

AMENDMENTS TO THE SOLICITATION

1. The Section F clause entitled "MONTHLY PROGRESS REPORT (EPAAR 1552.211-72) (JUN 1996) DEVIATION" has been modified. The text is as follows:

F.2 MONTHLY PROGRESS REPORT (EPAAR 1552.211-72) (JUN 1996) DEVIATION TAILORED

(a) The contractor shall furnish all copies as described in paragraph (g) below of the combined monthly technical and financial progress report stating the progress made, including the percentage of the project completed, and a description of the work accomplished for each task order to support the cost.

(b) Specific discussions shall include difficulties encountered and remedial action taken during the reporting period, and anticipated activity with a schedule of deliverables for the subsequent reporting period.

(c) The contractor shall provide a list of outstanding actions awaiting Contracting Officer authorization, noted with the corresponding task order, such as subcontractor consents, overtime approvals, and incrementally funded task orders that have exceeded 75% of the current funding level.

(d) The report shall specify financial status at the contract level as follows:

- (1) For the current reporting period, display the amount claimed.
- (2) For the cumulative period display: the amount obligated to the contract and each task order, amount originally invoiced, amount paid, amount suspended, amount disallowed, and remaining approved amount. The remaining approved amount is defined as the total obligated amount, less the total amount originally invoiced, plus total amount disallowed.
- (3) Display the current dollar ceiling in the contract and the cumulative amount invoiced.
- (4) Display the total costs incurred but unbilled for the current reporting period and cumulative for the contract.
- (5) Display the number and total dollar amount of task orders that are Time-and-Materials type, display the number and total dollar amount of task orders that are Firm-Fixed-Price type, and display the total number and total dollar amount of all task orders awarded under this contract.
- (6) Display the estimated costs to be expended during the next reporting period.

(e) The report shall specify financial status at the task order level as follows:

- (1) For the current period, display the amount claimed.
- (2) For the cumulative period display: task order total ceiling amount; task order total funded amount; amount currently claimed; amount paid; amount suspended; amount disallowed; and remaining approved amount. The remaining approved amount is defined as: the task order total funded amount, less total amounts originally invoiced, plus total amount disallowed.
- (3) A list of deliverables for each task order during the reporting period.
- (4) For each task order that is Time and Materials type:
 - (i) Display a list of labor categories, the numbers of hours worked, and the total direct labor costs for the reporting period and cumulative for the task order.
 - (ii) Compare the actual direct labor hours and costs incurred to date with

the total direct labor hours and costs of the accepted task order proposal.

(iii) Display the estimated direct labor hours and costs to be expended during the next reporting period.

(iv) Display the total costs incurred but unbilled for the current reporting period and cumulative for the task order.

(v) Display the estimates of remaining direct labor hours and costs required to complete the task order.

(f) This submission does not change the notification requirements of the "Limitation of Cost" or "Limitation of Funds" clauses requiring separate written notice to the Contracting Officer.

(g) The reports shall be submitted to the following addresses on or before the 20th of each month following the first complete reporting period of the contract. See the Submission of Invoices clause (Section G) for details on the timing of submittals. Distribute reports as follows:

<u>No. of Copies:</u>	<u>Addressee(s):</u>
1 hard copy	Contract-level COR
1 electronic copy via email	Contract-level COR cc: Administrative CO
2 CDs containing all Monthly Progress Reports and all Monthly Invoices for each contract year	Contract-level COR and Administrative CO

2. The Section L clause entitled "PROPOSAL PREPARATION INSTRUCTIONS" has been modified. The text is as follows:

L.2 PROPOSAL PREPARATION INSTRUCTIONS

In addition to the requirements of FAR 52.215-1 Instructions to Offerors-Competitive Acquisition, offerors shall adhere to the following proposal preparation instructions for this solicitation.

As stated in FAR 52.215-1, the Government intends to evaluate proposals and award a contract without discussions with offerors. Therefore, the offeror's initial proposal should contain the offeror's best terms from a cost or price and technical standpoint.

