

**GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST**

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage®, a menu-driven database system. The INTERNET address for GSA Advantage® is GSAAdvantage.gov

Schedule for Professional Engineering Services (PES)

Federal Supply Group: 871 FSC Class: R425

Contract No. GS-10F-0148W

Supplement No. 02

Effective: July 31, 2014

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at <http://www.fss.gsa.gov>

Period Covered by Contract: March 25, 2010 – March 24, 2015



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Customer Information

1a. Table of Awarded Special Item Numbers (SINs) with appropriate cross-reference to page numbers is shown below:

Special Item Number (SIN)	Description	Page Reference
871-7 (871-7RC)	Construction Management (Engineering Disciplines: Civil, Electrical & Mechanical)	3-5

1b. Lowest Price for each SIN: This information can be found on Tables 1 and 2, pages 12-13.

1c. Job Titles, Experience, and Education: This information can be found on Table 3, pages 14-25.

2. Maximum Order: The maximum dollar amount that may be issued is \$1,000,000.

3. Minimum Order: The minimum dollar amount that may be issued is \$100.00.

4. Geographic Coverage: Delivery Orders issued under this GSA contract apply to domestic and overseas locations.

5. Point of Production: Same as company address.

6. Discount From List Prices or Statement of Net Price: Government net prices (discounts already offered). TEAM's billable labor hour rates shown on pages 12 & 13 can be ordered on a Labor Hour or Firm Fixed Price (lump sum) basis. Refer to the Federal Acquisition Regulation (FAR) Subparts 16.602 and 16.602 for a description of Labor Hour and Firm Fixed Price contract types. The FAR can be accessed at www.acquisition.gov.

7. Quantity Discounts: None Offered.

8. Prompt Payment Terms: Net 30 days.

9a. Notification that Government purchase cards are accepted at or below the micro-purchase threshold: Yes.

9b. Notification that Government purchase cards are accepted or not accepted above the micro-purchase threshold of \$3,000: Will accept.

10. Foreign Items: None.

11a. Time of delivery of ordered SIN Services: As agreed upon in each individual Delivery Order between the ordering activity and TEAM.

11b. Expedited Delivery: As agreed upon in each individual Delivery Order between the ordering activity and TEAM.

11c. Overnight and 2-Day Delivery: As agreed upon in each individual Delivery Order between the ordering activity and TEAM.

11d. Urgent Requirements: Are subject to the "Urgent Requirement's" clause of the GSA PES basic contract. Ordering agencies are requested to contact TEAM at its earliest opportunity to allow TEAM to meet urgent requirement demands.

12. Freight On Board: Destination.

13a. Ordering Address:

TEAM Integrated Engineering, Inc. (Small Business)
100 NE Loop 410, Suite 100
San Antonio, Texas 78216
ATTN: Ms. Maria Jaramillo, Director Business Support Services
E-Mail: mjaramillo@team-ie.com
Phone (210) 341-4316 or Facsimile (210) 341-1049

13b. Ordering Procedures: For services, see the ordering procedures shown on pages 5-11 and for Blanket Purchase Agreements (BPA's) information and a sample BPA visit GSA/FSS Schedule homepage (fss.gsa.gov/schedules).

14. Payment Address: 100 NE Loop 410, Suite 100
San Antonio, Texas 78216
ATTN: Accounting Department

15. Warranty Provision: Standard Commercial Warranty.

16. Export Packing Charges: Not applicable.

17. Terms and Conditions of Government Purchase Card Acceptance: As agreed upon in each individual Delivery Order between the ordering activity and TEAM.

18. Terms and Conditions of Rental, Maintenance and Repair: Not applicable.

19. Terms and Conditions of Installation: Not applicable.

20. Terms and Conditions of Repair Parts Indicating Date of Parts Price Lists and any Discounts from List Prices: Not applicable.

20a. Terms and Conditions for any Other Services: Not applicable.

21. List of Service and Distribution Points. Not applicable.

22. List of Participating Dealers. Not applicable.

23. Preventative Maintenance. Not applicable.

24a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): Not applicable.

24b. Section 508 compliance information. The EIT standards can be found at www.Section508.gov/. Not applicable.

