



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![®] at <http://www.gsaadvantage.gov>

MULTIPLE AWARD SCHEDULE (MAS)

Large Category: Professional Services

Subcategories: Business Administrative Services and Marketing and Public Relations

Contract No.: GS-10F-0365T

Contract Period: 9/13/2007 - 9/12/2022

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

Ripple Effect Communications, Inc.

Contract Administrator – Katherine (Kathy) Williams
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<http://www.rippleeffect.com>

Business Size/Status: Small Woman-Owned

Prices shown herein are NET (discount deducted)

Pricelist current through [PS-0036](#) dated [January 25, 2021](#)



Contract Holder

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About Us

Ripple Effect, a woman-owned small business in Rockville, Maryland, is an innovator in scientific program management and policy, communications and outreach, and research and evaluation support. Our work focuses in the healthcare and scientific research space, supporting customers that include DoD, NIH, CMS and HHS. Ripple Effect brings a reputation for “finding experts” and delivering high-quality solutions efficiently, on time, and on budget.

Ripple Effect works with government, private, and nonprofit clients to support the crucial health care policies and programs that shape our nation. We assist federal clients in moving their complex projects swiftly and efficiently to successful completion. Our strength is delivering multidisciplinary solutions across our core competencies in policy, communications and research. Our multidisciplinary team is composed of researchers and communicators, scientists, analysts, and more. We are known as the contractors who “get things done,” and our “Work Smarter. Perform Better.” motto means Ripple Effect will provide support that is optimized for our client’s needs.

Ripple Effect capabilities cover the following areas:

PROGRAM MANAGEMENT & POLICY

- Strategic Planning
- Business & Financial Management
- Legislative and Policy Services
- Regulatory Compliance
- Stakeholder Engagement
- Business transformation
- Technology & Enterprise Modernization
-

INFORMATION TECHNOLOGY

- Requirements Analysis
- Feasibility Analysis
- SharePoint Development
- Web Development
- Knowledge Management
- Multimedia & E-Learning

RESEARCH & EVALUATION

- Evaluation Feasibility and Design
- Program Evaluation
- Evaluation Support Services
- Public Comment Support
- Data collection and Survey Research
- Data Analysis and Visualization
- Qualitative Research & Analysis

COMMUNICATIONS & OUTREACH

- Integrated Marketing
- Digital Strategy
- Information Visualization
- Education & Training
- Research & Analytics
- Conference & Events

Keywords: COVID, communications planning, crisis communications, public relations, media pitching & outreach, writing & editing, graphic design, speech writing, website design, email marketing, virtual events, social media, video & multimedia, e-learning, branding, infographics, data visualization, webcasting, committee management, conferences, focus groups, business process reengineering, business continuity planning, grants management and administration, portfolio analysis, strategic planning, performance measurement, financial & budget analysis, policy research, legislative analysis & tracking, regulatory oversight, town hall meetings, interviews, surveys, comment analysis, committee governance, change management, process documentation, SharePoint Development, feasibility studies, program evaluation, OMB & IRB clearances, big data, participant recruitment, social network analysis, outcome & process evaluation, literature reviews, ethnographic studies, social science research

Customer Information

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

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

- SIN 541430 /RC Graphic Design Services
- SIN 54151S /RC /STLOC Information Technology Professional Services
- SIN 541511 /RC Web Based Marketing
- SIN 541611 RC Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Service
- SIN 541613 / RC Marketing Consulting Services
- SIN 541820 / RC Public Relations Services
- SIN 541910 / RC Marketing Research & Analysis
- SIN 561920 / RC Conference, Meeting, Event & Trade Show Planning Services
- SIN OLM / RC / STLOC Order-Level Materials (OLM)

State & Local Purchasing Programs:



- (RC) Disaster Recovery Purchasing Program (RC) 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.



- (STLOC) Section 211 of the E-Government Act of 2002 (the Act) amended the Federal Property and Administrative Services Act to allow for "Cooperative Purchasing." The Cooperative Purchasing Program allows state, local, and tribal governments to purchase IT, security, and law enforcement products and services offered through specific Schedule contracts. Cooperative Purchasing allows eligible entities to purchase from approved industry partners, at any time, for any reason, using any funds available.
- Federal Grants During Public Health Emergencies Section 319 of Public Health and Services Act.