The offeror's proposal shall be valid for no less than 180 calendar days.

The offeror shall submit its proposal in two separate volumes: Technical Proposal and Price Proposal as described below.

TECHNICAL PROPOSAL INSTRUCTIONS

The offeror shall submit 7 hard copies (1 original and 6 copies) and 1 electronic copy (on CD) of the Technical Proposal in its own volume (not included with the Price Proposal). Omit all price or cost details from the Technical Proposal except for cost information required by the clause EPAAR 1552.219-72 Small Disadvantaged Business Participation Program (Tailored) as

part of Technical Proposal - Section 6. The Technical Proposal shall not exceed 50 pages in length, excluding Cover Page/Table of Contents and excluding all Appendices. The Technical Proposal shall be printed double-sided, each side counting as one page toward the total page limit. The Government will not read or evaluate any pages submitted greater than 50 pages.

The Technical Proposal shall not be written to exceed 8.5" x 11" sized pages, shall not exceed .75" margins, shall not contain text smaller than 12-point font, and each paragraph shall be separated by at least one 12-point line. Page numbers shall be included and may be within the margins. The Technical Proposal may include graphics and tables provided that graphics and tables do not contain text smaller than 10-point font. The electronic copy of the Technical Proposal shall be provided in either .doc or searchable .pdf format.

The Technical Proposal shall be written to include the following sections:

COVER PAGE / TABLE OF CONTENTS

In this section the offeror shall include a cover page and a table of contents identifying the sections of the Technical Proposal.

SECTION 1 - UNDERSTANDING / TECHNICAL APPROACH

In this section the offeror shall discuss its understanding and knowledge of the Government's requirement as well as its technical ability and approach to performing all tasks of the contract statement of work. This section shall be divided into two subsections:

Subsection 1.1 - Technical Knowledge

This subsection shall demonstrate:

- The offeror's understanding, knowledge, and capability to perform all tasks of the contract statement of work
- How the offeror's technical knowledge will be applied under this proposed contract
- How the offeror's technical knowledge is beneficial to the Government

Subsection 1.2 - Innovation Approach

This subsection shall demonstrate:

- The offeror's approach to work cooperatively with ORCR
- The offeror's ability to provide innovative and creative approaches and ideas to ORCR
- How the offeror's innovation approach is beneficial to the Government

SECTION 2 - TECHNICAL EXPERIENCE

In this section the offeror shall discuss its technical experience related to the Government's requirement. This section shall be divided into three subsections:

Subsection 2.1 - RCRA Experience

This subsection shall demonstrate:

- The offeror's technical experience regarding the Resource Conservation and Recovery Act (RCRA) including the Hazardous Solid Waste Amendments of 1984 (HSWA)

Subsection 2.2 - Other Environmental Statute Experience

This subsection shall demonstrate:

- The offeror's technical experience regarding other relevant environmental statutes and regulations including CERCLA, TSCA, and CAA.

Subsection 2.3 - Innovation Experience

This subsection shall demonstrate:

- The offeror's experience in providing innovative and creative approaches and ideas to the Government
- Specific examples of innovative approaches and how those approaches benefitted the Government

SECTION 3 - MANAGEMENT APPROACH

In this section the offeror shall discuss its management approach to successfully manage operational requirements as well as contract cost and performance. This section shall be divided into two subsections:

Subsection 3.1 - Operational Approach

This subsection shall demonstrate:

- The offeror's approach to perform the day to day tasks of the contract in a timely and efficient manner with respect to staffing levels, labor mix, schedule, internal and external communication, and subcontractor arrangements

Subsection 3.2 - Cost/Performance Monitoring

This subsection shall demonstrate:

- The offeror's proposed system to track contract cost and performance, including cost and performance at the Task Order level
- The offeror's approach to mitigate potential cost/performance problems and resolve actual cost/performance problems

SECTION 4 - QUALIFICATIONS, EXPERIENCE, AND AVAILABILITY OF KEY PERSONNEL

In this section the offeror shall include the information required by EPAAR 1552.237-72 Key Personnel. The offeror shall propose no more than 1 individual for each key personnel position. For each key personnel proposed, the offeror shall include a résumé and a letter of commitment. Résumés and letters of commitment shall be included in Appendix C.