25. Data Universal Numbering System (DUNS) Number: 11-8859235

26. Notification Regarding Registration in System for Award Management Database: Registration Active.

SPECIAL ITEM NUMBER DESCRIPTION:**SIN 871-7 (871-7RC Recovery): Construction Management;
Engineering Disciplines: Civil, Mechanical & Electrical**

Through SIN 871-7, TEAM's consultants are accessible to all federal agencies. Our expert consultants have significant public and private project experiences working with a wide range of clients interested in improving their critical business processes. Key areas that TEAM supports are as follows:

Construction Management: Customer agencies shall utilize construction managers as its principal agent to advise or manage the process over the project regardless of the project delivery method used. The Construction Manager (CM) assumes the position of professional adviser or extension of staff to the customer agency. The CM frequently helps the customer agency identify which delivery method is the best for the project. The construction management approach utilizes a firm (or team of firms) with construction, design and management expertise to temporarily expand the customer agency's capabilities, so that they can successfully accomplish their program or project. The CM also provides expert advice in support of the customer agency's decisions in the implementation of the project. The following are some of the tasks to be covered under Construction Management:

Project Design Phase Services: These services may include: design technical reviews; code compliance reviews; constructability reviews; analysis of Value Engineering proposals; preparation of cost estimates (including independent check estimates); cost analysis; cost control/monitoring; energy studies; utility studies; site investigations; site surveys; scheduling (including preparation of schedules and schedule reviews); review of design scope changes (including analysis of schedule impact); scheduling/conducting/documenting design related meetings; and performing market studies (material availability, TEAM interest, etc.).

Project Procurement Phase Services: These services may include: providing assistance to the Contracting Officer in contract procurement; answering bid/RFP questions; attending/participating in site visits; attending/participating in pre-bid conferences; preparing and issuing solicitation amendments for review and approval by the Government Contracting Officer; and performing cost/bid/proposal analysis.

Project Construction Phase Services. These services may include: establishing temporary field offices; setting up job files, working folders, and record keeping systems; maintaining organized construction files; scheduling and conducting preconstruction meetings; documenting actions taken and decisions made, etc.; monitoring the submittal review process; review and monitoring of project schedules for construction progress with emphasis on milestone completion dates, phasing requirements, work flow, material deliveries, test dates, etc.; assisting in problem resolution and handling of disputed issues (including development of Government position); maintaining marked up sets of project plans and specifications for future as-built drawings; performing routine inspections of construction as work proceeds, taking action to identify work that does not conform to the contract requirements, and notifying the contractors when work requires correction; compiling, through site inspections, lists of defects and omissions related to the work performed and providing these lists to the contractor for correction; review of construction contractor payment requests (including preparation of necessary forms for payment processing); monitoring project financial data and budgetary cost accounting; administration of construction contract change orders (issuing

proposal requests, preparing cost estimates, reviewing cost proposals, assisting agency in negotiations, preparing change order packages for processing); scheduling, conducting, and documenting regular progress meetings with all interested parties to review project status, discuss problems, and resolve issues; scheduling, conducting, and documenting (prepare minutes, etc. for distribution) construction related project meetings; monitoring construction contractor compliance with established safety standards (note and report unsafe working conditions, failures to adhere to safety plan required by construction contract); monitoring construction contractor s compliance with contract labor standards; coordination of construction activities with customer Managers and occupying agency personnel; monitoring the design and construction clarification process and, when appropriate, reminding the Architectural and Engineering (A/E) and other parties involved of the need for timely actions; participating in all Partnering activities during construction (workshops, meetings, etc.); preparing special reports and regular project status reports; providing for progress and/or final photographs of project work; perform site surveys; provide assistance in obtaining permits; perform hazardous material assessments and monitoring of hazardous material abatement work; and provide cost estimating assistance.

Commissioning Services. These services shall include, but are not limited to, providing professional and technical expertise for start-up, calibration, and/or certification of a facility or operating systems within a facility. The CM must be able to provide any level of commissioning need from total support to specialty services. Commissioning services may require start-up planning, forecasting start-up duration, estimating start-up costs, determining start-up objectives, organizing start-up teams and team assignments, testing building system components, conducting performance tests.

Testing Services: The CM may be tasked to provide the services of an independent testing agency/laboratory to perform project specific quality control testing and inspection services. The services may include, but are not limited to, testing/inspection of soils, concrete, precast concrete connections, steel, steel decking, applied fireproofing, roofing, curtain walls/glazing, and elevator installations.

Claims Services. The CM may be tasked to provide Claims Services when and as required by the Government for specific projects. The CM will review disputes and claims from the A&E and/or construction contractor(s) and render all assistance that the Government may require, including, but not limited to, the following:

- Furnishing reports with supporting information necessary to resolve disputes or defend against the claims.
- Preparation and assembly of appeal files.
- Participation in meetings or negotiations with claimants.
- Appearance in legal proceedings.
- Preparation of cost estimates for use in claims negotiations.
- Preparation of risk assessments/analyses relative to claim exposures.
- Preparation of findings of fact and any other documentation required by the Government.

Post Construction Services. At or near substantial completion of project construction, the CM may be tasked to provide services such as:

- Performing Post Occupancy Evaluations (POEs).
- Assisting Agency in the formulation of lessons learned
- Providing occupancy planning including development of move schedules, cost estimates, inventory lists, etc.
- Providing move coordination, relocation assistance, and/or furniture coordination.
- Providing telecommunication and computer coordination.

