



Amendment No. 1
to
Contract No. NA180000196
for
Commercial Crime Insurance
between
MARSH USA INC
and the
City of Austin

- 1.0 The City hereby exercises this Unilateral Extension Option for the subject contract. This extension option will be effective October 20, 2019 through October 19, 2020. Three (3) options will remain.
- 2.0 The total contract amount is increased by \$28,750.00 by this extension period. The total contract authorization is recapped below:

Action	Action Amount	Total Contract Amount
Initial Term: 10/20/2018 – 10/19/2019	\$25,000.00	\$25,000.00
Amendment No. 1: Option 1-Extension 10/20/2019-10/19/2020	\$28,750.00	\$53,750.00

- 3.0 By signing this Amendment, the City of Austin confirms that the vendor and its principals are not currently suspended or debarred from doing business with the Federal Government, as indicated by the GSA List of Parties Excluded from Federal Procurement and Non-Procurement Programs, the State of Texas, or the City of Austin.
- 4.0 All other terms and conditions remain the same.

BY THE SIGNATURE affixed below, this amendment is hereby incorporated into and made a part of the above-referenced contract.

Printed Name: Brenita Selement
Authorized Representative

Sign/Date: [Signature] 10/11/19

Brenita Selement
Procurement Specialist II
City of Austin
Purchasing Office
124 W. 8th Street, Ste. 310
Austin, Texas 78701

**CONTRACT BETWEEN THE CITY OF AUSTIN ("City")
AND
Marsh USA Inc. dba Marsh Wortham ("Contractor")
for
Commercial Crime Insurance
MA 5800 NA180000196**

The City accepts the Contractor's Offer (as referenced in Section 1.1.3 below) for the above requirement and enters into the following Contract.

This Contract is between Marsh Wortham having offices at 2727 Allen Parkway, P.O. Box 1386, Houston, TX 77251 and the City, a home-rule municipality incorporated by the State of Texas, and is effective as of the date executed by the City ("Effective Date").

Capitalized terms used but not defined herein have the meanings given them in Solicitation Number RFP 5800 ELL3000.

1.1 This Contract is composed of the following documents:

- 1.1.1 This Contract
- 1.1.2 The City's Solicitation, Request for Proposal (RFP), 5800 ELL3000 including all documents incorporated by reference
- 1.1.3 Marsh Wortham's Offer, dated August 30, 2018, including subsequent clarifications

1.2 Order of Precedence. Any inconsistency or conflict in the Contract documents shall be resolved by giving precedence in the following order:

- 1.2.1 This Contract
- 1.2.2 The City's Solicitation as referenced in Section 1.1.2, including all documents incorporated by reference
- 1.2.3 The Contractor's Offer as referenced in Section 1.1.3, including subsequent clarifications.

1.3 Term of Contract. The Contract shall commence October 20, 2018, and shall remain in effect for an initial term of twelve (12) months. The Contract may be extended beyond the initial term for up to four (4) additional twelve (12) month periods at the City's sole option.

1.3.1 If the City exercises any extension option, all terms, conditions, and provisions of the Contract shall remain in effect for that extension period, subject only to any economic price adjustment otherwise allowed under the Contract.

1.3.1.1 Prices are firm for the first twelve (12) months.

1.4 Compensation. The Contractor shall be paid a total Not-to-Exceed amount of \$25,000 for the initial Contract term, \$28,750 for the first extension option, \$33,000 for the second extension option, \$36,500 for the third extension option, and \$40,150 for the fourth extension option, for a total contract amount Not-to-Exceed \$163,400. Payment shall be made upon successful completion of services or delivery of goods as outlined in each individual Delivery Order.

1.5 **Quantity of Work.** There is no guaranteed quantity of work for the period of the Contract and there are no minimum order quantities. Work will be on an as needed basis as specified by the City for each Delivery Order

1.6 **Clarifications and Additional Agreements.** The following are incorporated into the Contract.

1.6.1 The City's Claim Contact is Phil Bair, (713) 346-1378, phil.bair@worthaminsurance.com.

This Contract (including any Exhibits) constitutes the entire agreement of the parties regarding the subject matter of this Contract and supersedes all prior and contemporaneous agreements and understandings, whether written or oral, relating to such subject matter. This Contract may be altered, amended, or modified only by a written instrument signed by the duly authorized representatives of both parties.

In witness whereof, the parties have caused a duly authorized representative to execute this Contract on the date set forth below.

MARSH WORTHAM, A DIVISION OF
MARSH USA INC.

CITY OF AUSTIN

Philip N. Bair

Printed Name of Authorized Person

Signature

Managing Director

Title:

October 3, 2018

Date:

Erin D'Vincent

Printed Name of Authorized Person

Signature

Procurement Specialist IV

Title:

Date:

RESPONSE TO RFP

City of Austin – RFP 5800 ELL30000

Commercial Crime Insurance

August 30, 2018



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By submitting an Offer in response to the Solicitation, the Contractor agrees that the Contract shall be governed by the following terms and conditions. Unless otherwise specified in the Contract, Sections 3, 4, 5, 6, 7, 8, 20, 21, and 36 shall apply only to a Solicitation to purchase Goods, and Sections 9, 10, 11 and 22 shall apply only to a Solicitation to purchase Services to be performed principally at the City's premises or on public rights-of-way.

1. **CONTRACTOR'S OBLIGATIONS**. The Contractor shall fully and timely provide all Deliverables described in the Solicitation and in the Contractor's Offer in strict accordance with the terms, covenants, and conditions of the Contract and all applicable Federal, State, and local laws, rules, and regulations.
2. **EFFECTIVE DATE/TERM**. Unless otherwise specified in the Solicitation, this Contract shall be effective as of the date the contract is signed by the City, and shall continue in effect until all obligations are performed in accordance with the Contract.
3. **CONTRACTOR TO PACKAGE DELIVERABLES**: The Contractor will package Deliverables in accordance with good commercial practice and shall include a packing list showing the description of each item, the quantity and unit price. Unless otherwise provided in the Specifications or Supplemental Terms and Conditions, each shipping container shall be clearly and permanently marked as follows: (a) The Contractor's name and address, (b) the City's name, address and purchase order or purchase release number and the price agreement number if applicable, (c) Container number and total number of containers, e.g. box 1 of 4 boxes, and (d) the number of the container bearing the packing list. The Contractor shall bear cost of packaging. Deliverables shall be suitably packed to secure lowest transportation costs and to conform with requirements of common carriers and any applicable specifications. The City's count or weight shall be final and conclusive on shipments not accompanied by packing lists.
4. **SHIPMENT UNDER RESERVATION PROHIBITED**: The Contractor is not authorized to ship the Deliverables under reservation and no tender of a bill of lading will operate as a tender of Deliverables.
5. **TITLE & RISK OF LOSS**: Title to and risk of loss of the Deliverables shall pass to the City only when the City actually receives and accepts the Deliverables.
6. **DELIVERY TERMS AND TRANSPORTATION CHARGES**: Deliverables shall be shipped F.O.B. point of delivery unless otherwise specified in the Supplemental Terms and Conditions. Unless otherwise stated in the Offer, the Contractor's price shall be deemed to include all delivery and transportation charges. The City shall have the right to designate what method of transportation shall be used to ship the Deliverables. The place of delivery shall be that set forth in the block of the purchase order or purchase release entitled "Receiving Agency".
7. **RIGHT OF INSPECTION AND REJECTION**: The City expressly reserves all rights under law, including, but not limited to the Uniform Commercial Code, to inspect the Deliverables at delivery before accepting them, and to reject defective or non-conforming Deliverables. If the City has the right to inspect the Contractor's, or the Contractor's Subcontractor's, facilities, or the Deliverables at the Contractor's, or the Contractor's Subcontractor's, premises, the Contractor shall furnish, or cause to be furnished, without additional charge, all reasonable facilities and assistance to the City to facilitate such inspection.
8. **NO REPLACEMENT OF DEFECTIVE TENDER**: Every tender or delivery of Deliverables must fully comply with all provisions of the Contract as to time of delivery, quality, and quantity. Any non-complying tender shall constitute a breach and the Contractor shall not have the right to substitute a conforming tender; provided, where the time for performance has not yet expired, the Contractor may notify the City of the intention to cure and may then make a conforming tender within the time allotted in the contract.
9. **PLACE AND CONDITION OF WORK**: The City shall provide the Contractor access to the sites where the Contractor is to perform the services as required in order for the Contractor to perform the services in a timely and efficient manner, in accordance with and subject to the applicable security laws, rules, and regulations. The Contractor acknowledges that it has satisfied itself as to the nature of the City's service requirements and specifications, the location and essential characteristics of the work sites, the quality and quantity of materials, equipment, labor and facilities necessary to perform the services, and any other condition or state of fact which could in any way affect performance of the Contractor's obligations under the contract. The Contractor hereby releases and holds the City

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harmless from and against any liability or claim for damages of any kind or nature if the actual site or service conditions differ from expected conditions.

10. WORKFORCE

- A. The Contractor shall employ only orderly and competent workers, skilled in the performance of the services which they will perform under the Contract.
- B. The Contractor, its employees, subcontractors, and subcontractor's employees may not while engaged in participating or responding to a solicitation or while in the course and scope of delivering goods or services under a City of Austin contract or on the City's property .
 - i. use or possess a firearm, including a concealed handgun that is licensed under state law, except as required by the terms of the contract; or
 - ii. use or possess alcoholic or other intoxicating beverages, illegal drugs or controlled substances, nor may such workers be intoxicated, or under the influence of alcohol or drugs, on the job.
- C. If the City or the City's representative notifies the Contractor that any worker is incompetent, disorderly or disobedient, has knowingly or repeatedly violated safety regulations, has possessed any firearms, or has possessed or was under the influence of alcohol or drugs on the job, the Contractor shall immediately remove such worker from Contract services, and may not employ such worker again on Contract services without the City's prior written consent.

- 11. COMPLIANCE WITH HEALTH, SAFETY, AND ENVIRONMENTAL REGULATIONS:** The Contractor, its Subcontractors, and their respective employees, shall comply fully with all applicable federal, state, and local health, safety, and environmental laws, ordinances, rules and regulations in the performance of the services, including but not limited to those promulgated by the City and by the Occupational Safety and Health Administration (OSHA). In case of conflict, the most stringent safety requirement shall govern. The Contractor shall indemnify and hold the City harmless from and against all claims, demands, suits, actions, judgments, fines, penalties and liability of every kind arising from the breach of the Contractor's obligations under this paragraph.

12. INVOICES:

- A. The Contractor shall submit separate invoices in duplicate on each purchase order or purchase release after each delivery. If partial shipments or deliveries are authorized by the City, a separate invoice must be sent for each shipment or delivery made.
- B. **Proper Invoices must include a unique invoice number, the purchase order or delivery order number and the master agreement number if applicable, the Department's Name, and the name of the point of contact for the Department.** Invoices shall be itemized and transportation charges, if any, shall be listed separately. A copy of the bill of lading and the freight waybill, when applicable, shall be attached to the invoice. The Contractor's name and, if applicable, the tax identification number on the invoice must exactly match the information in the Vendor's registration with the City. Unless otherwise instructed in writing, the City may rely on the remittance address specified on the Contractor's invoice.
- C. Invoices for labor shall include a copy of all time-sheets with trade labor rate and Deliverables order number clearly identified. Invoices shall also include a tabulation of work-hours at the appropriate rates and grouped by work order number. Time billed for labor shall be limited to hours actually worked at the work site.
- D. Unless otherwise expressly authorized in the Contract, the Contractor shall pass through all Subcontract and other authorized expenses at actual cost without markup.
- E. Federal excise taxes, State taxes, or City sales taxes must not be included in the invoiced amount. The City will furnish a tax exemption certificate upon request.

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13. PAYMENT:

- A. All proper invoices received by the City will be paid within thirty (30) calendar days of the City's receipt of the Deliverables or of the invoice, whichever is later.
- B. **If payment is not timely made, (per paragraph A), interest shall accrue on the unpaid balance at the lesser of the rate specified in Texas Government Code Section 2251.025 or the maximum lawful rate; except, if payment is not timely made for a reason for which the City may withhold payment hereunder, interest shall not accrue until ten (10) calendar days after the grounds for withholding payment have been resolved.**
- C. If partial shipments or deliveries are authorized by the City, the Contractor will be paid for the partial shipment or delivery, as stated above, provided that the invoice matches the shipment or delivery.
- D. The City may withhold or set off the entire payment or part of any payment otherwise due the Contractor to such extent as may be necessary on account of:
 - i. delivery of defective or non-conforming Deliverables by the Contractor;
 - ii. third party claims, which are not covered by the insurance which the Contractor is required to provide, are filed or reasonable evidence indicating probable filing of such claims;
 - iii. failure of the Contractor to pay Subcontractors, or for labor, materials or equipment;
 - iv. damage to the property of the City or the City's agents, employees or contractors, which is not covered by insurance required to be provided by the Contractor;
 - v. reasonable evidence that the Contractor's obligations will not be completed within the time specified in the Contract, and that the unpaid balance would not be adequate to cover actual or liquidated damages for the anticipated delay;
 - vi. failure of the Contractor to submit proper invoices with all required attachments and supporting documentation; or
 - vii. failure of the Contractor to comply with any material provision of the Contract Documents.
- E. Notice is hereby given of Article VIII, Section 1 of the Austin City Charter which prohibits the payment of any money to any person, firm or corporation who is in arrears to the City for taxes, and of §2-8-3 of the Austin City Code concerning the right of the City to offset indebtedness owed the City.
- F. Payment will be made by check unless the parties mutually agree to payment by credit card or electronic transfer of funds. The Contractor agrees that there shall be no additional charges, surcharges, or penalties to the City for payments made by credit card or electronic funds transfer.
- G. The awarding or continuation of this contract is dependent upon the availability of funding. The City's payment obligations are payable only and solely from funds Appropriated and available for this contract. The absence of Appropriated or other lawfully available funds shall render the Contract null and void to the extent funds are not Appropriated or available and any Deliverables delivered but unpaid shall be returned to the Contractor. The City shall provide the Contractor written notice of the failure of the City to make an adequate Appropriation for any fiscal year to pay the amounts due under the Contract, or the reduction of any Appropriation to an amount insufficient to permit the City to pay its obligations under the Contract. In the event of non or inadequate appropriation of funds, there will be no penalty nor removal fees charged to the City.

- 14. TRAVEL EXPENSES:** All travel, lodging and per diem expenses in connection with the Contract for which reimbursement may be claimed by the Contractor under the terms of the Solicitation will be reviewed against the City's Travel Policy as published and maintained by the City's Controller's Office and the Current United States General Services Administration Domestic Per Diem Rates (the "Rates") as published and maintained on the Internet at:

<http://www.gsa.gov/portal/category/21287>

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No amounts in excess of the Travel Policy or Rates shall be paid. All invoices must be accompanied by copies of detailed itemized receipts (e.g. hotel bills, airline tickets). No reimbursement will be made for expenses not actually incurred. Airline fares in excess of coach or economy will not be reimbursed. Mileage charges may not exceed the amount permitted as a deduction in any year under the Internal Revenue Code or Regulations.

15. FINAL PAYMENT AND CLOSE-OUT:

- A. If an MBE/WBE Program Compliance Plan is required by the Solicitation, and the Contractor has identified Subcontractors, the Contractor is required to submit a Contract Close-Out MBE/WBE Compliance Report to the Project manager or Contract manager no later than the 15th calendar day after completion of all work under the contract. Final payment, retainage, or both may be withheld if the Contractor is not in compliance with the requirements of the Compliance Plan as accepted by the City.
- B. The making and acceptance of final payment will constitute:
 - i. a waiver of all claims by the City against the Contractor, except claims (1) which have been previously asserted in writing and not yet settled, (2) arising from defective work appearing after final inspection, (3) arising from failure of the Contractor to comply with the Contract or the terms of any warranty specified herein, (4) arising from the Contractor's continuing obligations under the Contract, including but not limited to indemnity and warranty obligations, or (5) arising under the City's right to audit; and
 - ii. a waiver of all claims by the Contractor against the City other than those previously asserted in writing and not yet settled.

16. SPECIAL TOOLS & TEST EQUIPMENT: If the price stated on the Offer includes the cost of any special tooling or special test equipment fabricated or required by the Contractor for the purpose of filling this order, such special tooling equipment and any process sheets related thereto shall become the property of the City and shall be identified by the Contractor as such.

17. AUDITS and RECORDS:

- A. The Contractor agrees that the representatives of the Office of the City Auditor or other authorized representatives of the City shall have access to, and the right to audit, examine, or reproduce, any and all records of the Contractor related to the performance under this Contract. The Contractor shall retain all such records for a period of three (3) years after final payment on this Contract or until all audit and litigation matters that the City has brought to the attention of the Contractor are resolved, whichever is longer. The Contractor agrees to refund to the City any overpayments disclosed by any such audit.
- B. Records Retention:
 - i. Contractor is subject to City Code chapter 2-11 (Records Management), and as it may subsequently be amended. For purposes of this subsection, a Record means all books, accounts, reports, files, and other data recorded or created by a Contractor in fulfillment of the Contract whether in digital or physical format, except a record specifically relating to the Contractor's internal administration.
 - ii. All Records are the property of the City. The Contractor may not dispose of or destroy a Record without City authorization and shall deliver the Records, in all requested formats and media, along with all finding aids and metadata, to the City at no cost when requested by the City
 - iii. The Contractor shall retain all Records for a period of three (3) years after final payment on this Contract or until all audit and litigation matters that the City has brought to the attention of the Contractor are resolved, whichever is longer.
- C. The Contractor shall include sections A and B above in all subcontractor agreements entered into in connection with this Contract.

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18. SUBCONTRACTORS:

- A. If the Contractor identified Subcontractors in an MBE/WBE Program Compliance Plan or a No Goals Utilization Plan the Contractor shall comply with the provisions of Chapters 2-9A, 2-9B, 2-9C, and 2-9D, as applicable, of the Austin City Code and the terms of the Compliance Plan or Utilization Plan as approved by the City (the "Plan"). The Contractor shall not initially employ any Subcontractor except as provided in the Contractor's Plan. The Contractor shall not substitute any Subcontractor identified in the Plan, unless the substitute has been accepted by the City in writing in accordance with the provisions of Chapters 2-9A, 2-9B, 2-9C and 2-9D, as applicable. No acceptance by the City of any Subcontractor shall constitute a waiver of any rights or remedies of the City with respect to defective Deliverables provided by a Subcontractor. If a Plan has been approved, the Contractor is additionally required to submit a monthly Subcontract Awards and Expenditures Report to the Contract Manager and the Purchasing Office Contract Compliance Manager no later than the tenth calendar day of each month.
- B. Work performed for the Contractor by a Subcontractor shall be pursuant to a written contract between the Contractor and Subcontractor. The terms of the subcontract may not conflict with the terms of the Contract, and shall contain provisions that:
 - i. require that all Deliverables to be provided by the Subcontractor be provided in strict accordance with the provisions, specifications and terms of the Contract;
 - ii. prohibit the Subcontractor from further subcontracting any portion of the Contract without the prior written consent of the City and the Contractor. The City may require, as a condition to such further subcontracting, that the Subcontractor post a payment bond in form, substance and amount acceptable to the City;
 - iii. require Subcontractors to submit all invoices and applications for payments, including any claims for additional payments, damages or otherwise, to the Contractor in sufficient time to enable the Contractor to include same with its invoice or application for payment to the City in accordance with the terms of the Contract;
 - iv. require that all Subcontractors obtain and maintain, throughout the term of their contract, insurance in the type and amounts specified for the Contractor, with the City being a named insured as its interest shall appear; and
 - v. require that the Subcontractor indemnify and hold the City harmless to the same extent as the Contractor is required to indemnify the City.
- C. The Contractor shall be fully responsible to the City for all acts and omissions of the Subcontractors just as the Contractor is responsible for the Contractor's own acts and omissions. Nothing in the Contract shall create for the benefit of any such Subcontractor any contractual relationship between the City and any such Subcontractor, nor shall it create any obligation on the part of the City to pay or to see to the payment of any moneys due any such Subcontractor except as may otherwise be required by law.
- D. The Contractor shall pay each Subcontractor its appropriate share of payments made to the Contractor not later than ten (10) calendar days after receipt of payment from the City.

19. WARRANTY-PRICE:

- A. The Contractor warrants the prices quoted in the Offer are no higher than the Contractor's current prices on orders by others for like Deliverables under similar terms of purchase.
- B. The Contractor certifies that the prices in the Offer have been arrived at independently without consultation, communication, or agreement for the purpose of restricting competition, as to any matter relating to such fees with any other firm or with any competitor.
- C. In addition to any other remedy available, the City may deduct from any amounts owed to the Contractor, or otherwise recover, any amounts paid for items in excess of the Contractor's current prices on orders by others for like Deliverables under similar terms of purchase.

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20. **WARRANTY – TITLE:** The Contractor warrants that it has good and indefeasible title to all Deliverables furnished under the Contract, and that the Deliverables are free and clear of all liens, claims, security interests and encumbrances. The Contractor shall indemnify and hold the City harmless from and against all adverse title claims to the Deliverables.
21. **WARRANTY – DELIVERABLES:** The Contractor warrants and represents that all Deliverables sold the City under the Contract shall be free from defects in design, workmanship or manufacture, and conform in all material respects to the specifications, drawings, and descriptions in the Solicitation, to any samples furnished by the Contractor, to the terms, covenants and conditions of the Contract, and to all applicable State, Federal or local laws, rules, and regulations, and industry codes and standards. Unless otherwise stated in the Solicitation, the Deliverables shall be new or recycled merchandise, and not used or reconditioned.
- A. Recycled Deliverables shall be clearly identified as such.
 - B. The Contractor may not limit, exclude or disclaim the foregoing warranty or any warranty implied by law; and any attempt to do so shall be without force or effect.
 - C. Unless otherwise specified in the Contract, the warranty period shall be at least one year from the date of acceptance of the Deliverables or from the date of acceptance of any replacement Deliverables. If during the warranty period, one or more of the above warranties are breached, the Contractor shall promptly upon receipt of demand either repair the non-conforming Deliverables, or replace the non-conforming Deliverables with fully conforming Deliverables, at the City's option and at no additional cost to the City. All costs incidental to such repair or replacement, including but not limited to, any packaging and shipping costs, shall be borne exclusively by the Contractor. The City shall endeavor to give the Contractor written notice of the breach of warranty within thirty (30) calendar days of discovery of the breach of warranty, but failure to give timely notice shall not impair the City's rights under this section.
 - D. If the Contractor is unable or unwilling to repair or replace defective or non-conforming Deliverables as required by the City, then in addition to any other available remedy, the City may reduce the quantity of Deliverables it may be required to purchase under the Contract from the Contractor, and purchase conforming Deliverables from other sources. In such event, the Contractor shall pay to the City upon demand the increased cost, if any, incurred by the City to procure such Deliverables from another source.
 - E. If the Contractor is not the manufacturer, and the Deliverables are covered by a separate manufacturer's warranty, the Contractor shall transfer and assign such manufacturer's warranty to the City. If for any reason the manufacturer's warranty cannot be fully transferred to the City, the Contractor shall assist and cooperate with the City to the fullest extent to enforce such manufacturer's warranty for the benefit of the City.
22. **WARRANTY – SERVICES:** The Contractor warrants and represents that all services to be provided the City under the Contract will be fully and timely performed in a good and workmanlike manner in accordance with generally accepted industry standards and practices, the terms, conditions, and covenants of the Contract, and all applicable Federal, State and local laws, rules or regulations.
- A. The Contractor may not limit, exclude or disclaim the foregoing warranty or any warranty implied by law, and any attempt to do so shall be without force or effect.
 - B. Unless otherwise specified in the Contract, the warranty period shall be at least one year from the Acceptance Date. If during the warranty period, one or more of the above warranties are breached, the Contractor shall promptly upon receipt of demand perform the services again in accordance with above standard at no additional cost to the City. All costs incidental to such additional performance shall be borne by the Contractor. The City shall endeavor to give the Contractor written notice of the breach of warranty within thirty (30) calendar days of discovery of the breach warranty, but failure to give timely notice shall not impair the City's rights under this section.
 - C. If the Contractor is unable or unwilling to perform its services in accordance with the above standard as required by the City, then in addition to any other available remedy, the City may reduce the amount of services it may be

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required to purchase under the Contract from the Contractor, and purchase conforming services from other sources. In such event, the Contractor shall pay to the City upon demand the increased cost, if any, incurred by the City to procure such services from another source.

