



**TECOLOTE RESEARCH, INC.**  
**MOBIS FEDERAL SUPPLY SCHEDULE PRICE LIST**

*GENERAL SERVICES ADMINISTRATION*

*Federal Supply Service*

*Authorized Federal Supply Schedule Price List*

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**Schedule Title:** Mission Oriented Business Integrated Services (MOBIS)

**FSC Group:** 87

**FSC Class:** 874

**Contract No.:** GS-10F-0002K

**Contract Period:** 01 October 1999 – 30 September 2014

**Contractor:** Tecolote Research, Inc.  
420 S. Fairview Ave., Suite 201  
Goleta, CA 93117-3654

**Phone:** (805) 571-6366

**Fax:** (805) 571-6377

**Website:** [www.tecolote.com](http://www.tecolote.com)

**Contract Admin:**

**Primary**

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420 S. Fairview Ave., Suite 201  
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**Alternate**

Mr. Michael W. Underwood  
420 S. Fairview Ave., Suite 201  
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**Business size:** Large Business under NAICS Code 541611

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*Supplement No. 12 through Modification #CM-A344*

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**1. CUSTOMER INFORMATION**

**1.a. Special Item Numbers:**

<b>SIN</b>	<b>SIN Title</b>	<b>Commercial Services and Products Proposed</b>	<b>Section/ Page</b>
874-1	Integrated Consulting Services	Management and Strategy Consulting Defense Studies Process Modeling Activity-Based Costing Performance Measurement	Sec 3, pg 8
874-6	Acquisition Management Support	Acquisition Planning Proposal Evaluations Contract Administration Support A-76 and Competitive Sourcing Studies	Sec 4, pgs 9-10
874-7	Integrated Business Program Support Services	Project Planning and Scheduling Cost Analysis Supporting Project Management Economic Analysis Earned Value Management Analysis Integrated Risk Analysis	Sec 5, pgs 10-11

1.b. **Pricing:** All pricing information is provided in Section 6 of this Price List.

1.c. **Hourly rates and labor category descriptions:** See Section 6 of this Price List.

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

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

4. **Geographic coverage:** The geographic scope of this contract is the 48 contiguous states, the District of Columbia, Alaska, Hawaii and the Commonwealth of Puerto Rico.

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

<b>Tecolote Research, Inc. Performance Locations</b>	
<p><u>Aberdeen Location</u> 203 South Market Street, Suite 301 Havre de Grace, MD 21078 Harford County</p> <p><u>Albuquerque Office</u> 2201 Buena Vista Drive, SE, Suite 303 Albuquerque, NM 87106-4265 Bernalillo County</p> <p><u>Boston Operations</u> 54 Middlesex Turnpike, Suite A Bedford, MA 01730-1475 Middlesex County</p> <p><u>Chantilly Operations</u> 15059 Conference Center Drive, Suite 210 Chantilly, VA 20151-3845 Fairfax County</p> <p><u>Colorado Springs Operation</u> 985 Space Center Drive, Suite 305 Colorado Springs, CO 80915-3627 Arapahoe County</p> <p><u>Dahlgren Office</u> 15521 Real Estate Ave., Suite 208 King George, VA 22485-5328 King George County</p> <p><u>Dayton Operations</u> 4141 Colonel Glenn Hwy., Suite 200 Beavercreek, OH 45431-1677 Montgomery County</p> <p><u>Denver Office (SBG)</u> 777 S. Wadsworth Blvd., Suite 1-202 Lakewood, CO 80226 Jefferson County</p> <p><u>Ft. Monmouth Operations</u> 621 Shrewsbury Ave., Suite 129 Shrewsbury, NJ 07702-4153 Monmouth County</p> <p><u>Houston Office</u> 1322 Space Park Drive, Suite A246 Nassau Bay, TX 77058 Harris County</p> <p><u>Huntsville Operations</u> 101 Quality Circle NW, Suite 110 Huntsville, AL 35805-4534 Madison County</p>	<p><u>Lompoc Office</u> 415 East Ocean Ave., Suite H Lompoc, CA 93436-6839 Santa Barbara County</p> <p><u>Los Angeles Division</u> 3601 N. Aviation Blvd., Suite 1600 Manhattan Beach, CA 90266-3758 Los Angeles County</p> <p><u>Montgomery Office</u> 602 Interstate Park Drive Montgomery, AL 36109-5459 Montgomery County</p> <p><u>Ogden Operations</u> 476 Heritage Park Blvd., Suite 205 Layton, UT 84041-5636 Davis County</p> <p><u>Patuxent River Office</u> 22299 Exploration Drive, Suite 101 Lexington Park, MD 20653-2056 St. Mary's County</p> <p><u>Santa Barbara Operations</u> 5266 Hollister Avenue, Suite 301 Santa Barbara, CA 93111-2089 Santa Barbara County</p> <p><u>Silver Springs Office</u> 5850 Waterloo Road, Suite 140 Columbia, MC 21045-1944 Montgomery County</p> <p><u>Tacoma Office</u> 3518 6th Avenue, Suite 301 Tacoma, WA 98406 Pierce County</p> <p><u>Tampa Office</u> 1207 North Franklin Street Tampa, FL 33602 Pierce County</p> <p><u>Washington, D.C. Operations</u> 2231 Crystal Drive, Suite 702 Arlington, VA 22202-3724 Arlington County</p> <p><u>Washington Navy Yard Operations</u> 80 M Street, SE, Suite 440 Washington, DC 20003-3561 District of Columbia</p>

