



TECOLOTE RESEARCH, INC.
FINANCIAL AND BUSINESS SOLUTIONS SCHEDULE PRICELIST

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: www.GSAAdvantage.gov.

Schedule Title: Financial and Business Solutions (FABS)
FSC Group: Industrial Group 520, Financial and Business Solutions (FABS)
FSC Class: 52
Contract No.: GS-23F-0185K
Contract Period: 10 April 2000 - 31 March 2015
Contractor: Tecolote Research, Inc. 420 S. Fairview Ave., Ste.
 201 Goleta, CA 93117
Phone: (805) 571-6366
Fax: (805) 571-6377
Website: www.tecolote.com

Contract Admin:	<u>Primary</u>	<u>Alternate</u>
	Ms. Elizabeth Hawes 420 S. Fairview Ave, Suite 201 Goleta, CA 93117	Mr. Michael W. Underwood 420 S. Fairview Ave, Suite 201 Goleta, CA 93117
Phone:	805.571.6366 x126	805.571.6366 x120
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Business size: Large Business under NAICS Code 541611

Supplement No.8 Through Modification #CM-A349

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

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1. CUSTOMER INFORMATION

1.a. Special Item Numbers:

SIN	SIN Title	Section/Page
520-12	Budgeting Services	Sec 3, pg 8
520-13	Complementary Financial Management Services	Sec 3, pg 8

1.b. **Pricing:** All pricing information is provided in Section 4 of this Price List.

1.c **Hourly Rates and Labor Category Descriptions:** See Section 4 of this Price List.

2. **Maximum order:** \$1,000,000.00

3. **Minimum order:** \$100.00

4. **Geographic coverage:** Worldwide.

5. **Point(s) of production:**

Tecolote Research Inc. Performance Locations:

<u>Aberdeen Location</u> 203 S. Market Street, Suite 301 Havre de Grace, MD 21078	<u>Albuquerque Operations</u> 2201 Buena Vista Dr SE, Suite 303 Albuquerque, NM 87016
<u>Boston Operations</u> 209 Burlington Rd, Suite 115 Bedford, MA 01730	<u>Chantilly Operations</u> 15020 Conference Center Dr, Suite 200 Chantilly, VA 20151
<u>Colorado Springs Operations</u> 985 Space Center Dr, Suite 305 Colorado Springs, CO 80915	<u>Dahlgren Office</u> 16442 Commerce Dr, Suite 110 King George, VA 22485
<u>Dayton Operations</u> 4141 Colonel Glenn Hwy, Suite 200 Beavercreek, OH 45431	<u>Denver Office</u> 777 S. Wadsworth Blvd, Suite 1-202 Lakewood, CO 80226
<u>Ft. Monmouth Operations</u> 621 Shrewsbury Ave, Suite 129 Shrewsbury, NJ 07702	<u>Houston Operations</u> 18333 Egret Bay Blvd, Suite 307 Houston, TX 77058

Tecolote Research Inc. Performance Locations (Continued):

<u>Hampton Roads Office</u> 529 Wythe Creek Road Poquoson, VA 23662	<u>Huntsville Operations</u> 101 Quality Circle NW, Suite 101 Huntsville, AL 35806
<u>Lompoc Office</u> 415 E. Ocean Dr, Suite H Lompoc, CA 93436	<u>Los Angeles Division</u> 2120 E. Grand Ave, Suite 200 El Segundo, CA 90245
<u>Montgomery Office</u> 602 Interstate Park Drive Montgomery, AL 36109	<u>Ogden Operations</u> 476 Heritage Park Blvd, Suite 205 Layton, UT 84041
<u>Patuxent River Office</u> 22299 Exploration Dr, Suite 101 Lexington Park, MD 20653	<u>Quantico Office</u> 125 Woodstream Blvd, Suite 405 Stafford, VA 22556
<u>Santa Barbara Operations</u> 5266 Hollister Ave, Suite 301 Santa Barbara, CA 93111	<u>Silver Spring Office</u> 5850 Waterloo Rd, Suite 140 Columbia, MD 21045
<u>Tacoma Office</u> 3518 6 th Ave, Suite 301 Tacoma, WA 98406	<u>Tampa Office</u> 1207 N. Franklin St, Suite 107 Tampa, FL 33602
<u>Washington D.C. Operations</u> 2231 Crystal Dr, Suite 702 Arlington, VA 22202	<u>Washington Navy Yard Operations</u> 80 M. Street SE, Suite 440 Washington, DC 20003

6. **Discount from list prices or statement of net price:** Non-commercial pricing. All prices stated herein are net.
7. **Quantity discounts:** None.
8. **Prompt payment terms:** Net 30.
- 9.a **Notification that Government purchase cards are accepted at or below the micro-purchase threshold:** YES NO
- 9.b **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** YES NO
10. **Foreign Items:** None.
- 11.a. **Time of Delivery:** Negotiated by individual orders.
- 11.b. **Expedited Delivery:** To be negotiated, if required by individual orders.
- 11.c. **Overnight and 2^{-day} Delivery:** To be negotiated, if required by individual orders..
- 11.d. **Urgent Requirements:** To be negotiated, if required by individual orders.
12. **F.O.B. Point(s):** Destination.

13.a. **Ordering Addresses:**

Tecolote Research, Inc.
420 S. Fairview Ave, Suite 201
Goleta, CA 93117

Primary	Alternate
Name: Elizabeth Hawes	Michael W. Underwood
Phone: 805.571.6366 x126	805.571.6366 x120
Fax: 805.571.6377	805.571.6377
Email: ehawes@tecolote.com	munderwood@tecolote.com

13.b. **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(es):**

Tecolote Research, Inc.
P.O. Box 6069
Santa Barbara, CA 93160-6069

15. **Warranty provision:** The contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract.

16. **Export packing charges, if applicable:** N/A

17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** None.

18. **Terms and conditions of rental, maintenance, and repair:** To be negotiated, if required, by individual order.

19. **Terms and conditions of installation:** To be negotiated, if required, by individual order.

20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices:** To be negotiated, if required, by individual order.

20.a. **Terms and conditions for any other services:** To be negotiated, if required, by individual order.

21. **List of service and distribution points:** To be negotiated, if required, by individual order.

22. **List of participating dealers:** To be provided, if required, by individual order.

23. **Preventive maintenance:** To be negotiated, if required, by individual order.

