

Anderson County Government

INVITATION TO BID (Formal)

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purchasing@andersontn.org
<http://andersontn.org/purchasing>

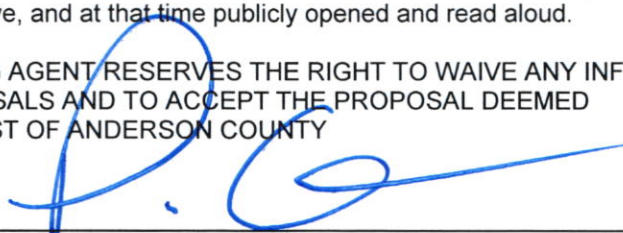
BID No.: 4698

Date Issued: February 22, 2016

**Bids will be received until
2:30 p.m. Eastern Time on March 22, 2016**

Sealed bids are subject to the **General Terms and Conditions** of this bid, and any other data attached or incorporated by reference. Bids will be received in the office of the Anderson County Purchasing Agent until the date and time specified above, and at that time publicly opened and read aloud.

THE ANDERSON COUNTY PURCHASING AGENT RESERVES THE RIGHT TO WAIVE ANY INFORMALITIES IN OR TO REJECT ANY OR ALL PROPOSALS AND TO ACCEPT THE PROPOSAL DEEMED FAVORABLE AND IN THE BEST INTEREST OF ANDERSON COUNTY



Pamela Cotham, Anderson County Purchasing Agent

BID DESCRIPTION
<p><u>Life & Disability Benefits</u> – Anderson County Government</p> <p>All vendors must submit one original and four exact copies of their bid, including brochures.</p> <p><i>Contact Purchasing in writing with any questions. Refer to General Terms and Conditions Section 1.2.</i></p>

LIFE AND DISABILITY BENEFITS

RFP # 4698

A. SCOPE OF SERVICES

Anderson County Government, Tennessee, invites qualified vendors to submit responses to its Request for Proposal (RFP) to furnish the Anderson County Life and Disability Benefits. All applicable State, Federal laws, rules, and regulations are to be fully observed by the successful bidder.

B. CONTRACT

It is the full intent, assuming that satisfactory proposals are received, to award three (3) year contract.

C. TERMINATION/CANCELLATION

Anderson County reserves the right to cancel the contract upon ninety days written notice for reasons of non-performance within the terms and conditions of this request for proposal or conditions beyond control, such as inadequate funding.

D. ACCEPTANCE / REJECTION OF PROPOSAL

1. Award

- a. The contract will be awarded to the qualified offerer whose offer, conforming to the conditions and requirements of this request for proposal will be more advantageous to Anderson County. The committee's evaluation of criteria, cost, and other factors will be taken into consideration.
- b. Anderson County reserves the right to reject any or all offers.
- c. This Request for Proposal does not commit Anderson County to contract for any requirements for this solicitation.
- d. A written award or contract furnished to the successful offerer, within the time for acceptance specified in the offer, shall be deemed to result in a binding contract without further action by either party.

E. EVALUATION OF PROPOSALS

An evaluation committee designated by Anderson County will conduct evaluations of proposals submitted in response to the solicitation. In the process of evaluation the total vendor's proposal will be considered. Each response will be assigned a numeric score rating by each evaluator, and the reward which will be made by Anderson County will be predicated upon the composite ratings of officials referenced above with total cost for the program considered.

During the process of evaluation the committee, may need additional information. This need will be communicated through Anderson County and each vendor shall be responsible to respond in written form or by appearance before the committee as requested. Interviews of the finalists may be requested.

In making its selection, the Anderson County Government will not only consider cost but also the proposal with the best combination of attributes that provides the desired solution, in the opinion of the County. Consideration will be given to the following criteria:

Evaluation Criteria	Percentage
Cost	40%
Administration Client customer service and client complaint resolution process as demonstrated in proposal	40%
References	10%
Bid Presentation	10%.

Anderson County reserves the right to contract with the lowest and best bidder. Anderson County reserves the right to reject all bids and not enter into an arrangement with any prospective bidder.

F. FORMAT OF THE PROPOSAL

The firm submitting a proposal for these services should complete a comprehensive proposal expounding on all topics listed below. The firm should submit an original proposal plus four (4) exact copies. It is not the County's intent to define how you should explain your services and therefore you should take liberty to expound on any additional topics that you feel pertinent. The County requests that proposals be concise and not repetitive. Should proposals be wordy or repetitive, this will reflect poorly on the score of the proposal.

Please respond by following the bulleted scheme used in this RFP

- I. Name and address of firm.
- II. The name of the contact person that the County should contact for questions and clarifications concerning your company's proposal. Include phone number, fax number, and e-mail address.
- III. List management team who will be responsible for customer service for the duration of this agreement.
- IV. List the person specially assigned as out contact for problem resolution.

Technical Proposal:

- Anderson County Government is seeking a vendor to supply group term life and disability insurance for all present and future employees.
- Name of Insured: Anderson County Government
- Current coverage and rates in effect since 2014.
- Type(s) of Insurance: This group term life insurance policy will cover all full-time employees (full-time is 30 hours a week or more) Elected and appointed officials to be included as full-time employees. Current policy listed below. Policy must insure all existing policyholders.
- Number of Employees: There are approximately 450 employees.
- **Group Term Life: Basic Life** (100% Employer Paid) \$25,000 with the option of supplemental and AD&D (guarantee issue of 100,000 for employee with buy-up option up to 300,000 or 3 times employee salary). Dependents Life \$5,000 with the option of employee buy-up.
- **Short Term/Long Term Disability Benefit:**
- Option 1: 100% participation and employer paid Short-Term Disability benefits to begin the 15th day of accident and 15th day of sickness and will be payable for a maximum of 13 weeks. Long-Term Disability as stated below.
 - Benefit Percentage 60%
 - Maximum Monthly Benefit \$6,000
 - Minimum Monthly Benefit \$100
 - Elimination Period 180 days

○ Benefit Duration	SSNRA
○ Definition of Disability	Two Years
○ Return to Work Incentive	Optional
○ PreX Condition Limitation	3/6/15

- **Option 2:** 100% participation and employer paid Short-Term Disability benefits to begin the 15th day of accident and 15th day of sickness. Benefit will be payable for a maximum of 13 weeks. Long Term Disability would be a completely optional benefit. 100% paid by the employee. Rates and coverage must be shown in the proposal.
- **Option 3:** 100% participation and employer paid Short-Term Disability benefits to begin the 15th day of accident and 15th day of sickness and will be payable for a maximum of 13 weeks. Long-Term Disability as stated below.

○ Benefit Percentage	60%
○ Maximum Monthly Benefit	\$6,000
○ Minimum Monthly Benefit	\$100
○ Elimination Period	180 days
○ <i>Benefit Duration</i>	<i>5 years</i>
○ Definition of Disability	Two Years
○ Return to Work Incentive	Optional
○ PreX Condition Limitation	3/6/15

- **Policy Period:** The policy shall be from effective date at 12:01 a.m., July 1, 2016 through June 30, 2019, with an option to extend for an additional five (5) years in one year increments.
- **Three-year Contract:** It is our intent to issue a three-year contract for this insurance coverage, which will be reviewed on an annual basis. Indicate on the bid the guaranteed rate for a three (3) year policy.
- **Insurance Company:** Each proposer must be a licensed agent and be authorized by the Insurance Department of the State of Tennessee to do business in Tennessee. Please submit a copy of your license with your proposal.
- **Administration:** Please describe the level of participation and involvement your company will have in the administration and enrollments for the above listed policies.
- **Fee Discloser:** Please detail fees / compensation rate to be received from Anderson County's business.

- References: Please provide at least three (3) references (preferably other government agencies) with your proposal.
- Deviations from Specifications: Anderson County is attempting to secure bids for insurance, which best suits, our needs. Bidder may submit more than one bid, accordingly, each bid must state either that it conforms exactly to or deviates from specifications. Anderson County shall be informed of any deviations from these specifications. Deviations shall be clearly noted. Adequate information must be provided to allow Anderson County to evaluate these exceptions.
- Notice of Cancellation: The policy shall contain a provision striking the usual time period as to notice of cancellation and replace it with thirty (30) days by Anderson County and ninety (90) days by the insurance company awarded the bid.

Reductions in Insurance

If a member reaches an age shown below, the amount of insurance will be the amount determined from the Schedule of Insurance, multiplied by the appropriate percentage below.

Life and AD&D:

AGE	PERCENTAGE
65-69	65%
70 or over	50%

G. Current policies –

Life (attachment #1) and Disability (attachment #2).

H. Attachments –

Disability & Life Census (attachment #1).
STD loss experience/ LTD loss experience (attachment #2).

I. Additional Information

- The two Classes of employees on the census for STD and LTD are regular full-time employees and EMS workers (those that are scheduled 52 hours/week regular schedule) because of the consistent overtime pay.
- Our Commissioners and Elected Officials listed on the census are annual salaries do not really apply to the Disability because they are true salaried

employees, and will receive full pay throughout their term no matter what happens to them unless they resign.

- The minimum numbers of hours an employee must work to be eligible for LTD benefits is 30 hours per work. Only benefit eligible employees are listed on the census that work 30+ hours per week are listed, with the exception of Commissioners.
- EMT's and Paramedics are considered EMS employees in regards to Class 2 on the LTD.
- We will receive bids through a broker and would prefer the compensation be built into the rates as commission (however, we want those commission rates to be reflected in the bid and identified as to what those rates are).

