



Mabbett®

Scientists | Engineers | Program Managers



General Services Administration Professional Services Schedule

Federal Supply Service
Authorized Federal Supply
Schedule Price List
GS-10F-0120T

899 1/1RC Environmental Consulting Services
899 3/3RC Environmental Training Services
899-8/8RC Remediation and Reclamation Services

Updated May 2017



Schedule for Environmental Services

Contractor – Mabbett & Associates, Inc.

Corporate Office
5 Alfred Circle
Bedford, Massachusetts 01730

Mid-Atlantic Regional Office
1442 Duke Street
Alexandria, Virginia 22314

Southeastern New England Regional Office
10 Dorrance Street, Suite 700
Providence, Rhode Island 02903

Tri-State Regional Office
26 Park Street, Suite 2040
Montclair, New Jersey 07042

Contractor – Small Business Status

Small Business
Veteran Owned Small Business
US Department of Veterans Affairs Center for Veterans Enterprise Verified
Service-Disabled Veteran-Owned Small Business (SDVOSB)

DUNS/CAGE CODE

DUNS Number: 05-467-1359
Cage Code: 361J7

NAICS CODES

541620 - Environmental Consulting Services

GSA Contract

Contract Number: GS-10F-0120T
Contract Period: February 1, 2007 through January 31, 2012
Base Awarded Option Period: February 1, 2012 through January 31, 2017
Base Awarded Option Period: February 1, 2017 through January 31, 2022

Federal Supply Schedule Industrial Group

00CORP

Point-of-Contact for Contract Administration

Paul D. Steinberg, PE, LSP, President
Corporate Office
5 Alfred Circle
Bedford, Massachusetts 01730

(781) 275-6050 ext. 306
steinberg@mabbett.com
www.mabbett.com

Company Information

Contractor – Mabbett & Associates, Inc.

1a.	Special Item Number (SIN) 899 1/1RC Environmental Consulting Services 899 3/3RC Environmental Training Services 899-8/8RC Remediation and Reclamation Services
1b.	Identification of the lowest priced model number and lowest unit price for that model for each special item number (SIN) awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer should show the range of the lowest price and cite the areas to which the prices apply.
1c.	If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.
2.	Maximum Order: \$1,000,000
3.	Minimum Order: \$100
4.	Geographic Coverage: Domestic and Overseas
5.	Points of Production: Same as contractor's address
6.	Discount from list prices or statement of net price: Prices shown are net (discounts deducted, page 11 of 11)
7.	Quantity Discounts: N/A
8.	Prompt Payment Terms: Net 30 Days (0.5% discount net 10 days)
9a.	Government Purchase Cards are Accepted Below the Micropurchase Threshold: Yes
9b.	Government Purchase Cards are Accepted Above the Micropurchase Threshold: Yes
10.	Foreign Items: N/A
11a.	Time of Delivery. To be negotiated with ordering agency on each task order
11b.	Expedited Delivery. The Contractor will insert the sentence "Items available for expedited delivery are noted in this price list." under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor
11c.	Overnight and 2-Day Delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor
11d.	Urgent Requirements. The Contractor will note in its price list that "Urgent Requirements" clause of its contract and advise agencies that they can also contact the Contractor's representative to effect a faster delivery: Contact Contractor
12.	F.O.B. Point(s): Destination

Company Information

Contractor – Mabbett & Associates, Inc.

13a.	<p>Ordering Address: Paul D. Steinberg, PE, LSP Mabbett & Associates, Inc. Corporate Office 5 Alfred Circle Bedford, Massachusetts 01730 (781) 275-6050 Ext. 306 steinberg@mabbett.com</p>	<p>Alternate Contact: Nicole Burnett Mabbett & Associates, Inc. Corporate Office 5 Alfred Circle Bedford, Massachusetts 01730 (781) 275-6050 Ext. 339 burnett@mabbett.com</p>
13b.	<p>Ordering Procedures: For suppliers and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).</p>	
14.	<p>Payment Address Accounts Payable Mabbett & Associates, Inc. Corporate Office 5 Alfred Circle Bedford, Massachusetts 01730</p>	
15.	<p>Warranty Provision: Contractor's standard commercial warranty.</p>	
16.	<p>Export Packaging Charges: N/A</p>	
17.	<p>Terms and Conditions of Government Purchase Card Acceptance (any thresholds above the micropurchase level): None (see 9a and 9b)</p>	
18.	<p>Terms and Conditions of Rental, Maintenance, and Repair: N/A</p>	
19.	<p>Terms and Conditions of Installation: N/A</p>	
20a.	<p>Terms and Conditions of Repair Parts Indicating Date of Parts Price Lists and any Discounts from Price List: N/A</p>	
20b.	<p>Terms and Conditions for Any Other Services (if applicable): N/A</p>	
21.	<p>List of Service and Distribution Points (if applicable): N/A</p>	
22.	<p>List of Participating Dealers: N/A</p>	
23.	<p>Preventive Maintenance: N/A</p>	
24a.	<p>Environmental Attributes, e.g., Recycled Content, Energy Efficiency, and/or Reduced Pollutants: N/A</p>	
24b.	<p>Special Attributes such as Environmental Attributes, (e.g., Recycled Content, Energy Efficiency, and/or Such Pollutants): N/A</p>	
24c.	<p>If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g., contractor's website or other location): The EIT standards can be found at www.Section508.gov/.</p>	
25.	<p>Data Universal Number System (DUNS) Number: 05-467-1359</p>	
26.	<p>Contractor Registered in the System for Award Management (SAM): Yes</p>	