24.a. **Special attributes such as environmental attributes (e.g. recycled content, energy efficiency, and/or reduced pollutants):** To be negotiated, if required, by individual order.

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24.b. **Section 508 Compliance Information:** Information on Section 508 Compliance on Electronic and Information Technology (EIT) supplies and services is available at <http://www.tecolote.com/Services/SoftwareDevelopment.htm>. The EIT standards can be found at www.Section508.gov.

25. **Data Universal Number System (DUNS) number:** 074108176

26. **Notification regarding registration in SAM.gov:** Registered. Cage Code: 0BMB0

Additional Ordering Information:

Taxpayer ID Number: Contact Elizabeth Hawes at 805.571.6366 x126

2. INTRODUCTION TO TECOLOTE RESEARCH, INC.

Tecolote Research, Inc. (Tecolote) was founded in Santa Barbara, California, in 1973. We are an independent, employee-owned firm that is nationally known for providing specialized program acquisition, sustainment, technical, and management analysis support for clients primarily within the U.S. Government. The company has grown from an original staff of two to a current staff of over 600 technical and support personnel located nationwide. Tecolote’s steady growth results from a record of integrity, customer satisfaction, and our commitment to high-quality service.

Many of the challenges set down by our clients require that we take an engineering or management problem and turn it into an economic solution. Tecolote embraces these challenges and has always maintained a reputation in the industry for excellence. We take the time to understand and thoroughly define the problem at hand, and always strive to apply the best available professional expertise, management principles, and analytical methods.

In addition to the specific financial and business solutions-related services summarized in Section 3, Tecolote provides clients with integrated products and services that support cost analysis, program management, and business consulting (See Figure). Tecolote has had many long-standing contracts with all branches of the military. We have assisted program managers across a wide range of military equipment: space systems; technology programs; radar; communications for ground, sea, and space-based systems; missiles; aircraft; electronic warfare; signal processing; and computer software.

Tecolote Provides Services to a Diverse Client Base

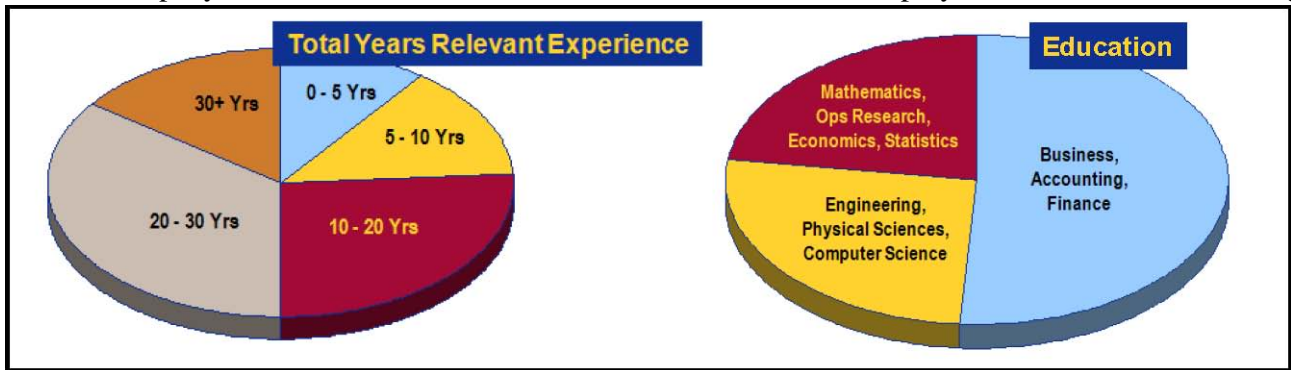
<p>DEFENSE DEPARTMENT AGENCIES</p> <p>Office of Assistant Secretary of Defense, Program Analysis & Evaluation (OASD/PA&E) Defense Finance and Accounting Service (DFAS) Defense Logistics Agency (DLA) Missile Defense Agency (MDA) Defense Acquisition University (DAU) Defense Intelligence Agency (DIA) Defense Information Systems Agency (DISA) United States Special Operations Command (USSOCOM) Joint Chemical Biological Radiation and Nuclear (CBRN) Program</p> 	<p>U.S. AIR FORCE</p> <p>Secretary of the Air Force, Director for Space Acquisition (SAF/USA) Air Force Cost Analysis Agency (AFCAA) Air Force Space Command (AFSPC) Space and Missile Systems Center (SMC) Electronic Systems Center (ESC) Aeronautical Systems Center (ASC) Standard Systems Group (SSG) Air Force Research Laboratory (AFRL) Ogden Air Logistics Center (OO-ALC) Oklahoma City Air Logistics Center (OC-ALC) Warner Robins Air Logistics Center (WR-ALC) Space Innovation and Development Center (SIDC) 30th Space Wing (Vandenberg AFB)</p> 
<p>U.S. ARMY</p> <p>Deputy Assistant Secretary of the Army for Cost and Economics (DASA-CE) Army G-8 Force Development-Analysis Division Space and Missile Defense Command (SMDC) Aviation and Missile Command (AMCOM) Communications-Electronics Life Cycle Management Command (C-E LCMC) Armaments Research Development & Engineering Center (ARDEC) Technology Assistance Program Office (TAPO)</p> 	<p>OTHER GOVERNMENT</p> <p>Department of Education (ED) Department of Energy (DOE) Department of Homeland Security (DHS) U.S. Coast Guard (USCG) U.S. Customs and Border Protection Directorate for National Protection and Programs Internal Revenue Service (IRS) NASA: HQ, LaRC, MSFC, JSC, GSFC National Oceanic and Atmospheric Administration (NOAA) National Geospatial-Intelligence Agency (NGA) National Reconnaissance Office (NRO) National Security Programs National Security Space Office (NSSO)</p> 
<p>U.S. NAVY and MARINE CORPS</p> <p>Naval Center for Cost Analysis (NCCA) Naval Sea Systems Command (NAVSEA) Naval Air Systems Command (NAVAIR) Space and Naval Warfare Systems Command (SPAWAR) Naval Surface Warfare Centers (Carderock, Dahlgren, Indian Head) Navy Engineering Logistics Office (NELO)</p>   <p>Marine Corps Systems Command (MARCORSYSCOM)</p>	<p>INTERNATIONAL SUPPORT</p> <p>NATO Medium Extended Air Defense System (NAMEADSMA) Australia DoD Canadian Navy European Space Agency (ESA)</p>

Tecolote Research, Inc.

