resident alien who is relying on an exception contained in the saving clause of a tax treaty to claim an exemption from U.S. tax on certain types of income, you must attach a statement to Form W-9 that specifies the following five items.

1. The treaty country. Generally, this must be the same treaty under which you claimed exemption from tax as a nonresident alien.
2. The treaty article addressing the income.
3. The article number (or location) in the tax treaty that contains the saving clause and its exceptions.
4. The type and amount of income that qualifies for the exemption from tax.
5. Sufficient facts to justify the exemption from tax under the terms of the treaty article.

Example. Article 20 of the U.S.-China income tax treaty allows an exemption from tax for scholarship income received by a Chinese student temporarily present in the United States. Under U.S. law, this student will become a resident alien for tax purposes if his or her stay in the United States exceeds 5 calendar years. However, paragraph 2 of the first Protocol to the U.S.-China treaty (dated April 30, 1984) allows the provisions of Article 20 to continue to apply even after the Chinese student becomes a resident alien of the United States. A Chinese student who qualifies for this exception (under paragraph 2 of the first protocol) and is relying on this exception to claim an exemption from tax on his or her scholarship or fellowship income would attach to Form W-9 a statement that includes the information described above to support that exemption.

If you are a nonresident alien or a foreign entity, give the requester the appropriate completed Form W-8 or Form 8233.

Backup Withholding

What is backup withholding? Persons making certain payments to you must under certain conditions withhold and pay to the IRS 24% of such payments. This is called "backup withholding." Payments that may be subject to backup withholding include interest, tax-exempt interest, dividends, broker and barter exchange transactions, rents, royalties, nonemployee pay, payments made in settlement of payment card and third party network transactions, and certain payments from fishing boat operators. Real estate transactions are not subject to backup withholding.

You will not be subject to backup withholding on payments you receive if you give the requester your correct TIN, make the proper certifications, and report all your taxable interest and dividends on your tax return.

Payments you receive will be subject to backup withholding if:

1. You do not furnish your TIN to the requester,
2. You do not certify your TIN when required (see the instructions for Part II for details),
3. The IRS tells the requester that you furnished an incorrect TIN,
4. The IRS tells you that you are subject to backup withholding because you did not report all your interest and dividends on your tax return (for reportable interest and dividends only), or
5. You do not certify to the requester that you are not subject to backup withholding under 4 above (for reportable interest and dividend accounts opened after 1983 only).

Certain payees and payments are exempt from backup withholding. See *Exempt payee code*, later, and the separate Instructions for the Requester of Form W-9 for more information.

Also see *Special rules for partnerships*, earlier.

What is FATCA Reporting?

The Foreign Account Tax Compliance Act (FATCA) requires a participating foreign financial institution to report all United States account holders that are specified United States persons. Certain payees are exempt from FATCA reporting. See *Exemption from FATCA reporting code*, later, and the Instructions for the Requester of Form W-9 for more information.

Updating Your Information

You must provide updated information to any person to whom you claimed to be an exempt payee if you are no longer an exempt payee and anticipate receiving reportable payments in the future from this person. For example, you may need to provide updated information if you are a C corporation that elects to be an S corporation, or if you no longer are tax exempt. In addition, you must furnish a new Form W-9 if the name or TIN changes for the account; for example, if the grantor of a grantor trust dies.

Penalties

Failure to furnish TIN. If you fail to furnish your correct TIN to a requester, you are subject to a penalty of \$50 for each such failure unless your failure is due to reasonable cause and not to willful neglect.

Civil penalty for false information with respect to withholding. If you make a false statement with no reasonable basis that results in no backup withholding, you are subject to a \$500 penalty.

Criminal penalty for falsifying information. Willfully falsifying certifications or affirmations may subject you to criminal penalties including fines and/or imprisonment.

Misuse of TINs. If the requester discloses or uses TINs in violation of federal law, the requester may be subject to civil and criminal penalties.

Specific Instructions

Line 1

You must enter one of the following on this line; **do not** leave this line blank. The name should match the name on your tax return.

If this Form W-9 is for a joint account (other than an account maintained by a foreign financial institution (FFI)), list first, and then circle, the name of the person or entity whose number you entered in Part I of Form W-9. If you are providing Form W-9 to an FFI to document a joint account, each holder of the account that is a U.S. person must provide a Form W-9.

a. **Individual.** Generally, enter the name shown on your tax return. If you have changed your last name without informing the Social Security Administration (SSA) of the name change, enter your first name, the last name as shown on your social security card, and your new last name.

Note: ITIN applicant: Enter your individual name as it was entered on your Form W-7 application, line 1a. This should also be the same as the name you entered on the Form 1040/1040A/1040EZ you filed with your application.

b. **Sole proprietor or single-member LLC.** Enter your individual name as shown on your 1040/1040A/1040EZ on line 1. You may enter your business, trade, or "doing business as" (DBA) name on line 2.

c. **Partnership, LLC that is not a single-member LLC, C corporation, or S corporation.** Enter the entity's name as shown on the entity's tax return on line 1 and any business, trade, or DBA name on line 2.

d. **Other entities.** Enter your name as shown on required U.S. federal tax documents on line 1. This name should match the name shown on the charter or other legal document creating the entity. You may enter any business, trade, or DBA name on line 2.

e. **Disregarded entity.** For U.S. federal tax purposes, an entity that is disregarded as an entity separate from its owner is treated as a "disregarded entity." See Regulations section 301.7701-2(c)(2)(iii). Enter the owner's name on line 1. The name of the entity entered on line 1 should never be a disregarded entity. The name on line 1 should be the name shown on the income tax return on which the income should be reported. For example, if a foreign LLC that is treated as a disregarded entity for U.S. federal tax purposes has a single owner that is a U.S. person, the U.S. owner's name is required to be provided on line 1. If the direct owner of the entity is also a disregarded entity, enter the first owner that is not disregarded for federal tax purposes. Enter the disregarded entity's name on line 2, "Business name/disregarded entity name." If the owner of the disregarded entity is a foreign person, the owner must complete an appropriate Form W-8 instead of a Form W-9. This is the case even if the foreign person has a U.S. TIN.

Line 2

If you have a business name, trade name, DBA name, or disregarded entity name, you may enter it on line 2.

Line 3

Check the appropriate box on line 3 for the U.S. federal tax classification of the person whose name is entered on line 1. Check only one box on line 3.

IF the entity/person on line 1 is a(n) . . .	THEN check the box for . . .
• Corporation	Corporation
• Individual • Sole proprietorship, or • Single-member limited liability company (LLC) owned by an individual and disregarded for U.S. federal tax purposes.	Individual/sole proprietor or single-member LLC
• LLC treated as a partnership for U.S. federal tax purposes, • LLC that has filed Form 8832 or 2553 to be taxed as a corporation, or • LLC that is disregarded as an entity separate from its owner but the owner is another LLC that is not disregarded for U.S. federal tax purposes.	Limited liability company and enter the appropriate tax classification. (P= Partnership; C= C corporation; or S= S corporation)
• Partnership	Partnership
• Trust/estate	Trust/estate

Line 4, Exemptions

If you are exempt from backup withholding and/or FATCA reporting, enter in the appropriate space on line 4 any code(s) that may apply to you.

Exempt payee code.

- Generally, individuals (including sole proprietors) are not exempt from backup withholding.
- Except as provided below, corporations are exempt from backup withholding for certain payments, including interest and dividends.
- Corporations are not exempt from backup withholding for payments made in settlement of payment card or third party network transactions.
- Corporations are not exempt from backup withholding with respect to attorneys' fees or gross proceeds paid to attorneys, and corporations that provide medical or health care services are not exempt with respect to payments reportable on Form 1099-MISC.

The following codes identify payees that are exempt from backup withholding. Enter the appropriate code in the space in line 4.

- 1—An organization exempt from tax under section 501(a), any IRA, or a custodial account under section 403(b)(7) if the account satisfies the requirements of section 401(f)(2)
- 2—The United States or any of its agencies or instrumentalities
- 3—A state, the District of Columbia, a U.S. commonwealth or possession, or any of their political subdivisions or instrumentalities
- 4—A foreign government or any of its political subdivisions, agencies, or instrumentalities
- 5—A corporation
- 6—A dealer in securities or commodities required to register in the United States, the District of Columbia, or a U.S. commonwealth or possession
- 7—A futures commission merchant registered with the Commodity Futures Trading Commission
- 8—A real estate investment trust
- 9—An entity registered at all times during the tax year under the Investment Company Act of 1940
- 10—A common trust fund operated by a bank under section 584(a)
- 11—A financial institution
- 12—A middleman known in the investment community as a nominee or custodian
- 13—A trust exempt from tax under section 664 or described in section 4947

The following chart shows types of payments that may be exempt from backup withholding. The chart applies to the exempt payees listed above, 1 through 13.