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 below the micropurchase threshold:**  YES  NO
- 9.b. **Notification that Government purchase cards are accepted above the micropurchase threshold:**  YES  NO
- 10. **Foreign items:** None.
- 11.a. **Time of delivery:** Negotiated by individual task orders.
- 11.b. **Expedited Delivery:** To be negotiated, if required, by individual task orders.
- 11.c. **Overnight and 2-day delivery:** To be negotiated, if required, by individual task orders.
- 11.d. **Urgent Requirements:** To be negotiated, if required, by individual task orders.
- 12. **F.O.B. point(s):** Destination.
- 13a. **Ordering address(es):**

Tecolote Research, Inc. 420 S. Fairview Ave., Suite 201 Goleta, CA 93117-3654		
	<b><u>Primary POC:</u></b>	<b><u>Alternate POC:</u></b>
Name:	Ms. Elizabeth A. Hawes	Mr. Michael W. Underwood
Phone:	(805) 571-6366, x 126	(805) 571-6366 ext. 120
Fax:	(805) 571-6377	(805) 571-6377
Email:	<a href="mailto:ehawes@tecolote.com">ehawes@tecolote.com</a>	<a href="mailto:munderwood@tecolotec.com">munderwood@tecolotec.com</a>

- 13b. **Ordering Procedures:** For supplies and services, the ordering procedures, information and 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 task order.
- 19. **Terms and conditions of installation:** To be negotiated, if required, by individual task 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 task order.
- 20.a. **Terms and conditions for any other services:** To be negotiated, if required, by individual task order.
- 21. **List of service and distribution points:** To be negotiated, if required, by individual task order.
- 22. **List of participating dealers:** To be provided, if required, by individual task order.
- 23. **Preventive maintenance:** To be negotiated, if required, by individual task 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 task order.
- 24.b. **Section 508 Compliance:** If applicable, Section 508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT) at the following:  

[www.tecolote.com/services/softwaredevelopment.htm](http://www.tecolote.com/services/softwaredevelopment.htm)

The EIT standards can be found at: [www.Section508.gov/](http://www.Section508.gov/).
- 25. **Data Universal Number System (DUNS) number:** 074108176
- 26. **Notification regarding registration in Central Contractor Registration (CCR) database:** Yes. Cage Code: 0BMB0
- 27. **Uncompensated Overtime:** No overtime premium is paid for hours in excess of 8 hours per day or 40 hours per week.

