

CLIN	DESCRIPTION	PWS Para	FTEs	Change	Base Year				Option Year 1				Option Year 2				Option Year 3				Option Year 4				Extension of Services			
					Units	Measure	Unit Price	Total Price	Units	Measure	Unit Price	Total Price	Units	Measure	Unit Price	Total Price	Units	Measure	Unit Price	Total Price	Units	Measure	Unit Price	Total Price	Units	Measure	Unit Price	Total Price
X001	Master Strategy, Plans, Exercises, & Policy Services	3.2.1	2		12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	6	Months		\$0.00
X002	Senior Strategy, Plans, Exercises, & Policy Services	3.2.2	6		12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	6	Months		\$0.00
X003	Strategy, Plans, Exercises, & Policy Support Services	3.2.3	17		12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	6	Months		\$0.00
X004	Strategy, Plans, Exercises, & Policy Support Services-WMD	3.2.4	1		12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	6	Months		\$0.00
X005	Strategy, Plans, Exercises, & Policy Support Services-Special Operations	3.2.5	2		12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	6	Months		\$0.00
X006	Strategy, Plans, Exercises, & Policy Support Services-JOPES	3.2.6	2		12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	6	Months		\$0.00
X007	Strategy, Plans, Exercises, & Policy Support Services-Logistics	3.2.7	1		12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	6	Months		\$0.00
X008	Strategy, Plans, Exercises, & Policy Support Services-STO	3.2.8	1		12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	6	Months		\$0.00
X009	Strategy, Plans, Exercises, & Policy Support Services-Communication Synchronization	3.2.9	4		12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	6	Months		\$0.00
X010	Senior Staff Coordination Services / Site Lead	3.2.10	1		12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	6	Months		\$0.00
X011	Plans and Staff Coordination Services	3.2.11	1		12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	12	Months		\$0.00	6	Months		\$0.00
X012	Labor Hour Surge Positions																											
X01201	Master Strategy, Plans, Exercises, & Policy Services		2		148	Hours		\$0.00	148	Hours		\$0.00	148	Hours		\$0.00	148	Hours		\$0.00	148	Hours		\$0.00	74	Hours		\$0.00
X01202	Senior Strategy, Plans, Exercises, & Policy Services		6		888	Hours		\$0.00	888	Hours		\$0.00	888	Hours		\$0.00	888	Hours		\$0.00	888	Hours		\$0.00	444	Hours		\$0.00
X01203	Strategy, Plans, Exercises, & Policy Support Services		17		2516	Hours		\$0.00	148	Hours		\$0.00	74	Hours		\$0.00												
X01204	Strategy, Plans, Exercises, & Policy Support Services-WMD		1		148	Hours		\$0.00	2516	Hours		\$0.00	1258	Hours		\$0.00												
X01205	Strategy, Plans, Exercises, & Policy Support Services-Special Operations		2		136	Hours		\$0.00	148	Hours		\$0.00	74	Hours		\$0.00												
X01206	Strategy, Plans, Exercises, & Policy Support Services-JOPES		2		68	Hours		\$0.00	136	Hours		\$0.00	68	Hours		\$0.00												
X01207	Strategy, Plans, Exercises, & Policy Support Services-Logistics		1		148	Hours		\$0.00	68	Hours		\$0.00	34	Hours		\$0.00												
X01208	Strategy, Plans, Exercises, & Policy Support Services-STO		1		60	Hours		\$0.00	148	Hours		\$0.00	74	Hours		\$0.00												
X01209	Strategy, Plans, Exercises, & Policy Support Services-Communication Synchronization		4		400	Hours		\$0.00	60	Hours		\$0.00	30	Hours		\$0.00												
X01210	Senior Staff Coordination Services / Site Lead		1		80	Hours		\$0.00	80	Hours		\$0.00	80	Hours		\$0.00	80	Hours		\$0.00	80	Hours		\$0.00	20	Hours		\$0.00
X01211	Plans and Staff Coordination Services		1		80	Hours		\$0.00	80	Hours		\$0.00	80	Hours		\$0.00	80	Hours		\$0.00	80	Hours		\$0.00	40	Hours		\$0.00
T&M	X013 Travel				1	Lot	\$400,000.00	\$400,000.00	1	Lot	\$400,000.00	\$400,000.00	1	Lot	\$400,000.00	\$400,000.00	1	Lot	\$400,000.00	\$400,000.00	1	Lot	\$400,000.00	\$400,000.00	1	Lot	\$696,000.00	\$696,000.00
		Yearly Totals																										

