



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!TM at <http://www.gsaadvantage.gov>

THE PROFESSIONAL SERVICES SCHEDULE (PSS)

Industrial Group: 00CORP

Contract No.: GS-10F-0365T

Contract Period: 9/13/2007 - 9/12/2017

*For more information on ordering from Federal Supply Schedules, click here:
[For Federal Agency Customers – Ordering from Schedules](#)*

Ripple Effect Communications, Inc.

2400 Research Blvd., Suite 305

Rockville, MD 20850

Phone: 1-800-277-5708

Fax: 240-745-3777

e-mail: abielski@rippleeffect.com

<http://www.rippleeffect.com>

Business Size/Status: Small Woman-Owned

Prices shown herein are NET (discount deducted).

Pricelist current through CM-AZ473 dated 10/3/2015



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About Us

Ripple Effect Communications, Inc. is an award winning innovator in the areas of strategy and public policy, providing a broad range of services in four areas: program management & public policy, strategy & workforce development, information technology, and communications. Founded in 2004, Ripple Effect is a woman-owned small business headquartered in Rockville, MD.

Our Federal clients engage Ripple Effect because of our reputation for undertaking challenging projects, organizing systems and solutions, and delivering results that change the way they reach mission success.

Ripple Effect capabilities cover the following areas:

PROGRAM MANAGEMENT & PUBLIC POLICY

- Policy Development
- Research and Analysis
- Public Comment Management and Analysis
- Program Evaluation
- Management of Grants Process
- Project Management

INFORMATION TECHNOLOGY

- Requirements Analysis
- Feasibility Analysis
- IT Strategic Systems Planning
- SharePoint Development
- Form Development
- Web Development
- Knowledge Management
- New Media

STRATEGY & WORKFORCE DEVELOPMENT

- Business Process Improvement
- Strategic Planning
- Executive and Workforce Retreats
- Meeting Facilitation
- Learning Management Systems and Training

COMMUNICATIONS & MARKETING

- Materials Development
- Marketing Strategy
- Social Media Communications and Evaluation
- Web Content
- Blogs and Podcasts
- Conference Management

General Contract Information

1a. Table of Awarded Special Item Numbers (SINs):

Please refer to the GSA eLibrary (www.gsaelibrary.gsa.gov) for detailed SIN descriptions

- SIN 874-1 Consulting Services
- SIN 874-7 Program and Project Management Services
- SIN 874-1RC Consulting Services
- SIN 874-7RC Program and Project Management Services

874-1RC,-7RC - Disaster Recovery Purchasing Program. Section 833 of the National Defense Authorization Act allows state and local governments to purchase products and services to facilitate recovery from a major disaster. This includes advance and pre-positioning in preparation for a disaster.

| | | |
|---|--|----------|
| 1b. Lowest Priced Model Number and Lowest Price: | Please refer to our rates on page # 13 | |
| 1c. Labor Category Descriptions: | Please refer to page # 10 | |
| 2. Maximum Order: | \$1,000,000 | |
| 3. Minimum Order: | \$100 | |
| 4. Geographic Coverage: | Domestic & Overseas | |
| 5. Point (s) of Production: | Not Applicable | |
| 6. Discount from List Price: | All Prices Herein are Net | |
| 7. | | Quantity |
| 8. Prompt Payment Terms: | Net 30 days | |
| 9a. Government Purchase Card <i>is</i> accepted at or below the micro – purchase threshold. | | |
| 9b. Government Purchase Card <i>is</i> accepted above the micro – purchase threshold. | | |
| 10. Foreign Items: | None | |
| 11a. Time of Delivery: | To Be Negotiated with Ordering Agency | |
| 11b. Expedited Delivery: | To Be Negotiated with Ordering Agency | |
| 11c. Overnight and 2-Day Delivery: | To Be Negotiated with Ordering Agency | |
| 11d. Urgent Requirement: | To Be Negotiated with Ordering Agency | |

