



# **GSA Federal Supply Services Multiple Award Schedule Contract Number GS-07F-073DA**

**Schedule Title:** Multiple Award Schedule (MAS)

**Contract Number:** GS-07F-073DA

**Special Item Number (SINs):** **334512** [Total Solution Support Products for Facilities Management Systems]  
**611430ST** [Security Training]  
**541990L** [Professional Law Enforcement Services]  
**OLM** [Order Level Materials]

**Contractor:** SGI Global, LLC  
5904 Richmond Highway, Suite 340  
Alexandria, VA 22303-1864  
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(571) 257-5200 (phone)  
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## Overview

SGI Global, LLC (SGI Global) is an established federal government contractor with a history of global capacity building and worldwide training, with an emphasis on enhancing and institutionalizing national security and the rule of law worldwide. Our team works to address some of the most difficult issues facing government leaders by providing a professional staff that includes experts in training, security, and law enforcement. Our expertise draws from the senior ranks of the law enforcement, security, and counterterrorism communities (with both domestic and international experience), ensuring that our experts not only understand the technology, but also the mission. A commitment to excellence in performance and integrity drives our operational philosophy. Our adherence to quality organizational and program management ensures consistency and efficiency in our services and work product.

Since 2008, SGI Global has trained over 14,000 students in 800 law enforcement training courses in over 50 countries. SGI Global's reach extends well beyond the students in the actual classroom, as we specialize in practicing a mentoring and "train-the-trainer" approach that allows our foreign counterparts' to further expand their national capacity and self-sufficiency. We pride ourselves on our established ability to address the core threads apparent in all training programs, including: 1) establishing the organizational infrastructure and logistical support necessary to promptly respond to requirements; 2) applying knowledge and experience to embrace the nuances of diplomatic relationships; 3) delivering contemporary subject matter expertise with training techniques and materials aligned to program objectives; 4) sustaining the capacity to keep pace with content evolution and scheduled training demands; and 5) recruiting, retaining, and supporting a skilled team of qualified, experienced and accomplished instructors.

SGI Global provides a full array of professional security consulting services including emergency planning, physical and technical security assessments, and training. SGI Global has a part of its portfolio of services established training courses in Police Professionalization, Interdiction, and Criminal Investigations tailored for the Government of Mexico requirements.

SGI Global operates under the following NAICS codes: 334512, 541990, 561210, 561611, 611430, 611519, and 611699. SGI Global is a certified Small Business under NAICS codes 334512, 541990, 561210, 561611, 611430, 611519, and 611699.

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**GENERAL SERVICES ADMINISTRATION**  
**FEDERAL ACQUISITION SERVICE**  
**AUTHORIZED FEDERAL SUPPLY SCHEDULE (FSS) CATALOG / PRICELIST**

Online access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA Advantage!**, a menu-driven database system. The INTERNET address for **GSA Advantage!** is <http://www.gsaadvantage.gov>

**SCHEDULE TITLE: Multiple Award Schedule (MAS)**

FSC Group: R414

**CONTRACT NUMBER: GS-07F-073DA**

**CONTRACT PERIOD: February 3, 2016 – February 2, 2026 (Base + Evergreen Option 1),  
Plus two 5-Year Evergreen Option Periods  
through February 2, 2036 (once exercised)**

For more information on ordering from Federal Supply Schedules click on the GSA Schedules link at [www.gsa.gov](http://www.gsa.gov)

**CONTRACTOR:** SGI Global, LLC  
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web: [www.sgiglobal-llc.com](http://www.sgiglobal-llc.com)

**CONTRACTOR'S ADMINISTRATION SOURCE:** Barbara Golder, Senior Director of Contracts and GSA Schedule Contract Administrator – see above contact information

**BUSINESS SIZE:** Small Business (under GSA NAICS 611699)

**ONLINE SAM REGISTRATION:** Active, Current, and Complete

**SOCIOECONOMIC INDICATORS:** None

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**CUSTOMER INFORMATION:****1a. TABLE OF AWARDED SPECIAL ITEM NUMBERS (SINs)**

<b>SIN</b>	<b>DESCRIPTION</b>
334512	Total Solution Support Products for Facilities Management Systems
611430ST	Security Training
541990L	Professional Law Enforcement Services
OLM	Order-Level Materials (OLM)

**1b. LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN:**

(Government net price based on a unit of one)

**N/A – Services Only**

**1c. HOURLY RATES: (Services Only)**

See Pricing Tables I - VIII, Pages 18 - 21 (Professional Services: Worldwide)

See Pricing Table, Page 58 - 60 (Professional Services: Overseas, Mexico only)

**1d. FIRM FIXED PRICE COURSES:**

See Pricing Table, Page 45 (Training Courses: Overseas, Mexico only)

- 2. MAXIMUM ORDER\*:** \$250,000 [MAS SIN 334512]  
\$1,000,000 [MAS SIN 611430ST]  
\$250,000 [MAS SIN 541990L]

\*Ordering activities may request a price reduction at any time before placing an order, establishing a BPA, or in conjunction with the annual BPA review. However, the ordering activity shall seek a price reduction when the order or BPA exceeds the simplified acquisition threshold. Schedule contractors are not required to pass on to all schedule users a price reduction extended only to an individual ordering activity for a specific order or BPA.

- 3. MINIMUM ORDER:** None

**4. GEOGRAPHIC COVERAGE:**

MAS SINs 334512, 611430ST, 541990L - Professional Services: Worldwide

MAS SIN 611430ST - Training Courses: Overseas (Mexico only)

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5. **POINT(S) OF PRODUCTION:** N/A - Services Only

6. **DISCOUNT FROM LIST PRICES:**

***GSA Net Prices are shown on the attached GSA Pricelist. Negotiated discount has been applied and the IFF has been added.***

7. **QUANTITY/VOLUME DISCOUNT(S):** N/A - Services

8. **PROMPT PAYMENT TERMS:** Net 30 DARO

Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9.a **Government Purchase Cards must be accepted at or below the micro-purchase threshold.** YES

9.b **Government Purchase Cards may be accepted above the micro-purchase threshold. Contact contractor for limit.** NO

10. **FOREIGN ITEMS:** None

11a. **TIME OF DELIVERY:** TBD at the Task Order Level

11b. **EXPEDITED DELIVERY:** TBD at the Task Order Level

11c. **OVERNIGHT AND 2-DAY DELIVERY:** None

11d. **URGENT REQUIREMENTS:** Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery.

12. **FOB POINT:** N/A - Services

13a. **ORDERING ADDRESS:** Same

13b. **ORDERING PROCEDURES:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in FAR 8.405-3

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14. **PAYMENT ADDRESS:** Attn: Accounting, 5904 Richmond Highway, Suite 340, Alexandria, VA 22303-1864
  15. **WARRANTY PROVISION:** N/A - Services
  16. **EXPORT PACKING CHARGES:** None
  17. **TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE:**  
N/A
  18. **TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (IF APPLICABLE):** N/A
  19. **TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE):** N/A
  20. **TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE):** N/A
  - 20a. **TERMS AND CONDITIONS FOR ANY OTHER SERVICES (IF APPLICABLE):** N/A
  21. **LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE):** N/A
  22. **LIST OF PARTICIPATING DEALERS (IF APPLICABLE):** N/A
  23. **PREVENTIVE MAINTENANCE (IF APPLICABLE):** N/A
  - 24a. **SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants):** N/A
  - 24b. **Section 508 Compliance for EIT:** as applicable
  25. **DUNS NUMBER:** 827711750
  26. **NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE:** Contractor has an Active Registration in the SAM database.

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**A. SGI Global, LLC Worldwide Professional Services:  
Professional Security / Facility Management Services, Law Enforcement and Security  
Training, and Professional Law Enforcement Services**

**I. Management Professionals**

SGI Management Professionals comprise personnel qualified, by education or experience, to advise clients and/or lead projects. They have demonstrated an ability to supervise and manage large, diverse, and complicated projects and to interface with all levels of both commercial and government management, as required to successfully meet program objectives. They are typically called upon to help launch new efforts or serve as problem solvers to assist our clients to get their programs on-track.

<b>Labor Category</b>	<b>Labor Category Description</b>
Program Executive II	Will have over eighteen years relevant experience and a bachelor's degree.
Program Executive I	Will have over sixteen years relevant experience and a bachelor's degree.
Program Director II	Will have over fourteen years relevant experience and a bachelor's degree.
Program Director I	Will have over twelve years relevant experience and a bachelor's degree.
Senior Program Manager II	Will have over ten years relevant experience and a bachelor's degree.
Senior Program Manager I	Will have over eight years relevant experience and a bachelor's degree
Program Manager III	Will have over six years relevant experience and a bachelor's degree.
Program Manager II	Will have over five years relevant experience and a bachelor's degree.
Program Manager I	Will have over four years relevant experience and a bachelor's degree.
Team Leader III	Will have over three years relevant experience and a bachelor's degree.
Team Leader II	Will have over two years relevant experience and a bachelor's degree.
Team Leader I	Will have over one year relevant experience and a bachelor's degree.

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**Note:** Six years of additional relevant experience may be substituted for a bachelor's degree.

A Master's Degree may be substituted for two years of experience.

A Doctoral Degree may be substituted for four years of experience.

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## II. Subject Matter Experts

SGI Subject Matter Experts comprises personnel qualified, by education, experience and/or certificates or licenses to support and advise clients in a recognized discipline or area of expertise required by a project/effort. Areas of expertise include technical, operational, and analytical law enforcement services, as well as cultural, policy and legislative expertise which may be unique to the project.

Labor Category	Labor Category Description
Principal Subject Matter Expert II	Will have over eighteen years relevant experience and a bachelor's degree.
Principal Subject Matter Expert I	Will have over sixteen years relevant experience and a bachelor's degree.
Senior Subject Matter Expert II	Will have over fourteen years relevant experience and a bachelor's degree.
Senior Subject Matter Expert I	Will have over ten years relevant experience and a bachelor's degree.
Subject Matter Expert III	Will have over six years relevant experience and a bachelor's degree.
Subject Matter Expert II	Will have over four years relevant experience and a bachelor's degree.
Subject Matter Expert I	Will have over two years relevant experience and a bachelor's degree.

**Note:** Six years of additional relevant experience may be substituted for a bachelor's degree.

A Master's Degree may be substituted for two years of experience.

A Doctoral Degree may be substituted for four years of experience.

Language fluency may be substituted for two years of experience.

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### III. Functional Specialists

SGI Functional Specialists comprise personnel qualified, by education or experience to provide specific functional expertise in conjunction with law enforcement such as fingerprinting services, handwriting analysis, breath analysis, ballistic analysis, and forensic artist's and other forensic services.

Labor Category	Labor Category Description
Principal Functional Specialist II	Will have over eighteen years relevant experience and a bachelor's degree.
Principal Functional Specialist I	Will have over sixteen years relevant experience and a bachelor's degree.
Senior Functional Specialist II	Will have over fourteen years relevant experience and a bachelor's degree.
Senior Functional Specialist I	Will have over ten years relevant experience and a bachelor's degree.
Lead Functional Specialist III	Will have over eight years relevant experience and a bachelor's degree.
Lead Functional Specialist II	Will have over six years relevant experience and a bachelor's degree.
Lead Functional Specialist I	Will have over four years relevant experience and a bachelor's degree.
Functional Specialist III	Will have over three years relevant experience and a bachelor's degree.
Functional Specialist II	Will have over two years relevant experience and a bachelor's degree.
Functional Specialist I	Will have a bachelor's degree or six years relevant experience.

**Note:** Six years of additional relevant experience may be substituted for a bachelor's degree.

A Master's Degree may be substituted for two years of experience.

A Doctoral Degree may be substituted for four years of experience.

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#### IV. Analyst

SGI's Analysts comprise personnel qualified, by education or experience, to provide analytical support to projects. Analysis disciplines include investigative analysis, law enforcement mentorship, linguist, geo-political and counterterrorism analysis methods such as those employed within the intelligence community. Additionally, they perform complex evaluations of existing procedures, processes, techniques, models, and/or systems related to projects to develop and recommend solutions.

<b>Labor Category</b>	<b>Labor Category Description</b>
Principal Analyst II	Will have over eighteen years relevant experience and a bachelor's degree.
Principal Analyst I	Will have over sixteen years relevant experience and a bachelor's degree.
Senior Analyst II	Will have over fourteen years relevant experience and a bachelor's degree.
Senior Analyst I	Will have over ten years relevant experience and a bachelor's degree.
Lead Analyst III	Will have over six years relevant experience and a bachelor's degree.
Lead Analyst II	Will have over four years relevant experience and a bachelor's degree.
Lead Analyst I	Will have over three years relevant experience and a bachelor's degree.
Analyst IV	Will have over two years relevant experience and a bachelor's degree.
Analyst III	Will have a bachelor's degree or six years relevant experience.
Analyst II	Will have four years relevant experience.
Analyst I	Will have two years relevant experience.