How to Prepare Acquisition Packages

The following Federal Acquisition Regulation (FAR) Sub Part excerpts 8.401 – 8.405-2 and 37.6 – 37.604 are intended to provide interested Federal Agencies with the instructions on how to prepare an acquisition package for placing delivery or task orders. The FAR can be accessed at <http://farsite.hill.af.mil/vffara.htm>.

8.401 – Definitions.

As used in this subpart—

“Ordering activity” means an activity that is authorized to place orders, or establish blanket purchase agreements (BPA), against the General Services Administration’s (GSA) Multiple Award Schedule contracts. A list of eligible ordering activities is available at <http://www.gsa.gov/schedules> (click “For Customers Ordering from Schedules” and then “Eligibility to Use GSA Sources”).

“Multiple Award Schedule (MAS)” means contracts awarded by GSA or the Department of Veterans Affairs (VA) for similar or comparable supplies, or services, established with more than one supplier, at varying prices. The primary statutory authority for the MAS program are Title III of the Federal Property and Administrative Services Act of 1949 (41 U.S.C. 251, et seq.) and Title 40 U.S.C. 501, Services for Executive Agencies.

“Requiring agency” means the agency needing the supplies or services.

“Schedules e-Library” means the on-line source for GSA and VA Federal Supply Schedule contract award information. Schedules e-Library may be accessed at <http://www.gsa.gov/elibrary>.

“Special Item Number (SIN)” means a group of generically similar (but not identical) supplies or services that are intended to serve the same general purpose or function.

8.402 -- General.

(a) The Federal Supply Schedule program is also known as the GSA Schedules Program or the Multiple Award Schedule Program. The Federal Supply Schedule program is directed and managed by GSA and provides Federal agencies (see 8.002) with a simplified process for obtaining commercial supplies and services at prices

associated with volume buying. Indefinite delivery contracts are awarded to provide supplies and services at stated prices for given periods of time. GSA may delegate certain responsibilities to other agencies (e.g., GSA has delegated authority to the VA to procure medical supplies under the VA Federal Supply Schedules program). Orders issued under the VA Federal Supply Schedule program are covered by this subpart. Additionally, the Department of Defense (DoD) manages similar systems of schedule-type contracting for military items; however, DoD systems are not covered by this subpart.

(b) GSA schedule contracts require all schedule contractors to publish an "Authorized Federal Supply Schedule Pricelist (pricelist). The pricelist contains all supplies and services offered by a schedule contractor. In addition, each pricelist contains the pricing and the terms and conditions pertaining to each Special Item Number that is on schedule. The schedule contractor is required to provide one copy of its pricelist to any ordering activity upon request. Also, a copy of the pricelist may be obtained from the Federal Supply Services by submitting a written e-mail request to schedules.infocenter@gsa.gov or by telephone at 1-800-488-3111. This subpart, together with the pricelists, contain necessary information for placing delivery or task orders with schedule contractors. In addition, the GSA schedule contracting office issues Federal Supply Schedules publications that contain a general overview of the Federal Supply Schedule (FSS) program and address pertinent topics. Ordering activities may request copies of schedules publications by contacting the Centralized Mailing List Service through the Internet at <http://www.gsa.gov/cmls>, submitting written e-mail requests to CMLS@gsa.gov, or by completing GSA Form 457, FSS Publications Mailing List Application, and mailing it to the GSA Centralized Mailing List Service (7SM), P.O. Box 6477, Fort Worth, TX 76115. Copies of GSA Form 457 may also be obtained from the above-referenced points contact.

(c)(1) GSA offers an on-line shopping service called "GSA Advantage!" through which ordering activities may place orders against Schedules. (Ordering activities may also use GSA Advantage! to place orders through GSA's Global Supply System, a GSA wholesale supply source, formerly known as "GSA Stock" or the "Customer Supply Center." FAR Subpart 8.4 is not applicable to orders placed through the GSA Global Supply System.) Ordering activities may access GSA Advantage! through the GSA Federal Supply Service Home Page (<http://www.gsa.gov/fss>) or the GSA Federal Supply Schedule Home Page at <http://www.gsa.gov/schedules>.

(2) GSA Advantage! enables ordering activities to search specific information (i.e., national stock number, part number, common name), review delivery options, place orders directly with Schedule contractors (except see 8.405-6) and pay for orders using the Governmentwide commercial purchase card.

(d) "e-Buy," GSA's electronic Request for Quotation (RFQ) system, is a part of a suite of on-line tools which complement GSA Advantage!. E-Buy allows ordering activities to post requirements, obtain quotes, and issue orders electronically. Ordering activities shall post an RFQ to e-Buy when an order contains brand name specifications (see 8.405-6). Ordering activities may access e-Buy at <http://www.ebuy.gsa.gov>. For more information or assistance on either GSA Advantage! or e-Buy, contact GSA at Internet e-mail address gsa.advantage@gsa.gov.

