

CITY OF EL PASO BID TABULATION

BID ITEM: TEMPORARY PERSONNEL BACKUP SERVICE FOR VARIOUS CITY DEPARTMENTS BID # 2009-009
 BID DATE: JANUARY 7, 2009 DEPARTMENT: HUMAN RESOURCES

			ADECCO EMPLOYMENT SERVICES EL PASO, TX	ADVANCE'D TEMPORARIES, INC. TYLER, TX	AVENUE STAFFING, INC. CRYSTAL, MN	BAUER CONSULTING GROUP, INC. EL PASO, TX
ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
1A.	1,000	ACCOUNTANT	\$13.00 PER HOUR	\$13.44 PER HOUR	\$22.54 PER HOUR	\$41.00 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
1B.	1,000	ACCOUNTANT	\$13.00 PER HOUR	\$13.44 PER HOUR	\$23.94 PER HOUR	\$43.00 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
2A.	1,000	ACCOUNTING/PAYROLL CLERK	\$11.70 PER HOUR	\$10.88 PER HOUR	\$16.74 PER HOUR	\$31.00 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
2B.	1,000	ACCOUNTING/PAYROLL CLERK	\$11.70 PER HOUR	\$10.88 PER HOUR	\$18.14 PER HOUR	\$32.00 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
3A.	500	ADMINISTRATIVE ASSISTANT	\$11.70 PER HOUR	\$9.60 PER HOUR	\$18.68 PER HOUR	\$34.00 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
3B.	500	ADMINISTRATIVE ASSISTANT	\$11.70 PER HOUR	\$9.60 PER HOUR	\$20.08 PER HOUR	\$35.00 PER HOUR

NOTE: THIS IS A BEST VALUE PROCUREMENT. OTHER FACTORS BESIDES PRICE WILL BE CONSIDERED.

APPROVED BY: /s/

DATE: 1/15/09

CITY OF EL PASO BID TABULATION

BID ITEM: TEMPORARY PERSONNEL BACKUP SERVICE FOR VARIOUS CITY DEPARTMENTS

BID # 2009-009

BID DATE: JANUARY 7, 2009

DEPARTMENT: HUMAN RESOURCES

			ADECCO EMPLOYMENT SERVICES EL PASO, TX	ADVANCE'D TEMPORARIES, INC. TYLER, TX	AVENUE STAFFING, INC. CRYSTAL, MN	BAUER CONSULTING GROUP, INC. EL PASO, TX
ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
4A.	3,000	CASHIER	NO BID	\$9.60 PER HOUR	\$14.70 PER HOUR	\$23.00 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
4B.	3,000	CASHIER	NO BID	\$9.60 PER HOUR	\$16.10 PER HOUR	\$24.00 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
5A.	2,000	FLEET SERVICE ASSISTANT	NO BID	\$10.65 PER HOUR	\$16.94 PER HOUR	\$21.00 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
5B.	2,000	FLEET SERVICE ASSISTANT	NO BID	\$10.65 PER HOUR	\$18.34 PER HOUR	\$22.00 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
6A.	3,000	GENERAL SERVICE WORKER	NO BID	\$9.30 PER HOUR	\$14.00 PER HOUR	\$20.00 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
6B.	3,000	GENERAL SERVICE WORKER	NO BID	\$10.30 PER HOUR	\$15.40 PER HOUR	\$21.00 PER HOUR

NOTE: THIS IS A BEST VALUE PROCUREMENT. OTHER FACTORS BESIDES PRICE WILL BE CONSIDERED.

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DEPARTMENT: HUMAN RESOURCES

			ADECCO EMPLOYMENT SERVICES EL PASO, TX	ADVANCE'D TEMPORARIES, INC. TYLER, TX	AVENUE STAFFING, INC. CRYSTAL, MN	BAUER CONSULTING GROUP, INC. EL PASO, TX
ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
7A.	3,000	OFFICE ASSISTANT	\$10.40 PER HOUR	\$9.60 PER HOUR	\$14.81 PER HOUR	\$21.00 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
7B.	3,000	OFFICE ASSISTANT	\$10.40 PER HOUR	\$9.60 PER HOUR	\$16.21 PER HOUR	\$22.00 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
8A.	1,000	SECRETARY	\$11.05 PER HOUR	\$9.60 PER HOUR	\$16.10 PER HOUR	\$25.00 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
8B.	1,000	SECRETARY	\$11.05 PER HOUR	\$9.60 PER HOUR	\$17.50 PER HOUR	\$27.00 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
9A.	3,000	SENIOR OFFICE ASSISTANT	\$11.05 PER HOUR	\$12.16 PER HOUR	\$17.22 PER HOUR	\$26.00 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
9B.	3,000	SENIOR OFFICE ASSISTANT	\$11.05 PER HOUR	\$12.16 PER HOUR	\$18.62 PER HOUR	\$28.00 PER HOUR