12. F.O.B. Point(s): Destination
- 13a. Ordering Address: Ripple Effect Communications, Inc.
Attn: Amy Bielski/GSA Orders
2400 Research Blvd., Suite 305
Rockville, MD 20850
- 13b. For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs), are found in Federal Acquisition Regulation (FAR) 8.405-3.
14. Payment Address: Ripple Effect Communications, Inc.
Attn: Amy Bielski/Accounts Receivable
2400 Research Blvd., Suite 305
Rockville, MD 20850
15. Warranty Provision: Not Applicable
16. Export Packing Charges: Not Applicable
17. Terms & Conditions of Government Purchase Card Acceptance: Contact Contract Administrator
18. Terms and conditions of rental, maintenance, and repair: Not Applicable
19. Terms and conditions of installation (if applicable): 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 (if applicable): Not Applicable
21. List of service and distribution points (if applicable): Not Applicable
22. List of participating dealers (if applicable): Not Applicable
23. Preventative maintenance (if applicable): Not Applicable
- 24a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or

reduced pollutants.):

- 24b. Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: www.Section508.gov/ : Contact Contract Administrator for more information.
25. Data Universal Number System (DUNS) Number: 139133230
26. Ripple Effect Communications, Inc. *is* registered in the System for Award Management (SAM).

Contract Overview

GSA awarded Ripple Effect Communications, Inc. a GSA Federal Supply Schedule contract for The Professional Services Schedule (PSS), Contract No. GS-10F-0365T. The current contract period is 9/13/2007 - 9/12/2017. GSA may exercise a total of up to two additional 5 year option periods. The contract allows for the placement of Firm Fixed Price or Time and Materials task orders using the labor categories and ceiling rates defined in the contract.

Contract Administrator

Amy Bielski
Ripple Effect Communications, Inc.
2400 Research Blvd., Suite 305
Rockville, MD 20850
Telephone: (240) 481-5192
Fax Number: (240) 745-3777
Email: abielski@rippleeffect.com

Marketing and Technical Point of Contact

Amy Bielski
Ripple Effect Communications, Inc.
2400 Research Blvd., Suite 305
Rockville, MD 20850
Telephone: (240) 481-5192
Fax Number: (240) 745-3777
Email: abielski@rippleeffect.com

Contract Use

This contract is available for use by all federal government agencies, as a source for Mission Oriented Business Integrated Services, for worldwide use. Executive agencies, other Federal agencies, mixed –ownership Government corporations, and the District of Columbia; government contractors authorized in writing by a Federal agency pursuant to 48 CFR 51.1; and other activities and organizations authorized by statute or regulation to use GSA as a source of supply may use this contract. Additionally, contractors are encouraged to accept orders received from activities within the Executive Branch of the Federal Government.

Contract Scope

The contractor shall provide all resources including personnel, management, supplies, services, materials, equipment, facilities and transportation necessary to provide a wide range of professional services as specified in each task order.

Services specified in a task order may be performed at the contractor's facilities or the ordering agencies' facilities. The government will determine the contractor's compensation by any of several different methods (to be specified at the task order level) e.g., a firm-fixed price for services with or without incentives, labor hours or time-and-material.

The Special Item Numbers (SINs) available under this contract provide services across the full life cycle of a project. When task orders are placed, they must identify the SIN or SINs under which the task is being executed. Ripple Effect Communications, Inc. has been awarded a contract by GSA to provide services under the following SINs:

- SIN 874-1/874-1RC: Consulting Services
- SIN 874-7/874-7RC: Program and Project Management Services

Instructions for Placing Orders

FOR SERVICES BASED ON GSA SCHEDULE HOURLY RATES

GSA provides a streamlined, efficient process for ordering the services you need. GSA has already determined that Ripple Effect Communications, Inc. meets the technical requirements and that our prices offered are fair and reasonable. Agencies may use written orders; facsimile orders, credit card orders, blanket purchase agreement orders or individual purchase orders under this contract.

If it is determined that your agency needs an outside source to provide MOBIS services, follow these simple steps:

Step 1. Develop a Statement of Work (SOW)

In the SOW, include the following information:

- Work to be performed,
- Location of work,
- Period of performance;
- Deliverable schedule, and
- Special standards and any special requirements, where applicable.

Step 2. Select Contractor and Place Order

- If the order is at or below the micro-purchase threshold, select the contractor best suited for your needs and place the order.
- If the order is exceeding but less than the maximum order threshold (MOT), prepare an RFQ;
- If the order is in excess of the MOT, prepare an RFQ. Consider expansion of competition and seek price reductions.