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**Note:** Six years of additional relevant experience may be substituted for a bachelor's degree.

A Master's Degree may be substituted for two years of experience.

A Doctoral Degree may be substituted for four years of experience.

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## V. Training Specialists

SGI Training Specialists comprise personnel qualified, by education or experience to develop training programs employing the most advanced methods and techniques appropriate to your project, ranging from traditional classroom methods to virtual classroom programs.

Labor Category	Labor Category Description
Principal Training Specialist II	Will have over eighteen years relevant experience and a bachelor's degree.
Principal Training Specialist I	Will have over sixteen years relevant experience and a bachelor's degree.
Senior Training Specialist II	Will have over fourteen years relevant experience and a bachelor's degree.
Senior Training Specialist I	Will have over ten years relevant experience and a bachelor's degree.
Lead Training Specialist III	Will have over eight years relevant experience and a bachelor's degree.
Lead Training Specialist II	Will have over six years relevant experience and a bachelor's degree.
Lead Training Specialist I	Will have over four years relevant experience and a bachelor's degree.
Training Specialist III	Will have over three years relevant experience and a bachelor's degree.
Training Specialist II	Will have over two years relevant experience and a bachelor's degree.
Training Specialist I	Will have a bachelor's degree or six years relevant experience.

**Note:** Six years of additional relevant experience may be substituted for a bachelor's degree.

A Master's Degree may be substituted for two years of experience.

A Doctoral Degree may be substituted for four years of experience.

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## VI. Administrative Support Specialists

SGI Administrative Support Specialists provide a variety of support services in coordination and complementary to other SGI specialists supporting efforts.

<b>Labor Category</b>	<b>Labor Category Description</b>
Executive Assistant	Will have over six years of administrative support experience including managing executive correspondence, coordination of on and off-site group meetings, analyze complex data and prepare complex reports.
Senior Administrative Assistant II	Will have over five years of administrative support experience including managing executive correspondence, coordination of on and off-site group meetings, analyze complex data and prepare complex reports.
Senior Administrative Assistant I	Will have over four years of administrative support experience including managing executive correspondence, coordination of on and off-site group meetings, analyze complex data and prepare complex reports.
Administrative Assistant III	Will have over three years administrative support experience including managing correspondence, coordination of onsite and off-site group meetings, registration of electronic conference participants, analyze complex data and prepare reports such as user demographics and website metrics.

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## VII. International Trainer/Mentor

SIG International Trainer/Mentors provide training and/or mentoring to local law enforcement and security officers in OCONUS locations.

International Trainer/Mentors must have:

- Bachelor's Degree
- International training and/or mentoring experience
- General law enforcement or military experience
- Instructor certification from a recognized law enforcement agency (local, state, or federal)
- Experience working with translators

International Trainer/Mentor VIII	Will have over twenty (20) years relevant experience and a bachelor's degree.
International Trainer/Mentor VII	Will have over fifteen (15) years relevant experience and a bachelor's degree.
International Trainer/Mentor VI	Will have over twelve (12) years relevant experience and a bachelor's degree.
International Trainer/Mentor V	Will have over ten (10) years relevant experience and a bachelor's degree.
International Trainer/Mentor IV	Will have over eight (8) years relevant experience and a bachelor's degree.
International Trainer/Mentor III	Will have over six (6) years relevant experience and a bachelor's degree.
International Trainer/Mentor II	Will have over four (4) years relevant experience and a bachelor's degree.
International Trainer/Mentor I	Will have over two (2) years relevant experience and a bachelor's degree.

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### VIII. Security Consultant/Advisor

SGI Security Consultant/Advisors provide security expertise in antiterrorism, law enforcement, and/or security. Security Consultants are experts in a specific set of disciplines and subject matters in the security industry, providing guidance on policy, procedures, management, and operations as needed.

Security Consultant/Advisor VII	Will have over twenty (20) years relevant experience and a bachelor's degree.
Security Consultant/Advisor VI	Will have over fifteen (15) years relevant experience and a bachelor's degree.
Security Consultant/Advisor V	Will have over twelve (12) years relevant experience and a bachelor's degree.
Security Consultant/Advisor IV	Will have over ten (10) years relevant experience and a bachelor's degree.
Security Consultant/Advisor III	Will have over eight (8) years relevant experience and a bachelor's degree.
Security Consultant/Advisor II	Will have over five (5) years relevant experience and a bachelor's degree.
Security Consultant/Advisor I	Will have over two (2) years relevant experience and a bachelor's degree.

**Pricing Tables I – VIII**

<b>SERVICE PROPOSED (e.g. Job Title/Task)</b>	<b>MINIMUM EDUCATION/ CERTIFICATION LEVEL</b>	<b>MINIMUM YEARS OF EXPERIENCE</b>	<b>GSA PRICE (excluding IFF)</b>	<b>GSA PRICE (including IFF)</b>
Program Executive II	Bachelors	18 years relevant experience	\$235.02	\$236.80
Program Executive I	Bachelors	16 years relevant experience	\$169.96	\$171.23
Program Director II	Bachelors	14 years relevant experience	\$127.50	\$128.46
Program Director I	Bachelors	12 years relevant experience	\$133.66	\$134.67
Senior Program Manager II	Bachelors	10 years relevant experience	\$131.17	\$132.16
Senior Program Manager I	Bachelors	8 years relevant experience	\$127.62	\$128.58
Program Manager III	Bachelors	6 years relevant experience	\$109.50	\$110.32
Program Manager II	Bachelors	5 years relevant experience	\$107.35	\$108.16
Program Manager I	Bachelors	4 years relevant experience	\$88.00	\$88.66
Team Leader III	Bachelors	3 years relevant experience	\$82.64	\$83.26
Team Leader II	Bachelors	2 years relevant experience	\$80.08	\$80.68
Team Leader I	Bachelors	1 year relevant experience	\$77.48	\$78.06
Principal Subject Matter Expert II	Bachelors	18 years relevant experience	\$123.79	\$124.73
Principal Subject Matter Expert I	Bachelors	16 years relevant experience	\$120.54	\$121.45
Senior Subject Matter Expert II	Bachelors	14 years relevant experience	\$105.07	\$105.86
Senior Subject Matter Expert I	Bachelors	10 years	\$102.47	\$103.24

<b>SERVICE PROPOSED (e.g. Job Title/Task)</b>	<b>MINIMUM EDUCATION/ CERTIFICATION LEVEL</b>	<b>MINIMUM YEARS OF EXPERIENCE</b>	<b>GSA PRICE (excluding IFF)</b>	<b>GSA PRICE (including IFF)</b>
Subject Matter Expert III	Bachelors	6 years	\$91.37	\$92.06
Subject Matter Expert II	Bachelors	4 years	\$89.26	\$89.93
Subject Matter Expert I	Bachelors	2 years	\$86.72	\$87.38
Principal Functional Specialist II	Bachelors	18 years	\$105.48	\$106.28
Principal Functional Specialist I	Bachelors	16 years	\$102.47	\$103.24
Senior Functional Specialist II	Bachelors	14 years	\$89.26	\$89.93
Senior Functional Specialist I	Bachelors	10 years	\$86.45	\$87.10
Lead Functional Specialist III	Bachelors	8 years	\$76.83	\$77.41
Lead Functional Specialist II	Bachelors	6 years	\$60.19	\$60.64
Lead Functional Specialist I	Bachelors	4 years	\$50.95	\$51.33
Functional Specialist III	Bachelors	3 years	\$60.19	\$60.64
Functional Specialist II	Bachelors	2 years	\$41.68	\$41.99
Functional Specialist I	Bachelors	0 year	\$60.84	\$61.30
Principal Analyst II	Bachelors	18 years	\$104.33	\$105.12
Principal Analyst I	Bachelors	16 years	\$102.47	\$103.24
Senior Analyst II	Bachelors	14 years	\$88.13	\$88.80
Senior Analyst I	Bachelors	10 years	\$85.64	\$86.29
Lead Analyst III	Bachelors	6 years	\$72.26	\$72.80
Lead Analyst II	Bachelors	4 years	\$50.95	\$51.33
Lead Analyst I	Bachelors	3 years	\$59.27	\$59.71
Analyst IV	Bachelors	2 years	\$50.95	\$51.33
Analyst III	Bachelors	0 year	\$50.95	\$51.33
Analyst II	-	4 years	\$41.68	\$41.99
Analyst I	-	2 years	\$40.49	\$40.79
Principal Training Specialist II	Bachelors	18 years	\$89.26	\$89.93
Principal Training Specialist I	Bachelors	16 years	\$86.72	\$87.38
Senior Training Specialist II	Bachelors	14 years	\$75.07	\$75.64
Senior Training Specialist I	Bachelors	10 years	\$72.92	\$73.47
Lead Training Specialist III	Bachelors	8 years	\$64.42	\$64.91
Lead Training Specialist II	Bachelors	6 years	\$62.63	\$63.10
Lead Training Specialist I	Bachelors	4 years	\$60.84	\$61.30
Training Specialist III	Bachelors	3 years	\$60.16	\$60.61

<b>SERVICE PROPOSED (e.g. Job Title/Task)</b>	<b>MINIMUM EDUCATION/ CERTIFICATION LEVEL</b>	<b>MINIMUM YEARS OF EXPERIENCE</b>	<b>GSA PRICE (excluding IFF)</b>	<b>GSA PRICE (including IFF)</b>
Training Specialist II	Bachelors	2 years	\$58.62	\$59.06
Training Specialist I	Bachelors	0 years	\$57.01	\$57.44
Executive Assistant	-	6 years	\$72.92	\$73.47
Senior Administrative Assistant II	-	5 years	\$62.63	\$63.10
Senior Administrative Assistant I	-	4 years	\$60.84	\$61.30
Administrative Assistant III	-	3 years	\$58.62	\$59.06
International Trainer/Mentor VIII	Bachelors	20 years relevant experience	\$179.94	\$181.30
International Trainer/Mentor VII	Bachelors	15 years relevant experience	\$174.43	\$175.75
International Trainer/Mentor VI	Bachelors	12 years relevant experience	\$165.25	\$166.50
International Trainer/Mentor V	Bachelors	10 years relevant experience	\$156.07	\$157.25
International Trainer/Mentor IV	Bachelors	8 years relevant experience	\$146.89	\$148.00
International Trainer/Mentor III	Bachelors	6 years relevant experience	\$137.71	\$138.75
International Trainer/Mentor II	Bachelors	4 years relevant experience	\$111.03	\$111.87
International Trainer/Mentor I	Bachelors	2 years relevant experience	\$105.36	\$106.16
Security Consultant/Advisor VII	Bachelors	20 years relevant experience	\$168.47	\$169.74
Security Consultant/Advisor VI	Bachelors	15 years relevant experience	\$154.71	\$155.88
Security Consultant/Advisor V	Bachelors	12 years relevant experience	\$142.68	\$143.76
Security Consultant/Advisor IV	Bachelors	10 years relevant experience	\$132.36	\$133.36
Security Consultant/Advisor III	Bachelors	8 years relevant experience	\$120.33	\$121.24

SERVICE PROPOSED (e.g. Job Title/Task)	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	GSA PRICE (excluding IFF)	GSA PRICE (including IFF)
Security Consultant/Advisor II	Bachelors	5 years relevant experience	\$75.93	\$76.50
Security Consultant/Advisor I	Bachelors	2 years relevant experience	\$71.46	\$72.00

## B. SGI Global, LLC Overseas Services: Training Courses in 32 States of Mexico

### I. Police Professionalization Team

*All Course Instruction shall be in Spanish at a minimum level of 4/4, except where otherwise noted in the Course Description. Course Instructors shall have a minimum 10 years of professional law enforcement experience / international police experience for these Courses.*

(1) Training Course Name	Basic Skills
Instructor Minimum Qualification for this Course	<ul style="list-style-type: none"> <li>- Minimum 15 years of experience in Public Safety.</li> <li>- Necessary experience in handling weapons and police operations.</li> <li>- Instructors must have excellent physical condition to demonstrate the skills to the participants.</li> <li>- Instructors must speak Spanish at an advanced professional level.</li> </ul>
Kick-off Meeting Required	Yes
Course Description	This Basic Police Skills course is built on the need for Mexican police officers to have up-to-date training in line with the new changes in the accusatory criminal system, which allows Mexican police officers to develop the necessary skills for effective compliance of their work.
Course Objective	Develop instructors to execute various techniques and basic police procedures, applicable to the context of the framework of the Mexican accusatory criminal system, in order to develop necessary skills for the performance of their function as a police officer.
Course Curriculum	Unit 1. Introduction Unit 2. Legal Framework Unit 3. Police Ethics Unit 4. Human Rights Unit 5. Legitimate Use of Force Unit 6. Patrol Procedure Unit 7. Weapons Unit 8. Police Defense Skills Unit 9. Proximity Police Techniques Unit 10. Accusatory Criminal System

