BALDWIN COUNTY COMMISSION

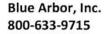
FEE SCHEDULE for BLUE ARBOR

BLUE ARBOR PROPOSES TO CONTINUE SERVICE TO BALDWIN COUNTY WITHOUT CHANGE

| Itam | | Minimum | MARK |
|-----------|------------------------------------|---------|--------|
| Item # | Job Title | Hourly | UP |
| | | Rate | RATE |
| 1 | Custodian | \$14.71 | 28.8 % |
| 2 | Laborer | \$13.99 | 28.8 % |
| 3 | Office Assistant / Clerical | \$15.43 | 28.8 % |
| 4 | Bus Driver (Non-CDL) | \$13.99 | 28.8 % |
| 5 | Bus Driver (CDL) | \$16.20 | 28.8 % |
| 6 | Detention Worker I | \$18.25 | 28.8 % |
| 7 | Building Maintenance Worker | \$18.25 | 28.8 % |
| 8 | Animal Control Technician | \$15.43 | 28.8 % |
| 9 | Deputy Coroner | \$15.00 | 28.8 % |
| 10 | Deputy Coroner (call-out) | \$25.00 | 28.8 % |
| 11 | Intern | \$12.00 | 28.8 % |
| | Emergency/Shelter Positions** | | |
| 1 | Head Shelter Manager | \$25.00 | 28.8 % |
| 2 | Assistant Shelter Manager | \$20.00 | 28.8 % |
| 3 | Shelter Support Staff | \$15.00 | 28.8 % |
| 4 | Cafeteria Manager | \$20.00 | 28.8 % |
| 5 | Cafeteria Support Staff | \$15.00 | 28.8 % |
| 6 | Custodian Manager | \$20.00 | 28.8 % |
| 7 | Custodian Support Staff | \$20.00 | 28.8 % |
| 8 | Interpreter | \$20.00 | 28.8 % |
| 9 | Bus Driver | \$15.00 | 28.8 % |
| 10 | EOC Section/Division Worker | \$25.00 | 28.8 % |

- Minimum hourly rates are shown. The markup rate listed will be used for the agreed upon hourly rate for each employee. Ex. \$15/hr @ 28.8% = \$19.32/hr bill rate.
- Over-time will be paid at the rate of one and one-half times the base hourly pay rate for any hours worked over 40 hours in a week.
- Any approved unlisted clerical or labor position would be processed as a 28.8% markup.
- Any approved unlisted Emergency position would be processed as a 28.8% markup.

Holiday pay will be paid to employees who have worked over 1200 hours. They will be eligible for 7 Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving day plus the Friday after, and Christmas Day.



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Temporary Employees are eligible for 5 days of vacation after working for 1 consecutive year and a minimum of 2080 hours.

**EMERGENCY/SHELTER employees are not eligible for Holiday and Vacation time.