Our support to Government programs and headquarters organizations ranges in form from large-scale multi-disciplined, multi-functional task order contracts to singular efforts that are focused on a particular defined objective. We have performed on over 600 contracts and supported over 2,600 separate delivery orders for clients from all areas of the Government and Department of Defense, as shown in the Figure below. The quality of our work and the credibility we offer clients have been instrumental to our success—repeat clients represent over 90% of our business.

Tecolote’s staff has grown along the lines of our philosophy: “Bridging Engineering and Economics.” Staff members have educational backgrounds in computer science/MIS, engineering, physical science, business, accounting, finance, mathematics, operations research, statistics and economics. Our retention rate is one of the highest in our industry. Our staff spans a wide range of experience allowing us to provide best-value labor mixes by teaming our seasoned analyst/mentors with our up-and-coming analyst core.

In a service-oriented company, the quality of the people is what allows the company to make claims of demonstrated credibility, high quality, dedication to mission, and depth of experience. Tecolote has recognized this since our inception as a company. We believe that the environment we create for our employees, combined with the long-term



financial rewards, helps us retain the best and brightest talent in the industry.

Tecolote is totally non-conflicted – we have no support relationships with any system developers or manufacturers. Our reputation for integrity has enabled us to handle and analyze extensive amounts of sensitive financial information from Government and industry. At the core of our success is our continual aim to provide high quality service, value-added products, and cost-effective solutions.

Additional information is available at www.tecolote.com.

3. FINANCIAL AND BUSINESS SOLUTIONS (SINs 520-12 and 520-13)

Tecolote has a reputation for quality based on 30 years of supporting cost/schedule analysis, financial management, budgeting, funds management, and automated system development for the DoD acquisition, sustainment, and accounting communities. Tecolote provides integrated tools and services that encompass the full spectrum of financial management requirements. Not only do we assist our clients in devising new or updated financial management systems, we are well experienced in supporting budget analysis (formulation) and operations (execution). The range of support services that we provide under the Financial and Business Solutions (FABS) Schedule are identified in the table below in relation to Special Item Numbers (SINs) 520-12 and 520-13.

Table 1 – Tecolote’s FM Services Verify Our Ability to Perform Proposed SINs 520-12 & 520-13

Financial and Business Solutions Service Areas	520-12	520-13
	Budgeting	Complementary Financial Management Services
Budget and Financial Management Processes		
Assess and evaluate existing financial management systems and processes including the financial analyst's roles and responsibilities	•	•
Identify changes necessary to improve the budget formulation and execution process within the context of a modern management information system	•	•
Design, develop and implement integrated financial systems to improve program office budget formulation and execution	•	•
Write detailed procedures related to new financial management processes	•	•
Train customer staff in use of new financial management systems	•	•
Budget and Financial Management Tools		
Assess, develop, maintain, and operate budget tools to improve budget formulation and execution process	•	•
Develop, maintain, and operate decision support tools for upper management	•	•
Develop documentation and implement software correction and enhancement process	•	•
Develop database applications with the flexibility to generate financial reports as needed using ad hoc queries	•	•
Maintain configuration control of automated tools	•	•
Train customer staff in use of new financial management automated tools	•	•

Table 1 (Continued) – Tecolote’s FM Services Verify Our Ability to Perform Proposed SINs 520-12 & 520-13

Financial and Business Solutions Service Areas	520-12	520-13
	Budgeting	Complementary Financial Management Services
Budget and Financial Management Operations		
Develop/maintain program budget baseline, and formulate Program Office Memorandum (POM), Budget Execution Summary (BES), and President's Budget (PB) positions		•
Perform "what if" budget/project exercises		•
Produce various internal and external (e.g., 1537) budget related reports		•
Support special budget execution reviews		•
Link cost estimates to a program's budget formulation process	•	•
Link program schedule to earned value metrics	•	•
Monitor the Government accounting systems to ensure accurate budget execution information; recommend corrections to Defense Finance	•	•
Install/operate earned value system to track potential budgetary	•	•
obligations and expenditures, and manage the execution of funds by tracking actual obligations and expenditures	•	•
Develop/maintain the Cost Analysis Requirements Description (CARD)		•
compliance with DFAS Responsible Contract Reconciliation Agent measurement techniques	•	•
Provide cost analysis support to Government litigation efforts		•
Assist the program office in identifying compliance with the Federal Manager's Financial Integrity Act (FMFIA) of 1982 (review Contractor Funds Status Report (CFSR) - reconcile this data with program office budget personnel)		•
Supprt programs with meeting performance measurement requirements identified in the Government Performance Results Act (GPRA) and the Clinger-Cohen Act (identify key performance metrics; develop methods to determine benchmarks, estimate improvement)		•
Train customer staff in Financial Management Operations	•	•

Table 1 (Continued) – Tecolote’s FM Services Verify Our Ability to Perform Proposed SINs 520-12 & 520-13

Financial and Business Solutions Service Areas	520-12	520-13
	Budgeting	Complementary Financial Management Services
Financial Management-Related Studies/Analysis		
Perform Analysis of Alternatives (cost-benefit studies)		•
Perform cost/technical data collection, analysis and database		•
Develop cost factors, models, methodologies and estimating		•
Provide cost risk assessments		•
Perform integrated master schedule analysis, critical path analysis,		•
Analyze program strategic and operational plans		•
Perform life cycle financial planning and analysis		•
Provide Cost as Independent Variable (CAIV) and affordability studies		•
Accomplish "what-if" financial planning drills, and other analytical support		•
Assist program office in defending Program Office Estimate in		•
mission, objectives, performance, and operational and support planning		•
systems		•
Train customer staff in cost estimating, schedule management, risk		•

4. LABOR CATEGORY DESCRIPTIONS AND HOURLY RATES (SINs 520-12 & -13)

PROGRAM MANAGER

Minimum Requirements: BS/BA with 24 semester hours in quantitative analysis courses and at least ten years of government service experience. At least seven of these ten years must have included progressively more responsible assignments for financial management consulting/assistance services supporting Chief Financial Officer or agency senior financial and program managers. At least four of the seven years of consulting experience must be related to financial planning, budget formulation, budget execution, budget monitoring, managerial cost accounting, financial analysis, financial management systems, financial risk analysis, other financial reporting, management controls, financial oversight of agency activities, performance measurement, activity-based cost management support, ADP control reviews, management and internal control reviews, improving agency financial management processes and systems on a continuous basis, and any other type of financial consulting and technical assistance that is deemed to be necessary by the Chief Financial Officer or agency senior financial and program managers. At least five of the seven years of consulting experience must have been as a manager. An MS/MA will substitute for two years of the consulting experience requirement.