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BID ITEM: TEMPORARY PERSONNEL BACKUP SERVICE FOR VARIOUS CITY DEPARTMENTS

BID # 2009-009

BID DATE: JANUARY 7, 2009

DEPARTMENT: HUMAN RESOURCES

			C.K. RESOURCES, INC., D/B/A ALLEGIANCE STAFFING EL PASO, TX	CAREERSUSA, INC. BOCA RATON, FL	F&M PLACEMENT SERVICES, LLC ANTHONY, NM	GOODWILL INDUSTRIES OF EL PASO, INC. EL PASO, TX
ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
1A.	1,000	ACCOUNTANT	\$20.25 PER HOUR	\$22.22 PER HOUR	\$24.00 PER HOUR	\$19.20 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
1B.	1,000	ACCOUNTANT	\$20.25 PER HOUR	\$22.22 PER HOUR	\$25.50 PER HOUR	\$19.20 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
2A.	1,000	ACCOUNTING/PAYROLL CLERK	\$14.85 PER HOUR	\$16.16 PER HOUR	\$19.50 PER HOUR	\$12.80 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
2B.	1,000	ACCOUNTING/PAYROLL CLERK	\$14.85 PER HOUR	\$16.16 PER HOUR	\$21.00 PER HOUR	\$12.80 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
3A.	500	ADMINISTRATIVE ASSISTANT	\$16.20 PER HOUR	\$18.84 PER HOUR	\$18.00 PER HOUR	\$12.80 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
3B.	500	ADMINISTRATIVE ASSISTANT	\$16.20 PER HOUR	\$18.84 PER HOUR	\$18.75 PER HOUR	\$12.80 PER HOUR

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 BID DATE: JANUARY 7, 2009 DEPARTMENT: HUMAN RESOURCES

ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	C.K. RESOURCES, INC., D/B/A ALLEGIANCE STAFFING EL PASO, TX HOURLY RATE	CAREERSUSA, INC. BOCA RATON, FL HOURLY RATE	F&M PLACEMENT SERVICES, LLC ANTHONY, NM HOURLY RATE	GOODWILL INDUSTRIES OF EL PASO, INC. EL PASO, TX HOURLY RATE
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
4A.	3,000	CASHIER	\$10.80 PER HOUR	\$10.15 PER HOUR	\$13.50 PER HOUR	\$12.80 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
4B.	3,000	CASHIER	\$11.48 PER HOUR	\$10.45 PER HOUR	\$14.25 PER HOUR	\$12.80 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
5A.	2,000	FLEET SERVICE ASSISTANT	\$12.42 PER HOUR	\$11.20 PER HOUR	\$18.00 PER HOUR	\$12.80 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
5B.	2,000	FLEET SERVICE ASSISTANT	\$13.11 PER HOUR	\$11.20 PER HOUR	\$19.50 PER HOUR	\$12.80 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
6A.	3,000	GENERAL SERVICE WORKER	\$10.35 PER HOUR	\$11.20 PER HOUR	\$15.00 PER HOUR	\$10.88 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
6B.	3,000	GENERAL SERVICE WORKER	\$11.04 PER HOUR	\$11.20 PER HOUR	\$16.50 PER HOUR	\$10.88 PER HOUR