***Additional Ordering Information***

**Taxpayer ID Number: Contact Elizabeth Hawes at  
(805) 571-6366, x 126**

## **2. INTRODUCTION TO TECOLOTE RESEARCH, INC.**

**Tecolote Research, Inc.** 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.

Tecolote provides integrated products and services that support our federal clients with MOBIS-related services. We have provided Integrated Consulting Services, Acquisition Management support, as well as Integrated Business Program Support services for programs that encompass a wide range of equipment: space systems; technology programs; radar; communications for ground, sea, and space-based systems; missiles; aircraft; electronic warfare; signal processing; and computer software.

In addition to the MOBIS services discussed in Sections 3 (SIN 874-1), 4 (SIN 874-6), and 5 (SIN 874-7), Tecolote provides a broad spectrum of additional related management services:

- Cost Estimating
- Cost Research
- Management Analysis
- Technical Baselineing/Cost Engineering
- System Acquisition and Sustainment
- Financial Management
- Risk Analysis

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 650 contracts and supported over 2,500 separate delivery orders for clients from all areas of the Government. 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.

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's staff has grown along the lines of our philosophy: "Bridging Engineering and Economics." Staff members have educational backgrounds in engineering, physical science, computer science/MIS, business, accounting, finance, mathematics, operations research, statistics and economics. Our retention rate is one of the highest in our industry – 91% over the past three years. 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.



Tecolote has no ties to any defense contractor. 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](http://www.tecolote.com).

### 3. INTEGRATED CONSULTING SERVICES (SIN 874-1)

*Consulting Services (SIN 874-1)* Tecolote offers a range of MOBIS-related services within this SIN.

**Management and Strategy Consulting** Tecolote provides managers at all levels with the tools, objective information, and guidance necessary to make more informed decisions about what level of risk is acceptable in executing their program. Tecolote approaches strategic planning by considering mission objectives, resource availability (affordable today and down the road), the progression of technology, and the operational/business environment.

**Defense Studies** Performing defense studies requires a mixture of business management experience, cost analysis skills, and systems engineering talent – a blend that Tecolote was specifically formed to achieve. Our multi-disciplined approach provides an unequaled capability to perform studies and analyses. Our study approaches are systematic and apply sound/defensible cost analysis and systems engineering practices and the scientific method. For each study, we begin with a thorough understanding of the study requirements. At task completion, we fully document the results of the study in a final report so that other researchers can continue to update and refine the conclusions to reflect the subsequent availability of additional data.

**Process Modeling** Tecolote has the expertise to build and document process models, implement improvements, and measure the effectiveness of resulting processes. Our structured framework allows for consistency in analysis and greater reliability in subsequent decision-making.

**Activity-Based Costing – ABC** Tecolote’s ABC approach provides insight into inefficient activities, opportunities for lowering costs, and opportunities for greater asset utilization. Our models and analysis create an awareness of opportunities for cost reduction, establish priorities, provide cost justification, track the benefits of improvements made, and measure performance for ongoing improvement.

**Performance Measurement** Tecolote approaches each situation with streamlining and improvement in mind and with the objective of implementing the most efficient and effective performance measurement system possible. The Tecolote Solution ensures that useful information is available to decision makers throughout the design and implementation of processes, tools, and measures.

In addition to the four service areas briefly described above, we also support the services listed here:

**Economic Analysis**  
**Simulation Modeling**  
**“What-if” Exercises and Trade Studies**  
**EDM / EDI Assessments and Planning**  
**Decision Support**  
**Process Modeling**

**Analysis of Alternatives**  
**Acquisition Planning Support**  
**Earned Value and Quality Metrics**  
**Business Process Re-Engineering**  
**Organizational Performance Metrics**  
**Risk Analysis**



#### 4. ACQUISITION MANAGEMENT SUPPORT

**Acquisition Management Support (SIN 874-6)** Tecolote offers a range of MOBIS-related services within this SIN.

**Acquisition Planning** Tecolote has significant experience providing non-inherently Government acquisition planning support to our Government clients. Typically, we provide some or all of the following:

**Initial Planning:** We work with the Government to develop a detailed, structured definition of what is required of the products or services to be acquired.