IF the payment is for . . .	THEN the payment is exempt for . . .
Interest and dividend payments	All exempt payees except for 7
Broker transactions	Exempt payees 1 through 4 and 6 through 11 and all C corporations. S corporations must not enter an exempt payee code because they are exempt only for sales of noncovered securities acquired prior to 2012.
Barter exchange transactions and patronage dividends	Exempt payees 1 through 4
Payments over \$600 required to be reported and direct sales over \$5,000 ¹	Generally, exempt payees 1 through 5 ²
Payments made in settlement of payment card or third party network transactions	Exempt payees 1 through 4

¹ See Form 1099-MISC, Miscellaneous Income, and its instructions.

² However, the following payments made to a corporation and reportable on Form 1099-MISC are not exempt from backup withholding: medical and health care payments, attorneys' fees, gross proceeds paid to an attorney reportable under section 6045(f), and payments for services paid by a federal executive agency.

Exemption from FATCA reporting code. The following codes identify payees that are exempt from reporting under FATCA. These codes apply to persons submitting this form for accounts maintained outside of the United States by certain foreign financial institutions. Therefore, if you are only submitting this form for an account you hold in the United States, you may leave this field blank. Consult with the person requesting this form if you are uncertain if the financial institution is subject to these requirements. A requester may indicate that a code is not required by providing you with a Form W-9 with "Not Applicable" (or any similar indication) written or printed on the line for a FATCA exemption code.

A—An organization exempt from tax under section 501(a) or any individual retirement plan as defined in section 7701(a)(37)

B—The United States or any of its agencies or instrumentalities

C—A state, the District of Columbia, a U.S. commonwealth or possession, or any of their political subdivisions or instrumentalities

D—A corporation the stock of which is regularly traded on one or more established securities markets, as described in Regulations section 1.1472-1(c)(1)(i)

E—A corporation that is a member of the same expanded affiliated group as a corporation described in Regulations section 1.1472-1(c)(1)(i)

F—A dealer in securities, commodities, or derivative financial instruments (including notional principal contracts, futures, forwards, and options) that is registered as such under the laws of the United States or any state

G—A real estate investment trust

H—A regulated investment company as defined in section 851 or an entity registered at all times during the tax year under the Investment Company Act of 1940

I—A common trust fund as defined in section 584(a)

J—A bank as defined in section 581

K—A broker

L—A trust exempt from tax under section 664 or described in section 4947(a)(1)

M—A tax exempt trust under a section 403(b) plan or section 457(g) plan

Note: You may wish to consult with the financial institution requesting this form to determine whether the FATCA code and/or exempt payee code should be completed.

Line 5

Enter your address (number, street, and apartment or suite number). This is where the requester of this Form W-9 will mail your information returns. If this address differs from the one the requester already has on file, write NEW at the top. If a new address is provided, there is still a chance the old address will be used until the payor changes your address in their records.

Line 6

Enter your city, state, and ZIP code.

Part I. Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. If you are a resident alien and you do not have and are not eligible to get an SSN, your TIN is your IRS individual taxpayer identification number (ITIN). Enter it in the social security number box. If you do not have an ITIN, see *How to get a TIN* below.

If you are a sole proprietor and you have an EIN, you may enter either your SSN or EIN.

If you are a single-member LLC that is disregarded as an entity separate from its owner, enter the owner's SSN (or EIN, if the owner has one). Do not enter the disregarded entity's EIN. If the LLC is classified as a corporation or partnership, enter the entity's EIN.

Note: See *What Name and Number To Give the Requester*, later, for further clarification of name and TIN combinations.

How to get a TIN. If you do not have a TIN, apply for one immediately. To apply for an SSN, get Form SS-5, Application for a Social Security Card, from your local SSA office or get this form online at www.SSA.gov. You may also get this form by calling 1-800-772-1213. Use Form W-7, Application for IRS Individual Taxpayer Identification Number, to apply for an ITIN, or Form SS-4, Application for Employer Identification Number, to apply for an EIN. You can apply for an EIN online by accessing the IRS website at www.irs.gov/Businesses and clicking on Employer Identification Number (EIN) under Starting a Business. Go to www.irs.gov/Forms to view, download, or print Form W-7 and/or Form SS-4. Or, you can go to www.irs.gov/OrderForms to place an order and have Form W-7 and/or SS-4 mailed to you within 10 business days.

If you are asked to complete Form W-9 but do not have a TIN, apply for a TIN and write "Applied For" in the space for the TIN, sign and date the form, and give it to the requester. For interest and dividend payments, and certain payments made with respect to readily tradable instruments, generally you will have 60 days to get a TIN and give it to the requester before you are subject to backup withholding on payments. The 60-day rule does not apply to other types of payments. You will be subject to backup withholding on all such payments until you provide your TIN to the requester.

Note: Entering "Applied For" means that you have already applied for a TIN or that you intend to apply for one soon.

Caution: A disregarded U.S. entity that has a foreign owner must use the appropriate Form W-8.

Part II. Certification

To establish to the withholding agent that you are a U.S. person, or resident alien, sign Form W-9. You may be requested to sign by the withholding agent even if item 1, 4, or 5 below indicates otherwise.

For a joint account, only the person whose TIN is shown in Part I should sign (when required). In the case of a disregarded entity, the person identified on line 1 must sign. Exempt payees, see *Exempt payee code*, earlier.

Signature requirements. Complete the certification as indicated in items 1 through 5 below.

1. Interest, dividend, and barter exchange accounts opened before 1984 and broker accounts considered active during 1983.

You must give your correct TIN, but you do not have to sign the certification.

2. Interest, dividend, broker, and barter exchange accounts opened after 1983 and broker accounts considered inactive during 1983. You must sign the certification or backup withholding will apply. If you are subject to backup withholding and you are merely providing your correct TIN to the requester, you must cross out item 2 in the certification before signing the form.

3. Real estate transactions. You must sign the certification. You may cross out item 2 of the certification.

4. Other payments. You must give your correct TIN, but you do not have to sign the certification unless you have been notified that you have previously given an incorrect TIN. "Other payments" include payments made in the course of the requester's trade or business for rents, royalties, goods (other than bills for merchandise), medical and health care services (including payments to corporations), payments to a nonemployee for services, payments made in settlement of payment card and third party network transactions, payments to certain fishing boat crew members and fishermen, and gross proceeds paid to attorneys (including payments to corporations).

5. Mortgage interest paid by you, acquisition or abandonment of secured property, cancellation of debt, qualified tuition program payments (under section 529), ABLE accounts (under section 529A), IRA, Coverdell ESA, Archer MSA or HSA contributions or distributions, and pension distributions. You must give your correct TIN, but you do not have to sign the certification.

What Name and Number To Give the Requester

For this type of account:	Give name and SSN of:
1. Individual	The individual
2. Two or more individuals (joint account) other than an account maintained by an FFI	The actual owner of the account or, if combined funds, the first individual on the account ¹
3. Two or more U.S. persons (joint account maintained by an FFI)	Each holder of the account
4. Custodial account of a minor (Uniform Gift to Minors Act)	The minor ²
5. a. The usual revocable savings trust (grantor is also trustee)	The grantor-trustee ¹
b. So-called trust account that is not a legal or valid trust under state law	The actual owner ¹
6. Sole proprietorship or disregarded entity owned by an individual	The owner ³
7. Grantor trust filing under Optional Form 1099 Filing Method 1 (see Regulations section 1.671-4(b)(2)(i)(A))	The grantor*
For this type of account:	Give name and EIN of:
8. Disregarded entity not owned by an individual	The owner
9. A valid trust, estate, or pension trust	Legal entity ⁴
10. Corporation or LLC electing corporate status on Form 8832 or Form 2553	The corporation
11. Association, club, religious, charitable, educational, or other tax-exempt organization	The organization
12. Partnership or multi-member LLC	The partnership
13. A broker or registered nominee	The broker or nominee

For this type of account:	Give name and EIN of:
14. Account with the Department of Agriculture in the name of a public entity (such as a state or local government, school district, or prison) that receives agricultural program payments	The public entity
15. Grantor trust filing under the Form 1041 Filing Method or the Optional Form 1099 Filing Method 2 (see Regulations section 1.671-4(b)(2)(i)(B))	The trust

¹ List first and circle the name of the person whose number you furnish. If only one person on a joint account has an SSN, that person's number must be furnished.

