



King County

Finance and Business Operations Division
Procurement and Contract Services Section
Department of Executive Services

CNK-ES-0340
3rd Floor
401 5th Avenue
Seattle, WA 98104

206-263-9400
206-296-7676 Fax
TTY Relay: 771
www.kingcounty.gov

VENDOR:

SMART TALENT LLC
365 S GRADY WAY
RENTON, WA 98057

SHIP TO

KC DEPARTMENT OF EXEC SERVICES
PROCUREMENT-GOODS & SERVICES
401 5TH AVE, CNK-ES0340
SEATTLE, WA 98104
United States

BILL TO

KC DEPT OF EXECUTIVE SERVICES
ACCOUNTS PAYABLE, 3RD FLOOR
401 5TH AVE, CNK-ES0320
SEATTLE, WA 98104
United States

Purchase Order

PURCHASE ORDER NO.	REVISION	PAGE
517049	0	1
THIS PURCHASE ORDER NUMBER MUST APPEAR ON ALL INVOICES, PACKING LISTS, CARTONS AND CORRESPONDENCES RELATED TO THIS ORDER.		
CREATION DATE	BUYER	
19-JUL-11	C Robinson	
DATE OF REVISION	BUYER	

CUSTOMER ACCT #	VENDOR NO	PAYMENT TERMS	FREIGHT TERMS	F.O.B	SHIP VIA			
	27804	Net30days	Paid	Destination	UPS			
CONFIRM TO / TELEPHONE			REQUESTOR / DELIVER TO					
(206) 223-4001								
JHE	PART NUMBER / DESCRIPTION	DELIVERY DATE	QUANTITY	UNIT	UNIT PRICE	EXTENSION	T	
	<p>FURNISH TEMPORARY PERSONNEL SERVICES AS REQUESTED BY VARIOUS KING COUNTY DEPARTMENT DIVISIONS AND AGENCIES, DURING THE PERIOD OF AUGUST 1, 2011 THROUGH JULY 31, 2014, IN ACCORDANCE WITH KING COUNTY ITB NUMBER 1097-11-CFR, THE RESPONDING BID OF 1097-11CFR, ALL INCORPORATED BY REFERENCE AS IF FULLY SET FORTH HEREIN.</p> <p>***</p> <p>2011 WAGE AND RATE SCHEDULE ATTACHED, IS HEREBY MADE A PART OF THIS AGREEMENT.</p> <p>***</p> <p>ESTIMATED TOTAL CONTRACT VALUE \$2,000,000</p> <p>***</p> <p>This purchase order number Oracle PO 517049 is being issued as a replacement/continuation purchase order for ARMS PO B23338B and becomes effective January 1, 2012. All invoices must reflect purchase order number Oracle PO 517049 when submitting for payment starting January 1, 2012. All terms and conditions of the solicitation and resultant purchase order being replaced remain unchanged.</p> <p>Purchase Agreement Effective From: 01-AUG-11 To: 31-JUL-14</p>							
SEE REVERSE SIDE FOR ADDITIONAL TERMS AND CONDITIONS. THIS ORDER IS SUBJECT TO ALL THE TERMS AND CONDITIONS ON THE FRONT AND BACK HEREOF.					<p>Required invoice information: Ship to Address, Mailstop, Requestor's Name, Purchase Order Number, Contract Number (if applicable), Line Item Number, description and Unit Price as stated on the purchase order. Missing information may result in payment delays.</p>		<p>ACCEPTANCE: This purchase order expressly limits acceptance to the terms and conditions stated herein.</p>	
					TOTAL			
					 Authorized signature			

King County 7/25/2011 10:22:52 AM PAGE 2/003 Fax Server

**PURCHASE ORDER
GENERAL TERMS AND CONDITIONS**

Compliance: By acceptance of this order, the vendor warrants full compliance with all applicable local, state or federal laws and regulations including specific statutory requirements of Federal Agencies. Upon request, the purchasing agent will provide applicable contract terms and conditions.

All costs of replacement, including shipping charges shall be borne by the Vendor. Vendor warrants that the merchandise is free and clear of all liens and encumbrances and that vendor has a good and marketable title to same. Vendor warrants that the equipment, materials or service on this order do not infringe any patent, registered trademark or copyright and agrees to hold King County harmless in the event of any infringement or claim thereof.

Acceptance/Changes: All goods or materials purchased hereunder are subject to approval by King County. No substitutions or changes of any nature under this purchase order will be accepted unless approved in writing by King County.

Certification Regarding Debarment, Suspension and Other Responsibility

Matters: By providing goods or services under this purchase order, the Contractor agrees to comply with the requirements of 49 CFR 29, Subpart C while this offer is valid and throughout the period of any Contract that may arise from this Contract. The Contractor further agrees to include a provision requiring such compliance in its lower tier covered transactions.