SECTION 5 - PAST PERFORMANCE

In this section the offeror shall include the information required by EPAAR 1552.215-75 Past Performance Information.

SECTION 6 - SMALL DISADVANTAGED BUSINESS UTILIZATION

In this section the offeror shall include the information required by EPAAR 1552.219-72 Small Disadvantaged Business Participation Program (Tailored).

APPENDIX A - QUALITY MANAGEMENT PLAN (QMP) AND PROGRAMMATIC QUALITY ASSURANCE PROJECT PLAN (QAPP)

In this appendix the offeror shall include the pre-award documentation required by FAR 52.246-11 Higher-Level Contract Quality Requirement

(Government Specification). The offeror's QMP and Programmatic QAPP will be incorporated into any resulting contract.

APPENDIX B - ORGANIZATIONAL CONFLICT OF INTEREST PLAN

In this appendix the offeror shall include the Organizational Conflict of Interest (COI) Plan which outlines the procedures in place to identify and report conflicts of interest, whether actual or potential, throughout the period of contract performance. The plan shall address step by step the checks and balances in place to detect potential or actual conflict of interests, organizationally and with personnel that could result from activities covered by the Statement of Work. The COI Plan shall contain the information required in Attachment 5 - Minimum Standards for Conflict of Interest Plans. The offeror's COI Plan will be incorporated into any resulting contract.

APPENDIX C - RÉSUMÉS AND LETTERS OF COMMITMENT OF KEY PERSONNEL

In this appendix the offeror shall include résumés and letters of commitment of proposed Key Personnel as described in Technical Proposal Instructions - Section 4 above.

PRICE PROPOSAL INSTRUCTIONS

The offeror shall submit 3 hard copies (1 original and 2 copies) and 1 electronic copy (on CD) of the Price Proposal in its own volume (not included with the Technical Proposal). The Price Proposal shall be printed double-sided.

The Price Proposal shall not be written to exceed 8.5" x 11" sized pages, shall not exceed .75" margins, and shall not contain text smaller than 12-point font. Page numbers shall be included and may be within the margins. The electronic copy of the Technical Proposal shall be provided in either .doc or searchable .pdf format. Section 4 of the Price Proposal shall be provided in a separate electronic file in .xls format with all formulas and calculations intact/unlocked and may contain font smaller than 12-point.

The Price Proposal shall be written to include the following sections:

COVER PAGE / TABLE OF CONTENTS

In this section the offeror shall include a cover page with: the offeror's corporate name, address, phone, fax, DUNS, TIN, Point of Contact (POC) name, POC title, POC phone, and POC email address. This section shall also include a table of contents identifying the sections of the Price Proposal.

SECTION 1 - SF 33 AND INCORPORATION OF SOLICITATION AMENDMENTS

In this section the offeror shall include a signed copy of the SF 33 for this solicitation and a written statement that the offeror's proposal incorporates all amendments to the solicitation (if applicable).

SECTION 2 - REPRESENTATIONS AND CERTIFICATIONS

In this section the offeror shall include a completed copy of all representations and certifications required by this RFP.

SECTION 3 - ASSUMPTIONS AND CONDITIONS

In this section the offeror shall describe all assumptions and conditions on which the offeror's Price Proposal is based.