J. PROPOSAL SUBMISSION INSTRUCTIONS

Proposals shall be submitted (one original and 4 copies) by **March 22, 2016 at 2:30 P.M. Eastern Standard Time to:**

Anderson County Government
Purchasing Department
Pamela Cotham, Purchasing Agent
100 N. Main Street
Room 214
Clinton, TN 37716
Phone: (865) 457-6218
E-mail: purchasing@andersontn.org

Each proposal shall contain (4) complete separately bound copies and one copy shall be marked Original Copy. Submit proposals in a sealed envelope with proposer's name, RFP number, and project name clearly indicated. Failure to comply may result in rejection of proposal.

Proposal Envelopes must be clearly marked on the outside as "Anderson County Life and Disability Benefits RFP #4698".

L. QUESTIONS

Questions about the requirements of this RFP, must be forwarded by e-mail to purchasing@andersontn.org. All questions must be submitted by noon on March 11, 2016. All questions will be answered by March 16, 2016, answers will be issued by addendum.

Anderson County
Short Term Disability
LK 0750508
As Of 2/11/2016

Claims Reported on a Paid Basis

Period Description	2/1/2012	2/1/2014	2/1/2015	Fully Revealed
Start Date	2/1/2012	2/1/2014	2/1/2015	Total
End Date	1/31/2013	1/31/2015	2/11/2016	
# of Months	12	12	12	36
Paid Premium	58,218	59,303	54,554	172,075
Paid Claims	34,450	52,065	74,375	160,889
IBNR	661	213	(934)	(60)
Net Incurred Claims	35,110	52,278	73,441	160,829
Loss Ratio	60.3 %	88.2 %	134.6 %	93.5 %
Total Claims	13	16	25	54

Anderson County
Long Term Disability
LK 0961674
As Of 2/11/2016

All Claims

Age	Gender	Date of Disability	Coverage Status	Gross Benefit
56	F	10/9/2015	PI	1,074
62	F	9/24/2015	PI	2,422
63	M	9/15/2015	PI	1,515
34	M	9/5/2015	AC	1,205
65	M	8/19/2015	AC	1,061
37	M	7/23/2015	CC	1,900
37	M	7/23/2015	AC	1,791
64	M	6/17/2015	AC	5,021
76	M	4/10/2015	AC	1,189
51	F	4/1/2015	AC	1,208
50	M	2/5/2015	CC	1,891
48	M	2/4/2015	CC	1,366
34	M	12/24/2014	CC	1,436
52	M	8/15/2014	AC	2,167
42	M	7/29/2014	CC	2,326
53	M	3/13/2014	AC	1,485
61	M	8/3/2013	CC	1,939
58	F	2/1/2013	CC	1,104
58	F	2/1/2013	CC	1,104
58	M	1/31/2013	CC	1,189

Anderson County
Long Term Disability
LK 0961674
As Of 2/11/2016

Claims Reported on an Incurred Basis

Period Description				IBNR	Fully Revealed
Start Date	10/1/2012	10/1/2013	10/1/2014	10/1/2015	Total
End Date	9/30/2013	9/30/2014	9/30/2015	2/11/2016	
# of Months	12	12	12	4	36
Paid Premium	42,414	41,747	40,944	13,424	125,105
Paid Claims	19,845	34,083	52,320	-	106,248
Net Incurred Claims	19,885	115,866	266,591	16,982	402,342
Paid Loss Ratio	46.9 %	277.5 %	651.1 %	126.5 %	321.6 %

POLICY HOLDER:

Anderson County Governmnet

POLICY # 9300-610

Dependent Life Constant Rated Experience

Analysis For the Period of

07/01/2013 THROUGH 12/31/2015

POLICY PERIOD	ACTUAL PREMIUM	PERIOD RATE	INFORCE RATE	CONSTANT RATED PREM	PAID CLAIMS	O/S WAIVER RESERVES	IBNR	TOTAL INCURRED	INCURRED LOSS RATIO
7/1/13-6/30/14	\$6,877	1.00	1.00	\$6,877	\$0			\$0	0.0%
7/1/14/6/30/15	\$7,190	1.00	1.00	\$7,190	\$0			\$0	0.0%
7/1/15-12/31/15	\$3,246	1.00	1.00	\$3,246	\$40,005		\$9,993	\$49,998	1540.3%
TOTALS	\$17,313			\$17,313	\$40,005	\$0	\$9,993	\$49,998	288.8%

Last 12 months premium \$47,584

PURE PAID LOSS RATIO 231.1%

POLICY HOLDER:

Anderson County Governmnet

POLICY # 9300-610

Life Constant Rated Experience

Analysis For the Period of

07/01/2013 THROUGH 12/31/2015

POLICY PERIOD	ACTUAL PREMIUM	PERIOD RATE	INFORCE RATE	CONSTANT RATED PREM	PAID CLAIMS	O/S WAIVER RESERVES	IBNR	TOTAL INCURRED	INCURRED LOSS RATIO
7/1/13-6/30/14	\$11,333	0.09	0.09	\$11,333	\$0			\$0	0.0%
7/1/14/6/30/15	\$10,808	0.09	0.09	\$10,808	\$0			\$0	0.0%
7/1/15-12/31/15	\$5,427	0.09	0.09	\$5,427	\$25,003		\$2,234	\$27,237	501.9%
TOTALS	\$27,568			\$27,568	\$25,003	\$0	\$2,234	\$27,237	98.8%

Last 12 months premium \$10,640

PURE PAID LOSS RATIO 90.7%

POLICY HOLDER:

Anderson County Governmnet

POLICY # 9300-610

Supplemental Life Constant Rated Experience

Analysis For the Period of

07/01/2013 THROUGH 12/31/2015

POLICY PERIOD	ACTUAL PREMIUM	PERIOD RATE	INFORCE RATE	CONSTANT RATED PREM	PAID CLAIMS	O/S WAIVER RESERVES	IBNR	TOTAL INCURRED	INCURRED LOSS RATIO
7/1/13-6/30/14	\$46,049	1.00	1.00	\$0	\$0			\$0	0.0%
7/1/14/6/30/15	\$45,379	1.00	1.00	\$0	\$0			\$0	0.0%
7/1/15-12/31/15	\$25,507	1.00	1.00	\$0	\$100,012		\$9,993	\$110,005	431.3%
TOTALS	\$116,935			\$0	\$100,012	\$0	\$9,993	\$110,005	94.1%

Last 12 months premium \$47,584

PURE PAID LOSS RATIO

85.5%

ADMINISTRATIVE SUPPORT:

I	Salary	Department	Date of Hire	Title	F/P		Gender	Race
F	19359.60	DGA GRANT	5/1/2006	PUB HLTH OFC ASS	F	ADMINISTRATIVE SUPPORT	F	W
\	19760.00	EXTENSION	1/16/2014	4-H PROGRAM ASSISTANT	F	ADMINISTRATIVE SUPPORT	F	W
£	22000.00	COUNTY CLERK	11/18/2013	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
[	22880.00	PURCHASING	11/7/2014	PURCHASING CLERK	F	ADMINISTRATIVE SUPPORT	F	W
F	22896.64	HEALTH DEPT.	6/23/2003	PUBLIC HLTH OFC	F	ADMINISTRATIVE SUPPORT	F	W
(	23550.00	CIRCUIT CLERK	7/11/2013	CUSTOMER SERVICE CLERK	F	ADMINISTRATIVE SUPPORT	F	W
£	23,712.00	OAK RIDGE SESSIONS	6/24/2013	DEPUTY CLERK II	F	ADMINISTRATIVE SUPPORT	F	W
E	24059.04	COUNTY CLERK	9/24/2007	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
\	24220.00	DETENTION FACI	4/25/2011	RECORDS CLERK	F	ADMINISTRATIVE SUPPORT	M	W
E	24960.00	COUNTY CLERK	10/6/2003	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
†	24960.00	CIRCUIT CLERK	6/9/2015	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
†	24960.00	CIRCUIT COURT	10/1/2014	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
†	22630.40	HEALTH DEPT.	8/10/2015	PUBLIC HLTH OFC	F	ADMINISTRATIVE SUPPORT	F	W
[	43329.00	HEALTH DEPT.	8/10/2015	PUBLIC HLTH OFC	F	ADMINISTRATIVE SUPPORT	F	W
E	25000.00	ACCOUNTING	1/29/2015	ADMIN ASST I	F	ADMINISTRATIVE SUPPORT	F	W
F	25559.00	COUNTY CLERK	7/22/2011	CLERK	F	ADMINISTRATIVE SUPPORT	F	W
/	25602.00	TRUSTEE	10/24/2013	DEPUTY CLERK II	F	ADMINISTRATIVE SUPPORT	F	W
E	25604.80	DETENTION FACI	8/3/2015	DISPATCHER	F	ADMINISTRATIVE SUPPORT	F	W
L	25604.80	DETENTION FACILITY	8/3/2015	DISPATCHER	F	ADMINISTRATIVE SUPPORT	F	W
£	25604.80	DETENTION FACILITY	8/3/2015	DISPATCHER	F	ADMINISTRATIVE SUPPORT	F	W
†	25604.80	DETENTIONS FACILITY	8/3/2015	DISPATCHER	F	ADMINISTRATIVE SUPPORT	F	W
\	25604.80	SHERIFFS DEPT	1/27/2014	RECORDS CLERK	F	ADMINISTRATIVE SUPPORT	F	W
\	25604.80	DETENTION FACILITY	5/11/2015	DISPATCHER	F	ADMINISTRATIVE SUPPORT	M	W
†	25630.00	PROPERTY ASSE.	12/16/2013	CLERK	F	ADMINISTRATIVE SUPPORT	F	W
†	25700.00	CLERK & MASTER	1/14/2015	DEPUTY CLERK - C&M	F	ADMINISTRATIVE SUPPORT	M	W
\	25708.88	CLERK & MASTER	9/4/2006	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
\	26000.00	CIRCUIT CLERK	12/19/2012	FILE CLERK/INTERN	F	ADMINISTRATIVE SUPPORT	F	W
£	26221.08	COUNTY CLERK	10/8/2009	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
£	26381.42	VETRANS SERVIC	3/9/2009	VETR SECRETARY	F	ADMINISTRATIVE SUPPORT	F	W
E	27040.00	CIRCUIT COURT CLERK	9/30/2014	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
L	27040.00	CIRCUIT CLERK	8/12/2010	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	M	W
†	27700.00	CLERK & MASTER	4/17/2013	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
F	28162.00	COUNTY CLERK	9/16/2013	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
E	28163.20	DISPATCH	11/1/2009	DISPATCHER	F	ADMINISTRATIVE SUPPORT	F	W
E	28163.20	SHERIFF'S DEPT	12/31/2012	DISPATCHER	F	ADMINISTRATIVE SUPPORT	F	W
[	28163.20	DISPATCH	10/17/2011	DISPATCHER	F	ADMINISTRATIVE SUPPORT	M	W
F	28163.20	DISPATCH	12/19/2011	COMMUNICATION OFFICER	F	ADMINISTRATIVE SUPPORT	F	W
L	28163.20	SHERIFFS DEPT	11/19/2012	COMMUNICATION OFFICER	F	ADMINISTRATIVE SUPPORT	M	W
\	28163.20	AMBULANCE	1/24/2005	DISPATCHER	F	ADMINISTRATIVE SUPPORT	F	W
E	28647.00	REG. OF DEEDS	7/1/2007	CLERK II	F	ADMINISTRATIVE SUPPORT	F	W
(	29120.00	CIRCUIT COURT CLERK	3/2/2015	DEPUTY	F	ADMINISTRATIVE SUPPORT	F	W
F	29120.00	CIRCUIT CLERK	4/6/2015	CLERK	F	ADMINISTRATIVE SUPPORT	F	W
(	29278.00	DISTRICT ATTORNEY	6/1/2015	ADMINISTRATIVE ASSISTANT	F	ADMINISTRATIVE SUPPORT	F	W
E	29702.40	DISPATCH	11/12/2007	DISPATCHER	F	ADMINISTRATIVE SUPPORT	F	W
£	30071.34	TRUSTEE	7/1/2008	CLERK 2/ LEVEL 2	F	ADMINISTRATIVE SUPPORT	F	W
†	30160.00	COUNTY CLERK	9/8/2014	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
(	30505.00	PUBLIC WORKS	12/15/2014	ADMINISTRATIVE ASSISTANT	F	ADMINISTRATIVE SUPPORT	F	W
E	30505.00	COUNTY CLERK	3/31/2008	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
†	30513.60	SHERIFF'S DEPT	7/11/2006	DISPATCHER	F	ADMINISTRATIVE SUPPORT	M	W
\	31000.00	DISPATCH	8/12/2008	DEPUTY CLERK 2	F	ADMINISTRATIVE SUPPORT	F	W
E	31200.00	CIRCUIT COURT	9/2/2014	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
(	31200.00	CIRCUIT COURT	9/15/2014	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
†	22880.00	NORRIS LIBRARY	11/16/2015	ASSISTANT LIBRARIAN	F	ADMINISTRATIVE SUPPORT	F	W
(	31324.80	CLINTON LIBRARY	9/24/2009	ASSISTANT LIBRARIAN	F	ADMINISTRATIVE SUPPORT	F	W
L	31324.80	DISPATCH	5/17/2010	DISPATCHER	F	ADMINISTRATIVE SUPPORT	F	W
F	31328.96	COUNTY CLERK	10/7/2002	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
(	31590.00	LAW DIRECTOR	2/11/2013	LEGAL SECRETARY	F	ADMINISTRATIVE SUPPORT	F	W
£	31705.00	COUNTY CLERK	11/2/2009	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	M	W
E	31803.20	HIGHWAY	8/4/2010	ACCOUNTS PAYABLE	F	ADMINISTRATIVE SUPPORT	F	W
†	32000.00	ACCOUNTING	9/2/2014	OFFICE ASSISTANT	F	ADMINISTRATIVE SUPPORT	F	W
†	32385.60	SHERRIFFS DEPT	6/15/2011	DISPATCHER	F	ADMINISTRATIVE SUPPORT	F	W

E 33101.27	CLERK & MASTER	10/1/1992	DEPUTY CLERK 3	F	ADMINISTRATIVE SUPPORT	F	W
E 34119.00	PROP. ASSESS.	10/2/1995	ADMIN ASST I	F	ADMINISTRATIVE SUPPORT	F	W
E 34500.00	GENERAL SESSIONS	12/18/2006	DEPUTY CLERK II	F	ADMINISTRATIVE SUPPORT	F	W
S 21216.00	GENERAL SESSIONS	8/10/2015	CLERK	F	ADMINISTRATIVE SUPPORT	F	W
F 34815.00	PUBLIC WORKS	5/13/2013	CLERK	F	ADMINISTRATIVE SUPPORT	M	W
F 34900.00	CLERK & MASTER	9/26/2000	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
\ 35000.00	CIRCUIT CLERK	4/15/2013	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
\ 35000.00	GENERAL SESSIO	39013	DEPUTY CLERK II	F	ADMINISTRATIVE SUPPORT	F	W
J 37585.60	DETENTION FACI	7/1/1989	RECORDS ADM	F	ADMINISTRATIVE SUPPORT	F	W
L 37876.80	AMBULANCE	1/4/1999	EMS BILLING COOR	F	ADMINISTRATIVE SUPPORT	F	W
L 38000.00	CIRCUIT COURT	9/2/2014	ADMINISTRATIVE ASSISTANT	F	ADMINISTRATIVE SUPPORT	F	W
E 38134.00	PROP. ASSESS.	12/29/1986	CLERK II	F	ADMINISTRATIVE SUPPORT	M	W
E 38161.00	LAW DIRECTOR	5/18/2009	LEGAL SECRETARY	F	ADMINISTRATIVE SUPPORT	F	W
\ 38500.00	CIRCUIT CLERK	1/20/2005	DEPUTY CLERK II	F	ADMINISTRATIVE SUPPORT	F	W
E 38776.16	ACCOUNTING	4/7/1998	ACCOUNTING CLERK II	F	ADMINISTRATIVE SUPPORT	M	W
F 39065.78	HIGHWAY	9/14/1998	OFFICE STAFF	F	ADMINISTRATIVE SUPPORT	F	W
E 39900.64	ACCOUNTING	6/1/2010	ACCOUNTING CLERK II	F	ADMINISTRATIVE SUPPORT	F	W
S 43673.00	JUVENILE COURT	3/27/2006	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
E 44524.00	REG. OF DEEDS	9/5/1991	CLERK III	F	ADMINISTRATIVE SUPPORT	F	W
E 45810.00	COUNTY CLERK	11/1/1996	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W
/ 46135.44	TRUSTEE	9/20/2006	CHIEF, DEUPTY TR	F	ADMINISTRATIVE SUPPORT	F	W
L 48022.00	TRUSTEE	2/15/2010	DEPUTY TRUSTEE	F	ADMINISTRATIVE SUPPORT	M	W
F 50844.00	COUNTY CLERK	11/22/2000	DEPUTY CLERK	F	ADMINISTRATIVE SUPPORT	F	W

OFFICIAL & ADMINISTRATOR:

I	Salary	Department	Date of Hire	Title	F/P		Gender	Race
C	54167.00	PURCHASING AGN	12/21/1998	PURCHASING AGENT	F	OFFICIAL AND ADMINISTRATOR	F	B
L	156444.00	GENERAL SESSIO	3/1/1991	JUDGE	F	OFFICIAL AND ADMINISTRATOR	M	W
F	158791.00	JUVENILE COURT	9/1/2014	JUVENILE COURT JUDGE	F	OFFICIAL AND ADMINISTRATOR	M	W
F	158971.00	GENERAL SESSIONS	9/1/2014	GENERAL SESSIONS JUDGE	F	OFFICIAL AND ADMINISTRATOR	M	W

PARAPROFESSIONAL:

I	Salary	Department	Date of Hire	Title	F/P		Gender	Race
C	18553.60	AMBULANCE	5/18/2015	FACILITATOR	F	PARAPROFESSIONAL	F	W
\	18553.60	ACEMS	5/28/2014	NEXT STEPS	F	PARAPROFESSIONAL	M	W
\	18720.00	AMBULANCE	9/10/2013	EMT-IV	F	PARAPROFESSIONAL	M	W
F	18969.60	AMBULANCE	6/4/2015	EMT-IV	F	PARAPROFESSIONAL	M	W
\	19281.60	AMBULANCE	11/24/2008	PARAMEDIC	F	PARAPROFESSIONAL	M	W
C	19739.20	EMS	2/20/2014	EMT-IV	F	PARAPROFESSIONAL	F	W
F	19739.20	AMBULANCE	6/18/2015	EMT-IV	F	PARAPROFESSIONAL	M	W
F	19739.20	ACEMS	7/10/2014	EMT-IV	F	PARAPROFESSIONAL	F	W
F	19739.20	EMS	2/20/2014	EMT-IV	F	PARAPROFESSIONAL	F	W
\	19739.20	EMS	7/8/2014	EMT-IV	F	PARAPROFESSIONAL	M	W
S	20259.20	EMS	9/19/2012	EMT-IV	F	PARAPROFESSIONAL	M	W
S	20259.20	EMS	7/9/2014	EMT-IV	F	PARAPROFESSIONAL	M	W
\	20800.00	CLERK & MASTER	12/16/2008	OFFICE MANAGER	F	PARAPROFESSIONAL	F	W
/	20924.80	AMBULANCE	9/19/2012	EMT-IV	F	PARAPROFESSIONAL	M	W
E	20924.80	AMBULANCE	4/23/2012	EMT-IV	F	PARAPROFESSIONAL	M	W
F	21569.60	EMS	3/17/2014	EMT-IV	F	PARAPROFESSIONAL	F	W
\	22131.20	AMBULANCE	5/1/2014	EMT-IV	F	PARAPROFESSIONAL	M	W
\	23000.00	CLERK & MASTER	1/5/2015	DEPUTY TRUSTEE	F	PARAPROFESSIONAL	F	W
\	23545.60	EMS	2/20/2014	PARAMEDIC	F	PARAPROFESSIONAL	M	W
F	24211.20	EMS	3/3/2014	PARAMEDIC	F	PARAPROFESSIONAL	M	W
E	24897.60	ACEMS	6/11/2014	PARAMEDIC	F	PARAPROFESSIONAL	M	W
S	24897.60	EMS	12/28/2012	PARAMEDIC	F	PARAPROFESSIONAL	F	W
E	23172.00	EMS	11/18/2015	PARAMEDIC	F	PARAPROFESSIONAL	M	W
C	25272.00	AMBULANCE	10/16/2006	EMT-IV	F	PARAPROFESSIONAL	M	W
S	25272.00	AMBULANCE	1/2/2006	EMT-IV	F	PARAPROFESSIONAL	M	W
F	25376.00	AMBULANCE	11/18/2015	EMT-IV	F	PARAPROFESSIONAL	M	W
F	25625.60	AMBULANCE	10/28/2013	PARAMEDIC	F	PARAPROFESSIONAL	F	W
S	25625.60	AMBULANCE	7/11/2005	EMT-IV	F	PARAPROFESSIONAL	F	W
C	25916.80	EMS	4/20/2014	EMT-IV	F	PARAPROFESSIONAL	F	W
F	25916.80	AMBULANCE	6/28/2012	EMT-IV	F	PARAPROFESSIONAL	M	W
\	25979.20	DGA GRANT	12/5/2005	TENN CARE LAY WORKER	F	PARAPROFESSIONAL	F	W
\	26000.00	GENERAL SESSIO	8/1/2011	JUDICIAL AIDE	F	PARAPROFESSIONAL	F	W
E	26364.00	HEALTH DEPT.	12/2/1991	DENTAL ASST	F	PARAPROFESSIONAL	F	W

I 26438.80	EMS	12/15/2015	EMT-IV	F	PARAPROFESSIONAL	M	W
\ 26738.40	CIRCUIT CLERK	9/16/1983	OFFICE MANAGER	F	PARAPROFESSIONAL	F	W
§ 26796.80	EMS	6/25/2013	EMT-IV	F	PARAPROFESSIONAL	M	W
E 26936.00	ACEMS	5/14/2014	PARAMEDIC	F	PARAPROFESSIONAL	M	W
C 27040.00	PURCHASING	5/13/2015	PURCHASING AGENT	F	PARAPROFESSIONAL	F	W
7 27300.00	MAYORS OFFICE	10/1/2012	ADMINISTRATIVE ASSISTANT - MAYOR	F	PARAPROFESSIONAL	F	W
E 27664.00	AMBULANCE	2/26/2010	PARAMEDIC	F	PARAPROFESSIONAL	M	W
f 27664.00	AMBULANCE	7/31/2005	EMT-IV	F	PARAPROFESSIONAL	F	W
f 27768.00	AMBULANCE	10/16/2015	EMT-IV	F	PARAPROFESSIONAL	M	W
F 28000.00	OFFICE ON AGING	10/1/2015	DIRECTOR	F	PARAPROFESSIONAL	F	W
§ 28537.60	AMBULANCE	12/14/2009	EMT-IV	F	PARAPROFESSIONAL	M	W
F 28641.60	AMBULANCE	5/10/2011	TRANSPORTATION COORDINATOR	F	PARAPROFESSIONAL	M	W
f 29099.20	AMBULANCE	5/14/1999	PARAMEDIC	F	PARAPROFESSIONAL	F	W
\ 29099.20	AMBULANCE	7/30/2003	PARAMEDIC	F	PARAPROFESSIONAL	M	W
F 29099.20	AMBULANCE	3/8/2004	PARAMEDIC	F	PARAPROFESSIONAL	M	W
\ 29493.10	HEALTH DEPT.	9/11/2006	DENTAL ASST	F	PARAPROFESSIONAL	F	W
/ 29806.40	AMBULANCE	6/1/1998	PARAMEDIC	F	PARAPROFESSIONAL	M	W
/ 29806.40	AMBULANCE	6/7/2000	PARAMEDIC	F	PARAPROFESSIONAL	M	W
E 29806.40	AMBULANCE	6/1/2015	EMT-IV	F	PARAPROFESSIONAL	M	W
f 29806.40	AMBULANCE	6/20/2008	PARAMEDIC	F	PARAPROFESSIONAL	M	W
F 29806.40	AMBULANCE	3/23/2009	PARAMEDIC	F	PARAPROFESSIONAL	M	W
F 29806.40	AMBULANCE	5/8/2006	PARAMEDIC	F	PARAPROFESSIONAL	M	W
f 29877.12	RECORDS	4/12/1993	HISTORIAN	F	PARAPROFESSIONAL	F	W
E 30068.48	SHERIFF'S DEPT	2/27/1995	EXECUTIVE ASST	F	PARAPROFESSIONAL	F	W
f 30696.12	TRUSTEE	5/28/2007	DEPUTY TRUSTEE	F	PARAPROFESSIONAL	F	W
\ 31000.00	CIRCUIT CLERK	5/3/2004	EMT-IV	F	PARAPROFESSIONAL	M	W
F 31200.00	COUNTY CLERK	5/12/2015	BOOKKEEPER	F	PARAPROFESSIONAL	F	W
E 31200.00	EMS	10/10/2014	EMT-IV	F	PARAPROFESSIONAL	M	W
§ 31200.00	JUVENILE COURT	9/8/2014	JUVENILE COURT CLERK	F	PARAPROFESSIONAL	F	W
E 31324.80	DETENTION FACI	2/23/2004	CIVIL PROCESS	F	PARAPROFESSIONAL	F	W
f 32676.80	AMBULANCE	9/22/2003	CAPTAIN	F	PARAPROFESSIONAL	M	W
\ 34470.00	JUVENILE COURT	9/28/2015	JUVENILE COURT CLERK	F	PARAPROFESSIONAL	M	W
f 34028.80	AMBULANCE	9/10/2015	EMT-IV	F	PARAPROFESSIONAL	M	W
C 28204.80	AMBULANCE	9/10/2015	EMT-IV	F	PARAPROFESSIONAL	M	W
C 26790.40	AMBULANCE	9/10/2015	EMT-IV	F	PARAPROFESSIONAL	M	W
C 33300.00	ELECTION	11/5/2007	DEPUTY ADMINSTR	F	PARAPROFESSIONAL	F	W
f 33363.20	AMBULANCE	8/9/2008	PARAMEDIC	F	PARAPROFESSIONAL	M	W
§ 33363.20	AMBULANCE	7/26/1996	ASST CHIEF - EMS	F	PARAPROFESSIONAL	M	W
\ 33612.80	BRICEVILLE	8/9/2005	EMT-IV	F	PARAPROFESSIONAL	M	W
7 33690.02	SOIL CONS.	39706	SOIL CONS. SEC/T	F	PARAPROFESSIONAL	F	W
C 35453.97	DRUG COURT COO	7/2/2007	DRUG COURT COORD	F	PARAPROFESSIONAL	F	W
E 35592.12	COUNTY CLERK	5/27/2008	OFFICE MANAGER	F	PARAPROFESSIONAL	F	W
f 36336.30	ACCOUNTING	7/1/2004	RECORDS CLERK	F	PARAPROFESSIONAL	F	W
\ 36548.20	EMERG MANAGEME	7/15/1990	EMSA	F	PARAPROFESSIONAL	F	W
C 38355.20	AMBULANCE	3/14/2011	PARAMEDIC	F	PARAPROFESSIONAL	M	W
§ 39075.00	GENERAL SESSIONS	9/22/2014	JUDICIAL AIDE	F	PARAPROFESSIONAL	F	W
f 39257.00	PROP. ASSESS.	3/15/1993	OFFICE MANAGER	F	PARAPROFESSIONAL	M	W
7 39325.00	SOLID WASTE	3/7/2007	SOLID WASTE SUPV	F	PARAPROFESSIONAL	M	W
\ 39728.00	HUMAN RESOURCE	5/18/2015	HR CHIEF DEPUTY	F	PARAPROFESSIONAL	F	W
§ 27040.00	HUMAN RESOURCE	1/29/2016	HR GENERLAIST	F	PARAPROFESSIONAL	F	W
I 40000.00	TOURISM	1/5/2015	SALES/EVENTS COORDINATOR	F	PARAPROFESSIONAL	F	W
E 42556.80	AMBULANCE	7/31/2008	EMT-IV	F	PARAPROFESSIONAL	M	W
§ 43409.60	AMBULANCE	8/24/1999	PARAMEDIC	F	PARAPROFESSIONAL	M	W
F 43673.00	CIRCUIT COURT	9/1/2006	COURT ADMIN. OFFICE MANAGER	F	PARAPROFESSIONAL	F	W
f 44269.44	COMM. SECRETAR	12/1/1980	ADM ASST	F	PARAPROFESSIONAL	F	W
f 44971.68	ACCOUNTING	6/1/1985	PAYROLL MANGER	F	PARAPROFESSIONAL	M	W
§ 44971.68	ACCOUNTING	7/25/1979	SYSTEMS ADM	F	PARAPROFESSIONAL	F	W
f 45000.00	CIRCUIT CLERK	9/1/2007	CHIEF DEPUTY CLERK	F	PARAPROFESSIONAL	F	W
§ 46125.82	CLERK & MASTER	10/1/1984	OFFICE MANAGER - C&M	F	PARAPROFESSIONAL	F	W
f 47506.00	ELECTION	5/8/1987	DEPUTY ADMINSTR	F	PARAPROFESSIONAL	F	W
f 48630.40	AMBULANCE	9/10/1994	DEPUTY DIRECTOR	F	PARAPROFESSIONAL	F	W
E 51322.44	MAYORS OFFICE	9/4/2012	CHIEF OF STAFF	F	PARAPROFESSIONAL	M	W
f 52956.80	AMBULANCE	3/8/2004	PARAMEDIC	F	PARAPROFESSIONAL	F	W
§ 60424.00	AMBULANCE	3/6/1995	ASST DIRECTOR EMS	F	PARAPROFESSIONAL	M	W
§ 69077.00	ELECTION	9/8/2009	DEPUTY ADMINSTR	F	PARAPROFESSIONAL	M	W