23. **ACCEPTANCE OF INCOMPLETE OR NON-CONFORMING DELIVERABLES:** If, instead of requiring immediate correction or removal and replacement of defective or non-conforming Deliverables, the City prefers to accept it, the City may do so. The Contractor shall pay all claims, costs, losses and damages attributable to the City's evaluation of and determination to accept such defective or non-conforming Deliverables. If any such acceptance occurs prior to final payment, the City may deduct such amounts as are necessary to compensate the City for the diminished value of the defective or non-conforming Deliverables. If the acceptance occurs after final payment, such amount will be refunded to the City by the Contractor.
24. **RIGHT TO ASSURANCE:** Whenever one party to the Contract in good faith has reason to question the other party's intent to perform, demand may be made to the other party for written assurance of the intent to perform. In the event that no assurance is given within the time specified after demand is made, the demanding party may treat this failure as an anticipatory repudiation of the Contract.
25. **STOP WORK NOTICE:** The City may issue an immediate Stop Work Notice in the event the Contractor is observed performing in a manner that is in violation of Federal, State, or local guidelines, or in a manner that is determined by the City to be unsafe to either life or property. Upon notification, the Contractor will cease all work until notified by the City that the violation or unsafe condition has been corrected. The Contractor shall be liable for all costs incurred by the City as a result of the issuance of such Stop Work Notice.
26. **DEFAULT:** The Contractor shall be in default under the Contract if the Contractor (a) fails to fully, timely and faithfully perform any of its material obligations under the Contract, (b) fails to provide adequate assurance of performance under Paragraph 24, (c) becomes insolvent or seeks relief under the bankruptcy laws of the United States or (d) makes a material misrepresentation in Contractor's Offer, or in any report or deliverable required to be submitted by the Contractor to the City.
27. **TERMINATION FOR CAUSE:** In the event of a default by the Contractor, the City shall have the right to terminate the Contract for cause, by written notice effective ten (10) calendar days, unless otherwise specified, after the date of such notice, unless the Contractor, within such ten (10) day period, cures such default, or provides evidence sufficient to prove to the City's reasonable satisfaction that such default does not, in fact, exist. The City may place Contractor on probation for a specified period of time within which the Contractor must correct any non-compliance issues. Probation shall not normally be for a period of more than nine (9) months, however, it may be for a longer period, not to exceed one (1) year depending on the circumstances. If the City determines the Contractor has failed to perform satisfactorily during the probation period, the City may proceed with suspension. In the event of a default by the Contractor, the City may suspend or debar the Contractor in accordance with the "City of Austin Purchasing Office Probation, Suspension and Debarment Rules for Vendors" and remove the Contractor from the City's vendor list for up to five (5) years and any Offer submitted by the Contractor may be disqualified for up to five (5) years. In addition to any other remedy available under law or in equity, the City shall be entitled to recover all actual damages, costs, losses and expenses, incurred by the City as a result of the Contractor's default, including, without limitation, cost of cover, reasonable attorneys' fees, court costs, and prejudgment and post-judgment interest at the maximum lawful rate. All rights and remedies under the Contract are cumulative and are not exclusive of any other right or remedy provided by law.
28. **TERMINATION WITHOUT CAUSE:** The City shall have the right to terminate the Contract, in whole or in part, without cause any time upon thirty (30) calendar days' prior written notice. Upon receipt of a notice of termination, the Contractor shall promptly cease all further work pursuant to the Contract, with such exceptions, if any, specified in the notice of termination. The City shall pay the Contractor, to the extent of funds Appropriated or otherwise legally available for such purposes, for all goods delivered and services performed and obligations incurred prior to the date of termination in accordance with the terms hereof.
29. **FRAUD:** Fraudulent statements by the Contractor on any Offer or in any report or deliverable required to be submitted by the Contractor to the City shall be grounds for the termination of the Contract for cause by the City and may result in legal action.

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30. DELAYS:

- A. The City may delay scheduled delivery or other due dates by written notice to the Contractor if the City deems it is in its best interest. If such delay causes an increase in the cost of the work under the Contract, the City and the Contractor shall negotiate an equitable adjustment for costs incurred by the Contractor in the Contract price and execute an amendment to the Contract. The Contractor must assert its right to an adjustment within thirty (30) calendar days from the date of receipt of the notice of delay. Failure to agree on any adjusted price shall be handled under the Dispute Resolution process specified in paragraph 48. However, nothing in this provision shall excuse the Contractor from delaying the delivery as notified.
- B. Neither party shall be liable for any default or delay in the performance of its obligations under this Contract if, while and to the extent such default or delay is caused by acts of God, fire, riots, civil commotion, labor disruptions, sabotage, sovereign conduct, or any other cause beyond the reasonable control of such Party. In the event of default or delay in contract performance due to any of the foregoing causes, then the time for completion of the services will be extended; provided, however, in such an event, a conference will be held within three (3) business days to establish a mutually agreeable period of time reasonably necessary to overcome the effect of such failure to perform.

31. INDEMNITY:

- A. Definitions:
 - i. "Indemnified Claims" shall include any and all claims, demands, suits, causes of action, judgments and liability of every character, type or description, including all reasonable costs and expenses of litigation, mediation or other alternate dispute resolution mechanism, including attorney and other professional fees for:
 - (1) damage to or loss of the property of any person (including, but not limited to the City, the Contractor, their respective agents, officers, employees and subcontractors; the officers, agents, and employees of such subcontractors; and third parties); and/or
 - (2) death, bodily injury, illness, disease, worker's compensation, loss of services, or loss of income or wages to any person (including but not limited to the agents, officers and employees of the City, the Contractor, the Contractor's subcontractors, and third parties),
 - ii. "Fault" shall include the sale of defective or non-conforming Deliverables, negligence, willful misconduct, or a breach of any legally imposed strict liability standard.
- B. **THE CONTRACTOR SHALL DEFEND (AT THE OPTION OF THE CITY), INDEMNIFY, AND HOLD THE CITY, ITS SUCCESSORS, ASSIGNS, OFFICERS, EMPLOYEES AND ELECTED OFFICIALS HARMLESS FROM AND AGAINST ALL INDEMNIFIED CLAIMS DIRECTLY ARISING OUT OF, INCIDENT TO, CONCERNING OR RESULTING FROM THE FAULT OF THE CONTRACTOR, OR THE CONTRACTOR'S AGENTS, EMPLOYEES OR SUBCONTRACTORS, IN THE PERFORMANCE OF THE CONTRACTOR'S OBLIGATIONS UNDER THE CONTRACT. NOTHING HEREIN SHALL BE DEEMED TO LIMIT THE RIGHTS OF THE CITY OR THE CONTRACTOR (INCLUDING, BUT NOT LIMITED TO, THE RIGHT TO SEEK CONTRIBUTION) AGAINST ANY THIRD PARTY WHO MAY BE LIABLE FOR AN INDEMNIFIED CLAIM.**

32. INSURANCE: (reference Section 0400 for specific coverage requirements). The following insurance requirement applies. (Revised March 2013).

- A. General Requirements.
 - i. The Contractor shall at a minimum carry insurance in the types and amounts indicated in Section 0400, Supplemental Purchase Provisions, for the duration of the Contract, including extension options and hold over periods, and during any warranty period.
 - ii. The Contractor shall provide Certificates of Insurance with the coverages and endorsements required in Section 0400, Supplemental Purchase Provisions, to the City as verification of coverage prior to contract execution and within fourteen (14) calendar days after written request from the

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City. Failure to provide the required Certificate of Insurance may subject the Offer to disqualification from consideration for award. The Contractor must also forward a Certificate of Insurance to the City whenever a previously identified policy period has expired, or an extension option or hold over period is exercised, as verification of continuing coverage.

- iii. The Contractor shall not commence work until the required insurance is obtained and until such insurance has been reviewed by the City. Approval of insurance by the City shall not relieve or decrease the liability of the Contractor hereunder and shall not be construed to be a limitation of liability on the part of the Contractor.
- iv. The City may request that the Contractor submit certificates of insurance to the City for all subcontractors prior to the subcontractors commencing work on the project.
- v. The Contractor's and all subcontractors' insurance coverage shall be written by companies licensed to do business in the State of Texas at the time the policies are issued and shall be written by companies with A.M. Best ratings of B+VII or better.
- vi. The "other" insurance clause shall not apply to the City where the City is an additional insured shown on any policy. It is intended that policies required in the Contract, covering both the City and the Contractor, shall be considered primary coverage as applicable.
- vii. If insurance policies are not written for amounts specified in Section 0400, Supplemental Purchase Provisions, the Contractor shall carry Umbrella or Excess Liability Insurance for any differences in amounts specified. If Excess Liability Insurance is provided, it shall follow the form of the primary coverage.
- viii. The City shall be entitled, upon request, at an agreed upon location, and without expense, to review certified copies of policies and endorsements thereto and may make any reasonable requests for deletion or revision or modification of particular policy terms, conditions, limitations, or exclusions except where policy provisions are established by law or regulations binding upon either of the parties hereto or the underwriter on any such policies.
- ix. The City reserves the right to review the insurance requirements set forth during the effective period of the Contract and to make reasonable adjustments to insurance coverage, limits, and exclusions when deemed necessary and prudent by the City based upon changes in statutory law, court decisions, the claims history of the industry or financial condition of the insurance company as well as the Contractor.
- x. The Contractor shall not cause any insurance to be canceled nor permit any insurance to lapse during the term of the Contract or as required in the Contract.
- xi. The Contractor shall be responsible for premiums, deductibles and self-insured retentions, if any, stated in policies. Self-insured retentions shall be disclosed on the Certificate of Insurance.
- xii. The Contractor shall provide the City thirty (30) calendar days' written notice of erosion of the aggregate limits below occurrence limits for all applicable coverages indicated within the Contract.
- xiii. The insurance coverages specified in Section 0400, Supplemental Purchase Provisions, are required minimums and are not intended to limit the responsibility or liability of the Contractor.

B. Specific Coverage Requirements: Specific insurance requirements are contained in Section 0400, Supplemental Purchase Provisions

33. **CLAIMS:** If any claim, demand, suit, or other action is asserted against the Contractor which arises under or concerns the Contract, or which could have a material adverse affect on the Contractor's ability to perform thereunder, the Contractor shall give written notice thereof to the City within ten (10) calendar days after receipt of notice by the

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Contractor. Such notice to the City shall state the date of notification of any such claim, demand, suit, or other action; the names and addresses of the claimant(s); the basis thereof; and the name of each person against whom such claim is being asserted. Such notice shall be delivered personally or by mail and shall be sent to the City and to the Austin City Attorney. Personal delivery to the City Attorney shall be to City Hall, 301 West 2nd Street, 4th Floor, Austin, Texas 78701, and mail delivery shall be to P.O. Box 1088, Austin, Texas 78767.

34. **NOTICES**: Unless otherwise specified, all notices, requests, or other communications required or appropriate to be given under the Contract shall be in writing and shall be deemed delivered three (3) business days after postmarked if sent by U.S. Postal Service Certified or Registered Mail, Return Receipt Requested. Notices delivered by other means shall be deemed delivered upon receipt by the addressee. Routine communications may be made by first class mail, telefax, or other commercially accepted means. Notices to the Contractor shall be sent to the address specified in the Contractor's Offer, or at such other address as a party may notify the other in writing. Notices to the City shall be addressed to the City at P.O. Box 1088, Austin, Texas 78767 and marked to the attention of the Contract Administrator.
35. **RIGHTS TO BID, PROPOSAL AND CONTRACTUAL MATERIAL**: All material submitted by the Contractor to the City shall become property of the City upon receipt. Any portions of such material claimed by the Contractor to be proprietary must be clearly marked as such. Determination of the public nature of the material is subject to the Texas Public Information Act, Chapter 552, Texas Government Code.
36. **NO WARRANTY BY CITY AGAINST INFRINGEMENTS**: The Contractor represents and warrants to the City that: (i) the Contractor shall provide the City good and indefeasible title to the Deliverables and (ii) the Deliverables supplied by the Contractor in accordance with the specifications in the Contract will not infringe, directly or contributorily, any patent, trademark, copyright, trade secret, or any other intellectual property right of any kind of any third party; that no claims have been made by any person or entity with respect to the ownership or operation of the Deliverables and the Contractor does not know of any valid basis for any such claims. The Contractor shall, at its sole expense, defend, indemnify, and hold the City harmless from and against all liability, damages, and costs (including court costs and reasonable fees of attorneys and other professionals) arising out of or resulting from: (i) any claim that the City's exercise anywhere in the world of the rights associated with the City's ownership, and if applicable, license rights, and its use of the Deliverables infringes the intellectual property rights of any third party; or (ii) the Contractor's breach of any of Contractor's representations or warranties stated in this Contract. In the event of any such claim, the City shall have the right to monitor such claim or at its option engage its own separate counsel to act as co-counsel on the City's behalf. Further, Contractor agrees that the City's specifications regarding the Deliverables shall in no way diminish Contractor's warranties or obligations under this paragraph and the City makes no warranty that the production, development, or delivery of such Deliverables will not impact such warranties of Contractor.
37. **CONFIDENTIALITY**: In order to provide the Deliverables to the City, Contractor may require access to certain of the City's and/or its licensors' confidential information (including inventions, employee information, trade secrets, confidential know-how, confidential business information, and other information which the City or its licensors consider confidential) (collectively, "Confidential Information"). Contractor acknowledges and agrees that the Confidential Information is the valuable property of the City and/or its licensors and any unauthorized use, disclosure, dissemination, or other release of the Confidential Information will substantially injure the City and/or its licensors. The Contractor (including its employees, subcontractors, agents, or representatives) agrees that it will maintain the Confidential Information in strict confidence and shall not disclose, disseminate, copy, divulge, recreate, or otherwise use the Confidential Information without the prior written consent of the City or in a manner not expressly permitted under this Agreement, unless the Confidential Information is required to be disclosed by law or an order of any court or other governmental authority with proper jurisdiction, provided the Contractor promptly notifies the City before disclosing such information so as to permit the City reasonable time to seek an appropriate protective order. The Contractor agrees to use protective measures no less stringent than the Contractor uses within its own business to protect its own most valuable information, which protective measures shall under all circumstances be at least reasonable measures to ensure the continued confidentiality of the Confidential Information.
38. **PUBLICATIONS**: All published material and written reports submitted under the Contract must be originally developed material unless otherwise specifically provided in the Contract. When material not originally developed is included in a report in any form, the source shall be identified.

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39. **ADVERTISING**: The Contractor shall not advertise or publish, without the City's prior consent, the fact that the City has entered into the Contract, except to the extent required by law.
40. **NO CONTINGENT FEES**: The Contractor warrants that no person or selling agency has been employed or retained to solicit or secure the Contract upon any agreement or understanding for commission, percentage, brokerage, or contingent fee, excepting bona fide employees of bona fide established commercial or selling agencies maintained by the Contractor for the purpose of securing business. For breach or violation of this warranty, the City shall have the right, in addition to any other remedy available, to cancel the Contract without liability and to deduct from any amounts owed to the Contractor, or otherwise recover, the full amount of such commission, percentage, brokerage or contingent fee.
41. **GRATUITIES**: The City may, by written notice to the Contractor, cancel the Contract without liability if it is determined by the City that gratuities were offered or given by the Contractor or any agent or representative of the Contractor to any officer or employee of the City of Austin with a view toward securing the Contract or securing favorable treatment with respect to the awarding or amending or the making of any determinations with respect to the performing of such contract. In the event the Contract is canceled by the City pursuant to this provision, the City shall be entitled, in addition to any other rights and remedies, to recover or withhold the amount of the cost incurred by the Contractor in providing such gratuities.
42. **PROHIBITION AGAINST PERSONAL INTEREST IN CONTRACTS**: No officer, employee, independent consultant, or elected official of the City who is involved in the development, evaluation, or decision-making process of the performance of any solicitation shall have a financial interest, direct or indirect, in the Contract resulting from that solicitation. Any willful violation of this section shall constitute impropriety in office, and any officer or employee guilty thereof shall be subject to disciplinary action up to and including dismissal. Any violation of this provision, with the knowledge, expressed or implied, of the Contractor shall render the Contract voidable by the City.
43. **INDEPENDENT CONTRACTOR**: The Contract shall not be construed as creating an employer/employee relationship, a partnership, or a joint venture. The Contractor's services shall be those of an independent contractor. The Contractor agrees and understands that the Contract does not grant any rights or privileges established for employees of the City.
44. **ASSIGNMENT-DELEGATION**: The Contract shall be binding upon and enure to the benefit of the City and the Contractor and their respective successors and assigns, provided however, that no right or interest in the Contract shall be assigned and no obligation shall be delegated by the Contractor without the prior written consent of the City. Any attempted assignment or delegation by the Contractor shall be void unless made in conformity with this paragraph. The Contract is not intended to confer rights or benefits on any person, firm or entity not a party hereto; it being the intention of the parties that there be no third party beneficiaries to the Contract.
45. **WAIVER**: No claim or right arising out of a breach of the Contract can be discharged in whole or in part by a waiver or renunciation of the claim or right unless the waiver or renunciation is supported by consideration and is in writing signed by the aggrieved party. No waiver by either the Contractor or the City of any one or more events of default by the other party shall operate as, or be construed to be, a permanent waiver of any rights or obligations under the Contract, or an express or implied acceptance of any other existing or future default or defaults, whether of a similar or different character.
46. **MODIFICATIONS**: The Contract can be modified or amended only by a writing signed by both parties. No pre-printed or similar terms on any the Contractor invoice, order or other document shall have any force or effect to change the terms, covenants, and conditions of the Contract.
47. **INTERPRETATION**: The Contract is intended by the parties as a final, complete and exclusive statement of the terms of their agreement. No course of prior dealing between the parties or course of performance or usage of the trade shall be relevant to supplement or explain any term used in the Contract. Although the Contract may have been substantially drafted by one party, it is the intent of the parties that all provisions be construed in a manner to be fair to both parties, reading no provisions more strictly against one party or the other. Whenever a term defined by the Uniform Commercial Code, as enacted by the State of Texas, is used in the Contract, the UCC definition shall control, unless otherwise defined in the Contract.

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48. DISPUTE RESOLUTION:

- A. If a dispute arises out of or relates to the Contract, or the breach thereof, the parties agree to negotiate prior to prosecuting a suit for damages. However, this section does not prohibit the filing of a lawsuit to toll the running of a statute of limitations or to seek injunctive relief. Either party may make a written request for a meeting between representatives of each party within fourteen (14) calendar days after receipt of the request or such later period as agreed by the parties. Each party shall include, at a minimum, one (1) senior level individual with decision-making authority regarding the dispute. The purpose of this and any subsequent meeting is to attempt in good faith to negotiate a resolution of the dispute. If, within thirty (30) calendar days after such meeting, the parties have not succeeded in negotiating a resolution of the dispute, they will proceed directly to mediation as described below. Negotiation may be waived by a written agreement signed by both parties, in which event the parties may proceed directly to mediation as described below.
- B. If the efforts to resolve the dispute through negotiation fail, or the parties waive the negotiation process, the parties may select, within thirty (30) calendar days, a mediator trained in mediation skills to assist with resolution of the dispute. Should they choose this option, the City and the Contractor agree to act in good faith in the selection of the mediator and to give consideration to qualified individuals nominated to act as mediator. Nothing in the Contract prevents the parties from relying on the skills of a person who is trained in the subject matter of the dispute or a contract interpretation expert. If the parties fail to agree on a mediator within thirty (30) calendar days of initiation of the mediation process, the mediator shall be selected by the Travis County Dispute Resolution Center (DRC). The parties agree to participate in mediation in good faith for up to thirty (30) calendar days from the date of the first mediation session. The City and the Contractor will share the mediator's fees equally and the parties will bear their own costs of participation such as fees for any consultants or attorneys they may utilize to represent them or otherwise assist them in the mediation.

49. **JURISDICTION AND VENUE:** The Contract is made under and shall be governed by the laws of the State of Texas, including, when applicable, the Uniform Commercial Code as adopted in Texas, V.T.C.A., Bus. & Comm. Code, Chapter 1, excluding any rule or principle that would refer to and apply the substantive law of another state or jurisdiction. All issues arising from this Contract shall be resolved in the courts of Travis County, Texas and the parties agree to submit to the exclusive personal jurisdiction of such courts. The foregoing, however, shall not be construed or interpreted to limit or restrict the right or ability of the City to seek and secure injunctive relief from any competent authority as contemplated herein.

50. **INVALIDITY:** The invalidity, illegality, or unenforceability of any provision of the Contract shall in no way affect the validity or enforceability of any other portion or provision of the Contract. Any void provision shall be deemed severed from the Contract and the balance of the Contract shall be construed and enforced as if the Contract did not contain the particular portion or provision held to be void. The parties further agree to reform the Contract to replace any stricken provision with a valid provision that comes as close as possible to the intent of the stricken provision. The provisions of this section shall not prevent this entire Contract from being void should a provision which is the essence of the Contract be determined to be void.

51. **HOLIDAYS:** The following holidays are observed by the City:

<u>Holiday</u>	<u>Date Observed</u>
New Year's Day	January 1
Martin Luther King, Jr.'s Birthday	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11

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Thanksgiving Day	Fourth Thursday in November
Friday after Thanksgiving	Friday after Thanksgiving
Christmas Eve	December 24
Christmas Day	December 25

If a Legal Holiday falls on Saturday, it will be observed on the preceding Friday. If a Legal Holiday falls on Sunday, it will be observed on the following Monday.

52. **SURVIVABILITY OF OBLIGATIONS:** All provisions of the Contract that impose continuing obligations on the parties, including but not limited to the warranty, indemnity, and confidentiality obligations of the parties, shall survive the expiration or termination of the Contract.

53. **NON-SUSPENSION OR DEBARMENT CERTIFICATION:**

The City of Austin is prohibited from contracting with or making prime or sub-awards to parties that are suspended or debarred or whose principals are suspended or debarred from Federal, State, or City of Austin Contracts. By accepting a Contract with the City, the Vendor certifies that its firm and its principals are not currently suspended or debarred from doing business with the Federal Government, as indicated by the General Services Administration List of Parties Excluded from Federal Procurement and Non-Procurement Programs, the State of Texas, or the City of Austin.

54. **EQUAL OPPORTUNITY**

- A. **Equal Employment Opportunity:** No Contractor, or Contractor's agent, shall engage in any discriminatory employment practice as defined in Chapter 5-4 of the City Code. No Offer submitted to the City shall be considered, nor any Purchase Order issued, or any Contract awarded by the City unless the Offeror has executed and filed with the City Purchasing Office a current Non-Discrimination Certification. Non-compliance with Chapter 5-4 of the City Code may result in sanctions, including termination of the contract and the Contractor's suspension or debarment from participation on future City contracts until deemed compliant with Chapter 5-4.
- B. **Americans with Disabilities Act (ADA) Compliance:** No Contractor, or Contractor's agent, shall engage in any discriminatory practice against individuals with disabilities as defined in the ADA, including but not limited to: employment, accessibility to goods and services, reasonable accommodations, and effective communications.