(2) Training Course Name	Instructor Development
Instructor Minimum Qualification for this Course	<ul style="list-style-type: none"> <li>- Minimum three years of experience developing courses and training manuals, plus five years as training instructor.</li> <li>- Knowledge of the guidelines and requirements corresponding to the <b>CONOCER “ECO217” Standard</b> is also required. Preferably, instructors must be certified in either or both of the following CONOCER Standards: ECO217 and/or EC301 in Mexico.</li> </ul>
Kick-off Meeting Required	Yes
Course Description	This course is taught face-to-face. Its duration is 80 hours, broken down in 10 days. On course completion, participants will get a certificate of attendance recognized by the Secretariado Ejecutivo del Sistema Nacional de Seguridad Publica (SESNSP). Subsequently, course delegates will have the opportunity to initiate the work–competences certification process based upon the <b>CONOCER “ECO217” Standard</b> .
Course Objective	By the end the course, participants will have developed the ability to teach face-to-face courses, using a plan and instructional materials developed to fulfill basic quality criteria that foster meaningful learning

	and cater for participants' training needs.
Course Curriculum	Unit 1. Basic Concepts Unit 2. Instructional Contents Unit 3. Learning Aims Unit 4. Teaching Techniques Unit 5. Assessment Techniques and Tools Unit 6. Pedagogic Materials Unit 7. PowerPoint Presentations Unit 8. Teaching Courses Unit 9. Recommendations Underlying Facilitation of Training Courses

<b>(3) Training Course Name</b>	<b>Curriculum Development</b>
Instructor Minimum Qualification for this Course	- Minimum 10 years of professional law enforcement experience / international police experience.
Kick-off Meeting Required	Yes
Course Description	<p>The course develops in the participants the ability to analyze employee performance problems to determine whether these should be solved with a training or non-training solution.</p> <p>Participants are then taught the design model of 12-stage instructional systems to develop instructional programs that will result in the resolution of training-related performance problems in an efficient and effective manner.</p> <p>The course has been designed in a "workshop" format. Classes are accompanied by an immediate opportunity for participants to practice what they have just learned.</p>
Course Objective	Provide to the experienced police trainers knowledge, skills and abilities they need to design Instruction systems and training programs.
Course Curriculum	Unit 1. Introduction Unit 2. Role of Curriculum Development To Solve Performance Problems Unit 3. Analysis of Performance Problems Unit 4. Analysis of Requirements Unit 5. Analysis of Participants Unit 6. Analysis of Working Environment Unit 7. Analysis of Work, Tasks and Content Unit 8. Development of Learning Goals and Objectives Unit 9. Development of Performance Measures Unit 10. Ordering Learning Objectives Unit 11. Selection of Instructional Strategies Unit 12. Selection of Teaching Methods Unit 13. Creating Effective Instructional Materials Unit 14. Developing Lesson Plan Unit 15. Validation of Training Course Unit 16. Evaluation of Training Course Unit 17. Application of Curriculum Development Model Unit 18. Course Summary

<b>(4) Training Course Name</b>	<b>Training Evaluation</b>
Instructor Minimum Qualification	- Minimum 10 years of professional law enforcement experience /

for this Course	international police experience.
Kick-off Meeting Required	Yes
Course Description	The course is designed in the format of "workshop" because this method gives participants many opportunities to "learn -doing". Instruction includes an immediate opportunity for participants to practice what they just have learned. The duration of the course is one week and the target audience is made up of the experienced trainers who have completed the Instructor Development Courses and Curriculum Development. The course is also recommended to supervisors responsible for directing all aspects of training in their agencies.
Course Objective	Provide to the experienced trainers knowledge, skills and abilities to assess the efficiency and effectiveness of curricula and training programs. Participants will learn to conduct a comprehensive evaluation of training programs to determine if they have succeeded in reducing or eliminating employee performance problems.
Course Curriculum	Unit 1. Introduction and Overview Unit 2. Assessment of Lesson Plan Unit 3. How To Evaluate Training Unit 4. Evaluation Techniques and Instruments Unit 5. Development of Evaluation Tools: Survey Unit 6. Instructor Performance Standards Unit 7. Assessment of Instructor Unit 8. Application of Evaluation Model

(5) Training Course Name	<b>First Line Supervisor</b>
Instructor Minimum Qualification for this Course	- Experience in teaching human development courses, specifically as they relate to both leadership and team work.
Kick-off Meeting Required	Yes
Course Description	This is a basic-level course, taught in a face-to-face modality. The course duration is 40 hours, which are broken down in 5 days. On course completion, participants will get a certificate of attendance, which has SESNSP recognition.
Course Objective	By the end the course, participants will have developed the ability to use different tools and techniques to strengthen their leadership and team-leading skills to try and achieve their strategic organizational aims.
Course Curriculum	Unit 1. Leadership and Supervision Competences Unit 2. Interpersonal Communication Unit 3. Motivation Unit 4. Team Building Unit 5. Inadequate Performance and Discipline Unit 6. Performance Appraisal Unit 7. Change Management

(6) Training Course Name	<b>Tactical Medicine</b>
Instructor Minimum Qualification for this Course	- Experience of teaching tactical-medicine courses. - Preferably, with experience working as a combat medic or as a paramedic.
Kick-off Meeting Required	Yes
Course Description	The Place of Performance for this course is the Federal Police

	Agency – Mexico City, San Luis Potosi and Ciudad Juarez. This course is taught face-to-face. Its duration is 40 hours, broken down in 5 days. On course completion, participants will get a certificate of attendance recognized by Federal Police.
Course Objective	By the end the course, participants will have developed the ability to provide tactical medicine assistance to the victims of a sinister, in reference to a scenario and simulated injured individuals with different medical conditions, applying all necessary procedures according to execution criteria explored throughout the course.
Course Curriculum	Unit 1. Medical Assistance to Injured Individuals Unit 2. Initial Assessment Unit 3. Controlling Hemorrhages Unit 4. Opening and Managing Airways Unit 5. Treating Thorax Trauma Unit 6. Evacuating Victims Unit 7. Specific Conditions Unit 8. Tactical Medicine Workshop

(7) Training Course Name	<b>Project Management</b>
Instructor Minimum Qualification for this Course	- Prior Project Management instructional experience. - Knowledge of Mexican Law Enforcement structure and organization and certified as Project Management Professionals (PMP).
Kick-off Meeting Required	Yes
Course Description	This course bolsters the project administrative capabilities of the Government of Mexico (GOM) non-uniformed personnel of various Federal Security Agencies through a course in Project Management theory, techniques and practical exercises. It improves the quality of leadership, supervision and management capabilities of the respective organizations. Mexican Security Agency personnel will acquire the necessary skills to take the Project Management Institute (PMI) test and receive the PMP certification.
Course Objective	Provide each of the participants the necessary knowledge and skills to manage the life cycle of assigned projects at their respective organizations. Project Management Training is based on a detailed and proven approach using tools, techniques, and best practices based on the PMI Project Management Body of Knowledge (PMBOK®) to deliver solutions of any size, scope, or complexity.
Course Curriculum	Unit 1. Project Management Overview Unit 2. Start Phase Unit 3. Planning Phase Unit 4. Execution and Control Phase Unit 5. Closing Phase Unit 6. Communication Styles of Project Manager

(8) Training Course Name	<b>Background Investigation</b>
Instructor Minimum Qualification for this Course	- Experience of teaching police investigation courses. Preferably, with experience working within background check / vetting context.
Kick-off Meeting Required	Yes
Course Description	This course is taught face-to-face. Its duration is 40 hours, broken down in 5 days. On course completion, participants will get a certificate of attendance recognized by the SESNSP.

Course Objective	By the end this course / workshop, participants will have developed the ability to reunite the assessment elements required for the background check / vetting process in order to identify potentially damaging employees for the organization, within the background check / vetting context.
Course Curriculum	Unit 1. Basic Concepts Re: Background Checks / Vetting Unit 2. Planning Unit 3. Data and Information Collection Unit 4. Interview Unit 5. Desk Investigation Unit 6. Field Investigation Unit 7. Analysis / Outcomes Report

(9) Training Course Name	<b>Basic Internal Affairs Investigators</b>
Instructor Minimum Qualification for this Course	- Teaching experience of three years, plus five years conducting criminal investigations. Preferably, with experience working for an IA Unit within law enforcement agencies/organizations.
Kick-off Meeting Required	Yes
Course Description	This course is taught face-to-face. Its duration is 40 hours, broken down in 5 days. On course completion, participants will get a certificate of attendance recognized by the SESNSP.
Course Objective	By the end the course, participants will have developed the ability to recognize the overall basic concepts, processes, and procedures regarding the operation of investigation areas in an Internal Affairs (IA) Unit to thus develop a general awareness of the IA investigation process.
Course Curriculum	Unit 1. Introduction Unit 2. Investigation Processes Unit 3. Investigation Techniques Unit 4. Interview Techniques Unit 5. Surveillance Unit 6. Analysis and Documentation Unit 7. Covert Operations Unit 8. End of Course

(10) Training Course Name	<b>Cognitive Interview *</b>
Instructor Minimum Qualification for this Course	Each instructor has past performance and experience as polygraphist while employed by a United States (U.S.) law enforcement agency at the federal, state, or local level. <ul style="list-style-type: none"> <li>- Must be experienced in the topic of this course of instruction. Instructors must have been recognized or accredited as polygraphist by a recognized polygraph body such as the American Polygraph Association (APA), the American Association of Police Polygraphist (AAPP), or by the U.S. Department of Defense (DOD).</li> <li>- Must have been recognized or accredited as polygraph instructors by an accredited U.S. polygraph body such as the APA or the National Center for Credibility Assessment (NCCA).</li> <li>- Is preferred that the instructors have training experience with Mexican law enforcement agencies and/or Mexican polygraphists.</li> </ul>

Kick-off Meeting Required	Yes
Course Description	Training could be performed in English. If in English, contractor shall provide interpretation services to Spanish as required. Provide advanced polygraph training in the use of cognitive interview techniques to polygraphists of various State and Federal agencies throughout Mexico. This training is directed to GOM polygraphists who evaluate police or governmental personnel, and is intended to provide them with current best practices, techniques, and theoretical understanding of the use of cognitive interview techniques to enhance the effectiveness and reliability of the polygraph examination, and to assist them relying on those practices that meet U.S. and international standards recognized by such entities such as the APA and the NCCA.
Course Objective	Improve the effectiveness and reliability of polygraph examinations used during GOM integrity assessments, by providing current best practices in the use of cognitive interview techniques during the pre- and post-examination interviews that confirm the conclusions produced by the examination and give the examiner insight into areas of concern.
Course Curriculum	Unit 1. Introduction and Overview of Polygraphy Unit 2. Deception Detection in Interviews: <i>Vrij</i> Recommendations Unit 3. Elicitation Methods in Multiple-Issue Screening Unit 4. Causes and Remedies of Polygraph Inconclusive Results Unit 5. PEACE Model for Specific-Issue Polygraph Testing Unit 6. Conversation Management Unit 7. Non-Polygraph Technologies

(11) Training Course Name	<b>Polygraph Inconclusive Results *</b>
Instructor Minimum Qualification for this Course	<ul style="list-style-type: none"> <li>- Each instructor has past performance and experience as polygraphist while employed by a U.S. law enforcement agency at the federal, state, or local level.</li> <li>- Must be experienced in the topic of this course of instruction. Instructors must have been recognized or accredited as polygraphist by a recognized polygraph body such as the APA, the AAPP, or by the U.S. DOD.</li> <li>- Must have been recognized or accredited as polygraph instructors by an accredited U.S. polygraph body such as the APA or the NCCA.</li> <li>- Is preferred that the instructors have training experience with Mexican law enforcement agencies and/or Mexican polygraphists.</li> </ul>
Kick-off Meeting Required	Yes
Course Description	Training could be performed in English. If in English, contractor shall provide interpretation services to Spanish as required. Provide advanced polygraph training in the techniques to reduce inconclusive polygraph examinations to polygraphists of various State and Federal agencies throughout Mexico. This training is directed to GOM polygraphists who evaluate police or governmental personnel, and is intended to provide them with current best practices, techniques, and theoretical understanding of the use of risk assessment techniques that can reduce the number of inconclusive examinations and increase the effectiveness and reliability of the polygraph examination, relying on those practices that meet U.S. and

	international standards recognized by such entities such as the APA and the NCCA.
Course Objective	The course is to improve the effectiveness and reliability of polygraph examinations used during GOM integrity assessments, by providing current best practices in the use of risk assessment techniques to reduce the number of inconclusive examinations and improve the reliability of polygraph results.
Course Curriculum	Unit 1. Polygraphist Responsibility in Inconclusive Results Unit 2. Inconclusive Results; Steps of Analysis Unit 3. Common Mistakes / Reasons which Lead to Inconclusive Results Unit 4. Strategies Before Polygraph Test Unit 5. Quality in Closing Out Interview Unit 6. Accredited Polygraph Techniques Unit 7. Charts Review, Analysis and Interpretation of Results