1b. Lowest Priced Model Number and Lowest Price: Please refer to our rates on page #[14](#)

1c. Labor Category Descriptions: Please refer to page #[9](#)

2. Maximum Order: \$1,000,000: SINs: 541611, 541430, 541511,
541613, 541820, 541910, 561920
\$500,000: SIN 54151S

The maximum order threshold represents the point where, given the dollar value of the potential order, the Schedule Contractor may decline the order. Schedule contractors are encouraged, but not obligated, to accept orders exceeding this limit.

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 Discounts: Not Applicable

8. Prompt Payment Terms: Net 30 days
Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
- 9a. Government Purchase Card *is* accepted at or below the micro – purchase threshold.
- 9b. Government Purchase Card *is* 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: Business Development/GSA Orders
 2400 Research Blvd., Suite 305
 Rockville, MD 20850
- 13b. Ordering Procedures: 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: 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 (any thresholds above the micro-purchase level): Contract Contractor
18. Terms and conditions of rental, maintenance, and repair (if applicable): 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 (if applicable): 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.): Not Applicable
- 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/ : Contract Contractor 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 Multiple Award Schedule (MAS), Contract No. GS-10F-0365T. The current contract period is 9/13/2007 - 9/12/2022. GSA may exercise a total of up to one additional 5-year option period. 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

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Contract Use

This contract is available for use by all federal government agencies, as a source for Multiple Award Schedule (MAS) 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 541430 /RC Graphic Design Services
- SIN 541511 /RC Web Based Marketing
- SIN 54151S /RC /STLOC Information Technology Professional Services
- SIN 541611 RC Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Service
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Please refer to *GSA eLibrary* (www.gsaelibrary.gsa.gov) for detailed SIN descriptions.

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 MAS 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 in excess of the micro-purchase threshold, but less than the simplified acquisition threshold (SAT), prepare an RFQ;
- If the order is in excess of the SAT, 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

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

EDUCATION AND EXPERIENCE SUBSTITUTION TABLE

Labor Category	Min Edu	Min Exp	PhD	MA/MS	BA/BS	AA	2 years of coursework in an undergraduate degree program	HS
Program Director IV	MA/MS	15	12		17	19	19	21
Program Director III	MA/MS	12	9		14	16	16	18
Program Director I	MA/MS	6	3		8	10	10	12
Project Manager IV	BA/BS	12	7	10		14	14	16
Project Manager III	BA/BS	10	5	8		12	12	14
Project Manager II	BA/BS	8	3	6		10	10	12
Project Manager I	BA/BS	6	1	4		8	8	10
Senior Technical Analyst III	MA/MS	14	11		16	18	18	20
Senior Technical Analyst II	BA/BS	12	7	10		14	14	16
Management Analyst II	BA/BS	6	1	4		8	8	10
Management Analyst I	BA/BS	4	N/A	2		6	6	8
Management Database Developer II	BA/BS	5	0	3		7	7	9
Management Database Developer I	BA/BS	2	N/A	0		4	4	6
Writer/Editor	BA/BS	4	N/A	2		6	6	8
Functional Analyst IV	BA/BS	6	1	4		8	8	10
Functional Analyst III	BA/BS	4	N/A	2		6	6	8
Functional Analyst II	BA/BS	2	N/A	0		4	4	6
Functional Analyst I	BA/BS	0	N/A	N/A		2	2	4
Junior Functional Analyst	AA	0	N/A	N/A	N/A		0	2
Support Specialist III	BA/BS	0	N/A	N/A				

N/A indicates that the alternate Education level is sufficient qualification; no experience substitution is required.