PROFESSIONAL:

F	Salary	Department	Date of Hire	Title	F/P		Gender	Race
E	35800.00	ELECTION	6/16/1994	DEPUTY ADMINISTR	F	PROFESSIOANL	F	W
S	29806.4	AMBULANCE	3/7/921	LIEUTENANT	F	PROFESSIONAL	M	W
E	29988.14	HEALTH DEPT.	8/1/2012	NUTRITIONIST	F	PROFESSIONAL	F	W
S	30326.40	DGA GRANT	10/1/2007	LPN	F	PROFESSIONAL	F	W
F	32065.00	JUVENILE COURT	8/17/2012	CUSTODY SPECIALIST	F	PROFESSIONAL	F	W
F	32922.00	PRE-TRIAL RELEASE	1/23/2012	CLERK II SUPERVISOR	F	PROFESSIONAL	M	W
F	33697.64	NORRIS	3/31/2005	DIRECTOR	F	PROFESSIONAL	F	W
E	34028.08	LAKE CITY	36697	LIBRARY DIRECTOR	F	PROFESSIONAL	F	W
S	35616.00	PARKS	1/13/2014	PARKS MANAGER	F	PROFESSIONAL	M	W
T	40000.00	TRUSTEE	3/30/2015	ASSIST. TRUSTEE	F	PROFESSIONAL	M	W
F	41250.00	CLINTON LIBRARY	7/16/2013	LIBRARY DIRECTOR	F	PROFESSIONAL	F	W
N	41683.20	DETENTION FACILITY	2/2/2015	SUPERVISOR	F	PROFESSIONAL	F	W
/	44241.60	DETENTION FACI	2/2/2009	LIEUTENANT	F	PROFESSIONAL	M	W
N	46909.98	TOURISM COUNCI	7/6/2000	TOURISM DIRECTOR	F	PROFESSIONAL	F	W
N	47363.42	VETERANS SERVIE	9/18/2007	VETERANS OFFICER	F	PROFESSIONAL	M	W
S	47486.40	SHERIFF'S DEPT	10/3/1994	LIEUTENANT ACSO	F	PROFESSIONAL	M	W
E	54000.00	HUMAN RESOURC	1/26/2015	DIRECTOR	F	PROFESSIONAL	M	W
C	56386.00	ACCOUNTING	5/30/2008	DEPUTY DIRECTOR OF ACCOUNTS AND BUDGETING	F	PROFESSIONAL	F	W
C	56598.00	REG. OF DEEDS	4/3/1972	CHIEF, DEP REGIS	F	PROFESSIONAL	F	W
C	59477.00	PUBLIC WORKS	9/28/2012	PUBLIC WORKS DIRECTOR	F	PROFESSIONAL	M	W
S	68808.22	AMBULANCE	5/20/2002	EMS DIRECTOR	F	PROFESSIONAL	M	W
S	100421.10	HEALTH DEPT.	10/13/2003	DENTIST	F	PROFESSIONAL	M	W
N	142912.00	LAW DIRECTOR	7/8/2014	LAW DIRECTOR	F	PROFESSIONAL	M	W

PROTECTIVE SERVICE WORKER:

F	Salary	Department	Date of Hire	Title	F/P		Gender	Race
C	23504.00	HIGHWAY	3/7/1999	WATCHMAN	F	PROTECTIVE SERVICE WORKER	M	W
F	23504.00	HIGHWAY	9/14/1994	WATCHMAN	F	PROTECTIVE SERVICE WORKER	M	W
N	24211.20	EMS	6/11/2014	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	M	W
L	24585.60	SHERIFFS DEPT	6/23/2014	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
E	25602.00	ACDF	9/15/2014	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
S	25602.00	ACDF	7/7/2014	JAILER	F	PROTECTIVE SERVICE WORKER	M	W
E	25604.80	DETENTION FACI	5/1/2015	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
F	25604.80	DETENTION FACILITY	5/11/2015	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
F	25604.80	DETENTION FACILITY	5/1/2015	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
F	26000.00	GENERAL SESSIO	8/10/2009	BALIFF	F	PROTECTIVE SERVICE WORKER	M	W
N	27040.00	PRE-TRIAL RELEASE	5/6/2013	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
/	28163.20	SHERIFF'S DEPT	5/12/2014	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
E	28163.20	DETENTION FACI	6/22/2009	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	M	W
E	28163.20	SHERIFFS DEPT	7/8/2013	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
E	28163.20	SHERIFF'S DEPT	5/12/2014	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
C	28163.20	SHERIFFS DEPT	5/6/2013	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
E	28163.20	SHERIFFS DEPT	7/16/2012	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
E	28163.20	SHERIFFS DEPT	11/8/2011	BALIFF	F	PROTECTIVE SERVICE WORKER	M	W
F	28163.20	SHERIFF'S DEPT	5/12/2014	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
C	28163.20	SHERIFF'S DEPT	8/20/2012	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
F	28163.20	SHERIFF'S DEPT	8/20/2012	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
F	28163.20	DETENTION FACI	1/11/2010	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	M	W
F	28163.20	DETENTION FACI	2/2/2009	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	M	W
N	28163.20	SHERIFFS DEPT	6/7/2010	OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
L	28163.20	SHERIFF'S DEPT	10/5/2009	DEPUTY RESERVE	F	PROTECTIVE SERVICE WORKER	M	W
L	28163.20	DETENTION FACILITY	2/2/2015	CORRECTION OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
F	28163.20	DETENTION FACI	9/23/2013	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
F	28163.20	ANDERSON COUNTY	9/23/2013	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
F	28163.20	SHERIFFS DEPT	4/8/2013	BALIFF	F	PROTECTIVE SERVICE WORKER	M	W
F	28163.20	DETENTION FACI	1/11/2010	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	M	W
F	28163.20	SHERIFF'S DEPT	2/10/2014	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
F	28163.20	DETENTION FACI	9/23/2013	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
F	28163.20	DETENTION FACI	1/24/2011	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	F	W
S	28163.20	DETENTION FACI	5/24/2010	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	M	W
S	28163.20	DETENTION FACI	12/6/2010	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	M	W
S	28163.20	SHERIFFS DEPT	4/5/2012	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
S	28163.20	SHERIFF'S DEPT	6/18/2012	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	M	W