Step 3. Prepare a Request for Quote (RFQ)

- Include the SOW and evaluation criteria;
- Request fixed price, ceiling price, or, if not possible, labor hour or time and materials order;
- If preferred, request a performance plan from contractors and information on past experience; and include information on the basis for selection.
- May be posted on GSA's electronic RFQ system, e-Buy

Step 4. Provide RFQ to at least Three Firms

Step 5. Evaluate Offers, Select Best Value Firm, and Place Order

Requirements Exceeding the Maximum Order

In accordance with FAR 8.404, before placing an order that exceeds the maximum order threshold, ordering offices shall:

- Review additional schedule contractors' catalogs/price lists or use the "GSA Advantage!" on-line shopping service;
- Based upon the initial evaluation, generally seek price reductions from the schedule contractor(s) appearing to provide the best value (considering price and other factors); and
- After price reductions have been sought, place the order with the schedule contractor that provides the best value and results in the lowest overall cost alternative (see FAR 8.404(a)). If further price reductions are not offered, an order may still be placed, if the ordering office determines that it is appropriate.

Vendors may:

Offer a new lower price for this requirement (the Price Reduction clause is not applicable to orders placed over the maximum order in FAR 52.216-19 Order Limitations.)

- Offer the lowest price available under the contract; or
- Decline the order (orders must be returned in accordance with FAR 52.216-19).

A task order that exceeds the maximum order may be placed with the Contractor selected in accordance with FAR 8.404. The order will be placed under the contract.

Sales for orders that exceed the Maximum Order shall be reported in accordance with GSAR 552.238-74.

Blanket Purchase Agreement

Ordering activities may establish BPAs under any schedule contract to fill repetitive needs for supplies or services. BPAs may be established with one or more schedule contractors. The number of BPAs to be established is within the discretion of the ordering activity establishing the BPAs and should be based on a strategy that is expected to maximize the effectiveness of the BPA(s). In determining how many BPAs to establish, consider:

- The scope and complexity of the requirement(s);
- The need to periodically compare multiple technical approaches or prices;
- The administrative costs of BPAs; and
- The technical qualifications of the schedule contractor(s).

Establishment of a single BPA, or multiple BPAs, shall be made using the same procedures outlined in 8.405-1 or 8.405-2. BPAs shall address the frequency of ordering, invoicing, discounts, requirements (*e.g.* estimated quantities, work to be performed), delivery locations, and time.

When establishing multiple BPAs, the ordering activity shall specify the procedures for placing orders under the BPAs. Establishment of a multi-agency BPA against a Federal Supply Schedule contract is permitted if the multi-agency BPA identifies the participating agencies and their estimated requirements at the time the BPA is established.

ORDERING FROM BPAS

- Single BPA. If the ordering activity establishes one BPA, authorized users may place the order directly under the established BPA when the need for the supply or service arises.
- Multiple BPAs. If the ordering activity establishes multiple BPAs, before placing an order exceeding the micro-purchase threshold, the ordering activity shall:
 - Forward the requirement, or statement of work and the evaluation criteria, to an appropriate number of BPA holders, as established in the BPA ordering procedures; and
 - Evaluate the responses received, make a best value determination (see 8.404(d)), and place the order with the BPA holder that represents the best value.
- BPAs for hourly rate services. If the BPA is for hourly rate services, the ordering activity shall develop a statement of work for requirements covered by the BPA. All orders under the BPA shall specify a price for the performance of the tasks identified in the statement of work.
- Duration of BPAs. BPAs generally should not exceed five years in length, but may do so to meet program requirements. Contractors may be awarded BPAs that extend beyond the current term of their GSA Schedule contract, so long as there are option periods in their GSA Schedule contract that, if exercised, will cover the BPA's period of performance.

REVIEW OF BPAS

The ordering activity that established the BPA shall review it at least once a year to determine whether:

- The schedule contract, upon which the BPA was established, is still in effect;
- The BPA still represents the best value (see 8.404(d)); and
- Estimated quantities/amounts have been exceeded and additional price reductions can be obtained.
- The ordering activity shall document the results of its review.

Labor Category Descriptions

EXPERIENCE SUBSTITUTIONS

| | | |
|--|--------|-------------------|
| H.S. Diploma + 4 years additional experience | Equals | Bachelors Degrees |
| Bachelors Degree + 2 years additional experience | Equals | Masters Degree |
| Masters Degree + 3 years additional experience | Equals | Ph.D |