Duties: Effective and timely customer communications and coordination of consultants' project activities. Includes front-end team organization, assistance in providing general improvement project approaches/concepts, schedule and cost management of the project, technical reviews of in-process and completed products. Requires the ability to manage and allocate/prioritize resources for simultaneous activities or projects.

SENIOR FINANCIAL MANAGEMENT ANALYST I

Minimum Requirements: BS/BA with 24 semester hours in quantitative analysis courses, and seven years of government consulting experience. Has demonstrated progressively more responsible assignments and has managed or provided overall direction and leadership for financial management consulting/assistance services supporting Chief Financial Officer or agency senior financial and program managers. At least four of the seven years of consulting experience must be related to financial planning, budget formulation, budget execution, budget monitoring, managerial cost accounting, financial analysis, financial management systems, financial risk analysis, other financial reporting, management controls, financial oversight of agency activities, performance measurement, activity-based cost management support, ADP control reviews, management and internal control reviews, improving agency financial management processes and systems on a continuous basis, and any other type of financial consulting and technical assistance that is deemed to be necessary by the Chief Financial Officer or agency senior financial and program managers. An MS/MA will substitute for two years of the government consulting experience requirement.

Duties: Plans, organizes, directs, and conducts financial management consulting/assistance services supporting Chief Financial Officer or agency senior financial and program managers in problem areas of extensive scope and complexity. The problems are difficult to define, and may require novel approaches and the use of sophisticated techniques. Has extensive technical responsibility for interpreting, organizing, executing, and coordinating assignments, including the direction of other staff. Keeps abreast of new FMS-related methodologies, data bases, and tools. Makes decisions, which are considered authoritative and which demonstrate mature judgment in anticipating and solving complex problems. Work is reviewed by the Program Manager to ensure it satisfies customer needs and complies with the contractor's overall consulting standards.

SENIOR TECHNICAL / SYSTEMS ANALYST

Minimum Requirements: BS/BA with major in engineering or computer science or equivalent. At least six years of professional experience in actual project/system design, or manufacturing engineering, or six years of software design/development: (1) at least three years of which involved computer technology systems/applications (e.g., software, command, control, and communications); or (2) at least two years of which involved decision support, management information, and database systems. Expert in technical field. An MS/MA will substitute for two years of the design, development, or manufacturing experience requirement.

Duties: Provides authoritative technical inputs related to financial management process/system improvements in the areas of (1) systems hardware design, process re-engineering, or manufacturing engineering, or (2) software design/development and other related tasks.

SENIOR FINANCIAL MANAGEMENT ANALYST 2

Minimum Requirements: BS/BA with 24 semester hours in quantitative analysis courses and six years of government consulting experience. History of progressively more responsible assignments, and has managed or provided overall direction and leadership for the conduct of financial management consulting/assistance services supporting Chief Financial Officer or agency senior financial and program managers. At least four of the six years of consulting experience must be related to financial planning, budget formulation, budget execution, budget monitoring, managerial cost accounting, financial analysis, financial management systems, financial risk analysis, other financial reporting, management controls, financial oversight of agency activities, performance measurement, activity-based cost management support, ADP control reviews, management and internal control reviews, improving agency financial management processes and systems on a continuous basis, and any other type of financial consulting and technical assistance that is deemed to be necessary by the Chief Financial Officer or agency senior financial and program managers. An MS/MA will substitute for two years of the government consulting experience requirement.

Duties: Plans, organizes, directs, and conducts financial management consulting/assistance services supporting Chief Financial Officer or agency senior financial and program managers in problem areas of moderate-to-extensive scope and complexity. The problems are difficult to define, and may require novel approaches and the use of sophisticated techniques. Has moderate/extensive technical responsibility for interpreting, organizing, executing, and coordinating assignments, including the direction of other staff. Keeps abreast of new FMS-related methodologies, data bases, and tools. Makes decisions, which are considered authoritative and which demonstrate mature judgment in anticipating and solving complex problems. Work is reviewed by the Program Manager to ensure it satisfies customer needs and complies with the contractor's overall consulting standards.

SENIOR FINANCIAL MANAGEMENT ANALYST 3

Minimum Requirements: BS/BA with 24 semester hours in quantitative analysis courses and five years of government consulting experience. History of progressively more responsible assignments, and has managed or provided overall direction and leadership for the conduct of financial management consulting/assistance services supporting Chief Financial Officer or agency senior financial and program managers. At least three of the five years of consulting experience must be related to financial planning, budget formulation, budget execution, budget monitoring, managerial cost accounting, financial analysis, financial management systems, financial risk analysis, other financial reporting, management controls, financial oversight of agency activities, performance measurement,

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activity-based cost management support, ADP control reviews, management and internal control reviews, improving agency financial management processes and systems on a continuous basis, and any other type of financial consulting and technical assistance that is deemed to be necessary by the Chief Financial Officer or agency senior financial and program managers. An MS/MA will substitute for two years of the government consulting experience requirement.

Duties: Plans, organizes, directs, and conducts financial management consulting/assistance services supporting Chief Financial Officer or agency senior financial and program managers in problem areas of moderate scope and complexity. The problems are difficult to define, and may require novel approaches and the use of sophisticated techniques. Has moderate/extensive technical responsibility for interpreting, organizing, executing, and coordinating assignments, including the direction of other staff. Keeps abreast of new FMS-related methodologies, data bases, and tools. Makes decisions, which are considered authoritative and which demonstrate mature judgment in anticipating and solving complex problems. Work is reviewed by the Program Manager to ensure it satisfies customer needs and complies with the contractor's overall consulting standards.

FINANCIAL MANAGEMENT ANALYST

Minimum Requirements: BS/BA with 24 semester hours in quantitative analysis courses and at least three years of government consulting experience in financial management consulting/assistance services supporting Chief Financial Officer or agency senior financial and program managers. At least two of the three years of consulting experience must be related to financial planning, budget formulation, budget execution, budget monitoring, managerial cost accounting, financial analysis, financial management systems, financial risk analysis, other financial reporting, management controls, financial oversight of agency activities, performance measurement, activity-based cost management support, ADP control reviews, management and internal control reviews, improving agency financial management processes and systems on a continuous basis, and any other type of financial consulting and technical assistance that is deemed to be necessary by the Chief Financial Officer or agency senior financial and program managers. An MS/MA will substitute for two years of the government consulting experience requirement.