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DEPARTMENT: HUMAN RESOURCES

			C.K. RESOURCES, INC., D/B/A ALLEGIANCE STAFFING EL PASO, TX	CAREERSUSA, INC. BOCA RATON, FL	F&M PLACEMENT SERVICES, LLC ANTHONY, NM	GOODWILL INDUSTRIES OF EL PASO, INC. EL PASO, TX
ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
7A.	3,000	OFFICE ASSISTANT	\$9.45 PER HOUR	\$14.00 PER HOUR	\$9.85 PER HOUR	\$10.88 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
7B.	3,000	OFFICE ASSISTANT	\$10.13 PER HOUR	\$14.00 PER HOUR	\$10.87 PER HOUR	\$10.88 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
8A.	1,000	SECRETARY	\$11.48 PER HOUR	\$16.80 PER HOUR	\$13.50 PER HOUR	\$12.80 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
8B.	1,000	SECRETARY	\$12.15 PER HOUR	\$16.80 PER HOUR	\$14.25 PER HOUR	\$12.80 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
9A.	3,000	SENIOR OFFICE ASSISTANT	\$10.80 PER HOUR	\$21.00 PER HOUR	\$18.00 PER HOUR	\$12.80 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
9B.	3,000	SENIOR OFFICE ASSISTANT	\$11.48 PER HOUR	\$21.00 PER HOUR	\$18.75 PER HOUR	\$12.80 PER HOUR

NOTE: THIS IS A BEST VALUE PROCUREMENT. OTHER FACTORS BESIDES PRICE WILL BE CONSIDERED.

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			C.K. RESOURCES, INC., D/B/A ALLEGIANCE STAFFING EL PASO, TX	CAREERSUSA, INC. BOCA RATON, FL	F&M PLACEMENT SERVICES, LLC ANTHONY, NM	GOODWILL INDUSTRIES OF EL PASO, INC. EL PASO, TX
ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
10A.	3,000	OTHER CLERICAL PERSONNEL (NOT SPECIFICALLY LISTED)	NONE STATED PER HOUR	\$16.80 PER HOUR	\$9.82 PER HOUR	\$10.88 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
10B.	3,000	OTHER CLERICAL PERSONNEL (NOT SPECIFICALLY LISTED)	\$10.13 PER HOUR	\$16.80 PER HOUR	\$10.87 PER HOUR	\$10.88 PER HOUR
THE CITY AT ITS SOLE DISCRETION, MAY EXERCISE ANY OPTION TO EXTEND THE TERM OF THE AGREEMENT, BY GIVING THE CONTRACTOR WRITTEN NOTICE WITHIN THE TIME PERIOD NOTED ON THE SELECTED OPTIONS. BIDDER OFFERS THE CITY THE OPTION OF EXTENDING THE TERM OF THE CONTRACT FOR: ONE (1) ADDITIONAL YEAR AT THE SAME UNIT PRICE(S), IF THE OPTION IS EXERCISED PRIOR TO THE EXPIRATION OF THE ORIGINAL TERM OF THE CONTRACT. TWO (2) ADDITIONAL YEARS AT THE SAME UNIT PRICE(S), IF THE OPTION IS EXERCISED PRIOR TO THE EXPIRATION OF THE ORIGINAL TERM OF THE CONTRACT. NO OPTION OFFERED.			<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
PAYMENT TERMS:			NET - 30 DAYS	NET - 30 DAYS	1% - 10 DAYS	NET - 30 DAYS
ADDITIONAL PAYMENT TERMS: BIDDER AGREES TO ACCEPT PAYMENT BY PROCUREMENT CARD:			YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>

NOTE: THIS IS A BEST VALUE PROCUREMENT. OTHER FACTORS BESIDES PRICE WILL BE CONSIDERED.

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BID # 2009-009

BID DATE: JANUARY 7, 2009

DEPARTMENT: HUMAN RESOURCES

ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	I-TECH PERSONNEL SERVICES, INC. JACKSONVILLE, FL	INTEGRATED MANAGEMENT RESOURCES GROUP, INC. LANHAM, MD	ITSQUEST, INC. EL PASO, TX	KELLY SERVICES, INC. EL PASO, TX
			HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
<u>CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE</u>						
1A.	1,000	ACCOUNTANT	\$20.04 PER HOUR	\$27.95 PER HOUR	\$29.38 PER HOUR	\$17.92 PER HOUR
<u>PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE</u>						
1B.	1,000	ACCOUNTANT	\$20.66 PER HOUR	\$29.16 PER HOUR	\$29.38 PER HOUR	\$17.92 PER HOUR
<u>CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE</u>						
2A.	1,000	ACCOUNTING/PAYROLL CLERK	\$15.03 PER HOUR	\$19.58 PER HOUR	\$15.87 PER HOUR	\$10.80 PER HOUR
<u>PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE</u>						
2B.	1,000	ACCOUNTING/PAYROLL CLERK	\$15.41 PER HOUR	\$20.25 PER HOUR	\$15.87 PER HOUR	\$10.80 PER HOUR
<u>CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE</u>						
3A.	500	ADMINISTRATIVE ASSISTANT	\$15.03 PER HOUR	\$24.03 PER HOUR	\$17.94 PER HOUR	\$14.72 PER HOUR
<u>PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE</u>						
3B.	500	ADMINISTRATIVE ASSISTANT	\$15.41 PER HOUR	\$24.17 PER HOUR	\$17.94 PER HOUR	\$14.72 PER HOUR

NOTE: THIS IS A BEST VALUE PROCUREMENT. OTHER FACTORS BESIDES PRICE WILL BE CONSIDERED.