(12) Training Course Name	<b>Psychology - Introductory Course</b>
Instructor Minimum Qualification for this Course	- Psychologist academic degree - Psychology interview training.
Kick-off Meeting Required	Yes
Course Description	Introductory training in protocols policies and procedures in regards the Psychological testing for <i>Control de Confianza</i>
Course Objective	Provide basic guidance to new personnel in charge to conduct the psychological evaluation in <i>Control de Confianza</i> on how to properly conduct the Test.
Course Curriculum	Unit 1. Importance of Utilizing Pre-Employment Psychological Evaluations in Hiring Process Unit 2. Psychological Testing Instruments and Clinical Interview Unit 3. Types of Psychological Testing Instruments Unit 4. Establishment of Department Policy, Procedures, and Protocols for Pre-Employment Psychological Evaluations

(13) Training Course Name	<b>Psychometrics Workshop</b>
Instructor Minimum Qualification for this Course	- Psychologist academic degree. - Minnesota Multiphasic Personality Inventory-2 (MMPI-2) training.
Kick-off Meeting Required	Yes
Course Description	Introductory training in psychometric tools and criteria in support of the psychological testing for <i>Control de Confianza</i> .
Course Objective	Provide basic training in psychometric tools and criteria for law enforcement personnel.
Course Curriculum	Unit 1. Introduction to Psychometrics Unit 2. How Psychometrics Can Be Used during Pre-Employment Screening Process Unit 3. Effective Use of Cognitive and Personality Tests Unit 4. Psychometric Test Known as M-Pulse or Matrix-Predictive Uniform Law Enforcement Selection Evaluation Inventory

(14) Training Course Name	<b>Introduction Background (Basic)</b>
Instructor Minimum Qualification for this Course	- Expertise conducting Background Investigations (BI) - Past performance as Investigator

Kick-off Meeting Required	Yes
Course Description	Introductory training in protocols, policies and procedures in regards the Background Investigation for <i>Control de Confianza</i> .
Course Objective	Provide basic guidance to new personnel in charge to conduct the Background Investigation in Control de Confianza on how to properly conduct the investigation.
Course Curriculum	Unit 1. Importance of Background Investigations for Hiring Process Unit 2. Role of Background Investigator in Determining Suitability of Quality Candidates Unit 3. BI Procedures and Protocols Unit 4. Mitigation of Potential Issues Identified in BI Process

(15) Training Course Name	<b>Medical Evaluation (Introductory)</b>
Instructor Minimum Qualification for this Course	- Academic degree in Medicine.
Kick-off Meeting Required	Yes
Course Description	Introductory training in protocols, policies and procedures in regards the Medical exam for <i>Control de Confianza</i> .
Course Objective	Provide basic guidance to new personnel in charge to conduct the medical exam in Control de Confianza on how to properly conduct the exam.
Course Curriculum	Unit 1. Medical Screening as Critical Component of Hiring Process Unit 2. Concept of Medical Screening in Recruiting To Increase Efficiency and Reduce Injuries or Disability Claims Unit 3. Best Practices for Conducting Medical Screening Unit 4. Evaluation of Medical Data To Assess Fitness To Perform

(16) Training Course Name	<b>Toxicology Evaluation (Introductory)</b>
Instructor Minimum Qualification for this Course	- Academic degree in Medicine. - 10 years of experience in conducting drug testing.
Kick-off Meeting Required	Yes
Course Description	Introductory training in protocols, policies and procedures in regards the drug testing for <i>Control de Confianza</i> .
Course Objective	Provide basic guidance to new personnel in charge to conduct the drug test in <i>Control de Confianza</i> on how to properly conduct the test.
Course Curriculum	Unit 1. Pre-Employment Drug Use Testing Unit 2. Critical Mission of Law Enforcement in Establishing Drug-Free Work Environment Unit 3. Policy for Pre-Employment Drug Use Testing and Random Testing Unit 4. Chain of Custody on Tests and Laboratory Results

(17) Training Course Name	<b>Interview Techniques</b>
Instructor Minimum Qualification for this Course	- Shall be trained and certified or accredited specifically in Interview Techniques by a recognized authority in the field that could be an interview or investigative training school, firm or U.S. government agency.
Kick-off Meeting Required	Yes
Course Description	The interview training based in best practices and international

	standards is a key element to strength the capabilities of the <i>Control de Confianza</i> that will definitely benefit the vetting system of the Government of Mexico.
Course Objective	Improve the performance of the Government of Mexico <i>Control de Confianza</i> program thru recognized interview techniques that will increase the effectiveness and results of their evaluation process that will be helpful in the making decisions in regards public safety and vetting controls.
Course Curriculum	Unit 1. Introduction to Interview Techniques Unit 2. Behavior Symptom Analysis Unit 3. Behavior Analysis Interview Unit 4. After-Interview Approach

(18) Training Course Name	<b>Adjudications Course</b>
Instructor Minimum Qualification for this Course	- Investigator past performance. - Expertise as adjudicator.
Kick-off Meeting Required	Yes
Course Description	Training for Adjudicators in <i>Control de Confianza</i> .
Course Objective	Improve the analysis and results of Control de Confianza exams thru the implementation of best practices and standards in the adjudication process.
Course Curriculum	Unit 1. Introduction to Adjudication Process as Component of Hiring Process Unit 2. Adjudication Standards and Training Program for Adjudicators Unit 3. Protocols for Reporting Adjudication Results and Validation of Findings Unit 4. Legal Aspects of Adjudication Results in Denying Employment

(19) Training Course Name	<b>Basic Skills (Level II)</b>
Instructor Minimum Qualification for this Course	- Minimum 15 years of experience in Public Safety. - Necessary experience in handling weapons and police operations. - Instructors must have excellent physical condition to demonstrate the skills to the participants.
Kick-off Meeting Required	Yes
Course Description	This Basic Police Skills Level II course is next step in the specialization of the professionalization of the Mexican Police under the new Mexican Accusatory Criminal System.
Course Objective	Develop instructors to execute various techniques and advanced police procedures, applicable to the context of the framework of the Mexican accusatory criminal system.
Course Curriculum	Unit 1. Introduction to New Mexico Accusatory System Unit 2. Law Enforcement Officers as Investigators and Reporters of Fact to Prosecutors and Judge Unit 3. Basic and Advanced Investigative Skills, Processing Evidence, Report Writing Unit 4. Working with Prosecutor, Providing Testimony in Court

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(20) Training Course Name	<b><i>Policia Procesal</i></b>
Instructor Minimum Qualification for this Course	- Experience in Public Safety. - Training experience with Mexican law enforcement agencies.
Kick-off Meeting Required	Yes
Course Description	This course is taught face-to-face directed to Police officers interested in becoming part of Procedural Police System, in their police departments.
Course Objective	Provide basis of the processual procedures according to the new accusatory Mexican System.
Course Curriculum	Unit 1. New Mexico Accusatory System and Implementation into Mexican Criminal Justice System Unit 2. Roles and Responsibilities for Law Enforcement Officers under New System Unit 3. Department Policy, Procedures, and Protocols that Support New Accusatory System Unit 4. Establishing Training Programs and Standards

## II. Interdiction

(21) Training Course Name	<b>Interdiction 1</b> <b>Topics:</b> <ul style="list-style-type: none"> <li>• <b>Legal Framework to Protect Migrants</b></li> <li>• <b>Legal Framework to Protect Unaccompanied Child Migrants</b></li> <li>• <b>Gender Perspectives</b></li> <li>• <b>Rule of Law and Human Rights</b></li> <li>• <b>International Protection and Mexican Legislation</b></li> <li>• <b>Institutional Ethics and Quality Public Service</b></li> </ul>
Instructor Minimum Qualification for this Course	<ul style="list-style-type: none"> <li>• U.S. or Mexican citizen.</li> <li>• Minimum Bachelor's degree in international relations, intelligence, law enforcement, public policy or related field (3-5 years professional law enforcement and/or immigration experience).</li> <li>• FSI level 3/3 Spanish, FSI level 4/4 English, 3-5 year experience with immigration matters.</li> <li>• The Contractor shall have one instructor which must be fluent in the Spanish. The Contractor must be responsible of the interpretation service with proved validation of knowledge in understanding of technical language.</li> <li>• Knowledge of Mexico's National Migration Institute's structure, and organization.</li> <li>• Professional and/or training experience with National Migration Institute's legal framework.</li> </ul> <p>Specific Qualifications:</p> <p>Professional legal and/or training experience related to:</p> <ul style="list-style-type: none"> <li>• Migrant protection programs, including protection and services for migrant children</li> <li>• International protection under Mexican law and legislation</li> <li>• Human rights and vulnerable population groups</li> <li>• Ethics in public service</li> <li>• Gender perspectives in government / public service</li> </ul>
Place of Performance	SAT Academy, Chichimequillas, Queretaro
Kick-off Meeting Required	Yes
Course Description	<p>Courses will be taught as part of a five-week capacity building program for the Instituto Nacional de Migracion's (INM) officer professionalization.</p> <p>Training will focus on participant professionalization in accordance with international standards by increasing skills on issues such as migrant protection and services, human rights, public service.</p>
Course Objective	The National Migration Institute Professionalization must provide new hires an understanding of migration officer's duties in order to fulfill their responsibilities.
Course Curriculum	Unit 1. Legal Framework to Protect Migrants Unit 2. Legal Framework to Protect Unaccompanied Child Migrants

	Unit 3. Gender perspective Unit 4. Rule of Law and Human Rights Unit 5. International Protection according to Mexican Legislation Unit 6. Institutional Ethics and Quality Public Service
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(22) Training Course Name	<b>Interdiction 2</b> <b>Topics:</b> <ul style="list-style-type: none"> <li>• <b>Security and Risk Management at Facilities</b></li> <li>• <b>Risk Prevention and Conduct Strategies</b></li> <li>• <b>Basic First Aid Training</b></li> <li>• <b>Psychological First Aid</b></li> <li>• <b>Working Under Pressure and Conflict Resolution</b></li> <li>• <b>Stress and Burnout Management</b></li> <li>• <b>Physical Training Activities and Self-Defense</b></li> </ul>
Instructor Minimum Qualification for this Course	<ul style="list-style-type: none"> <li>• U.S. or Mexican citizen.</li> <li>• Minimum Bachelor's degree in international relations, intelligence, law enforcement, public policy or related field (3-5 years professional law enforcement and/or immigration experience).</li> <li>• FSI level 3/3 Spanish, FSI level 4/4 English, 3-5 year experience with immigration matters.</li> <li>• The Contractor shall have one instructor which must be fluent in the Spanish. The Contractor must be responsible of the interpretation service with proved validation of knowledge in understanding of technical language.</li> <li>• Knowledge of Mexico's National Migration Institute's structure, and organization.</li> <li>• Professional and/or training experience with National Migration Institute's legal framework.</li> </ul> <p>Specific Qualifications:          Professional legal and/or tactical training experience related to:</p> <ul style="list-style-type: none"> <li>• Safety requirements and risk control in federal, state and/or public facilities</li> <li>• Officer enforcement conduct and risk prevention strategies</li> <li>• Stress management</li> <li>• Basic medical and psychological first aid</li> <li>• Self-defense tactics</li> </ul>
Place of Performance	SAT Academy, Chichimequillas, Queretaro
Kick-off Meeting Required	Yes
Course Description	<p>Courses will be taught as part of a five-week capacity building program for INM's officer professionalization.</p> <p>Training will focus on participant professionalization in accordance with international standards by increasing skills on issues such as safety and control in federal facilities, stress management, first aid, and defensive tactics.</p>
Course Objective	The National Migration Institute Professionalization must provide new hires an understanding of migration officer's duties in order to fulfill their responsibilities.
Course Curriculum	Unit 1. Security and risk management at facilities