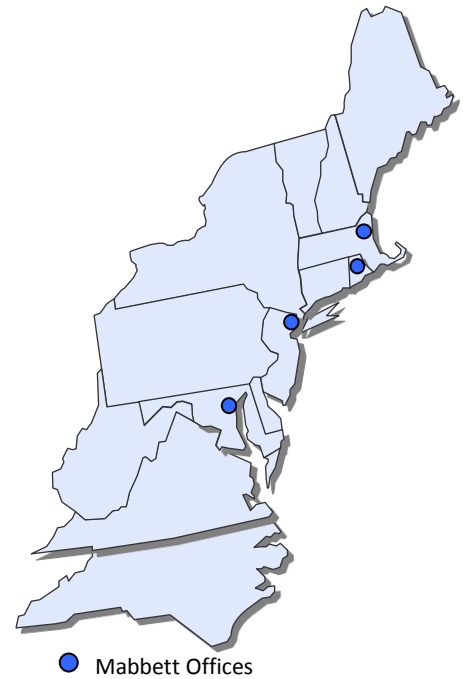
Company Background

Mabbett & Associates, Inc. (Mabbett) is an award-winning firm that provides integrated multi-disciplinary environmental, health and safety (EHS) and energy consulting and engineering services. Mabbett is a US Department of Veterans Affairs (VA) Center for Veterans Enterprise (CVE) verified Service-Disabled Veteran-Owned Small Business (SDVOSB).

For over 30 years, Mabbett has delivered value-added EHS compliance and management, waste minimization/pollution prevention, site assessment and restoration, environmental pollution control, occupational safety and health, energy conservation, sustainability, and training to Federal agencies, industry, commercial enterprise, and public agencies. Mabbett's corporate office is in Bedford, Massachusetts with regional offices in Providence, Rhode Island; Alexandria, Virginia and Montclair, New Jersey. Mabbett also has project offices at Federal agencies in Washington, DC, Martinsburg, WV and Huntsville, Alabama.

Multi-Disciplinary Services

- Environmental Engineering and Permitting
- EHS Auditing & Compliance Support
- Environmental Planning and Assessment
- Site Assessment and Remediation
- EHS Program Development, Implementation and Training
- Occupational Health and Safety
- Industrial Hygiene
- Waste Minimization/Pollution Prevention
- Hazardous Waste and Materials Management
- Remediation System Operations and Maintenance
- Industrial Wastewater Treatment System Operator Services
- Regulated Building Materials Surveys
- Environmental Pollution Control
- Energy Conservation and Sustainability
- Staff Augmentation



Achievement Awards

- 2016, Environmental Business Journal, Honorable Mention, Business Achievement Award, Small Consulting and Engineering Firm for Outstanding Business Achievement
- 2015, US Small Business Administration, Small Business Prime Contractor of the Year Award (New England)
- 2013, Environmental Business Journal, Honorable Mention, Business Achievement Award, Small Consulting and Engineering Firm for Outstanding Business Achievement
- 2013, Disabled American Veterans, Employer Award
- 2012, Zweig Letter Hot Firm Top 150 Fastest Growing Architecture, Engineering and Environmental Consulting Firms in North America, #22 overall
- 2012, Veterans' Champion Award, US Small Business Administration, New England and Massachusetts
- 2012, Environmental Business Journal, Silver Medal, Business Achievement Award, Small Consulting and Engineering Firm for Outstanding Business Achievement
- 2011, 2010 The Zweig Letter Hot Firm List of Fastest Growing Architecture, Engineering & Environmental Consulting Firms Award
- 2011, Boston Business Journal, Area's Largest Environmental Engineering Firms
- 2011, 2010, Inc. Magazine 500|5000 List of the Fastest Growing Private Companies in America
- 2011, Environmental Business Council of New England, James DP Farrell Brownfield Project of the Year Award