Duties: Applies specialized knowledge of FMS-related financial management consulting/ assistance services supporting Chief Financial Officer or agency senior financial and program managers Work requires the modification and extension of existing methods and may require the use of advanced techniques. Plans and conducts work requiring judgment in the evaluation, selection, and adaptation and/or modification of methodologies and tools. Normally receives guidance or consults with senior consultants or functional specialists on unusual or complex problems. Work is reviewed by the Senior Financial Management Analyst (1, 2, or 3) Senior Task Leader, or Program Manager to ensure accuracy, and to ensure it satisfies customer needs and complies with the contractor's overall consulting standards.

FINANCIAL MANAGEMENT RESEARCH ANALYST

Minimum Requirements: BS/BA with 24 semester hours in quantitative analysis courses and at least three years of government consulting experience in financial management consulting/assistance services supporting Chief Financial Officer or agency senior financial and program managers. At least two of the three years of consulting experience must be related to financial planning, budget formulation, budget execution, budget monitoring, managerial cost accounting, financial analysis, financial management systems, financial risk analysis, other financial reporting, management controls, financial oversight of agency activities, performance measurement, activity-based cost management support, ADP control reviews, management and internal control reviews, improving agency financial management processes and systems on a continuous basis, and any other type of financial consulting and

technical assistance that is deemed to be necessary by the Chief Financial Officer or agency senior financial and program managers. An MS/MA will substitute for two years of the government consulting experience requirement.

Duties: Applies specialized knowledge of FMS-related financial management consulting/ assistance services supporting Chief Financial Officer or agency senior financial and program managers. Work requires the modification and extension of existing methods and may require the use of advanced techniques. Plans and conducts work requiring judgment in the evaluation, selection, and adaptation and/or modification of methodologies and tools. Normally receives guidance or consults with senior consultants or functional specialists on unusual or complex problems. Work is reviewed by the Senior Financial Management Analyst (1, 2, or 3), Senior Task Leader, or Program Manager to ensure accuracy, and to ensure it satisfies customer needs and complies with the contractor's overall consulting standards.

INTERN FINANCIAL MANAGEMENT ANALYST

Minimum Requirements: BS/BA with 24 semester hours in quantitative analysis courses.

Duties: Typically uses prescribed methods, performs specific and limited portions of broader assignments normally under the direction of an experienced consultant or functional specialist. Work is reviewed by the Senior Financial Management Analyst (1, 2, or 3) Senior Task Leader, or Program Manager to ensure accuracy, and to ensure it satisfies customer needs and complies with the contractor's overall consulting standards.

STATISTICIAN

Minimum Requirements: BS/BA in statistics. At least five years of professional experience providing statistical analysis support related to financial management consulting/assistance services supporting Chief Financial Officer or agency senior financial and program managers. Expert in field of predictive statistics. An MS/MA will substitute for two years of the statistical analysis support experience requirement.

Duties: Provides expert statistical analysis in support of financial management consulting/ assistance services supporting Chief Financial Officer or agency senior financial and program managers.

SUBJECT MATTER EXPERT

Minimum Requirements: BS/BA, preferably in engineering, science, or math with 24 semester hours in quantitative analysis courses and at least 21 years of relevant experience, or MS/MA with 18 years of relevant experience, or Ph.D. with 15 years of relevant experience.

Duties: Act as senior subject matter functional expert related to financial management consulting/assistance services supporting Chief Financial Officer or agency senior financial and program managers.

SENIOR TASK LEADER

Minimum Requirements: BS/BA preferably in business management, engineering, science, or math with at least 12 years of government consulting experience. At least seven of these 12 years must have been consulting experience in progressively more responsible assignments. At least five of the seven years must have been as a manager. An MS/MA will substitute for two years of the government consulting experience requirement.

Duties: Responsible for ensuring quality control of all projects under their leadership. Provides study direction and supervision to all categories of budget analysts and financial management analysts. Performs extensive interface

with clients for service requirements.

SENIOR BUDGET ANALYST 1

Minimum Requirements: BS/BA preferably in business management, engineering, science, or math plus at least 10 years of relevant experience. Within the period of relevant experience, must have a minimum of six years working in financial management consulting/assistance services supporting Chief Financial Officer or agency senior financial and program managers. An MS/MA will substitute for two years of the relevant experience requirement.

Duties: Within defined objectives and with considerable latitude, performs in a professional position supporting highly complex financial management efforts by performing/leading financial planning, budget formulation, budget execution, budget monitoring, managerial cost accounting, financial analysis, financial management systems, financial risk analysis, other financial reporting, management controls, financial oversight of agency activities, performance measurement, activity-based cost management support, ADP control reviews, management and internal control reviews, improving agency financial management processes and systems on a continuous basis, and any other type of financial consulting and technical assistance that is deemed to be necessary by the Chief Financial Officer or agency senior financial and program managers. Develops and/or reviews study plans and monitors/reports project status.

SENIOR BUDGET ANALYST 2

Minimum Requirements: BS/BA preferably in business management, engineering, science, or math plus at least nine years of relevant experience. Within the period of relevant experience, must have a minimum of five years working in financial management consulting/assistance services supporting Chief Financial Officer or agency senior financial and program managers. An MS/MA will substitute for two years of the relevant experience requirement.

Duties: Within defined objectives and with considerable latitude, performs in a professional position supporting moderately-to-highly complex engineering efforts by performing/leading financial planning, budget formulation, budget execution, budget monitoring, managerial cost accounting, financial analysis, financial management systems, financial risk analysis, other financial reporting, management controls, financial oversight of agency activities, performance measurement, activity-based cost management support, ADP control reviews, management and internal control reviews, improving agency financial management processes and systems on a continuous basis, and any other type of financial consulting and technical assistance that is deemed to be necessary by the Chief Financial Officer or agency senior financial and program managers. Develops and/or reviews study plans and monitors/reports project status.