(e) For more information or assistance regarding the Federal Supply Schedule Program, review the following Web site: <http://www.gsa.gov/schedules>. Additionally, for on-line training courses regarding the Schedules Program, review the following web site:

http://www.gsa.gov/Portal/gsa/ep/contentView.do?contentType=GSA_OVERVIEW&contentId=12783

(f) For administrative convenience, an ordering activity contracting officer may add items not on the Federal Supply Schedule (also referred to as open market items) to a Federal Supply Schedule blanket purchase agreement (BPA) or an individual task or delivery order only if--

(1) All applicable acquisition regulations pertaining to the purchase of the items not on the Federal Supply Schedule have been followed (e.g., publicizing (Part 5), competition requirements (Part 6), acquisition of commercial items (Part 12), contracting methods (Parts 13, 14, and 15), and small business programs (Part 19));

(2) The ordering activity contracting officer has determined the price for the items not on the Federal Supply Schedule is fair and reasonable;

(3) The items are clearly labeled on the order as items not on the Federal Supply Schedule; and

(4) All clauses applicable to items not on the Federal Supply Schedule are included in the order.

(g) When using the Governmentwide commercial purchase card as a method of payment, orders at or below the micro-purchase threshold are exempt from verification in the Central Contractor Registration (CCR) database as to whether the contractor has a delinquent debt subject to collection under the Treasury Offset Program (TOP).

8.403 -- Applicability.

(a) Procedures in this subpart apply to--

(1) Individual orders placed for supplies or services placed against Federal Supply Schedules contracts; and

(2) BPAs established against Federal Supply Schedule contracts.

(b) GSA may establish special ordering procedures for a particular schedule. In this case, that schedule will specify those special ordering procedures. Unless otherwise noted, special ordering procedures established for a Federal Supply Schedule take precedence over the procedures in 8.405.

(c) In accordance with section 1427(b) of Public Law 108-136, for requirements that substantially or to a dominant extent specify performance of architect-engineer services (as defined in 2.101), agencies—

(1) Shall use the procedures at Subpart 36.6; and

(2) Shall not place orders for such requirements under a Federal Supply Schedule.

8.404 – Use of Federal Supply Schedules.

(a) General. Parts 13 (except 13.303-2(c)(3)), 14, 15, and 19 (except for the requirement at 19.202-1(e)(1)(iii)) do not apply to BPAs or orders placed against Federal Supply Schedules contracts (but see 8.405-5). BPAs and orders placed against a MAS, using the procedures in this subpart, are considered to be issued using full and open competition (see 6.102(d)(3)). Therefore, when establishing a BPA (as authorized by 13.303-2(c)(3)), or placing orders under Federal Supply Schedule contracts using the procedures of 8.405, ordering activities shall not seek competition outside of the Federal Supply Schedules or synopsise the requirement; but see paragraph (e) of this section for orders (including orders issued under BPAs) funded in whole or in part by the American Recovery and Reinvestment Act of 2009 (Pub. L. 111-5).

(b) The contracting officer, when placing an order or establishing a BPA, is responsible for applying the regulatory and statutory requirements applicable to the agency for which the order is placed or the BPA is established. The requiring agency shall provide the information on the applicable regulatory and statutory requirements to the contracting officer responsible for placing the order.

(c) Acquisition planning. Orders placed under a Federal Supply Schedule contract--

- (1) Are not exempt from the development of acquisition plans (see Subpart 7.1), and an information technology acquisition strategy (see Part 39);
- (2) Must comply with all FAR requirements for a bundled contract when the order meets the definition of "bundled contract" (see 2.101(b)); and
- (3) Must, whether placed by the requiring agency, or on behalf of the requiring agency, be consistent with the requiring agency's statutory and regulatory requirements applicable to the acquisition of the supply or service.

(d) Pricing. Supplies offered on the schedule are listed at fixed prices. Services offered on the schedule are priced either at hourly rates, or at a fixed price for performance of a specific task (e.g., installation, maintenance, and repair). GSA has already determined the prices of supplies and fixed-price services, and rates for services offered at hourly rates, under schedule contracts to be fair and reasonable. Therefore, ordering activities are not required to make a separate determination of fair and reasonable pricing, except for a price evaluation as required by 8.405-2(d). By placing an order against a schedule contract using the procedures in 8.405, the ordering activity has concluded that the order represents the best value (as defined in FAR 2.101) and results in the lowest overall cost alternative (considering price, special features, administrative costs, etc.) to meet the Government's needs. Although GSA has already negotiated fair and reasonable pricing, ordering activities may seek additional discounts before placing an order (see 8.405-4).