**SOO/SOW:** Tecolote helps to develop SOOs and SOWs using the most specific terms to eliminate ambiguity, ensure compliant proposals, and guarantee the success of the acquisition.

**Draft RFP:** We help to create proposal preparation instructions (Section L), evaluation criteria (Section M), and appropriate Contract Data Requirements List (CDRL) items consistent with the Acquisition Strategy risk analysis.

**Market Research:** We support market research to establish (1) the degree to which a competitive marketplace exists, (2) the degree to which bidding contractors participate in this marketplace, and (3) the degree of confidence that a fair and reasonable price can be contracted.

**Acquisition Strategy Development:** We work with the client to define the acquisition approach the program will use to achieve full capability. We compare the results of the market research with the objectives and requirements from the SOO and SOW to determine the best course of action. Program risks as well as the market environment strongly influence the approach.

**Proposal Evaluations** Tecolote is well-equipped to provide the sensitive function of cost/price analysis in support of source selections. We have supported hundreds of source selections providing trusted inputs to the decision process. We have implemented over 1700 NDA's and currently hold over 800 Non-Disclosure Agreements (NDAs) with over 100 companies. We have proven our ability to establish and honor nondisclosure agreements with industry. In addition, because Tecolote only supports the Government and not private industry, we have effectively eliminated any Organizational Conflict of Interest (OCI) issues. The range of source selection capabilities available from our experienced staff include the following:

- Develop the Source Selection Plan and Evaluator guidance
- Assist in developing CDRL items and cost, schedule, and performance measures
- Develop the Independent Government Cost Estimate (IGCE) establishing the Government's negotiating position, assuring the ground rules, assumptions, and formats within the IGCE are consistent with the RFP information sent to Offeror to ensure comparability of IGCE and Offeror's proposal
- Evaluate/analyze the contractor's cost proposal comparing to the IGCE
- Provide advice/analysis to the Source Selection Evaluation Board
- Assess cost realism using comparisons to analogous systems, sub-systems, components, and technologies; perform cost and schedule risk evaluations
- Develop most probable cost position based on the evaluation process that results in the model to be used for tracking and measurement purposes after award;

**Contract Administration Support** Tecolote provides a wide variety of contract management services. Tecolote supports our Government clients in the pre-award, contract award, and post-award phases of contract administration. In the pre-award phase, we help to execute the technical proposal evaluation, manage the technical evaluation process, assess each proposal for realism and reasonableness, request DCMA/ DCAA Rate and Factor Review, analyze DCMA/DCAA's review, and prepare documentation for Fact-Finding. Tecolote then conducts the formal fact-finding of the proposal. We work with the Government to finalize and document the results in the Preliminary Price Negotiation Memorandum (PNM). Our experts then recommend a Negotiation Objective to the Government and help prepare Business Clearance charts. After the Government completes Negotiation, Tecolote helps to prepare Final PNM, Acquisition Narrative, and the contract. Tecolote also coordinates subcontracting plans through Small Business; work with the program client, DCMA, and other acquisition activities on any Government-furnished property or base support issues prior to award. Finally, we support preparation of the Contract Clearance charts, complete the Official Contract File, and initiate the contract award process. We continue our support with a similar level of activities to modify, administer, and close out our clients' contracts.

**A-76 and Competitive Sourcing Studies** Tecolote has led Army, Navy, and Air Force A-76 and competitive sourcing studies. As such, we understand the sensitive nature of A-76 studies, the anxiety of Government managers and employees under review, and the importance of carefully listening to all interested parties during the study process. Tecolote's core tenet is to work as part of an "Integrated Project Team" in partnership with the Government. From the beginning to the very end of each study, it is our practice to share all our analyses and data with the government A-76 team members, because we realize that we cannot effectively accomplish the study without their participation. This is why Tecolote has developed an A-76 training course which we present to the stakeholders at the onset of a study. Working as a team, we strive to make the services and processes under review as efficient and productive as possible while achieving study accuracy, completeness, and fairness.