² Circle the minor's name and furnish the minor's SSN.

³ You must show your individual name and you may also enter your business or DBA name on the "Business name/disregarded entity" name line. You may use either your SSN or EIN (if you have one), but the IRS encourages you to use your SSN.

⁴ List first and circle the name of the trust, estate, or pension trust. (Do not furnish the TIN of the personal representative or trustee unless the legal entity itself is not designated in the account title.) Also see *Special rules for partnerships*, earlier.

***Note:** The grantor also must provide a Form W-9 to trustee of trust.

Note: If no name is circled when more than one name is listed, the number will be considered to be that of the first name listed.

Secure Your Tax Records From Identity Theft

Identity theft occurs when someone uses your personal information such as your name, SSN, or other identifying information, without your permission, to commit fraud or other crimes. An identity thief may use your SSN to get a job or may file a tax return using your SSN to receive a refund.

To reduce your risk:

- Protect your SSN,
- Ensure your employer is protecting your SSN, and
- Be careful when choosing a tax preparer.

If your tax records are affected by identity theft and you receive a notice from the IRS, respond right away to the name and phone number printed on the IRS notice or letter.

If your tax records are not currently affected by identity theft but you think you are at risk due to a lost or stolen purse or wallet, questionable credit card activity or credit report, contact the IRS Identity Theft Hotline at 1-800-908-4490 or submit Form 14039.

For more information, see Pub. 5027, Identity Theft Information for Taxpayers.

Victims of identity theft who are experiencing economic harm or a systemic problem, or are seeking help in resolving tax problems that have not been resolved through normal channels, may be eligible for Taxpayer Advocate Service (TAS) assistance. You can reach TAS by calling the TAS toll-free case intake line at 1-877-777-4778 or TTY/TDD 1-800-829-4059.

Protect yourself from suspicious emails or phishing schemes.

Phishing is the creation and use of email and websites designed to mimic legitimate business emails and websites. The most common act is sending an email to a user falsely claiming to be an established legitimate enterprise in an attempt to scam the user into surrendering private information that will be used for identity theft.

The IRS does not initiate contacts with taxpayers via emails. Also, the IRS does not request personal detailed information through email or ask taxpayers for the PIN numbers, passwords, or similar secret access information for their credit card, bank, or other financial accounts.

If you receive an unsolicited email claiming to be from the IRS, forward this message to phishing@irs.gov. You may also report misuse of the IRS name, logo, or other IRS property to the Treasury Inspector General for Tax Administration (TIGTA) at 1-800-366-4484. You can forward suspicious emails to the Federal Trade Commission at spam@uce.gov or report them at www.ftc.gov/complaint. You can contact the FTC at www.ftc.gov/idtheft or 877-IDTHEFT (877-438-4338). If you have been the victim of identity theft, see www.IdentityTheft.gov and Pub. 5027.

Visit www.irs.gov/IdentityTheft to learn more about identity theft and how to reduce your risk.

Privacy Act Notice

Section 6109 of the Internal Revenue Code requires you to provide your correct TIN to persons (including federal agencies) who are required to file information returns with the IRS to report interest, dividends, or certain other income paid to you; mortgage interest you paid; the acquisition or abandonment of secured property; the cancellation of debt; or contributions you made to an IRA, Archer MSA, or HSA. The person collecting this form uses the information on the form to file information returns with the IRS, reporting the above information. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation and to cities, states, the District of Columbia, and U.S. commonwealths and possessions for use in administering their laws. The information also may be disclosed to other countries under a treaty, to federal and state agencies to enforce civil and criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism. You must provide your TIN whether or not you are required to file a tax return. Under section 3406, payers must generally withhold a percentage of taxable interest, dividend, and certain other payments to a payee who does not give a TIN to the payer. Certain penalties may also apply for providing false or fraudulent information.

**Bid Tabulation
City of Naples
19-033 Pay and Classification Study - RFP**

Item	Description	Quantity	Unit	Unit Price	Amount
1	Pay and Classification Study	1	LS	\$	\$
2	Cost of Presentation to Naples City Council if needed	1	LS	\$	\$
3	Unit Cost per position to audit more than 10 positions	1	LS	\$	\$

Total \$

This solicitation has potential for P-Card Payment. Does your company accept credit card payment? YES____ NO____

If "yes," please indicate payment options on the below chart.

Payment Options	YES	NO	PERCENTAGE AND/OR TERMS FOR EARLY PAYMENT
Is there a discount for a credit card payment?			
Is there an additional charge for credit card payment?			
Discount for early payment?			
Prompt payment terms: ____% ____Days; Net 30 Days			

Company Name: _____

EIN: _____

Email: _____

Name and Title of individual completing this schedule:

(Printed Name) (Title)

X

(Signature)

CITY OF NAPLES RELEASE AND AFFIDAVIT FORM

COUNTY OF (COLLIER)
STATE OF (FLORIDA)

BEFORE ME, the undersigned authority, personally appeared _____ who, after being duly sworn deposes and says of him/her personal knowledge the following:

- 1.) In accordance with the Contract Documents and in consideration of \$_____ to be received _____, ("Contractor") releases and waives for itself and its subcontractors, material-men, successors and assigns, all claims demands, damages, costs and expenses, whether in contract or in tort, against the City of Naples, Florida, ("the City") relating in any way to the performance of the Agreement between Contractor and the City, dated _____, 20____ for the period from _____ to _____. This partial waiver and release is conditioned upon payment of the consideration described above. It is not effective until said payment is received in paid funds.
- 2.) Contractor certifies for itself and its subcontractors, material-men, successors and assigns, that all charges for labor, materials, supplies, lands, licenses and other expenses for which the City might be sued or for which a lien or a demand against any payment bond might be filed, shall be fully satisfied and paid upon the City's payment to Contractor.
- 3.) Contractor agrees to indemnify, defend and save harmless the City from all demands or suits, actions, claims of liens or other charges filed or asserted against the City arising out of the performance by Contractor of the Work covered by this Release and Affidavit.
- 4.) This Release and Affidavit is given in connection with Contractor's [monthly/final] Application for Payment No. _____.

CONTRACTOR

BY: _____

ITS: _____

DATE: _____

Witness
President

Witness

[Corporate Seal]

STATE OF _____

COUNTY OF _____

The foregoing instrument was acknowledged before me this _____ day of _____ 20____,
by _____, as _____ of _____,
a _____ corporation, on behalf of the corporation. He/she is personally known to me or has produced
_____ as identification and did (did not) take an oath.

My Commission Expires: _____

(Signature of Notary)

Name: _____
(Legibly Printed)

Notary Public, State of _____

(AFFIX OFFICIAL SEAL)

Commissioner No. _____

City of Naples FL REQUEST FOR PROPOSAL

Pay and Classification Study
RFP No. 19-033

PROJECT REQUIREMENTS

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ATTACHMENT A CITY OF NAPLES PAY & CLASSIFICATION PLAN OCT 1, 2018

City of Naples, FL

Pay and Classification Study

RFP No. 19-033

A. PURPOSE

The City of Naples seeks the services of a qualified firm or individual to perform a comprehensive market survey of the City's job classifications and pay structures (including internal equity), providing recommendation to the City for implementation of proposed changes.

B. PROJECT BACKGROUND

The City of Naples is located on the Gulf of Mexico in Southwest Florida and was incorporated on December 1, 1923. The City is approximately fourteen square miles in area, with a year-round population of approximately 22,000, increasing to over 33,000 during the winter months. Naples is a full-service City (police, fire/rescue, water, sewer, solid waste, recycling, parks and recreation, streets and stormwater) operated under the Council-Manager form of government.

The City employs approximately 470 people. Employees may be represented by a labor organization (American Federation of State, County and Municipal Employees; Government Supervisors' Association of Florida; International Association of Fire Fighters; Fraternal Order of Police) or non-represented. The current pay structure is set up in pay grades with a minimum and maximum ranges. Of the 470 budgeted positions, there are approximately 170 different job titles. The last comprehensive market analysis and update to the City's Pay and Classification Plan was completed in 2012 and included job-task analysis/job audits of all positions and revised position descriptions. A copy of the City's Pay and Classification Plan is attached.