28163.20	DETENTION FACI	4/26/2010	LITTER GRANT OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
28163.20	SHERIFF'S DEPT	10/25/2011	BALIFF	F	PROTECTIVE SERVICE WORKER	M	W
28163.20	SHERIFF'S DEPT	10/17/2011	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
28742.50	SHERIFF'S DEPT	11/1/2015	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
28816.32	SHERIFFS DEPT	11/19/2012	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
28912.00	DETENTION FACI	11/10/2008	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	M	W
29702.40	SHERIFF'S DEPT	8/1/2010	COURT SECURITY	F	PROTECTIVE SERVICE WORKER	M	W
29702.40	SHERIFF'S DEPT	4/29/1999	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
29702.40	DETENTION FACI	8/14/2006	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	F	W
29702.40	SHERIFF'S DEPT	11/5/2007	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
29702.40	DETENTION FACI	6/25/2007	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	M	W
30513.60	DETENTION FACI	12/5/2005	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	M	W
30513.60	DETENTION FACI	7/11/2005	COORECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
30513.60	DETENTION FACI	4/17/2006	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	F	W
31324.80	DETENTION FACI	4/19/2004	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	M	W
31324.80	DETENTION FACI	5/27/2003	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	F	W
32065.00	JUVENILE COURT	8/17/2012	INTAKE OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
32385.60	SHERIFF'S DEPT	12/17/2012	DEPUTY SHERIFF	F	PROTECTIVE SERVICE WORKER	M	W
32385.60	SHERIFF DEPT	3/16/2015	SHERIFF DEPT	F	PROTECTIVE SERVICE WORKER	M	W
32385.60	SHERIFF'S DEPT	9/10/2011	PATROL OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
32385.60	SHERIFFS DEPT	7/16/2012	CORRECTIONS OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
32385.60	SHERIFF SRO	8/2/2010	SRO OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
32385.60	SHERIFF'S DEPT	6/15/2009	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
32385.60	SHERIFF'S DEPT	3/1/2015	INVESTIGATOR	F	PROTECTIVE SERVICE WORKER	M	W
32385.60	SHERIFF'S DEPT	10/13/2008	DEPUTY SHERIFF	F	PROTECTIVE SERVICE WORKER	M	W
32385.60	SHERIFF'S DEPT	12/10/2012	DEPUTY SHERIFF	F	PROTECTIVE SERVICE WORKER	M	W
32385.60	SHERIFF'S DEPT	6/22/2012	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
32386.00	SHERIFF'S DEPT	3/10/2014	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
32884.80	DETENTION FACI	8/3/1992	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
29116.90	DETENTION FACI	11/30/2015	CORR OFFICER	F	PROTECTIVE SERVICE WORKER	F	W

L 34049.60	SHERIFF'S DEPT	4/22/2013	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
S 34049.60	SHERIFF'S DEPT	8/19/2013	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
S 34049.60	SHERIFFS DEPT	6/17/2013	DEPUTY-SRO	F	PROTECTIVE SERVICE WORKER	M	W
\ 34049.60	SHERIFFS DEPT	1/7/2013	SRO OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
† 34059.00	SHERIFFS DEPT	9/15/2014	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
† 34819.20	DETENTION FACI	4/26/2010	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	M	W
C 34923.20	SHERIFF'S DEPT	1/2/2007	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
F 34923.20	SHERIFF'S DEPT	11/24/2008	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
L 34923.20	SHERIFF'S DEPT	1/20/2009	DEPUTY SHERIFF	F	PROTECTIVE SERVICE WORKER	M	W
F 34923.20	SHERIFF'S DEPT	8/21/2000	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
S 34923.20	SHERIFF'S DEPT	8/18/2008	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
[35214.40	SHERIFF'S DEPT	3/15/2011	PATROL DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
† 35214.40	DETENTION FACI	6/22/1998	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	F	W
E 35817.60	SHERIFF'S DEPT	12/27/2005	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
\ 35817.60	SHERIFF SRO	7/2/2007	STUDENT RES OFCR	F	PROTECTIVE SERVICE WORKER	M	W
† 35817.60	SHERIFF'S DEPT	12/10/2002	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
C 36025.60	SHERIFF'S DEPT	10/25/2008	SERGEANT	F	PROTECTIVE SERVICE WORKER	M	W
S 36103.00	JUVENILE COURT	6/16/2011	PROBATION OFFICER	F	PROTECTIVE SERVICE WORKER	F	W
/ 37585.60	SHERIFF'S DEPT	2/21/2000	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
C 37585.60	SHERIFF'S DEPT	3/17/1997	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
\ 37585.60	SHERIFF'S DEPT	10/1/1994	DARE OFFICER	F	PROTECTIVE SERVICE WORKER	M	W
† 38292.80	DETENTION FACI	10/30/2006	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	M	W
† 38292.80	DETENTION FACI	12/16/2002	CORRECTIONS OFCR	F	PROTECTIVE SERVICE WORKER	M	W
[38771.20	SHERIFF'S DEPT	10/30/2006	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
† 38771.20	SHERIFF'S DEPT	8/30/2004	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
E 39249.60	SHERIFF'S DEPT	8/22/1989	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
† 34730.59	SHERIFF'S DEPT	1/4/2016	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
E 34736.00	SHERIFF'S DEPT	1/25/2016	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
S 33030.40	SHERIFF'S DEPT	1/25/2016	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
\ 33030.40	SHERIFF'S DEPT	1/25/2016	DEPUTY	F	PROTECTIVE SERVICE WORKER	M	W
L 26520.00	SHERIFF'S DEPT	12/14/2015	BAILIFF	F	PROTECTIVE SERVICE WORKER	M	W

SERVICE-MAINTENANCE:

† Salary	Department	Date of Hire	Title	F/P		Gender	Race
† 19760.00	CO BUILDINGS	5/4/2015	MAINTENANCE	F	SERVICE-MAINTENANCE	M	W
† 20800.00	PARKS	4/7/2014	PARK MAINTENANCE	F	SERVICE-MAINTENANCE	M	W
† 22508.00	CO BUILDINGS	10/10/2011	SERVICE-MAINTENANCE	F	SERVICE-MAINTENANCE	M	W
† 22880.00	PARKS	10/18/2010	PARK MAINTENANCE	F	SERVICE-MAINTENANCE	M	W
† 23263.50	HEALTH DEPT.	3/22/2007	MAINT/SERVICE-MAINTENANCE	F	SERVICE-MAINTENANCE	M	W
† 25000.00	CO BUILDINGS	1/30/2012	CHIEF SERVICE-MAINTENANCE	F	SERVICE-MAINTENANCE	M	W
† 31136.56	CO BUILDINGS	3/15/2010	SERVICE-MAINTENANCE	F	SERVICE-MAINTENANCE	M	B
† 31136.56	CO BUILDINGS	7/1/1973	SERVICE-MAINTENANCE	F	SERVICE-MAINTENANCE	M	W
[37585.60	DETENTION FACI	2/28/1994	MAINTENANCE	F	SERVICE-MAINTENANCE	M	W

SKILLED CRAFT WORKER:

† Salary	Department	Date of Hire	Title	F/P		Gender	Race
C 19302.40	HIGHWAY	11/12/2007	LABORER	F	SKILLED CRAFT WORKER	M	W
S 19760.00	HIGHWAY	5/26/2015	LABORER	F	SKILLED CRAFT WORKER	M	W
C 20800.00	HIGHWAY	8/18/2014	LABORER	F	SKILLED CRAFT WORKER	M	W
F 20800.00	HIGHWAY	1/17/2013	LABORER	F	SKILLED CRAFT WORKER	M	W
L 22880.00	HIGHWAY	8/13/2013	LABORER	F	SKILLED CRAFT WORKER	M	W
L 23545.60	HIGHWAY	4/2/2012	LABORER	F	SKILLED CRAFT WORKER	M	W
\ 23628.80	HWY DEPT	2/19/2001	HIGHWAY DEPT	F	SKILLED CRAFT WORKER	M	W
C 23774.40	HIGHWAY	9/19/2005	LABORER	F	SKILLED CRAFT WORKER	M	W
\ 24136.58	SOLID WASTE	7/31/2009	SOLID WASTE LABORER	F	SKILLED CRAFT WORKER	M	W
C 25209.60	HIGHWAY	6/10/1997	LABORER	F	SKILLED CRAFT WORKER	M	W
C 25854.40	HIGHWAY	7/20/2000	LABORER	F	SKILLED CRAFT WORKER	M	W
E 26915.20	HIGHWAY	9/23/1998	LABORER	F	SKILLED CRAFT WORKER	M	W
† 27310.40	HIGHWAY	3/17/2008	LABORER	F	SKILLED CRAFT WORKER	M	W
S 28080.00	HIGHWAY	11/20/2013	MECHANIC	F	SKILLED CRAFT WORKER	M	W
C 29120.00	HIGHWAY	3/18/2013	MECHANIC	F	SKILLED CRAFT WORKER	M	W
E 29120.00	HIGHWAY	1/8/2014	OPERATOR	F	SKILLED CRAFT WORKER	M	W
† 29473.60	HIGHWAY	12/22/2008	TRUCK DRIVER	F	SKILLED CRAFT WORKER	M	W
E 27040.00	HIGHWAY	1/7/2016	LABORER	F	SKILLED CRAFT WORKER	M	W

