

EXHIBIT B

EXHIBIT "B"

COMPENSATION RATES AND CHARGES

1. AUTHORIZED HOURLY RATES:

Consultant will be compensated for time reasonably necessary to provide the Services based on the following hourly rate schedule, subject to the not-to-exceed limit in Section 2.1 of the Agreement:

Option 1 – Hourly Charge with a Not-to-Exceed Annual Maximum	Annual Maximum
<p>Assumes the following:</p> <ul style="list-style-type: none">• All the requested services in the Request for Proposals No. FINANCE06252020 - HEALTH BENEFITS ADMINISTRATOR under Section III Scope of Service carving out Total Compensation Benchmark as specified under Section III, Scope of Service, Benefits Strategy Development, Items 1. 2. and 3 (proposed separately as an ad-hoc service)• Communications Materials Included:<ul style="list-style-type: none">– Benefit Reference Guide– Get Healthy Campaign	<p>Years 1 – 3: \$60,000</p> <p>Years 4 – 5: \$63,000</p>

Professional Position	Hourly Rate
Consultant/Analyst	
Principals/Practice Leaders	\$400 - \$495
Consultant/Actuary	\$350 - \$400
Associate Consultant	\$290 - \$340
Senior Analyst	\$300 - \$350
Analyst	\$265 - \$295
Communications	
Principal	\$400 - \$495
Communications Project Manager	\$340 - \$360
Sr. Communications Consultant/Writer	\$295 - \$315
Communications Consultant/Writer	\$240 - \$265
Graphic Designer	\$200 - \$250
The City will receive monthly detailed accounts of all work performed on the project	

EXHIBIT B

Ad-Hoc Project - Salary and Benefits Market Assessment as described in Section III, Scope of Services, Benefits Strategy Development, Items 1 - 3	Fixed Fee
<p>Assumes the following:</p> <ul style="list-style-type: none">• Develop a customized salary and benefits market survey document with up to 50 benchmark job titles, to be distributed to no more than 10 public sector peer employers• Compare all aspects of the City's benefits offerings to peer employers• One draft and one final report of the market study findings	\$38,000
TOTAL FIXED FEE	\$38,000