SECTION 4 - LABOR RATES AND TOTAL CONTRACT PRICE

In this section the offeror shall propose labor rates for all contract labor categories and a total contract price based on the Government provided estimates for level of effort (LOE) and other direct costs (ODCs). The description of all contract labor categories as well as the Government's annual estimates for LOE and ODCs are found in Attachment 2 - Labor Category Descriptions. This section shall be divided into two subsections:

Subsection 4.1 - Labor Rates

In this subsection the offeror shall provide a spreadsheet of labor rates for all contract labor categories for each year of the period of the contract. Labor rates shall be hourly, fixed, and fully burdened. The offeror shall include the following information for each labor rate proposed:

- Average wage rate
- Overhead rate
- General and administrative (G&A) rate
- Profit
- Any additional burden

The offeror shall develop and propose labor rates as required by FAR 52.216-29 Time-and-Materials/Labor-Hour Proposal Requirements--Non-Commercial Item Acquisition With Adequate Price Competition and EPAAR 1552.216-73 Fixed Rates For Services-Indefinite Delivery/Indefinite Quantity Contract. Additionally, labor rates shall be inclusive of costs for creation of all reports required by EPAAR 1552.211-72 Monthly Progress Report DEVIATION. The offeror's labor rates will be incorporated into any resulting contract.

Subsection 4.2 - Total Contract Price

In this subsection the offeror shall provide a spreadsheet calculating the total contract price based on the offeror's proposed labor rates and the Government provided estimates for LOE and ODCs.

To calculate the total contract price, the offeror should follow this general formula:

- MULTIPLY Labor Rate (\$) X LOE (hrs) = Labor Category Total (\$)
- SUM all Labor Category Total (\$) = Labor Total (\$)
- ADD Labor Total (\$) + ODC Total (\$) = Total Annual Price (\$)
- SUM all Total Annual Price (\$) = Total Contract Price (\$)

IMPORTANT NOTE: The total contract price will be used as part of the Government's price evaluation and will not represent the contract value at time of award. Government provided estimates for LOE and ODCs are for evaluation purposes only and will not be incorporated into any resultant contract. Actual LOE and ODCs will be finalized at the Task Order level.

APPENDIX A - SUBCONTRACTING PLAN

In this appendix the offeror shall include the information required by FAR

52.219-9 Small Business Subcontracting Plan Alternate II. The offeror's Subcontracting Plan will be incorporated into any resulting contract.

3. The Section L clause entitled "PAST PERFORMANCE INFORMATION (EPAAR 1552.215-75) (OCT 2000)" has been modified. The text is as follows:

L.8 PAST PERFORMANCE INFORMATION (EPAAR 1552.215-75) (OCT 2000) TAILORED

(a) Offerors shall submit the information requested below as part of their proposal for both the offeror and any proposed subcontractors for subcontracts expected to exceed \$100,000.00. The information may be submitted prior to other parts of the proposal in order to assist the Government in reducing the evaluation period.

(b) Offerors shall submit a list of all or at least 5 contracts and subcontracts completed in the last 3 years, and all contracts and subcontracts currently in process, which are similar in nature to this requirement.

(1) The contracts and subcontracts listed may include those entered into with Federal, State and local governments, and commercial businesses, which are of similar scope, magnitude, relevance, and complexity to the requirement which is described in the RFP. Include the following information for each contract and subcontract listed:

- (a) Name of contracting activity.
- (b) Contract number.
- (c) Contract title.
- (d) Contract type.
- (e) Brief description of contract or subcontract and relevance to this requirement.
- (f) Total contract value.
- (g) Period of performance.
- (h) Contracting officer, telephone number, and E-mail address (if available).
- (i) Program manager/project officer, telephone number, and E-mail address (if available).
- (j) Administrative Contracting officer, if different from (h) above, telephone number, and E-mail address (if available).
- (k) List of subcontractors (if applicable).
- (l) Compliance with subcontracting plan goals for small disadvantaged business concerns, monetary targets for small disadvantaged business participation, and the notifications submitted under FAR 19.1202-4(b), if applicable.

(c) Offerors should not provide general information on their performance on the identified contracts and subcontracts. General performance information will be obtained from the references.

(1) Offerors may provide information on problems encountered and corrective actions taken on the identified contracts and subcontracts.

(2) References that may be contacted by the Government include the contracting officer, program manager/project officer, or the administrative contracting officer identified above.