EDUCATION SUBSTITUTIONS

| |
|---|
| A Ph.D. may be substituted for 3 years of required experience with a Masters Degree or 4 years with a Bachelors Degree. |
| A Masters Degree may be substituted for 2 years of required experience with a Bachelors Degree. |
| A Bachelors Degree may be substituted for 4 years of required experience with a H.S. Diploma. |

| GSA Labor Category | Edu. | Exp. | Description |
|----------------------------|-------|---------|---|
| <i>Project Manager IV</i> | BA/BS | 12 yrs. | Oversees managers working on client projects. Responsible for planning and coordinating activities of project managers and personnel to ensure project deliverables on multiple concurrent or large-scale MOBIS projects are met. Possesses a knowledge base of each client's business, organization and objectives. Reviews high-level deliverables across projects. Manages MOBIS scope and mitigates risk across projects. Serves as key participant in team, client, GSA, and client agency meetings. Implements project review and quality assurance procedures to ensure profitable and successful execution of consulting projects as measured by corporate goals and client satisfaction. Anticipates clients' needs and proposes alternative business solutions. Continually seeks and capitalizes upon opportunities to increase customer satisfaction and deepen client relationships. |
| <i>Project Manager III</i> | BA/BS | 10 yrs. | Plans, organizes, and controls the overall activities of the MOBIS contract. Primary client interface conferring with GSA and client agency management on strategic issues and to minimize costs and maximize efficiency in achieving contract requirements. Ensures that all MOBIS activities conform to the terms and conditions of the contract and task ordering procedures and requirements, including cost, schedule and quality parameters. Provides guidance, direction and ultimate management for all MOBIS projects, and reviews all services and products for conformance to client requirements. May oversee multiple tasks or projects simultaneously. |
| <i>Project Manager II</i> | BA/BS | 8 yrs. | Plans, organizes, and controls the overall activities of the MOBIS contract. Primary client interface conferring with GSA and client agency management on strategic issues and to minimize costs and maximize efficiency in achieving contract requirements. Ensures that all MOBIS activities conform to the terms and conditions of the contract and task ordering procedures and |

| GSA Labor Category | Edu. | Exp. | Description |
|-------------------------------------|-----------|---------|--|
| | | | <p>requirements, including cost, schedule and quality parameters. Provides guidance, direction and ultimate management for all MOBIS projects, and reviews all services and products for conformance to client requirements. Oversees the requirements of larger more complex tasks and requires little supervision or guidance to complete tasks.</p> |
| <i>Project Manager I</i> | BA/BS | 6 yrs. | <p>Plans, organizes, and controls the overall activities of the MOBIS contract. Primary client interface conferring with GSA and client agency management on strategic issues and to minimize costs and maximize efficiency in achieving contract requirements. Ensures that all MOBIS activities conform to the terms and conditions of the contract and task ordering procedures and requirements, including cost, schedule and quality parameters. Provides guidance, direction and ultimate management for all MOBIS projects, and reviews all services and products for conformance to client requirements.</p> |
| <i>Senior Technical Analyst III</i> | MA/ MS | 14 yrs. | <p>Provides subject matter functional expertise. Serves as a senior technical analyst responsible for performing high-level analytical and operational task implementation involving consulting, facilitation, surveys and program management services. Addresses complex management, organizational and business issues to develop strategies, organizational changes and productivity enhancements. Directs the activities of Specialists or other staff as necessary on activities related to specific field or discipline.</p> |
| <i>Senior Technical Analyst II</i> | BA/BS | 12 yrs. | <p>Provides subject matter functional expertise. Serves as a senior technical analyst responsible for performing high-level analytical and operational task implementation involving consulting, facilitation, surveys and program management services. Addresses complex management, organizational and business issues to develop strategies, organizational changes and productivity enhancements. Directs the activities of Specialists or other staff as necessary on activities related to specific field or discipline.</p> |
| <i>Management Analyst II</i> | BA/BS | 6 yrs. | <p>Analyzes current customer business processes and determines recommendations for process improvements. Implements recommendations to facilitate and optimize process improvements. Provides management consulting services including but not limited to: strategic planning, group facilitation, process and productivity improvement solutions, process re-engineering, survey design and implementation. Collects, compiles and analyzes data for reports.</p> |