## **5. INTEGRATED BUSINESS PROGRAM SUPPORT SERVICES**

***Integrated Business Program Support Services (SIN 874-7)*** Tecolote offers a range of MOBIS-related services within this SIN.

Tecolote provides a variety of services under this SIN. Examples of our many services include:

**Project Planning and Scheduling.** Tecolote has extensive experience in developing and maintaining integrated schedules, and performing schedule and risk assessments for a variety of Government programs. Our expert, creative schedule management staff has demonstrated results in developing high quality integrated schedule management systems, reports, and risk analysis tools that are current with today's technology and responsive to customer needs.

**Cost Analysis Supporting Project Management.** Tecolote is known throughout the Department of Defense and other Federal Government agencies for our ability to develop cost estimates that support program management and project planning. We realize that a thorough,

thoughtfully produced cost estimate can be a vehicle of communication between the program manager, the engineer, the logistician, and other functional specialists, leading to better trade studies, financial analysis, decision-making, and budget inputs. For any program or project, the ability to conduct accurate financial planning is essential. Cost estimating is at the heart of the process for establishing required funding levels.

**Economic Analysis.** We perform Economic Analyses (EAs) to identify the most cost-effective project/program alternatives. The results provide an important decision tool for managers to consider when reviewing strategic and tactical planning decisions. Our EA process improves management recommendations for assessing (1) system designs, (2) performance specifications, (3) acquisition strategies, (4) program architectures, and (5) investment options.

**Earned Value Management Analysis.** Tecolote provides Earned Value Management (EVM) analysis to all levels of management and has performed estimate at completion (EAC) reviews that have been delivered to Congress. Our analysts are proficient in using EVM analysis tools such as wInsight, Performance Analyzer (PA), C/S Glue, MS Project, Open Plan, Risk +, etc. EVM is one of the primary tools used by Tecolote for early identification of cost, schedule, and performance data that impacts overall program/project performance.

**Integrated Risk Analysis.** Risk analyses, used as a management decision tool, can provide program managers with a quantitative understanding of what the risks are, and what the potential impacts are most likely to be. This will enable them to make more informed decisions about what level of risk is acceptable in executing their program. It also allows financial managers to baseline budgets and measure actual versus estimated performance throughout the program life cycle.

## **6. LABOR CATEGORY DESCRIPTIONS AND HOURLY RATES (SINS 874-1, 874-6 AND 874-7)**

### ***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 consulting experience, demonstrating progressively more responsible assignments. At least four of the seven years of consulting experience must be in one or more MOBIS-related functional specialties (e.g., privatization studies, process modeling, performance measurement, strategic planning, activity based costing, training, or surveys), and 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 FUNCTIONAL SPECIALIST 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 the conduct of consulting, survey, or training services. At least four of the seven years of consulting experience must be in one or more MOBIS-related functional specialties (e.g., privatization studies, process modeling, management systems design/development, performance measurement, business process applications, strategic planning, activity based costing, training, or surveys). An MS/MA will substitute for two years of the government consulting experience requirement.

**Duties:** Plans, organizes, directs, and conducts consulting, survey, or training tasks 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 MOBIS-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 information 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 to project/process system cost estimating/research tasks in the areas of (1) systems hardware design, process re-engineering, or manufacturing engineering, or (2) software design/development and other related tasks.

### ***SENIOR FUNCTIONAL SPECIALIST 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 consulting, survey, or training services. At least four of the six years of consulting experience must be in one or more MOBIS-related functional specialties (e.g., privatization studies, process modeling, management systems design/development, performance measurement, business process applications, strategic planning, activity based costing, training, or surveys). An MS/MA will substitute for two years of the government consulting experience requirement.

**Duties:** Plans, organizes, directs, and conducts consulting, survey, or training tasks 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 MOBIS-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 FUNCTIONAL SPECIALIST 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 consulting, survey, or training services. At least three of the five years of consulting experience must be in one or more MOBIS-related functional specialties (e.g., privatization studies, process modeling, management systems design/development, performance measurement, business process applications, strategic planning, activity based costing, training, or surveys). An MS/MA will substitute for two years of the government consulting experience requirement.