Technical Capabilities & Senior Management

Mabbett brings core competencies across a wide range of technical disciplines needed to deliver technically sound and effective solutions to EHS projects. The technical team at Mabbett includes environmental engineers, hydrogeologists, environmental scientists, health and safety consultants and specialists, and environmental technicians with extensive Federal experience. Selected Mabbett key personnel have served in the military including the Guard and Reserve. The technical capabilities of the Mabbett staff are demonstrated by the following licenses:

- Professional Engineer (PE)
- Professional Geologist (PG)
- Licensed Site Professional (LSP)
- Certified Professional in Erosion and Sediment Control (CPESC)
- Program Management Professional (PMP)
- Certified Industrial Hygienist (CIH)
- Certified Safety Professional (CSP)
- Leadership in Energy and Environmental Design (LEED)
- Certified Hazardous Materials Manager (CHMM)
- ISO 14001 Lead Auditor
- Certified Environmental Auditor (CEA)
- Certified Hazard Control Manager (CHCM)
- Registered Sanitarian (RS)
- Licensed Asbestos Inspectors, Management Planners, Project Designers
- Certified Environmental Health & Safety Trainer (CET)
- Licensed Wastewater/Groundwater Treatment System Operator
- Qualified Environmental Professional (QEP)
- Licensed Toxics Use Reduction Planner (TURP)
- Certified Playground Inspector

Senior Management

Arthur Mabbett, PE, QEP, CSP, RS, CHCM, Chairman. PE, QEP, CSP, RS, CHCM, CEO. Arthur is an environmental professional with over 40 years of environmental consulting and engineering experience. He served as a decorated Environmental Science Officer in the US Army for 19 years, six of which were active duty.

Paul Steinberg, PE, LSP, President. Paul has over 30 years of professional experience in Federal contract management, hazardous waste site assessment and restoration, environmental engineering, compliance services, and waste management.

Susan Smits, CHMM, CET, TURP, Senior Vice President. Susan has over 25 years of experience in environmental compliance, EHS consulting, and engineering program areas. She also served nine years as a decorated Bioenvironmental Engineer Officer in the US Air Force.

Christopher Mabbett, PMP, CPG, PG, EIT, Vice President of Operations. Chris has over 15 years of experience and is responsible for the management of day-to-day operations, including operational efficiency and for establishing a high standard of quality assurance and quality control for all project deliverables and services.

Freddie Ferreira, CPG, CQM-C, MBA, Director, Site Assessment & Remediation. Freddie has over 28 years of experience in site assessment and remediation including Brownfields redevelopment.

Nicole White, CHMM, ISO 14001 Lead Auditor. Nicole has 19 years of experience in EHS consulting and is the Mid-Atlantic Regional Office Manager.

Michael Millette, CIH, CSP, CHMM, Director, Industrial Hygiene. Michael has over 13 years of experience in comprehensive industrial hygiene and employee health and safety developing, implementing, and managing EHS and industrial hygiene programs for complex civilian and military organizations.

Kelly Winson, CHMM, TURP, Director, Environmental, Health & Safety. Kelly has over 14 years of professional experience in providing comprehensive environmental, health and safety services. She is an experienced environmental compliance auditor providing day-to-day EHS support, including on-site audit support and has developed and conducted environmental compliance training programs at client facilities.

David McCarron, PE, CQM, Director of Engineering. David has over 25 years of experience in program management, project management, resource management and project engineering including experience developing renewable energy projects (wind, biomass, solar, and landfill gas).

Nicole Burnett, Business Development Manager. Nicole has over 19 years of experience in marketing communications and business development management.

SIN 899-1 Environmental Consulting Services

Mabbett provides comprehensive environmental consulting services from the development, planning, and documentation of environmental initiatives to compliance and auditing, waste management, including the implementation of waste minimization and pollution prevention programs.