| GSA Labor Category | Edu. | Exp. | Description |
|--|-------|--------------|--|
| <i>Management Analyst I</i> | BA/BS | 4 yrs. | Assists with analyses of current customer business processes. Implements recommendations to facilitate and optimize process improvements. Provides management consulting services including but not limited to: strategic planning, group facilitation, process and productivity improvement solutions, process re-engineering, survey design and implementation. Collects, compiles and analyzes data for reports. |
| <i>Management Database Developer I</i> | BA/BS | 2 yrs. | Provides experience in database management methods, techniques, and procedures for storing, revising, and retrieving data. Implements data file designs, indexing, and organization that will facilitate and support validation of findings. Designs, develops, monitors and analyzes databases for survey services including performance measures and indicators. Supports backup and recovery of data stored in data base management systems. |
| <i>Writer / Editor</i> | BA/BS | 4 yrs | Researches and writes copy for a variety of publications, communications and promotional materials, including news articles, features, announcements, email messages, scripts, special reports, white papers, or speeches. Requires developing customized content and language, applying appropriate media for a variety of purposes, and in general, meeting the communication needs of the Programs department. Requires familiarity with applicable hardware or software (e.g., web page content, presentations, desk top publishing) |
| <i>Functional Analyst III</i> | BA/BS | 4 yrs. | Applies technical and management analysis methods to provide solutions to consultative, facilitation and survey problems. Provides technical support for development and integration. Works independently to apply expertise and requires little supervision or guidance. |
| <i>Functional Analyst II</i> | BA/BS | 2 yrs. | Applies technical and management analysis methods to provide solutions to consultative, facilitation and survey problems. Provides technical support for development and integration. Works under supervision. |
| <i>Functional Analyst I</i> | BA/BS | 0 yrs. | Applies technical and management analysis methods to provide solutions to consultative, facilitation and survey problems. Provides technical support for development and integration. Works under supervision. |
| <i>Junior Functional Analyst</i> | AA | 6 mont hs | Documents and analyzes required information using technical and management analysis methods to assist with providing solutions to consultative, facilitation and survey problems. Provides technical support for development and integration. Takes input from supervisor and appropriately and accurately applies comments/feedback. Assumes additional responsibility without being asked. |

Hourly Rates for Services

SIN(S) 874-1/874-1RC, 874-7/874-7RC

- Rates below are inclusive of IFF
- Rates are escalated at a rate of 2.8% per year
- NOTE: OCONUS Rates MAY NOT INCLUDE the following: Post Differential Pay, Danger Pay, Travel, DBA Insurance, Medevac Insurance, Third Party Liability, Vehicle Insurance or Operations/maintenance expenses, etc.
- All Other Direct Costs (ODCs) are negotiated with the ordering agency on a task order basis.

Option Period 1 (Years 6 through 10)

| Labor Category | Year 6 | Year 7 | Year 8 | Year 9 | Year 10 |
|---------------------------------|-----------|-----------|-----------|-----------|-----------|
| | 9/13/2012 | 9/13/2013 | 9/13/2014 | 9/13/2015 | 9/13/2016 |
| | 9/12/2013 | 9/12/2014 | 9/12/2015 | 9/12/2016 | 9/12/2017 |
| Project Manager IV | \$164.80 | \$169.41 | \$174.16 | \$179.03 | \$184.05 |
| Project Manager III | \$153.26 | \$157.56 | \$161.97 | \$166.50 | \$171.16 |
| Project Manager II | \$133.14 | \$136.86 | \$140.70 | \$144.64 | \$148.69 |
| Project Manager I | \$123.61 | \$127.07 | \$130.63 | \$134.28 | \$138.04 |
| Senior Technical Analyst III | \$220.00 | \$226.16 | \$232.49 | \$239.00 | \$245.70 |
| Senior Technical Analyst II | \$187.65 | \$192.91 | \$198.31 | \$203.86 | \$209.57 |
| Management Analyst II | \$119.86 | \$123.22 | \$126.67 | \$130.22 | \$133.86 |
| Management Analyst I | \$112.36 | \$115.51 | \$118.74 | \$122.07 | \$125.48 |
| Management Database Developer I | \$89.89 | \$92.41 | \$94.99 | \$97.65 | \$100.39 |
| Writer/Editor | \$78.67 | \$80.88 | \$83.14 | \$85.47 | \$87.86 |
| Functional Analyst III | \$89.16 | \$91.65 | \$94.22 | \$96.86 | \$99.57 |
| Functional Analyst II | \$71.91 | \$73.92 | \$75.99 | \$78.12 | \$80.31 |
| Functional Analyst I | \$60.67 | \$62.37 | \$64.12 | \$65.91 | \$67.76 |
| Junior Functional Analyst | \$40.61 | \$41.74 | \$42.91 | \$44.11 | \$45.35 |

"The Service Contract Act (SCA) is applicable to this contract and as it applies to the entire OOCORP Professional Service Schedule and all services provided. While no specific labor categories have been identified as being subject to SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29CRF 5413.300), this contract still maintains the provisions and protections for SCA eligible labor categories. If and/or when the Contractor adds SCA labor categories / employees to the contract through the modification process, the Contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and applicable wage determination (WD) number. Failure to do so may result in cancellation of the contract."