1 FTE is estimated to be 1912 Hours

<b>Total Evaluated Price</b>	<b>\$2,696,000.00</b>
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**EMPLOYEE COMPENSATION PLAN**

**DIRECTIONS:**

Provide the hourly rate and total fringe benefits for the positions the Offeror determines is a professional employee as defined in 29 CFR 541.

Labor Category	Base Year		Option Year 1		Option Year 2		Option Year 3		Option Year 4		Extension of Services	
	Salary Hourly Rate	Total Fringe Benefits	Salary Hourly Rate	Total Fringe Benefits								
Master Strategy, Plans, Exercises, & Policy Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Senior Strategy, Plans, Exercises, & Policy Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Strategy, Plans, Exercises, & Policy Support Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Strategy, Plans, Exercises, & Policy Support Services-WMD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Strategy, Plans, Exercises, & Policy Support Services-Special Operations	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Strategy, Plans, Exercises, & Policy Support Services-JOPES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Strategy, Plans, Exercises, & Policy Support Services-Logistics	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Strategy, Plans, Exercises, & Policy Support Services-STO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Strategy, Plans, Exercises, & Policy Support Services-Communication Synchronization	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Senior Staff Coordination Services / Site Lead	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Plans and Staff Coordination Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

**52.222-46 -- Evaluation of Compensation for Professional Employees (Feb 1993)**

(a) Recompensation of service contracts may in some cases result in lowering the compensation (salaries and fringe benefits) paid or furnished professional employees. This lowering can be detrimental in obtaining the quality of professional services needed for adequate contract performance. It is therefore in the Government's best interest that professional employees, as defined in 29 CFR 541, be properly and fairly compensated. As part of their proposals, offerors will submit a total compensation plan setting forth salaries and fringe benefits proposed for the professional employees who will work under the contract. The Government will evaluate the plan to assure that it reflects a sound management approach and understanding of the contract requirements. This evaluation will include an assessment of the offeror's ability to provide uninterrupted high-quality work. The professional compensation proposed will be considered in terms of its impact upon recruiting and retention, its realism, and its consistency with a total plan for compensation. Supporting information will include data, such as recognized national and regional compensation surveys and studies of professional, public and private organizations, used in establishing the total compensation structure.

(b) The compensation levels proposed should reflect a clear understanding of work to be performed and should indicate the capability of the proposed compensation structure to obtain and keep suitably qualified personnel to meet mission objectives. The salary rates or ranges must take into account differences in skills, the complexity of various disciplines, and professional job difficulty. Additionally, proposals envisioning compensation levels lower than those of predecessor contractors for the same work will be evaluated on the basis of maintaining program continuity, uninterrupted high-quality work, and availability of required competent professional service employees. Offerors are cautioned that lowered compensation for essentially the same professional work may indicate lack of sound management judgment and lack of understanding of the requirement.

(c) The Government is concerned with the quality and stability of the work force to be employed on this contract. Professional compensation that is unrealistically low or not in reasonable relationship to the various job categories, since it may impair the Contractor's ability to attract and retain competent professional service employees, may be viewed as evidence of failure to comprehend the complexity of the contract requirements.

(d) Failure to comply with these provisions may constitute sufficient cause to justify rejection of a proposal.

**(End of Provision)**