55. **BUY AMERICAN ACT-SUPPLIES (Applicable to certain Federally funded requirements)**

- A. Definitions. As used in this paragraph –

- i. "Component" means an article, material, or supply incorporated directly into an end product.
- ii. "Cost of components" means -
 - (1) For components purchased by the Contractor, the acquisition cost, including transportation costs to the place of incorporation into the end product (whether or not such costs are paid to a domestic firm), and any applicable duty (whether or not a duty-free entry certificate is issued); or
 - (2) For components manufactured by the Contractor, all costs associated with the manufacture of the component, including transportation costs as described in paragraph (1) of this definition, plus allocable overhead costs, but excluding profit. Cost of components does not include any costs associated with the manufacture of the end product.

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- iii. "Domestic end product" means-
 - (1) An unmanufactured end product mined or produced in the United States; or
 - (2) An end product manufactured in the United States, if the cost of its components mined, produced, or manufactured in the United States exceeds 50 percent of the cost of all its components. Components of foreign origin of the same class or kind as those that the agency determines are not mined, produced, or manufactured in sufficient and reasonably available commercial quantities of a satisfactory quality are treated as domestic. Scrap generated, collected, and prepared for processing in the United States is considered domestic.
- iv. "End product" means those articles, materials, and supplies to be acquired under the contract for public use.
- v. "Foreign end product" means an end product other than a domestic end product.
- vi. "United States" means the 50 States, the District of Columbia, and outlying areas.
- B. The Buy American Act (41 U.S.C. 10a - 10d) provides a preference for domestic end products for supplies acquired for use in the United States.
- C. The City does not maintain a list of foreign articles that will be treated as domestic for this Contract; but will consider for approval foreign articles as domestic for this product if the articles are on a list approved by another Governmental Agency. The Offeror shall submit documentation with their Offer demonstrating that the article is on an approved Governmental list.
- D. The Contractor shall deliver only domestic end products except to the extent that it specified delivery of foreign end products in the provision of the Solicitation entitled "Buy American Act Certificate".

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The following Supplemental Purchasing Provisions apply to this solicitation:

1. **EXPLANATIONS OR CLARIFICATIONS:** (reference paragraph 5 in Section 0200)

All requests for explanations or clarifications must be submitted in writing to the Purchasing Office to erika.larsen@austintexas.gov no later than 1:00 PM, one (1) week prior to the solicitation due date.

2. **ALTERNATE OFFERS:** (reference paragraph 7A in Section 0200)

Alternate Offers will be considered.

3. **INSURANCE:** Insurance is required for this solicitation.

A. **General Requirements:** See Section 0300, Standard Purchase Terms and Conditions, paragraph 32, entitled Insurance, for general insurance requirements.

- i. The Contractor shall provide a Certificate of Insurance as verification of coverages required below to the City at the below address prior to contract execution and within 14 calendar days after written request from the City. Failure to provide the required Certificate of Insurance may subject the Offer to disqualification from consideration for award
- ii. The Contractor shall not commence work until the required insurance is obtained and until such insurance has been reviewed by the City. Approval of insurance by the City shall not relieve or decrease the liability of the Contractor hereunder and shall not be construed to be a limitation of liability on the part of the Contractor.
- iii. The Contractor must also forward a Certificate of Insurance to the City whenever a previously identified policy period has expired, or an extension option or holdover period is exercised, as verification of continuing coverage.
- iv. The Certificate of Insurance, and updates, shall be mailed to the following address:

City of Austin Purchasing Office
P. O. Box 1088
Austin, Texas 78767

OR

PURInsuranceCompliance@austintexas.gov

B. **Specific Coverage Requirements:** The Contractor shall at a minimum carry insurance in the types and amounts indicated below for the duration of the Contract, including extension options and hold over periods, and during any warranty period. These insurance coverages are required minimums and are not intended to limit the responsibility or liability of the Contractor.

- i. **Worker's Compensation and Employers' Liability Insurance:** Coverage shall be consistent with statutory benefits outlined in the Texas Worker's Compensation Act (Section 401). The minimum policy limits for Employer's Liability are \$100,000 bodily injury each accident, \$500,000 bodily injury by disease policy limit and \$100,000 bodily injury by disease each employee.
 - (1) The Contractor's policy shall apply to the State of Texas and include these endorsements in favor of the City of Austin:
 - (a) Waiver of Subrogation, Form WC420304, or equivalent coverage
 - (b) Thirty (30) days Notice of Cancellation, Form WC420601, or equivalent coverage
- ii. **Commercial General Liability Insurance:** The minimum bodily injury and property damage per occurrence are \$500,000 for coverages A (Bodily Injury and Property Damage) and B (Personal and Advertising Injury).

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- (1) The policy shall contain the following provisions:
 - (a) Contractual liability coverage for liability assumed under the Contract and all other Contracts related to the project.
 - (b) Contractor/Subcontracted Work.
 - (c) Products/Completed Operations Liability for the duration of the warranty period.
 - (d) If the project involves digging or drilling provisions must be included that provide Explosion, Collapse, and/or Underground Coverage.
 - (2) The policy shall also include these endorsements in favor of the City of Austin:
 - (a) Waiver of Subrogation, Endorsement CG 2404, or equivalent coverage
 - (b) Thirty (30) days Notice of Cancellation, Endorsement CG 0205, or equivalent coverage
 - (c) The City of Austin listed as an additional insured, Endorsement CG 2010, or equivalent coverage
- iii. **Business Automobile Liability Insurance:** The Contractor shall provide coverage for all owned, non-owned and hired vehicles with a minimum combined single limit of \$500,000 per occurrence for bodily injury and property damage. Alternate acceptable limits are \$250,000 bodily injury per person, \$500,000 bodily injury per occurrence and at least \$100,000 property damage liability per accident.
- (1) The policy shall include these endorsements in favor of the City of Austin:
 - (a) Waiver of Subrogation, Endorsement CA0444, or equivalent coverage
 - (b) Thirty (30) days Notice of Cancellation, Endorsement CA0244, or equivalent coverage
 - (c) The City of Austin listed as an additional insured, Endorsement CA2048, or equivalent coverage.
- iv. **Professional Liability Insurance:** The Contractor shall provide coverage, at a minimum limit of \$500,000 per claim, to pay on behalf of the assured all sums which the assured shall become legally obligated to pay as damages by reason on any negligent act, error, or omission arising out of the performance of professional services under this agreement.

If coverage is written on a claims-made basis, the retroactive date shall be prior to or coincident with the date of the Contract and the certificate of insurance shall state the the coverage is claims-made and indicate the retroactive date. The coverage shall be continuous and will be provided for 24 months following the completion of the contract.

- C. **Endorsements:** The specific insurance coverage endorsements specified above, or their equivalents must be provided. In the event that endorsements, which are the equivalent of the required coverage, are proposed to be substituted for the required coverage, copies of the equivalent endorsements must be provided for the City's review and approval.

4. **TERM OF CONTRACT:**

- A. The Contract shall commence upon execution, unless otherwise specified, and shall remain in effect for an initial term of twelve (12) months. The Contract may be extended beyond the initial term for up to four (4) additional twelve (12) month periods at the City's sole option. If the City exercises any extension option, all terms, conditions, and provisions of the Contract shall remain in effect for that extension period, subject only to any economic price adjustment otherwise allowed under the Contract.
- B. Upon expiration of the initial term or any period of extension, the Contractor agrees to hold over under the terms and conditions of this Contract for such a period of time as is reasonably necessary for the City to re-solicit and/or complete the deliverables due under this Contract. Any hold over period will not exceed 120 calendar days unless mutually agreed on by both parties in writing.

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- C. Upon written notice to the Contractor from the City's Purchasing Officer or his designee and acceptance of the Contractor, the term of this contract shall be extended on the same terms and conditions for an additional period as indicated in paragraph A above.
- D. Prices are firm and fixed for the first 12 months. Thereafter, price changes are subject to the Economic Price Adjustment provisions of this Contract.

5. **INVOICES and PAYMENT:** (reference paragraphs 12 and 13 in Section 0300)

- A. Invoices shall contain a unique invoice number and the information required in Section 0300, paragraph 12, entitled "Invoices." Invoices received without all required information cannot be processed and will be returned to the vendor.
- B. All invoices shall be submitted thirty (30) days before payment is due.
- C. Invoices for Total Premium for Commercial Crime Insurance Coverage and Premiums for any requested Public Official Bonds shall be invoiced upon receipt of binding orders from the City.

All invoices should be addressed to:

	City of Austin
Department	Human Resources Department
Attn:	Risk Management
Address	P.O. Box 1088
City, State Zip Code	Austin, TX. 78767-8834

- D. The Contractor agrees to accept payment by either credit card, check or Electronic Funds Transfer (EFT) for all goods and/or services provided under the Contract. The Contractor shall factor the cost of processing credit card payments into the Offer. There shall be no additional charges, surcharges, or penalties to the City for payments made by credit card.

6. **INTERLOCAL PURCHASING AGREEMENTS:** (applicable to competitively procured goods/services contracts).

- A. The City has entered into Interlocal Purchasing Agreements with other governmental entities, pursuant to the Interlocal Cooperation Act, Chapter 791 of the Texas Government Code. The Contractor agrees to offer the same prices and terms and conditions to other eligible governmental agencies that have an interlocal agreement with the City.
- B. The City does not accept any responsibility or liability for the purchases by other governmental agencies through an interlocal cooperative agreement.

7. **OWNERSHIP AND USE OF DELIVERABLES:** The City shall own all rights, titles, and interests throughout the world in and to the Deliverables.

- A. **Patents:** As to any patentable subject matter contained in the Deliverables, the Contractor agrees to disclose such patentable subject matter to the City. Further, if requested by the City, the Contractor agrees to assign and, if necessary, cause each of its employees to assign the entire right, title, and interest to specific inventions under such patentable subject matter to the City and to execute, acknowledge, and deliver and, if necessary, cause each of its employees to execute, acknowledge, and deliver an assignment of letters patent, in a form to be reasonably approved by the City, to the City upon request by the City.

**CITY OF AUSTIN
PURCHASING OFFICE
SUPPLEMENTAL PURCHASE PROVISIONS
SOLICITAION NO.: RFP 5800 ELL3000**

- B. **Copyrights:** As to any Deliverable containing copyrighted subject matter, the Contractor agrees that upon their creation, such Deliverables shall be considered as work made-for-hire by the Contractor for the City and the City shall own all copyrights in and to such Deliverables, provided however, that nothing in this Paragraph 36 shall negate the City's sole or joint ownership of any such Deliverables arising by virtue of the City's sole or joint authorship of such Deliverables. Should by operation of law, such Deliverables not be considered work made-for-hire, the Contractor hereby assigns to the City (and agrees to cause each of its employees providing services to the City hereunder to execute, acknowledge, and deliver an assignment to the City of Austin) all worldwide right, title, and interest in and to such Deliverables. With respect to such work made-for-hire, the Contractor agrees to execute, acknowledge and deliver and cause each of its employees providing services to the City hereunder to execute, acknowledge, and deliver a work-for-hire agreement, in a form to be reasonably approved by the City, to the City upon delivery of such Deliverables to the City or at such other time as the City may request.
- C. **Additional Assignments:** The Contractor further agrees to, and if applicable, cause each of its employees to execute, acknowledge, and deliver all applications, specifications, oaths, assignments, and all other instruments which the City might reasonably deem necessary in order to apply for and obtain copyright protection, mask work registration, trademark registration and/or protection, letters patent, or any similar rights in any and all countries and in order to assign and convey to the City, its successors, assigns, and nominees, the sole and exclusive right, title, and interest in and to the Deliverables, The Contractor's obligations to execute acknowledge, and deliver (or cause to be executed, acknowledged, and delivered) instruments or papers such as those described in this Paragraph 36 A., B., and C. shall continue after the termination of this Contract with respect to such Deliverables. In the event the City should not seek to obtain copyright protection, mask work registration or patent protection for any of the Deliverables, but should arise to keep the same secret, the Contractor agrees to treat the same as Confidential Information under the terms of Paragraph above.
8. **CONTRACT MANAGER:** The following person is designated as Contract Manager, and will act as the contact point between the City and the Contractor during the term of the Contract:

Benny Vandenvond

Benny.Vandenvond@austintexas.gov

512-974-3264

**CITY OF AUSTIN
SCOPE OF WORK
COMMERCIAL CRIME INSURANCE COVERAGE
SOLICITATION NUMBER: RFP 5800 ELL3000**

1. **Introduction**

About the City of Austin

The City of Austin, Texas, population 912,791 is the 11th largest city in the country. This vibrant and dynamic city tops numerous “Best” lists for business, entertainment, cost of living and quality of life. Austin was selected as the “Best City for the Next Decade” (Kiplinger), the “Top Creative Center” in the US (Entrepreneur.com), and is in the Top Seven List of Intelligent Communities for 2012 as ranked by the Intelligent Community Forum. Austin continues to lead the country with its vision of being the “Most Livable City in the Country”, emerging as a player on the international scene with such events as SXSW, Formula 1 and being home to companies such as Apple, Samsung, Dell, The Seton Healthcare Family and St. David’s HealthCare systems. From the home of state government and The University of Texas at Austin, to the “Live Music Capital of the World” and its growth as a film center, Austin has gained worldwide attention as a hub for education, business, health, and sustainability. Since 1900, Austin’s population has doubled every 20 years, with continued projected record-breaking growth into the next decade and beyond.

About the City of Austin Government

The City of Austin is a progressive, dynamic, full-service municipal organization operating under the Council-Manager form of government. The Austin City Council is elected from 10 single-member districts (one serves as Mayor Pro Tem), with the Mayor at-large. In this structure, the Mayor and City Council will be limited typically to two consecutive terms.

The City Council appoints the City Manager who is the chief administrative and executive officer of the City. The City Manager has responsibilities for guiding and directing day-to-day operations as well as providing strategic research, recommendations, and management leadership to the City Council on budget, programs, policies and services. The City Manager implements the organization’s administrative responsibilities with a strong team of professional department heads and Assistant City Managers. The City Council and City Manager of Austin are committed to their mission of delivering the highest quality services in the most cost-effective manner. The organization’s vision is to make Austin the most livable city in the country, and the City Manager’s resolve is to make it the best-managed city in the country.

2. **Purpose**

The City of Austin, hereinafter referred to as “the City”, seeks qualified brokers, agents and insurers, hereinafter referred to as “Contractor”, who are experienced in assessing commercial crime exposures of large municipalities and in delivering cost-effective, comprehensive commercial crime insurance coverage, claims handling, and ancillary risk management services to effectively manage these risks.

The successful Contractor shall place all insurance coverages with insurers that are authorized to do business in the State of Texas and have an A.M. Best rating of B+ VII or better. **The commercial crime insurance coverage offered shall be effective October 20, 2018.** Coverage shall be guaranteed for one (1) year with four (4) one-year extension options.

3. **Background**

The Risk Management Division is part of the City’s Human Resources Department and is responsible for administration of the City’s commercial insurance and risk management programs. Programs include its self-insured workers compensation program, wage continuation, and providing oversight and safety consultation services for all City departments.

The Division has a full time Risk Analyst position that oversees communication between the Contractor and all City departments to aid in timely responses to inquiries.

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4. Current Coverage

The City's current commercial crime insurance coverage is provided by National Union Fire Insurance Company of Pittsburgh, Pa. The City also currently purchases one (1) Public Official Bond for the City's Chief Financial Officer. The broker on the City's current crime insurance coverage and Public Official Bond is John L. Wortham & Son LP.

The Risk Management Division updates the City's commercial crime insurance underwriting data annually in coordination with the City's Finance Department. Historically, this annual update has occurred in August with the final updated underwriting information being submitted to the Contractor by no later than September 15th.

The below list of Attachments is designed to provide a comprehensive overview of the City's commercial crime insurance exposure, including a summary of current insurance coverages, historic premiums, and loss history. Additional City information is available via: <https://austintexas.gov/>

- Attachment A: Crime Insurance Application (9 pages)
- Attachment B: Supplemental Underwriting Information (5 pages)
- Attachment C: AIG Loss Run 2012-Current (7 pages)
- Attachment D: 0605 Commercial Crime Insurance Price Sheet, Options 1 & 2 (6 pages)
- Attachment E: COA Current Titles with Financial Responsibilities (20 pages)
- Attachment F: Request for Market Assignment (2 pages)

5. Contractor Responsibilities

The Contractor shall act as an agent of the City and complete the following activities described below:

- 5.1. Conduct a comprehensive assessment of the City's commercial crime exposure profile. Services will include, but not be limited to the following:
 - 5.1.1. Review of City's commercial crime underwriting data to identify key underwriting data needs and make recommendations for future data improvement and refinement.
 - 5.1.2. Assemble and format the City's commercial crime underwriting data for consideration by insurance carriers.
 - 5.1.3. Evaluate the City's current Public Official bonds and commercial crime insurance coverage annually to provide recommendations for improved placement and coverage strategies.
- 5.2. Deliver commercial crime insurance coverage. Services will include, but not be limited to the following:
 - 5.2.1. Solicit quotes and negotiate the most favorable commercial crime insurance coverage, including terms, services, and premiums with insurance carriers.
 - 5.2.1.1. The Contractor shall provide this with their offer and annually thereafter.
 - 5.2.2. Present quotes and commercial crime insurance coverage options to the City in a detailed manner that facilitates effective comparison to current coverage. Documents should be in a form that can be shared with executive management. Proposed coverage review should also include evaluation of any proposed endorsements. Provide specimen policy form to the City.
 - 5.2.2.1. Formally present commercial crime insurance coverage options to City personnel as needed.
 - 5.2.3. If requested by the City, bind commercial crime insurance coverage as quoted and maintain policies without lapses. Ensure that renewal commercial crime insurance coverage binder(s) are delivered to the City at least twenty-four (24) hours prior to current coverage expiration.

**CITY OF AUSTIN
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- 5.2.4. Ensure that supplemental insurance policies and/or bonds purchased by the City, including but not limited to Public Official bonds, fit together with the commercial crime insurance coverage.
- 5.2.5. As requested by the City, complete all necessary duties related to placing and binding Public Official bonds on select City employees, including, but not limited to assistance with completing applications and acquiring required supplemental underwriting information, and invoicing.
- 5.2.6. Verify that rates and premiums are properly calculated and charged and confirm to the City in writing that invoiced premiums are correct. If Contractor's services are provided for a flat fee, obtain documentation from insurance carrier(s) that premiums are net of all commissions.
- 5.2.7. The City prefers to pay premiums and all applicable taxes through Contractor rather than direct bill. When premiums are billed through Contractor, make advance payment of premiums due to insurance carrier, as necessary, to ensure no lapse in coverage.
- 5.2.8. Confirm issued policies conform to the quoted commercial crime insurance coverage specifications. As requested by the City, forward a copy of the completed Policy Review Checklist used to confirm issued policies conform to the quoted coverage specifications. A complete and accurate commercial crime insurance coverage policy shall be delivered to the City within 90 days of binding coverage.
- 5.2.9. Organize and attend meetings as requested by the City and document meeting discussions. Meeting agendas shall be provided to the City at least twenty-four (24) hours in advance of scheduled meeting time and meeting minutes shall be provided to the City at least forty-eight (48) hours post-meeting.
- 5.3. Provide Claims Handling Services. Services will include, but not be limited to the following:
 - 5.3.1. When requested by the City, communicate information to insurance carrier(s), report and monitor claims activity.
 - 5.3.2. Provide or obtain from insurance carrier(s) periodic loss runs annually, or as requested by the City.
 - 5.3.3. Provide claims advocacy services if a loss occurs, including but not limited to working with insurance carrier(s) and applicable federal and state agencies.
 - 5.3.4. Provide on-site claims presence within forty-eight (48) hours if requested by the City.
- 5.4. Ancillary Risk Management Services. Services will include, but not be limited to the following:

Performing other risk management services, as requested by the City. Examples of such services could include, but are not limited to timely response to general risk management inquiries, best practices, and other information requests as requested by the City.

6. Coverage and Limits

6.1. Minimum Coverage Requirements

- 6.1.1. The City requires that quotes contain the basic coverage provisions identified in this Scope of Work. Quotes should further include comprehensive coverage provisions to address the risk exposures of a large municipal government with operations as provided by the City.

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COMMERCIAL CRIME INSURANCE COVERAGE
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6.2. Minimum Coverage Limits

- 6.2.1. All Offerors must provide a commercial crime insurance coverage quote that includes the exact coverages and limits as outlined in Attachment D: 0605 Commercial Crime Insurance Quote Sheet, Option 1.
- 6.2.2. The City is very interested in reviewing alternate commercial crime insurance coverage and limit options. Based upon all exposure data presented in this RFP and Offeror's experience and expertise in providing commercial crime insurance coverage for entities like the City, Offerors may provide one additional/alternate commercial crime insurance coverage quote option, not to exceed \$25,000, with commercial crime insurance coverages and limits the Offeror recommends the City should consider.

7. City Responsibilities

The City will:

- 7.1. Provide renewal City underwriting information annually to the insurance carrier(s).
- 7.2. Respond to all underwriting questions or concerns within five (5) business days of request.
- 7.3. Make available the City's premises and applicable personnel file documentation for Loss Prevention Inspection(s), risk assessments, and for any and all claims investigations as requested by the insurance carrier(s).

**CITY OF AUSTIN
PURCHASING OFFICE
PROPOSAL PREPARATION INSTRUCTIONS AND EVALUATION FACTORS
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1. **PROPOSAL FORMAT**

Submit one original paper copy and an electronic copy of the original proposal in PDF version on a flash drive. The original proposal shall contain ink signatures and shall be typed on standard 8 ½" X 11" paper, double-sided, and have consecutively numbered pages.

The proposal itself shall be organized in the following format and informational sequence. Use tabs to divide each part of the Proposal and include a Table of Contents:

Section I

Tab 1 – City of Austin Purchasing Office Documents - Complete and submit the following documents in Tab 1:

- A. Signed Offer Sheet
- B. Section 0605 Local Business Presence Identification Form
- C. Section 0630 Exceptions
- D. Section 0800 Non-Discrimination and Non-Retaliation Certification
- E. Section 0835 Nonresident Bidder Provisions
- J. Signed Addendums

Tab 2 – Authorized Negotiator: Include name, mailing address, email address, and telephone number of the officer or other representative in your organization authorized to negotiate and execute binding contract terms.

Tab 3 – Executive Summary: Offeror shall provide an Executive Summary of three (3) pages or less, in brief, concise terms, a summation of the proposal. Include the legal name and address of your organization and identify parent company if you are a subsidiary. Indicate whether you operate as a partnership, corporation, or individual, including the State in which incorporated or licensed to operate.

Specify the branch office or other subordinate element which will perform, or assist in performing, the Scope of Work. Provide details on the number of years in business, number of employees, and annual revenues volume, a summary of your company's history and experience, and how your organization will exceed the performance of other vendors in relation to pricing, claims administration, and customer service. Please also address how your organization will serve the City of Austin's needs relative to the needs of your other clients.

Tab 4 – References: Provide a list of three (3) current or previous clients of your firm with a scope similar to the services required by the City. All client reference information must be documented and verifiable. Reference contacts must be aware that they are being used and agreeable to City interview for follow-up. References shall include the following:

- Client Name
- Contact person
- Direct telephone number and email address
- Length of business relationship
- Description of services provided by Offeror
- Annual value of contract

Tab 5 –Experience and Qualifications: Identify all key persons, their title, and credentials who will be assigned to the City of Austin and include the information listed below. Do not include this information for all staff. Only include this information for staff directly assigned and supporting this contract.