**Duties:** Plans, organizes, directs, and conducts consulting, survey, or training tasks 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 MOBIS-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.

***FUNCTIONAL SPECIALIST***

**Minimum Requirements:** BS/BA with 24 semester hours in quantitative analysis courses and at least three years of government consulting experience. At least two of the three years of consulting experience must be in one or more MOBIS-related functional specialties (e.g., privatization studies, process modeling, management systems design/development, performance measurement, business process applications, strategic planning, activity based costing, training, or surveys). An MS/MA will substitute for two years of the government consulting experience requirement.

**Duties:** Applies specialized knowledge of MOBIS-related principles and practices in areas of assignments. 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 consultant, functional specialist, or manager to ensure accuracy, and to ensure it satisfies customer needs and complies with the contractor's overall consulting standards.

***INTERN FUNCTIONAL SPECIALIST***

**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.

***STATISTICIAN***

**Minimum Requirements:** BS/BA in statistics. At least five years of professional experience providing statistical analysis support to consulting, survey, or training services tasks. 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 consulting, survey, or training services tasks.

***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 company functional expert in areas relating to MOBIS services efforts.

***SENIOR LEAD CONSULTANT***

**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 lead consultants. Performs extensive interface with clients for service requirements.

### ***SENIOR CONSULTANT 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 MOBIS-related consulting, survey, or training service areas. An MS/MA will substitute for two years of the relevant experience requirement. Eight years of directly related experience may substitute for a BS/BA.

**Duties:** Within defined objectives and with considerable latitude, performs in a professional position supporting highly complex client improvement efforts by performing/leading business financial analysis, strategic/tactical business planning, business process reengineering, A-76 studies, budget preparation and analysis, contract reconciliation, economic analysis, contractor cost/schedule analysis, MIS development, and documentation development. Develops and/or reviews study plans and monitors/reports project status.

### ***SENIOR CONSULTANT 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 MOBIS-related consulting, survey, or training service areas. An MS/MA will substitute for two years of the relevant experience requirement. Eight years of directly related experience may substitute for a BS/BA.

**Duties:** Within defined objectives and with considerable latitude, performs in a professional position supporting moderately-to-highly complex client improvement efforts by performing/leading business financial analysis, strategic/tactical business planning, business process reengineering, A-76 studies, budget preparation and analysis, contract reconciliation, economic analysis, contractor cost/schedule analysis, MIS development, and documentation development. Develops and/or reviews study plans and monitors/reports project status.

### ***SENIOR CONSULTANT 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 MOBIS-related consulting, survey, or training service areas. An MS/MA will substitute for two years of the relevant experience requirement. Eight years of directly related experience may substitute for a BS/BA.

**Duties:** Within defined objectives and with some latitude, performs in a professional position supporting moderately complex client improvement efforts by performing/leading business financial analysis, strategic/tactical business planning, business process reengineering, A-76 studies, budget preparation and analysis, contract reconciliation, economic analysis, contractor cost/schedule analysis, MIS development, and documentation development. Develops and/or reviews study plans and monitors/reports project status.

***CONSULTANT***

**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 MOBIS-related consulting, survey, or training service areas. An MS/MA will substitute for two years of the relevant experience requirement. Eight years of directly related experience may substitute for a BS/BA.

**Duties:** Supports improvement efforts by performing business financial analysis, strategic/tactical business planning, business process reengineering, A-76 studies, budget preparation and analysis, contract reconciliation, economic analysis, contractor cost/schedule analysis, MIS development, and documentation development. If leading a project, develops study plans and monitors/reports project status.

***JUNIOR CONSULTANT***

**Minimum Requirements:** BS/BA preferably in business management, engineering, science, or math plus at least two years of relevant experience. Five years of directly related experience may substitute for BS/BA. Within the period of relevant experience, must have a minimum of two years working in MOBIS-related consulting, survey, or training service areas. An MS/MA will substitute for the two years of relevant experience requirement.