Inspections: By acceptance of this order, vendor grants the right to Buyer to make periodic visits to the vendor's plant or their subcontractor's for inspection of materials or to determine actual progress of manufacture.

Change Orders: Change orders modifying the terms and conditions herein will be without effect unless issued and authorized in writing by King County.

Order of Precedence: When this purchase order is issued subsequent to the results of a request for bid or proposal, the terms and conditions contained in the solicitation or resulting contract shall control.

Cancellation: The County may cancel any purchase order or any part thereof by written notice at any time, without penalty, if the vendor fails to comply with the terms, specifications, delivery/completion date or to perform the work with diligence.

Invoices: Invoices must reference the purchase order number.

All vendors licensed to do business in Washington State must bill King County for applicable tax. Indicate discount terms to the County for prompt payment. Discount period to be extended if the invoice is returned for correction or clarification.

Shipping Instructions: All shipments must contain a packing slip. Unless other wise specified, all goods are to be shipped prepaid, FOB Destination. Where shipping addresses indicate room numbers, the Vendor shall make delivery to that location at no additional charge, including, but not limited to delivery, packing and or crating.

Warranty: The Vendor warrants that all products delivered under this purchase order shall be free from defects in material and workmanship, and shall be fit for the intended purpose. This warrantee is in addition to any standard warranty or guarantee give by vendor to the County. All products determined by King County to be defective shall be replaced within 15 days of notice by King County.

2011 Wage Rates

Job Title	P.I.E. Management		Advantage Staffing	Smart Talent	Staffmark	Primary Award	Secondary Award
	Billable Wage Rate	Prompt Pay Discount If Paid Within 30 Days	Billable Wage Rate	Billable Wage Rate	Billable Wage Rate		
Administrative Office Asst.			19.76		19.21	Staffmark	Advantage Staffing
Administrative Specialist I			21.72		21.12	Staffmark	Advantage Staffing
Administrative Specialist II	23.42	22.83		22.96		PIE Mngmnt	SmartTalent
Administrative Specialist III			26.26		25.53	Staffmark	Advantage Staffing
Administrative Staff Asst.			31.01		30.15	Staffmark	Advantage Staffing
Administrator I	31.87	31.07		31.25		PIE Mngmnt	SmartTalent
Administrator II			37.48		36.44	Staffmark	Advantage Staffing
Contract Specialist I			37.48		36.44	Staffmark	Advantage Staffing
Contract Specialist II	41.37	40.34		40.56		PIE Mngmnt	SmartTalent
Technical Information Processing Specialist I			21.54		20.63	Staffmark	Advantage Staffing
Technical Information Processing Specialist II	22.87	22.30		22.43		PIE Mngmnt	SmartTalent
Technical Information Processing Specialist III			26.04		24.94	Staffmark	Advantage Staffing
Technical Information Processing Specialist IV			29.32		28.07	Staffmark	Advantage Staffing
Project Program Manager I			35.44		33.94	Staffmark	Advantage Staffing
Project Program Manager II			39.90		38.21	Staffmark	Advantage Staffing
Project Program Manager III	43.38	42.30			43.04	PIE Mngmnt	Staffmark
Paralegal			26.26		25.53	Staffmark	Advantage Staffing
Human Resources Associate	32.64	31.82		31.99		PIE Mngmnt	SmartTalent
Human Resources Analyst			38.38		37.35	Staffmark	Advantage Staffing
Claims Assistant			30.28		29.45	Staffmark	Advantage Staffing
Claims Officer			34.09		33.14	Staffmark	Advantage Staffing
Tort Claims Investigator	39.46	38.47		38.68		PIE Mngmnt	SmartTalent
Accountant – Assistant	28.99	28.27		28.41		PIE Mngmnt	SmartTalent
Accountant			34.09		33.14	Staffmark	Advantage Staffing
Accountant – Senior			37.48		36.44	Staffmark	Advantage Staffing