- A. Specific Role(s) played on City of Austin account
- B. The number of clients they are responsible for

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- C. Percentage of time they will be allocated to the City of Austin
- D. Office location
- E. Resumes
- F. Degree/Certifications/Licenses and number of years of experience in their role

Offeror shall describe any difficulties it anticipates in performing its duties under the Scope of Work and how the Offeror plans to manage these difficulties.

For each carrier providing commercial crime insurance coverage quotations, provide information regarding the history, organization, and service structure of the carrier. Indicate the location of the underwriting office and the claims services office. Provide a summary resume of the lead underwriter.

For each carrier providing commercial crime insurance coverage quotations, provide financial data for the carrier. Acceptable information would include a current AM Best's Rating.

For each carrier providing commercial crime insurance coverage quotations provide a list of current Texas and out-of-state policy holders with exposures analogous to those of the City.

Tab 6 – Coverage and Limits

1. Minimum Coverage Requirements
 - a. The City requires at a minimum, that quotes contain the basic coverage provisions identified in Section 0500, Scope of Work. Quotes should further include comprehensive coverage provisions to address the risk exposures of a large municipal government with operations as provided by the City.
2. Minimum Coverage Limits
 - a. All Offerors must provide a commercial crime insurance coverage quote that includes the exact coverages and limits as outlined in Attachment D: 0605 Commercial Crime Insurance Quote Sheet, Option 1.
 - b. The City is very interested in reviewing alternate commercial crime insurance coverage and limit options. Based upon all exposure data presented in this RFP and Offeror's experience and expertise in providing commercial crime insurance coverage for entities like the City, Offerors may provide one additional/alternate commercial crime insurance coverage quote option, not to exceed \$25,000, with commercial crime insurance coverages and limits the Offeror recommends the City should consider.

Tab 7 - Claims Handling Services

1. Provide no less than two (2) specific examples of claims advocacy services Offeror has undertaken when a large commercial crime loss occurred to a client.
2. The City of Austin recognizes that commercial crime claim resolution timelines vary greatly depending on the size and complexity of each claim. That being said, please provide a typical claim resolution timeline for the proposed carrier(s), including key steps in the resolution process and the average length of time (in days) that each step takes. Key steps should include, but not be limited to the initial claim being reported to the carrier, claim investigation, initial claim payment to the insured, final claim resolution, and final claim payment to the insured.

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Tab 8 – Premiums Quoted

1. With all other underwriting details being equal, what premium projections can you provide with regard to the percentage increase/decrease in the premium that the City might expect throughout the contract renewal terms of this procurement?
2. Is the carrier providing a formal “No Claims Bonus on Renewal”? If so, please provide specific details as to the application of the bonus, how it is calculated, and if it is guaranteed or not throughout the contract renewal terms of this procurement.

Section II

Price Proposal - Complete and submit **Attachment D: 0610 Commercial Crime Insurance Price Sheet, Option 1**. If pricing for these services are not submitted on this form, then the Offeror may be deemed nonresponsive.

Offerors may provide one additional/alternate quote option with commercial crime insurance coverages and limits the Offeror recommends the City should consider. This alternative option should be based on a maximum City budget for Commercial Crime coverage of \$25,000. This optional alternative quote shall be provided in **Attachment D: 0610 Commercial Crime Insurance Quote Sheet, Option 2**.

- a. Attach sample policy form(s) and endorsements for each of the carrier(s) providing commercial crime insurance coverage quotations.
- b. Highlight important exclusions, restrictions and conditions that will be found in the coverage you are proposing that would result in a reduction or enhancement of coverage compared to the City's current commercial crime coverage.

Section III

Proposal Acceptance Period: All proposals are valid for a period of one hundred and eighty (180) calendar days subsequent to the RFP closing date unless a longer acceptance period is offered in the proposal.

Proprietary & Confidential Information: All material submitted to the City becomes public property and is subject to Texas Open Records Act upon receipt. If a respondent does not desire proprietary or confidential information in the submission to be disclosed, each page must be identified and marked proprietary or confidential at time of submittal. The City will, to the extent allowed by law, endeavor to protect such information from disclosure. The final decision as to what information must be disclosed, however, lies with the Texas Attorney General. Failure to identify proprietary or confidential information will result in all unmarked sections being deemed non-proprietary or non-confidential and available upon public request.

Proposal Preparation Costs: All costs directly or indirectly related to preparation of a response to the RFP or any oral presentation required to supplement and/or clarify a Proposal which may be required by the City shall be the sole responsibility of the Offeror.

Compliance: The Offeror agrees to compliance with terms of this Request for Proposal (RFP) and with all applicable rules and regulations of Federal, State, and Local governing entities.

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PURCHASING OFFICE
PROPOSAL PREPARATION INSTRUCTIONS AND EVALUATION FACTORS
SOLICITATION NUMBER: RFP 5800 ELL3000**

Section IV

EVALUATION FACTORS AND AWARD

A. **Competitive Selection**: This procurement will comply with applicable City of Austin Policy. The successful Offeror will be selected by the City on a rational basis. Evaluation factors outlined in Paragraph B below shall be applied to all eligible, responsive Offerors in comparing proposals and selecting the successful Offeror. Award of a contract may be made without discussion with Offerors after proposals are received. Proposals should, therefore, be submitted on the most favorable terms.

B. **Evaluation Factors**:

Maximum 100 points.

1. **Experience and Qualifications**: Including financial strength of the carrier, carrier expertise at underwriting large municipal exposures, organizational and service structure of carrier(s) and Offeror, and key personnel's experience with analogous accounts. Including claim handling procedures, claim adjusting expertise, claims advocacy expertise Reference Section I, Tab 4, Tab 5 and Tab 7. **(40 points)**
2. **Coverage Provisions, Limits and Sublimits, Deductibles and Restrictions**. Depth and scope of coverage provisions and limits provided and number and amount of restrictions impacting coverage, Reference Section I, Tab 6 and Tab 8 **(25 points)**
3. **Price Proposal**: Whichever Offeror offers the City the most competitive price for option 1 will be awarded the maximum amount of points. Remaining points will be distributed on a pro-rated basis – Reference Section II **(25 points)**
4. **Local Business Presence: (Maximum 10 points)**

Team's Local Business Presence	Points Awarded
Local business presence of 90% to 100%	10
Local business presence of 75% to 89%	8
Local business presence of 50% to 74%	6
Local business presence of 25% to 49%	4
Local presence of between 1 and 24%	2
No local presence	0

Answer to Page 3 Section E Underwriting Information 5.a.:

1744 cards citywide. \$25,000 monthly credit limit with a \$3,000 single transaction limit is the standard.

Austin Energy has 246 cards. 172 of which set at standard monthly \$25,000 credit limit (CL) with a \$3,000 single transaction limit (STL). Four cards at \$50k CL \$3k STL. Two cards at \$75k CL \$3k STL. The remaining below that amount at \$0, \$5k, \$10k, 15K monthly credit limits and \$3k STL.

Rest of City department have 1498 cards. 1180 of which have standard monthly credit limits of \$25,000 with the majority of those having the \$3,000 single transaction limit, (63 of them only have \$1000 STL, a couple have \$5,000 limits). Currently 11 of these 1180 have zero limit because of a temporary suspension, see answer to question 3 for more detail. Other monthly credit limits: 51 @ \$0 (zero, funded when needed), 9 @ \$75 to do \$1.00 transactions at parking meters to test them, 1 @ \$15k, 2 @ \$20k, 1 @ \$35k, 8 @ \$40k, 5 @ \$50k, 1 @ \$60k, 1 @ \$100k. Most of these types of cards serve specific purposes like advertising or utilities. They have higher than standard limits to pay for specific noncompetitive procurement related items....risk mitigation on these specific types of cards is that if the card is scoped for Texas Gas Utilities then we better only see Texas Gas as the merchant on the transactions. The remaining cards are contract related cards with varying amounts of authorization.

Contract related card description: Credit cards are ordered and funded and used as a payment vehicle for close to 200 City contracts. They are funded in relation to their contract in an annual declining balance way vs. a monthly credit limit. The balance goes down over time as the City transacts business against the contract. The largest card we have funded is \$750,000 (note standard cards of \$25,000 monthly limit * 12 months = \$300,000 annually). The average of all current contract cards is \$100,000 annually (\$98,306 actual average as of today). We can (but don't always) limit the spend on these cards from a monthly credit limit and single transaction limit perspective as well. For example even though our largest card is funded for \$750,000 in an annual perspective we could still limit the spend to \$250,000 per month to mitigate risk.

Answer to Page 3 Section E Underwriting Information 5.c.:

We have many controls in place to minimize risk and detect fraud:

We employ the use of MCC (Merchant Category Code) blocking of certain industries so that transactions will decline if a charge attempt is made. We have 99 MCC's out of 917 blocked.

All transactions go through a cardholder sign off, an approver (manager/supervisor) signoff and an accountant review. Policy requires (see link below if you would like to download and attach as an exhibit) approvers to review the actual hard copy receipts vs. relying on what is electronically described by the cardholder. This is one of the things Central Purchasing audits for when we go out to departments for their compliance audits.

Central Purchasing cut cards off (temporarily or permanently) for failure to follow policy and procedures (as noted above we have 11 cards on temporary suspension most of which for failure of the cardholder or the approver to sign off on their transactions timely). We do this monthly with six compliance reports and on an as needed basis if we discover an issue ad hoc or during an actual onsite compliance audit.

Central Purchasing does compliance audits of departments.

The City of Austin employs an Ethics phone hotline and electronic web notification system that staff or citizens can turn in suspect transactions. All inquiries are looked at and reviewed.

Bank of America and MasterCard provide their fraud detection tools for all cards. The City is indemnified by Bank of America and MasterCard against fraud loss by both internal and external people. We must terminate an employee within a certain time period (I believe 60 days) to get that indemnification on internal staff fraud.

Link to policy.

<http://purchaustintx.coacd.org/intranet/Works/FASD-PPRO209-018-POProCard.pdf>

**CITY OF AUSTIN
COMMERCIAL CRIME INSURANCE COVERAGE
ATTACHMENT B
SUPPLEMENTAL UNDERWRITING INFORMATION**

1.0 POLICY SPECIFICATIONS

1.1 Required Coverage Forms, Endorsements, and Riders

- 1.1.1. Add Faithful Performance of Duty Coverage for Government Employee coverage to Employee Theft Insurance Agreement
- 1.1.2. Delete Bonded Employees Exclusion
- 1.1.3. Add Impersonation Fraud Coverage to Funds Transfer Fraud Insurance Agreement
- 1.1.4. Add all Chairpersons & Members on all Committees as Employees
- 1.1.5. Add all Directors & Trustees as Employees
- 1.1.6. Add all Directors & Trustees on all Committees as Employees
- 1.1.7. Include Risk Management Department as Designated Person Required to Have Knowledge of Loss (Discovery Form)
- 1.1.8. Add all City of Austin Non-Compensated Officers as Employees
- 1.1.9. Add all City of Austin Treasurers or Tax Collectors as Employees
- 1.1.10. Add all Volunteer Workers as Employees
- 1.1.11. Omnibus Named Insured

2.0 COMMERCIAL CRIME PREMIUM AND LOSS HISTORY

<u>YEAR</u>	<u>PREMIUM</u>	<u># OF CLAIMS</u>	<u>AMOUNT PAID</u>
2017-2018	\$21,735	0	0
2016-2017	\$18,683	0	0
2015-2016	\$15,968	1	\$119,083.47
2014-2015	\$15,830	1	\$83,334.77
2013-2014	\$15,847	0	0
2012-2013	\$15,707	0	0
2011-2012	\$16,635	0	0
2010-2011	\$17,255	0	0
2009-2010	\$17,255	0	0
2008-2009	\$17,255	0	0
2007-2008	\$20,853	0	0
2006-2007	\$20,853	0	0

3.0 SUPPLEMENTAL UNDERWRITING DATA FOR EMPLOYEE THEFT COVERAGE

- 3.1 City Accounts Payable Checks and Payroll Checks are signed by signature plate. The plate contains facsimile signatures for the City Manager and Chief Financial Officer. It is stored in a locked combination safe in the Information Systems Office, except when in use. Blank checks are controlled by the Controller's Office. Employees who control the stock of blank checks do not have access to the signature plate.
- 3.2 City Accounts Payable Checks are reviewed by an employee independent of the Accounts Payable Office against the voucher and supporting documents prior to the check being issued. Vouchers are marked as COMPLETED at the time the voucher is entered into the check production system. City Accounts Payable procedures and the automated payables system controls are in place to insure payments are appropriate.
- 3.3 The City maintains approximately eighty-five (85) petty cash distributions throughout City Departments. These distributions are used to make small purchases, reimbursements, and to make change. City petty cash custodians handle cash and maintain the control records of their petty cash funds. The average fund balance of all petty cash funds is \$1,400. The replenishment of those funds requires that the custodian submit all cash disbursement vouchers to Financial Services Department—Accounts Payable.

**CITY OF AUSTIN
COMMERCIAL CRIME INSURANCE COVERAGE
ATTACHMENT B
SUPPLEMENTAL UNDERWRITING INFORMATION**

3.4 The City has 3 primary funding sources that require billings:

- Utility Services - these accounts are billed daily, and the account statements show past due amounts
- Property Taxes - the Travis County Tax Collector bills taxpayers once per year on behalf of the City. Follow-up billings are made and legal action is taken as needed to satisfy the taxpayer's debt.
- Grant-in-Aid Programs - the City bills Federal and State grantor agencies on a monthly or quarterly basis for expenditures incurred on behalf of applicable grants and entitlements.

3.5 A physical count of inventory is done at least once a year. This is sometimes performed by material handlers, although City policy strongly discourages this.

Physical counts of fixed assets are done on a two-year cycle, with one-half of the departments reviewed each year.

The City of Austin has comprehensive written cash handling and petty cash policies that have been implemented throughout all departments, and the City also has ongoing cash handling training courses that are required for all cash handlers.

4.0 UNDERWRITING DATA FOR INSIDE THE PREMISES COVERAGE

The primary exposure with regard to this coverage is Austin Energy Remittance Processing and Austin Energy Utility Customer Service Centers. Austin Energy bills all City customers for electric, water, wastewater, solid waste collection, drainage, and transportation user fee services. HEB, Fiesta, and Randall's grocery stores, Ace Cash Express and Money Box locations are pay stations where physical checks, cash, money orders and debit cards are collected from the customer. These payments are sent via Western Union through electronics files. There are two freestanding drop boxes from which physical payments are also collected. Remittance Processing employees are responsible for daily collection of payments made at the drops boxes and via the United States Postal Service. These payments are taken to the main location at System Control Center, where the deposit is prepared. The department has a bank vault.

Austin Energy has two (2) Utility Customer Services Centers located at 2800 Webberville Road (referred to as East branch) and 8716 Research Boulevard, Suite 115 (referred to as North branch). Customers make cash and check payments at these locations. There is a freestanding drop box at the North branch. The North branch employees are responsible for daily collection of payments made to the drop box. The payments are processed and deposits prepared at the respective branch location on a daily basis. Each location has a bank vault. Deposits are picked up by an armored car service daily at both Branch locations.

Other departments within the City also take in money. This includes but is not limited to libraries, pools, municipal court, health clinics, police, convention center, finance department, golf courses and parks. All departments also have access to petty cash funds as described in Section 3.3. The municipal court has armored car services that pick up deposits daily.

4.1 Austin Energy Remittance Processing Office Protection Details

Remittance Processing Main Location,
2500 Montopolis Road, Austin, TX

Hollon Safe
FB-1505E Fire Resistant
Square door with electronic keypad lock on the outside

**CITY OF AUSTIN
COMMERCIAL CRIME INSURANCE COVERAGE
ATTACHMENT B
SUPPLEMENTAL UNDERWRITING INFORMATION**

1 24-hr security guard
Keyed access to enter campus property
Motion detectors around perimeter of building
Central station alarm connected to perimeter
Wall mounted video cameras (pan and zoom)
Access to remittance processing area is limited to key entry

East Branch,

2800 Webberville Road, Austin, TX.
Amsec model FB3018-E Safe
BP10512 Fire Resistant
Class 350-2 hours
Square door with outside combination lock

North Branch

8716 Research Blvd Suite 115 Austin, Texas
MF 225-2860 Fire Resistant
2 HR Composite
AP215031

Additionally, each of the four cashier windows has a personal/counter safe.

Armored car pickup daily for cash and check payments
Motion detectors around perimeter of building
Multiple live feed cameras inside building
Multiple live feed cameras around perimeter of building
Panic buttons for all employees
Badge-read entry to secure areas
Central station alarm connect to perimeter
Access to vault area is limited to key entry

4.2 Other City Department Protection Details

Municipal Court

700 East 7th Street Austin, Texas
Vault is a room with sheetrock walls and a fire door
Fire door is TexSteel UL approved 1-1/2 hours
Fire door is 1-5/8 inches thick
Rectangular door with outside biometric lock with fingerprint entry

Armed Austin Police Department officers during operating hours
Access to vault area is limited keypad digital lock entry
Multiple live feed cameras in the lobby and vault areas
Live feed cameras at the rear building entrance and judge's entrance
Armored car pick up daily

5.0 MISCELLANEOUS COMMERCIAL CRIME UNDERWRITING INFORMATION

- 5.1** This policy will provide coverage for our police offices. The Police Department employees are included in the information provided.
- 5.2** It is not the intention of this policy to cover the employees of Randall's, Fiesta, University Co-op ,HEB or any other authorized paystation.
- 5.3** There is no food stamp distribution through the City.

**CITY OF AUSTIN
COMMERCIAL CRIME INSURANCE COVERAGE
ATTACHMENT B
SUPPLEMENTAL UNDERWRITING INFORMATION**

- 5.4** The City of Austin is responsible for reading all the water and electric meters in the Austin service area. The City has contracted with a private vendor to read a majority of these meters. No meter reader collects money from customers. They simply read the meters and record the reading on a hand-held computer.
- 5.5** Audits are performed for the City on an annual basis.
- 5.6** All departments are audited.
- 5.7** Deloitte & Touche LLP is the audit firm currently providing audit services for the City.

6.0 Public Official Blanket Bond

- 6.1** City of Austin's City Charter includes a requirement that the Director of Finance shall provide a bond with such surety and in such amount as indicated by City Council. As such, the City currently places one Public Official Bond for the City's Chief Financial Officer, Elaine Hart. This bond is for \$100,000. The selected Contractor will be responsible for placement of this bond (and any future Public Official Bonds desired by the City) as part of their Scope of Work under this agreement.



AIG Loss Run

PAGE: 1

Submission: 0624527015 / AUSTIN, CITY OF
Filters: LOB = ALL , Status = ALL
Requester ID: 061790
Report Date / Time: 04/05/2018 17:03 EST
Valuation Date: 04/03/2018

The AIG Loss Run is a detail report, providing claim and financial information.
Policies with no claims are excluded from this report.

Certain claim information may not be available in this report, since data availability can vary based on the insurance program or benefit state (due to regulatory considerations.)

Some of the content contained in this report is subject to confidentiality laws and may be privileged. This report is intended for review and use by authorized representatives of the insured or other parties authorized by the insured. If you are not the intended recipient, you are hereby notified that any disclosure, copy or distribution of this information is strictly prohibited, as is the taking of any action by you in reliance on its contents. If you received this communication in error, please notify us immediately.

ATTACHMENT D
0610 Commercial Crime Insurance Quote Sheet

OPTION 1 (MANDATORY):

Legal Name(s) of Carrier(s) Quoting Coverage: _____

Carrier Participation Levels In Quoted Coverage: _____

A.M. Best Rating for Carrier(s) Quoting Coverage: _____

IF THE PROPOSED CARRIER IS A SYNDICATE, A LIST OF THE NAMES OF EACH PARTICIPATING SYNDICATE AND THEIR COMMITTED PERCENTAGE OF PARTICIPATION AND BEST RATING IS REQUIRED. IF TOTAL PERCENTAGE DOES NOT = 100%, QUOTE WILL BE CONSIDERED NON- RESPONSIVE.

QUOTED COMMERCIAL CRIME INSURANCE COVERAGE LIMITS

Below are the Insurance Agreement Coverages, Limits of Insurance per Occurrence, and Deductible Amounts per Occurrence currently purchased by the City of Austin. Proposer must provide a Quote Option with Commercial Crime Insurance coverages matching the City's current Commercial Crime Insurance program.

Insurance Agreement Coverages	Limit of Insurance Per Occurrence	Deductible Amount Per Occurrence
1. Employee Theft – Per Loss Coverage	\$5,000,000	\$10,000
2. Employee Theft – Per EE Coverage	Not Covered	N/A
3. Forgery or Alteration	\$5,000,000	\$10,000
4. Inside the Premises – Theft of Money and Securities	Not Covered	N/A
5. Inside the Premises – Robbery or Safe Burglary of other Property	\$1,000,000	\$10,000
6. Outside the Premises	Not Covered	N/A
7. Computer Fraud	\$1,000,000	\$10,000
8. Funds Transfer Fraud	\$1,000,000	\$10,000
9. Money Orders and Counterfeit Money	Not Covered	N/A
10. N/A	N/A	N/A
11. N/A	N/A	N/A
12..N/A	N/A	N/A

PROPOSER SHOULD USE THE BELOW SPACE, AS NEEDED, TO CLARIFY COVERAGE LIMITS OR CONDITIONS PROVIDED UNDER THE PROPOSED POLICY QUOTED IN OPTION 1 AND AS OUTLINED IN ITEM #1 – #9 ABOVE.

Please reference the Item # being addressed and provide specific details with regard to the coverage quoted, including limitations, exclusions, or enhancements in Coverage Provisions that may be important to the City.

ATTACHMENT D
0610 Commercial Crime Insurance Quote Sheet

[illegible]

ATTACHMENT D

**0610 Commercial Crime Insurance Quote
Sheet OPTION 1 PROPOSAL PREMIUM
SUMMARY**

1. QUOTED PREMIUMS, TAXES, AND FEES FOR COMMERCIAL CRIME INSURANCE COVERAGE:

Quoted Premium for Commercial Crime Insurance
Coverage as Described in OPTION 1 of this Quote Sheet:

a. _____

Surplus Lines Tax, if any

b. _____

Stamping Office Fee, if any

c. _____

Total Premium for Commercial Crime Insurance Coverage
(Total of Lines a.+b.+c.)

d. _____

Estimated Annual Premium for two Public Official Bonds (2):

e. _____

Insurance Carrier Commission Percentage Earned (and included above premiums): _____ %

2. ANNUAL CONTRACTOR FLAT FEES ADDED TO THE PREMIUMS SHOWN ABOVE TO CALCULATE A TOTAL ANNUAL COMMERCIAL CRIME INSURANCE COVERAGE COST TO THE CITY:

Flat Placement Fee Charged by Contractor in lieu of
Insurance Carrier Commission Percentage Earned **

f. _____

**TOTAL ANNUAL COMMERCIAL CRIME INSURANCE
COVERAGE COST TO THE CITY
(Total of Lines d.+e.+f.)**

g. _____

****PROPOSER WHO IS AWARDED CONTRACT WILL HAVE TO PROVIDE PROOF OF CARRIER PREMIUMS
BEING ISSUED NET OF ANY COMMISSION OR FEES**

ATTACHMENT D**0610 Commercial Crime Insurance Quote Sheet**

The City is very interested in reviewing alternate commercial crime insurance coverage and limit options. Based upon all exposure data presented in this RFP and Proposer's experience and expertise in providing commercial crime insurance coverage for entities like the City, **Proposer may provide one additional/alternate commercial crime insurance coverage quote option** with commercial crime insurance coverages and limits the Proposer recommends the City should consider. This alternative option should be based on a maximum City budget for Commercial Crime coverage of \$25,000.