APPROVED BY: /s/

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BID # 2009-009

BID DATE: JANUARY 7, 2009

DEPARTMENT: HUMAN RESOURCES

ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	I-TECH PERSONNEL SERVICES, INC. JACKSONVILLE, FL	INTEGRATED MANAGEMENT RESOURCES GROUP, INC. LANHAM, MD	ITSQUEST, INC. EL PASO, TX	KELLY SERVICES, INC. EL PASO, TX
ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
4A.	3,000	CASHIER	\$11.27 PER HOUR	\$15.93 PER HOUR	\$12.42 PER HOUR	\$10.15 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
4B.	3,000	CASHIER	\$11.89 PER HOUR	\$16.20 PER HOUR	\$12.42 PER HOUR	\$10.15 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
5A.	2,000	FLEET SERVICE ASSISTANT	\$16.47 PER HOUR	\$15.53 PER HOUR	\$12.42 PER HOUR	NO BID
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
5B.	2,000	FLEET SERVICE ASSISTANT	\$17.15 PER HOUR	\$16.34 PER HOUR	\$12.42 PER HOUR	NO BID
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
6A.	3,000	GENERAL SERVICE WORKER	\$12.35 PER HOUR	\$12.96 PER HOUR	N/A PER HOUR	\$9.83 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
6B.	3,000	GENERAL SERVICE WORKER	\$13.31 PER HOUR	\$13.64 PER HOUR	N/A PER HOUR	\$10.15 PER HOUR

NOTE: THIS IS A BEST VALUE PROCUREMENT. OTHER FACTORS BESIDES PRICE WILL BE CONSIDERED.

APPROVED BY: /s/

2009-009 TEMPORARY PERSONNEL BACKUP SERVICE FOR VARIOUS CITY DEPARTMENTS -
HUMAN RESOURCES DEPARTMENT

DATE: 1/15/09

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DEPARTMENT: HUMAN RESOURCES

ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	I-TECH PERSONNEL SERVICES, INC. JACKSONVILLE, FL	INTEGRATED MANAGEMENT RESOURCES GROUP, INC. LANHAM, MD	ITSQUEST, INC. EL PASO, TX	KELLY SERVICES, INC. EL PASO, TX
			HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
<u>CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE</u>						
7A.	3,000	OFFICE ASSISTANT	\$10.02 PER HOUR	\$9.45 PER HOUR	\$10.01 PER HOUR	\$10.50 PER HOUR
<u>PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE</u>						
7B.	3,000	OFFICE ASSISTANT	\$10.64 PER HOUR	\$10.13 PER HOUR	\$11.04 PER HOUR	\$10.50 PER HOUR
<u>CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE</u>						
8A.	1,000	SECRETARY	\$13.77 PER HOUR	\$18.50 PER HOUR	\$13.80 PER HOUR	\$12.60 PER HOUR
<u>PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE</u>						
8B.	1,000	SECRETARY	\$14.40 PER HOUR	\$18.77 PER HOUR	\$13.80 PER HOUR	\$12.60 PER HOUR
<u>CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE</u>						
9A.	3,000	SENIOR OFFICE ASSISTANT	\$12.52 PER HOUR	\$15.53 PER HOUR	\$13.80 PER HOUR	\$10.88 PER HOUR
<u>PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE</u>						
9B.	3,000	SENIOR OFFICE ASSISTANT	\$13.15 PER HOUR	\$16.20 PER HOUR	\$13.80 PER HOUR	\$10.88 PER HOUR

NOTE: THIS IS A BEST VALUE PROCUREMENT. OTHER FACTORS BESIDES PRICE WILL BE CONSIDERED.