2011 Wage Rates

Job Title	P.I.E. Management		Advantage Staffing	Smart Talent	Staffmark	Primary Award	Secondary Award
	Billable Wage Rate	Prompt Pay Discount If Paid Within 30 Days	Billable Wage Rate	Billable Wage Rate	Billable Wage Rate		
Administrative Office Asst.			19.76		19.21	Staffmark	Advantage Staffing
Administrative Specialist I			21.72		21.12	Staffmark	Advantage Staffing
Administrative Specialist II	23.42	22.83		22.96		PIE Mngmnt	SmartTalent
Administrative Specialist III			26.26		25.53	Staffmark	Advantage Staffing
Administrative Staff Asst.			31.01		30.15	Staffmark	Advantage Staffing
Administrator I	31.87	31.07		31.25		PIE Mngmnt	SmartTalent
Administrator II			37.48		36.44	Staffmark	Advantage Staffing
Contract Specialist I			37.48		36.44	Staffmark	Advantage Staffing
Contract Specialist II	41.37	40.34		40.56		PIE Mngmnt	SmartTalent
Technical Information Processing Specialist I			21.54		20.63	Staffmark	Advantage Staffing
Technical Information Processing Specialist II	22.87	22.30		22.43		PIE Mngmnt	SmartTalent
Technical Information Processing Specialist III			26.04		24.94	Staffmark	Advantage Staffing
Technical Information Processing Specialist IV			29.32		28.07	Staffmark	Advantage Staffing
Project Program Manager I			35.44		33.94	Staffmark	Advantage Staffing
Project Program Manager II			39.90		38.21	Staffmark	Advantage Staffing
Project Program Manager III	43.38	42.30			43.04	PIE Mngmnt	Staffmark
Paralegal			26.26		25.53	Staffmark	Advantage Staffing
Human Resources Associate	32.64	31.82		31.99		PIE Mngmnt	SmartTalent
Human Resources Analyst			38.38		37.35	Staffmark	Advantage Staffing
Claims Assistant			30.28		29.45	Staffmark	Advantage Staffing
Claims Officer			34.09		33.14	Staffmark	Advantage Staffing
Tort Claims Investigator	39.46	38.47		38.68		PIE Mngmnt	SmartTalent
Accountant – Assistant	28.99	28.27		28.41		PIE Mngmnt	SmartTalent
Accountant			34.09		33.14	Staffmark	Advantage Staffing
Accountant – Senior			37.48		36.44	Staffmark	Advantage Staffing

2011 Wage Rates

Job Title	P.I.E. Management		Advantage Staffing	Smart Talent	Staffmark	Primary Award	Secondary Award
	Billable Wage Rate	Prompt Pay Discount If Paid Within 30 Days	Billable Wage Rate	Billable Wage Rate	Billable Wage Rate		
Budget Analyst I			38.38		37.35	Staffmark	Advantage Staffing
Business & Finance Officer II			39.30		38.24	Staffmark	Advantage Staffing
Fiscal Specialist I			22.24		21.63	Staffmark	Advantage Staffing
Fiscal Specialist II	23.98	23.38		23.50		PIE Mngmnt	SmartTalent
Fiscal Specialist III	26.36	25.70		25.84		PIE Mngmnt	SmartTalent
Assistant Buyer			31.75		30.97	Staffmark	Advantage Staffing
Buyer	35.04	34.16		34.35		PIE Mngmnt	SmartTalent
Scale Operator	28.41	27.70		27.84		PIE Mngmnt	SmartTalent
Inventory Purchasing Specialist I	26.36	25.70		25.84		PIE Mngmnt	SmartTalent
Inventory Purchasing Specialist II	28.99	28.27		28.41		PIE Mngmnt	SmartTalent
Inventory Purchasing Specialist III			31.75		30.87	Staffmark	Advantage Staffing
Engineering Technician I			27.96		26.77	Staffmark	Advantage Staffing
Engineering Technician II			30.74		29.44	Staffmark	Advantage Staffing
Engineer I	35.04	34.16		34.36		PIE Mngmnt	SmartTalent
Engineer II	39.46	38.47		38.69		PIE Mngmnt	SmartTalent
Plans Examination Engineer I / Plan Review Coordinator	35.04	34.16		34.35		PIE Mngmnt	SmartTalent
Plans Examination Engineer II / Plan Review Coordinator	39.46	38.47		38.68		PIE Mngmnt	SmartTalent
Laboratory Assistant I	18.92	18.45		18.54		PIE Mngmnt	SmartTalent
Laboratory Assistant II			21.72		21.62	Staffmark	Advantage Staffing
Environmental Scientist I	35.04	34.16		34.36		PIE Mngmnt	SmartTalent
Environmental Scientist II	39.46	38.47		38.68		PIE Mngmnt	SmartTalent
Environmental Specialist I			30.28		30.14	Staffmark	Advantage Staffing
Environmental Specialist II	32.64	31.82		31.99		PIE Mngmnt	SmartTalent
Environmental Laboratory Scientist I	35.04	34.16		34.35		PIE Mngmnt	SmartTalent
Environmental Laboratory Scientist II	39.46	38.47		38.69		PIE Mngmnt	SmartTalent
Environmental Laboratory Scientist III			45.31		45.10	Staffmark	Advantage Staffing