	Unit 2. Risk prevention and conduct strategies Unit 3. Basic First Aid Training Unit 4. Psychological First Aid Unit 5. Working under pressure and conflict resolution Unit 6. Stress and burnout management Unit 7. Physical Training Activities /Self-defense
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(23) Training Course Name	<b>Interdiction 3</b> <b>Topics:</b> <ul style="list-style-type: none"> <li>• <b>INM Purpose</b></li> <li>• <b>Migration and Public Policy</b></li> <li>• <b>Legal Framework of Migration</b></li> <li>• <b>Services for Migratory Regulation</b></li> <li>• <b>Migratory Verification</b></li> <li>• <b>Migratory Stations</b></li> <li>• <b>Immigration Institutional Systems</b></li> <li>• <b>Interview Techniques and Behavioral Analysis</b></li> <li>• <b>Migratory Control</b></li> <li>• <b>Migratory Intelligence and Border Control</b></li> <li>• <b>Attention to Vulnerable Populations</b></li> <li>• <b>Migratory Admission Procedure</b></li> <li>• <b>Fraudulent Document Detection</b></li> <li>• <b>Human Smuggling and Trafficking</b></li> </ul>
Instructor Minimum Qualification for this Course	<ul style="list-style-type: none"> <li>• U.S. or Mexican citizen.</li> <li>• Minimum Bachelor's degree in international relations, intelligence, law enforcement, public policy or related field (3-5 years professional law enforcement and/or immigration experience).</li> <li>• FSI level 3/3 Spanish, FSI level 4/4 English, 3-5 year experience with immigration matters.</li> <li>• The Contractor shall have one instructor which must be fluent in the Spanish. The Contractor must be responsible of the interpretation service with proved validation of knowledge in understanding of technical language.</li> <li>• Knowledge of Mexico's National Migration Institute's structure, and organization.</li> <li>• Professional and/or training experience with National Migration Institute's legal framework.</li> </ul> <p>Specific Qualifications:          Professional legal and/or technical knowledge and/or training experience related to:</p> <ul style="list-style-type: none"> <li>• Mexican Immigration institutions, strategies and public policies</li> <li>• Mexican border and migratory control, intelligence, and admission procedures</li> <li>• Interview techniques and behavioral analysis within migrate and vulnerable people groups</li> <li>• Legal framework, regulations and services for migratory groups within Mexico</li> <li>• Fraudulent document detection</li> <li>• Human Smuggling and Trafficking</li> </ul>
Place of Performance	SAT Academy, Chichimequillas, Queretaro

Kick-off Meeting Required	Yes
Course Description	<p>Five-week capacity building program for INM's officer professionalization.</p> <p>Training will focus on participant professionalization in accordance with international standards by increasing skills on issues such as Mexican Immigration institutions, strategies, regulation and public policies; legal frameworks within Mexican migrant control; interview techniques and behavioral analysis; and fraudulent document detection and human smuggling/trafficking.</p>
Course Objective	The National Migration Institute Professionalization must provide new hires an understanding of migration officer's duties in order to fulfill their responsibilities.
Course Curriculum	<p>Unit 1. INM Purpose</p> <p>Unit 2. Migration and Public Policy</p> <p>Unit 3. Legal Framework of Migration</p> <p>Unit 4. Services for Migratory Regulation</p> <p>Unit 5. Migratory Verification</p> <p>Unit 6. Migratory Stations</p> <p>Unit 7. Immigration Institutional Systems</p> <p>Unit 8. Interview techniques and behavioral analysis</p> <p>Unit 9. Migratory control</p> <p>Unit 10. Migratory intelligence and border control</p> <p>Unit 11. Attention to Vulnerable Populations</p> <p>Unit 12. Migratory admissions procedure</p> <p>Unit 13. Fraudulent Document Detection</p> <p>Unit 14. Human smuggling and trafficking</p>

### III. Criminal Investigations Team

(24) Training Course Name	<b>Basic Intelligence</b>
Instructor Minimum Qualification for Course	<ul style="list-style-type: none"> <li>- 10 years of experience in work related to gathering and analyzing criminal intelligence,</li> <li>- 5 years of experience as instructor in developing criminal investigations through intelligence gathering, analysis, and dissemination.</li> <li>- Previous experience in teaching SESNSP validated Basic Intelligence course preferred.</li> </ul>
Kick-off Meeting Required	No
Course Description	The purpose of the basic-level intelligence course is to prepare crime data analysts so they are able to develop intelligence products aligned with a standard recognized by the Mexican government.
Course Objective	The participants will acquire the knowledge, tools, and skills needed by data analysts to develop accurate and effective intelligence reports.
Course Curriculum	<p>Unit 1. Introduction</p> <p>Unit 2. Legal Processing</p> <p>Unit 3. Analyst Evolution</p> <p>Unit 4. Methods and Processes</p>

	Unit 5. Data Analysis Product Development Unit 6. Analytical Tools
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(25) Training Course Name	<b>Intermediate Intelligence</b>
Instructor Minimum Qualification for Course	- 10 years of experience in work related to gathering and analyzing criminal intelligence, - 5 years of experience as instructor in developing criminal investigations through intelligence gathering, analysis, and dissemination. - Certified CONOCER instructor in information analysis for the development of intelligence products.
Kick-off Meeting Required	No
Course Description	The purpose of the intermediate-level intelligence course is to prepare crime data analysts so they are able to develop intelligence products aligned with a standard recognized by the Mexican government.
Course Objective	The participants will acquire the knowledge, tools, and skills needed by data analysts to develop accurate and effective intelligence reports.
Course Curriculum	Unit 1. Introduction Unit 2. Data Collection and Evaluation Unit 3. Statistics and Truth Tables Unit 4. Data Integration Unit 5. Data Analysis Product Development

(26) Training Course Name	<b>Introduction to Homicide Investigations</b>
Instructor Minimum Qualification for this Course	- 10 years professional legal or law enforcement experience in homicide investigations. - Mexican recognized instructor certification. - Demonstrated skills or knowledge in crime scene management, interview and interrogation, Open source investigations, search and seizure or other related investigative areas.
Kick-off Meeting Required	No
Course Description	Homicide Investigations
Course Objective	This course will provide the participant with the skills and competency to conduct a homicide investigation that will culminate with a criminal prosecution under the new Mexican accusatory system. The participant will be exposed to the basic homicide investigative principles as well as the current best practices used. This course will also expose the participant to the numerous investigative areas that apply in every homicide investigation as well as be expose to four additional types of deaths that investigators commonly come across.
Course Curriculum	Unit 1. Crime scene Unit 2. Follow up Unit 3. Case and Courtroom presentation Unit 4. Forensic pathology Unit 5. Proximate cause, Immediate Cause, Blunt-Force Trauma, Motor Vehicle Deaths, Thermal Injuries, Drug and Chemical Deaths, Sudden Natural Deaths, Firearm Injuries, Sharp Force Trauma, Asphyxia and Drownings, Death of Children Unit 6. Autoerotic Deaths Unit 7. Non-Vehicular Accidental Deaths Unit 8. Suicides

	Unit 9. Unattended Natural Deaths
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(27) Training Course Name	<b>Gang Investigations</b>
Instructor Minimum Qualification for Course	- Must have experience in works related to national and transnational gang investigations, preferred experience in GOM gang investigations techniques and methodology. - 5 years of experience as instructor in gang-related investigations. Must have an instructor certification.
Kick-off Meeting Required	No
Course Description	The gang investigation course's purpose is to provide basic knowledge on national and transnational organizations to investigators of crimes committed by organizations in Mexico.
Course Objective	The participants will get basic knowledge on national and transnational organizations, aiming to understand their modus operandi and being competent to develop prevention and investigation strategies against these crime groups.
Course Curriculum	Unit 1. History of Gangs Unit 2. Psychosocial Analysis of Criminal or Criminal Groups Unit 3. Legal Analysis of Mexican Gangs Unit 4. Gang Identification Unit 5. Gang Members Interviewing Techniques Unit 6. Gang Intelligence and Data Handling Unit 7. Field Investigation and Intelligence Work

(28) Training Course Name	<b>Missing Persons Investigations</b>
Instructor Minimum Qualification for this Course	- 10 years professional legal or law enforcement experience in missing person's investigations. - Mexican recognized instructor certification. - Demonstrated skill in conducting field investigations as well as best investigative practices involving missing or disappeared persons.
Kick-off Meeting Required	No
Course Description	Introduction on Missing Persons Investigations
Course Objective	Identify the varied and complex types of investigations related to missing person's cases. The participant will know the differences in categories of missing person's cases as well as be exposed to best practices in the handling of all types of missing person's investigations, reporting requirements, investigative follow up, alerts and understanding of their investigative responsibilities under Mexican law and the new accusatory system.
Course Curriculum	Unit 1. Introduction to Missing Persons Investigations Unit 2. Guidelines for Handling Missing Persons Investigations Unit 3. Reporting Responsibilities Unit 4. Follow-up Investigations Unit 5. Legal Framework and Authorities Unit 6. Closure of Missing Persons Investigations Unit 7. Missing Persons Reference List and Investigative Resources Available to Investigators

(29) Training Course Name	<b>Drug Trafficking *</b>
Instructor Minimum Qualification	- Instructor must have at least 10 years of experience in domestic and

for this Course	international drug enforcement. - Must possess knowledge of the United States and Mexico's legal framework regarding drug, precursor chemical, and undercover investigations
Kick-off Meeting Required	No
Course Description	Training could be performed in English. If in English, contractor shall provide interpretation services to Spanish as required. This course will involve investigation of drug possession and distribution, evidence handling, identification of all controlled substances, synthetic drugs, precursor chemicals, surveillance techniques, chain of custody and report writing.
Course Objective	This course will provide the investigator, prosecutors, and forensics experts the knowledge and investigative tools to conduct international drug trafficking investigations and ensure successful prosecutions.
Course Curriculum	Unit 1. Drug Investigations; ID Controlled Substances Unit 2. Evidence Handling; Safety Measures Unit 3. Evidence Chain of Custody Unit 4. Report Writing Unit 5. Surveillance Techniques Unit 6. Undercover Operations Unit 7. Bilateral Investigative Protocols

(30) Specialized Course	<b>Kidnapping Investigation: New Criminal Justice System</b>
Instructor Minimum Qualification for this Course	- Professionals in Law, having from 4 to 5 years of experience for the Administration of Justice, having been a system's operator with accreditations in the implementation of the New Criminal Justice System (NCJS).
Kick-off Meeting Required	No
Course Description	This course comprises the NCJS, and the workshops are designed so that participants have the possibility of performing roles and executions demanded by the system.
Course Objective	The specialization process aims to develop scientific research skills of crimes and litigation in hearing system, as well as elaborating on the contents derived from proper functions of operators in each one of the stages.
Specific Objective for	<p><b>Public Prosecutor</b> The participant will get correct knowledge and develop skills that allow him/her to understand in detail different moments when his/her participation sets schemes and particular standards as determination of discretionary powers, judicial authorization of investigation acts, request and approval of alternative leaves and request of provisional remedies. Also the participation as director of investigation and litigant in argumentative phase and trial.</p> <p><b>Police of Investigation</b> The participant will get knowledge and develop skills that allow him/her to understand in detail different moments when his/her participation sets schemes and particular standards like criminal analysis, police chronic and joint work of investigation.</p> <p><b>Expert</b></p>

	The participant will get knowledge and develop joint work skills that allow him/her to visualize different moments of his/her intervention in processing the crime scheme and in the analysis of evidences or clues given by third parties, to issue the corresponding report and testify in court.
Course Curriculum	Unit 1. Joint Criminal Investigation Unit 2. Criminal Investigation Unit 3. Methodology of Investigation Unit 4. Organizational Management and Operative Coordination Unit 5. Criminal Strategy Unit 6. Investigation Acts Unit 7. General Protocol for Crime Scene Processing Unit 8. Investigation: Crime Scene Processing and Reception of Accusation

(31) Training Course Name	<b>Trafficking in Persons/Smuggling *</b>
Instructor Minimum Qualification for this Course	- Minimum 10 years of general criminal investigative experience. - 3 years of experience investigating domestic and international human smuggling and human trafficking cases. - Minimum 3 years of instructional experience and be able to effectively communicate all course content.
Kick-off Meeting Required	No
Course Description	Training could be performed in English. If in English, contractor shall provide interpretation services to Spanish as required. This course teaches the essential skills required to process and successfully prosecute human smuggling cases. These same skills are then adapted to effectively detect and prosecute human trafficking cases.
Course Objective	The participant will learn how to identify victims of domestic and international human smuggling and trafficking activity, as well as the investigative techniques needed to successfully prosecute individuals or groups engaging in this type of criminal activity.
Course Curriculum	Unit 1. Introduction to Human Smuggling Unit 2. Defining human smuggling and human trafficking Unit 3. United States and Mexico's Federal vs. State Human Smuggling and Trafficking laws Unit 4. Detection, Protection, and Benefits for Witnesses and victims Unit 5. Transnational Criminal Organizations Unit 6. Interviewing Witnesses and Victims Unit 7. Collecting Digital Evidence Unit 8. Developing Case Unit 9. Managing witnesses and victims Unit 10. Practical Exercise Unit 11. Case Review

(32) Training Course Name	<b>Arms Trafficking Investigation *</b>
Instructor Minimum Qualification for this Course	- Requires an instructor's certification, 5 years of experience working domestic and international arms trafficking investigations. - Comprehensive knowledge of the United States and Mexico's legal frameworks as they pertain to firearms laws, to include firearms