(3) If no response is received from a reference, the Government will make an attempt to contact another reference identified by the offeror, to contact a reference not identified by the offeror, or to complete the evaluation with those references who responded. The Government shall consider the information provided by the references, and may also consider information obtained from other sources, when evaluating an offeror's past performance.

(4) Attempts to obtain responses from references will generally not go beyond two telephonic messages and/or written requests from the Government, unless otherwise stated in the solicitation. The Government is not obligated to contact all of the references identified by the offeror.

(d) If negative feedback is received from an offeror's reference, the Government will compare the negative response to the responses from the offeror's other references to note differences. A score will be assigned appropriately to the offeror based on the information. The offeror will be given the opportunity to address adverse past performance information obtained from references on which the offeror has not had a previous opportunity to comment, if that information makes a difference in the Government's decision to include the offeror in or exclude the offeror from the competitive range. Any past performance deficiency or significant weakness will be discussed with offerors in the competitive range during discussions.

(e) Offerors must send Client Authorization Letters and Past Performance Questionnaires (see Section J of the solicitation) to each reference listed in their proposal to assist in the timely processing of the past performance evaluation. Offerors are encouraged to consolidate requests whenever possible (i.e., if the same reference has several contracts, send that reference a single notice citing all applicable contracts). Offerors may send Client Authorization Letters electronically to references with copies forwarded to the contracting officer.

(1) If an offeror has no relevant past performance history, an offeror must affirmatively state that it possesses no relevant past performance history.

(2) Client Authorization Letters and copies of the Past Performance Questionnaire should be mailed or e-mailed to individual references no later than 3 working days after proposal submission. The offeror should forward a copy of the correspondence to the Contracting Officer simultaneously with sending to references.

(f) Each offeror may describe any quality awards or certifications that indicate the offeror possesses a high-quality process for developing and producing the product or service required. Such awards or certifications include, for example, the Malcolm Baldrige Quality Award, other Government quality awards, and private sector awards or certifications.

(1) Identify the segment of the company (one division or the entire company) which received the award or certification.

(2) Describe when the award or certification was bestowed. If the award or certification is over three years old, present evidence that the qualifications still apply.

(g) Past performance information will be used for both responsibility determinations and as an evaluation factor for award. The Past Performance Questionnaire identified in Section J will be used to collect information on an offeror's performance under existing and prior contracts/subcontracts for products or services similar in scope, magnitude, relevance, and complexity to this requirement in order to evaluate offerors consistent with the past performance evaluation factor set forth in Section M. References other than those identified by the offeror may be contacted by the Government and used in the evaluation of the offeror's past performance.

(h) Any information collected concerning an offeror's past performance will be maintained in the official contract file.

(i) In accordance with FAR 15.305(a)(2)(iv), offerors with no relevant past

performance history, or for whom information on past performance is not available, will be evaluated neither favorably nor unfavorably on past performance.

4. The attachment entitled "LABOR CATEGORY DESCRIPTIONS" has been modified. The text is as follows:

LABOR CATEGORY DESCRIPTIONS

The Labor Category Descriptions Table on Page 2-3 includes all predefined labor categories of this contract to provide a consistent range of disciplines and qualification levels for services to be provided. Labor categories denoted with an asterisk (*) are classified as "Key" under this contract.

RELATED STANDARD OCCUPATIONAL CLASSIFICATION (SOC) CODES

Labor categories under this contract may be staffed by contractor employees of various disciplines, education, and skill sets. For example, "Scientist" may describe a Biologist, Chemist, or Geologist. To prevent labor category descriptions from being too narrow, the Labor Categories Table includes related Standard Occupational Classification (SOC) codes created by the U.S. Department of Labor (DOL). SOC codes provide a general title for a certain discipline with many job titles appropriate under that general title. Detailed descriptions of common tasks, knowledge, and skills for each SOC code may be found by following the hyperlinks provided in the table or by entering the SOC code number at the following DOL site:

<http://online.onetcenter.org/crosswalk/SOC/>. This information provides a basis for the kinds of tasks, knowledge, and skills expected under each labor category, while still allowing for a broad base of disciplines and contractor staff to be included within each labor category. SOC codes provided in the table do not necessarily represent all disciplines that may fall within a certain labor category.