C. SCOPE OF SERVICES

The study will include the following:

1. Meet with City management to assure an understanding of the objectives of the City.
2. Review documents including policies & procedures, bargaining agreements, staff reports, organizational charts, current pay plans, job descriptions, and/or other City records/reports, as necessary.
3. Consultant to prepare written report of recommendations, including discussion of methods, techniques and data used to develop the Classification & Compensation Plan.
4. Conduct a comprehensive survey of public and private labor market comparables designed to include salary ranges, actual salaries, and information to ensure the City of Naples' compensation is equitable and competitive in its total compensation package relative to internal factors and external markets for substantially similar classifications.

5. Conduct a job-task analysis/job audit of a maximum of ten (10) employee positions to verify and validate information from existing job descriptions. Conduct personal interviews with employees, supervisors, and directors as needed. Determine if classifications are correctly placed in organizational hierarchy and if individual positions are classified correctly. Review current job descriptions and revise/update if necessary. Please also provide the unit cost per position to audit more than ten (10) positions.
6. Conduct a pay compression analysis for all positions that addresses the issue of internal equity and provide a detailed written recommendation for addressing any equity issues identified along with the fiscal impact associated with the recommendation.
7. Recommend a pay classification system, including but not limited to, a comprehensive pay range system with detailed minimum, midpoint, and maximum salary ranges that can be utilized by City staff after completion of the project. Group positions based upon duties performed, knowledge, skills, and abilities for the position.
8. Recommend the assignment of each classification to a pay grade.
9. Some areas of southwest Florida, including Collier County and the City of Naples, may have a cost of living greater than the US average. Provide appropriate adjustments to account for cost of living variations in Collier County, Florida.
10. During the course of the project, the Consultant will make informal presentations of findings as necessary with City management and may require formal meeting with City Council, as determined by the City Manager. Provide the cost of a presentation to Naples City Council in your proposal as this may be added as needed.

D. REFERENCES

Submit the names of at least three (3) Florida governmental organizations that your firm has performed the same size and type of study. Give a contact name with each reference.

Please submit a statement that explains the methods and process used in your previous studies.

E. CITY OF NAPLES STUDY METHOD

State with some detail how you plan to conduct the study for the City of Naples.

F. INSURANCE

The City's General Insurance Requirements on page 9 apply. In addition to the City's General Insurance Requirements, the specialized insurance listed below is required: PROFESSIONAL LIABILITY (commonly known as errors & omissions (E&O) with limits of not less than \$1,000,000 to cover legal obligations arising out of errors, negligent acts, or omissions while carrying out this contract.

G. SELECTION PROCESS

1. SOLICITATION SCHEDULE:

Listed below are the important dates and times related to this solicitation. The Procurement Division may find it necessary to change any of these dates or times. All dates are subject to change.

Action	Estimated Completion Date
Advertise and Float RFP	Week of August 5, 2019
Non-Mandatory Pre-proposal Meeting	None
RFP Due Date	September 6, 2019
Evaluation Committee Meeting	Week of September 9, 2019

2. PROPOSAL OPENING

The bid opening is public on the date and at the time specified on the proposal form. It is the proposer's responsibility to assure their proposal is delivered at the proper time and place of the proposal opening. Proposals which for any reason are not so delivered will not be considered.

3. EVALUATION COMMITTEE

The City Manager will appoint a selection committee to review and evaluate the proposals using the following criteria. The City, at its sole discretion, may contact the references and/or visit one or more of the projects listed in response to this solicitation as part of the evaluation process.

A shortlist of vendors may be interviewed for final ranking. If an interview is held, it will be less than one hour in length and be equally divided between the presentation and questions and answers. The presentation (if necessary) time and date will be assigned by the City.

4. SELECTION CRITERIA:

Any proposal that does not meet the minimum qualifications as stated above will be rejected. The criteria below are not necessarily listed in order of importance. Proposals will be evaluated on the following criteria:

CRITERIA	MAXIMUM POINTS
Experience	20
Methodology	20
Qualifications	20
Capacity	20
Cost	20

5. SUBMITTAL REQUIREMENTS:

Qualified firms interested in providing Pay and Classification Study Services described in this request are invited to submit a proposal. Submittals shall

address the evaluation criteria. **Please use the below TAB format for your proposal. Proposals should be concise and clear.**

TAB 1 - Cover Letter and Mandatory Form information

1. Cover Letter - Maximum two pages outlining why the City should select your firm/team. Identify who will be the point of contact including their email address. Identify the Project Manager and in which office they are located.
2. Items for Baseline Eligibility – Include Mandatory Form information from the Submission Check List page (including, list of subcontractors' form, and any applicable licenses / certifications

NOTE: There is a 30 printed (single sided) page maximum for the information below.

TAB 2 - Experience

Experience with similar projects involving municipalities and/or other municipal agencies. Knowledge of compensation systems and related human resources practices including federal and state employment laws.

Experience designing and implementing pay plans and overall compensation systems, gathering data, performing job analysis and evaluation and conducting and analyzing salary survey data.

TAB 3 - Methodology

Use of effective and appropriate methodology an approach to successfully perform this project.

TAB 4 - Qualifications

Qualification of the individuals assigned to this task.

Detailed resumés should be submitted. The brief overview should identify the individual experience on similar projects and their availability to support this project

Demonstration of key personnel expertise in the above-mentioned disciplines.

Provide examples of work experience that demonstrates thorough knowledge of the services.

TAB 5 - Capacity

Ability to meet the stated proposal requirements or other evaluation factors as indicated throughout the Request for Proposals or as may be deemed reasonable during the review process.

TAB 6 - Cost

Costs for services provided.

Estimated cost as compared to other proposals.

B. INCURRING COSTS

The City of Naples is not liable for any costs incurred by the offeror submitting a proposal in response to this solicitation. The cost to prepare the proposal and travel to project interviews shall be the full responsibility of the proposer.

C. FIRM RANKING AND SELECTION

Based on the results of the evaluation process and selection criteria, the Evaluation Committee will prepare a prioritized ranking of firms. City staff will present an agreement to the top ranked firm(s) for Pay and Classification Study. Should contract negotiations fail with the top ranked firm, the City will enter into discussions with the second ranked firm, and so on, until an acceptable agreement has been reached between the City and the selected firm. The final contract(s) will then be forwarded to the City Council for approval.

City of Naples
Pay and Classification Plan
Effective: October 1, 2018

<u>GRADE</u>	<u>JOB CLASS</u>	<u>TITLE</u>	<u>GROUP</u>	<u>FLSA</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>MAXIMUM</u>
16	1000	ACCOUNTANT	O	N	\$48,338	\$58,005	\$77,172
18	1005	ACCOUNTANT, SENIOR	N	E	\$58,734	\$64,607	\$87,719
14	1010	ACCOUNTING ASSOCIATE	N	N	\$45,195	\$54,235	\$72,155
9	1015	ACCOUNTING CLERK	A	N	\$37,338	\$44,805	\$59,609
22	1020	ACCOUNTING MANAGER	N	E	\$72,448	\$79,693	\$108,202
12	1025	ADMINISTRATIVE COORDINATOR	N	N	\$42,052	\$50,463	\$67,136
5	1030	ADMINISTRATIVE SPECIALIST I	A	N	\$31,051	\$37,262	\$49,574
7	1035	ADMINISTRATIVE SPECIALIST II	N	N	\$34,195	\$41,033	\$54,593
10	1040	ADMINISTRATIVE SPECIALIST, SENIOR	N	N	\$38,909	\$46,691	\$62,119
14	1051	AQUATIC COORDINATOR	A	N	\$45,195	\$54,235	\$72,155
15	1050	AQUATIC SUPERVISOR	O	N	\$46,767	\$56,121	\$74,665
29	1055	ASSISTANT CITY MANAGER	N	E	\$111,878	\$123,065	\$161,327
15	1060	ASSISTANT DOCK MASTER	O	N	\$46,767	\$56,121	\$74,665
19	1056	ASSISTANT TO THE CITY MANAGER	N	E	\$62,163	\$68,379	\$92,839
15	1065	ATHLETIC SUPERVISOR	O	N	\$46,767	\$56,121	\$74,665
11	1070	BEACH PATROL SPECIALIST	A	N	\$40,481	\$48,577	\$64,627
17	1400	BID AND GRANTS COORDINATOR	N	E	\$55,304	\$60,834	\$82,597
10	1075	BILLING & COLLECTION SPECIALIST	A	N	\$38,909	\$46,691	\$62,119
23	1080	BUDGET & CAPITAL PROJECTS MANAGER	N	E	\$75,877	\$83,464	\$113,322
16	1090	BUILDING INSPECTOR I	A	N	\$48,338	\$58,005	\$77,172
17	1095	BUILDING INSPECTOR II	A	N	\$55,304	\$60,834	\$82,597
18	1100	BUILDING INSPECTOR III	A	N	\$58,734	\$64,607	\$87,719
14	1101	BUILDING TECHNOLOGY ANALYST	N	N	\$45,195	\$54,235	\$72,155
13	1106	BUSINESS ANALYST	N	N	\$43,625	\$52,349	\$69,647
18	1160	CITY ARBORIST/PROJECT MANAGER	N	E	\$58,734	\$64,607	\$87,719
22	1120	CODE & HARBOR MANAGER	N	E	\$72,448	\$79,693	\$108,202
12	1125	CODE ENFORCEMENT OFFICER	A	N	\$42,052	\$50,463	\$67,136
17	1130	COLLECTIONS SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
19	1860	COMMUNICATION & VIDEO PROD MANAGER	N	E	\$62,163	\$68,379	\$92,839
21	1135	COMMUNICATIONS MANAGER	N	E	\$69,019	\$75,921	\$103,080
17	1140	COMMUNICATIONS SHIFT SUPERVISOR	O	N	\$55,304	\$60,834	\$82,597
13	1145	COMMUNITY DEVELOPMENT ANALYST	N	N	\$43,625	\$52,349	\$69,647
19	1146	COMPENSATION & BENEFITS MANAGER	N	E	\$62,163	\$68,379	\$92,839
20	1150	CONSTRUCTION PROJECT MANAGER	O	E	\$65,590	\$72,149	\$97,958
13	1151	CONSTRUCTION SITE COMPLIANCE INSPECTOR	N	N	\$43,625	\$52,349	\$69,647
18	1160	CONTRACT SERVICES MANAGER	O	E	\$58,734	\$64,607	\$87,719
11	1170	CREW LEADER III	A	N	\$40,481	\$48,577	\$64,627
13	1175	CRIME SCENE ANALYST	A	N	\$43,625	\$52,349	\$69,647
14	1180	CRIMINAL RESEARCH INTELLIGENCE ANALYST	A	N	\$45,195	\$54,235	\$72,155