	<p>purchasing, firearms possession, firearms transfers, firearms sales, and firearms transport; the Gun Control Act (GCA) and the National Firearms Act (NFA), as well as a basic knowledge of the firearms tracing process and the nomenclatures for handguns, long guns, and homemade firearms.</p> <p>- Must know the requirements for a Federal Firearms Licensee (FFL) to acquire a dealer's license and maintain inventory and sales records.</p>
Kick-off Meeting Required	No
Course Description	<p>Training could be performed in English. If in English, contractor shall provide interpretation services to Spanish as required.</p> <p>This 5-day course will provide the participant with the knowledge and skills to conduct a successful arms trafficking investigation. The participant will learn about arms trafficking methods and patterns, sources of legal and illegal firearms, and about available tools to use when conducting domestic and international investigations.</p> <p>The participant will acquire the knowledge and skills to successfully develop and conduct international arms trafficking investigations. The participant will be able to identify arms trafficking methods and patterns more commonly used by TCOs.</p> <p>The participants will learn the techniques and processes involved in the investigation of sex crimes, to include victim identification and assistance</p>
Course Objective	The participant will learn how to identify different types of firearms and how they are acquired, transported, and transferred domestically and internationally. The participant will learn about the firearms tracing process is used to acquire intelligence that is analyzed to determine trafficking patterns.
Course Curriculum	<p>Unit 1. Laws Relating to Arms Trafficking</p> <p>Unit 2. Legal Definitions Relating to Firearms, and Firearms Purchasers</p> <p>Unit 3. Legal Requirements To Purchase Firearms</p> <p>Unit 4. Firearms Identification and Firearms Tracing</p> <p>Unit 5. Federal Firearms Licensees (Dealers)</p> <p>Unit 6. Dealer's Records- Inventory and Sales</p> <p>Unit 7. Firearms Transaction Records (Form 4473)</p> <p>Unit 8. National Instant Check System (NICS)</p> <p>Unit 9. Transporting Arms across State Lines and International Borders</p> <p>Unit 10. Communication Networks and Information Sharing</p>

(33) Training Course Name	<b>Major Theft Investigation</b>
Instructor Minimum Qualification for Course	<p>- 10 years of experience in specialized units of high impact crimes of theft within the criminal justice system,</p> <p>- 5 years of experience as instructor in public security and crime investigation areas,</p>
Kick-off Meeting Required	No
Course Description	The main purpose of major theft investigation course is to provide legal procedures and efficient methods of investigation of this type of crimes in the Criminal Justice System in Mexico.
Course Objective	Upon conclusion of the course, the participants will define the performance of the criminal investigator against the high impact crime of theft in accordance with the legal framework of the Criminal Justice System in order to guarantee at all times the due process.

Course Curriculum	<p>Unit 1. General Aspects of Criminal Justice System</p> <p>Unit 2. Legal Framework of Crime of Theft</p> <p>Unit 3. Criminal Investigation: Scientific and Operative Methodology</p> <p>Unit 4. Investigation Acts and Crime Scene</p> <p>Unit 5. Data Sources: Victim or Offended, Witnesses, Accused and Forensic Sciences Applicable to Investigation</p> <p>Unit 6. Practical Workshop of Case Solution on Massive or High Impact Theft</p>
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(34) Training Course Name	<b>Integration</b>
Instructor Minimum Qualification for Course	<ul style="list-style-type: none"> <li>- Higher education: Master, 10 years of experience in crime investigations in the Mexican criminal justice system,</li> <li>- 5 years of experience as instructor in public security and crime investigation areas, proficient in Spanish,</li> <li>- Available to travel in Mexico,</li> <li>- Basic knowledge using programs as PowerPoint, Excel and Word, Team working capabilities.</li> </ul>
Kick-off Meeting Required	No
Course Description	This course aims to strengthen the criminal justice system and provide methodologic tools for investigation policies, analysts, experts and prosecutor's offices to guide it to the practical knowledge on a comprehensive criminal investigation in the criminal justice context, particularly in the production of technical or scientific tests and that may serve as elements of proof before the jurisdictional authority.
Course Objective	Promote and prepare Investigative Polices, Analysts, Experts and Public Prosecutors to interact in a respectful and favorable environment for the team work development that guarantees an effective result in the clarification of facts, mainly in the stage of investigation.
Course Curriculum	<p>Unit 1. Coordination with Scene Preservation</p> <p>Unit 2. Coordination To Arrest Probable Perpetrators or Participants in Crime Committed</p> <p>Unit 3. Coordination with Immediate Information Search</p> <p>Unit 4. Coordination with Interviews to Witnesses and Crime Victims</p> <p>Unit 5. Integration of Investigation Folder</p> <p>Unit 6. Hearing with Guarantees</p>

(35) Training Course Name	<b>Special Victims Investigations-Sexual Abuse *</b>
Instructor Minimum Qualification for Course	<ul style="list-style-type: none"> <li>- Minimum of 10 years of experience as a police officer.</li> <li>- Minimum of at least 3 years of experience investigating crimes involving sexual violence or abuse.</li> </ul>
Kick-off Meeting Required	No
Course Description	<p>Training could be performed in English. If in English, contractor shall provide interpretation services to Spanish as required.</p> <p>The participants will learn the techniques and processes involved in the investigation of sex crimes, to include victim identification and assistance.</p>
Course Objective	The participant will learn the protocols used in investigating sex crimes in accordance with Mexican national standards.
Course Curriculum	<p>Unit 1. Identifying Sex Crimes and Victims</p> <p>Unit 2. Leading Factors Involving Sex Crimes</p>

	Unit 3. Evidence Identification and Gathering Unit 4. Investigative Protocols Unit 5. Suspect Interviews Unit 6. Proper Case Management
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(36) Training Course Name	<b>Introduction to AML Investigations under the Mexican accusatory system</b>
Instructor Minimum Qualification for Course	<ul style="list-style-type: none"> <li>- 10 years professional legal or law enforcement experience in Anti-Money Laundering (AML).</li> <li>- Mexican recognized instructor certification.</li> <li>- Membership in an AML association that specializes in financial criminal investigations (ACAMS, CFE, IAFCI or other).</li> <li>- Experience with the Mexican accusatory system as it applies to financial crimes including money laundering.</li> </ul>
Kick-off Meeting Required	Yes
Course Description	A designed and validated Mexican AML course that introduces and establishes a foundation and commonality in language, definitions and best practices. The participant will have a basic understanding of AML at a local, national and international level, the history and roadblocks to successfully prosecute this type of financial crime. Also discussed will be the legal aspects of Mexican law, Asset forfeiture, court room procedures as well as the issues related to the accusatory system as it applies to AML investigations. This introductory course will be comprised in total of 40 hours of classroom instructions, with four training modules.
Course Objective	At the end of the course the participant will pose a basic understanding of Money laundering, AML, the Mexican legal framework as well as rudimentary understanding of the importance of Asset forfeiture and the process through which evidence can be introduced in the accusatory system for a money laundering investigation.
Course Curriculum	Unit 1. Introduction to Money Laundering investigations Unit 2. Introduction to Mexican Legal Aspects Regarding Money Laundering Unit 3. Introduction to Legal Aspects of Mexican Asset Forfeiture

(37) Training Course Name	<b>Fraud Investigations</b>
Instructor Minimum Qualification for Course	<ul style="list-style-type: none"> <li>- 10 years professional legal or law enforcement experience in fraud investigations.</li> <li>- Mexican recognized instructor certification.</li> <li>- Demonstrated skills in conducting field investigations involving financial and cyber/computer fraud.</li> <li>- Certification as a Certified Fraud Examiner (CFE) or other international recognized certification, such as Certified Internal Auditor (CIA), Certified Government Auditing Professional (CGAP), Certification in Risk Management Assurance (CRMA), or Certified Forensic Interviewer (CFI).</li> </ul>
Kick-off Meeting Required	Yes
Course Description	Introduction to principles of Fraud investigations
Course Objective	The course objective will be to expose the participants to a

	comprehensive overview of the current trends in fraud investigations. This will help in the understanding of the motivating factors that can cause an individual to commit fraud. The participant will also learn about the different types of fraud at a national and international level helping them identify the common forms of concealment use to avoid detection. The participants will also learn to recognize situations that could increase the probability of fraud as well as current controls that could help uncover criminal fraud or misconduct. They will also examine the current Mexican law as it applies to the crime of fraud.
Course Curriculum	Unit 1. Introduction to Fraud Investigations Unit 2. Basic Methodology of Criminal Fraud Investigation Unit 3. Basic Interview and Interrogation Techniques for Fraud Investigations Unit 4. Collecting and Securing Financial Evidence Unit 5. Principles of Forensic Financial Investigation, Protocols and Collection of Evidence Unit 6. Forensic Audit Reports and Impact in Courtroom

(38) Training Course Name	<b>Investigative Integration Accusatory System</b>
Instructor Minimum Qualification for Course	- Higher Education: Master, 10 years of experience in specialized units of high impact crimes of theft within the criminal justice system, - 5 years of experience as instructor in public security and crime investigation areas, - Proficient in Spanish, - Available to travel in Mexico, - Basic knowledge using PowerPoint, Excel and Word programs, - Team-working capabilities.
Kick-off Meeting Required	No
Course Description	This course aims to strengthen the criminal justice system and provide methodologic tools for investigation policies, analysts, experts and prosecutor's offices to guide it to the practical knowledge on a comprehensive criminal investigation in the criminal justice context, particularly in the production of technical or scientific tests and that may serve as elements of proof before the jurisdictional authority.
Course Objective	Promote and prepare Investigative Polices, Analysts, Experts and Public Prosecutors to interact in a respectful and favorable environment for the team work development that guarantees an effective result in the clarification of facts, mainly in the stage of investigation.
Course Curriculum	Unit 1. Coordination with Scene Preservation Unit 2. Coordination to Arrest Probable Perpetrators or Participants in Crime Committed Unit 3. Coordination with Immediate Information Search Unit 4. Coordination with Interviews to Witnesses and Crime Victims Unit 5. Integration of Investigation Folder Unit 6. Hearing with Guarantees

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*\* The following six (6) Courses may be in English, and the use of any translation services would be provided as an Other Direct Cost (ODC):*

- 1) #10 – Cognitive Interview*
- 2) #11 – Polygraph Inconclusive Results*
- 3) #29 – Drug Trafficking*
- 4) #31 – Trafficking in Persons / Smuggling*
- 5) #32 – Arms Trafficking Investigation*
- 6) #35 – Special Victims Investigations – Sexual Abuse*

**Pricing Table I - III**

**Firm Fixed Price (FFP) Courses**

Course Number	Course Name	TEAMS	INSTRUCTORS	HOURS	COURSE RATE (excluding IFF)	COURSE RATE (including IFF)
1	Basic Skills	1	3	120	\$ 55,747.03	\$ 56,168.29
2	Instructor Development	1	2	80	\$ 27,792.92	\$ 28,002.94
3	Curriculum Development	1	2	80	\$ 27,792.92	\$ 28,002.94
4	Training Evaluation	1	2	40	\$ 18,153.57	\$ 18,290.75
5	First Line Supervisor	1	2	40	\$ 18,153.57	\$ 18,290.75
6	Tactical Medicine	1	2	40	\$ 18,153.57	\$ 18,290.75
7	Project Management	1	2	40	\$ 18,153.57	\$ 18,290.75
8	Background Investigation	1	2	40	\$ 18,153.57	\$ 18,290.75
9	Basic Internal Affairs Investigators	1	2	40	\$ 18,153.57	\$ 18,290.75
10	Cognitive Interview	1	2	40	\$ 18,153.57	\$ 18,290.75
11	Polygraph Inconclusive Results	1	2	40	\$ 18,153.57	\$ 18,290.75
12	Psychology-Introductory Course	1	2	40	\$ 34,633.21	\$ 34,894.92
13	Psychometrics Workshop	1	2	40	\$ 34,633.21	\$ 34,894.92
14	Introduction Background (Basic)	1	2	40	\$ 18,153.57	\$ 18,290.75
15	Medical Evaluation (Introductory)	1	2	40	\$ 34,633.21	\$ 34,894.92
16	Toxicology Evaluation (Introductory)	1	2	40	\$ 34,633.21	\$ 34,894.92
17	Interview Techniques	1	2	40	\$ 18,153.57	\$ 18,290.75
18	Adjudications Course	1	2	40	\$ 18,153.57	\$ 18,290.75
19	Basic Skills (Level II)	1	3	120	\$ 55,747.03	\$ 56,168.29
20	Policia Procesal	1	2	40	\$ 18,153.57	\$ 18,290.75
21	Interdiction 1	2	4	40	\$ 54,783.10	\$ 55,197.08
22	Interdiction 2	2	4	40	\$ 56,238.49	\$ 56,663.47
23	Interdiction 3	2	4	40	\$ 56,238.49	\$ 56,663.47
24	Basic Intelligence	3	2	40	\$ 37,432.27	\$ 37,715.13
25	Intermediate Intelligence	3	2	80	\$ 66,350.32	\$ 66,851.71
26	Intro to Homicide Inverstigations	2	2	40	\$ 27,792.92	\$ 28,002.94
27	Gang Investigations	2	2	40	\$ 27,792.92	\$ 28,002.94
28	Missing Persons Investigations	2	2	40	\$ 27,792.92	\$ 28,002.94
29	Drug Trafficking	2	4	40	\$ 54,783.10	\$ 55,197.08
30	Kidnapping Investigation: New Criminal Justice System	1	2	80	\$ 53,427.92	\$ 53,831.66
31	Trafficking in Persons /Smuggling	5	2	40	\$ 56,710.96	\$ 57,139.51
32	Arms Trafficking Investigation	2	2	40	\$ 27,792.92	\$ 28,002.94
33	Major Theft Investigation	2	2	40	\$ 27,792.92	\$ 28,002.94
34	Integration	2	2	40	\$ 28,520.61	\$ 28,736.13
35	Special Victims Investigations - Sexual Abuse	2	2	40	\$ 27,792.92	\$ 28,002.94
36	Accusatory System	2	2	40	\$ 27,792.92	\$ 28,002.94
37	Fraud Investigations	2	2	40	\$ 27,792.92	\$ 28,002.94
38	Investigative Integration Accusatory System	2	2	40	\$ 28,520.61	\$ 28,736.13

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ASSUMPTIONS:

1. Course rates are Firm-Fixed Price (FFP) units and do not include Cost Reimbursable Other Direct Costs (ODCs), actual Course materials, Travel, Overseas Allowances, or translation services. These items shall be priced separately depending upon course and location.
2. Course rates include applicable indirect burdens (Fringe, Overhead, G&A) and a fixed Program Management Office (PMO) allocation per course.
3. The FFP course rates are based upon specific requirements for number of teams, instructors, and hours. Changes or deviations in these requirements will necessitate a new price proposal to account for the changes.



