



General Services Administration
Federal Acquisition Service
Authorized Federal Supply Schedule (FSS) Price List

Multiple Award Schedule (MAS)

FSC Group | Information Technology
FSC/PSC Class | DA01

FSC Group | Professional Services
FSC/PSC Class | R408

FSC Group | Security and Protection
FSC/PSC Class | 4230

Contract Number | GS-35F-679GA

Contract Period | September 14, 2017 – September 13, 2027

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Business Size | Large

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Online 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, located at <http://www.gsaadvantage.gov>. For more information on ordering, go to <https://www.gsa.gov/schedules>.

Price list current as of Modification # PS-A883, effective June 4, 2024.
Prices shown herein are Net (discount deducted).

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About IEM

IEM International, Inc. (IEM) is a global security consulting firm dedicated to **building a safe, secure, and resilient world**. IEM works with government agencies and private sector organizations worldwide to improve protection and security for lives and infrastructure and to help states, regions, and communities recover more quickly from disasters. We integrate science, technology, and real-world experience to provide our clients with solutions that work and outcomes that matter. Since 1985, our innovative strategies, technologies, and solutions have helped hundreds of government agencies and private industry clients achieve measurable results—saving lives, reducing costs, increasing efficiencies, and improving decision-making.

With over three decades of experience providing integrated consulting, program management, and project management services, IEM has helped government agencies, international organizations, and private industry achieve their missions through support ranging from comprehensive program management and unique planning strategies to scientific modeling and simulation and decision support technologies.

Our Core Values

Innovative and Actionable Solutions. We take pride in genuinely solving each of our client's problems with innovative yet practical solutions and services. We provide solutions that work, that can be implemented efficiently, and deliver outcomes that matter. We go beyond simply meeting requirements or following a pre-determined process. We solve the problem.

Responsive and Flexible Performance. Our clients routinely praise us for our responsiveness. We know there is no room for unnecessary delays in today's environment. We listen carefully to each client's needs and challenges and respond proactively to each request. In addition, we are flexible. We can change direction quickly based on a client's evolving needs while never losing sight of the end goal.

Collaborative Relationships. We view each client as a partner, adopting your goals as our own. We work hard to develop collaborative, trusting relationships with every client so that we can achieve transformational improvements to organizations, programs, and processes.

Operational Integrity and Ethics. We are an honest broker that maintains the highest ethical standards of business conduct. Each of us at IEM is committed to presenting data and results objectively and honestly so that the best decisions can be made—for our clients and ourselves. We are fair and truthful and exercise good judgment in our professional and personal interactions.

IEM Quick Facts

- ◆ Founded in 1985
- ◆ Engaged by Federal agencies/departments, as well as every U.S. state, U.S. territories, major cities and urban areas, international organizations, and private industry
- ◆ Key Market Areas
 - ◆ Emergency Management
 - ◆ Homeland Security
 - ◆ Disaster Recovery
 - ◆ Grant Management and Administration
 - ◆ Medical and Public Health
 - ◆ Information Technology, Software Engineering, and Digital Services
 - ◆ Transportation and Logistics
 - ◆ Data Analytics and Modeling
 - ◆ Homeland Defense and National Security
 - ◆ Public Engagement and Communications



Customer Information

| | |
|--|---|
| 1a. Awarded Special Item Numbers (SINs) | SIN 54151S: Information Technology Professional Services SIN 541611: Management and Financial Consulting, Acquisition, and Grants Management Support, and Business Program and Project Management Services SIN 611430ST: Security Training SIN OLM: Order-Level Materials |
| 1b. Lowest Priced Model Number and Lowest Unit Price for Model | Please see the Pricelist. |
| 1c. Labor Category Descriptions | Please see Labor Categories, Descriptions, and Qualifications. |
| 2. Maximum Order ¹ | The maximum order threshold for SIN 54151S is \$500,000. The maximum order threshold for SIN 541611 and SIN 611430ST is \$1,000,000. The maximum order threshold for SIN OLM is \$250,000. Notwithstanding this limit, ordering activities may place, and IEM may honor, orders exceeding this limit per the Federal Acquisition Regulation (FAR). |
| 3. Minimum Order | The minimum order value is \$100. |
| 4. Geographic Coverage (Delivery Area) | Worldwide. |
| 5. Points of Production | Points of production are IEM facilities or as determined by each order. |
| 6. Discount from List Prices | GSA net prices are shown in the Pricelist. The negotiated discount has been applied, and the Industrial Funding Fee has been added. |
| 7. Quantity Discounts | A quantity discount of 1% over \$500,000 applies to SIN 54151S. The quantity discount does not apply to SIN 541611 or SIN 611430ST, although discounts for orders that exceed the maximum order threshold for SIN 541611 or SIN 611430ST may be negotiated on an order-by-order basis. For any task orders awarded with a combination of SINs 54151S, 541511, and SIN 611430ST, the quantity discount of 1% over \$500,000 applies. |
| 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. |
| 9. Foreign Items | Not applicable. |
| 10a. Time of Delivery | Thirty days after receipt of the order or as negotiated on an order-by-order basis. |
| 10b. Expedited Delivery | Expedited delivery may be negotiated on an order-by-order basis. |
| 10c. Overnight and Two-Day Delivery | Overnight and two-day delivery may be negotiated on an order-by-order basis. |
| 10d. Urgent Requirements | IEM will attempt to meet urgent requirements as negotiated on an order-by-order basis. |
| 11. F.O.B. Point(s) | Destination |

¹ Ordering activities may request a price reduction at any time before placing an order, establishing a BPA, or in conjunction with the annual BPA review. However, the ordering activity shall seek a price reduction when the order or BPA exceeds the simplified acquisition threshold. Schedule contractors are not required to pass on to all schedule users a price reduction extended only to an individual ordering activity for a specific order or BPA.