City of Naples
Pay and Classification Plan
Effective: October 1, 2018

<u>GRADE</u>	<u>JOB CLASS</u>	<u>TITLE</u>	<u>GROUP</u>	<u>FLSA</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>MAXIMUM</u>
12	1185	CROSS CONNECTION CONTROL TECHNICIAN	A	N	\$42,052	\$50,463	\$67,136
4	1190	CUSTODIAN	A	N	\$29,481	\$35,376	\$47,065
7	1191	CUSTODIAN, SENIOR	A	N	\$34,195	\$41,033	\$54,593
22	1195	CUSTOMER SERVICE MANAGER	N	E	\$72,448	\$79,693	\$108,202
7	1200	CUSTOMER SERVICE REPRESENTATIVE	A	N	\$34,195	\$41,033	\$54,593
23	1205	DEPUTY BUILDING OFFICIAL	N	E	\$75,877	\$83,464	\$113,322
25	1215	DEPUTY DIRECTOR, COMMUNITY SERVICES	N	E	\$84,449	\$92,894	\$121,775
25	1220	DEPUTY DIRECTOR, FINANCE	N	E	\$84,449	\$92,894	\$121,775
25	1231	DEPUTY DIRECTOR, TECHNOLOGY SERVICES	N	E	\$84,449	\$92,894	\$121,775
25	1230	DEPUTY DIRECTOR, UTILITIES	N	E	\$84,449	\$92,894	\$121,775
28	1235	DIRECTOR, BUILDING SERVICES	N	E	\$105,021	\$115,523	\$151,440
28	1240	DIRECTOR, COMMUNITY SERVICES	N	E	\$105,021	\$115,523	\$151,440
28	1245	DIRECTOR, FINANCE	N	E	\$105,021	\$115,523	\$151,440
28	1250	DIRECTOR, HUMAN RESOURCES	N	E	\$105,021	\$115,523	\$151,440
28	1255	DIRECTOR, PLANNING	N	E	\$105,021	\$115,523	\$151,440
28	1260	DIRECTOR, STREETS & STORM WATER	N	E	\$105,021	\$115,523	\$151,440
28	1270	DIRECTOR, UTILITIES	N	E	\$105,021	\$115,523	\$151,440
17	1275	DISTRIBUTION SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
7	1276	DOCKKEEPER	A	N	\$34,195	\$41,033	\$54,593
15	1286	ENGINEERING AIDE	N	N	\$46,767	\$56,121	\$74,665
25	1280	ENGINEERING MANAGER	N	E	\$84,449	\$92,894	\$121,775
18	1290	ENVIRONMENTAL SPECIALIST	O	E	\$58,734	\$64,607	\$87,719
8	1295	EQUIPMENT OPERATOR	A	N	\$35,766	\$42,920	\$57,100
12	1300	EQUIPMENT OPERATOR, HEAVY	A	N	\$42,052	\$50,463	\$67,136
10	1305	EQUIPMENT OPERATOR, SENIOR	A	N	\$38,909	\$46,691	\$62,119
21	1310	EQUIPMENT SERVICES SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
16	1315	EXECUTIVE ASSISTANT	N	E	\$48,338	\$58,005	\$77,172
21	1324	FACILITIES MAINTENANCE SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
18	1325	FACILITIES MAINTENANCE SUPERVISOR	O	E	\$58,734	\$64,607	\$87,719
22	1330	FIRE BATTALION CHIEF	N	E	\$72,448	\$79,693	\$108,202
28	1335	FIRE CHIEF	N	E	\$105,021	\$115,523	\$151,440
25	1206	FIRE DEPUTY CHIEF	N	E	\$84,449	\$92,894	\$121,775
17	1350	FIRE INSPECTOR	A	N	\$55,304	\$60,834	\$82,597
21	1365	FIRE MARSHAL	N	E	\$69,019	\$75,921	\$103,080
18	1370	FIRE PLANS EXAMINER/INSPECTOR	N	N	\$58,734	\$64,607	\$87,719
17	1390	FLOODPLAIN COORDINATOR	N	E	\$55,304	\$60,834	\$82,597
22	1395	GIS MANAGER	N	E	\$72,448	\$79,693	\$108,202
10	1396	GIS SPECIALIST	N	N	\$38,909	\$46,691	\$62,119
16	1405	HUMAN RESOURCES GENERALIST	N	E	\$48,338	\$58,005	\$77,172

City of Naples
Pay and Classification Plan
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14	1415	INDUSTRIAL WASTE TECHNICIAN	A	N	\$45,195	\$54,235	\$72,155
14	1420	INSTRUMENT TECHNICIAN	A	N	\$45,195	\$54,235	\$72,155
9	1425	INVENTORY CONTROL CLERK	A	N	\$37,338	\$44,805	\$59,609
11	1430	IRRIGATION TECHNICIAN	A	N	\$40,481	\$48,577	\$64,627
18	1435	LAB SUPERVISOR	O	E	\$58,734	\$64,607	\$87,719
14	1440	LABORATORY & FIELD TECHNICIAN	A	N	\$45,195	\$54,235	\$72,155
11	1445	LAND MANAGEMENT COORDINATOR	A	N	\$40,481	\$48,577	\$64,627
5	1450	LANDSCAPE TECHNICIAN I	A	N	\$31,051	\$37,262	\$49,574
7	1455	LANDSCAPE TECHNICIAN II	A	N	\$34,195	\$41,033	\$54,593
8	1460	LANDSCAPE TECHNICIAN III	A	N	\$35,766	\$42,920	\$57,100
11	1465	LANDSCAPE TECHNICIAN, SENIOR	A	N	\$40,481	\$48,577	\$64,627
13	1470	LEAD MECHANIC	A	N	\$43,625	\$52,349	\$69,647
11	1485	MECHANIC	A	N	\$40,481	\$48,577	\$64,627
9	1495	METER READER/TECHNICIAN	A	N	\$37,338	\$44,805	\$59,609
25	1500	NATURAL RESOURCES MANAGER	N	E	\$84,449	\$92,894	\$121,775
16	1505	NETWORK SPECIALIST	N	N	\$48,338	\$58,005	\$77,172
18	1510	NETWORK SPECIALIST, SENIOR	O	N	\$58,734	\$64,607	\$87,719
18	1515	PARK MANAGER	O	E	\$58,734	\$64,607	\$87,719
21	1520	PARKS & PARKWAYS SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
17	1525	PARKS & PARKWAYS SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
9	1530	PARTS CONTROLLER	A	N	\$37,338	\$44,805	\$59,609
11	1541	PERMIT COORDINATOR	A	N	\$40,481	\$48,577	\$64,627
9	1540	PERMIT TECHNICIAN	A	N	\$37,338	\$44,805	\$59,609
16	1545	PLANNER I	N	N	\$48,338	\$58,005	\$77,172
19	1550	PLANNER II	N	E	\$62,163	\$68,379	\$92,839
21	1555	PLANNER, SENIOR	N	E	\$69,019	\$75,921	\$103,080
12	1556	PLANNING & ZONING TECHNICIAN	N	N	\$42,052	\$50,463	\$67,136
18	1560	PLANS EXAMINER	N	N	\$58,734	\$64,607	\$87,719
19	1565	PLANS REVIEW ENGINEER	N	E	\$62,163	\$68,379	\$92,839
9	1570	PLANT OPERATOR I (TRAINEE)	A	N	\$37,338	\$44,805	\$59,609
11	1575	PLANT OPERATOR II	A	N	\$40,481	\$48,577	\$64,627
13	1580	PLANT OPERATOR III	A	N	\$43,625	\$52,349	\$69,647
14	1585	PLANT OPERATOR IV	A	N	\$45,195	\$54,235	\$72,155
24	1590	POLICE CHIEF, ASSISTANT	N	E	\$79,306	\$87,236	\$118,443
28	1595	POLICE CHIEF	N	E	\$105,021	\$115,523	\$151,440
22	1600	POLICE LIEUTENANT	N	E	\$72,448	\$79,693	\$108,202
14	1614	PROFESSIONAL STANDARDS COORDINATOR	N	N	\$45,195	\$54,235	\$72,155
18	1615	PROGRAMMER ANALYST	O	N	\$58,734	\$64,607	\$87,719