(e) Publicizing contract actions funded in whole or in part by the American Recovery and Reinvestment Act of 2009 (Pub. L. 111-5):

- (1) Notices of proposed MAS orders (including orders issued under BPAs) that are for "informational purposes only" exceeding \$25,000 shall follow the procedures in 5.704 for posting orders.
- (2) Award notices for MAS orders (including orders issued under BPAs) shall follow the procedures in 5.705.

8.405 – Ordering Procedures for Federal Supply Schedules.

Ordering activities shall use the ordering procedures of this section when placing an order or establishing a BPA for supplies or services. The procedures in this section apply to all schedules.

8.405-2 – Ordering Procedures for Services Requiring a Statement of Work.

(a) General. Ordering activities shall use the procedures in this subsection when ordering services priced at hourly rates as established by the schedule contracts. The applicable services will be identified in the Federal Supply Schedule publications and the contractor's pricelists.

(b) Statements of Work (SOWs). All Statements of Work shall include the work to be performed; location of work; period of performance; deliverable schedule; applicable performance standards; and any special requirements (e.g., security clearances, travel,

special knowledge). To the maximum extent practicable, agency requirements shall be performance-based statements (See Sub Part 37.6 shown on page 9 & 10).

(c) Request for Quotation procedures. The ordering activity must provide the Request for Quotation (RFQ), which includes the statement of work and evaluation criteria (e.g., experience and past performance), to schedule contractors that offer services that will meet the agency's needs. The RFQ may be posted to GSA's electronic RFQ system, e-Buy (See 8.402(d) on page 6 above).

(1) Orders at, or below, the micro-purchase threshold. Ordering activities may place orders at, or below, the micro-purchase threshold with any Federal Supply Schedule contractor that can meet the agency's needs. The ordering activity should attempt to distribute orders among contractors.

(2) For orders exceeding the micro-purchase threshold, but not exceeding the maximum order threshold.

(i) The ordering activity shall develop a statement of work, in accordance with 8.405-2(b).

(ii) The ordering activity shall provide the RFQ (including the statement of work and evaluation criteria) to at least three schedule contractors that offer services that will meet the agency's needs.

(iii) The ordering activity should request that contractors submit firm-fixed prices to perform the services identified in the statement of work.

(3) For proposed orders exceeding the maximum order threshold or when establishing a BPA. In addition to meeting the requirements of 8.405-2(c)(2), the ordering activity shall-

(i) Provide the RFQ (including the statement of work and evaluation criteria) to additional schedule contractors that offer services that will meet the needs of the ordering activity. When determining the appropriate number of additional schedule contractors, the ordering activity may consider, among other factors, the following:

(A) The complexity, scope and estimated value of the requirement.

(B) The market search results.

(ii) Seek price reductions.

(4) The ordering activity shall provide the RFQ (including the statement of work and the evaluation criteria) to any schedule contractor who requests a copy of it.

(d) Evaluation. The ordering activity shall evaluate all responses received using the evaluation criteria provided to the schedule contractors. The ordering activity is responsible for considering the level of effort and the mix of labor proposed to perform a specific task being ordered, and for determining that the total price is reasonable. Place the order, or establish the BPA, with the schedule contractor that represents the best value (see 8.404(d)). After award, ordering activities should provide timely notification to unsuccessful offerors. If an unsuccessful offeror requests information on an award that was based on factors other than price alone, a brief explanation of the basis for the award decision shall be provided.

(e) Minimum documentation. The ordering activity shall document—

(1) The schedule contracts considered, noting the contractor from which the service was purchased;

(2) A description of the service purchased;

(3) The amount paid;

(4) The evaluation methodology used in selecting the contractor to receive the order;

(5) The rationale for any tradeoffs in making the selection;

(6) The price reasonableness determination required by paragraph (d) of this subsection; and

(7) The rationale for using other than—

(i) A firm-fixed price order; or

- (ii) A performance-based order.

37.600 -- Scope of Subpart.

This subpart prescribes policies and procedures for acquiring services using performance-based acquisition methods.

37.601 -- General.

- (a) Solicitations may use either a performance work statement or a statement of objectives (see 37.602).
- (b) Performance-based contracts for services shall include—
 - (1) A performance work statement (PWS);
 - (2) Measurable performance standards (i.e., in terms of quality, timeliness, quantity, etc.) and the method of assessing contractor performance against performance standards; and
 - (3) Performance incentives where appropriate. When used, the performance incentives shall correspond to the performance standards set forth in the contract (see 16.402-2).
- (c) See 12.102(g) for the use of Part 12 procedures for performance-based acquisitions.

37.602 – Performance Work Statement.