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ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
10A.	3,000	OTHER CLERICAL PERSONNEL (NOT SPECIFICALLY LISTED)	\$11.27 PER HOUR	\$13.50 PER HOUR	\$13.80 PER HOUR	\$10.50 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
10B.	3,000	OTHER CLERICAL PERSONNEL (NOT SPECIFICALLY LISTED)	\$12.21 PER HOUR	\$14.31 PER HOUR	\$13.80 PER HOUR	\$10.50 PER HOUR
<p>THE CITY AT ITS SOLE DISCRETION, MAY EXERCISE ANY OPTION TO EXTEND THE TERM OF THE AGREEMENT, BY GIVING THE CONTRACTOR WRITTEN NOTICE WITHIN THE TIME PERIOD NOTED ON THE SELECTED OPTIONS.</p> <p>BIDDER OFFERS THE CITY THE OPTION OF EXTENDING THE TERM OF THE CONTRACT FOR:</p> <p>ONE (1) ADDITIONAL YEAR AT THE SAME UNIT PRICE(S), IF THE OPTION IS EXERCISED PRIOR TO THE EXPIRATION OF THE ORIGINAL TERM OF THE CONTRACT.</p> <p>TWO (2) ADDITIONAL YEARS AT THE SAME UNIT PRICE(S), IF THE OPTION IS EXERCISED PRIOR TO THE EXPIRATION OF THE ORIGINAL TERM OF THE CONTRACT.</p> <p>NO OPTION OFFERED.</p>			<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
PAYMENT TERMS:			1% - 10 DAYS	NET - 30 DAYS	NET - 30 DAYS	NET - 30 DAYS
<p>ADDITIONAL PAYMENT TERMS: BIDDER AGREES TO ACCEPT PAYMENT BY PROCUREMENT CARD:</p>			YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>

NOTE: THIS IS A BEST VALUE PROCUREMENT. OTHER FACTORS BESIDES PRICE WILL BE CONSIDERED.

APPROVED BY: /s/

2009-009 TEMPORARY PERSONNEL BACKUP SERVICE FOR VARIOUS CITY DEPARTMENTS -
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BID ITEM: TEMPORARY PERSONNEL BACKUP SERVICE FOR VARIOUS CITY DEPARTMENTS BID # 2009-009
 BID DATE: JANUARY 7, 2009 DEPARTMENT: HUMAN RESOURCES

ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
			RESOURCE ASSOCIATES OF NEVADA, INC. LAS VEGAS, NV	RMPERSONNEL, INC. EL PASO, TX	SOFTWARE 400 CONSULTANTS EL PASO, TX	TECHNICAL INNOVATIVE CONCEPTS, INC. OKLAHOMA CITY, OK
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
1A.	1,000	ACCOUNTANT	\$25.72 PER HOUR	\$20.48 PER HOUR	NONE STATED	\$35.36 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
1B.	1,000	ACCOUNTANT	\$25.72 PER HOUR	\$20.48 PER HOUR	NONE STATED	\$36.52 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
2A.	1,000	ACCOUNTING/PAYROLL CLERK	\$20.14 PER HOUR	\$12.80 PER	\$43.79 PER HOUR	\$19.39 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
2B.	1,000	ACCOUNTING/PAYROLL CLERK	\$20.14 PER HOUR	\$13.44 PER HOUR	\$43.79 PER HOUR	\$20.55 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
3A.	500	ADMINISTRATIVE ASSISTANT	\$27.80 PER HOUR	\$11.52 PER HOUR	\$49.71 PER HOUR	\$26.58 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
3B.	500	ADMINISTRATIVE ASSISTANT	\$27.80 PER HOUR	\$11.84 PER HOUR	\$49.71 PER HOUR	\$27.74 PER HOUR

NOTE: THIS IS A BEST VALUE PROCUREMENT. OTHER FACTORS BESIDES PRICE WILL BE CONSIDERED.

APPROVED BY: /s/

DATE: 1/15/09

CITY OF EL PASO BID TABULATION

BID ITEM: TEMPORARY PERSONNEL BACKUP SERVICE FOR VARIOUS CITY DEPARTMENTS BID # 2009-009
 BID DATE: JANUARY 7, 2009 DEPARTMENT: HUMAN RESOURCES

ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	RESOURCE ASSOCIATES OF NEVADA, INC. LAS VEGAS, NV	RMPERSONNEL, INC. EL PASO, TX	SOFTWARE 400 CONSULTANTS EL PASO, TX	TECHNICAL INNOVATIVE CONCEPTS, INC. OKLAHOMA CITY, OK
			HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
4A.	3,000	CASHIER	\$14.82 PER HOUR	\$9.60 PER HOUR	NONE STATED	\$20.20 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
4B.	3,000	CASHIER	\$14.82 PER HOUR	\$10.24 PER HOUR	NONE STATED	\$21.37 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
5A.	2,000	FLEET SERVICE ASSISTANT	\$22.58 PER HOUR	\$11.20 PER HOUR	NONE STATED	\$32.97 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
5B.	2,000	FLEET SERVICE ASSISTANT	\$22.58 PER HOUR	\$11.55 PER HOUR	NONE STATED	\$34.13 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
6A.	3,000	GENERAL SERVICE WORKER	\$16.97 PER HOUR	\$10.50 PER HOUR	NONE STATED	\$27.38 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
6B.	3,000	GENERAL SERVICE WORKER	\$16.97 PER HOUR	\$11.20 PER HOUR	NONE STATED	\$28.54 PER HOUR

NOTE: THIS IS A BEST VALUE PROCUREMENT. OTHER FACTORS BESIDES PRICE WILL BE CONSIDERED.

APPROVED BY: /s/

DATE: 1/15/09

CITY OF EL PASO BID TABULATION

BID ITEM: TEMPORARY PERSONNEL BACKUP SERVICE FOR VARIOUS CITY DEPARTMENTS BID # 2009-009
 BID DATE: JANUARY 7, 2009 DEPARTMENT: HUMAN RESOURCES

ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	RESOURCE ASSOCIATES OF NEVADA, INC. LAS VEGAS, NV	RMPERSONNEL, INC. EL PASO, TX	SOFTWARE 400 CONSULTANTS EL PASO, TX	TECHNICAL INNOVATIVE CONCEPTS, INC. OKLAHOMA CITY, OK
			HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
7A.	3,000	OFFICE ASSISTANT	\$16.97 PER HOUR	\$9.28 PER HOUR	NONE STATED	\$28.17 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
7B.	3,000	OFFICE ASSISTANT	\$16.97 PER HOUR	\$9.60 PER HOUR	NONE STATED	\$29.33 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
8A.	1,000	SECRETARY	\$20.00 PER HOUR	\$10.24 PER HOUR	NONE STATED	\$34.55 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
8B.	1,000	SECRETARY	\$20.00 PER HOUR	\$10.56 PER HOUR	NONE STATED	\$35.71 PER HOUR
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
9A.	3,000	SENIOR OFFICE ASSISTANT	\$19.81 PER HOUR	\$11.52 PER HOUR	\$38.77 PER HOUR	\$38.55 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
9B.	3,000	SENIOR OFFICE ASSISTANT	\$19.81 PER HOUR	\$11.84 PER HOUR	\$38.77 PER HOUR	\$39.71 PER HOUR

NOTE: THIS IS A BEST VALUE PROCUREMENT. OTHER FACTORS BESIDES PRICE WILL BE CONSIDERED.

APPROVED BY: /s/

DATE: 1/15/09

CITY OF EL PASO BID TABULATION

BID ITEM: TEMPORARY PERSONNEL BACKUP SERVICE FOR VARIOUS CITY DEPARTMENTS BID # 2009-009

BID DATE: JANUARY 7, 2009

DEPARTMENT: HUMAN RESOURCES

ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
			RESOURCE ASSOCIATES OF NEVADA, INC. LAS VEGAS, NV	RMPERSONNEL, INC. EL PASO, TX	SOFTWARE 400 CONSULTANTS EL PASO, TX	TECHNICAL INNOVATIVE CONCEPTS, INC. OKLAHOMA CITY, OK
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
10A.	3,000	OTHER CLERICAL PERSONNEL (NOT SPECIFICALLY LISTED)	\$16.97 PER HOUR	\$9.28 PER HOUR	NONE STATED	\$24.19 PER HOUR
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
10B.	3,000	OTHER CLERICAL PERSONNEL (NOT SPECIFICALLY LISTED)	\$16.97 PER HOUR	\$9.60 PER HOUR	NONE STATED	\$25.35 PER HOUR
<p>THE CITY AT ITS SOLE DISCRETION, MAY EXERCISE ANY OPTION TO EXTEND THE TERM OF THE AGREEMENT, BY GIVING THE CONTRACTOR WRITTEN NOTICE WITHIN THE TIME PERIOD NOTED ON THE SELECTED OPTIONS.</p> <p>BIDDER OFFERS THE CITY THE OPTION OF EXTENDING THE TERM OF THE CONTRACT FOR:</p> <p>ONE (1) ADDITIONAL YEAR AT THE SAME UNIT PRICE(S), IF THE OPTION IS EXERCISED PRIOR TO THE EXPIRATION OF THE ORIGINAL TERM OF THE CONTRACT.</p> <p>TWO (2) ADDITIONAL YEARS AT THE SAME UNIT PRICE(S), IF THE OPTION IS EXERCISED PRIOR TO THE EXPIRATION OF THE ORIGINAL TERM OF THE CONTRACT.</p> <p>NO OPTION OFFERED.</p>			<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	<p style="text-align: center;">NONE STATED</p> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
PAYMENT TERMS:			NET - 30 DAYS	NET - 30 DAYS	3% - 10 DAYS 2% - 20 DAYS	1% - 10 DAYS .0005% - 20 DAYS 0% - 30 DAYS NET - 30 DAYS
ADDITIONAL PAYMENT TERMS: BIDDER AGREES TO ACCEPT PAYMENT BY PROCUREMENT CARD:			YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>