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14	1623	PROJECT COORD COMMUNITY SERVICES	N	E	\$45,195	\$54,235	\$72,155
14	1624	PROJECT COORD & PUBLIC OUTREACH	N	E	\$45,195	\$54,235	\$72,155
23	1620	PROJECT MANAGER	N	E	\$75,877	\$83,464	\$113,322
9	1625	PROPERTY/EVIDENCE TECHNICIAN	A	N	\$37,338	\$44,805	\$59,609
22	1635	PURCHASING & CONTRACTS MANAGER	N	E	\$72,448	\$79,693	\$108,202
13	1630	PURCHASING COORDINATOR	N	E	\$43,625	\$52,349	\$69,647
12	1631	PURCHASING TECHNICIAN	N	N	\$42,052	\$50,463	\$67,136
19	1640	RECORDS & FISCAL SERVICES MANAGER	N	E	\$62,163	\$68,379	\$92,839
5	1645	RECORDS CLERK	A	N	\$31,051	\$37,262	\$49,574
7	1650	RECORDS SPECIALIST	A	N	\$34,195	\$41,033	\$54,593
5	1655	RECREATION ASSISTANT	A	N	\$31,051	\$37,262	\$49,574
8	1660	RECREATION COORDINATOR	A	N	\$35,766	\$42,920	\$57,100
15	1665	RECREATION SUPERVISOR	O	N	\$46,767	\$56,121	\$74,665
15	1670	RECYCLING COORDINATOR	O	N	\$46,767	\$56,121	\$74,665
24	1675	RISK MANAGER	N	E	\$79,306	\$87,236	\$118,443
4	1680	SCHOOL CROSSING GUARD	A	N	\$29,481	\$35,376	\$47,065
15	1685	SERVICE COORDINATOR	O	E	\$46,767	\$56,121	\$74,665
4	1690	SERVICE WORKER I	A	N	\$29,481	\$35,376	\$47,065
5	1695	SERVICE WORKER II	A	N	\$31,051	\$37,262	\$49,574
7	1700	SERVICE WORKER III	A	N	\$34,195	\$41,033	\$54,593
11	1705	SIGNAL TECHNICIAN	A	N	\$40,481	\$48,577	\$64,627
21	1710	SOLID WASTE SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
17	1715	SOLID WASTE SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
17	1720	STORMWATER OPERATIONS SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
12	1735	TELECOMMUNICATOR I	A	N	\$42,052	\$50,463	\$67,136
14	1740	TELECOMMUNICATOR II	A	N	\$45,195	\$54,235	\$72,155
14	1776	TENNIS CENTER ASSISTANT MANAGER	O	N	\$45,195	\$54,235	\$72,155
17	1775	TENNIS SERVICES MANAGER	O	E	\$55,304	\$60,834	\$82,597
11	1780	TRADESWORKER	A	N	\$40,481	\$48,577	\$64,627
13	1781	TRADESWORKER, SENIOR	A	N	\$43,625	\$52,349	\$69,647
9	1785	TRAFFIC CONTROL TECHNICIAN	A	N	\$37,338	\$44,805	\$59,609
25	1790	TRAFFIC ENGINEER	N	E	\$84,449	\$92,894	\$121,775
17	1795	TRAFFIC OPERATIONS SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
21	1800	TREATMENT PLANT SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
19	1805	TREATMENT PLANT SUPERVISOR	O	E	\$62,163	\$68,379	\$92,839
13	1810	UTILITIES COORDINATOR	A	N	\$43,625	\$52,349	\$69,647
12	1815	UTILITIES INSPECTOR	A	N	\$42,052	\$50,463	\$67,136
11	1820	UTILITIES LOCATOR	A	N	\$40,481	\$48,577	\$64,627
17	1825	UTILITIES MAINTENANCE SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597

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10	1830	UTILITIES MAINTENANCE TECHNICIAN I	A	N	\$38,909	\$46,691	\$62,119
14	1835	UTILITIES PERMIT COORDINATOR	A	N	\$45,195	\$54,235	\$72,155
7	1840	UTILITIES TECHNICIAN I	A	N	\$34,195	\$41,033	\$54,593
9	1845	UTILITIES TECHNICIAN II	A	N	\$37,338	\$44,805	\$59,609
11	1850	UTILITIES TECHNICIAN III	A	N	\$40,481	\$48,577	\$64,627
13	1855	UTILITIES TECHNICIAN, SENIOR	A	N	\$43,625	\$52,349	\$69,647
10	1865	WAREHOUSE COORDINATOR	A	N	\$38,909	\$46,691	\$62,119
16	1561	ZONING PLANS EXAMINER	N	N	\$48,338	\$58,005	\$77,172

Group Code:

A – AFSCME

N – Non-Bargaining

O – GSAF/OPEIU

FLSA Code:

E – Exempt/Salaried

N – Non-Exempt/Hourly

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4	1190	CUSTODIAN	A	N	\$29,481	\$35,376	\$47,065
4	1680	SCHOOL CROSSING GUARD	A	N	\$29,481	\$35,376	\$47,065
4	1690	SERVICE WORKER I	A	N	\$29,481	\$35,376	\$47,065
5	1030	ADMINISTRATIVE SPECIALIST I	A	N	\$31,051	\$37,262	\$49,574
5	1450	LANDSCAPE TECHNICIAN I	A	N	\$31,051	\$37,262	\$49,574
5	1645	RECORDS CLERK	A	N	\$31,051	\$37,262	\$49,574
5	1655	RECREATION ASSISTANT	A	N	\$31,051	\$37,262	\$49,574
5	1695	SERVICE WORKER II	A	N	\$31,051	\$37,262	\$49,574
7	1035	ADMINISTRATIVE SPECIALIST II	N	N	\$34,195	\$41,033	\$54,593
7	1191	CUSTODIAN, SENIOR	A	N	\$34,195	\$41,033	\$54,593
7	1200	CUSTOMER SERVICE REPRESENTATIVE	A	N	\$34,195	\$41,033	\$54,593
7	1276	DOCKKEEPER	A	N	\$34,195	\$41,033	\$54,593
7	1455	LANDSCAPE TECHNICIAN II	A	N	\$34,195	\$41,033	\$54,593
7	1650	RECORDS SPECIALIST	A	N	\$34,195	\$41,033	\$54,593
7	1700	SERVICE WORKER III	A	N	\$34,195	\$41,033	\$54,593
7	1840	UTILITIES TECHNICIAN I	A	N	\$34,195	\$41,033	\$54,593
8	1295	EQUIPMENT OPERATOR	A	N	\$35,766	\$42,920	\$57,100
8	1460	LANDSCAPE TECHNICIAN III	A	N	\$35,766	\$42,920	\$57,100
8	1660	RECREATION COORDINATOR	A	N	\$35,766	\$42,920	\$57,100
9	1015	ACCOUNTING CLERK	A	N	\$37,338	\$44,805	\$59,609
9	1425	INVENTORY CONTROL CLERK	A	N	\$37,338	\$44,805	\$59,609
9	1495	METER READER/TECHNICIAN	A	N	\$37,338	\$44,805	\$59,609
9	1530	PARTS CONTROLLER	A	N	\$37,338	\$44,805	\$59,609
9	1540	PERMIT TECHNICIAN	A	N	\$37,338	\$44,805	\$59,609
9	1570	PLANT OPERATOR I (TRAINEE)	A	N	\$37,338	\$44,805	\$59,609
9	1625	PROPERTY/EVIDENCE TECHNICIAN	A	N	\$37,338	\$44,805	\$59,609
9	1785	TRAFFIC CONTROL TECHNICIAN	A	N	\$37,338	\$44,805	\$59,609
9	1845	UTILITIES TECHNICIAN II	A	N	\$37,338	\$44,805	\$59,609
10	1040	ADMINISTRATIVE SPECIALIST, SENIOR	N	N	\$38,909	\$46,691	\$62,119
10	1075	BILLING & COLLECTION SPECIALIST	A	N	\$38,909	\$46,691	\$62,119
10	1305	EQUIPMENT OPERATOR, SENIOR	A	N	\$38,909	\$46,691	\$62,119
10	1396	GIS SPECIALIST	N	N	\$38,909	\$46,691	\$62,119