SENIOR BUDGET ANALYST 3

Minimum Requirements: BS/BA preferably in business management, engineering, science, or math plus at least eight years of relevant experience. Within the period of relevant experience, must have a minimum of four years working in financial management consulting/assistance services supporting Chief Financial Officer or agency senior financial and program managers. An MS/MA will substitute for two years of the relevant experience requirement. Eight years of directly related experience may substitute for BS/BA.

Duties: Within defined objectives and with some latitude, performs in a professional position supporting moderately complex engineering efforts by performing/leading financial planning, budget formulation, budget execution, budget monitoring, managerial cost accounting, financial analysis, financial management systems, financial risk analysis, other financial reporting, management controls, financial oversight of agency activities, performance measurement,

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activity-based cost management support, ADP control reviews, management and internal control reviews, improving agency financial management processes and systems on a continuous basis, and any other type of financial consulting and technical assistance that is deemed to be necessary by the Chief Financial Officer or agency senior financial and program managers. Develops and/or reviews study plans and monitors/reports project status.

BUDGET ANALYST

Minimum Requirements: BS/BA preferably in business management, engineering, science, or math plus at least six years of relevant experience. Within the period of relevant experience, must have a minimum of two years working in financial management consulting/assistance services supporting Chief Financial Officer or agency senior financial and program managers. An MS/MA will substitute for two years of the relevant experience requirement. Eight years of directly related experience may substitute for BS/BA.

Duties: Supports engineering efforts by performing financial planning, budget formulation, budget execution, budget monitoring, managerial cost accounting, financial analysis, financial management systems, financial risk analysis, other financial reporting, management controls, financial oversight of agency activities, performance measurement, activity-based cost management support, ADP control reviews, management and internal control reviews, improving agency financial management processes and systems on a continuous basis, and any other type of financial consulting and technical assistance that is deemed to be necessary by the Chief Financial Officer or agency senior financial and program managers. If leading a project, develops study plans and monitors/reports project status. The Level 1, 2, or 3 Senior Budget Analyst advises on and reviews all work to ensure technical accuracy, and ensures it satisfies customer needs and complies with the contractor's overall quality standards.

JUNIOR BUDGET ANALYST

Minimum Requirements: BS/BA preferably in business management, engineering, science, or math plus at least two years of relevant experience. Within the period of relevant experience, must have a minimum of two years working in financial management consulting/assistance services supporting Chief Financial Officer or agency senior financial and program managers. An MS/MA will substitute for the two years of relevant experience requirement. Five years of directly related experience may substitute for BS/BA.

Duties: Assists more senior level consultants in support of engineering efforts by performing financial planning, budget formulation, budget execution, budget monitoring, managerial cost accounting, financial analysis, financial management systems, financial risk analysis, other financial reporting, management controls, financial oversight of agency activities, performance measurement, activity-based cost management support, ADP control reviews, management and internal control reviews, improving agency financial management processes and systems on a continuous basis, and any other type of financial consulting and technical assistance that is deemed to be necessary by the Chief Financial Officer or agency senior financial and program managers. The Level 1, 2, or 3 Senior Budget Analyst advises on and reviews all work to ensure technical accuracy, and ensures it satisfies customer needs and complies with the contractor's overall quality standards.

INTERN BUDGET ANALYST

Minimum Requirements: BS/BA preferably in business management, engineering, science, or math. Five years of directly related experience may substitute for BS/BA.

Duties: Assists more senior level consultants in support of engineering efforts related to financial planning, budget formulation, budget execution, budget monitoring, managerial cost accounting, financial analysis, financial

management systems, financial risk analysis, other financial reporting, management controls, financial oversight of agency activities, performance measurement, activity-based cost management support, ADP control reviews, management and internal control reviews, improving agency financial management processes and systems on a continuous basis, and any other type of financial consulting and technical assistance that is deemed to be necessary by the Chief Financial Officer or agency senior financial and program managers. The Level 1, 2, or 3 Senior Budget Analyst advises on and reviews all work to ensure technical accuracy, and to ensure it satisfies customer needs and complies with the contractor's overall quality standards.

SENIOR TECHNICAL PROGRAMMER/ANALYST

Minimum Requirements: BS/BA preferably in computer science or mathematics with at least six years full-time programming experience. Must be skilled in a modern high-level programming language, e.g., Ada, C/C++, Java, Pascal, Visual Basic, Visual FoxPro. An MS/MA in computer science may be substituted for two years of the experience requirement.

Duties: Verifies all computer programs written, and reviews documentation for quality and completeness. Assists in preparation of computer program user's manuals. Develops overall system architecture design, program specifications, and system test procedures for complex cost analysis requirements. Develops detailed instructions for implementation and coding by staff programmers. Oversees and coordinates day-to-day activities of staff programmers. Develops application software based on highly complex and sophisticated mathematical techniques, which require detailed understanding of mathematical/statistical concepts.

PROGRAMMER

Minimum Requirements: BS/BA in any subject with at least two years full-time programming experience. Also must be skilled in a modern high-level programming language, e.g., Ada, C/C++, Java, Visual FoxPro, Pascal, Visual Basic. If individual has at least four years' experience, the individual does not need to have a Bachelor's degree.

Duties: Converts cost analysis problem descriptions into a sequence of detailed instructions to solve problems by electronic digital computers. Must be a fully-qualified computer programmer. Programmer duties include coding equations, logic, etc., in high-level programming languages. Duties also require verification of all programs written, and proper and complete documentation of work including assistance in preparation of computer program user's manuals.

JUNIOR PROGRAMMER

Minimum Requirements: BS/BA in any subject. Also must be trained in a modern high-level programming language, e.g., Ada, C/C++, Java, Visual FoxPro, Pascal, Visual Basic. If individual has at least two years' experience, the individual does not need to have a Bachelor's degree.

Duties: Performs basic design and coding of lower level modules or single programs using established procedures, usually following detailed instructions, under immediate supervision. Must be a fully-qualified computer programmer. Duties often require testing, debugging, and maintenance of existing written programs; proper and complete documentation of work; and helping prepare computer program user's manuals.

DATA TECHNICIAN I

Minimum Requirements: High school diploma and four years' experience in technical administrative tasks.

BS/BA can be substituted for three of the four years' experience required.

Duties: Assists managers, engineer analysts, and consultants by collecting, entering, retrieving, organizing, or maintaining analytical data. Duties also include technical document typing and editing, desktop publishing, data entry/retrieval, report generation, and other direct technical administrative support to managers, estimators, and technical/business analysts. Any of the Financial Management Analysts or Budget Analysts advise on and review all work to ensure technical accuracy, and ensures it satisfies customer needs and complies with the contractor's overall quality standards.