#	21840.00	HIGHWAY	1/8/2016	LABORER	F	SKILLED CRAFT WORKER	M	W
F	22880.00	HIGHWAY	12/30/2015	LABORER	F	SKILLED CRAFT WORKER	M	W
L	29120.00	SOLID WASTE	11/9/2015	LABORER	F	SKILLED CRAFT WORKER	F	W
#	24960.00	MOTOR POOL	11/9/2015	LABORER	F	SKILLED CRAFT WORKER	M	W
E	29598.40	PARKS	9/28/2009	MAINTENANCE SUPERVISOR	F	SKILLED CRAFT WORKER	M	W
L	30300.00	MOTOR POOL	6/1/2015	LABORER	F	SKILLED CRAFT WORKER	M	W
S	30300.14	MOTOR POOL	6/27/2011	AUTO TECHNICIAN	F	SKILLED CRAFT WORKER	M	W
#	30347.20	HIGHWAY	7/28/1986	EQUIPMENT OPERAT	F	SKILLED CRAFT WORKER	M	W
#	32864.00	HIGHWAY	10/23/1990	DRIVER	F	SKILLED CRAFT WORKER	M	W
C	33384.00	HIGHWAY	4/1/1995	DRIVER	F	SKILLED CRAFT WORKER	M	W
L	36712.00	HIGHWAY	11/28/1988	DRIVER	F	SKILLED CRAFT WORKER	M	W
L	39021.84	CO BUILDINGS	6/26/2006	MAINT SUPERVISOR	F	SKILLED CRAFT WORKER	M	W
L	39416.00	HIGHWAY	6/8/2009	EQUIPMENT OPERAT	F	SKILLED CRAFT WORKER	M	W
\	42547.70	MOTOR POOL	6/22/1998	FLEET MANAGER	F	SKILLED CRAFT WORKER	M	W

TECHNICIAN:

#	Salary	Department	Date of Hire	Title	F/P		Gender	Race
#	26332.00	PROPERTY ASSE.	1/4/2013	FIELD AGENT	F	TECHNICIAN	M	W
F	26332.00	PROPERTY ASSE.	11/26/2012	FIELD AGENT	F	TECHNICIAN	M	W
#	29212.04	ENG./PUBLIC WO	3/19/2007	ANIMAL CONTROL O	F	TECHNICIAN	M	W
F	31001.10	ENG./PUBLIC WO	9/8/2006	ANIMAL CONTROL O	F	TECHNICIAN	M	W
#	34819.20	SHERIFF'S DEPT	4/22/1991	CORPORAL	F	TECHNICIAN	M	W
S	34819.20	DETENTION FACI	5/24/1999	CORPORAL	F	TECHNICIAN	M	W
#	34923.20	SHERIFF'S DEPT	2/1/2000	DEPUTY	F	TECHNICIAN	M	W
F	35214.40	SHERIFF'S DEPT	11/30/2009	CORPORAL	F	TECHNICIAN	M	W
\	36025.60	SHERIFF'S DEPT	2/23/2004	CORPORAL - ACSO	F	TECHNICIAN	M	W
E	36462.40	SHERIFF'S DEPT	4/26/2004	CORPORAL	F	TECHNICIAN	M	W
C	36462.40	SHERIFF'S DEPT	10/31/2006	CORPORAL	F	TECHNICIAN	M	W
E	38292.80	SHERIFF'S DEPT	8/18/2008	SERGEANT	F	TECHNICIAN	M	W
E	38292.80	SHERIFF'S DEPT	2/26/2007	SERGEANT	F	TECHNICIAN	M	W
F	38292.80	SHERIFF'S DEPT	1/23/2012	CORPORAL	F	TECHNICIAN	M	W
C	38292.80	SHERIFF SRO	1/13/2003	SERGEANT	F	TECHNICIAN	F	W
C	38292.80	DETENTION FACI	8/14/2006	SERGEANT	F	TECHNICIAN	M	W
C	38292.80	SHERIFF'S DEPT	11/5/2009	SERGEANT	F	TECHNICIAN	M	W
S	38292.80	DETENTION FACI	12/11/2007	SERGEANT	F	TECHNICIAN	M	W
E	38441.00	PROP. ASSESS.	3/31/1997	MAPPING (GIS)	F	TECHNICIAN	M	W
L	39748.80	SHERIFF'S DEPT	4/4/1994	SERGEANT	F	TECHNICIAN	M	W
L	39748.80	SHERIFF'S DEPT	7/1/1996	SERGEANT	F	TECHNICIAN	M	W
\	39748.80	DETENTION FACI	9/26/2005	SERGEANT	F	TECHNICIAN	M	W
E	40268.80	SHERIFF'S DEPT	3/1/1982	SERGEANT	F	TECHNICIAN	M	W
C	42237.78	CHANNEL 95	8/4/2008	STATION MANAGER	F	TECHNICIAN	M	W
C	44241.60	SHERIFFS DEPT	4/14/2003	TRAINING SERGEAN	F	TECHNICIAN	M	W
F	44241.60	DETENTION FACI	1/8/2001	SERGEANT	F	TECHNICIAN	M	W
\	66144.00	DETENTION FACILITY	8/29/2014	CAPTAIN	F	TECHNICIAN	M	W
L	66144.00	SHERIFF'S DEPT	5/1/1984	CHIEF DEPUTY	F	TECHNICIAN	M	W

ELECTED OFFICIAL:

#	Salary	Department	Date of Hire	Title	F/P		Gender	Race
#	420.00	ELECTION COMMISSION	3/24/2015	ELECTION COMMISSIONER	F	ELECTED OFFICIAL	F	W
#	2782.00	ELEC. COMM.	5/19/1999	CHAIRMAN, ELEC C	F	ELECTED OFFICIAL	F	W
F	2782.00	ELEC. COMM.	1/1/1968	SECRETARY/TREAS	F	ELECTED OFFICIAL	M	W
#	6451.12	COMMISSION	9/1/1998	COUNTY COMMISSIO	F	ELECTED OFFICIAL	M	W
E	6451.12	COMMISSION	9/1/2006	COUNTY COMMISSIO	F	ELECTED OFFICIAL	F	W
C	6451.12	COMMISSION	9/1/1990	COUNTY COMMISSIO	F	ELECTED OFFICIAL	M	W
#	6451.12	COMMISSION	8/17/2015	COUNTY COMMISSIO	F	ELECTED OFFICIAL	F	W
E	6451.12	COUNTY COMM.	11/15/2012	COMMISSIONER	F	ELECTED OFFICIAL	M	W
F	6451.12	COMMISSION	9/1/2002	COUNTY COMMISSIO	F	ELECTED OFFICIAL	M	W
#	6451.12	COMMISSION	9/1/2006	COUNTY COMMISSIO	F	ELECTED OFFICIAL	M	W
I	6451.12	COMMISSION	9/1/2010	COUNTY COMMISSIO	F	ELECTED OFFICIAL	M	W
I	6451.12	COMMISSION	9/1/1994	COUNTY COMMISSIO	F	ELECTED OFFICIAL	M	W
#	6451.12	COMMISSION	9/1/2006	COUNTY COMMISSIO	F	ELECTED OFFICIAL	M	W
#	6451.12	COMMISSION	9/1/2010	COUNTY COMMISSIO	F	ELECTED OFFICIAL	M	W
#	6451.12	COMMISSION	9/1/2010	COUNTY COMMISSIO	F	ELECTED OFFICIAL	M	W
S	6451.12	COUNTY COMM.	9/1/2014	COUNTY COMMISSIONER	F	ELECTED OFFICIAL	F	W

\ 6451.12	COMMISSION	9/1/2006	COUNTY COMMISSIO	F	ELECTED OFFICIAL	M	W
\ 6451.12	COUNTY COMM.	9/1/2014	COUNTY COMMISSIONER	F	ELECTED OFFICIAL	M	W
\ 6451.12	COMMISSION	9/1/2002	COUNTY COMMISSIONER	F	ELECTED OFFICIAL	M	W
F 10140.00	PROPERTY ASSE.	6/3/2013	EQUIL BOARD	F	ELECTED OFFICIAL	M	W
\ 20924.80	SHERIFF'S DEPT	6/21/2012	SHERIFF	F	ELECTED OFFICIAL	M	W
f 32385.60	SHERIFFS DEPT	2/27/2012	COMMUNICATION OFFICER	F	ELECTED OFFICIAL	F	W
/ 76752.00	PROP. ASSESS.	9/1/2012	PROPERTY ASSESSOR	F	ELECTED OFFICIAL	M	W
/ 76752.00	TRUSTEE	9/1/2002	TRUSTEE	F	ELECTED OFFICIAL	M	W
C 76752.00	COUNTY CLERK	8/23/1999	COUNTY CLERK	F	ELECTED OFFICIAL	M	W
C 76752.00	CLERK & MASTER	9/1/1998	CLERK & MASTER	F	ELECTED OFFICIAL	M	W
S 76752.00	REG. OF DEEDS	3/16/1992	REGISTRAR OF DEEDS	F	ELECTED OFFICIAL	M	W
\ 79338.00	CIRCUIT COURT	9/1/2014	CIRCUIT COURT CLERK	F	ELECTED OFFICIAL	M	W
L 84427.00	HIGHWAY	9/1/1998	ROAD SUPERINTEND	F	ELECTED OFFICIAL	M	W
F 93449.00	COUNTY MAYOR	9/4/2012	MAYOR	F	ELECTED OFFICIAL	F	W
C 420.00	ELECTION	3/24/2015	ELECTION COMMISSIONER	P	ELECTED OFFICIAL	M	W
f 772.00	TOURISM		TOURISM COUNCIL	P	ELECTED OFFICIAL	F	W
\ 2782.00	ELEC. COMM.	4/16/2002	ELECTION COMMISSIONER	P	ELECTED OFFICIAL	M	W
F 30160.00	ELECTION	3/14/2012	ELECTION COMMISSIONER	P	ELECTED OFFICIAL	F	W

Request for Proposal Title: Life & Disability Benefits

BID ENVELOPE/PACKAGE CONTAINING BID:

Bids **MUST** be received in a sealed envelope/package with the bid number, company name and opening date clearly marked. Failure to comply may result in rejection of your entire bid. Late bids, e-mailed bids and faxed bids will not be considered nor returned. Anderson County will not be responsible for any lost or misdirected mail.