**Duties:** Assists more senior level consultants in support of improvement efforts in such areas as business financial analysis, strategic/tactical business planning, business process reengineering, A-76 studies, budget preparation and analysis, contract reconciliation, economic analysis, contractor cost/schedule analysis, MIS development, and documentation development. The Level 1, 2, or 3 Senior Consultant 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 CONSULTANT***

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

**Duties:** Assists more senior level consultants in support of improvement efforts in such areas as business financial analysis, strategic/tactical business planning, business process reengineering, A-76 studies, budget preparation and analysis, contract reconciliation, economic analysis, contractor cost/schedule analysis, MIS development, and documentation development. The Level 1, 2, or 3 Senior Consultant 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.

***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, estimators, and technical/business analysts 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.

### ***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, estimators, and technical/business analysts 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.

### ***DATA TECHNICIAN 3***

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

**Duties:** Assists managers, estimators, and technical/business analysts 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.

**HOURLY RATES FOR LABOR SERVICES UNDER SINS 874-1, 874-6 AND 874-7  
(24 March 2010 through 30 September 2014)**

<b>Labor Category (SINs 874-1, -6 and -7)</b>	<b>GFY10 Rate 24 Mar 10 - 30 Sep 10*</b>	<b>GFY11 Rate*</b>	<b>GFY12 Rate*</b>	<b>GFY13 Rate*</b>	<b>GFY14 Rate*</b>
Program Manager	\$ 179.69	\$179.69	\$185.08	\$190.63	\$196.35
Sr. Functional Specialist 1	\$ 163.20	\$163.20	\$168.10	\$173.14	\$178.33
Sr. Technical/Systems Analyst	\$ 155.22	\$155.22	\$159.88	\$164.68	\$169.62
Sr. Functional Specialist 2	\$ 140.02	\$140.02	\$144.22	\$148.55	\$153.01
Sr. Functional Specialist 3	\$ 116.79	\$116.79	\$120.29	\$123.90	\$127.62
Functional Specialist	\$ 105.13	\$105.13	\$108.28	\$111.53	\$114.88
Intern Functional Specialist	\$ 85.50	\$85.50	\$88.07	\$90.71	\$93.43
Statistician	\$ 123.89	\$123.89	\$127.61	\$131.44	\$135.38
Subject Matter Expert	\$ 198.85	\$198.85	\$204.82	\$210.96	\$217.29
Sr. Lead Consultant	\$ 156.18	\$156.18	\$160.87	\$165.70	\$170.67
Sr. Consultant 1	\$ 145.56	\$145.56	\$149.93	\$154.43	\$159.06
Sr. Consultant 2	\$ 127.62	\$127.62	\$131.45	\$135.39	\$139.45
Sr. Consultant 3	\$ 109.70	\$109.70	\$112.99	\$116.38	\$119.87
Consultant	\$ 87.75	\$87.75	\$90.38	\$93.09	\$95.88
Jr. Consultant	\$ 72.82	\$72.82	\$75.00	\$77.25	\$79.57
Intern Consultant	\$ 62.04	\$62.04	\$63.90	\$65.82	\$67.79
Data Technician 1	\$ 68.43	\$68.43	\$70.48	\$72.59	\$74.77
Data Technician 2	\$ 54.20	\$54.20	\$55.83	\$57.50	\$59.23
Data Technician 3	\$ 34.67	\$34.67	\$35.71	\$36.78	\$37.88

\* Includes IFF calculated at .75%

The following Service Contract Act (SCA) matrix identifies the labor categories that fall under the requirements of the SCA.

<b>Cross Reference Matrix</b>		
<b>Tecolote Research, Inc. SCA Non-Exempt Labor Category</b>	<b>SCA Occupation Title</b>	<b>WDT #</b>
Data Technician 1	01113 - General Clerk III (SCA)	05-2103
Data Technician 2	01112 - General Clerk II (SCA)	05-2103
Data Technician 3	01111 - General Clerk I (SCA)	05-2103

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the matrix. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.