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10	1830	UTILITIES MAINTENANCE TECHNICIAN I	A	N	\$38,909	\$46,691	\$62,119
10	1865	WAREHOUSE COORDINATOR	A	N	\$38,909	\$46,691	\$62,119
11	1070	BEACH PATROL SPECIALIST	A	N	\$40,481	\$48,577	\$64,627
11	1170	CREW LEADER III	A	N	\$40,481	\$48,577	\$64,627
11	1430	IRRIGATION TECHNICIAN	A	N	\$40,481	\$48,577	\$64,627
11	1445	LAND MANAGEMENT COORDINATOR	A	N	\$40,481	\$48,577	\$64,627
11	1465	LANDSCAPE TECHNICIAN, SENIOR	A	N	\$40,481	\$48,577	\$64,627
11	1485	MECHANIC	A	N	\$40,481	\$48,577	\$64,627
11	1541	PERMIT COORDINATOR	A	N	\$40,481	\$48,577	\$64,627
11	1575	PLANT OPERATOR II	A	N	\$40,481	\$48,577	\$64,627
11	1705	SIGNAL TECHNICIAN	A	N	\$40,481	\$48,577	\$64,627
11	1780	TRADESWORKER	A	N	\$40,481	\$48,577	\$64,627
11	1820	UTILITIES LOCATOR	A	N	\$40,481	\$48,577	\$64,627
11	1850	UTILITIES TECHNICIAN III	A	N	\$40,481	\$48,577	\$64,627
12	1025	ADMINISTRATIVE COORDINATOR	N	N	\$42,052	\$50,463	\$67,136
12	1125	CODE ENFORCEMENT OFFICER	A	N	\$42,052	\$50,463	\$67,136
12	1185	CROSS CONNECTION CONTROL TECHNICIAN	A	N	\$42,052	\$50,463	\$67,136
12	1300	EQUIPMENT OPERATOR, HEAVY	A	N	\$42,052	\$50,463	\$67,136
12	1556	PLANNING & ZONING TECHNICIAN	N	N	\$42,052	\$50,463	\$67,136
12	1631	PURCHASING TECHNICIAN	N	N	\$42,052	\$50,463	\$67,136
12	1735	TELECOMMUNICATOR I	A	N	\$42,052	\$50,463	\$67,136
12	1815	UTILITIES INSPECTOR	A	N	\$42,052	\$50,463	\$67,136
13	1106	BUSINESS ANALYST	N	N	\$43,625	\$52,349	\$69,647
13	1145	COMMUNITY DEVELOPMENT ANALYST	N	N	\$43,625	\$52,349	\$69,647
13	1151	CONSTRUCTION SITE COMPLIANCE INSPECTOR	N	N	\$43,625	\$52,349	\$69,647
13	1175	CRIME SCENE ANALYST	A	N	\$43,625	\$52,349	\$69,647
13	1470	LEAD MECHANIC	A	N	\$43,625	\$52,349	\$69,647
13	1580	PLANT OPERATOR III	A	N	\$43,625	\$52,349	\$69,647
13	1630	PURCHASING COORDINATOR	N	E	\$43,625	\$52,349	\$69,647
13	1781	TRADESWORKER, SENIOR	A	N	\$43,625	\$52,349	\$69,647
13	1810	UTILITIES COORDINATOR	A	N	\$43,625	\$52,349	\$69,647
13	1855	UTILITIES TECHNICIAN, SENIOR	A	N	\$43,625	\$52,349	\$69,647
14	1010	ACCOUNTING ASSOCIATE	N	N	\$45,195	\$54,235	\$72,155
14	1051	AQUATIC COORDINATOR	A	N	\$45,195	\$54,235	\$72,155
14	1101	BUILDING TECHNOLOGY ANALYST	N	N	\$45,195	\$54,235	\$72,155

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14	1180	CRIMINAL RESEARCH INTELLIGENCE ANALYST	A	N	\$45,195	\$54,235	\$72,155
14	1415	INDUSTRIAL WASTE TECHNICIAN	A	N	\$45,195	\$54,235	\$72,155
14	1420	INSTRUMENT TECHNICIAN	A	N	\$45,195	\$54,235	\$72,155
14	1440	LABORATORY & FIELD TECHNICIAN	A	N	\$45,195	\$54,235	\$72,155
14	1585	PLANT OPERATOR IV	A	N	\$45,195	\$54,235	\$72,155
14	1614	PROFESSIONAL STANDARDS COORDINATOR	N	N	\$45,195	\$54,235	\$72,155
14	1623	PROJECT COORD COMMUNITY SERVICES	N	E	\$45,195	\$54,235	\$72,155
14	1624	PROJECT COORD & PUBLIC OUTREACH	N	E	\$45,195	\$54,235	\$72,155
14	1740	TELECOMMUNICATOR II	A	N	\$45,195	\$54,235	\$72,155
14	1776	TENNIS CENTER ASSISTANT MANAGER	O	N	\$45,195	\$54,235	\$72,155
14	1835	UTILITIES PERMIT COORDINATOR	A	N	\$45,195	\$54,235	\$72,155
15	1050	AQUATIC SUPERVISOR	O	N	\$46,767	\$56,121	\$74,665
15	1060	ASSISTANT DOCK MASTER	O	N	\$46,767	\$56,121	\$74,665
15	1065	ATHLETIC SUPERVISOR	O	N	\$46,767	\$56,121	\$74,665
15	1286	ENGINEERING AIDE	N	N	\$46,767	\$56,121	\$74,665
15	1665	RECREATION SUPERVISOR	O	N	\$46,767	\$56,121	\$74,665
15	1670	RECYCLING COORDINATOR	O	N	\$46,767	\$56,121	\$74,665
15	1685	SERVICE COORDINATOR	O	E	\$46,767	\$56,121	\$74,665
16	1000	ACCOUNTANT	O	N	\$48,338	\$58,005	\$77,172
16	1090	BUILDING INSPECTOR I	A	N	\$48,338	\$58,005	\$77,172
16	1315	EXECUTIVE ASSISTANT	N	E	\$48,338	\$58,005	\$77,172
16	1405	HUMAN RESOURCES GENERALIST	N	E	\$48,338	\$58,005	\$77,172
16	1505	NETWORK SPECIALIST	N	N	\$48,338	\$58,005	\$77,172
16	1545	PLANNER I	N	N	\$48,338	\$58,005	\$77,172
16	1561	ZONING PLANS EXAMINER	N	N	\$48,338	\$58,005	\$77,172
17	1400	BID AND GRANTS COORDINATOR	N	E	\$55,304	\$60,834	\$82,597
17	1095	BUILDING INSPECTOR II	A	N	\$55,304	\$60,834	\$82,597
17	1130	COLLECTIONS SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
17	1140	COMMUNICATIONS SHIFT SUPERVISOR	O	N	\$55,304	\$60,834	\$82,597
17	1275	DISTRIBUTION SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
17	1350	FIRE INSPECTOR	A	N	\$55,304	\$60,834	\$82,597
17	1390	FLOODPLAIN COORDINATOR	N	E	\$55,304	\$60,834	\$82,597
17	1525	PARKS & PARKWAYS SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
17	1715	SOLID WASTE SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
17	1720	STORMWATER OPERATIONS SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
17	1775	TENNIS SERVICES MANAGER	O	E	\$55,304	\$60,834	\$82,597