OPTION 2 (OPTIONAL):

Legal Name(s) of Carrier(s) Quoting Coverage: _____

Carrier Participation Levels In Quoted Coverage: _____

A.M. Best Rating for Carrier(s) Quoting Coverage: _____

IF THE PROPOSED CARRIER IS A SYNDICATE, A LIST OF THE NAMES OF EACH PARTICIPATING SYNDICATE AND THEIR COMMITTED PERCENTAGE OF PARTICIPATION AND BEST RATING IS REQUIRED. IF TOTAL PERCENTAGE DOES NOT = 100%, QUOTE WILL BE CONSIDERED NON- RESPONSIVE.

QUOTED COMMERCIAL CRIME INSURANCE COVERAGE LIMITS

Please write in any additional Insurance Agreement Coverages (10.-12.) and provide the Limit of Insurance per Occurrence and Deductible Amount per Occurrence proposed for each Insurance Agreement Coverage listed below. Do not leave any item blank. If the item is not applicable, indicate this with "N/A".

Insurance Agreement Coverages	Limit of Insurance Per Occurrence	Deductible Amount Per Occurrence
1. Employee Theft – Per Loss Coverage	\$	\$
2. Employee Theft – Per EE Coverage	\$	\$
3. Forgery or Alteration	\$	\$
4. Inside the Premises – Theft of Money and Securities	\$	\$
5. Inside the Premises – Robbery or Safe Burglary of other Property	\$	\$
6. Outside the Premises	\$	\$
7. Computer Fraud	\$	\$
8. Funds Transfer Fraud	\$	\$
9. Money Orders and Counterfeit Money	\$	\$
10.	\$	\$
11.	\$	\$
12..	\$	\$

PROPOSERS SHOULD USE THE BELOW SPACE, AS NEEDED, TO CLARIFY COVERAGE LIMITS OR CONDITIONS PROVIDED UNDER THE POLICY QUOTED AS OUTLINED IN ITEM #1 – #12 ABOVE.

Please reference the Item # being addressed and provide specific details with regard to the coverage quoted, including limitations, exclusions, or enhancements in Coverage Provisions that may be important to the City.

ATTACHMENT D
0610 Commercial Crime Insurance Quote Sheet

[illegible]

ATTACHMENT D

**0610 Commercial Crime Insurance Quote
Sheet OPTION 2 PROPOSAL PREMIUM
SUMMARY**

3. QUOTED PREMIUMS, TAXES, AND FEES FOR COMMERCIAL CRIME INSURANCE COVERAGE:

Quoted Premium for Commercial Crime Insurance
Coverage as Described in OPTION 1 of this Quote Sheet:

a. _____

Surplus Lines Tax, if any

b. _____

Stamping Office Fee, if any

c. _____

Total Premium for Commercial Crime Insurance Coverage
(Total of Lines a.+b.+c.)

d. _____

Estimated Annual Premium for two Public Official Bonds (2):

e. _____

Insurance Carrier Commission Percentage Earned (and included above premiums): _____ %

4. ANNUAL CONTRACTOR FLAT FEES ADDED TO THE PREMIUMS SHOWN ABOVE TO CALCULATE A TOTAL ANNUAL COMMERCIAL CRIME INSURANCE COVERAGE COST TO THE CITY:

Flat Placement Fee Charged by Contractor in lieu of
Insurance Carrier Commission Percentage Earned **

f. _____

**TOTAL ANNUAL COMMERCIAL CRIME INSURANCE
COVERAGE COST TO THE CITY
(Total of Lines d.+e.+f.)*****

g. _____

****PROPOSER WHO IS AWARDED CONTRACT WILL HAVE TO PROVIDE PROOF OF CARRIER PREMIUMS
BEING ISSUED NET OF ANY COMMISSION OR FEES**

*****UNDER OPTION 2, THE MAXIMUM TOTAL ANNUAL COMMERCIAL CRIME INSURANCE
COVERAGE COST TO THE CITY MUST BE NO MORE THAN \$25,000**

Attachment E: COA Current Titles with Financial Responsibilities

Dept Number	Dept Name	Financial Reponsibilities	Job Title	Employee Count
11E000	Austin Energy	Y	Account Representative Sr	7
11E000	Austin Energy	Y	Accountant II	1
11E000	Austin Energy	Y	Accountant III	9
11E000	Austin Energy	Y	Accountant IV	7
11E000	Austin Energy	Y	Accounting Associate I	3
11E000	Austin Energy	Y	Accounting Associate II	1
11E000	Austin Energy	Y	Accounting Associate III	3
11E000	Austin Energy	Y	Administrative Senior	6
11E000	Austin Energy	Y	Administrative Specialist	37
11E000	Austin Energy	Y	Admnstr, CES Complnc	1
11E000	Austin Energy	Y	Admnstr, Utility Document Cnt	1
11E000	Austin Energy	Y	AE Dep GM and Chf Ops Ofcr	1
11E000	Austin Energy	Y	AE Dep GM&Chf Cust&Compln Ofcr	1
11E000	Austin Energy	Y	AE Dep GM&Chf Fncl&Risk Ofcr	1
11E000	Austin Energy	Y	AE Laboratory Service Manager	1
11E000	Austin Energy	Y	AE O&M Specialist	1
11E000	Austin Energy	Y	AE O&M Specialist Senior	2
11E000	Austin Energy	Y	AE Power Delivery Trainer	3
11E000	Austin Energy	Y	AE Utility Chemist II	1
11E000	Austin Energy	Y	AE Utility Strategist	1
11E000	Austin Energy	Y	Bus Development Counselor III	1
11E000	Austin Energy	Y	Business Process Consultant	2
11E000	Austin Energy	Y	Business Process Consultant Sr	11
11E000	Austin Energy	Y	Business Process Spec	8
11E000	Austin Energy	Y	Client Relationship Analyst	15
11E000	Austin Energy	Y	Conservation Program Assoc	3
11E000	Austin Energy	Y	Conservation Program Spec	4
11E000	Austin Energy	Y	Construction Analyst	1
11E000	Austin Energy	Y	Contract Mngmt Specialist II	2
11E000	Austin Energy	Y	Contract Mngmt Specialist III	3
11E000	Austin Energy	Y	Contract Mngmt Specialist IV	5
11E000	Austin Energy	Y	Coord, Advertising & Outreach	1
11E000	Austin Energy	Y	Coord, Client Relationship	14
11E000	Austin Energy	Y	Coord, Customer Solutions	7
11E000	Austin Energy	Y	Coord, Line Clearance	4
11E000	Austin Energy	Y	Coord, Ocuptnl Health & Safety	1
11E000	Austin Energy	Y	Coord, Product Development	1
11E000	Austin Energy	Y	Coord, Program	3
11E000	Austin Energy	Y	Coord, Project	3
11E000	Austin Energy	Y	Coord, Security	1
11E000	Austin Energy	Y	Coord, Utility Emergency Mgmt	1
11E000	Austin Energy	Y	Coord, Vehicle	1
11E000	Austin Energy	Y	Customer Service Rep	100
11E000	Austin Energy	Y	Customer Service Rep Sr	32
11E000	Austin Energy	Y	Department Executive Asst	1
11E000	Austin Energy	Y	Dir, AE Budget/Accounting/Risk	4
11E000	Austin Energy	Y	Dir, AE Communications	1
11E000	Austin Energy	Y	Dir, AE Corporate Improv Svcs	1
11E000	Austin Energy	Y	Dir, AE Corporate Support Svcs	1
11E000	Austin Energy	Y	Dir, AE Engineering&Tech Svcs	1
11E000	Austin Energy	Y	Dir, AE Envrn Hlth&Sfty Svcs	1
11E000	Austin Energy	Y	Dir, AE Reliablty Complnc Prgm	1
11E000	Austin Energy	Y	Dir, Distribution	1
11E000	Austin Energy	Y	Dir, Energy & Mkt Operations	1
11E000	Austin Energy	Y	Dir, Energy Efficiency Service	1
11E000	Austin Energy	Y	Dir, On-Site Energy Resources	1
11E000	Austin Energy	Y	Dir, Pwr Project & Asset Mgmt	1
11E000	Austin Energy	Y	Dir, Smart Grid & Syst Operton	1
11E000	Austin Energy	Y	Dir, Trans &Substn Engr Constr	1
11E000	Austin Energy	Y	Distrib Electrician Crew Ldr	9
11E000	Austin Energy	Y	Distribution Constr Coord III	2
11E000	Austin Energy	Y	Distribution Constr Leader	3
11E000	Austin Energy	Y	Distribution Electrician II	3
11E000	Austin Energy	Y	Distribution Electrician III	14
11E000	Austin Energy	Y	Div Mgr, Info Systems	6
11E000	Austin Energy	Y	Division Chief	1
11E000	Austin Energy	Y	Economist	1
11E000	Austin Energy	Y	Electr Util Meter Svcs Invgrtr	7

11E000	Austin Energy	Y	Electric Distrib Designer Sr	6
11E000	Austin Energy	Y	Electrical Sys Controller Sr	1
11E000	Austin Energy	Y	Energy Analyst	10
11E000	Austin Energy	Y	Energy Market Analyst	4
11E000	Austin Energy	Y	Energy Market Analyst Senior	6
11E000	Austin Energy	Y	Energy Marketer	3
11E000	Austin Energy	Y	Engineer C	1
11E000	Austin Energy	Y	Engineer, Consulting	2
11E000	Austin Energy	Y	Engineer, Graduate A	3
11E000	Austin Energy	Y	Engineer, Graduate B	1
11E000	Austin Energy	Y	Engineering Associate A	3
11E000	Austin Energy	Y	Environmental Cmplnc Spec Sr	2
11E000	Austin Energy	Y	Facility Service Specialist	5
11E000	Austin Energy	Y	Financial Analyst I	4
11E000	Austin Energy	Y	Financial Analyst II	1
11E000	Austin Energy	Y	Financial Analyst III	7
11E000	Austin Energy	Y	General Mgr Electric Utility	1
11E000	Austin Energy	Y	Graphic Designer B	1
11E000	Austin Energy	Y	Human Resources Advisor	10
11E000	Austin Energy	Y	Internal Audit Mgr	1
11E000	Austin Energy	Y	Internal Auditor III	2
11E000	Austin Energy	Y	Inventory Control Spec I	2
11E000	Austin Energy	Y	Inventory Control Spec II	22
11E000	Austin Energy	Y	Inventory Control Spec III	7
11E000	Austin Energy	Y	Inventory Planner I	3
11E000	Austin Energy	Y	Inventory Planner II	1
11E000	Austin Energy	Y	IT Application Analyst	17
11E000	Austin Energy	Y	IT Application Analyst Senior	11
11E000	Austin Energy	Y	IT Application Consultant	1
11E000	Austin Energy	Y	IT Application Developer Sr	6
11E000	Austin Energy	Y	IT Business Systems Analyst	2
11E000	Austin Energy	Y	IT Business Systems Analyst Sr	15
11E000	Austin Energy	Y	IT Data Architect	2
11E000	Austin Energy	Y	IT Data Base Administrator Sr	3
11E000	Austin Energy	Y	IT Network Administrator	11
11E000	Austin Energy	Y	IT Network Administrator Sr	5
11E000	Austin Energy	Y	IT Network Consultant	4
11E000	Austin Energy	Y	IT Project Manager	4
11E000	Austin Energy	Y	IT Project Mgr Sr	10
11E000	Austin Energy	Y	IT Security Analyst	3
11E000	Austin Energy	Y	IT Security Consultant	2
11E000	Austin Energy	Y	IT Supervisor Sr	16
11E000	Austin Energy	Y	IT Support Analyst	1
11E000	Austin Energy	Y	IT Support Analyst Sr	6
11E000	Austin Energy	Y	IT Systems Administrator	3
11E000	Austin Energy	Y	IT Systems Administrator Sr	5
11E000	Austin Energy	Y	IT Systems Consultant	14
11E000	Austin Energy	Y	Line Clearance Leader	2
11E000	Austin Energy	Y	Mail Services Clerk	2
11E000	Austin Energy	Y	Maintenance Worker II	1
11E000	Austin Energy	Y	Market Research Analyst	1
11E000	Austin Energy	Y	Marketing Commun Consultant	4
11E000	Austin Energy	Y	Meter Services Rep Lead	3
11E000	Austin Energy	Y	Meter Services Representative	20
11E000	Austin Energy	Y	Mgr I, Accounting	2
11E000	Austin Energy	Y	Mgr I, Inventory Control	1
11E000	Austin Energy	Y	Mgr II, Accounting	1
11E000	Austin Energy	Y	Mgr II, Financial	3
11E000	Austin Energy	Y	Mgr II, Inventory Control	1
11E000	Austin Energy	Y	Mgr III, Financial	2
11E000	Austin Energy	Y	Mgr, AE Customer Account	6
11E000	Austin Energy	Y	Mgr, AE Customer Service	8
11E000	Austin Energy	Y	Mgr, AE Customer Svc Process	6
11E000	Austin Energy	Y	Mgr, AE Customer Svc Staff Dev	1
11E000	Austin Energy	Y	Mgr, Data Analytics&Bus Intell	1
11E000	Austin Energy	Y	Mgr, Distribution Process	2
11E000	Austin Energy	Y	Mgr, Energy Efficiency Svcs	4
11E000	Austin Energy	Y	Mgr, Energy Market	2
11E000	Austin Energy	Y	Mgr, Facilities Planning	1
11E000	Austin Energy	Y	Mgr, Facilities Process	1

11E000	Austin Energy	Y	Mgr, Grn Bldg and Sust	1
11E000	Austin Energy	Y	Mgr, Human Resources	1
11E000	Austin Energy	Y	Mgr, Power Plant (600+ MW)	2
11E000	Austin Energy	Y	Mgr, Procurement	1
11E000	Austin Energy	Y	Mgr, Project	3
11E000	Austin Energy	Y	Mgr, Public Invlmnt&Prop Acqn	1
11E000	Austin Energy	Y	Mgr, Sales	1
11E000	Austin Energy	Y	Mgr, SCADA/EMS Control Engrng	1
11E000	Austin Energy	Y	Mgr, Security	1
11E000	Austin Energy	Y	Mgr, Support Services	1
11E000	Austin Energy	Y	Mgr, Utility Marketing Svc	1
11E000	Austin Energy	Y	MuniProg, Administrative Sppt	3
11E000	Austin Energy	Y	MuniProg, Paraprofessional	19
11E000	Austin Energy	Y	MuniProg, Professional	8
11E000	Austin Energy	Y	MuniProg, Service/Maint	2
11E000	Austin Energy	Y	MuniProg, Technician	4
11E000	Austin Energy	Y	Ofcr, Chief Info - Elec Util	1
11E000	Austin Energy	Y	Ofcr, Chief Technology-Ele Utl	1
11E000	Austin Energy	Y	Orgnl Dev&Training Spec	4
11E000	Austin Energy	Y	Orgnl Dev&Training Spec Sr	5
11E000	Austin Energy	Y	Power Control System Tech II	3
11E000	Austin Energy	Y	Power Control System Tech III	4
11E000	Austin Energy	Y	Power Plant Technician	1
11E000	Austin Energy	Y	Power System Engineer	2
11E000	Austin Energy	Y	Power System Engineer Sr	19
11E000	Austin Energy	Y	Power System Graduate Engineer	1
11E000	Austin Energy	Y	Power System Mgng Engineer	1
11E000	Austin Energy	Y	Power System Principal Engr	14
11E000	Austin Energy	Y	Prgm Coord, Conservation	3
11E000	Austin Energy	Y	Prgm Coord, Environmental	1
11E000	Austin Energy	Y	Prgm Mgr, Advanced Technology	1
11E000	Austin Energy	Y	Prgm Mgr, AE Craft&Fld Staff D	1
11E000	Austin Energy	Y	Prgm Mgr, AE Quality/Complnc	5
11E000	Austin Energy	Y	Prgm Mgr, Customer Care	1
11E000	Austin Energy	Y	Prgm Mgr, Environmental Conser	1
11E000	Austin Energy	Y	Prgm Mgr, Fleet	1
11E000	Austin Energy	Y	Prgm Mgr, IAMgmt&Leasing	1
11E000	Austin Energy	Y	Prgm Mgr, Risk Control	2
11E000	Austin Energy	Y	Prgm Mgr, Solar	1
11E000	Austin Energy	Y	Prgm Mgr, Trans Plng	1
11E000	Austin Energy	Y	Property Agent	2
11E000	Austin Energy	Y	Pubc Invlmnt&Real Estate Agn	2
11E000	Austin Energy	Y	Public Information Spec Sr	1
11E000	Austin Energy	Y	Pwr Delivery Equipment Op II	2
11E000	Austin Energy	Y	Quality Improvement Specialist	2
11E000	Austin Energy	Y	Real Time Energy Mkt Op Sr	7
11E000	Austin Energy	Y	Research Analyst	1
11E000	Austin Energy	Y	Right of Way Specialist	1
11E000	Austin Energy	Y	Risk Analyst	1
11E000	Austin Energy	Y	Risk Control Analyst	4
11E000	Austin Energy	Y	Sales Representative	2
11E000	Austin Energy	Y	SCADA/EMS Analyst II	2
11E000	Austin Energy	Y	SCADA/EMS Analyst Senior	3
11E000	Austin Energy	Y	Scheduler Analyst	10
11E000	Austin Energy	Y	Security Guard	2
11E000	Austin Energy	Y	Security Guard Lead	1
11E000	Austin Energy	Y	Substation Electrician III	1
11E000	Austin Energy	Y	Supt, Distribution Constr Main	2
11E000	Austin Energy	Y	Supt, Electrical Maintenance	1
11E000	Austin Energy	Y	Supt, Network Constr & Maint	1
11E000	Austin Energy	Y	Supt, On-Site Energy Resource	2
11E000	Austin Energy	Y	Supt, Power Plant Maintenance	2
11E000	Austin Energy	Y	Supt, Power Plant Operator	2
11E000	Austin Energy	Y	Supt, Substation Constr & Maint	1
11E000	Austin Energy	Y	Supt, Substn Relay Constr&Main	1
11E000	Austin Energy	Y	Supt, Trans Constr and Maint	1
11E000	Austin Energy	Y	Supv I, Inventory Control	3
11E000	Austin Energy	Y	Supv, Accounts Payable	1
11E000	Austin Energy	Y	Supv, Administrative	1
11E000	Austin Energy	Y	Supv, AE Distribution GIS	1

11E000	Austin Energy	Y	Supv, AE Operations & Maint	2
11E000	Austin Energy	Y	Supv, Customer Service	35
11E000	Austin Energy	Y	Supv, Distribution Electrician	12
11E000	Austin Energy	Y	Supv, Electric Metering	2
11E000	Austin Energy	Y	Supv, Electrical Sys Cntrlr	5
11E000	Austin Energy	Y	Supv, Energy Mkt	2
11E000	Austin Energy	Y	Supv, Facilities	1
11E000	Austin Energy	Y	Supv, Human Resources	1
11E000	Austin Energy	Y	Supv, Power Control System	1
11E000	Austin Energy	Y	Supv, Power Plant Maintenance	1
11E000	Austin Energy	Y	Supv, Power Plant Operator	2
11E000	Austin Energy	Y	Supv, Pwr Plnt Ctrl Instrl Ele	1
11E000	Austin Energy	Y	Supv, Revenue Meas & Control	5
11E000	Austin Energy	Y	Supv, Security	1
11E000	Austin Energy	Y	Supv, Substation Electrician	1
11E000	Austin Energy	Y	Supv, Support Services	1
11E000	Austin Energy	Y	Supv, Survey	1
11E000	Austin Energy	Y	Supv, Training	1
11E000	Austin Energy	Y	Supv, Utility Services	3
11E000	Austin Energy	Y	Utility Account Analyst	7
11E000	Austin Energy	Y	Utility Account Specialist	51
11E000	Austin Energy	Y	Utility Forester	2
11E000	Austin Energy	Y	Utility Process Consultant	4
11E000	Austin Energy	Y	Utility Rglty Policy Analyst	1
11E000	Austin Energy	Y	Utility Services Spec Sr	4
11E000	Austin Energy	Y	Utility Services Specialist	2
11E000	Austin Energy	Y	Vehicle Scheduler II	3
11E000	Austin Energy	Y	VP, Customer Acct Mgmt	1
11E000	Austin Energy	Y	VP, Customer Care Services	1
11E000	Austin Energy	Y	VP, Customer Energy Solutions	1
11E000	Austin Energy	Y	VP, Reg Affairs and Corp Comm	1
11E000	Austin Energy	Y	VP, Strategy, Tech and Mkt Ops	1
11E000	Austin Energy	Y	VP,Electric Services Delivery	1
15E000	Austin Resource Recovery	Y	Accountant III	1
15E000	Austin Resource Recovery	Y	Accounting Associate II	1
15E000	Austin Resource Recovery	Y	Administrative Associate	1
15E000	Austin Resource Recovery	Y	Administrative Specialist	7
15E000	Austin Resource Recovery	Y	Asst Dir, Austin Rsc Recovery	1
15E000	Austin Resource Recovery	Y	Asst Div Mgr, Austin Rsc Rcvry	6
15E000	Austin Resource Recovery	Y	Austin Rsc Recovery Crew Ldr	1
15E000	Austin Resource Recovery	Y	Austin Rsc Recovery Oper Asc	1
15E000	Austin Resource Recovery	Y	Austin Rsc Recovery Operator	1
15E000	Austin Resource Recovery	Y	Business Process Consultant Sr	2
15E000	Austin Resource Recovery	Y	Business Process Spec	1
15E000	Austin Resource Recovery	Y	Contract Mngmt Specialist II	1
15E000	Austin Resource Recovery	Y	Contract Mngmt Specialist III	3
15E000	Austin Resource Recovery	Y	Contract Mngmt Specialist IV	1
15E000	Austin Resource Recovery	Y	Coord, Ocuptnl Health & Safety	2
15E000	Austin Resource Recovery	Y	Coord, Vehicle	2
15E000	Austin Resource Recovery	Y	Customer Service Rep	2
15E000	Austin Resource Recovery	Y	Dep Dir, Austin Rsc Recovery	1
15E000	Austin Resource Recovery	Y	Department Executive Asst	1
15E000	Austin Resource Recovery	Y	Department Quality Analyst	1
15E000	Austin Resource Recovery	Y	Div Mgr, ARR OPS/SI/QA	3
15E000	Austin Resource Recovery	Y	Environmental Prgm Spec Sr	2
15E000	Austin Resource Recovery	Y	Environmental Prgm Specialist	1
15E000	Austin Resource Recovery	Y	Equipment Technician II	1
15E000	Austin Resource Recovery	Y	Financial Analyst I	1
15E000	Austin Resource Recovery	Y	Financial Analyst III	1
15E000	Austin Resource Recovery	Y	Financial Consultant	1
15E000	Austin Resource Recovery	Y	Human Resources Advisor	2
15E000	Austin Resource Recovery	Y	Human Resources Specialist	1
15E000	Austin Resource Recovery	Y	Inventory Planner I	1
15E000	Austin Resource Recovery	Y	IT Business Systems Analyst	1
15E000	Austin Resource Recovery	Y	IT Supervisor	1
15E000	Austin Resource Recovery	Y	Maintenance Worker Leader	1
15E000	Austin Resource Recovery	Y	Mgr I, Accounting	1
15E000	Austin Resource Recovery	Y	Mgr II, Financial	1
15E000	Austin Resource Recovery	Y	Mgr III, Financial	1
15E000	Austin Resource Recovery	Y	Mgr, Dept Occupational Safety	1