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|---|---|---|
| 12a. Ordering Address | IEM Attention: GSA Ordering 2801 Slater Road, Suite 200 Morrisville, NC 27560-8477 (919) 990-8191 [phone] (919) 237-7468 [facsimile] gsa@iem.com [e-mail] | |
| 12b. Ordering Procedures | See FAR 8.405-3. | |
| 13. Payment Address | <u>Check/U.S. Mail</u> IEM Attention: Accounts Receivable 2801 Slater Road, Suite 200 Morrisville, NC 27560-8477 | <u>ACH/EFT/Wire</u> Please see the System for Award Management Database or contact IEM for current ACH/EFT/wire payment information. |
| 14. Warranty Provision | Not applicable. | |
| 15. Export Packing Charges | Not applicable. | |
| 16. Terms and Conditions of Rental, Maintenance, and Repair | Not applicable. | |
| 17. Terms and Conditions of Installation | Not applicable. | |
| 18a. Terms and Conditions of Repair Parts | Not applicable. | |
| 18b. Terms and Conditions for Any Other Services | Not applicable. | |
| 19. List of Service and Distribution Points | Not applicable. | |
| 20. List of Participating Dealers | Not applicable. | |
| 21. Preventive Maintenance | Not applicable. | |
| 22a. Special/Environmental Attributes | Not applicable. | |
| 22b. Section 508 Compliance | Not applicable. | |
| 23. Unique Entity Identifier (UEI) Number | MES2SE62JGL3 | |
| 24. System for Award Management Database | IEM is registered in the System for Award Management Database. | |

Contract Clauses

Multiple Award Schedule (MAS) contracts are awarded following the provisions of FAR Part 12. To the maximum extent practicable, MAS contracts include only those clauses required to implement law provisions or executive orders applicable to the acquisition of commercial items or determined to be consistent with customary commercial practice. Ordering activities may incorporate provisions in their task orders that are essential to their specific requirements (e.g., security, key personnel), provided they do not conflict with the terms and conditions of the MAS contract. These provisions, when required, must be included in the individual task order. Any costs necessary to comply with the provision(s) will be included in the task order proposal price estimate unless otherwise prohibited by law. For a current list of clauses in IEM's MAS contract, please visit <http://www.gsaelibrary.gsa.gov>.

Orders Exceeding the Maximum Order Threshold

MAS contracts contain a price point called a maximum order threshold. This threshold is not a ceiling on an order size; it is the point where IEM must honor any order exceeding that amount unless that order (or orders) is returned to the ordering office within seven days after issuance.

Blanket Purchase Agreements

A Blanket Purchase Agreement (BPA) is a vehicle or acquisition strategy that an ordering activity can use to simplify the acquisition of recurring MAS services or supplies needs. The benefits of using BPAs include simplifying ordering processes, leveraging buying power, saving administrative time, and reducing overall procurement transactions. BPAs specify the frequency of orders, invoices, discounts, requirements (e.g., estimated quantities, work to be performed), delivery locations, time, and procedures for placing orders under the BPA, prescribed at FAR 8.405-3(c).

Per FAR 6.102(d)(3), the use of the MAS BPA is considered a “competitive procedure” under the Competition in Contracting Act when the MAS ordering procedures are followed. All terms and conditions of the MAS contract apply to the BPA. Any order issued against a BPA will have its performance period (including order options) and shall be completed following the MAS contract clause 52.216-22(d).

Contractor Team Arrangements

A Contractor Team Arrangement (CTA) is an arrangement between two or more MAS contractors to meet an ordering activity's requirements. The CTA document is a written agreement between team members detailing the responsibilities of each team member. The CTA allows the contractor to meet the ordering activity's needs by providing a total solution that combines the supplies or services from the team members' separate MAS contracts. It permits contractors to complement each other's capabilities to compete for orders for which they may not independently qualify.

Subcontracting

Recognizing the social and economic benefits, IEM is committed to the maximum practicable use of small, veteran-owned small, service-disabled veteran-owned small, HUBZone small, small disadvantaged, and woman-owned small business concerns as subcontractors.

Cooperative Purchasing Program

GSA's Cooperative Purchasing Program allows state, local, and tribal governments to purchase information technology, security, and law enforcement products and services offered through specific SINs. Cooperative purchasing enables eligible entities to purchase from approved industry partners at any time, for any reason, using any funds available. For additional information, please visit <https://www.gsa.gov/buy-through-us/purchasing-programs/gsa-multiple-award-schedule/schedule-buyers/state-and-local-governments/cooperative-purchasing>.

Disaster Purchasing Program

GSA's Disaster Purchasing Program allows state and local government entities to buy supplies and services directly from a MAS contract to facilitate recovery from major disasters or facilitate disaster preparation and response. Purchases made in support of recovery must be in response to a Stafford Act Presidential declaration. State and local governments can purchase equipment and services to support natural or man-made disasters, including acts of terrorism or nuclear, biological, chemical, or radiological attacks.² For additional information, please visit <https://www.gsa.gov/buy-through-us/purchasing-programs/gsa-multiple-award-schedule/schedule-buyers/state-and-local-governments/disaster-purchasing>.

1122 Program

The 1122 Program, owned and managed by the U.S. Department of Defense, allows states and units of local government access to federal sources of supply to purchase equipment from a MAS contract to support counter-drug, homeland security, and emergency response activities. For additional information, please visit <https://www.gsa.gov/buy-through-us/purchasing-programs/gsa-multiple-award-schedule/schedule-buyers/state-and-local-governments/1122-program>.

Public Health Emergencies Program

When a federal public health emergency is declared, state, local, tribal, and territorial governments can benefit from GSA Schedules' speed, savings, and ease of use. Under the Public Health Emergencies program, these non-federal entities can buy from a MAS contract when spending federal grant funds directly responding to public health emergencies. For additional information, please visit <https://www.gsa.gov/buy-through-us/purchasing-programs/gsa-multiple-award-schedule/schedule-buyers/state-and-local-governments/public-health-emergencies>.

² State and local government entities include any state of the United States; counties; municipalities; cities; towns; townships; tribal governments; public authorities (including public or Indian housing agencies under the United States Housing Act of 1937); school districts; colleges and other institutions of higher education; council of governments (incorporated or not); regional or interstate government entities; or any agency or instrumentality of the preceding entities (including any local educational agency or institution of higher education), as well as legislative and judicial departments. It does not include contractors of state or local governments.