# Training Instructors in 32 States of Mexico

Category Description Matrix

**SGI Global, LLC Overseas Services: Training Instructors in 32 States of Mexico**

<p><b><u>Basic Qualifications for ALL Instructors</u></b></p>	<ul style="list-style-type: none"> <li>• U.S. citizen with MRPT or Mexican National with local vetting;</li> <li>• The contractor shall establish a cadre of instructors, all of whom are experienced law enforcement officers composed of either former or current federal, state, or local law enforcement special agents, intelligence analysts, police officers, state troopers, task force agents/officers, or legal experts with law enforcement background;</li> <li>• Instructors must have a training certification, where one exists, that is recognized by the Government of Mexico;</li> <li>• 10 years of professional law enforcement experience and international police experience;</li> <li>• Demonstrated ability to improvise, adapt, and persevere in a fluid environment, and under challenging circumstances;</li> <li>• Demonstrated ability to communicate with high-ranking government officials in diplomatic and/or law enforcement environments;</li> <li>• Demonstrated experience in using management, interpersonal, and communications skills in a team environment, and professional law enforcement setting is preferred;</li> <li>• Instructors will provide classes in Spanish (at a minimum level of 4/4);</li> <li>• Military police, military intelligence, or intelligence community experience alone shall not qualify for police experience for the candidate for this contract. The successful candidate shall also possess civilian federal, state or local law enforcement-intelligence experience in conducting similar or related activities;</li> </ul>
<p><b><u>Police Professionalization I</u></b></p>	

<b><u>Labor Category</u></b>	<b><u>Course Functional Area</u></b>	<b><u>Specialized Qualifications (Additional)</u></b>
Police Professionalization 1	Basic Skills	<ul style="list-style-type: none"> <li>- Minimum 15 years of experience in Public Safety.</li> <li>- Necessary experience in handling weapons and police operations.</li> <li>- Instructors must have excellent physical condition to demonstrate the skills to the participants.</li> <li>- Instructors must speak Spanish at an advanced professional level.</li> </ul>
Police Professionalization 2	Instructor/ <b>Curriculum Development</b>	<ul style="list-style-type: none"> <li>- To teach this course, instructors must have an experience of three years developing courses and training manuals, plus five years as training instructors.</li> <li>- Knowledge of the guidelines and requirements corresponding to the <b>CONOCER “ECO217” Standard</b> is also required.</li> <li>- Preferably, instructors must be certified in either or both of the following Conocer Standards: ECO217 and/or EC301 in Mexico.</li> </ul>
Police Professionalization 3	<b>Training Evaluation</b>	<ul style="list-style-type: none"> <li>- Five years as training instructors.</li> <li>- Experience of three years developing courses that require post training evaluations to train other instructors.</li> </ul>
Police Professionalization 4	<b>First Line Supervisor</b>	<ul style="list-style-type: none"> <li>- Experience in teaching human development courses, specifically as they relate to leadership, supervision and team work.</li> </ul>
Police Professionalization 5	<b>Tactical Medicine</b>	<ul style="list-style-type: none"> <li>- Experience of teaching tactical-medicine courses.</li> <li>- Preferably, with experience working as a combat medic or as a paramedic.</li> </ul>
Police Professionalization 6	<b>Project Management</b>	<ul style="list-style-type: none"> <li>- Instructors shall have prior Project Management instructional experience, knowledge of Mexican Law Enforcement structure and organization and certified as Project Management Professional (PMP).</li> </ul>
Police Professionalization 7	<b>Background Investigations</b>	<ul style="list-style-type: none"> <li>- Experience of teaching police–investigation courses.</li> <li>- Preferably, with experience working within background check / vetting context.</li> </ul>
Police	<b>Basic Internal Affairs</b>	<ul style="list-style-type: none"> <li>- Teaching experience of three years, plus</li> </ul>

Professionalization 8	<b>Investigators</b>	<p>five years conducting criminal investigations.</p> <ul style="list-style-type: none"> <li>- Preferably, with experience working for an IA Unit within law- enforcement agencies/organizations.</li> </ul>
Police Professionalization 9	<b>Cognitive Interview/ Polygraph Inconclusive Results</b>	<ul style="list-style-type: none"> <li>- Each instructor has past performance and experience as polygraphist while employed by a U.S. law enforcement agency at the federal, state, or local level.</li> <li>- Must be experienced in the topic of this course of instruction. Instructors must have been recognized or accredited as polygraphist by a recognized polygraph body such as the APA, the American Association of Police Polygraphist (AAPP), or by the U.S. Department of Defense.</li> <li>- Must have been recognized or accredited as polygraph instructors by an accredited U.S. polygraph body such as the NCAA or the APA.</li> <li>- Is preferred that the instructors have training experience with Mexican law enforcement agencies and/or Mexican polygraphists.</li> </ul>
Police Professionalization 10	<b>Psychology - Introductory Course</b>	<ul style="list-style-type: none"> <li>- Psychologist academic degree</li> <li>- Psychology interview</li> </ul>
Police Professionalization 11	<b>Psychometrics Workshop</b>	<ul style="list-style-type: none"> <li>- Psychologist academic degree,</li> <li>- MMPI-2</li> </ul>
Police Professionalization 12	<b>Introduction Background (Basic)</b>	<ul style="list-style-type: none"> <li>- Expertise conducting Law Enforcement Background Investigations</li> <li>- Past performance as Investigator</li> </ul>
Police Professionalization 13	<b>Medical Evaluation (Introductory)</b>	<ul style="list-style-type: none"> <li>- Academic degree in Medicine</li> <li>- Experience with Law Enforcement Medical Evaluation</li> </ul>
Police Professionalization 14	<b>Toxicology Evaluation (Introductory)</b>	<ul style="list-style-type: none"> <li>- Academic degree in Medicine</li> <li>- Experience in conducting the drug testing</li> </ul>

Police Professionalization 15	<b>Interview Techniques</b>	<ul style="list-style-type: none"> <li>- Shall be trained and certified or accredited specifically in Interview Techniques by a recognized authority in the field that could be an interview or investigative training school, firm or U.S. government agency.</li> </ul>
Police Professionalization 16	<b>Adjudications Course</b>	<ul style="list-style-type: none"> <li>- Investigator past performance.</li> <li>- Expertise as adjudicator</li> </ul>
Police Professionalization 17	<b>Basic Skills (Level II)</b>	<ul style="list-style-type: none"> <li>- Minimum 15 years of experience in Public Safety.</li> <li>- Necessary experience in handling weapons and police operations.</li> <li>- Instructors must have excellent physical condition to demonstrate the skills to the participants.</li> </ul>
Police Professionalization 18	<b>Policia Procesal</b>	<ul style="list-style-type: none"> <li>- Experience in Public Safety.</li> <li>- Training experience with Mexican law enforcement agencies.</li> </ul>
<b><u>Interdiction II</u></b>		
<b><u>Labor Category</u></b>	<b><u>Course Functional Area</u></b>	<b><u>Specialized Qualifications (Additional)</u></b>
Interdiction 1	<ul style="list-style-type: none"> <li>- <b>Legal Framework to Protect Migrants</b></li> <li>- <b>Legal Framework to Protect Unaccompanied Child Migrants</b></li> <li>- <b>Gender Perspectives</b></li> <li>- <b>Rule of Law and Human Rights</b></li> <li>- <b>International Protection and Mexican Legislation</b></li> <li>- <b>Institutional Ethics and Quality Public Service</b></li> </ul>	<ul style="list-style-type: none"> <li>- U.S. or Mexican citizen.</li> <li>- Minimum Bachelor's degree in international relations, intelligence, law enforcement, public policy or related field (3-5 years professional law enforcement and/or immigration experience).</li> <li>- FSI level 3/3 Spanish, FSI level 4/4 English, 3-5 year experience with immigration matters.</li> <li>- The Contractor shall have one instructor which must be fluent in the Spanish. The Contractor must be responsible of the interpretation service with proved validation of knowledge in understanding of technical language.</li> <li>- Knowledge of Mexico's National Migration Institute's structure, and organization.</li> <li>- Professional and/or training experience with National Migration Institute's legal framework.</li> <li>- Migrant protection programs, including protection and services for migrant children</li> <li>- International protection under Mexican law and legislation</li> </ul>

		<ul style="list-style-type: none"> <li>- Human rights and vulnerable population groups</li> <li>- Ethics in public service</li> <li>- Gender perspectives in government / public service</li> </ul>
Interdiction 2	<ul style="list-style-type: none"> <li>- <b>Security and Risk Management at Facilities</b></li> <li>- <b>Risk Prevention and Conduct Strategies</b></li> <li>- <b>Basic First Aid Training</b></li> <li>- <b>Psychological First Aid</b></li> <li>- <b>Working Under Pressure and Conflict Resolution</b></li> <li>- <b>Stress and Burnout Management</b></li> <li>- <b>Physical Training Activities and Self-Defense</b></li> </ul>	<ul style="list-style-type: none"> <li>- U.S. or Mexican citizen.</li> <li>- Minimum Bachelor's degree in international relations, intelligence, law enforcement, public policy or related field (3-5 years professional law enforcement and/or immigration experience).</li> <li>- FSI level 3/3 Spanish, FSI level 4/4 English, 3-5 years of experience with immigration matters.</li> <li>- The Contractor shall have one instructor which must be fluent in the Spanish. The Contractor must be responsible of the interpretation service with proved validation of knowledge in understanding of technical language.</li> <li>- Knowledge of Mexico's National Migration Institute's structure, and organization.</li> <li>- Professional and/or training experience with National Migration Institute's legal framework.</li> <li>- Safety requirements and risk control in federal, state and/or public facilities</li> <li>- Officer enforcement conduct and risk prevention strategies</li> <li>- Stress management</li> <li>- Basic medical and psychological first aid</li> <li>- Self-defense tactics</li> </ul>
Interdiction 3	<ul style="list-style-type: none"> <li>- <b>INM Purpose</b></li> <li>- <b>Migration and Public Policy</b></li> <li>- <b>Legal Framework of Migration</b></li> <li>- <b>Services for Migratory Regulation</b></li> <li>- <b>Migratory Verification</b></li> <li>- <b>Migratory Stations</b></li> <li>- <b>Immigration Institutional Systems</b></li> <li>- <b>Interview Techniques and Behavioral Analysis</b></li> <li>- <b>Migratory Control</b></li> <li>- <b>Migratory Intelligence and Border Control</b></li> </ul>	<ul style="list-style-type: none"> <li>- U.S. or Mexican citizen.</li> <li>- Minimum Bachelor's degree in international relations, intelligence, law enforcement, public policy or related field (3-5 years professional law enforcement and/or immigration experience).</li> <li>- FSI level 3/3 Spanish, FSI level 4/4 English, 3-5 years of experience with immigration matters.</li> <li>- The Contractor shall have one instructor which must be fluent in the Spanish. The Contractor must be responsible of the interpretation service with proved validation of knowledge in understanding of technical language.</li> <li>- Knowledge of Mexico's National Migration Institute's structure, and organization.</li> </ul>

