

Sierra ITS Services & Costs

Prepared for the City of Joliet

Section I - Company Information

Field	Information
Company Name	Sierra ITS
Business Address	2515 Waukegan Road, Ste 2, Deerfield, IL 60015
Main Phone Number	847-734-1990
Business Contact	Richard Doran, rdoran@sierraits.com, 312-734-1989
Operational Contact	Scott Van Lyssel, svl@sierraits.com, 312-805-2001
Website	www.SierralTS.com

Section II - Executive Summary

Sierra ITS helps the City of Joliet keep critical technology operations running smoothly by providing proven IT talent quickly and accurately, without requiring long-term fixed-employment commitments. Since 1994, Sierra has specialized in IT staffing and has built its reputation on quality, service, and long-term client support.

Our value is simple: we reduce the time and effort required to find dependable technical resources while giving the City flexibility to match staffing levels to actual workload. Whether support is needed for peak demand, project work, staff transitions, or specialized technical gaps, Sierra consultants operate as an extension of your team.

Sierra has supported public-sector organizations, including the Village of Schaumburg, Village of Glencoe, Village of Gurnee, and the City of Lake Forest. We understand the need for reliable service, professional communication, cost visibility, and consultants who can contribute immediately in a municipal environment.

Why Sierra ITS Delivers Value

- **Focused IT expertise:** Sierra specializes in technology staffing, allowing us to assess technical experience, communication style, and fit with greater precision.
- **Faster access to qualified talent:** Our recruiters combine relationship-driven recruiting with sourcing technology, digital recruiting platforms, resume databases, market intelligence, and targeted outreach tools to identify the best available talent.
- **Reduced hiring burden:** Sierra handles sourcing, screening, reference checks, payroll administration, taxes, workers' compensation, liability coverage, and consultant support.
- **Flexible staffing model:** The City can scale support up or down as workload changes, avoiding the cost and risk of permanent headcount for temporary or project-based needs.
- **Retention and continuity:** Competitive consultant compensation, paid holidays, paid vacation eligibility, and ongoing support help Sierra retain motivated professionals who remain focused on client success.

Talent Sourcing and Screening

Before assigning a contract employee or consultant, Sierra works with City staff to understand the technical environment, work expectations, schedule requirements, supervisor preferences, and success criteria. This front-end alignment helps us submit candidates who match the City's actual needs, not just a keyword list.

Each consultant is evaluated through a structured process that includes in-depth recruiter interviews, technical review, and recent work-related reference checks. We review actual work history, depth of experience, quality of prior environments, presentation, communication skills, and ability to explain technical work in context.

Our experienced technical recruiting team continuously develops candidate pipelines through referrals, our corporate website, professional networks, digital platforms, and modern sourcing tools. This gives the City access to a deeper and more current talent pool than traditional posting alone.

Value Added Services for the City of Joliet

- Customized billing and reporting, including monthly and year-to-date consultant expenditures by department to support budgeting and planning.
- Electronic invoicing and reporting that can include bill rates, supervisor names, employee names, departments, and invoice numbers.
- City-specific consultant orientation covering facility directions, dress code, payroll and timecard procedures, supervisors, hours, duties, and overtime procedures.
- Quality Performance Program to gather client and consultant feedback and monitor technical knowledge, quality of work, productivity, initiative, and interpersonal skills.

Hiring Practices, Compliance, and Insurance

Sierra ITS is an Equal Opportunity Employer and is in full compliance with the Americans with Disabilities Act. Each consultant completes the Employment Eligibility Verification Form I-9 documentation in compliance with United States requirements.

Sierra assumes responsibility for required tax withholding, wage payment, FICA contributions, Federal and State Unemployment taxes, Workers' Compensation, Fidelity, and Liability insurance coverage. Sierra also maintains a workplace substance abuse policy prohibiting the sale, purchase, possession, or use of narcotics, alcohol, or illegal substances in the workplace.

Section III - Costs

The following cost schedules summarize the proposed staffing and professional services rates for Sierra ITS support to the City of Joliet. Rates are presented for board review and provide transparent pricing for both dedicated staffing and flexible professional services support.

Dedicated Computer Technician Staffing

Position / Service	Quantity	Bill Rate	Engagement Type
Full-Time Computer Technician	3	\$60.00/hr	Full-time staffing support

Professional Services Ratesheet 2026-2027

Organization: Sierra ITS | Date: 5.12.2026

Position / Service	Full-Time 40 hrs/week	Part-Time 20 hrs/week	On-Demand Hourly Rate	Block Hours for Discount	Discounted Hourly Rate	Onsite / Remote
Application Support Analyst	\$85-110/hr	\$85-110/hr	TBD by scope	Available	TBD by block	Both
Application Programmer	\$110-130/hr	\$110-130/hr	TBD by scope	Available	TBD by block	Both
Business Analyst	\$85-110/hr	\$85-110/hr	TBD by scope	Available	TBD by block	Both
Database Administrator	\$95-120/hr	\$95-120/hr	TBD by scope	Available	TBD by block	Both
Web Designer	\$95-120/hr	\$95-120/hr	TBD by scope	Available	TBD by block	Both
Network Engineer	\$90-120/hr	\$90-120/hr	TBD by scope	Available	TBD by block	Both
Network Administrator	\$85-110/hr	\$85-110/hr	TBD by scope	Available	TBD by block	Both
Systems Engineer	\$90-110/hr	\$90-110/hr	TBD by scope	Available	TBD by block	Both
Systems Administrator	\$85-110/hr	\$85-110/hr	TBD by scope	Available	TBD by block	Both
Technical Support Specialist	\$55-65/hr	\$55-65/hr	TBD by scope	Available	TBD by block	Both
GIS Administrator	\$55-65/hr	\$55-65/hr	TBD by scope	Available	TBD by block	Both
Office Administrator	\$35-50/hr	\$35-50/hr	TBD by scope	Available	TBD by block	Onsite
SharePoint Developer	\$95-100/hr	\$95-100/hr	TBD by scope	Available	TBD by block	Both
Project Manager	\$85-120/hr	\$85-120/hr	TBD by scope	Available	TBD by block	Both

Sierra ITS is committed to providing the City of Joliet with responsive service, qualified technical resources, transparent administration, and the flexibility to meet changing IT staffing needs.