Special Item Number Descriptions

SIN 54151S: Information Technology Professional Services

Services covered by this SIN include cognitive computing; conversion and implementation support; database planning and design; Internet of Things; information technology project management; migration services (of all kinds); network services; programming; resources and facilities management; systems analysis, design, and implementation; and other services relevant to 29 CFR 541.400.

Subgroups for this SIN include automated information system design and integration; information technology systems analysis services; information technology systems development services; programming services; automated news, data, and other information services; computer-aided design and computer-aided manufacturing services; desktop management; information assurance; information technology backup and security services; information technology data conversion services; information technology facility operation and maintenance; and information technology network management services.

SIN 541611: Management and Financial Consulting, Acquisition, and Grants Management Support, and Business Program and Project Management Services

Provide operating advice and assistance on administrative and management issues. Examples include strategic and organizational planning; business process improvement; acquisition and grants management support; facilitation; surveys; assessment and improvement of financial management systems; financial reporting and analysis; due diligence in validating an agency's portfolio of assets and related support services; strategic financial planning; financial policy formulation and development; special cost studies; actuarial services; economic and regulatory analysis; benchmarking and program metrics; and business program and project management. Inherently Governmental services, as identified in FAR 7.503 or by the ordering agency, are prohibited. Personal services, as defined in FAR 37.104, are not permitted.

Subgroups for this SIN include acquisition/grant management support; actuarial services; customer survey services; facilitation services; financial consulting services; financial, economic, and regulatory analysis support; management consulting services; program/project management support; and strategic planning.

SIN 611430ST: Security Training

Includes all security training related to law enforcement, security, emergency preparedness, and first responders. Examples include instructor-led training, web-based training, pre-set courses, training development, consulting services, and continuity of operations planning services.

SIN OLM: Order-Level Materials

Order-level materials (OLMs) are supplies or services acquired directly supporting an individual task or delivery order placed against a MAS contract or BPA. OLM pricing is not established at the MAS contract or BPA level but at the order level. Since OLMs are identified and acquired at the order level, the ordering contracting officer is responsible for determining a fair and reasonable price for all OLMs.

OLMs are procured under a special ordering procedure that simplifies the process for acquiring supplies and services necessary to support individual task or delivery orders placed against a MAS contract or BPA. Using this new procedure, ancillary supplies and services not known at the time of the award may be included and priced at the order level.

OLMs are only authorized for use in direct support of another awarded SIN. They are not “open market items” or items awarded under ancillary supplies/services or other direct cost SINs. Prices for items provided under the OLM SIN must include the Industrial Funding Fee. The value of OLMs in a task or delivery order, or the cumulative value of OLMs in orders against a BPA awarded under a MAS contract, cannot exceed 33.33%.

Labor Categories and Qualifications

| SIN | Labor Category | Education, Experience, and Functional Responsibilities |
|--------|----------------------------------|---|
| 54151S | Analyst I | Bachelor’s degree in a related field or equivalency with one year of experience. Responsibilities will vary but may include any of the following or similar: support information gathering, developing reports, or documenting analytical studies; research, analyze, write, manage, or edit content for communications channels and products. |
| 54151S | Analyst III | Bachelor’s degree in a related field or equivalency with five years of experience. Responsibilities will vary but may include any of the following or similar: support information gathering, developing reports, or documenting analytical studies; research, analyze, write, manage, or edit content for communications channels and products. |
| 54151S | Functional Expert Consultant I | Bachelor’s degree in a related field or equivalency with eight years of experience. Responsibilities will vary but may include any of the following or similar: serve as subject matter expert in a functional, technical, scientific, academic, regulatory, operations, government mission, or other specialty area; may advise the project team or client organization in specific areas of expertise. |
| 54151S | Functional Expert Consultant III | Bachelor’s degree in a related field or equivalency with 15 years of experience. Responsibilities will vary but may include any of the following or similar: serve as subject matter expert in a functional, technical, scientific, academic, regulatory, operations, government mission, or other specialty area; may advise the project team or client organization in specific areas of expertise. |
| 54151S | Project Manager I | Bachelor’s degree in a related field or equivalency with three years of experience. Responsibilities will vary but may include any of the following or similar: being accountable for all aspects of project performance, providing overall direction to all project activities and interactions with clients, and demonstrating oral and written communication skills. |
| 54151S | Project Manager III | Bachelor’s degree in a related field or equivalency with eight years of experience. Responsibilities will vary but may include any of the following or similar: being accountable for all aspects of project performance, providing overall direction to all project activities and interactions with clients, and demonstrating oral and written communication skills. |
| 54151S | QA/IA III | Bachelor’s degree in a related field or equivalency with eight years of experience. Responsibilities will vary but may include any of the following or similar: oversee all quality assurance activities such as verification, validation, and auditing of software; prepare test reports for the customer; oversee all information assurance activity such as security assessments, tracking implementation of security patches and upgrades, and status reporting of security features of software. |
| 54151S | Software Architect I | Bachelor’s degree in a related field or equivalency with three years of experience. Responsibilities will vary but may include any of the following or similar: design, develop, and execute software solutions to address business issues; evaluate and recommend tools, technologies, and processes to ensure a high-quality product platform; and interpret business requirements to articulate business needs. |