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17	1795	TRAFFIC OPERATIONS SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
17	1825	UTILITIES MAINTENANCE SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
18	1005	ACCOUNTANT, SENIOR	N	E	\$58,734	\$64,607	\$87,719
18	1100	BUILDING INSPECTOR III	A	N	\$58,734	\$64,607	\$87,719
18	1160	CITY ARBORIST/PROJECT MANAGER	N	E	\$58,734	\$64,607	\$87,719
18	1160	CONTRACT SERVICES MANAGER	O	E	\$58,734	\$64,607	\$87,719
18	1290	ENVIRONMENTAL SPECIALIST	O	E	\$58,734	\$64,607	\$87,719
18	1325	FACILITIES MAINTENANCE SUPERVISOR	O	E	\$58,734	\$64,607	\$87,719
18	1370	FIRE PLANS EXAMINER/INSPECTOR	N	N	\$58,734	\$64,607	\$87,719
18	1435	LAB SUPERVISOR	O	E	\$58,734	\$64,607	\$87,719
18	1510	NETWORK SPECIALIST, SENIOR	O	N	\$58,734	\$64,607	\$87,719
18	1515	PARK MANAGER	O	E	\$58,734	\$64,607	\$87,719
18	1560	PLANS EXAMINER	N	N	\$58,734	\$64,607	\$87,719
18	1615	PROGRAMMER ANALYST	O	N	\$58,734	\$64,607	\$87,719
19	1056	ASSISTANT TO THE CITY MANAGER	N	E	\$62,163	\$68,379	\$92,839
19	1860	COMMUNICATION & VIDEO PROD MANAGER	N	E	\$62,163	\$68,379	\$92,839
19	1146	COMPENSATION & BENEFITS MANAGER	N	E	\$62,163	\$68,379	\$92,839
19	1550	PLANNER II	N	E	\$62,163	\$68,379	\$92,839
19	1565	PLANS REVIEW ENGINEER	N	E	\$62,163	\$68,379	\$92,839
19	1640	RECORDS & FISCAL SERVICES MANAGER	N	E	\$62,163	\$68,379	\$92,839
19	1805	TREATMENT PLANT SUPERVISOR	O	E	\$62,163	\$68,379	\$92,839
20	1150	CONSTRUCTION PROJECT MANAGER	O	E	\$65,590	\$72,149	\$97,958
21	1135	COMMUNICATIONS MANAGER	N	E	\$69,019	\$75,921	\$103,080
21	1310	EQUIPMENT SERVICES SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
21	1324	FACILITIES MAINTENANCE SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
21	1365	FIRE MARSHAL	N	E	\$69,019	\$75,921	\$103,080
21	1520	PARKS & PARKWAYS SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
21	1555	PLANNER, SENIOR	N	E	\$69,019	\$75,921	\$103,080
21	1710	SOLID WASTE SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
21	1800	TREATMENT PLANT SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
22	1020	ACCOUNTING MANAGER	N	E	\$72,448	\$79,693	\$108,202
22	1120	CODE & HARBOR MANAGER	N	E	\$72,448	\$79,693	\$108,202
22	1195	CUSTOMER SERVICE MANAGER	N	E	\$72,448	\$79,693	\$108,202

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22	1330	FIRE BATTALION CHIEF	N	E	\$72,448	\$79,693	\$108,202
22	1395	GIS MANAGER	N	E	\$72,448	\$79,693	\$108,202
22	1600	POLICE LIEUTENANT	N	E	\$72,448	\$79,693	\$108,202
22	1635	PURCHASING & CONTRACTS MANAGER	N	E	\$72,448	\$79,693	\$108,202
23	1080	BUDGET & CAPITAL PROJECTS MANAGER	N	E	\$75,877	\$83,464	\$113,322
23	1205	DEPUTY BUILDING OFFICIAL	N	E	\$75,877	\$83,464	\$113,322
23	1620	PROJECT MANAGER	N	E	\$75,877	\$83,464	\$113,322
24	1590	POLICE CHIEF, ASSISTANT	N	E	\$79,306	\$87,236	\$118,443
24	1675	RISK MANAGER	N	E	\$79,306	\$87,236	\$118,443
25	1215	DEPUTY DIRECTOR, COMMUNITY SERVICES	N	E	\$84,449	\$92,894	\$121,775
25	1220	DEPUTY DIRECTOR, FINANCE	N	E	\$84,449	\$92,894	\$121,775
25	1231	DEPUTY DIRECTOR, TECHNOLOGY SERVICES	N	E	\$84,449	\$92,894	\$121,775
25	1230	DEPUTY DIRECTOR, UTILITIES	N	E	\$84,449	\$92,894	\$121,775
25	1280	ENGINEERING MANAGER	N	E	\$84,449	\$92,894	\$121,775
25	1206	FIRE DEPUTY CHIEF	N	E	\$84,449	\$92,894	\$121,775
25	1500	NATURAL RESOURCES MANAGER	N	E	\$84,449	\$92,894	\$121,775
25	1790	TRAFFIC ENGINEER	N	E	\$84,449	\$92,894	\$121,775
28	1235	DIRECTOR, BUILDING SERVICES	N	E	\$105,021	\$115,523	\$151,440
28	1240	DIRECTOR, COMMUNITY SERVICES	N	E	\$105,021	\$115,523	\$151,440
28	1245	DIRECTOR, FINANCE	N	E	\$105,021	\$115,523	\$151,440
28	1250	DIRECTOR, HUMAN RESOURCES	N	E	\$105,021	\$115,523	\$151,440
28	1255	DIRECTOR, PLANNING	N	E	\$105,021	\$115,523	\$151,440
28	1260	DIRECTOR, STREETS & STORM WATER	N	E	\$105,021	\$115,523	\$151,440
28	1270	DIRECTOR, UTILITIES	N	E	\$105,021	\$115,523	\$151,440
28	1335	FIRE CHIEF	N	E	\$105,021	\$115,523	\$151,440
28	1595	POLICE CHIEF	N	E	\$105,021	\$115,523	\$151,440
29	1055	ASSISTANT CITY MANAGER	N	E	\$111,878	\$123,065	\$161,327

Group Code:
A – AFSCME
N – Non-Bargaining
O – GSAF/OPEIU

FLSA Code:
E – Exempt/Salaried
N – Non-Exempt/Hourly

City of Naples
Pay and Classification Plan
Effective: October 1, 2018

<u>POLICE</u>	<u>JOB CLASS</u>	<u>TITLE</u>	<u>GROUP</u>	<u>FLSA</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
P01	1605	POLICE OFFICER	P	N	\$51,595.70 \$23.6244/Hour	\$77,432.16 \$35.4543/Hour
PS01	1610	POLICE SERGEANT	PS	N	\$70,190.90 \$32.1387/Hour	\$91,365.56 \$41.8340/Hour
<u>FIRE</u>	<u>JOB CLASS</u>	<u>TITLE</u>	<u>GROUP</u>	<u>FLSA</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
FF	1380	FIREFIGHTER	F	N	\$42,818.00 \$15.8351/Hour	\$71,168.00 \$26.3195/Hour
FP	1385	FIREFIGHTER/PARAMEDIC	F	N	\$50,818.00 \$18.7937/Hour	\$79,298.00 \$29.3262/Hour
DE	1340	FIRE DRIVER ENGINEER	F	N	\$48,554.00 \$17.9563/Hour	\$76,031.00 \$28.1180/Hour
DP	1345	FIRE DRIVER ENGINEER/PARAMEDIC	F	N	\$56,554.00 \$20.9149/Hour	\$84,161.00 \$31.1246/Hour
FLT	1355	FIRE LIEUTENANT	F	N	\$58,294.00 \$21.5585/Hour	\$90,073.00 \$33.3111/Hour
FLP	1360	FIRE LIEUTENANT/PARAMEDIC	F	N	\$66,294.00 \$24.5170/Hour	\$98,203.00 \$36.3177/Hour

Group Code:
F – Fire
P – Police Officer
PS – Police Sergeant

FLSA Code:
N – Non-Exempt/Hourly

Annual Work Hours:
Police – 2184 Hours (84 Hours/14 days)
Fire – 2704 Hours (159 Hours/21 days)