EDUCATION AND EXPERIENCE

The education and experience levels described in the Labor Categories Table state the minimum allowable qualifications required for contractor staff members to be included within a given labor category.

The education requirement must be met with a degree reasonably related to the discipline for which the staff member is proposed. All higher education degrees must be from an accredited college or university.

The experience requirement must be met with years of experience reasonably related to the discipline for which the staff member is proposed. Experience must be recent and relevant.

SUBSTITUTIONS

Unless otherwise noted in the Labor Categories Table, education may be substituted with recent and relevant experience on a one-for-one basis (i.e. 1 year of related experience is equal to 1 year of higher education). Two years of related experience may be substituted by a related Masters Degree.

LEVEL OF EFFORT AND OTHER DIRECT COSTS ESTIMATES

The Level of Effort and Other Direct Costs Estimates Table on Page 2-4 provides Government estimates of labor hours by labor category and total annual ODCs to assist offerors in calculating a total contract price for evaluation purposes.

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LABOR CATEGORY DESCRIPTIONS

Labor Category	Related SOC Codes	Education	Experience	Substitution Limits
Program Manager*	11-1021 General and Operations Managers	Masters	10 years	No substitution for Masters
Project Manager*		Bachelors	8 years	No substitution for Bachelors
Senior Environmental Engineer*	11-9041 Engineering Managers	Masters	10 years	No substitution for Masters
Environmental Engineer 4	17-2081 Environmental Engineers 17-2041 Chemical Engineers 17-2031 Biomedical Engineers	Bachelors	8 years	No substitution for Bachelors
Environmental Engineer 3		Bachelors	5 years	No substitution for Bachelors
Environmental Engineer 2		Bachelors	2 years	No substitution for Bachelors
Environmental Engineer 1		Bachelors	0 years	
Senior Scientist*	11-9121 Natural Sciences Managers	Masters	10 years	No substitution for Masters
Scientist 4	19-2041 Environmental Scientists and Specialists	Bachelors	8 years	No substitution for Bachelors
Scientist 3	19-1021 Biochemists and Biophysicists	Bachelors	5 years	No substitution for Bachelors
Scientist 2	19-2031 Chemists	Bachelors	2 years	No substitution for Bachelors
Scientist 1	19-2032 Materials Scientists 19-1030 Conservation Scientists	Bachelors	0 years	
Financial Analyst/Economist 4	13-2051 Financial Analysts 13-2031 Budget Analysts 19-3011 Economists	Bachelors	8 years	No substitution for Bachelors
Financial Analyst/Economist 3		Bachelors	5 years	No substitution for Bachelors
Financial Analyst/Economist 2		Bachelors	2 years	
Financial Analyst/Economist 1		Bachelors	0 years	
Program Analyst 4	13-1111 Management Analysts 13-1081 Logisticians 15-2031 Operations Research Analysts	Bachelors	8 years	No substitution for Bachelors
Program Analyst 3		Bachelors	5 years	No substitution for Bachelors
Program Analyst 2		Bachelors	2 years	
Program Analyst 1		Bachelors	0 years	
Communications Specialist 4	11-9151 Social and Community Service Managers	Bachelors	8 years	No substitution for Bachelors
Communications Specialist 3	27-3031 Public Relations Specialists	Bachelors	5 years	No substitution for Bachelors
Communications Specialist 2	27-3042 Technical Writers	Bachelors	2 years	
Communications Specialist 1	27-1024 Graphic Designers	Bachelors	0 years	
Technician 4	17-3025 Environmental Engineering Technicians	Bachelors	8 years	No substitution for Bachelors
Technician 3	19-4091 Environmental Science Technicians 19-4021 Biological Technicians	Bachelors	5 years	No substitution for Bachelors
Technician 2	19-4031 Chemical Technicians	Bachelors	2 years	
Technician 1	19-4041 Geological and Petroleum Technicians 19-4093 Forest and Conservation Technicians	Bachelors	0 years	
Researcher 4	19-4061 Social Science Research Assistants 19-3022 Survey Researchers	Bachelors	8 years	No substitution for Bachelors
Researcher 3		Bachelors	5 years	No substitution for Bachelors
Researcher 2		Bachelors	2 years	
Researcher 1		Bachelors	0 years	
Quality Assurance Specialist	19-4099.01 Quality Control Analysts	Bachelors	5 years	No substitution for Bachelors
Health & Safety Specialist	17-2111 Health and Safety Engineers	Bachelors	5 years	No substitution for Bachelors
Administrative/Clerical	43-9000 Other Office & Administrative Support	None	None	