| SIN | Labor Category | Education, Experience, and Functional Responsibilities |
|--------|------------------------|---|
| 54151S | Software Developer II | Bachelor's degree in a related field or equivalency with three years of experience. Responsibilities will vary but may include any of the following or similar: create, modify, and integrate code for custom software applications; implement new software features; fix defects in existing features; make changes to implement change requests from users and required security updates. |
| 54151S | Software Developer III | Bachelor's degree in a related field or equivalency with five years of experience. Responsibilities will vary but may include any of the following or similar: create, modify, and integrate code for custom software applications; implement new software features; fix defects in existing features; make changes to implement change requests from users and required security updates. |
| 54151S | Software Engineer II | Bachelor's degree in a related field or equivalency with five years of experience. Responsibilities will vary but may include any of the following or similar: provide system development, planning, research, architecture, system conversion, maintenance, implementation support, installation, configuration, and code integration services; provide support for structured software engineering methods and automated application development software; perform administration and operations support for systems, servers, cloud infrastructure, or other hosted environments. |
| 54151S | Software Engineer III | Bachelor's degree in a related field or equivalency with eight years of experience. Responsibilities will vary but may include any of the following or similar: provide system development, planning, research, architecture, system conversion, maintenance, implementation support, installation, configuration, and code integration services; provide support for structured software engineering methods and automated application development software; perform administration and operations support for systems, servers, cloud infrastructure, or other hosted environments. |
| 54151S | Software Tester I | Bachelor's degree in a related field or equivalency with three years of experience. Responsibilities will vary but may include any of the following or similar: design and execute information technology software tests and evaluate results to ensure compliance with applicable regulations; prepare test scripts and all required test documentation; design and prepare all needed test data; review test results and evaluate for conformance to design. |
| 54151S | Software Tester II | Bachelor's degree in a related field or equivalency with five years of experience. Responsibilities will vary but may include any of the following or similar: design and execute information technology software tests and evaluate results to ensure compliance with applicable regulations; prepare test scripts and all required test documentation; design and prepare all needed test data; review test results and evaluate for conformance to design. |
| 54151S | Support Specialist I | Bachelor's degree in a related field or equivalency with three years of experience. Responsibilities will vary but may include any of the following or similar: provide technical support to plan and execute training support activities, including but not limited to scheduling of training, notifying the organization of training opportunities, production and shipping of training, and other support activities. |
| 54151S | System Administrator I | Bachelor's degree in a related field or equivalency with three years of experience. Responsibilities will vary but may include any of the following or similar: administer all aspects of system development, testing, and production, including administering the operating system, virtual servers, web servers, custom software applications, and the database. |

| SIN | Labor Category | Education, Experience, and Functional Responsibilities |
|--------|-------------------------|--|
| 54151S | System Administrator II | Bachelor's degree in a related field or equivalency with five years of experience. Responsibilities will vary but may include any of the following or similar: administer all aspects of system development, testing, and production, including administering the operating system, virtual servers, web servers, custom software applications, and the database. |
| 54151S | Technical Writer I | Bachelor's degree in a related field or equivalency with three years of experience. Responsibilities will vary but may include any of the following or similar: write, edit, and rewrite technical material; prepare user guides and other technical documentation for presentations. |
| 54151S | Telecomm Specialist II | Bachelor's degree in a related field or equivalency with five years of experience. Responsibilities will vary but may include any of the following or similar: analyze information requirements of large telecommunications support organizations; evaluate problems in workflow, organization, and planning. |
| 54151S | Trainer II | Bachelor's degree in a related field or equivalency with five years of experience. Responsibilities will vary but may include any of the following or similar: conducts the research necessary to develop and revise training courses and prepares appropriate training catalogs; prepares instructor and student materials (course outline, background material, and training aids); trains personnel by conducting formal classroom courses, workshops, and seminars. |
| 54151S | Trainer III | Bachelor's degree in a related field or equivalency with eight years of experience. Responsibilities will vary but may include any of the following or similar: conducts the research necessary to develop and revise training courses and prepares appropriate training catalogs; prepares instructor and student materials (course outline, background material, and training aids); trains personnel by conducting formal classroom courses, workshops, and seminars. |
| 541611 | Analyst | Bachelor's degree with six years of experience in functional or related areas. Skilled in applying system design and analysis methodology to resolve complex technical, management, or administration requirements. |
| 541611 | Associate Analyst | Bachelor's degree with three years of experience in functional or related areas. Skilled in applying system design and analysis methodology to resolve complex technical, management, or administration requirements. |
| 541611 | Associate Consultant | Bachelor's degree with three years of experience in functional or related areas. Provides consultation with specialized subject matter expertise, guidance, and project direction. |
| 541611 | Consultant | Bachelor's degree with six years of experience in functional or related areas. Provides consultation with specialized subject matter expertise, guidance, and project direction. |
| 541611 | Executive Manager | Bachelor's degree in science, engineering, business, management, or equivalency with 20 years of experience in functional or related areas. Provides senior executive-level consultation to clients and project staff in the general areas of project and contract management. |
| 541611 | Expert I | Bachelor's degree with six years of experience in functional or related areas. Provides comprehensive knowledge in one or more technical disciplines and applies that knowledge to meet client requirements. |
| 541611 | Expert II | Bachelor's degree with ten years of experience in functional or related areas. Provides comprehensive knowledge in one or more technical disciplines and applies that knowledge to meet client requirements. |