15E000	Austin Resource Recovery	Y	Mgr, Human Resources	1
15E000	Austin Resource Recovery	Y	MuniProg, Administrative Sppt	8
15E000	Austin Resource Recovery	Y	Ocptnl Health & Safety Spec Sr	1
15E000	Austin Resource Recovery	Y	Ofcr, Chief Admin	1
15E000	Austin Resource Recovery	Y	Prgm Mgr, Brownfields	1
15E000	Austin Resource Recovery	Y	Prgm Mgr, Environmental Conser	1
15E000	Austin Resource Recovery	Y	Prgm Mgr, Public Info & Mktng	1
15E000	Austin Resource Recovery	Y	Program Manager II	1
15E000	Austin Resource Recovery	Y	Program Specialist	1
15E000	Austin Resource Recovery	Y	Records Analyst	1
15E000	Austin Resource Recovery	Y	Research Analyst	2
15E000	Austin Resource Recovery	Y	Supv II, Contract Management	1
15E000	Austin Resource Recovery	Y	Supv, Austin Rsc Recovery	2
15E000	Austin Resource Recovery	Y	Supv, Consumer Service	1
15E000	Austin Resource Recovery	Y	Supv, Human Resources	1
15E000	Austin Resource Recovery	Y	Supv, Support Services	1
15E000	Austin Resource Recovery	Y	Utility Account Specialist	6
15E000	Austin Resource Recovery	Y	Waste Diversion Planner Sr	2
16E000	Austin Code	Y	Accounting Associate II	1
16E000	Austin Code	Y	Asst Dir, Code Compliance	1
16E000	Austin Code	Y	Asst Div Mgr, Code Compliance	7
16E000	Austin Code	Y	Code Compliance Insp A	4
16E000	Austin Code	Y	Code Compliance Insp B	11
16E000	Austin Code	Y	Code Compliance Insp C	17
16E000	Austin Code	Y	Code Compliance Insp Trainee	1
16E000	Austin Code	Y	Code Compliance Investigator	4
16E000	Austin Code	Y	Contract Mngmt Specialist III	1
16E000	Austin Code	Y	Coord, Program	4
16E000	Austin Code	Y	Div Mgr, Code Compliance	5
16E000	Austin Code	Y	Financial Specialist	1
16E000	Austin Code	Y	Human Resources Specialist	1
16E000	Austin Code	Y	IT Application Developer Sr	1
16E000	Austin Code	Y	IT Business Systems Analyst Sr	1
16E000	Austin Code	Y	Mgr II, Financial	1
16E000	Austin Code	Y	Mgr, Administrative	1
16E000	Austin Code	Y	MuniProg, Administrative Sppt	4
16E000	Austin Code	Y	MuniProg, Paraprofessional	4
16E000	Austin Code	Y	Neighborhood Liaison	1
16E000	Austin Code	Y	Prgm Mgr, Public Info & Mktng	1
16E000	Austin Code	Y	Program Specialist	5
16E000	Austin Code	Y	Supv, Human Resources	1
16E000	Austin Code	Y	Training Instructor	1
22E000	Austin Water Utility	Y	Accountant IV	1
22E000	Austin Water Utility	Y	Accounting Associate II	6
22E000	Austin Water Utility	Y	Administrative Associate	1
22E000	Austin Water Utility	Y	Administrative Senior	10
22E000	Austin Water Utility	Y	Administrative Specialist	26
22E000	Austin Water Utility	Y	Asst Dir, Bus Support Svcs	1
22E000	Austin Water Utility	Y	Asst Dir, Engineering	1
22E000	Austin Water Utility	Y	Asst Dir, Envrnmtl Aff & Conse	1
22E000	Austin Water Utility	Y	Asst Dir, Operations & Maint	1
22E000	Austin Water Utility	Y	Asst Dir, Wtr Rsc Plng&Anlsys	1
22E000	Austin Water Utility	Y	AW Dispatcher	1
22E000	Austin Water Utility	Y	AW Electrician I	1
22E000	Austin Water Utility	Y	AW SCADA Analyst	1
22E000	Austin Water Utility	Y	AW SCADA Analyst Sr	1
22E000	Austin Water Utility	Y	Biologist	1
22E000	Austin Water Utility	Y	Building & Grounds Lead	2
22E000	Austin Water Utility	Y	Business Process Consultant Sr	1
22E000	Austin Water Utility	Y	Business Process Spec	1
22E000	Austin Water Utility	Y	Conservation Program Spec	1
22E000	Austin Water Utility	Y	Contract Mngmt Specialist I	1
22E000	Austin Water Utility	Y	Contract Mngmt Specialist III	3
22E000	Austin Water Utility	Y	Coord, Pipeline Technician	2
22E000	Austin Water Utility	Y	Coord, Project	2
22E000	Austin Water Utility	Y	Coord, Util Logistics & Plgn	10
22E000	Austin Water Utility	Y	Coord, Utility Emergency Mgmt	1
22E000	Austin Water Utility	Y	Customer Service Rep	2
22E000	Austin Water Utility	Y	Department Executive Asst	1
22E000	Austin Water Utility	Y	Dir, Austin Water Utility	1

22E000	Austin Water Utility	Y	Div Mgr, Envrnmtl Conserv	2
22E000	Austin Water Utility	Y	Div Mgr, Info Systems	2
22E000	Austin Water Utility	Y	Div Mgr, Pipeline Maintenance	5
22E000	Austin Water Utility	Y	Div Mgr, Treatment	5
22E000	Austin Water Utility	Y	Div Mgr, Util Sfty & Tech Trng	1
22E000	Austin Water Utility	Y	Div Mgr, Water Conservation	1
22E000	Austin Water Utility	Y	Engineer B	2
22E000	Austin Water Utility	Y	Engineer C	4
22E000	Austin Water Utility	Y	Engineer, Managing	5
22E000	Austin Water Utility	Y	Engineer, Supervising	6
22E000	Austin Water Utility	Y	Engineering Associate C	1
22E000	Austin Water Utility	Y	Environmental Cmplnc Spec Sr	4
22E000	Austin Water Utility	Y	Facility Service Specialist	1
22E000	Austin Water Utility	Y	Financial Analyst II	1
22E000	Austin Water Utility	Y	Financial Analyst III	1
22E000	Austin Water Utility	Y	Financial Analyst IV	8
22E000	Austin Water Utility	Y	Heating & Refrig Mechanic III	4
22E000	Austin Water Utility	Y	Human Resources Specialist	2
22E000	Austin Water Utility	Y	Hvy Equipment Operator Ld	1
22E000	Austin Water Utility	Y	Internal Audit Mgr	1
22E000	Austin Water Utility	Y	Internal Auditor I	1
22E000	Austin Water Utility	Y	Internal Auditor II	2
22E000	Austin Water Utility	Y	IT Application Analyst	1
22E000	Austin Water Utility	Y	IT Application Developer Sr	1
22E000	Austin Water Utility	Y	IT Business Systems Analyst Sr	2
22E000	Austin Water Utility	Y	IT Data Architect	1
22E000	Austin Water Utility	Y	IT Dept Systems Architect	1
22E000	Austin Water Utility	Y	IT Project Manager	1
22E000	Austin Water Utility	Y	IT Supervisor Sr	2
22E000	Austin Water Utility	Y	IT Support Analyst Sr	1
22E000	Austin Water Utility	Y	IT Systems Administrator	1
22E000	Austin Water Utility	Y	Land Mgmt Ranger	2
22E000	Austin Water Utility	Y	Mgr II, Financial	4
22E000	Austin Water Utility	Y	Mgr III, Financial	3
22E000	Austin Water Utility	Y	Mgr, AW Operations	5
22E000	Austin Water Utility	Y	Mgr, Consumer Services	1
22E000	Austin Water Utility	Y	Mgr, General Maintenance	1
22E000	Austin Water Utility	Y	Mgr, Procurement	1
22E000	Austin Water Utility	Y	Mgr, Security	1
22E000	Austin Water Utility	Y	Mgr, Utility Marketing Svc	1
22E000	Austin Water Utility	Y	MuniProg, Administrative Sppt	1
22E000	Austin Water Utility	Y	Ofcr, Chief Info - Utility	1
22E000	Austin Water Utility	Y	Pretreatment Cmplnc Spec Sr	1
22E000	Austin Water Utility	Y	Prgm Coord, Conservation	2
22E000	Austin Water Utility	Y	Prgm Coord, Environmental	2
22E000	Austin Water Utility	Y	Prgm Coord, Fleet	1
22E000	Austin Water Utility	Y	Prgm Mgr, Environmental Conser	2
22E000	Austin Water Utility	Y	Prgm Mgr, Fleet	1
22E000	Austin Water Utility	Y	Public Information Spec	1
22E000	Austin Water Utility	Y	Public Information Spec Sr	1
22E000	Austin Water Utility	Y	Records Analyst	1
22E000	Austin Water Utility	Y	Scheduler Analyst	1
22E000	Austin Water Utility	Y	Supt, Pipeline Maintenance	5
22E000	Austin Water Utility	Y	Supt, Treatment	7
22E000	Austin Water Utility	Y	Supv II, Contract Management	1
22E000	Austin Water Utility	Y	Supv, Administrative	4
22E000	Austin Water Utility	Y	Supv, AW Electrical	2
22E000	Austin Water Utility	Y	Supv, AW Pipeline Technician	13
22E000	Austin Water Utility	Y	Supv, Customer Service	2
22E000	Austin Water Utility	Y	Supv, Equip Repair Facilities	1
22E000	Austin Water Utility	Y	Supv, Heating & Refrig Mech	1
22E000	Austin Water Utility	Y	Supv, Human Resources	1
22E000	Austin Water Utility	Y	Supv, I & C	2
22E000	Austin Water Utility	Y	Supv, Survey	1
22E000	Austin Water Utility	Y	Supv, Treatment O & M	13
22E000	Austin Water Utility	Y	Supv, Water Protection	1
22E000	Austin Water Utility	Y	Treatment O & M Tech Senior	2
22E000	Austin Water Utility	Y	Utility Account Analyst	3
22E000	Austin Water Utility	Y	Utility Account Specialist	3
22E000	Austin Water Utility	Y	Water Protection Specialist	1

22E000	Austin Water Utility	Y	Water Protection Specialist Sr	1
24E000	Austin Transportation	Y	Accounting Associate II	3
24E000	Austin Transportation	Y	Administrative Senior	3
24E000	Austin Transportation	Y	Administrative Specialist	1
24E000	Austin Transportation	Y	Asst Dir, AT City Traffic Engr	1
24E000	Austin Transportation	Y	Coord, Program	2
24E000	Austin Transportation	Y	Dir, Transportation	1
24E000	Austin Transportation	Y	Engineering Associate C	3
24E000	Austin Transportation	Y	Financial Analyst III	1
24E000	Austin Transportation	Y	Inventory Planner II	1
24E000	Austin Transportation	Y	Mgr I, Financial	1
24E000	Austin Transportation	Y	MuniProg, Administrative Sppt	1
24E000	Austin Transportation	Y	MuniProg, Paraprofesional	1
24E000	Austin Transportation	Y	MuniProg, Paraprofessional	1
24E000	Austin Transportation	Y	Ofcr, Chief Admin	1
24E000	Austin Transportation	Y	Parking Enforcement Officer	1
24E000	Austin Transportation	Y	Parking Meter Technician	8
24E000	Austin Transportation	Y	Permit and Licens Rev Analyst	2
24E000	Austin Transportation	Y	Signage Technician	1
24E000	Austin Transportation	Y	Supv, Parking Meter Tech	1
24E000	Austin Transportation	Y	Supv, Street&Drainage Maint	1
24E000	Austin Transportation	Y	Traffic Signal Technician	1
24E000	Austin Transportation	Y	Traffic Signal Technician Sr	1
32G000	Labor Relations	Y	Administrative Specialist	1
32G000	Labor Relations	Y	Coord, Labor Relations	1
32G000	Labor Relations	Y	Dep, Labor Relations Officer	1
32G000	Labor Relations	Y	Ofcr, Chief Labor Relations	1
33G000	Telecom and Regulatory Affairs	Y	Accountant II	1
33G000	Telecom and Regulatory Affairs	Y	Accounting Associate III	1
33G000	Telecom and Regulatory Affairs	Y	Business Process Spec	1
33G000	Telecom and Regulatory Affairs	Y	Financial Analyst III	1
33G000	Telecom and Regulatory Affairs	Y	Financial Analyst IV	1
33G000	Telecom and Regulatory Affairs	Y	Ofcr, Telecom & Rglty Affairs	1
33G000	Telecom and Regulatory Affairs	Y	Program Manager I	1
34E000	Watershed Protection	Y	Administrative Senior	1
34E000	Watershed Protection	Y	Administrative Specialist	2
34E000	Watershed Protection	Y	Asst Dir, Wtrshd Prot&Dev Rev	3
34E000	Watershed Protection	Y	Contract Mngmt Specialist III	1
34E000	Watershed Protection	Y	Coord, Ocuptnl Health & Safety	1
34E000	Watershed Protection	Y	Coord, Program	2
34E000	Watershed Protection	Y	Coord, Project	4
34E000	Watershed Protection	Y	Dir, Wtrshd Prot & Dev Rev	1
34E000	Watershed Protection	Y	Div Mgr, Wtrshd Field Ops	1
34E000	Watershed Protection	Y	Drainage Ops & Maint Crew Ld	3
34E000	Watershed Protection	Y	Engineer A	1
34E000	Watershed Protection	Y	Engineer C	5
34E000	Watershed Protection	Y	Engineer, Consulting	2
34E000	Watershed Protection	Y	Engineer, Graduate A	1
34E000	Watershed Protection	Y	Engineer, Graduate B	2
34E000	Watershed Protection	Y	Engineer, Managing	3
34E000	Watershed Protection	Y	Engineer, Supervising	6
34E000	Watershed Protection	Y	Engineering Technician C	1
34E000	Watershed Protection	Y	Environmental Cmplnc Spec Sr	9
34E000	Watershed Protection	Y	Environmental Conservation Program Mgr	1
34E000	Watershed Protection	Y	Environmental Scientist	5
34E000	Watershed Protection	Y	Environmental Scientist Senior	4
34E000	Watershed Protection	Y	Facility Service Specialist	1
34E000	Watershed Protection	Y	Financial Analyst I	1
34E000	Watershed Protection	Y	Financial Analyst III	2
34E000	Watershed Protection	Y	Financial Generalist	1
34E000	Watershed Protection	Y	Human Resources Advisor	2
34E000	Watershed Protection	Y	Human Resources Generalist	1
34E000	Watershed Protection	Y	Hydrologist Senior	3
34E000	Watershed Protection	Y	IT Business Systems Analyst	1
34E000	Watershed Protection	Y	IT Geospatial Analyst	2
34E000	Watershed Protection	Y	IT Systems Administrator Sr	1
34E000	Watershed Protection	Y	Landscape Architect II	2
34E000	Watershed Protection	Y	Marketing Representative B	1
34E000	Watershed Protection	Y	Mgr II, Financial	1
34E000	Watershed Protection	Y	Mgr III, Financial	1

34E000	Watershed Protection	Y	Mgr, Human Resources	1
34E000	Watershed Protection	Y	Mgr, Info System & Bus Entrprs	1
34E000	Watershed Protection	Y	Mgr, Project	1
34E000	Watershed Protection	Y	MuniProg, Paraprofessional	2
34E000	Watershed Protection	Y	MuniProg, Professional	2
34E000	Watershed Protection	Y	MuniProg, Technician	2
34E000	Watershed Protection	Y	Ocptnl Health & Safety Spec	1
34E000	Watershed Protection	Y	Ofcr, Environmental	1
34E000	Watershed Protection	Y	Planner Principal	1
34E000	Watershed Protection	Y	Prgm Coord, Conservation	4
34E000	Watershed Protection	Y	Prgm Coord, Environmental	3
34E000	Watershed Protection	Y	Prgm Mgr, Environmental Conser	1
34E000	Watershed Protection	Y	Prgm Mgr, Public Info & Mktng	1
34E000	Watershed Protection	Y	Program Manager III	3
34E000	Watershed Protection	Y	Program Specialist	1
34E000	Watershed Protection	Y	Project Assistant	1
34E000	Watershed Protection	Y	Records Analyst	1
34E000	Watershed Protection	Y	Research Analyst Senior	1
34E000	Watershed Protection	Y	Supt, Street & Drainage Ops	4
34E000	Watershed Protection	Y	Supv, Environ Compl	1
34E000	Watershed Protection	Y	Supv, Street&Drainage Maint	14
34E000	Watershed Protection	Y	Supv, Support Services	1
34E000	Watershed Protection	Y	Supv, Treatment Plant Maint	2
34E000	Watershed Protection	Y	Utility Account Analyst	1
41G000	Mayor and Council	Y	City Council Exec Assistant	1
41G000	Mayor and Council	Y	City Council Senior Exec Asst	1
42G000	Governmental Relations	Y	Dep Ofcr, Govermental Reltns	1
43G000	Office of Real Estate	Y	Accounting Associate I	1
43G000	Office of Real Estate	Y	Administrative Associate	1
43G000	Office of Real Estate	Y	Administrative Specialist	1
43G000	Office of Real Estate	Y	Appraiser Senior	1
43G000	Office of Real Estate	Y	Asst Dir, Ofc Real Estate Srv	1
43G000	Office of Real Estate	Y	Department Executive Asst	1
43G000	Office of Real Estate	Y	Financial Analyst III	1
43G000	Office of Real Estate	Y	Ofcr, Chief Admin	1
43G000	Office of Real Estate	Y	Ofcr, Real Estate Svcs	1
43G000	Office of Real Estate	Y	Prgm Mgr, Real Estate Svcs	1
43G000	Office of Real Estate	Y	Property Agent	2
43G000	Office of Real Estate	Y	Property Agent Senior	5
43G000	Office of Real Estate	Y	Real Estate Services Agent	4
43G000	Office of Real Estate	Y	Supv, Real Estate	3
44G000	Management Services	Y	Administrative Senior	1
44G000	Management Services	Y	Assistant City Manager	4
44G000	Management Services	Y	Asst City Mgr Exec Secretary	1
44G000	Management Services	Y	Asst to the City Manager	1
44G000	Management Services	Y	Business Process Consultant Sr	1
44G000	Management Services	Y	City Council Liaison	1
44G000	Management Services	Y	City Manager Exec Assistant	1
44G000	Management Services	Y	City Manager Exec Secretary	1
44G000	Management Services	Y	Deputy Officer, Emergency Mgmt	1
44G000	Management Services	Y	EMS System Medical Director	1
44G000	Management Services	Y	Mgr II, Financial	1
44G000	Management Services	Y	Mgr, Council Agenda Process	1
44G000	Management Services	Y	MuniProg, Administrative Sppt	1
44G000	Management Services	Y	MuniProg, Paraprofessional	1
44G000	Management Services	Y	Ofcr, Chief Emergency Plans	1
44G000	Management Services	Y	Ofcr, Chief Equity	1
44G000	Management Services	Y	Ofcr, Chief Innovation	1
44G000	Management Services	Y	Ofcr, Chief Sustainability	1
44G000	Management Services	Y	Ofcr, Emergency Plans	1
44G000	Management Services	Y	Prgm Mgr, Public Info & Mktng	2
45G000	City Clerk	Y	Administrative Specialist	1
45G000	City Clerk	Y	Assistant City Clerk	1
45G000	City Clerk	Y	Business Process Consultant Sr	1
45G000	City Clerk	Y	City Clerk	1
45G000	City Clerk	Y	Department Executive Asst	1
45G000	City Clerk	Y	Ofcr, Records Info Mgmt	1
46G000	Municipal Court	Y	Accounting Associate I	1
46G000	Municipal Court	Y	Administrative Specialist	1
46G000	Municipal Court	Y	Admnstr, Court	1

46G000	Municipal Court	Y	Dep Clerk of the Muni Ct	1
46G000	Municipal Court	Y	Human Resources Advisor	1
46G000	Municipal Court	Y	IT Systems Administrator	1
46G000	Municipal Court	Y	Mgr II, Financial	1
46G000	Municipal Court	Y	Municipal Court Clerk	1
53G000	Development Services Dept	Y	Accountant IV	1
53G000	Development Services Dept	Y	Accounting Associate I	1
53G000	Development Services Dept	Y	Accounting Associate II	2
53G000	Development Services Dept	Y	Administrative Assistant	2
53G000	Development Services Dept	Y	Administrative Senior	1
53G000	Development Services Dept	Y	Administrative Specialist	1
53G000	Development Services Dept	Y	Asst Dir, Development Services	1
53G000	Development Services Dept	Y	Asst Dir, Plng & Development	1
53G000	Development Services Dept	Y	Business Process Consultant Sr	2
53G000	Development Services Dept	Y	Coord, Plan Review	1
53G000	Development Services Dept	Y	Customer Service Rep Sr	2
53G000	Development Services Dept	Y	Dir Development Services	1
53G000	Development Services Dept	Y	Div Mgr, Development Svcs	1
53G000	Development Services Dept	Y	Engineer, Managing	1
53G000	Development Services Dept	Y	Engineering Associate C	1
53G000	Development Services Dept	Y	Environmental Review Spec Sr	1
53G000	Development Services Dept	Y	Financial Analyst III	2
53G000	Development Services Dept	Y	Inspector C	1
53G000	Development Services Dept	Y	Mgr, Human Resources	1
53G000	Development Services Dept	Y	MuniProg, Administrative Sppt	1
53G000	Development Services Dept	Y	Permit Review Specialist	4
53G000	Development Services Dept	Y	Planner I	2
53G000	Development Services Dept	Y	Planner II	2
53G000	Development Services Dept	Y	Planner Senior	2
53G000	Development Services Dept	Y	Prgm Coord, Environmental	1
53G000	Development Services Dept	Y	Prgm Mgr, Envrnmtl Policy	1
53G000	Development Services Dept	Y	Program Specialist	1
53G000	Development Services Dept	Y	Public Information Spec Sr	1
53G000	Development Services Dept	Y	Records Analyst	1
53G000	Development Services Dept	Y	Research Analyst Senior	1
53G000	Development Services Dept	Y	Supv, Administrative	1
53G000	Development Services Dept	Y	Supv, Customer Service	1
53G000	Development Services Dept	Y	Technical Writer	1
55E000	Economic Development	Y	Accounting Associate II	1
55E000	Economic Development	Y	Administrative Secretary	1
55E000	Economic Development	Y	Asst Dir, Economic Development	1
55E000	Economic Development	Y	Coord, Business Information	1
55E000	Economic Development	Y	Department Executive Asst	1
55E000	Economic Development	Y	Dir, Economic Development	1
55E000	Economic Development	Y	Financial Analyst III	1
55E000	Economic Development	Y	Loan Officer	1
55E000	Economic Development	Y	Mgr II, Financial	1
55E000	Economic Development	Y	Mgr, Global Bus Recrtmt & Expn	1
55E000	Economic Development	Y	Prgm Mgr, Culture Arts	1
55E000	Economic Development	Y	Prgm Mgr, Economic Redevelop	1
55E000	Economic Development	Y	Prgm Mgr, International	1
55E000	Economic Development	Y	Prgm Mgr, Small Bus Dev	1
55E000	Economic Development	Y	Research Analyst Senior	1
56G000	Communication and Tech Mgmt	Y	Business Process Spec	1
56G000	Communication and Tech Mgmt	Y	Dep Ofcr, Chief Information	2
56G000	Communication and Tech Mgmt	Y	Human Resources Advisor	1
56G000	Communication and Tech Mgmt	Y	Inventory Control Spec III	1
56G000	Communication and Tech Mgmt	Y	IT Project Mgr Sr	1
56G000	Communication and Tech Mgmt	Y	Mgr, Human Resources	1
56G000	Communication and Tech Mgmt	Y	Ofcr, Chief Information	1
57G000	Law	Y	Administrative Specialist	2
57G000	Law	Y	City Attorney	1
57G000	Law	Y	Contract Mngmt Specialist II	1
57G000	Law	Y	Mgr I, Financial	1
58G000	Human Resources	Y	Accounting Associate II	1
58G000	Human Resources	Y	Administrative Senior	2
58G000	Human Resources	Y	Administrative Specialist	4
58G000	Human Resources	Y	Admnstr, Civil Service	2
58G000	Human Resources	Y	Admnstr, Eq Emplmnt/Fair Hsng	1
58G000	Human Resources	Y	Admnstr, Youth/Family Outreach	1