NOTE: THIS IS A BEST VALUE PROCUREMENT. OTHER FACTORS BESIDES PRICE WILL BE CONSIDERED.

APPROVED BY: /sl/

DATE: 1/15/09

CITY OF EL PASO BID TABULATION

APPROVED BY: /s/

DATE: 1/15/09

2009-009 TEMPORARY PERSONNEL BACKUP SERVICE FOR VARIOUS CITY DEPARTMENTS -
HUMAN RESOURCES DEPARTMENT

CITY OF EL PASO BID TABULATION

BID ITEM: TEMPORARY PERSONNEL BACKUP SERVICE FOR VARIOUS CITY DEPARTMENTS

BID # 2009-009

BID DATE: JANUARY 7, 2009

DEPARTMENT: HUMAN RESOURCES

				TEMPORARY ALTERNATIVES, INC. DBA DMDICKASON PERSONNEL SERVICES EL PASO, TX			
ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	HOURLY RATE				
<u>CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE</u>							
1A.	1,000	ACCOUNTANT	\$19.98 PER HOUR				
<u>PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE</u>							
1B.	1,000	ACCOUNTANT	\$19.98 PER HOUR				
<u>CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE</u>							
2A.	1,000	ACCOUNTING/PAYROLL CLERK	\$12.01 PER HOUR				
<u>PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE</u>							
2B.	1,000	ACCOUNTING/PAYROLL CLERK	\$12.01 PER HOUR				
<u>CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE</u>							
3A.	500	ADMINISTRATIVE ASSISTANT	\$10.99 PER HOUR				
<u>PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE</u>							
3B.	500	ADMINISTRATIVE ASSISTANT	\$11.41 PER HOUR				

NOTE: THIS IS A BEST VALUE PROCUREMENT. OTHER FACTORS BESIDES PRICE WILL BE CONSIDERED.

APPROVED BY: /s/

DATE: 1/15/09

CITY OF EL PASO BID TABULATION

BID ITEM: TEMPORARY PERSONNEL BACKUP SERVICE FOR VARIOUS CITY DEPARTMENTS

BID # 2009-009

BID DATE: JANUARY 7, 2009

DEPARTMENT: HUMAN RESOURCES

				TEMPORARY ALTERNATIVES, INC. DBA DMDICKASON PERSONNEL SERVICES EL PASO, TX			
ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	HOURLY RATE				
<u>CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE</u>							
4A.	3,000	CASHIER	\$9.76 PER HOUR				
<u>PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE</u>							
4B.	3,000	CASHIER	\$10.36 PER HOUR				
<u>CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE</u>							
5A.	2,000	FLEET SERVICE ASSISTANT	\$9.83 PER HOUR				
<u>PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE</u>							
5B.	2,000	FLEET SERVICE ASSISTANT	\$10.37 PER HOUR				
<u>CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE</u>							
6A.	3,000	GENERAL SERVICE WORKER	\$8.84 PER HOUR				
<u>PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE</u>							
6B.	3,000	GENERAL SERVICE WORKER	\$9.79 PER HOUR				

NOTE: THIS IS A BEST VALUE PROCUREMENT. OTHER FACTORS BESIDES PRICE WILL BE CONSIDERED.