| SIN | Labor Category | Education, Experience, and Functional Responsibilities |
|--------|----------------------------|---|
| 541611 | Expert III | Master's degree with 12 years of experience in functional or related areas. Provides comprehensive knowledge in one or more technical disciplines and applies that knowledge to meet client requirements. |
| 541611 | Expert IV | Master's degree with 15 years of experience in functional or related areas. Provides comprehensive knowledge in one or more technical disciplines and applies that knowledge to meet client requirements. |
| 541611 | Lead Consultant I | Bachelor's degree with three years of experience in functional or related areas. Provides senior consultation with specialized subject matter expertise, guidance, and project direction. |
| 541611 | Lead Consultant II | Bachelor's degree with eight years of experience in functional or related areas. Provides senior consultation with specialized subject matter expertise, guidance, and project direction. |
| 541611 | Lead Consultant III | Bachelor's degree with 12 years of experience in functional or related areas. Provides senior consultation with specialized subject matter expertise, guidance, and project direction. |
| 541611 | Lead Manager | Bachelor's degree with 12 years of experience in functional or related areas. Provides consultation to clients and project staff in the general areas of project and contract management. |
| 541611 | Lead Training Specialist | Bachelor's degree with six years of experience in functional or related areas. Based on functional area qualifications and knowledge in quantifying training needs, designs, develops, implements, and evaluates specialized training requirements. |
| 541611 | Manager | Bachelor's degree in science, engineering, business, management, or equivalent with ten years of experience in functional or related areas. Provides consultation to clients and project staff in the general areas of project and contract management. |
| 541611 | Senior Analyst | Master's degree with ten years of experience in functional or related areas. Skilled in applying system design and analysis methodology to resolve complex technical, management, or administration requirements. |
| 541611 | Senior Consultant | Master's degree with ten years of experience in functional or related areas. Provides senior consultation with specialized subject matter expertise, guidance, and project direction. |
| 541611 | Senior Manager | Bachelor's degree in science, engineering, business, management, or equivalent with 15 years of experience in functional or related areas. Provides senior executive-level consultation to clients and project staff in the general areas of project and contract management. |
| 541611 | Senior Support Specialist | Bachelor's degree with three years of experience in functional or related areas. Performs specialized tasks supporting project activities as directed by the senior personnel and without required supervision. |
| 541611 | Senior Training Specialist | Master's degree with eight years of experience in functional or related areas. Based on functional area qualifications and knowledge in quantifying training needs, designs, develops, implements, and evaluates specialized training requirements. |
| 541611 | Support Specialist | Bachelor's degree. Performs specialized tasks in support of project activities as directed by senior personnel. |
| 541611 | Training Specialist | Bachelor's degree with three years of experience in functional or related areas. Based on functional area qualifications and knowledge in quantifying training needs, designs, develops, implements, and evaluates specialized training requirements. |

| SIN | Labor Category | Education, Experience, and Functional Responsibilities |
|----------|--|---|
| 611430ST | Analyst I | Bachelor's degree in a related field or equivalency with four years of experience. Applies analytical processes, statistical methods, and advanced technical and analytical research techniques to develop solutions and strategies based on client requirements. Provides support in research and development; organizational and vulnerability assessments; intelligence and threat analysis; mission requirements determination; policy and procedures development; concept definition design, testing, integration, verification, and validation; documentation; implementation; and operations and maintenance. Generates functional area strategies for enhanced operations in a cross-functional area mode throughout the organization. Works closely with stakeholders to determine requirements and communicate results. Analyzes operational activities to obtain a quantitative basis for decision-making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernizing systems and projects. |
| 611430ST | Analyst II | Bachelor's degree in a related field or equivalency with six years of experience. Applies analytical processes, statistical methods, and advanced technical and analytical research techniques to develop solutions and strategies based on client requirements. Provides support in research and development; organizational and vulnerability assessments; intelligence and threat analysis; mission requirements determination; policy and procedures development; concept definition design, testing, integration, verification, and validation; documentation; implementation; and operations and maintenance. Generates functional area strategies for enhanced operations in a cross-functional area mode throughout the organization. Works closely with stakeholders to determine requirements and communicate results. Analyzes operational activities to obtain a quantitative basis for decision-making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernizing systems and projects. |
| 611430ST | Emergency Incident/ Event Lead I | Bachelor's degree in a related field or equivalency with eight years of experience. Works directly with client personnel. Assists with developing reports and recommended strategies for program organization and operations. Responsible for formulating work standards and schedules; preparing, reviewing, and submitting required reports; and communicating the organization's policies, purpose, and goals. May manage daily activities of support personnel. Provides technical and programmatic advice as requested. |
| 611430ST | Emergency Incident/ Event Lead II | Bachelor's degree in a related field or equivalency with ten years of experience. Works directly with client personnel and may serve as an interface to client management personnel and agency representatives. Develops reports and recommended strategies to assist with program organization and operations. Responsible for formulating and enforcing work standards; assigning schedules; reviewing work discrepancies; supervising personnel; preparing, reviewing, and submitting required reports; and communicating the organization's policies, purpose, and goals to subordinates. Manages daily activities of support personnel. Provides technical and programmatic advice as needed to senior emergency management officials. |
| 611430ST | Emergency Incident/ Event Manager III | Bachelor's degree in a related field or equivalency with 12 years of experience. Works directly with client personnel and serves as an interface to client management personnel and agency representatives. Oversees development of reports and strategies to support program organization and operations. Responsible for formulating and enforcing work standards; assigning schedules; reviewing work discrepancies; supervising personnel; preparing, reviewing, and submitting required reports; and communicating the organization's policies, purpose, and goals to subordinates. Manages daily activities of support personnel. Provides technical and programmatic advice as needed to senior emergency management officials. Develops work plans and strategies for completing all necessary tasks. |



| SIN | Labor Category | Education, Experience, and Functional Responsibilities |
|----------|-----------------------|---|
| 611430ST | Emergency Planner I | Bachelor's degree in a related field or equivalency with four years of experience. Develops strategies and plans for response to natural, technological, and human-caused hazards, including scenario-driven plans at multiple jurisdictional levels. Assist clients in developing and updating existing emergency plans and procedures, including incorporating response issues, lessons learned, and best practices into their planning efforts. Knowledge of regulatory bases for programs, guidance, and technical materials. Condenses and analyzes information to devise models for application in operational environments. Provides planning assistance through facilitation, strategic sessions, or direct writing. Facilitates a variety of stakeholders. |
| 611430ST | Emergency Planner II | Bachelor's degree in a related field or equivalency with six years of experience. Develops strategies and plans for response to natural, technological, and human-caused hazards, including scenario-driven plans at multiple jurisdictional levels. Assist clients in developing and updating existing emergency plans and procedures, including incorporating response issues, lessons learned, and best practices into their planning efforts. Knowledge of regulatory bases for programs, guidance, and technical materials. Condenses and analyzes information to devise models for application in operational environments. Provides planning assistance through facilitation, strategic sessions, or direct writing. Facilitates a variety of stakeholders. |
| 611430ST | Emergency Planner III | Bachelor's degree in a related field or equivalency with ten years of experience. Develops strategies and plans for response to natural, technological, and human-caused hazards, including scenario-driven plans at multiple jurisdictional levels. Assist clients in developing and updating existing emergency plans and procedures, including incorporating response issues, lessons learned, and best practices into their planning efforts. Knowledge of regulatory bases for programs, guidance, and technical materials. Condenses and analyzes information to devise models for application in operational environments. Provides planning assistance through facilitation, strategic sessions, or direct writing. Facilitates a variety of stakeholders. |
| 611430ST | GIS Specialist | Bachelor's degree in a related field or equivalency with four years of experience. Perform work involving the application of all conventional aspects and principles of geographical information systems to the functional area of the assignment. Utilizes geographical information system techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from geographical information system software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to geographic analysis. Provides maps and data sets to clients to supplement analysis. Coordinate the implementation and maintenance of geographic databases. |
| 611430ST | Graphic Designer I | Associate degree in a related field or equivalency with two years of experience. Provides graphic and information design to support production efforts and client deliverables. Prepares charts, posters, slides, covers, presentations, multimedia, and other media using computer-based graphics software. Provides advice on layout and composition of graphics. Maintains brand continuity throughout all design projects. Presents information in a way that is both accessible and memorable. Solves visual communication problems or challenges by identifying the communication issues, gathering and analyzing related information, and generating potential solutions. Prepares job estimates and production calendars. |