DATA TECHNICIAN 2

Minimum Requirements: High school diploma and two years' experience in technical administrative tasks. BS/BA can be substituted for experience required.

Duties: Assists managers, engineer analysts, and consultants by collecting, entering, retrieving, organizing, or maintaining analytical data. Duties also include technical document typing and editing, desktop publishing, data entry/retrieval, report generation, and other direct technical administrative support to managers, estimators, and technical/business analysts. Any of the Financial Management Analysts or Budget Analysts advise on and review all work to ensure technical accuracy, and ensures it satisfies customer needs and complies with the contractor's overall quality standards.

DATA TECHNICIAN 3

Minimum Requirements: Requires computer literacy, typing and data entry skills, and attention to detail.

Duties: Assists managers, engineer analysts, and consultants by collecting, entering, retrieving, organizing, or maintaining analytical data. Duties also include technical document typing and editing, desktop publishing, data entry/retrieval, report generation, and other direct technical administrative support to managers, estimators, and technical/business analysts. Any of the Financial Management Analysts or Budget Analysts advise on and review all work to ensure technical accuracy, and ensures it satisfies customer needs and complies with the contractor's overall quality standards.

5. HOURLY RATES FOR LABOR SERVICES UNDER SINs 520-12 & -13

Basic Period: 10 April 2000 – 31 March 2005

Labor Category SINs 520-12 & -13	GFY 00 Rate*	GFY 01 Rate*	GFY 02 Rate*	GFY 03 Rate*	GFY 04 Rate* Thru 12/31/03 *	GFY 04 Rate** 01/01/04 – 09/30/04 *	GFY 05 Rate**
Program Manager	\$125.27	\$ 129.65	\$ 134.19	\$138.89	\$ 143.75	\$143.39	\$ 144.83
Sr. Financial Mgmt. Analyst 1	\$113.78	\$ 117.76	\$ 121.88	\$126.15	\$ 130.57	\$130.24	\$ 131.55
Sr. Technical/Systems Analyst	\$108.20	\$ 111.99	\$ 115.91	\$119.97	\$ 124.17	\$123.86	\$ 125.10
Sr. Financial Mgmt. Analyst 2	\$ 97.60	\$ 101.02	\$ 104.56	\$108.22	\$ 112.01	\$111.73	\$ 112.85
Sr. Financial Mgmt. Analyst 3	\$ 81.42	\$ 84.27	\$ 87.22	\$ 90.27	\$ 93.43	\$ 93.20	\$ 94.12
Financial Mgmt. Analyst	\$ 73.29	\$ 75.86	\$ 78.52	\$ 81.27	\$ 84.11	\$ 83.90	\$ 84.74
Financial Mgmt. Research Analyst	\$ 68.39	\$ 70.78	\$ 73.26	\$ 75.82	\$ 78.47	\$ 78.27	\$ 79.05
Intern Financial Mgmt. Analyst	\$ 59.60	\$ 61.69	\$ 63.85	\$ 66.08	\$ 68.39	\$ 68.22	\$ 68.90
Statistician	\$ 86.37	\$ 89.39	\$ 92.52	\$ 95.76	\$ 99.11	\$ 98.86	\$ 99.85
Subject Matter Expert	\$138.63	\$ 143.48	\$ 148.50	\$153.70	\$ 159.08	\$158.68	\$ 160.27
Sr. Task Leader	\$108.88	\$ 112.69	\$ 116.63	\$120.71	\$ 124.93	\$124.62	\$ 125.86
Sr. Budget Analyst 1	\$101.47	\$ 105.02	\$ 108.70	\$112.50	\$ 116.44	\$116.15	\$ 117.31
Sr. Budget Analyst 2	\$ 88.97	\$ 92.08	\$ 95.30	\$ 98.64	\$ 102.09	\$101.83	\$ 102.85
Sr. Budget Analyst 3	\$ 76.46	\$ 79.14	\$ 81.91	\$ 84.78	\$ 87.75	\$ 87.53	\$ 88.41
Budget Analyst	\$ 61.17	\$ 63.31	\$ 65.53	\$ 67.82	\$ 70.19	\$ 70.01	\$ 70.71
Jr. Budget Analyst	\$ 50.77	\$ 52.55	\$ 54.39	\$ 56.29	\$ 58.26	\$ 58.11	\$ 58.69
Intern Budget Analyst	\$ 43.25	\$ 44.76	\$ 46.33	\$ 47.95	\$ 49.63	\$ 49.51	\$ 50.00
Sr. Tech. Programmer/Analyst	\$ 70.38	\$ 72.84	\$ 75.39	\$ 78.03	\$ 80.76	\$ 80.56	\$ 81.37
Programmer	\$ 57.84	\$ 59.86	\$ 61.96	\$ 64.13	\$ 66.37	\$ 66.20	\$ 66.86
Jr. Programmer	\$ 52.05	\$ 53.87	\$ 55.76	\$ 57.71	\$ 59.73	\$ 59.58	\$ 60.18
Data Technician 1	\$ 47.71	\$ 49.38	\$ 51.11	\$ 52.90	\$ 54.75	\$ 54.61	\$ 55.16
Data Technician 2	\$ 37.78	\$ 39.10	\$ 40.47	\$ 41.89	\$ 43.36	\$ 43.25	\$ 43.68
Data Technician 3	\$ 24.15	\$ 25.00	\$ 25.88	\$ 26.79	\$ 27.73	\$ 27.66	\$ 27.94