58G000	Human Resources	Y	Asst Dir, Human Resources	2
58G000	Human Resources	Y	Benefits Consultant	4
58G000	Human Resources	Y	Benefits Specialist	1
58G000	Human Resources	Y	Business Process Consultant	1
58G000	Human Resources	Y	Business Process Consultant Sr	2
58G000	Human Resources	Y	Business Process Spec	1
58G000	Human Resources	Y	Coord, Civil Service	1
58G000	Human Resources	Y	Coord, HR Quality Assurance	1
58G000	Human Resources	Y	Coord, Human Resources	2
58G000	Human Resources	Y	Coord, Program	1
58G000	Human Resources	Y	Coord, Volunteer Services	1
58G000	Human Resources	Y	Department Executive Asst	1
58G000	Human Resources	Y	Dir, Human Resources	1
58G000	Human Resources	Y	Eq Emplmnt/Fair Hsng Invgr As	1
58G000	Human Resources	Y	Financial Analyst IV	1
58G000	Human Resources	Y	Human Resources Assistant	2
58G000	Human Resources	Y	Human Resources Consultant	3
58G000	Human Resources	Y	Human Resources Generalist	1
58G000	Human Resources	Y	Human Resources Specialist	2
58G000	Human Resources	Y	IT Network Administrator Sr	1
58G000	Human Resources	Y	Mgr I, Financial	1
58G000	Human Resources	Y	Mgr, HRIS	1
58G000	Human Resources	Y	Mgr, Human Resource Records	1
58G000	Human Resources	Y	Mgr, Orgnl Dev&Training	1
58G000	Human Resources	Y	Mgr, Risk	1
58G000	Human Resources	Y	Mgr, Talent Acquisition	1
58G000	Human Resources	Y	MuniProg, Paraprofessional	1
58G000	Human Resources	Y	Ofcr, Chief Admin	1
59G000	Communications and Public Inform	Y	Department Executive Asst	1
59G000	Communications and Public Inform	Y	Dir, Chief Communications	1
59G000	Communications and Public Inform	Y	Mgr, Public Info & Mktng Corp	2
59G000	Communications and Public Inform	Y	Mgr, Video TV Production	1
60G000	Public Works	Y	Accounting Associate I	1
60G000	Public Works	Y	Accounting Associate II	3
60G000	Public Works	Y	Accounting Associate III	3
60G000	Public Works	Y	Administrative Assistant	1
60G000	Public Works	Y	Administrative Senior	6
60G000	Public Works	Y	Administrative Specialist	4
60G000	Public Works	Y	Asst Dir, PW Eng and Proj Del	1
60G000	Public Works	Y	Asst Dir, PW Operations	2
60G000	Public Works	Y	Business Process Consultant	1
60G000	Public Works	Y	Business Process Consultant Sr	1
60G000	Public Works	Y	Business Process Spec	1
60G000	Public Works	Y	Contract Mngmt Specialist III	3
60G000	Public Works	Y	Coord, Program	2
60G000	Public Works	Y	Department Executive Asst	1
60G000	Public Works	Y	Dir, Public Works	1
60G000	Public Works	Y	Div Mgr, Infrastructure Ops	1
60G000	Public Works	Y	Human Resources Advisor	5
60G000	Public Works	Y	Human Resources Specialist	1
60G000	Public Works	Y	IT Business Systems Analyst Sr	1
60G000	Public Works	Y	Mgr II, Financial	1
60G000	Public Works	Y	Performance Consultant	1
60G000	Public Works	Y	Program Manager II	1
60G000	Public Works	Y	Records Analyst	1
60G000	Public Works	Y	Supt, Street & Drainage Ops	8
60G000	Public Works	Y	Supv, Administrative	1
60G000	Public Works	Y	Supv, Human Resources	1
60G000	Public Works	Y	Supv, Street&Drainage Maint	6
60G000	Public Works	Y	Utility Account Specialist	1
69G000	Planning and Zoning	Y	Administrative Senior	1
69G000	Planning and Zoning	Y	Administrative Specialist	2
69G000	Planning and Zoning	Y	Asst Dir, Plng & Development	1
69G000	Planning and Zoning	Y	Department Executive Asst	1
69G000	Planning and Zoning	Y	Dir, Neighb Planning&Zoning	1
69G000	Planning and Zoning	Y	Mgr I, Financial	1
69G000	Planning and Zoning	Y	Mgr, Development Services	1
69G000	Planning and Zoning	Y	Planner Principal	3
69G000	Planning and Zoning	Y	Planner Senior	2
70E000	Fleet Services	Y	Accounting Associate II	2

70E000	Fleet Services	Y	Accounting Associate III	1
70E000	Fleet Services	Y	Administrative Senior	4
70E000	Fleet Services	Y	Administrative Specialist	3
70E000	Fleet Services	Y	Business Process Consultant	1
70E000	Fleet Services	Y	Business Process Consultant Sr	1
70E000	Fleet Services	Y	Business Process Spec	1
70E000	Fleet Services	Y	Contract Mngmt Specialist I	1
70E000	Fleet Services	Y	Contract Mngmt Specialist II	1
70E000	Fleet Services	Y	Contract Mngmt Specialist III	2
70E000	Fleet Services	Y	Coord, Ocuptnl Health & Safety	1
70E000	Fleet Services	Y	Dep Ofcr, Fleet	2
70E000	Fleet Services	Y	Department Executive Asst	1
70E000	Fleet Services	Y	Div Mgr, Fleet	4
70E000	Fleet Services	Y	Financial Analyst III	1
70E000	Fleet Services	Y	Fleet Equipment Technician III	6
70E000	Fleet Services	Y	Fleet Service Consultant	2
70E000	Fleet Services	Y	Human Resources Advisor	2
70E000	Fleet Services	Y	Inventory Control Spec II	9
70E000	Fleet Services	Y	Inventory Control Spec III	7
70E000	Fleet Services	Y	Inventory Planner I	1
70E000	Fleet Services	Y	IT Business Systems Analyst Sr	1
70E000	Fleet Services	Y	Mgr I, Financial	1
70E000	Fleet Services	Y	Mgr, Fleet Service Center	4
70E000	Fleet Services	Y	Mgr, Human Resources	1
70E000	Fleet Services	Y	MuniProg, Paraprofessional	1
70E000	Fleet Services	Y	Prgm Mgr, Fleet	3
70E000	Fleet Services	Y	Shuttle Driver	3
70E000	Fleet Services	Y	Supv I, Contract Management	1
70E000	Fleet Services	Y	Supv II, Inventory Control	1
70E000	Fleet Services	Y	Supv, Administrative	1
70E000	Fleet Services	Y	Supv, Fleet Service Center	10
70E000	Fleet Services	Y	Vehicle Support Specialist Sr.	1
71G000	Office Of The City Auditor	Y	Assistant City Auditor	3
71G000	Office Of The City Auditor	Y	Audit Investigator II	4
71G000	Office Of The City Auditor	Y	Auditor I	2
71G000	Office Of The City Auditor	Y	Auditor II	5
71G000	Office Of The City Auditor	Y	Auditor III	5
71G000	Office Of The City Auditor	Y	Chief of Investigations	1
71G000	Office Of The City Auditor	Y	City Auditor	1
71G000	Office Of The City Auditor	Y	Coord, Quality Assurance-OCA	1
71G000	Office Of The City Auditor	Y	Dep City Auditor	1
71G000	Office Of The City Auditor	Y	Department Executive Asst	1
71G000	Office Of The City Auditor	Y	MuniProg, Paraprofessional	4
72G000	Neighb Housing and Community Dev	Y	Accountant III	2
72G000	Neighb Housing and Community Dev	Y	Accountant IV	1
72G000	Neighb Housing and Community Dev	Y	Accounting Associate I	1
72G000	Neighb Housing and Community Dev	Y	Accounting Associate II	1
72G000	Neighb Housing and Community Dev	Y	Administrative Senior	3
72G000	Neighb Housing and Community Dev	Y	Asst Dir, NHCD	1
72G000	Neighb Housing and Community Dev	Y	Business Process Spec	1
72G000	Neighb Housing and Community Dev	Y	Contract Mngmt Specialist III	3
72G000	Neighb Housing and Community Dev	Y	Coord, Housing Dev	2
72G000	Neighb Housing and Community Dev	Y	Coord, Human Resources	1
72G000	Neighb Housing and Community Dev	Y	Coord, Project	2
72G000	Neighb Housing and Community Dev	Y	Department Executive Asst	1
72G000	Neighb Housing and Community Dev	Y	Financial Analyst IV	1
72G000	Neighb Housing and Community Dev	Y	Financial Generalist	1
72G000	Neighb Housing and Community Dev	Y	IT Business Systems Analyst Sr	1
72G000	Neighb Housing and Community Dev	Y	Mgr I, Financial	1
72G000	Neighb Housing and Community Dev	Y	Mgr, Administrative	1
72G000	Neighb Housing and Community Dev	Y	Mgr, Housing Policy & Planning	1
72G000	Neighb Housing and Community Dev	Y	Mgr, I Financial	1
72G000	Neighb Housing and Community Dev	Y	Mgr, Real Estate Dev	1
72G000	Neighb Housing and Community Dev	Y	Neighborhood Liaison	1
72G000	Neighb Housing and Community Dev	Y	Ofcr, Chief Admin	1
72G000	Neighb Housing and Community Dev	Y	Planner III	1
72G000	Neighb Housing and Community Dev	Y	Planner Principal	1
72G000	Neighb Housing and Community Dev	Y	Planner Senior	2
72G000	Neighb Housing and Community Dev	Y	Prgm Mgr, Neighborhood Dev	4
72G000	Neighb Housing and Community Dev	Y	Procurement Specialist IV	1

72G000	Neighb Housing and Community Dev	Y	Records Analyst	1
72G000	Neighb Housing and Community Dev	Y	Research Analyst Senior	1
74G000	Financial Services	Y	Accountant I	1
74G000	Financial Services	Y	Accountant II	4
74G000	Financial Services	Y	Accountant IV	10
74G000	Financial Services	Y	Accounting Associate I	7
74G000	Financial Services	Y	Accounting Associate II	13
74G000	Financial Services	Y	Administrative Senior	4
74G000	Financial Services	Y	Administrative Specialist	4
74G000	Financial Services	Y	Admnstr, Procurement Card	2
74G000	Financial Services	Y	Assistant Treasurer	1
74G000	Financial Services	Y	Asst Dir, Contract & Land Mgmt	1
74G000	Financial Services	Y	Asst Mgr, Payroll	1
74G000	Financial Services	Y	Budget Analyst I	2
74G000	Financial Services	Y	Budget Analyst II	4
74G000	Financial Services	Y	Budget Analyst III	2
74G000	Financial Services	Y	Budget Analyst IV	2
74G000	Financial Services	Y	Business Process Consultant	3
74G000	Financial Services	Y	Business Process Consultant Sr	2
74G000	Financial Services	Y	Business Process Spec	3
74G000	Financial Services	Y	Contract Mngmt Specialist I	1
74G000	Financial Services	Y	Contract Mngmt Specialist II	3
74G000	Financial Services	Y	Contract Mngmt Specialist III	5
74G000	Financial Services	Y	Contract Mngmt Specialist IV	7
74G000	Financial Services	Y	Controller	1
74G000	Financial Services	Y	Coord, Agenda	1
74G000	Financial Services	Y	Coord, Program	1
74G000	Financial Services	Y	Dep Ofcr, Budget	1
74G000	Financial Services	Y	Dep Ofcr, Procurement	2
74G000	Financial Services	Y	Dep, Chief Financial Officer	2
74G000	Financial Services	Y	Dep, Controller	3
74G000	Financial Services	Y	Dir, Contract & Land Mgmt	1
74G000	Financial Services	Y	Div Mgr, Info Systems	1
74G000	Financial Services	Y	Economist	1
74G000	Financial Services	Y	Financial Analyst I	1
74G000	Financial Services	Y	Financial Analyst II	4
74G000	Financial Services	Y	IT Application Consultant	4
74G000	Financial Services	Y	IT Application Developer	1
74G000	Financial Services	Y	IT Application Developer Sr	5
74G000	Financial Services	Y	IT Business Systems Analyst	2
74G000	Financial Services	Y	IT Business Systems Analyst Sr	2
74G000	Financial Services	Y	IT Data Architect	2
74G000	Financial Services	Y	IT Data Base Administrator	1
74G000	Financial Services	Y	IT Data Base Administrator Sr	2
74G000	Financial Services	Y	IT Project Mgr Sr	2
74G000	Financial Services	Y	IT Supervisor Sr	2
74G000	Financial Services	Y	IT Support Analyst	3
74G000	Financial Services	Y	IT Support Analyst Sr	2
74G000	Financial Services	Y	IT Systems Administrator Sr	1
74G000	Financial Services	Y	Mgr I, Accounting	3
74G000	Financial Services	Y	Mgr II, Accounting	5
74G000	Financial Services	Y	Mgr II, Financial	2
74G000	Financial Services	Y	Mgr, Admin & Finance	1
74G000	Financial Services	Y	Mgr, Budget	4
74G000	Financial Services	Y	Mgr, Payroll	1
74G000	Financial Services	Y	Mgr, Procurement	5
74G000	Financial Services	Y	MuniProg, Administrative Sppt	5
74G000	Financial Services	Y	MuniProg, Paraprofessional	2
74G000	Financial Services	Y	MuniProg, Professional	9
74G000	Financial Services	Y	Ofcr, Capital Improvements	1
74G000	Financial Services	Y	Ofcr, Chief Admin	1
74G000	Financial Services	Y	Ofcr, Chief Financial	1
74G000	Financial Services	Y	Ofcr, Chief Performance	1
74G000	Financial Services	Y	Ofcr, Purchasing	1
74G000	Financial Services	Y	Payroll Associate	2
74G000	Financial Services	Y	Payroll Technician	1
74G000	Financial Services	Y	Prgm Mgr, Public Info & Mktng	1
74G000	Financial Services	Y	Procurement Specialist I	5
74G000	Financial Services	Y	Procurement Specialist II	12
74G000	Financial Services	Y	Procurement Specialist III	4

74G000	Financial Services	Y	Procurement Specialist IV	12
74G000	Financial Services	Y	Records Analyst	1
74G000	Financial Services	Y	Research Analyst Corp	1
74G000	Financial Services	Y	Supv II, Contract Management	1
74G000	Financial Services	Y	Supv, Accounts Payable	1
74G000	Financial Services	Y	Supv, Administrative	1
74G000	Financial Services	Y	Supv, Procurement	4
74G000	Financial Services	Y	Treasurer	1
79G000	Small and Minority Business Rsrc	Y	Administrative Assistant	1
79G000	Small and Minority Business Rsrc	Y	Administrative Specialist	1
79G000	Small and Minority Business Rsrc	Y	Asst Dir, SMBR	1
79G000	Small and Minority Business Rsrc	Y	Bus Development Counselor III	1
79G000	Small and Minority Business Rsrc	Y	Department Executive Asst	1
79G000	Small and Minority Business Rsrc	Y	Dir, SMBR	1
79G000	Small and Minority Business Rsrc	Y	Mgr, Business Development	1
79G000	Small and Minority Business Rsrc	Y	Public Information Spec Sr	1
80G000	Building Services	Y	Accounting Associate I	1
80G000	Building Services	Y	Accounting Manager I	1
80G000	Building Services	Y	Administrative Senior	1
80G000	Building Services	Y	Administrative Specialist	2
80G000	Building Services	Y	Carpenter	2
80G000	Building Services	Y	Carpenter Lead	1
80G000	Building Services	Y	Coord, Project	2
80G000	Building Services	Y	Coord, Security	2
80G000	Building Services	Y	Dep Ofcr, Building Services	2
80G000	Building Services	Y	Electrician I	3
80G000	Building Services	Y	Electrician II	3
80G000	Building Services	Y	Environmental Scientist Senior	1
80G000	Building Services	Y	Facility Service Specialist	2
80G000	Building Services	Y	Financial Analyst I	1
80G000	Building Services	Y	Heating & Refrig Mechanic I	1
80G000	Building Services	Y	Heating & Refrig Mechanic II	6
80G000	Building Services	Y	Heating & Refrig Mechanic III	3
80G000	Building Services	Y	Human Resources Advisor	1
80G000	Building Services	Y	Human Resources Supervisor	1
80G000	Building Services	Y	IT Application Analyst	1
80G000	Building Services	Y	Mail Services Clerk	3
80G000	Building Services	Y	Maintenance Worker III	3
80G000	Building Services	Y	Maintenance Worker Leader	2
80G000	Building Services	Y	Mgr, Building Services	4
80G000	Building Services	Y	Mgr, Dept Occupational Safety	1
80G000	Building Services	Y	Mgr, Project	3
80G000	Building Services	Y	Mgr, Public Service	1
80G000	Building Services	Y	Mgr, Security	1
80G000	Building Services	Y	MuniProg, Paraprofessional	2
80G000	Building Services	Y	MuniProg, Skill Craft	2
80G000	Building Services	Y	Ofcr, Building Services	1
80G000	Building Services	Y	Ofcr, Chief Admin	1
80G000	Building Services	Y	Plumber I	2
80G000	Building Services	Y	Prgm Mgr, Building Systems	1
80G000	Building Services	Y	Prgm Mgr, Envrnmtl Systems	1
80G000	Building Services	Y	Program Consultant	1
80G000	Building Services	Y	Supv II, General Maintenance	1
80G000	Building Services	Y	Supv, Building & Grounds	1
80G000	Building Services	Y	Supv, Building Services Elecl	1
80G000	Building Services	Y	Supv, Heating & Refrig Mech	1
81E000	Aviation	Y	Accounting Associate II	1
81E000	Aviation	Y	Administrative Senior	2
81E000	Aviation	Y	Administrative Specialist	1
81E000	Aviation	Y	Asst Dir, Aviation	3
81E000	Aviation	Y	Coord, Music in Public Places	1
81E000	Aviation	Y	Dep Ofcr, Chief Ops ABIA	2
81E000	Aviation	Y	Div Mgr, Aviation	3
81E000	Aviation	Y	Financial Analyst III	2
81E000	Aviation	Y	Human Resources Advisor	1
81E000	Aviation	Y	Inventory Planner I	2
81E000	Aviation	Y	IT Supervisor Sr	1
81E000	Aviation	Y	Mgr II, Financial	1
81E000	Aviation	Y	Mgr, Airport Operations	2
81E000	Aviation	Y	Mgr, Airport Property	1

81E000	Aviation	Y	Mgr, Info System & Bus Entrprs	1
81E000	Aviation	Y	Ofcr, Aviation Chief Operating	1
81E000	Aviation	Y	Prgm Mgr, Airport Property	1
81E000	Aviation	Y	Prgm Mgr, Public Info & Mktng	1
81E000	Aviation	Y	Program Manager I	1
81E000	Aviation	Y	Supv I, Airport Maintenance	3
81E000	Aviation	Y	Supv II, Airport Maintenance	5
81E000	Aviation	Y	Supv II, Airport Operations	1
81E000	Aviation	Y	Supv, Administrative	1
83G000	Fire	Y	Accounting Associate I	3
83G000	Fire	Y	Accounting Associate II	1
83G000	Fire	Y	Administrative Senior	3
83G000	Fire	Y	Administrative Specialist	9
83G000	Fire	Y	Assistant Fire Chief	4
83G000	Fire	Y	Asst Dir, Fire	1
83G000	Fire	Y	Business Process Consultant	1
83G000	Fire	Y	Business Process Consultant Sr	1
83G000	Fire	Y	Business Process Spec	1
83G000	Fire	Y	Contract Mngmt Specialist III	1
83G000	Fire	Y	Coord, Program	1
83G000	Fire	Y	Engineer, Consulting	1
83G000	Fire	Y	Equipment Technician I	1
83G000	Fire	Y	Equipment Technician II	1
83G000	Fire	Y	Financial Analyst I	1
83G000	Fire	Y	Financial Analyst II	1
83G000	Fire	Y	Fire Battalion Chief	10
83G000	Fire	Y	Fire Captain	11
83G000	Fire	Y	Fire Chief	1
83G000	Fire	Y	Fire Division Chief	2
83G000	Fire	Y	Fire Lieutenant	10
83G000	Fire	Y	Fire Protection Equipment Tech	4
83G000	Fire	Y	Fire Specialist	3
83G000	Fire	Y	Firefighter	3
83G000	Fire	Y	Human Resources Advisor	1
83G000	Fire	Y	Human Resources Assistant	1
83G000	Fire	Y	Human Resources Specialist	3
83G000	Fire	Y	Inventory Control Spec II	3
83G000	Fire	Y	Inventory Control Spec III	1
83G000	Fire	Y	Inventory Planner II	1
83G000	Fire	Y	IT Business Systems Analyst Sr	1
83G000	Fire	Y	IT Data Base Administrator Sr	1
83G000	Fire	Y	Maintenance Worker II	3
83G000	Fire	Y	Maintenance Worker III	1
83G000	Fire	Y	Mgr I, Financial	1
83G000	Fire	Y	Mgr III, Financial	1
83G000	Fire	Y	Mgr, Human Resources	1
83G000	Fire	Y	Mgr, Info System & Bus Entrprs	1
83G000	Fire	Y	MuniProg, Administrative Sppt	1
83G000	Fire	Y	Prgm Mgr, Community Services	1
83G000	Fire	Y	Prgm Mgr, Public Sfty Complnc	1
83G000	Fire	Y	Prgm Mgr, Wildfire Mitigation	1
83G000	Fire	Y	Supv I, General Maintenance	1
83G000	Fire	Y	Supv, Administrative	2
83G000	Fire	Y	Supv, Human Resources	1
83G000	Fire	Y	Video Production Specialist Sr	1
85G000	Library	Y	Accounting Associate I	1
85G000	Library	Y	Accounting Associate II	1
85G000	Library	Y	Accounting Associate III	1
85G000	Library	Y	Administrative Assistant	109
85G000	Library	Y	Administrative Associate	3
85G000	Library	Y	Administrative Senior	22
85G000	Library	Y	Administrative Specialist	2
85G000	Library	Y	Archives Media Specialist	1
85G000	Library	Y	Archivist II	2
85G000	Library	Y	Archivist III	1
85G000	Library	Y	Asst Dir, Libraries	1
85G000	Library	Y	Asst Dir, Library Support Svcs	1
85G000	Library	Y	Building & Grounds Lead	1
85G000	Library	Y	Coord, Event	1
85G000	Library	Y	Coord, Exhibit	1