- (a) A Performance Work Statement (PWS) may be prepared by the Government or result from a Statement of Objectives (SOO) prepared by the Government where the offeror proposes the PWS.
- (b) Agencies shall, to the maximum extent practicable –
 - (1) Describe the work in terms of the required results rather than either “how” the work is to be accomplished or the number of hours to be provided (see 11.002(a)(2) and 11.101);
 - (2) Enable assessment of work performance against measurable performance standards;
 - (3) Rely on the use of measurable performance standards and financial incentives in a competitive environment to encourage competitors to develop and institute innovative and cost-effective methods of performing the work.
- (c) Offerors use the SOO to develop the PWS; however, the SOO does not become part of the contract. The SOO shall, at a minimum, include—

- (1) Purpose;

- (2) Scope or mission;
- (3) Period and place of performance;
- (4) Background;
- (5) Performance objectives, i.e., required results; and
- (6) Any operating constraints.

37.603 – Performance Standards.

(a) Performance standards establish the performance level required by the Government to meet the contract requirements. The standards shall be measurable and structured to permit an assessment of the contractor's performance.

(b) When offerors propose performance standards in response to a SOO, agencies shall evaluate the proposed standards to determine if they meet agency needs.

37.604 -- Quality Assurance Surveillance Plans.

Requirements for quality assurance and quality assurance surveillance plans are in Subpart 46.4. The Government may either prepare the quality assurance surveillance plan or require the offerors to submit a proposed quality assurance surveillance plan for the Government's consideration in development of the Government's plan.

Table 1. TEAM Labor Categories and Billable Labor Rates (with .75% IFF)

Government Site

Labor Category	Fully Burdened Hourly Rate
Administrative	\$ 36.23
Mid-Level Architect	\$ 76.05
Sr. Architect	\$ 99.65
CAD Technician	\$ 60.52
Mid-Level Chemical Engineer	\$ 61.81
Jr. Civil Engineer	\$ 52.30
Mid Civil Engineer	\$ 65.88
Sr. Civil Engineer	\$ 127.59
Civil Engineering Technologist	\$ 82.58
Construction Engineer	\$ 80.25
Construction Manager	\$ 76.89
Cost Analyst	\$ 68.28
Jr. Electrical Engineer	\$ 44.13
Sr. Electrical Engineer	\$ 71.31
Mid Environmental Engineer	\$ 91.67
Engineer Technician	\$ 75.79
Sr. Geologist	\$ 96.31
Mid-Level Industrial Engineer	\$ 76.03
Jr. Mechanical Engineer	\$ 48.71
Mid Mechanical Engineer	\$ 70.51
Sr. Mechanical Engineer	\$ 85.66
Program Manager	\$ 107.97
Project Manager	\$ 118.50
Sr. Scheduler	\$ 80.54

Table 2. TEAM Labor Categories and Billable Labor Rates (with .75% IFF)

Contractor Site

Labor Category	Fully Burdened Hourly Rate
Administrative	\$ 42.93
Mid-Level Architect	\$ 93.09
Sr. Architect	\$ 121.96
CAD Technician	\$ 50.35
Mid-Level Chemical Engineer	\$ 75.63
Jr. Civil Engineer	\$ 64.50
Mid Civil Engineer	\$ 80.64
Sr. Civil Engineer	\$ 126.32
Civil Engineering Technologist	\$ 101.06
Construction Engineer	\$ 98.22
Construction Manager	\$ 111.70
Cost Analyst	\$ 67.24
Jr. Electrical Engineer	\$ 64.39
Sr. Electrical Engineer	\$ 87.27
Mid Environmental Engineer	\$ 112.19
Engineer Technician	\$ 92.74
Sr. Geologist	\$ 122.11
Mid-Level Industrial Engineer	\$ 93.04
Jr. Mechanical Engineer	\$ 61.40
Mid Mechanical Engineer	\$ 83.95
Sr. Mechanical Engineer	\$ 130.25
Program Manager	\$ 132.12
Project Manager	\$ 118.74
Sr. Scheduler	\$ 98.56

Table 3. SCA Matrix

SCA Matrix		
SCA Eligible Labor Category	SCA Equivalent Code Title	WD Number
Administrative Support	01112 – General Clerk II	052521
CAD Technician III	30063 – Drafter/CAD Operator III	052521
Engineering Technician V	30086 – Engineering Technician IV	052521

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determination Number identified in the SCA matrix. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

Table 4 TEAM Position Description, Education & Experience Requirements

Position Title	Functions Position Description	Education	Minimum Experience	Other Qualifications
Administrative	Provides administrative support to an individual or office. Supplies information, maintains files, schedules appointments, produces correspondence and otherwise relieves officials of minor administrative and business detail. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under supervision; In most cases, reports to a manager.	High School graduate	3 yrs	
Architect, Mid-Level	Responsible for work on minor projects. Selects, evaluates, and implements procedures and techniques used on projects. Submits reports and specifications as requested. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under supervision; In most cases, reports to a manager.	BS in technical degree	4 yrs	Relevant Certifications