ANDERSON COUNTY PURCHASING DEPARTMENT
100 NORTH MAIN STREET, SUITES 214 AND 218
CLINTON, TN 37716
purchasing@andersontn.org
Website: <http://andersontn.org/purchasing>
(865) 457-6218 Phone
(865) 457-6252 Fax

SECTION 1 GENERAL TERMS AND CONDITIONS

1.1 PROTEST: Any vendor wishing to protest the award shall notify in writing the Anderson County Purchasing Agent. No protest will be accepted, except those protests made in writing and received within (10) ten calendar days of the award. Protests must be in writing and envelopes/package containing protest must be clearly marked with Request for proposal number and words "Request for Proposal Protest". The Purchasing Agent, in conjunction with the Purchasing Commission, and with the advice and counsel of the County Attorney, shall review and make a final decision as to any proposal protest. Appeals shall be filed in the Circuit or Chancery Courts of Anderson County within sixty (60) days of the final decision.

1.2 PROOF OF FINANCIAL AND BUSINESS CAPABILITY: Request for Proposals must, upon the request of Anderson County, provide satisfactory evidence of their ability to furnish products or services in accordance with the terms and conditions of these specifications. Anderson County will make the final determination as to the proposal's ability.

1.3 VENDOR'S DEFAULT: Anderson County reserves the right, in case of vendor default, to procure the articles or services from other sources and hold the defaulting vendor responsible for any excess costs occasioned thereby.

1.4 BACKGROUND CHECKS: Contractors shall comply with Public Chapter 587 of 2007, as codified in Tennessee Code Annotated Section 49-5-413, which requires all contractors to facilitate a criminal history records check conducted by the Tennessee Bureau of Investigation and the Federal Bureau of Investigation for each employee prior to permitting the employee to have contact with students or enter school grounds when students are present.

1.5 BID CLOCK: The bid/time clock in the Anderson County Purchasing office will be the time of record.

1.6 TAXES: Anderson County is not liable for Federal excise or State sales tax. Tax exemption certificates will be provided upon request.

1.7 DRUG-FREE WORKPLACE: Under the provisions of Tennessee Code Annotated §50-9-113 enacted by the General Assembly effective 2001, all employers with five (5) or more employees who contract with either the state or a local government to provide construction services are required to submit an affidavit stating that they have a drug free workplace program that complies with Title 50, Chapter 9, in effect at the time of submission of a proposal at least to the extent required of governmental entities. The statute imposes other requirements on the contractor and contractors should consult private legal counsel if legal questions arise under this section or any other provision of this document. All contractors shall provide a written affidavit signed by the principal officer of a covered employer acknowledging that the contracting entity is in compliance with the Drug Free Workplace laws of the State of Tennessee.

1.8 NO CONTACT POLICY: After vendor receives a copy of this bid, any contact initiated by any vendor with any Anderson County representative, other than the Purchasing Department, concerning this invitation for bid is prohibited and agreements made thereto will not be considered binding on Anderson County. Any such unauthorized contact may cause the disqualification of the bidder from this procurement transaction.

**SECTION 1 GENERAL TERMS AND CONDITIONS
(CONTINUED)**

1.9 QUESTIONS: Any questions concerning the bid document must be submitted to purchasing@andersontn.org no less than ninety-six (96) hours before bid opening date.

1.10 DUPLICATE COPIES: Anderson County requires that all vendors submit one (1) original and four (4) exact copies of their bids, including brochures.

1.11 ADDENDUM: Anderson County Government reserves the right to amend this solicitation by addendum. Addendum will be posted to the website purchasing@andersontn.org/purchasing up to 48 hours in advance of the bid/proposals due date and time. It is the bidder's responsibility to check the website for addendum. If in the County's opinion revisions are of such a magnitude, the deadline for this solicitation may be extended in an addendum. In addition, addendum can change specifications, reply sheets, and times and dates for pre-bid meetings as well as due dates/deadlines for questions and bids/proposals.

1.12 WAIVING OF INFORMALITIES: Anderson County reserves the right to waive minor informalities or technicalities when it is in the best interest of Anderson County.

1.13 APPROPRIATION: In the event no funds are appropriated by Anderson County for the goods or services in any fiscal year or insufficient funds exist to purchase the goods or services, then the Contract shall expire upon the expenditure of previously appropriated funds or the end of the current fiscal year, whichever occurs first, with no further obligations owed to or by either party.

1.14 ASSIGNMENT: Contractor shall not assign or sub-contract this agreement, its obligations or rights hereunder to any party, company, partnership, incorporation or person without the prior written specific consent of Anderson County.

GENERAL TERMS AND CONDITIONS

SECTIONS: 2 AND 3 OF THIS FORM ARE TO BE SUBMITTED/RETURNED WITH YOUR REQUEST FOR PROPOSAL AND ARE PART OF THE CONTRACT DOCUMENTATION.

SECTION 2 - REQUEST FOR PROPOSAL

2.1 I acknowledge the receipt of:
(Please write "Yes" if you received)
Addenda 1 _____ Addenda 2 _____
Addenda 3 _____ Addenda 4 _____

2.2 **Cooperative Purchasing Agreement:** Vendors are to indicate if it is permissible for other governmental agencies in the State of Tennessee to purchase these items or services at the same price. Freight charges may be adjusted to reflect differences in delivery costs to other locations.

Please indicate approval of the Cooperative Purchasing Agreement. _____ Yes _____ No

The undersigned agrees if this Request for Proposal is accepted, to furnish any and all of the License Information listed below at the request of Anderson County, if required by Law. Please indicate if your company has the following.

Anderson County Business License? _____ Yes _____ No

Business License in State of Tennessee _____ Yes _____ No

If so, Which County _____

SECTION 3 - VENDOR INFORMATION

Vendor Name _____

Vendor Address _____

City _____

State _____

Zip _____

Telephone Number _____

Fax Number _____

Contact Person (Please Print) _____

E-Mail Address _____

Taxpayer Identification Number: Social Security, Employer Identification Number: _____

Person Authorized to Sign (Please print) _____

Authorizing Signature (Please sign original in blue ink) _____

I agree to abide by all Terms and Conditions of this Invitation to Bid and certify that I am authorized to sign this bid for the vendor. Failure to include any information mentioned in the bid or to comply with these bid instructions may result in rejection of your entire bid. Signing the Bid Form affirms that the original Invitation for Bid document has not been altered in any way.

REQUEST FOR PROPOSAL NUMBER: 4698

REQUEST FOR PROPOSAL TITLE: Life & Disability Benefits

SECTION 4 - INSURANCE REQUIREMENT CHECKLIST

The bidder awarded this bid or contract will maintain, at their expense adequate insurance coverage to protect them from claims arising under the Worker's Compensation Act, any and all claims for bodily injury and property damage to the Bidder and to Anderson County Government while delivery and service are being done. A certificate of insurance must be on file in the Purchasing Department before work may begin and must be maintained until work is completed.

Only the items marked with an "X" are applicable to this bid and or contract.

1. ☒ **Workers Compensation
Employers Liability** Statutory limits
100,000/100,000/500,000

2. ☒ **Commercial General Liability** \$1,000,000 per occurrence
\$2,000,000 aggregate
 - ☒ Occurrence Form Only
 - ☒ Include Premises Liability
 - ☒ Include Contractual
 - ☒ Include XCU
 - ☒ Include Products and Completed Operations
 - ☒ Include Personal Injury
 - ☒ Include Independent Contractors
 - ☐ Include Vendors Liability
 - ☐ Include Professional or E&O Liability

3. ☐ **Business Auto** \$1,000,000
\$1,000,000
 - ☐ Include Garage Liability
 - ☐ Include Garage Keepers Liability
 - ☐ Copy of Valid Driver's License
 - ☐ Copy of Current Motor Vehicle Record
 - ☐ Copy of Current Auto Liability Declarations Page

4. ☐ **Crime Coverages**
 - ☐ Employee Dishonesty
 - ☐ Employee Dishonesty Bond

5. ☐ **Property Coverages**
 - ☐ Builders Risk
 - ☐ Inland Marine
 - ☐ Transportation

6. ☐ **Performance Bond Required** – A One Hundred Percent (100%) performance or an irrevocable letter of credit in favor of Anderson County Government at a federally insured financial institution. This **MUST** be submitted before purchase order issued.

Certificate Holder Shall Be: Anderson County Government, Clinton, Tennessee, and shall show the bid number and title. Anderson County Government shall be named as an additional insured on all policies except worker's compensation and auto. Insurance carrier ratings shall have a Best's rating of A-VII or better, or its equivalent. Cancellation clause on certificate should strike out "endeavor to" and include a 30-day notice of cancellation where applicable. Any deviations from the above requirements must be disclosed to the Anderson County Purchasing Agent. Any liability deductibles or exclusions must also be disclosed. Exceptions can be granted if applicable.

Bidders Statement and Certification

I understand the insurance requirements of these specifications and will comply in full within **21 (twenty-one) calendar days** if awarded this bid and or contract. I agree to furnish the county with proof of insurance for the entire term of the bid and or contract.

Vendor Name

Authorized Signature

Bid Representative Name (Please Print)

Date