2011 Wage Rates

Job Title	P.I.E. Management		Advantage Staffing	Smart Talent	Staffmark	Primary Award	Secondary Award
	Billable Wage Rate	Prompt Pay Discount If Paid Within 30 Days	Billable Wage Rate	Billable Wage Rate	Billable Wage Rate		
Abstract Technician			27.43		26.67	Staffmark	Advantage Staffing
Appraiser -- Assistant			26.26		25.53	Staffmark	Advantage Staffing
Senior Appraiser	43.38	42.30			43.01	PIE Mngmnt	Staffmark
Residential Appraiser I	31.87	31.07		31.25		PIE Mngmnt	SmartTalent
Residential Appraiser II			37.48		36.44	Staffmark	Advantage Staffing
Commercial Appraiser I			34.09		33.14	Staffmark	Advantage Staffing
Commercial Appraiser II			39.30		38.21	Staffmark	Advantage Staffing
Recreation Specialist	28.99	28.27		28.41		PIE Mngmnt	SmartTalent
Recreation Coordinator			31.75		30.87	Staffmark	Advantage Staffing
Communication Specialist I	32.64	31.82		31.99		PIE Mngmnt	SmartTalent
Communication Specialist II	35.04	34.16		34.35		PIE Mngmnt	SmartTalent
Communication Specialist III			39.30		38.21	Staffmark	Advantage Staffing
Graphic Designer			31.01		30.15	Staffmark	Advantage Staffing

SCHEDULE A – ADMINISTRATIVE

JOB TITLE	PRIMARY	PO Number	SECONDARY	PO Number
Administrative Office Asst.	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Administrative Specialist I	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Administrative Specialist II	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Administrative Specialist III	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Administrative Staff Asst.	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Administrator I	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Administrator II	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Contract Specialist I	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Contract Specialist II	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Technical Information Processing Specialist I	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Technical Information Processing Specialist II	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Technical Information Processing Specialist III	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Technical Information Processing Specialist IV	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B

JOB TITLE	PRIMARY	PO Number	SECONDARY	PO Number
Project Program Manager I	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Project Program Manager II	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Project Program Manager III	P.I.E. Management	517048 / B23337B	Staffmark/CBS Personnel	517044 / B23336B
Paralegal	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Human Resources Associate	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Human Resources Analyst	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B

SCHEDULE B – RISK MANAGEMENT

JOB TITLE	PRIMARY	PO Number	SECONDARY	PO Number
Claims Assistant	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Claims Officer	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Tort Claims Investigator	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B

SCHEDULE C – FINANCE

JOB TITLE	PRIMARY	PO Number	SECONDARY	PO Number
Accountant – Assistant	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Accountant	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Accountant – Senior	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Budget Analyst I	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Business & Finance Officer I	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Business & Finance Officer II	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Fiscal Specialist I	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Fiscal Specialist II	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Fiscal Specialist III	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Assistant Buyer	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Buyer	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Scale Operator	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Inventory Purchasing Specialist I	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Inventory Purchasing Specialist II	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Inventory Purchasing Specialist III	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B

SCHEDULE D - ENGINEERING

JOB TITLE	PRIMARY	PO Number	SECONDARY	PO Number
Engineering Technician I	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Engineering Technician II	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Engineer I	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Engineer II	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Plans Examination Engineer I / Plan Review Coordinator	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Plans Examination Engineer II / Plan Review Coordinator	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B

SCHEDULE E – SCIENTIFIC

JOB TITLE	PRIMARY	SECONDARY	SECONDARY	SECONDARY
Laboratory Assistant I	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Laboratory Assistant II	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Environmental Scientist I	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Environmental Scientist II	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Environmental Specialist I	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Environmental Specialist II	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Environmental Laboratory Scientist I	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Environmental Laboratory Scientist II	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Environmental Laboratory Scientist III	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B

SCHEDULE F – APPRAISERS

JOB TITLE	PRIMARY	PO Number	SECONDARY	PO Number
Abstract Technician	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Appraiser – Assistant	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Senior Appraiser	P.I.E. Management	517048 / B23337B	Staffmark/CBS Personnel	517044 / B23336B
Residential Appraiser I	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Residential Appraiser II	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Commercial Appraiser I	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Commercial Appraiser II	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B

SCHEDULE G – RECREATION

JOB TITLE	PRIMARY	PO Number	SECONDARY	PO Number
Recreation Specialist	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Recreation Coordinator	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B

SCHEDULE H – COMMUNICATIONS

JOB TITLE	PRIMARY	PO Number	SECONDARY	PO Number
Communication Specialist I	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Communication Specialist II	P.I.E. Management	517048 / B23337B	SmartTalent	517049 / B23338B
Communication Specialist III	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B
Graphic Designer	Staffmark/CBS Personnel	517044 / B23336B	Advantage Staffing / Advantage Human Resourcing	517047 / B23339B