APPROVED BY: /s/

DATE: 1/15/09

CITY OF EL PASO BID TABULATION

BID ITEM: TEMPORARY PERSONNEL BACKUP SERVICE FOR VARIOUS CITY DEPARTMENTS

BID # 2009-009

BID DATE: JANUARY 7, 2009

DEPARTMENT: HUMAN RESOURCES

		TEMPORARY ALTERNATIVES, INC. DBA DMDICKASON PERSONNEL SERVICES EL PASO, TX			
ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	HOURLY RATE		
<u>CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE</u>					
7A.	3,000	OFFICE ASSISTANT	\$8.54 PER HOUR		
<u>PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE</u>					
7B.	3,000	OFFICE ASSISTANT	\$9.54 PER HOUR		
<u>CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE</u>					
8A.	1,000	SECRETARY	\$10.35 PER HOUR		
<u>PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE</u>					
8B.	1,000	SECRETARY	\$10.35 PER HOUR		
<u>CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE</u>					
9A.	3,000	SENIOR OFFICE ASSISTANT	\$9.39 PER HOUR		
<u>PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE</u>					
9B.	3,000	SENIOR OFFICE ASSISTANT	\$10.20 PER HOUR		

NOTE: THIS IS A BEST VALUE PROCUREMENT. OTHER FACTORS BESIDES PRICE WILL BE CONSIDERED.

APPROVED BY: /s/

DATE: 1/15/09

CITY OF EL PASO BID TABULATION

BID ITEM: TEMPORARY PERSONNEL BACKUP SERVICE FOR VARIOUS CITY DEPARTMENTS

BID # 2009-009

BID DATE: JANUARY 7, 2009

DEPARTMENT: HUMAN RESOURCES

		TEMPORARY ALTERNATIVES, INC. DBA DMDICKASON PERSONNEL SERVICES EL PASO, TX				
ITEM NO.	EST. HRS. PER YEAR	DESCRIPTION	HOURLY RATE			
CURRENT PRICING EFFECTIVE AS OF JULY 24, 2008, MINIMUM WAGE INCREASE						
10A.	3,000	OTHER CLERICAL PERSONNEL (NOT SPECIFICALLY LISTED)	\$8.54 PER HOUR			
PRICING EFFECTIVE JULY 24, 2009, PER MANDATED MINIMUM WAGE INCREASE						
10B.	3,000	OTHER CLERICAL PERSONNEL (NOT SPECIFICALLY LISTED)	\$9.46 PER HOUR			
		<p>THE CITY AT ITS SOLE DISCRETION, MAY EXERCISE ANY OPTION TO EXTEND THE TERM OF THE AGREEMENT, BY GIVING THE CONTRACTOR WRITTEN NOTICE WITHIN THE TIME PERIOD NOTED ON THE SELECTED OPTIONS.</p> <p>BIDDER OFFERS THE CITY THE OPTION OF EXTENDING THE TERM OF THE CONTRACT FOR:</p> <p>ONE (1) ADDITIONAL YEAR AT THE SAME UNIT PRICE(S), IF THE OPTION IS EXERCISED PRIOR TO THE EXPIRATION OF THE ORIGINAL TERM OF THE CONTRACT. <input checked="" type="checkbox"/></p> <p>TWO (2) ADDITIONAL YEARS AT THE SAME UNIT PRICE(S), IF THE OPTION IS EXERCISED PRIOR TO THE EXPIRATION OF THE ORIGINAL TERM OF THE CONTRACT. <input type="checkbox"/></p> <p>NO OPTION OFFERED. <input type="checkbox"/></p>				
PAYMENT TERMS:		.50% - 10 DAYS NET - 30 DAYS				
ADDITIONAL PAYMENT TERMS: BIDDER AGREES TO ACCEPT PAYMENT BY PROCUREMENT CARD:		YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>				
BIDS SOLICITED: 33		BIDS RECEIVED: 17		BIDS LOCAL: 21		NO BIDS: 2

NOTE: THIS IS A BEST VALUE PROCUREMENT. OTHER FACTORS BESIDES PRICE WILL BE CONSIDERED.

APPROVED BY: /sl/

DATE: 1/15/09

2009-009 TEMPORARY PERSONNEL BACKUP SERVICE FOR VARIOUS CITY DEPARTMENTS -
HUMAN RESOURCES DEPARTMENT

CITY OF EL PASO BID TABULATION

APPROVED BY: /sl/

DATE: 1/15/09

2009-009 TEMPORARY PERSONNEL BACKUP SERVICE FOR VARIOUS CITY DEPARTMENTS -
HUMAN RESOURCES DEPARTMENT