*Includes IFF calculated at 1%

** Includes IFF calculated at .75%

HOURLY RATES FOR LABOR SERVICES UNDER SINs 520-12 & -13

Option 1 Period: 1 April 2005 – 31 March 2010

Labor Category SINs 520-12 & -13	GFY 05 Rate**	GFY 06 Rate**	GFY 07 Rate**	GFY 08 Rate**	GFY 09 Rate**	GFY 10 Rate**
Program Manager	\$ 144.83	\$ 149.90	\$ 155.14	\$ 160.57	\$ 166.19	\$ 167.85
Sr. Financial Mgmt. Analyst 1	\$ 131.55	\$ 136.15	\$ 140.92	\$ 145.85	\$ 150.96	\$ 152.47
Sr. Technical/Systems Analyst	\$ 125.10	\$ 129.47	\$ 134.01	\$ 138.70	\$ 143.55	\$ 144.99
Sr. Financial Mgmt. Analyst 2	\$ 112.85	\$ 116.80	\$ 120.88	\$ 125.12	\$ 129.49	\$ 130.79
Sr. Financial Mgmt. Analyst 3	\$ 94.12	\$ 97.42	\$ 100.83	\$ 104.36	\$ 108.01	\$ 109.09
Financial Mgmt. Analyst	\$ 84.74	\$ 87.70	\$ 90.77	\$ 93.95	\$ 97.24	\$ 98.21
Financial Mgmt. Research Analyst	\$ 79.05	\$ 81.82	\$ 84.68	\$ 87.65	\$ 90.71	\$ 91.62
Intern Financial Mgmt. Analyst	\$ 68.90	\$ 71.31	\$ 73.80	\$ 76.39	\$ 79.06	\$ 79.85
Statistician	\$ 99.85	\$ 103.34	\$ 106.96	\$ 110.71	\$ 114.58	\$ 115.73
Subject Matter Expert	\$ 160.27	\$ 165.88	\$ 171.68	\$ 177.69	\$ 183.91	\$ 185.75
Sr. Task Leader	\$ 125.86	\$ 130.27	\$ 134.83	\$ 139.55	\$ 144.43	\$ 145.88
Sr. Budget Analyst 1	\$ 117.31	\$ 121.41	\$ 125.66	\$ 130.06	\$ 134.61	\$ 135.96
Sr. Budget Analyst 2	\$ 102.85	\$ 106.45	\$ 110.18	\$ 114.03	\$ 118.03	\$ 119.21
Sr. Budget Analyst 3	\$ 88.41	\$ 91.50	\$ 94.71	\$ 98.02	\$ 101.45	\$ 102.47
Budget Analyst	\$ 70.71	\$ 73.19	\$ 75.75	\$ 78.40	\$ 81.14	\$ 81.96
Jr. Budget Analyst	\$ 58.69	\$ 60.75	\$ 62.87	\$ 65.07	\$ 67.35	\$ 68.02
Intern Budget Analyst	\$ 50.00	\$ 51.75	\$ 53.57	\$ 55.44	\$ 57.38	\$ 57.96
Sr. Tech. Programmer/Analyst	\$ 81.37	\$ 84.21	\$ 87.16	\$ 90.21	\$ 93.37	\$ 94.30
Programmer	\$ 66.86	\$ 69.20	\$ 71.62	\$ 74.13	\$ 76.73	\$ 77.49
Jr. Programmer	\$ 60.18	\$ 62.29	\$ 64.47	\$ 66.72	\$ 69.06	\$ 69.75
Data Technician 1	\$ 55.16	\$ 57.09	\$ 59.09	\$ 61.16	\$ 63.30	\$ 63.93
Data Technician 2	\$ 43.65	\$ 45.18	\$ 46.76	\$ 48.40	\$ 50.09	\$ 50.59
Data Technician 3	\$ 27.94	\$ 28.92	\$ 29.93	\$ 30.98	\$ 32.06	\$ 32.38

** Includes IFF calculated at .75%

HOURLY RATES FOR LABOR SERVICES UNDER SINs 520-12 & -13

Option Period 2: 1 April 2010 through 31 March 2015

Labor Category SINs 520-12 & -13	GFY 10 Rate*	GFY 11 Rate*	GFY 12 Rate*	GFY 13 Rate*	GFY 14 Rate*	GFY 15 Rate*
Program Manager	\$167.85	\$171.21	\$174.63	\$178.12	\$181.69	\$185.32
Sr. Financial Mgmt. Analyst 1	\$152.47	\$155.52	\$158.63	\$161.80	\$165.04	\$168.34
Sr. Technical/Systems Analyst	\$144.99	\$147.89	\$150.85	\$153.86	\$156.94	\$160.08
Sr. Financial Mgmt. Analyst 2	\$130.79	\$133.41	\$136.07	\$138.80	\$141.57	\$144.40
Sr. Financial Mgmt. Analyst 3	\$109.09	\$111.27	\$113.50	\$115.77	\$118.08	\$120.44
Financial Mgmt. Analyst	\$98.21	\$100.17	\$102.18	\$104.22	\$106.31	\$108.43
Financial Mgmt. Research Analyst	\$91.62	\$93.45	\$95.32	\$97.23	\$99.17	\$101.16
Intern Financial Mgmt. Analyst	\$79.85	\$81.45	\$83.08	\$84.74	\$86.43	\$88.16
Statistician	\$115.73	\$118.04	\$120.41	\$122.81	\$125.27	\$127.78
Subject Matter Expert	\$185.75	\$189.47	\$193.25	\$197.12	\$201.06	\$205.08
Sr. Task Leader	\$145.88	\$148.80	\$151.77	\$154.81	\$157.91	\$161.06
Sr. Budget Analyst 1	\$135.96	\$138.68	\$141.45	\$144.28	\$147.17	\$150.11
Sr. Budget Analyst 2	\$119.21	\$121.59	\$124.03	\$126.51	\$129.04	\$131.62
Sr. Budget Analyst 3	\$102.47	\$104.52	\$106.61	\$108.74	\$110.92	\$113.14
Budget Analyst	\$81.96	\$83.60	\$85.27	\$86.98	\$88.72	\$90.49
Jr. Budget Analyst	\$68.02	\$69.38	\$70.77	\$72.18	\$73.63	\$75.10
Intern Budget Analyst	\$57.96	\$59.12	\$60.30	\$61.51	\$62.74	\$63.99
Sr. Tech. Programmer/Analyst	\$94.30	\$96.19	\$98.11	\$100.07	\$102.07	\$104.11
Programmer	\$77.49	\$79.04	\$80.62	\$82.23	\$83.88	\$85.56
Jr. Programmer	\$69.75	\$71.15	\$72.57	\$74.02	\$75.50	\$77.01
Data Technician 1	\$63.93	\$65.21	\$66.51	\$67.84	\$69.20	\$70.58
Data Technician 2	\$50.59	\$51.60	\$52.63	\$53.69	\$54.76	\$55.86
Data Technician 3	\$32.38	\$33.03	\$33.69	\$34.36	\$35.05	\$35.75

**Includes IFF calculated at .75%