| SIN | Labor Category | Education, Experience, and Functional Responsibilities |
|----------|---------------------|---|
| 611430ST | Graphic Designer II | Bachelor's degree in a related field or equivalency with four years of experience. Provides graphic and information design to support production efforts and client deliverables. Prepares charts, posters, slides, covers, presentations, multimedia, and other media using computer-based graphics software. Provides advice on layout and composition of graphics. Maintains brand continuity throughout all design projects. Presents information in a way that is both accessible and memorable. Solves visual communication problems or challenges by identifying the communication issues, gathering and analyzing related information, and generating potential solutions. Prepares job estimates and production calendars. |
| 611430ST | Junior Analyst | Bachelor's degree in a related field or equivalency. Applies analytical processes, statistical methods, and advanced technical and analytical research techniques to develop solutions and strategies based on client requirements. Provides support in research and development; organizational and vulnerability assessments; intelligence and threat analysis; mission requirements determination; policy and procedures development; concept definition design, testing, integration, verification, and validation; documentation; implementation; and operations and maintenance. Generates functional area strategies for enhanced operations in a cross-functional area mode throughout the organization. Works closely with stakeholders to determine requirements and communicate results. Analyzes operational activities to obtain a quantitative basis for decision-making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernizing systems and projects. |
| 611430ST | Logistics Analyst | Bachelor's degree in a related field or equivalency with two years of experience. Develops and implements logistics plans that affect the production, distribution, and inventory of finished products to enhance product flow. Assists in developing policies, guidelines, and procedures to ensure quality and cost control. Conducts distribution and network studies, monitors inventory, and analyzes requirements to develop strategies to achieve desired delivery times and order fill rates. Applies integrated logistics support elements to systems and programs, including maintenance plans; labor and personnel; supply support; test equipment; training and training devices; technical data; computer resources support, packaging, handling, storage, and transportation; and facilities. Compiles and analyzes data that describes the availability and state of system support processes, system operations, and maintenance personnel, training on support systems, long- and short-range planning for system support, and responsiveness of program and logistics functions to meet support requirements. |
| 611430ST | Program Manager | Bachelor's degree in a related field or equivalency with 12 years of experience. Manages complex programs or multiple smaller programs for clients following contractual requirements and company policies, procedures, and guidelines. Serves as principal interface for the client regarding program planning, direction, and performance. Directs company and subcontractor team(s) and provides overall program integration, scope, time, cost, quality, human resource, communication, risk, procurement, financial, and stakeholder management. Oversees technology development and application, marketing, and resource allocation within the program client base. Manages funds, personnel, standards, and processes. Responsible for the timely delivery of quality program deliverables. |



| SIN | Labor Category | Education, Experience, and Functional Responsibilities |
|----------|---------------------------------|---|
| 611430ST | Project Manager | Bachelor's degree in a related field or equivalency with eight years of experience. Serves as a primary point of contact for managing project tasks/subtasks and may serve as the focal point for client communication. Directs company and subcontractor team(s) and provides overall project integration, scope, time, cost, quality, human resource, communication, risk, procurement, and stakeholder management. Guides project from concept through final implementation. Defines project scope and objectives, including developing detailed work plans, day-to-day management direction, schedules, project estimates, resource plans, status reports, and project tracking and analysis. Creates staffing plans to meet identified needs for subject matter expertise. Conducts project meetings and ensures quality standards. Responsible for the timely delivery of quality project deliverables. |
| 611430ST | Project Support Specialist I | Bachelor's degree in a related field or equivalency with two years of experience. Provides project support for program management, project control, report generation, scheduling, financial management, and security. Maintains regular contact with clients for project-related information. Assists with preparing project deliverables, including project status reports, presentations, and project plans. Assists in assembling project teams and directing the work of support staff to complete assignments. Foundational technical and project management skill set, general knowledge of the functional domain, and proficiency in using software tools to track a project's budget, time, and performance metrics. |
| 611430ST | Project Support Specialist II | Bachelor's degree in a related field or equivalency with four years of experience. Provides project support for program management, project control, report generation, scheduling, financial management, and security. Maintains regular contact with clients for project-related information. Assists with preparing project deliverables, including project status reports, presentations, and project plans. Assists in assembling project teams and directing the work of support staff to complete assignments. Foundational technical and project management skill set, general knowledge of the functional domain, and proficiency in using software tools to track a project's budget, time, and performance metrics. |
| 611430ST | Public Assistance Specialist I | Bachelor's degree in a related field or equivalency with two years of experience. Performs grants administration and policy advice on grant programs, supporting damage assessments in the field with officials, and identifying potential mitigation opportunities. Understands the interaction of public assistance programs and other grant programs in various circumstances. Prepares grant documents that support repairing or replacing a facility or structure to restore it to its pre-disaster design and function. Receives and responds to requests from applicants regarding the disposition of their applications. Performs administrative actions associated with the grants, such as filing, sorting, data entry, correspondence, and file research. Processes grant closeouts. |
| 611430ST | Public Assistance Specialist II | Bachelor's degree in a related field or equivalency with four years of experience. Performs grants administration and policy advice on grant programs, supporting damage assessments in the field with officials, and identifying potential mitigation opportunities. Understands the interaction of public assistance programs and other grant programs in various circumstances. Prepares grant documents that support repairing or replacing a facility or structure to restore it to its pre-disaster design and function. Receives and responds to requests from applicants regarding the disposition of their applications. Performs administrative actions associated with the grants, such as filing, sorting, data entry, correspondence, and file research. Processes grant closeouts. |