	<ul style="list-style-type: none"> <li>- <b>Attention to Vulnerable Populations</b></li> <li>- <b>Migratory Admission Procedure</b></li> <li>- <b>Fraudulent Document Detection</b></li> <li>- <b>Human Smuggling and Trafficking</b></li> </ul>	<ul style="list-style-type: none"> <li>- Professional and/or training experience with National Migration Institute's legal framework.</li> <li>- Mexican Immigration institutions, strategies and public policies</li> <li>- Mexican border and migratory control, intelligence, and admission procedures</li> <li>- Interview techniques and behavioral analysis within migrate and vulnerable people groups</li> <li>- Legal framework, regulations and services for migratory groups within Mexico</li> <li>- Fraudulent document detection</li> <li>- Human Smuggling and Trafficking</li> </ul>
<b><u>Criminal Investigations III</u></b>	<b><u>Course Functional Area</u></b>	<b><u>Specialized Qualifications (Additional)</u></b>
<b><u>Labor Category</u></b>		
Criminal Investigations 1	<b>Basic Intelligence</b>	<ul style="list-style-type: none"> <li>- 10 years of experience in work related to gathering and analyzing criminal intelligence,</li> <li>- 5 years of experience as instructor in developing criminal investigations through intelligence gathering, analysis, and dissemination.</li> <li>- Previous experience in teaching SESNSP validated Basic Intelligence course preferred.</li> </ul>
Criminal Investigations 2	<b>Intermediate Intelligence</b>	<ul style="list-style-type: none"> <li>- 10 years of experience in work related to gathering and analyzing criminal intelligence,</li> <li>- 5 years of experience as instructor in developing criminal investigations through intelligence gathering, analysis, and dissemination.</li> <li>- Certified CONOCER instructor in information analysis for the development of intelligence products.</li> </ul>
Criminal Investigations 3	<b>Gang investigations</b>	<ul style="list-style-type: none"> <li>- Must have experience in works related to national and transnational gang investigations, preferred experience in Government of Mexico gang investigations techniques and methodology.</li> <li>- 5 years of experience as instructor in gang-related investigations. Must have an instructor certification.</li> </ul>
Criminal	<b>Missing Persons</b>	<ul style="list-style-type: none"> <li>- 10 years professional legal or law enforcement experience in missing</li> </ul>

Investigations 4	<b>Investigations</b>	<p>person's investigations.</p> <ul style="list-style-type: none"> <li>- Mexican recognized instructor certification.</li> <li>- Demonstrated skill in conducting field investigations as well as best investigative practices involving missing or disappeared persons.</li> </ul>
Criminal Investigations 5	<b>Drug Trafficking</b>	<ul style="list-style-type: none"> <li>- Instructor must have at least 10 years of experience in domestic and international drug enforcement.</li> <li>- Must possess knowledge of the United States and Mexico's legal framework regarding drug, precursor chemical, and undercover investigations</li> </ul>
Criminal Investigations 6	<b>Kidnapping Investigation: New Criminal Justice System</b>	<ul style="list-style-type: none"> <li>- Professionals in Law, having from 4 to 5 years' experience for the Administration of Justice, having been a system's operator with accreditations in the implementation of the New Criminal Justice System.</li> </ul>
Criminal Investigations 7	<b>Trafficking in Persons/Smuggling</b>	<ul style="list-style-type: none"> <li>- The instructor must have at least 10 years of general criminal investigative experience with three years of experience investigating domestic and international human smuggling and human trafficking cases.</li> <li>- Must have at least three years of instructional experience and be able to effectively communicate all course content.</li> </ul>
Criminal Investigations 8	<b>Arms Trafficking Investigation</b>	<ul style="list-style-type: none"> <li>- Requires an instructor's certification, 5-years of experience working domestic and international arms trafficking investigations.</li> <li>- The Instructor must have a comprehensive knowledge of the United States and Mexico's legal frameworks as they pertain to firearms laws, to include firearms purchasing, firearms possession, firearms transfers, firearms sales, and firearms transport; the Gun Control Act (GCA) and the National Firearms Act (NFA), as well as a basic knowledge of the firearms tracing process and the nomenclatures for handguns, long guns, and homemade firearms.</li> <li>- The instructor must know the requirements for a Federal Firearms Licensee (FFL) to acquire a dealer's license and maintain inventory and sales records.</li> </ul>
Criminal	<b>Major Theft Investigation</b>	<ul style="list-style-type: none"> <li>- 10 years of experience in specialized units of high impact crimes of theft within the</li> </ul>

Investigations 9		<p>criminal justice system,</p> <ul style="list-style-type: none"> <li>- 5 years of experience as instructor in public security and crime investigation areas</li> </ul>
Criminal Investigations 10	<b>Integration</b>	<ul style="list-style-type: none"> <li>- Higher education: Master, 10 years of experience in crime investigations in the Mexican criminal justice system,</li> <li>- 5 years of experience as instructor in public security and crime investigation areas, proficient in Spanish,</li> <li>- Available to travel in Mexico,</li> <li>- Basic knowledge using programs as PowerPoint, Excel and Word, Team working capabilities.</li> </ul>
Criminal Investigations 11	<b>Special Victims Investigations-Sexual Abuse</b>	<ul style="list-style-type: none"> <li>- Must have a minimum of 10 years of experience as a police officer with at least 3 years of experience investigating crimes involving sexual violence or abuse.</li> </ul>
Criminal Investigations 12	<b>Introduction to AML Investigations under the Mexican accusatory system</b>	<ul style="list-style-type: none"> <li>- 10 years professional legal or law enforcement experience in AML.</li> <li>- Mexican recognized instructor certification.</li> <li>- Membership in an AML association that specializes in financial criminal investigations (ACAMS, CFE, IAFCI or other).</li> <li>- Experience with the Mexican accusatory system as it applies to financial crimes including money laundering.</li> </ul>
Criminal Investigations 13	<b>Fraud Investigations</b>	<ul style="list-style-type: none"> <li>- 10 years professional legal or law enforcement experience in fraud investigations.</li> <li>- Mexican recognized instructor certification.</li> <li>- Demonstrated skills in conducting field investigations involving financial and cyber/computer fraud.</li> <li>- Certification as a Certified Fraud Examiner (CFE) or other international recognized certification (CIA, CGAP, CRMA or CFI).</li> </ul>
Criminal Investigations 14	<b>Investigative Integration Accusatory System</b>	<ul style="list-style-type: none"> <li>- Higher Education: Master, 10 years of experience in specialized units of high impact crimes of theft within the criminal justice system,</li> <li>- 5 years of experience as instructor in public security and crime investigation areas,</li> <li>- Proficient in Spanish,</li> <li>- Available to travel in Mexico,</li> <li>- Basic knowledge using PowerPoint, Excel and Word programs,</li> <li>- Team working capabilities.</li> </ul>

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Criminal Investigations 15	<b>Introduction to Homicide Investigations</b>	<ul style="list-style-type: none"><li>- 10 years professional legal or law enforcement experience in homicide investigations.</li><li>- Mexican recognized instructor certification.</li><li>- Demonstrated skills or knowledge in crime scene management, interview and interrogation, Open source investigations, search and seizure or other related investigative areas.</li></ul>
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## Curriculum Developer

### Position Minimum Qualifications:

- Bachelor's degree in Education, Instructional Design or Educational Psychology preferred.
- Desirable: certified in the Instructional design competency or as Instructional Designer (such as "CONOCER" Mexican Standard).
- Must possess a minimum five years of experience in the design and development of curriculum content, training materials, training modules, and teaching aids.
- Must have experience designing face to face training lesson plans and e-learning syllabus.
- Desirable experience working as Instructional Designer in law enforcement organizations or government institutions.
- Advanced Spanish level.
- Excellent Spanish spelling and writing.
- American National or Mexican National

### Ability To Perform the Following Duties:

- Work closely with stakeholders to analyze their needs and develop customized training solutions.
- Guide project teams to identify terminal and intermediate learning objectives aligned with target competencies.
- Work alongside subject matter experts to create content that meets clearly defined objectives and competency requirements.
- Design competency-based training programs using [CONOCER methodology](#).
- Design detailed lesson plans and syllabus that meet learning objectives.
- Develop, edit, configure, and move all course materials, to include student manuals, instructor's guides, and audio-visual training aids.
- Develop testing materials, evaluations, and examinations to evaluate knowledge and performance.

**Pricing Tables I - III**

**Fixed Labor Rates**

<b>NUMBER</b>	<b>LABOR CATEGORY</b>	<b>COURSE FUNCTIONAL AREA</b>	<b>HOURLY BILL RATE (EXCLUDING IFF)</b>	<b>HOURLY BILL RATE (INCLUDING IFF)</b>
1	Police Professionalization 1	Basic Skills	\$ 120.49	\$ 121.40
2	Police Professionalization 2	Instructor/Curriculum Development	\$ 120.49	\$ 121.40
3	Police Professionalization 3	Training Evaluation	\$ 120.49	\$ 121.40
4	Police Professionalization 4	First Line Supervisor	\$ 120.49	\$ 121.40
5	Police Professionalization 5	Tactical Medicine	\$ 120.49	\$ 121.40
6	Police Professionalization 6	Project Management	\$ 120.49	\$ 121.40
7	Police Professionalization 7	Background Investigations	\$ 120.49	\$ 121.40
8	Police Professionalization 8	Basic Internal Affairs Investigators	\$ 120.49	\$ 121.40
9	Police Professionalization 9	Cognitive Interview/ Polygraph Inconclusive Results	\$ 120.49	\$ 121.40
10	Police Professionalization 10	Psychology - Introductory Course	\$ 234.93	\$ 236.71
11	Police Professionalization 11	Psychometrics Workshop	\$ 234.93	\$ 236.71
12	Police Professionalization 12	Introduction Background (Basic)	\$ 120.49	\$ 121.40
13	Police Professionalization 13	Medical Evaluation (Introductory)	\$ 234.93	\$ 236.71
14	Police Professionalization 14	Toxicology Evaluation (Introductory)	\$ 234.93	\$ 236.71
15	Police Professionalization 15	Interview Techniques	\$ 120.49	\$ 121.40
16	Police Professionalization 16	Adjudications Course	\$ 120.49	\$ 121.40
17	Police Professionalization 17	Basic Skills (Level II)	\$ 120.49	\$ 121.40
18	Police Professionalization 18	Policia Procesal	\$ 120.49	\$ 121.40

NUMBER	LABOR CATEGORY	COURSE FUNCTIONAL AREA	HOURLY BILL RATE (EXCLUDING IFF)	HOURLY BILL RATE (INCLUDING IFF)
19	Interdiction 1	Legal Framework to Protect Migrants Legal Framework to Protect Unaccompanied Child Migrants Gender Perspectives Rule of Law and Human Rights International Protection and Mexican Legislation Institutional Ethics and Quality Public Service	\$ 120.49	\$ 121.40
20	Interdiction 2	Security and Risk Management at Facilities Risk Prevention and Conduct Strategies Basic First Aid Training Psychological First Aid Working Under Pressure and Conflict Resolution Stress and Burnout Management Physical Training Activities and Self-Defense	\$ 123.74	\$ 124.68
21	Interdiction 3	INM Purpose Migration and Public Policy Legal Framework of Migration Services for Migratory Regulation Migratory Verification Migratory Stations Immigration Institutional Systems Interview Techniques and Behavioral Analysis Migratory Control Migratory Intelligence and Border Control Attention to Vulnerable Populations Migratory Admission Procedure Fraudulent Document Detection Human Smuggling and Trafficking	\$ 123.74	\$ 124.68

NUMBER	LABOR CATEGORY	COURSE FUNCTIONAL AREA	HOURLY BILL RATE (EXCLUDING IFF)	HOURLY BILL RATE (INCLUDING IFF)
22	Criminal Investigations 1	Basic Intelligence	\$ 120.49	\$ 121.40
23	Criminal Investigations 2	Intermediate Intelligence	\$ 120.49	\$ 121.40
24	Criminal Investigations 3	Gang investigations	\$ 120.49	\$ 121.40
25	Criminal Investigations 4	Missing Persons Investigations	\$ 120.49	\$ 121.40
26	Criminal Investigations 5	Drug Trafficking	\$ 120.49	\$ 121.40
27	Criminal Investigations 6	Kidnapping Investigation: New Criminal Justice System	\$ 234.93	\$ 236.71
28	Criminal Investigations 7	Trafficking in Persons/Smuggling	\$ 120.49	\$ 121.40
29	Criminal Investigations 8	Arms Trafficking Investigation	\$ 120.49	\$ 121.40
30	Criminal Investigations 9	Major Theft Investigation	\$ 120.49	\$ 121.40
31	Criminal Investigations 10	Integration	\$ 123.74	\$ 124.68
32	Criminal Investigations 11	Special Victims Investigations-Sexual Abuse	\$ 120.49	\$ 121.40
33	Criminal Investigations 12	Introduction to AML Investigations under Mexican Accusatory System	\$ 120.49	\$ 121.40
34	Criminal Investigations 13	Fraud Investigations	\$ 120.49	\$ 121.40
35	Criminal Investigations 14	Investigative Integration Accusatory System	\$ 123.74	\$ 124.68
36	Criminal Investigations 15	Introduction to Homicide Investigations	\$ 120.49	\$ 121.40

LABOR CATEGORY	BILL RATE (EXCLUDING IFF)	BILL RATE (INCLUDING IFF)
Curriculum Developer	\$ 178.10	\$ 179.45