



OFFICE OF COUNTY MAYOR GLENN JACOBS

Procurement Division, 1000 N. Central Street, Suite 100, Knoxville, TN 37917

ADDENDUM I REQUEST FOR PROPOSAL 3342 COMPENSATION STUDY CONSULTANT SERVICES

ADDENDUM DATE: December 9, 2022
BUYER: Jay Garrison, CPPO, CPPB
ORIGINAL CLOSING DATE: December 15, 2022 at 2:00 PM

THE FOLLOWING IS FOR CLARIFICATION:

QUESTION 1: How many employees are covered under this study and how many different classifications (e.g., administrative assistant, etc) do they represent?

ANSWER 1: See the attached position list.

QUESTION 2: Are teachers included in the study?

ANSWER 2: Yes.

QUESTION 3: Is there a preferred timeline for completing the study?

ANSWER 3: The County would like for the Study to be completed by September 30, 2023. This would allow us to potentially implement recommendation in our FY25 budget

End of addendum.

**Jay Garrison, CPPO, CPPB
Procurement Coordinator**



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Row Labels	Count of Emp #
ACCOUNTANT	5
ADMINISTRATIVE SECRETARY	35
ADMINISTRATOR	9
ANALYST	11
ASSISTANT ASSISTANT ADMINISTRATOR ES	6
ASSISTANT ADMINISTRATOR HS	15
ASSISTANT ADMINISTRATOR MS	10
ASSISTANT PRINCIPAL ES	63
ASSISTANT PRINCIPAL HS	51
ASSISTANT PRINCIPAL K - 12	1
ASSISTANT PRINCIPAL MS	40
ASSISTANT SUPERINTENDENT	5
ATH COACH BASEBALL ASSISTANT	27
ATH COACH BASEBALL HEAD	1
ATH COACH BASKETBALL B- TEAM	14
ATH COACH BASKETBALL FRESHMAN	7
ATH COACH BASKETBALL HEAD	1
ATH COACH BASKETBALL MIDDLE	5
ATH COACH CHEERLEADER HIGH	1
ATH COACH CHEERLEADER HIGH ADD	2
ATH COACH CHEERLEADER MIDDLE	1
ATH COACH CLUB SPORTS	29
ATH COACH CROSS	7



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COUNTRY	
ATH COACH FOOTBALL ASSISTANT	53
ATH COACH FOOTBALL HEAD	2
ATH COACH GOLF	3
ATH COACH SOCCER ASSIST ADDL	2
ATH COACH SOCCER ASSISTANT	28
ATH COACH SOCCER HEAD	8
ATH COACH SOFTBALL ASSISTANT	10
ATH COACH SOFTBALL HEAD	4
ATH COACH TENNIS HEAD	8
ATH COACH TRACK ASSISTANT	14
ATH COACH TRACK HEAD	4
ATH COACH TRACK MIDDLE ADDL	1
ATH COACH TRACK MIDDLE SCHOOL	3
ATH COACH VOLLEYBALL ASSISTANT	10
ATH COACH VOLLEYBALL HEAD	5
ATH COACH WRESTLING ASSISTANT	12
ATH COACH WRESTLING HEAD	5
ATHLETIC COACH	14
ATHLETIC DIRECTOR	8
ATHLETIC TRAINER LEVEL II	1
ATHLETIC TRAINER LEVEL III	1
AUDIOLOGIST	3
BAND SPECIAL (BAND CAMP ONLY)	106
BAND TECH	13



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BOARD MEMBER	9
CASE MANAGER	3
CLERK	25
COACH GRADUATION	2
COACH GT	15
COACH INSTRUCTIONAL	80
COACH LITERACY ELEMENTARY	9
COACH LITERACY SECONDARY	1
COACH NUMERACY ELEMENTARY	1
COACH RTI	6
COACH SPECIAL EDUCATION	10
COACH TPACK	20
CONSULTANT	5
COORDINATOR	7
COORDINATOR STUDENT SUPPORT	3
COUNSELOR COLLEGE AND CAREER	15
CUSTODIAN FOREMAN	3
CUSTODIAN HEAD	89
CUSTODIAN WORKER	213
DIRECTOR	23
EA SYSTEMWIDE	11
EDUCATIONAL ASSISTANT ALT	1
EDUCATIONAL ASSISTANT ALT SPD	58
EDUCATIONAL ASSISTANT ES	328
EDUCATIONAL ASSISTANT HS	28
EDUCATIONAL ASSISTANT MS	9
EDUCATIONAL ASSISTANT PK	13
EDUCATIONAL ASSISTANT SPED ES	209



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EDUCATIONAL ASSISTANT SPED HS	126
EDUCATIONAL ASSISTANT SPED MS	99
EDUCATIONAL ASSISTANT SPED PK	52
EDUCATIONAL ASSISTANT TRAVEL	1
EDUCATIONAL ASSISTANT VIRTUAL	1
ENGINEER	1
EXECUTIVE DIRECTOR	8
EXECUTIVE OFFICER	5
FACILITATOR	34
FACILITATOR STUDENT SUPPORT	8
FOOD SERVICE LEADER	23
FOOD SERVICE MANAGER	78
FOOD SERVICE WORKER	292
GENERALIST	6
GUIDANCE ELEMENTARY	57
GUIDANCE SECONDARY	109
INTERPRETER CERTIFIED	5
INTERPRETER CLASSIFIED	21
KCEA PRESIDENT	1
LIAISON	52
LIBRARIAN ELEMENTARY	50
LIBRARIAN SECONDARY	33
MAINTENANCE - CABINET SHOP	4
MAINTENANCE - CRAFTSMAN	21
MAINTENANCE - DRIVER	9
MAINTENANCE - ELECTRICIANS	12
MAINTENANCE - ENVIRONMENTAL	4
MAINTENANCE - GROUNDS	16
MAINTENANCE - HEAVY EQUIP	7