<p>Architect, Senior</p>	<p>Oversees and plans all architectural aspects of construction projects. Responsible for final specifications, approval of ordered materials, and overall guidance on objectives and concepts. May also supervise and evaluate work of subordinate architects and technicians. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager.</p>	<p>BS in technical degree</p>	<p>8 yrs</p>	<p>Relevant Certifications</p>
<p>CAD Technician, Mid-Level</p>	<p>Assist the engineering team and Senior CAD/D Technician in preparing site plans, site design drawings including cross-sections, profiles, figures, sketches, and as-builts for inclusion in project documentation.</p>	<p>Associates of Applied Science Degree</p>	<p>4 yrs</p>	<p>Relevant Certifications</p>

<p>Chemical Engineer, Mid-Level</p>	<p>Designs and initiates processes for the manufacturing of chemicals and related products such as cement, detergents, gasoline, plastics, and synthetics. Requires a master's degree in area of specialty. License and certification may be required. Demonstrates understanding in a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A degree of creativity and latitude is expected. In most cases, reports to executive leadership.</p>	<p>BS in technical degree</p>	<p>4 yrs</p>	<p>Relevant Certifications</p>
<p>Civil Engineer, Junior</p>	<p>Designs and supervises construction projects such airports, bridges, channels, dams, railroads, and roads. Prepares proposals and cost estimates. Estimates work load to establish completion dates. Requires a college degree in engineering. Demonstrates knowledge in a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A degree of creativity and latitude is expected. In most cases, reports to a project leader or manager.</p>	<p>BS in technical degree</p>	<p>1 yr</p>	<p>Relevant Certifications</p>

<p>Civil Engineer, Mid-Level</p>	<p>Designs and supervises construction projects such airports, bridges, channels, dams, railroads, and roads. Prepares proposals and cost estimates. Estimates work load to establish completion dates. Requires a college degree in engineering. Demonstrates knowledge in a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A degree of creativity and latitude is expected. In most cases, reports to a project leader or manager.</p>	<p>BS in technical degree</p>	<p>4 yrs</p>	<p>Relevant Certifications</p>
<p>Civil Engineer, Senior</p>	<p>Designs and supervises construction projects such airports, bridges, channels, dams, railroads, and roads. Prepares proposals and cost estimates. Estimates work load to establish completion dates. Requires a college degree in engineering. License and certification may be required. Demonstrates knowledge in a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A degree of creativity and latitude is expected. Works under minimal supervision; In most cases, reports to a project manager.</p>	<p>BS in technical degree</p>	<p>8 yrs</p>	<p>Relevant Certifications</p>

<p>Civil Engineering Technologist</p>	<p>Utilizes processes and procedures on construction projects such as airports, bridges, channels, dams, railroads, and roads. Ensures Quality Assurance/ Quality Control processes are in place, and followed.</p>	<p>BS in technical degree</p>	<p>5 yrs</p>	<p>Relevant Certifications</p>
<p>Construction Engineer</p>	<p>Performs engineering functions for major projects and construction programs. Prepares progress estimates and reports.</p>	<p>BS in technical degree</p>	<p>5 yrs</p>	<p>Relevant Certifications</p>

<p>Construction Manager</p>	<p>Responsible for the overall management of construction projects. Oversees multiple projects at one time with the aid of Resident Construction Managers. Ensures construction projects are completed on time and to the client's satisfaction. Assists in staffing, outlining project plans, setting project goals/deadlines, and evaluating performance. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.</p>	<p>BS in technical degree</p>	<p>5 yrs</p>	<p>Relevant Certifications</p>
<p>Cost Analyst</p>	<p>Performs daily accounting activities such as, maintenance of the general ledger and preparation of various accounting statements and financial reports. Requires a college degree. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May direct and lead the work of others. In most cases, reports to a supervisor or manager. A degree of creativity and latitude is expected.</p>	<p>BS in technical degree</p>	<p>1 yr</p>	<p>Relevant Certifications</p>

<p>Electrical Engineer, Junior</p>	<p>Designs, develops, and tests all aspects of electrical components, equipment, and machinery. May use computer-assisted engineering and design software and equipment to perform assignments. Applies principles and techniques of electrical engineering to accomplish goals. Requires a bachelor's degree in engineering. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May report to a project manager or supervisor. A wide degree of creativity and latitude is expected.</p>	<p>BS in technical degree</p>	<p>1 yr</p>	<p>Relevant Certifications</p>
<p>Electrical Engineer, Senior</p>	<p>Designs, develops, and tests all aspects of electrical components, equipment, and machinery. May use computer-assisted engineering and design software and equipment to perform assignments. Applies principles and techniques of electrical engineering to accomplish goals. Requires a bachelor's degree in engineering. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Works under minimal supervision; In most cases, reports to a project manager. A wide degree of creativity and latitude is expected.</p>	<p>BS in technical degree</p>	<p>8 yrs</p>	<p>Relevant Certifications</p>