LABOR CATEGORY DESCRIPTIONS

GSA Labor Category	Min Edu	Min Exp	Description
<i>Program Director IV</i>	MA/MS	15 yrs	Responsible for management of very large programs, extremely complex programs, or research efforts. Recognized as a leader in a business area. Leads staff as appropriate to develop new skills. Ensures technical expertise for clients. Senior manager whose competency concerning effectiveness and efficiency in managing dedicated overall program activity is paramount to contract success. Organizes, directs and coordinates planning and production of all program/effort activities. Possesses excellent oral and written communication skills, with demonstrated capability of dealing with all levels of management personnel, task/project managers and client representatives. Responsible for the performance of all program/effort requirements. Meets with appropriate client management personnel, other program managers and client agency representatives. Formulates and reviews strategic plans, subcontracts, and deliverable items. Responsible for the coordination of all functions of program/effort staff. Actively applies quality assurance measures to the management and performance of the program/effort.
<i>Program Director III</i>	MA/MS	12 yrs	Responsible for overall management of very large programs, extremely complex programs, or research efforts. Senior manager whose competency concerning effectiveness and efficiency in managing dedicated overall program activity is paramount to contract success. Organizes, directs and coordinates planning and production of all program/effort activities. Possesses excellent oral and written communication skills, with demonstrated capability of dealing with all levels of management personnel, task/project managers and client representatives. Responsible for the performance of all program/effort requirements. Meets with appropriate client management personnel, other program managers and client agency representatives. Formulates and reviews strategic plans, subcontracting, and deliverable items. Responsible for the coordination of all functions of program/effort staff. Actively applies quality assurance measures to the management and performance of the program/effort.
<i>Program Director I</i>	MA/MS	6 yrs	Responsible for overall management of large programs, extremely complex programs, or research efforts. Senior manager whose competency concerning effectiveness and efficiency in managing dedicated overall program activity is paramount to contract success. Organizes, directs and coordinates planning and production of all program/effort activities. Possesses excellent oral and written communication skills, with demonstrated capability of dealing with all levels of management personnel, task/project managers and client representatives. Responsible for the performance of all program/effort requirements. Meets with appropriate client management personnel, other program managers and client agency representatives. Formulates and reviews strategic plans, subcontracting, and deliverable items. Responsible for the coordination of all functions of program/effort staff. Actively applies quality assurance measures to the management and performance of the program/effort.

GSA Labor Category	Min Edu	Min 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 MAS projects are met. Possesses a knowledge base of each client's business, organization and objectives. Reviews high-level deliverables across projects. Manages MAS 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 MAS 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 MAS 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 MAS 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 MAS 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 MAS 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 MAS 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.
<i>Project Manager I</i>	BA/BS	6 yrs	Plans, organizes, and controls the overall activities of the MAS 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 MAS 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 MAS projects, and reviews all services and products for conformance to client requirements.
<i>Senior Technical Analyst III</i>	MA/MS	14 yrs	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.

GSA Labor Category	Min Edu	Min Exp	Description
<i>Senior Technical Analyst II</i>	BA/BS	12 yrs	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.
<i>Management Analyst II</i>	BA/BS	6 yrs	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.
<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 II</i>	BA/BS	5 yrs	Provides senior technical expertise and experience in database management methods, techniques, and procedures for storing, revising, and retrieving data. Architects complex database structures or systems. 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>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).

GSA Labor Category	Min Edu	Min Exp	Description
<i>Functional Analyst IV</i>	BA/BS	6 yrs	Applies senior level technical expertise 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 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 months	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.
<i>Support Specialist III</i>	BA/BS	0 yrs	Performs a variety of administrative duties for a program manager or other management, such as typing reports and memos, maintaining computer-based files, answers office inquiries, scheduling meetings and performs administrative tasks. Performs special projects of a moderate to highly skilled nature. Must be familiar with the use of office software and have good typing skills. Works independently to identify and complete tasks and requires minimal supervision.

Hourly Rates for Services

ALL LABOR SIN(S)

- 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 Order-Level Materials (OLMs) are negotiated with the ordering agency on a task order basis.

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
Program Director IV	\$230.33	\$230.33	\$236.78	\$243.41	\$250.22
Program Director III	\$201.54	\$201.54	\$207.18	\$212.98	\$218.94
Program Director I	\$166.51	\$166.51	\$171.17	\$175.96	\$180.89
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 Database Dev. II	\$119.96	\$119.96	\$123.32	\$126.77	\$130.32
Management Database 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 IV	\$119.96	\$119.96	\$123.32	\$126.77	\$130.32
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
Support Specialist III	\$55.18	\$55.18	\$56.73	\$58.32	\$59.95

Service Contract Labor Standards: The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Multiple Award

Schedule (MAS) and all services provided. While no specific labor categories have been identified as being subject to SCLS/SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS/SCA eligible labor categories. If and / or when the contractor adds SCLS/SCA labor categories to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS/SCA matrix identifying the GSA labor category titles, the occupational code, SCLS/SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.