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MAINTENANCE - HVAC	19
MAINTENANCE - MECHANIC	4
MAINTENANCE - NETWORKING	5
MAINTENANCE - PAINTING	7
MAINTENANCE - PLUMBING	11
MAINTENANCE - SUPPORT	5
MAINTENANCE FOREMAN	12
MAINTENANCE LEADMAN	8
MAINTENANCE MONTHLY MAINTENANCE MOW CREW LEAD	5 1
MAINTENANCE WORKER	2
MANAGER	30
MENTAL HEALTH WORKER	11
MENTOR	1
MENTOR COLLEGE AND CAREER	3
NON-EMPLOYEE	1612
NURSE LPN	27
NURSE RN	67
PRINCIPAL ALT	2
PRINCIPAL ES	54
PRINCIPAL HS	16
PRINCIPAL K - 12	1
PRINCIPAL MS	17
PRINCIPAL SPECIAL ED	1
PSYCHOLOGIST	43
RESTORATIVE INTERVENTIONIST	44
ROUTER	3
SCHOOL CLERICAL	260
SCHOOL CLERICAL VIRTUAL	3
SECURITY DISPATCHER	1
SECURITY INVESTIGATOR	1
SECURITY OFFICER	101
SECURITY OFFICER 260 DAY	6
SECURITY OPERATIONS	6
SECURITY SERGEANT	9



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SOCIAL WORKER	48
SPECIALIST CLASSIFIED	18
SPECIALIST CURRICULUM	21
SPEECH PATHOLOGIST	
ASSISTANT	2
SUBSTITUTE CUSTODIAL	52
SUBSTITUTE FOOD SERVICE	93
SUBSTITUTE NURSE LPN	7
SUBSTITUTE NURSE RN	46
SUPERINTENDENT	1
SUPERVISOR	41
TEACHER 1ST GRADE	253
TEACHER 2ND GRADE	249
TEACHER 3RD GRADE	241
TEACHER 4TH GRADE	225
TEACHER 5TH GRADE	220
TEACHER 6TH GRADE ELA	46
TEACHER 6TH GRADE MATH	45
TEACHER 6TH GRADE	
SCIENCE	47
TEACHER 6TH GRADE SOC	
STUDIES	49
TEACHER 6TH PE AND	
WELLNESS	9
TEACHER 7TH GRADE ELA	39
TEACHER 7TH GRADE MATH	41
TEACHER 7TH GRADE	
SCIENCE	41
TEACHER 7TH GRADE SOC	
STUDIES	40
TEACHER 8TH GRADE ELA	43
TEACHER 8TH GRADE MATH	39
TEACHER 8TH GRADE	
SCIENCE	42
TEACHER 8TH GRADE SOC	
STUDIES	42
TEACHER ADULT	4
TEACHER BUILDING LEVEL	
TECH	3



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TEACHER COLLEGE AND CAREER	17
TEACHER DEAN	3
TEACHER ENGLISH LANG LEARNERS	120
TEACHER ES	36
TEACHER ES RELATED ARTS	197
TEACHER ES SPECIAL ED	178
TEACHER HEARING INSTRUCTION	4
TEACHER HOMEBOUND	4
TEACHER HS	15
TEACHER HS ALT SPECIAL ED	2
TEACHER HS ALTERNATIVE	2
TEACHER HS BUSINESS EDUCATION	50
TEACHER HS CTE	116
TEACHER HS DRIVER EDUCATION	3
TEACHER HS ELA	170
TEACHER HS ELECTIVES	8
TEACHER HS FINE ARTS	84
TEACHER HS MATHEMATICS	164
TEACHER HS PE AND WELLNESS	66
TEACHER HS SCIENCE	134
TEACHER HS SOCIAL STUDIES	146
TEACHER HS SPECIAL ED	142
TEACHER HS WORLD LANGUAGES	66
TEACHER INTERVENTION	43
TEACHER KINDERGARTEN	256
TEACHER LEAD	2
TEACHER MASTER	13
TEACHER MS	25
TEACHER MS ALTERNATIVE	7



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TEACHER MS ENGLISH LANG ARTS	12
TEACHER MS FINE ARTS	73
TEACHER MS MATHEMATICS	3
TEACHER MS OTHER RELATED ARTS	22
TEACHER MS PE AND WELLNESS	36
TEACHER MS SCIENCE	4
TEACHER MS SOCIAL STUDIES	3
TEACHER MS SPECIAL ED	115
TEACHER MS WORLD LANGUAGES	10
TEACHER PRE-K	46
TEACHER PRE-K SPED	38
TEACHER ROTC	18
TEACHER SPEECH	66
TEACHER SYSTEMWIDE	27
TEACHER VIRTUAL	64
TEAM LEADER	9
TECHNICIAN	15
TECHNICIAN STUDENT SUPPORT	36
THERAPIST	29
TRAINER	2
TUTOR LITERACY	128
TUTOR MATH	33
TUTOR RELAY	9
WORKER	26
Grand Total	10346