<p>Environmental Engineer Mid</p>	<p>Identifies, assesses and resolves problems concerning the environment. May also design, install, operate and maintain measuring apparatus to determine the level of pollutants involving air, land, and water. Requires a college degree in engineering. License and certification may be required. Familiar with a variety of the field's concepts, practices and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a wide variety of complicated tasks. Works under minimal supervision; In most cases, reports to a project manager. A degree of creativity and latitude is expected.</p>	<p>BS in technical degree</p>	<p>4 yrs</p>	<p>Relevant Certifications</p>
<p>Engineering Technician</p>	<p>Assists all levels of engineers with their tasks and assignments. Requires a college degree. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. In most cases, reports to a supervisor or manager. A wide degree of creativity and latitude is expected.</p>	<p>BS in technical degree</p>	<p>4 yrs</p>	<p>Relevant Certifications</p>

<p>Geologist Senior</p>	<p>Researches the formation, dissolution and content of rock layers. Researches the effects of internal pressures, heat, water, and erosion. Requires a college degree in area of specialty. Demonstrates knowledge in a variety of the field's concepts, practices and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a wide variety of tasks. A degree of creativity and latitude is expected. Works under minimal supervision; In most cases, reports to a project manager.</p>	<p>BS in technical degree</p>	<p>8 yrs</p>	<p>Relevant Certifications</p>
<p>Industrial Engineer Mid</p>	<p>Plans and oversees layout of equipment, office, and production facilities. Conducts studies in operations to maximize work low and spatial utilization. Ensures facility efficiency and workplace safety. Requires bachelor's degree in engineering. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a wide variety of complicated tasks. In most cases, reports to a project manager. A wide degree of creativity and latitude is expected.</p>	<p>BS in technical degree</p>	<p>4 yrs</p>	<p>Relevant Certifications</p>

<p>Mechanical Engineer Junior</p>	<p>Designs, develops, and tests all aspects of mechanical components, equipment, and machinery. Applies knowledge of engineering principles to design products such as engines, instruments, controls, robots, machines, etc. May be involved in fabrication, operation, application, installation, and/or repair of mechanical products. Requires a bachelor's degree in engineering. Familiar with a variety of complicated tasks. May report to a project manager or supervisor. A wide degree of creativity and latitude is expected.</p>	<p>BS in technical degree</p>	<p>4yrs</p>	<p>Relevant Certifications</p>
<p>Mechanical Engineer Mid</p>	<p>Designs, develops, and tests all aspects of mechanical components, equipment, and machinery. Applies knowledge of engineering principles to design products such as engines, instruments, controls, robots, machines, etc. May be involved in fabrication, operation, application, installation, and/or repair of mechanical products. Requires a bachelor's degree in engineering. Familiar with a variety of complicated tasks. May report to a project manager or supervisor. A wide degree of creativity and latitude is expected.</p>	<p>BS in technical degree</p>	<p>4 yrs</p>	<p>Relevant Certifications</p>

<p>Mechanical Engineer Senior</p>	<p>Designs, develops, and tests all aspects of mechanical components, equipment, and machinery. Applies knowledge of engineering principles to design products such as engines, instruments, controls, robots, machines, etc. May be involved in fabrication, operation, application, installation, and/or repair of mechanical products. Requires a bachelor's degree in engineering. Familiar with a variety of the field's concepts, practices, and procedures. Performs a variety of complicated tasks. Works under minimal supervision; In most cases, reports to a project manager. A wide degree of creativity and latitude is expected.</p>	<p>BS or MS in technical degree</p>	<p>8 yrs</p>	<p>Relevant Certifications</p>
<p>Project Manager</p>	<p>Responsible for the coordination and completion of projects. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Prepares reports for upper management regarding status of project. May require a master's degree and at least 8 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a wide variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. In most cases, reports to the Program Manager.</p>	<p>BS in technical degree</p>	<p>8 yrs</p>	<p>Relevant Certifications</p>

<p>Program Manager</p>	<p>Directs and oversees an organization's operational (non-manufacturing) policies, objectives, and initiatives. Requires a master's degree with at least 12 years of experience in the field. Familiar with a wide variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. In most cases, reports to top corporate management.</p>	<p>MS in technical degree</p>	<p>12 yrs</p>	<p>Relevant Certifications</p>
<p>Scheduler Sr.</p>	<p>Responsible for the planning and scheduling of construction work and work crew. Gathers and analyzes information to prepare reports on the progress of projects. Ensures that assignment and scheduling of work follows company policy. Evaluates current procedures and recommends changes to improve the efficiency of planning and scheduling of projects. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager.</p>	<p>BS in technical degree</p>	<p>5 yrs</p>	<p>Relevant Certifications</p>