LEVEL OF EFFORT AND OTHER DIRECT COSTS ESTIMATES

Labor Category	YEAR 1 (xx/xx/xx - xx/xx/xx)	YEAR 2 (xx/xx/xx - xx/xx/xx)	YEAR 3 (xx/xx/xx - xx/xx/xx)	YEAR 4 (xx/xx/xx - xx/xx/xx)	YEAR 5 (xx/xx/xx - xx/xx/xx)	TOTAL (in hours)
Program Manager*	2,000	2,000	2,000	2,000	2,000	10,000
Project Manager*	2,000	2,000	2,000	2,000	2,000	10,000
Senior Environmental Engineer*	1,000	1,000	1,000	1,000	1,000	5,000
Environmental Engineer 4	500	500	500	500	500	2,500
Environmental Engineer 3	5,500	5,500	5,500	5,500	5,500	27,500
Environmental Engineer 2	4,500	4,500	4,500	4,500	4,500	22,500
Environmental Engineer 1	2,750	2,750	2,750	2,750	2,750	13,750
Senior Scientist*	1,000	1,000	1,000	1,000	1,000	5,000
Scientist 4	500	500	500	500	500	2,500
Scientist 3	5,500	5,500	5,500	5,500	5,500	27,500
Scientist 2	4,500	4,500	4,500	4,500	4,500	22,500
Scientist 1	2,750	2,750	2,750	2,750	2,750	13,750
Financial Analyst/Economist 4	250	250	250	250	250	1,250
Financial Analyst/Economist 3	3,000	3,000	3,000	3,000	3,000	15,000
Financial Analyst/Economist 2	2,300	2,300	2,300	2,300	2,300	11,500
Financial Analyst/Economist 1	1,500	1,500	1,500	1,500	1,500	7,500
Program Analyst 4	125	125	125	125	125	625
Program Analyst 3	1,500	1,500	1,500	1,500	1,500	7,500
Program Analyst 2	1,250	1,250	1,250	1,250	1,250	6,250
Program Analyst 1	900	900	900	900	900	4,500
Communications Specialist 4	150	150	150	150	150	750
Communications Specialist 3	1,900	1,900	1,900	1,900	1,900	9,500
Communications Specialist 2	1,575	1,575	1,575	1,575	1,575	7,875
Communications Specialist 1	1,000	1,000	1,000	1,000	1,000	5,000
Technician 4	125	125	125	125	125	625
Technician 3	1,500	1,500	1,500	1,500	1,500	7,500
Technician 2	1,250	1,250	1,250	1,250	1,250	6,250
Technician 1	900	900	900	900	900	4,500
Researcher 4	125	125	125	125	125	625
Researcher 3	1,500	1,500	1,500	1,500	1,500	7,500
Researcher 2	1,250	1,250	1,250	1,250	1,250	6,250
Researcher 1	900	900	900	900	900	4,500
Quality Assurance Specialist	750	750	750	750	750	3,750
Health & Safety Specialist	750	750	750	750	750	3,750
Administrative/Clerical	3,000	3,000	3,000	3,000	3,000	15,000
TOTAL DIRECT LABOR	60,000	60,000	60,000	60,000	60,000	300,000
OTHER DIRECT COSTS (ODCS)	\$225,000	\$225,000	\$225,000	\$225,000	\$225,000	\$1,125,000