| SIN | Labor Category | Education, Experience, and Functional Responsibilities |
|----------|-------------------------|---|
| 611430ST | Statistician I | Bachelor's degree in a related field or equivalency with two years of experience. Develops practical solutions and resolves problems in client interest using knowledge and experience in mathematics and statistics. Responsible for collating, evaluating, interpreting, and presenting quantitative data. Responsibilities include monitoring data collection and using mathematical and statistical modeling. Provide insights, recommendations, and advice on policy and strategy. Prepares reports, charts, tables, and other visual aids. |
| 611430ST | Statistician II | Bachelor's degree in a related field or equivalency with four years of experience. Develops practical solutions and resolves problems in client interest using knowledge and experience in mathematics and statistics. Responsible for collating, evaluating, interpreting, and presenting quantitative data. Responsibilities include monitoring data collection and using mathematical and statistical modeling. Provide insights, recommendations, and advice on policy and strategy. Prepares reports, charts, tables, and other visual aids. |
| 611430ST | Statistician III | Bachelor's degree in a related field or equivalency with six years of experience. Develops practical solutions and resolves problems in client interest using knowledge and experience in mathematics and statistics. Responsible for collating, evaluating, interpreting, and presenting quantitative data. Responsibilities include monitoring data collection and using mathematical and statistical modeling. Provide insights, recommendations, and advice on policy and strategy. Prepares reports, charts, tables, and other visual aids. |
| 611430ST | Subject Matter Expert I | Bachelor's degree in a related field or equivalency with ten years of experience. Senior expert who uses functional and subject matter expertise gained through direct experience to assess organizational, operational, and functional needs and define solutions for clients. Recognized as an authority in a field or discipline. May serve as an expert to assist agencies in determining and engaging various stakeholders. Provides expertise regarding difficult or complex scientific, technical, or operational issues. Participates in strategy sessions, strategic assessments, and design reviews to validate the approach and associated work products. Provides technical management and direction for problem definition, analysis, and requirements development and implementation in the subject matter. Provides recommendations and advice on improvements, optimization, and maintenance in the subject matter area. May write reports and communicate results to stakeholders, including senior officials. |
| 611430ST | Writer/Editor I | Bachelor's degree in a related field or equivalency with four years of experience. Performs collecting, organizing, and editing information required to prepare user manuals, training materials, guides, and other technical reports and deliverables. Produces written products for the client, including reports, articles, policies, procedures, and advisories. Finalizes written products on technical subject matter tailored to specific audiences, including executive leadership, policymakers, legal experts, non-specialists, and the public. Edits, revises, and proofs written products for accuracy and clarity. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and non-technical personnel. |

Service Contract Labor Standards

The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act, applies to this contract as it applies to the entire MAS and all services provided. While no specific labor categories have been identified as being subject to the SCLS due to exemptions for professional employees (FAR 22.1101, FAR 22.1102, and 29 CFR 541.300), this contract still maintains the provisions and protections for SCLS-



eligible labor categories. When IEM adds SCLS labor categories/employees to this contract through modification, IEM must inform the contracting officer and establish an SCLS matrix identifying the GSA labor category titles, the occupational code, the SCLS labor category titles, and the applicable wage determination number. Failure to do so may result in cancellation of this contract.

Hourly Labor Rates³

| SIN | Labor Category | Year 7 (09/14/23–09/13/24) | Year 8 (09/14/24–09/13/25) | Year 9 (09/14/25–09/13/26) | Year 10 (09/14/26–09/13/27) |
|--------|----------------------------------|-------------------------------|-------------------------------|-------------------------------|--------------------------------|
| 54151S | Analyst I | \$141.91 | \$145.45 | \$149.09 | \$152.82 |
| 54151S | Analyst III | \$199.94 | \$204.94 | \$210.07 | \$215.32 |
| 54151S | Functional Expert Consultant I | \$255.65 | \$262.04 | \$268.59 | \$275.31 |
| 54151S | Functional Expert Consultant III | \$300.90 | \$308.42 | \$316.13 | \$324.03 |
| 54151S | Project Manager I | \$126.62 | \$129.78 | \$133.03 | \$136.35 |
| 54151S | Project Manager III | \$251.50 | \$257.79 | \$264.24 | \$270.84 |
| 54151S | QA/IA III | \$117.17 | \$120.10 | \$123.11 | \$126.18 |
| 54151S | Software Architect I | \$132.46 | \$135.77 | \$139.17 | \$142.65 |
| 54151S | Software Developer II | \$103.68 | \$106.27 | \$108.93 | \$111.65 |
| 54151S | Software Developer III | \$140.53 | \$144.05 | \$147.65 | \$151.34 |
| 54151S | Software Engineer II | \$120.12 | \$123.12 | \$126.20 | \$129.36 |
| 54151S | Software Engineer III | \$187.78 | \$192.47 | \$197.29 | \$202.22 |
| 54151S | Software Tester I | \$79.92 | \$81.92 | \$83.96 | \$86.06 |
| 54151S | Software Tester II | \$111.64 | \$114.44 | \$117.30 | \$120.23 |
| 54151S | Support Specialist I | \$102.86 | \$105.43 | \$108.06 | \$110.76 |
| 54151S | System Administrator I | \$123.71 | \$126.81 | \$129.98 | \$133.23 |
| 54151S | System Administrator II | \$143.56 | \$147.15 | \$150.83 | \$154.60 |
| 54151S | Technical Writer I | \$87.47 | \$89.65 | \$91.89 | \$94.19 |
| 54151S | Telecomm Specialist II | \$127.54 | \$130.73 | \$133.99 | \$137.34 |
| 54151S | Trainer II | \$196.19 | \$201.10 | \$206.13 | \$211.28 |
| 54151S | Trainer III | \$236.01 | \$241.91 | \$247.96 | \$254.16 |
| 541611 | Analyst | \$101.70 | \$104.24 | \$106.85 | \$109.52 |
| 541611 | Associate Analyst | \$95.24 | \$97.62 | \$100.06 | \$102.56 |
| 541611 | Associate Consultant | \$119.36 | \$122.35 | \$125.41 | \$128.54 |
| 541611 | Consultant | \$133.25 | \$136.59 | \$140.00 | \$143.50 |
| 541611 | Executive Manager | \$293.78 | \$301.12 | \$308.65 | \$316.36 |
| 541611 | Expert I | \$187.20 | \$191.88 | \$196.67 | \$201.59 |
| 541611 | Expert II | \$212.50 | \$217.82 | \$223.26 | \$228.84 |