85G000	Library	Y	Coord, Ocuptnl Health & Safety	1
85G000	Library	Y	Div Mgr, Library	4
85G000	Library	Y	Financial Analyst II	1
85G000	Library	Y	Human Resources Advisor	2
85G000	Library	Y	Human Resources Specialist	2
85G000	Library	Y	IT Business Systems Analyst	1
85G000	Library	Y	IT Support Analyst Sr	2
85G000	Library	Y	IT Systems Administrator Sr	1
85G000	Library	Y	Lib Support Serv Specialist	6
85G000	Library	Y	Librarian I	3
85G000	Library	Y	Librarian II	23
85G000	Library	Y	Librarian III	14
85G000	Library	Y	Library Assistant	11
85G000	Library	Y	Mgr II, Financial	1
85G000	Library	Y	Mgr, Building Services	1
85G000	Library	Y	Mgr, General Maintenance	1
85G000	Library	Y	Mgr, Human Resources	1
85G000	Library	Y	Mgr, Info System & Bus Entrprs	1
85G000	Library	Y	Mgr, Library	2
85G000	Library	Y	Mgr, Regional Branch Operation	3
85G000	Library	Y	Mngng, Librarian	26
85G000	Library	Y	MuniProg, Professional	2
85G000	Library	Y	MuniProg, Technician	1
85G000	Library	Y	Prgm Coord, Environmental	1
85G000	Library	Y	Program Specialist	4
85G000	Library	Y	Public Information Spec Sr	1
85G000	Library	Y	Security Guard	3
85G000	Library	Y	Security Guard Lead	2
85G000	Library	Y	Supv, Administrative	2
85G000	Library	Y	Supv, Customer Service	1
85G000	Library	Y	Supv, Security	1
86G000	Parks and Recreation	Y	Accountant II	2
86G000	Parks and Recreation	Y	Accounting Associate I	3
86G000	Parks and Recreation	Y	Accounting Associate II	1
86G000	Parks and Recreation	Y	Administrative Assistant	8
86G000	Parks and Recreation	Y	Administrative Associate	10
86G000	Parks and Recreation	Y	Administrative Senior	3
86G000	Parks and Recreation	Y	Administrative Specialist	16
86G000	Parks and Recreation	Y	Asst Dir, Parks & Recreation	3
86G000	Parks and Recreation	Y	Asst Supt, Golf Course	4
86G000	Parks and Recreation	Y	Building & Grounds Assistant	1
86G000	Parks and Recreation	Y	Building & Grounds Lead	1
86G000	Parks and Recreation	Y	Business Process Consultant	2
86G000	Parks and Recreation	Y	Business Process Spec	2
86G000	Parks and Recreation	Y	Contract Mngmt Specialist I	2
86G000	Parks and Recreation	Y	Contract Mngmt Specialist III	1
86G000	Parks and Recreation	Y	Contract Mngmt Specialist IV	2
86G000	Parks and Recreation	Y	Coord, Culture & Arts Edu	14
86G000	Parks and Recreation	Y	Coord, Event	3
86G000	Parks and Recreation	Y	Coord, Event Senior	2
86G000	Parks and Recreation	Y	Coord, Exhibit	4
86G000	Parks and Recreation	Y	Coord, Garden Center	1
86G000	Parks and Recreation	Y	Coord, Genealogical Presrvatn	1
86G000	Parks and Recreation	Y	Coord, Grants	1
86G000	Parks and Recreation	Y	Coord, Museum Site	3
86G000	Parks and Recreation	Y	Coord, Park Development	2
86G000	Parks and Recreation	Y	Coord, Program	2
86G000	Parks and Recreation	Y	Coord, Project	2
86G000	Parks and Recreation	Y	Culture & Arts Educ Specialist	4
86G000	Parks and Recreation	Y	Culture & Arts Instructor	2
86G000	Parks and Recreation	Y	Department Executive Asst	1
86G000	Parks and Recreation	Y	Dir, Parks & Recreation	1
86G000	Parks and Recreation	Y	Div Mgr, Parks & Recreation	9
86G000	Parks and Recreation	Y	Engineering Technician C	2
86G000	Parks and Recreation	Y	Environmental Conserv Info Spc	1
86G000	Parks and Recreation	Y	Exhibit Specialist	1
86G000	Parks and Recreation	Y	Facility HVAC Technician	2
86G000	Parks and Recreation	Y	Facility Service Specialist	1
86G000	Parks and Recreation	Y	Financial Analyst III	2
86G000	Parks and Recreation	Y	Forester	1

86G000	Parks and Recreation	Y	Forestry Specialist	1
86G000	Parks and Recreation	Y	Forestry Technician	3
86G000	Parks and Recreation	Y	Forestry Technician Senior	2
86G000	Parks and Recreation	Y	Golf Professional	5
86G000	Parks and Recreation	Y	Golf Shop Associate	1
86G000	Parks and Recreation	Y	Golf Shop Lead	4
86G000	Parks and Recreation	Y	Human Resources Advisor	5
86G000	Parks and Recreation	Y	Human Resources Assistant	1
86G000	Parks and Recreation	Y	Human Resources Generalist	1
86G000	Parks and Recreation	Y	Hvy Equipment Operator II	1
86G000	Parks and Recreation	Y	Hvy Equipment Operator Ld	1
86G000	Parks and Recreation	Y	Internal Auditor IV	1
86G000	Parks and Recreation	Y	Inventory Control Spec II	1
86G000	Parks and Recreation	Y	IT Business Systems Analyst	1
86G000	Parks and Recreation	Y	IT Support Analyst	1
86G000	Parks and Recreation	Y	Landscape Architect I	1
86G000	Parks and Recreation	Y	Landscape Technician	2
86G000	Parks and Recreation	Y	Maintenance Worker II	2
86G000	Parks and Recreation	Y	Maintenance Worker Leader	5
86G000	Parks and Recreation	Y	Mgr I, Accounting	1
86G000	Parks and Recreation	Y	Mgr II, Financial	1
86G000	Parks and Recreation	Y	Mgr, Culture & Arts Education	4
86G000	Parks and Recreation	Y	Mgr, Dept Occupational Safety	1
86G000	Parks and Recreation	Y	Mgr, General Maintenance	1
86G000	Parks and Recreation	Y	Mgr, Golf & Tennis Operations	1
86G000	Parks and Recreation	Y	Mgr, Golf Professional Complex	1
86G000	Parks and Recreation	Y	Mgr, Golf Professional Course	1
86G000	Parks and Recreation	Y	Mgr, Human Resources	1
86G000	Parks and Recreation	Y	Mgr, Parks Grounds	3
86G000	Parks and Recreation	Y	Mgr, Project	2
86G000	Parks and Recreation	Y	Mgr, Sales & Events	2
86G000	Parks and Recreation	Y	MuniProg, Administrative Sppt	98
86G000	Parks and Recreation	Y	MuniProg, Paraprofessionl	1
86G000	Parks and Recreation	Y	MuniProg, Paraprofessional	164
86G000	Parks and Recreation	Y	MuniProg, Professional	5
86G000	Parks and Recreation	Y	MuniProg, Service/Maint	4
86G000	Parks and Recreation	Y	MuniProg, Technician	1
86G000	Parks and Recreation	Y	Neighborhood Liaison	1
86G000	Parks and Recreation	Y	Orgnl Dev&Training Spec Sr	1
86G000	Parks and Recreation	Y	Park Ranger I	1
86G000	Parks and Recreation	Y	Parks & Grounds Safety Spec	1
86G000	Parks and Recreation	Y	Parks Grounds Assistant	2
86G000	Parks and Recreation	Y	Parks Grounds Crew Leader	5
86G000	Parks and Recreation	Y	Parks Grounds Specialist	1
86G000	Parks and Recreation	Y	Performance Consultant	1
86G000	Parks and Recreation	Y	Planner Principal	1
86G000	Parks and Recreation	Y	Planner Senior	1
86G000	Parks and Recreation	Y	Plumber I	1
86G000	Parks and Recreation	Y	Plumber II	1
86G000	Parks and Recreation	Y	Prgm Coord, Environmental	1
86G000	Parks and Recreation	Y	Prgm Coord, Recreation	22
86G000	Parks and Recreation	Y	Prgm Mgr, Aquatic	1
86G000	Parks and Recreation	Y	Prgm Mgr, Environmental Conser	2
86G000	Parks and Recreation	Y	Prgm Mgr, Park Ranger	1
86G000	Parks and Recreation	Y	Prgm Mgr, Recreation	5
86G000	Parks and Recreation	Y	Prgm Mgr, Urban Forestry	1
86G000	Parks and Recreation	Y	Prgm Supv, Recreation	25
86G000	Parks and Recreation	Y	Public Event Leader	1
86G000	Parks and Recreation	Y	Public Information Spec	1
86G000	Parks and Recreation	Y	Records Analyst	1
86G000	Parks and Recreation	Y	Recreation Programs Instructor	11
86G000	Parks and Recreation	Y	Recreation Programs Specialist	39
86G000	Parks and Recreation	Y	Shuttle Driver	2
86G000	Parks and Recreation	Y	Supt, Golf Complex	1
86G000	Parks and Recreation	Y	Supt, Golf Course	1
86G000	Parks and Recreation	Y	Supv I, General Maintenance	2
86G000	Parks and Recreation	Y	Supv II, Contract Management	1
86G000	Parks and Recreation	Y	Supv II, General Maintenance	12
86G000	Parks and Recreation	Y	Supv, Administrative	1
86G000	Parks and Recreation	Y	Supv, Aquatic	4

86G000	Parks and Recreation	Y	Supv, Culture & Arts Education	3
86G000	Parks and Recreation	Y	Supv, Facilities	1
86G000	Parks and Recreation	Y	Supv, Horticulturist	1
86G000	Parks and Recreation	Y	Supv, Human Resources	2
86G000	Parks and Recreation	Y	Supv, Park Construction	3
86G000	Parks and Recreation	Y	Supv, Park Ranger	4
86G000	Parks and Recreation	Y	Swimming Pool Mechanic I	1
86G000	Parks and Recreation	Y	Welder Lead	1
87G000	Police	Y	Accounting Associate I	2
87G000	Police	Y	Accounting Associate II	2
87G000	Police	Y	Administrative Assistant	1
87G000	Police	Y	Administrative Senior	1
87G000	Police	Y	Administrative Specialist	2
87G000	Police	Y	Assistant Police Chief	4
87G000	Police	Y	Asst Dir, Police	1
87G000	Police	Y	Asst Mgr, Forensics Svcs	1
87G000	Police	Y	Contract Mngmt Specialist I	1
87G000	Police	Y	Contract Mngmt Specialist III	1
87G000	Police	Y	Facility Service Specialist	1
87G000	Police	Y	Maintenance Worker II	1
87G000	Police	Y	Maintenance Worker Leader	1
87G000	Police	Y	Mgr I, Inventory Control	1
87G000	Police	Y	Mgr II, Financial	1
87G000	Police	Y	Mgr, Administrative	1
87G000	Police	Y	Neighborhood Liaison	2
87G000	Police	Y	Police Commander	6
87G000	Police	Y	Police Corporal/Detective	7
87G000	Police	Y	Police Lieutenant	19
87G000	Police	Y	Police Officer	16
87G000	Police	Y	Police Sergeant	22
87G000	Police	Y	Supv, Administrative	6
87G000	Police	Y	Supv,Crime Intelligence Anlyst	1
87G000	Police	Y	Video Production Specialist Sr	1
90G000	Animal Services	Y	Animal Care Specialist	1
90G000	Animal Services	Y	Animal Enrichment Specialist	2
90G000	Animal Services	Y	Animal Protection Officer	3
90G000	Animal Services	Y	Animal Svc Cust Care Rep Sr.	3
90G000	Animal Services	Y	Animal Svc Cust Care Rep.	5
90G000	Animal Services	Y	Coord, Rescue-Foster	1
90G000	Animal Services	Y	Coord, Volunteer Services	1
90G000	Animal Services	Y	Dep Ofcr, Animal Services	1
90G000	Animal Services	Y	Department Executive Asst	1
90G000	Animal Services	Y	Mgr, Administrative	2
90G000	Animal Services	Y	MuniProg, Paraprofessional	8
90G000	Animal Services	Y	Prgm Mgr, Animal Services	2
90G000	Animal Services	Y	Supv, Animal Protection	2
90G000	Animal Services	Y	Supv, Animal Services	2
91G000	Austin Public Health	Y	Accountant II	2
91G000	Austin Public Health	Y	Accountant III	1
91G000	Austin Public Health	Y	Accounting Associate II	3
91G000	Austin Public Health	Y	Administrative Assistant	29
91G000	Austin Public Health	Y	Administrative Associate	5
91G000	Austin Public Health	Y	Administrative Senior	5
91G000	Austin Public Health	Y	Administrative Specialist	3
91G000	Austin Public Health	Y	Admnstr, Health Info Mgmt	1
91G000	Austin Public Health	Y	Asst Dir, Health & Human Svcs	3
91G000	Austin Public Health	Y	Breastfeeding Peer Counselor	9
91G000	Austin Public Health	Y	Breastfeeding Peer Counslr Sr.	1
91G000	Austin Public Health	Y	Business Process Consultant	2
91G000	Austin Public Health	Y	Cashier I	1
91G000	Austin Public Health	Y	Chief Epidemiologist	1
91G000	Austin Public Health	Y	Code Review Analyst	1
91G000	Austin Public Health	Y	Community Job Counselor	2
91G000	Austin Public Health	Y	Community Worker	11
91G000	Austin Public Health	Y	Contract Mngmt Specialist I	1
91G000	Austin Public Health	Y	Coord, Customer Solutions	1
91G000	Austin Public Health	Y	Coord, Grants	4
91G000	Austin Public Health	Y	Coord, HHS Program	8
91G000	Austin Public Health	Y	Coord, Human Resources	1
91G000	Austin Public Health	Y	Customer Service Rep	5

91G000	Austin Public Health	Y	Customer Service Rep Sr	6
91G000	Austin Public Health	Y	Department Executive Asst	1
91G000	Austin Public Health	Y	Deputy Dir, HHS	1
91G000	Austin Public Health	Y	Disease Surveillance Spec	2
91G000	Austin Public Health	Y	Div Mgr, Public Health	1
91G000	Austin Public Health	Y	Environmental Health Ofcr II	4
91G000	Austin Public Health	Y	Environmental Health Ofcr III	2
91G000	Austin Public Health	Y	Environmental Health Officer I	3
91G000	Austin Public Health	Y	Epidemiologist	1
91G000	Austin Public Health	Y	Financial Analyst I	1
91G000	Austin Public Health	Y	Financial Analyst II	2
91G000	Austin Public Health	Y	Financial Analyst III	3
91G000	Austin Public Health	Y	HHS Planner II	3
91G000	Austin Public Health	Y	HHSD Medical Director	1
91G000	Austin Public Health	Y	Human Resources Advisor	1
91G000	Austin Public Health	Y	Human Resources Assistant	1
91G000	Austin Public Health	Y	Internal Auditor IV	1
91G000	Austin Public Health	Y	Inventory Control Spec I	2
91G000	Austin Public Health	Y	IT Business Systems Analyst Sr	1
91G000	Austin Public Health	Y	IT Project Manager	1
91G000	Austin Public Health	Y	IT Security Analyst	1
91G000	Austin Public Health	Y	IT Support Analyst	2
91G000	Austin Public Health	Y	IT Systems Administrator Sr	1
91G000	Austin Public Health	Y	Maintenance Worker II	1
91G000	Austin Public Health	Y	Maintenance Worker III	1
91G000	Austin Public Health	Y	Medical Regulatory Monitor	1
91G000	Austin Public Health	Y	Medical Social Worker	3
91G000	Austin Public Health	Y	Mgr I, Accounting	1
91G000	Austin Public Health	Y	Mgr II, Financial	1
91G000	Austin Public Health	Y	Mgr, Administrative	1
91G000	Austin Public Health	Y	Mgr, Facilities Planning	1
91G000	Austin Public Health	Y	Mgr, HHS Systems	1
91G000	Austin Public Health	Y	Mgr, Human Resources	1
91G000	Austin Public Health	Y	MuniProg, Paraprofessional	13
91G000	Austin Public Health	Y	Neighborhood Liaison	1
91G000	Austin Public Health	Y	Patient Representative	16
91G000	Austin Public Health	Y	Performance Consultant	1
91G000	Austin Public Health	Y	Prgm Mgr I, Public Health	13
91G000	Austin Public Health	Y	Prgm Mgr II, Public Health	6
91G000	Austin Public Health	Y	Prgm Mgr III, Public Health	3
91G000	Austin Public Health	Y	Prgm Mgr, Grants	2
91G000	Austin Public Health	Y	Prgm Supv, Public Health	9
91G000	Austin Public Health	Y	Public Health Educator I	1
91G000	Austin Public Health	Y	Public Health Prgm Mgr II	1
91G000	Austin Public Health	Y	Public Health Youth Prgm Spec	3
91G000	Austin Public Health	Y	Registered Nurse Senior	2
91G000	Austin Public Health	Y	Registrar of Vital Statistics	1
91G000	Austin Public Health	Y	Research Analyst Senior	1
91G000	Austin Public Health	Y	Social Worker	4
91G000	Austin Public Health	Y	Supv II, Contract Management	1
91G000	Austin Public Health	Y	Supv, Customer Service	2
91G000	Austin Public Health	Y	Supv, Environmental Health	4
91G000	Austin Public Health	Y	Supv, Registered Nurse	2
91G000	Austin Public Health	Y	Supv, WIC Lactation RN	1
91G000	Austin Public Health	Y	Vital Records Assistant	2
91G000	Austin Public Health	Y	Vital Records Specialist	1
91G000	Austin Public Health	Y	Vital Records Sr.	1
91G000	Austin Public Health	Y	WIC Nutritionist	7
91G000	Austin Public Health	Y	WIC Nutritionist Sr.	7
92E000	Convention Center	Y	Accountant IV	1
92E000	Convention Center	Y	Accounting Associate II	2
92E000	Convention Center	Y	Administrative Assistant	1
92E000	Convention Center	Y	Administrative Specialist	5
92E000	Convention Center	Y	Booking/Account Representative	2
92E000	Convention Center	Y	Business Process Consultant	1
92E000	Convention Center	Y	Cashier I	9
92E000	Convention Center	Y	Cashier II	5
92E000	Convention Center	Y	Contract Mngmt Specialist I	3
92E000	Convention Center	Y	Contract Mngmt Specialist III	3
92E000	Convention Center	Y	Convention Services Lead	5

92E000	Convention Center	Y	Convention Services Specialist	3
92E000	Convention Center	Y	Coord, Event	3
92E000	Convention Center	Y	Coord, Event Senior	1
92E000	Convention Center	Y	Dep Dir, Austin Conv Ctr Dept	2
92E000	Convention Center	Y	Department Executive Asst	1
92E000	Convention Center	Y	Department Quality Analyst	1
92E000	Convention Center	Y	Dir, Convention Center	1
92E000	Convention Center	Y	Div Mgr, Info Systems	1
92E000	Convention Center	Y	Facility Service Specialist	1
92E000	Convention Center	Y	Facility Svcs Representative	1
92E000	Convention Center	Y	Financial Analyst I	1
92E000	Convention Center	Y	Financial Analyst III	2
92E000	Convention Center	Y	Human Resources Advisor	2
92E000	Convention Center	Y	Inventory Control Spec III	1
92E000	Convention Center	Y	IT Business Systems Analyst	1
92E000	Convention Center	Y	IT Network Administrator	1
92E000	Convention Center	Y	IT Network Administrator Sr	1
92E000	Convention Center	Y	IT Supervisor Sr	3
92E000	Convention Center	Y	Marketing Representative B	1
92E000	Convention Center	Y	Mgr I, Accounting	1
92E000	Convention Center	Y	Mgr II, Financial	1
92E000	Convention Center	Y	Mgr III, Financial	1
92E000	Convention Center	Y	Mgr, Convention Facility	1
92E000	Convention Center	Y	Mgr, Events & Exhibitor Svcs	2
92E000	Convention Center	Y	Mgr, Sales & Events	1
92E000	Convention Center	Y	MuniProg, Administrative Sppt	1
92E000	Convention Center	Y	MuniProg, Paraprofessional	12
92E000	Convention Center	Y	MuniProg, Professional	1
92E000	Convention Center	Y	MuniProg, Service/Maint	1
92E000	Convention Center	Y	Prgm Mgr, Partner Services	1
92E000	Convention Center	Y	Senior Sales and Account Rep	2
92E000	Convention Center	Y	Supv, Booking & Account	1
92E000	Convention Center	Y	Supv, Event Coordinator	1
92E000	Convention Center	Y	Supv, Facility Services	1
92E000	Convention Center	Y	Supv, Parking Services	6
93G000	Emergency Medical Services	Y	Accounting Associate I	2
93G000	Emergency Medical Services	Y	Administrative Associate	1
93G000	Emergency Medical Services	Y	Administrative Specialist	4
93G000	Emergency Medical Services	Y	Ambulance Billing&Coding Rep I	10
93G000	Emergency Medical Services	Y	Ambulance Billing&Coding RepII	2
93G000	Emergency Medical Services	Y	Asst Dir, Emerg Medical Svcs	1
93G000	Emergency Medical Services	Y	Business Process Consultant	1
93G000	Emergency Medical Services	Y	Business Process Consultant Sr	1
93G000	Emergency Medical Services	Y	Contract Mngmt Specialist I	1
93G000	Emergency Medical Services	Y	Contract Mngmt Specialist II	1
93G000	Emergency Medical Services	Y	Coord, Program	1
93G000	Emergency Medical Services	Y	Department Executive Asst	1
93G000	Emergency Medical Services	Y	EMS Assistant Chief	2
93G000	Emergency Medical Services	Y	EMS Captain - Communications	4
93G000	Emergency Medical Services	Y	EMS Captain - Field	3
93G000	Emergency Medical Services	Y	EMS Chief	1
93G000	Emergency Medical Services	Y	EMS Commander	17
93G000	Emergency Medical Services	Y	EMS Division Chief	5
93G000	Emergency Medical Services	Y	EMS Medic I - Field	1
93G000	Emergency Medical Services	Y	EMS Medic II - Field	3
93G000	Emergency Medical Services	Y	EMS Scheduling Specialist	4
93G000	Emergency Medical Services	Y	Facility Service Specialist	1
93G000	Emergency Medical Services	Y	Financial Analyst III	2
93G000	Emergency Medical Services	Y	Fitness/Safety Specialist	1
93G000	Emergency Medical Services	Y	Human Resources Generalist	1
93G000	Emergency Medical Services	Y	Inventory Control Spec I	1
93G000	Emergency Medical Services	Y	Inventory Control Spec II	2
93G000	Emergency Medical Services	Y	IT Business Systems Analyst Sr	1
93G000	Emergency Medical Services	Y	IT Support Analyst Sr	1
93G000	Emergency Medical Services	Y	IT Systems Administrator Sr	1
93G000	Emergency Medical Services	Y	IT User Experience Analyst Sr	1
93G000	Emergency Medical Services	Y	Maintenance Worker II	1
93G000	Emergency Medical Services	Y	Mgr II, Financial	1
93G000	Emergency Medical Services	Y	Mgr, Human Resources	1
93G000	Emergency Medical Services	Y	MuniProg Administrative Sppt.	1

93G000	Emergency Medical Services	Y	MuniProg, Paraprofessional	1
93G000	Emergency Medical Services	Y	MuniProg, Service/Maint	1
93G000	Emergency Medical Services	Y	Ocptnl Health & Safety Spec	1
93G000	Emergency Medical Services	Y	Prgm Mgr, Community Services	1
93G000	Emergency Medical Services	Y	Prgm Mgr, EMS Cust Care	1
93G000	Emergency Medical Services	Y	Prgm Mgr, EMS Recruitment	1
93G000	Emergency Medical Services	Y	Records Analyst	1
93G000	Emergency Medical Services	Y	Supv I, Inventory Control	1
93G000	Emergency Medical Services	Y	Supv, Administrative	1
93G000	Emergency Medical Services	Y	Supv, Ambulan Billing & Coding	2
93G000	Emergency Medical Services	Y	Supv, EMS Scheduling	1
93G000	Emergency Medical Services	Y	Supv, Human Resources	1
94G000	Medical Director	Y	Asst Dir, Emerg Medical Svcs	1
94G000	Medical Director	Y	Department Executive Asst	1
Total EE Count with Financial Responsibilities:				3984

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