



**Request for Proposals  
Organizational Development,  
Succession Planning, Wage and Benefit Study**

<b>Company</b>	<b>Fixed Fee</b>
ACS Firm Chicago, IL	\$130,410.00
ADK Consulting, Inc. Atlantic Beach, FL	\$135,570.00
Matrix Consulting Group San Mateo, CA	\$77,120.00
Newport Group Cedar Rapids, IA	\$69,700.00

I hereby certify that this is a true and correct tabulation of proposals received on June 1, 2022.

A handwritten signature in black ink, appearing to read "Donald D. Swanson", is written over a horizontal line.

Donald D. Swanson  
Director Finance & Administration