³ Hourly rates include the Industrial Funding Fee.



| SIN | Labor Category | Year 7 (09/14/23–09/13/24) | Year 8 (09/14/24–09/13/25) | Year 9 (09/14/25–09/13/26) | Year 10 (09/14/26–09/13/27) |
|----------|--|-------------------------------|-------------------------------|-------------------------------|--------------------------------|
| 541611 | Expert III | \$260.55 | \$267.07 | \$273.74 | \$280.59 |
| 541611 | Expert IV | \$304.35 | \$311.96 | \$319.76 | \$327.75 |
| 541611 | Lead Consultant I | \$99.60 | \$102.09 | \$104.64 | \$107.26 |
| 541611 | Lead Consultant II | \$138.35 | \$141.81 | \$145.35 | \$148.99 |
| 541611 | Lead Consultant III | \$171.54 | \$175.83 | \$180.22 | \$184.73 |
| 541611 | Lead Manager | \$230.21 | \$235.96 | \$241.86 | \$247.91 |
| 541611 | Lead Training Specialist | \$128.87 | \$132.09 | \$135.40 | \$138.78 |
| 541611 | Manager | \$170.12 | \$174.37 | \$178.73 | \$183.20 |
| 541611 | Senior Analyst | \$110.68 | \$113.45 | \$116.29 | \$119.19 |
| 541611 | Senior Consultant | \$155.45 | \$159.34 | \$163.32 | \$167.40 |
| 541611 | Senior Manager | \$243.96 | \$250.06 | \$256.31 | \$262.72 |
| 541611 | Senior Support Specialist | \$77.11 | \$79.03 | \$81.01 | \$83.03 |
| 541611 | Senior Training Specialist | \$149.57 | \$153.31 | \$157.14 | \$161.07 |
| 541611 | Support Specialist | \$73.58 | \$75.42 | \$77.31 | \$79.24 |
| 541611 | Training Specialist | \$109.78 | \$112.52 | \$115.34 | \$118.22 |
| 611430ST | Analyst I | \$92.87 | \$95.20 | \$97.57 | \$100.01 |
| 611430ST | Analyst II | \$110.11 | \$112.86 | \$115.68 | \$118.57 |
| 611430ST | Emergency Incident/ Event Lead I | \$95.05 | \$97.43 | \$99.86 | \$102.36 |
| 611430ST | Emergency Incident/ Event Lead II | \$105.79 | \$108.44 | \$111.15 | \$113.92 |
| 611430ST | Emergency Incident/ Event Manager III | \$121.46 | \$124.49 | \$127.61 | \$130.80 |
| 611430ST | Emergency Planner I | \$88.43 | \$90.64 | \$92.91 | \$95.23 |
| 611430ST | Emergency Planner II | \$104.59 | \$107.21 | \$109.89 | \$112.64 |
| 611430ST | Emergency Planner III | \$122.88 | \$125.95 | \$129.10 | \$132.32 |
| 611430ST | GIS Specialist | \$100.32 | \$102.83 | \$105.40 | \$108.03 |
| 611430ST | Graphic Designer I | \$50.77 | \$52.04 | \$53.34 | \$54.67 |
| 611430ST | Graphic Designer II | \$93.78 | \$96.13 | \$98.53 | \$100.99 |
| 611430ST | Junior Analyst | \$69.80 | \$71.55 | \$73.33 | \$75.17 |
| 611430ST | Logistics Analyst | \$96.22 | \$98.62 | \$101.09 | \$103.61 |
| 611430ST | Program Manager | \$171.58 | \$175.87 | \$180.27 | \$184.77 |
| 611430ST | Project Manager | \$138.48 | \$141.94 | \$145.49 | \$149.13 |
| 611430ST | Project Support Specialist I | \$76.31 | \$78.21 | \$80.17 | \$82.17 |
| 611430ST | Project Support Specialist II | \$82.52 | \$84.58 | \$86.69 | \$88.86 |



| SIN | Labor Category | Year 7 (09/14/23–09/13/24) | Year 8 (09/14/24–09/13/25) | Year 9 (09/14/25–09/13/26) | Year 10 (09/14/26–09/13/27) |
|----------|---------------------------------|-------------------------------|-------------------------------|-------------------------------|--------------------------------|
| 611430ST | Public Assistance Specialist I | \$83.18 | \$85.26 | \$87.39 | \$89.58 |
| 611430ST | Public Assistance Specialist II | \$92.97 | \$95.29 | \$97.68 | \$100.12 |
| 611430ST | Statistician I | \$63.61 | \$65.20 | \$66.83 | \$68.50 |
| 611430ST | Statistician II | \$75.53 | \$77.42 | \$79.36 | \$81.34 |
| 611430ST | Statistician III | \$101.97 | \$104.52 | \$107.13 | \$109.81 |
| 611430ST | Subject Matter Expert I | \$163.97 | \$168.07 | \$172.28 | \$176.58 |
| 611430ST | Writer/Editor I | \$65.67 | \$67.32 | \$69.00 | \$70.72 |