Option Period 2 (Years 11 through 15)

| Labor Category | Year 11 | Year 12 | Year 13 | Year 14 | Year 15 |
|------------------------------|-----------|-----------|-----------|-----------|-----------|
| | 9/13/2017 | 9/13/2018 | 9/13/2019 | 9/13/2020 | 9/13/2021 |
| | 9/12/2018 | 9/12/2019 | 9/12/2020 | 9/12/2021 | 9/12/2022 |
| Project Manager IV | \$189.20 | \$194.50 | \$199.94 | \$205.54 | \$211.30 |
| Project Manager III | \$175.96 | \$180.88 | \$185.95 | \$191.16 | \$196.51 |
| Project Manager II | \$152.85 | \$157.13 | \$161.53 | \$166.05 | \$170.70 |
| Project Manager I | \$141.91 | \$145.88 | \$149.97 | \$154.17 | \$158.48 |
| Senior Technical Analyst III | \$252.58 | \$259.65 | \$266.92 | \$274.39 | \$282.08 |
| Senior Technical Analyst II | \$215.44 | \$221.47 | \$227.67 | \$234.04 | \$240.60 |
| Management Analyst II | \$137.61 | \$141.47 | \$145.43 | \$149.50 | \$153.68 |
| Management Analyst I | \$129.00 | \$132.61 | \$136.32 | \$140.14 | \$144.06 |
| Management Data.Dev. I | \$103.20 | \$106.09 | \$109.06 | \$112.11 | \$115.25 |
| Writer/Editor | \$90.32 | \$92.85 | \$95.45 | \$98.12 | \$100.87 |
| Functional Analyst III | \$102.36 | \$105.23 | \$108.17 | \$111.20 | \$114.31 |
| Functional Analyst II | \$82.56 | \$84.87 | \$87.24 | \$89.69 | \$92.20 |
| Functional Analyst I | \$69.66 | \$71.61 | \$73.61 | \$75.67 | \$77.79 |
| Junior Functional Analyst | \$46.62 | \$47.92 | \$49.27 | \$50.64 | \$52.06 |

Option Period 3 (Years 16 through 20)

| Labor Category | Year 16 | Year 17 | Year 18 | Year 19 | Year 20 |
|------------------------------|-----------|-----------|-----------|-----------|-----------|
| | 9/13/2022 | 9/13/2023 | 9/13/2024 | 9/13/2025 | 9/13/2026 |
| | 9/12/2023 | 9/12/2024 | 9/12/2025 | 9/12/2026 | 9/12/2027 |
| Project Manager IV | \$217.21 | \$223.29 | \$229.55 | \$235.97 | \$242.58 |
| Project Manager III | \$202.01 | \$207.67 | \$213.48 | \$219.46 | \$225.60 |
| Project Manager II | \$175.48 | \$180.39 | \$185.44 | \$190.64 | \$195.97 |
| Project Manager I | \$162.92 | \$167.48 | \$172.17 | \$176.99 | \$181.95 |
| Senior Technical Analyst III | \$289.97 | \$298.10 | \$306.44 | \$315.02 | \$323.84 |
| Senior Technical Analyst II | \$247.33 | \$254.26 | \$261.38 | \$268.70 | \$276.22 |
| Management Analyst II | \$157.99 | \$162.41 | \$166.96 | \$171.63 | \$176.44 |
| Management Analyst I | \$148.10 | \$152.24 | \$156.51 | \$160.89 | \$165.39 |
| Management Data.Dev. I | \$118.48 | \$121.80 | \$125.20 | \$128.71 | \$132.31 |
| Writer/Editor | \$103.69 | \$106.60 | \$109.58 | \$112.65 | \$115.80 |
| Functional Analyst III | \$117.52 | \$120.80 | \$124.19 | \$127.66 | \$131.24 |
| Functional Analyst II | \$94.78 | \$97.44 | \$100.16 | \$102.97 | \$105.85 |
| Functional Analyst I | \$79.97 | \$82.21 | \$84.51 | \$86.88 | \$89.31 |
| Junior Functional Analyst | \$53.52 | \$55.02 | \$56.56 | \$58.15 | \$59.77 |