- **Planning and Documentation Services:** Mabbett has experience in the development, planning, coordination, and documentation of environmental initiatives, while planning and meeting comprehensive environmental reporting and recordkeeping requirements of Federal (National Environmental Policy Act), state and local regulations.
 - ASTM Phase I/II Environmental Site Assessments
 - NEPA Environmental Assessments (EA)
 - NEPA Environmental Impact Statements (EIS)
 - Environmental Program and Project Management
 - Environmental Baseline Studies
 - Regulated Building Material Inspection and Abatement Oversight (asbestos, lead, PCB)

- **Compliance and Auditing Services:** Our team develops strategies to meet compliance standards, reduce risks and thereby minimize associated liabilities and costs. We develop management plans including environmental management systems (EMS) and provide support from the initial needs assessment, through the development and implementation of detailed programs.
 - 3rd Party Multi-Media EHS Compliance Audits
 - EHS Compliance Program Development and Implementation
 - Review, Audit, and Implementation/Management of EMS
 - Environmental Permitting and Reporting
 - Oil Spill Prevention Control and Countermeasure Plans (SPCC)
 - Air Emissions Inventory and Clean Air Act Support
 - Pollution Prevention Surveys and Plans Development
 - Stormwater Pollution Prevention Plans (SWP3)
 - Integrated Contingency Plans
 - Industrial Hygiene Surveys and Monitoring

- **Waste Management Consulting Services:** Mabbett has implemented waste minimization and pollution prevention programs for clients in various sectors. Mabbett has certified Hazardous Materials Managers (CHMM) and licensed Toxics Use Reduction Planners (TURP) and has completed extensive work in pollution prevention and sustainability.
 - Waste Stream Profiling
 - Chemical Inventory Management
 - Hazardous Waste Contingency Plans
 - Waste Characterization and Source Reduction Studies
 - Review and Recommendation of Waste Tracking or Handling Systems
 - Waste Management Plans and Surveys
 - Waste Minimization/Pollution Prevention Initiatives
 - Chemical and Waste Inspection Services

SIN 899-3 Environmental Training

Mabbett provides comprehensive multi-disciplinary training services to help Federal and state agencies, industry, and commercial enterprise comply with the requirements of current regulations governing environmental compliance and management and occupational safety and health standards. Training services can be individually tailored to meet each client's specific needs. Mabbett can provide multi-media training services, either at our training facilities or on-site.

Mabbett has developed core programs that can be tailored to meet site specific requirements which include the following training:

- US Department of Transportation (DOT) Hazardous Materials
- 24-Hour Industrial Wastewater Treatment Plant Operations
- 8-Hour Hazardous Waste Site Operations Refresher (HAZWOPER)
- 4-Hour First Responder Awareness Level (FRAL)
- 8-Hour First Responder Operations Level (FROL)
- 8-Hour Hazardous Materials Technician Refresher (HMT)
- Resource Conservation and Recovery Act (RCRA)/Hazardous Waste Management
- Oil Spill Prevention Control and Countermeasures (SPCC)
- Environmental Awareness
- Stormwater Pollution Prevention Plan (SWP3)
- Environmental Management Systems/ISO 14001
- Hazard Communication (HAZCOM)
- Control of Hazardous Energy (Lockout/Tagout)
- Respiratory Protection
- Confined Space Awareness
- Bloodborne Pathogens
- Personal Protective Equipment
- Hearing Conservation/Protection
- OSHA General Industry Health and Safety
- Laboratory Safety/Chemical Hygiene

SIN 899-8 Remediation & Reclamation

Mabbett provides comprehensive environmental consulting and engineering services for initial site assessment and remediation, follow-up subsurface investigation, environmental compliance pathway development, legal negotiations and site cleanup remedial design and implementation. We focus on identifying and implementing practical solutions that help our clients achieve regulatory compliance and site closure.

- **Environmental Due Diligence/Site Investigation.** Mabbett identifies and implements proactive fast-tracked solutions that resolve environmental obligations. Mabbett performs due diligence/site investigation programs including ASTM Phase I/II Environmental Site Assessments to identify potential environmental liabilities so that corrective measure programs can be implemented.
- **Remedial Investigations/Feasibility Studies.** Mabbett performs environmental site investigations and feasibility studies for a range of environmentally impaired properties. Our staff includes hydrogeologists, professional engineers, professional geologists, environmental scientists, and environmental technicians to deliver integrated solutions.
- **Brownfields.** Mabbett supports our clients by delivering fast-tracked solutions to Brownfields site redevelopment. We help facilitate cost effective site cleanup strategies tailored to beneficial site redevelopment plans.
- **Building/Facility Assessments/Decommissioning.** Mabbett conducts assessments for regulated building materials and the presence of oil and hazardous materials, tanks, asbestos containing material, lead based paint and other regulated building materials (i.e., mercury-containing devices, PCBs, etc.) for the implementation of facility remediation and building decontamination programs.
- **Remediation System Design, Implementation and Operation.** Mabbett provides evaluation, design, construction and operation of on-site remediation systems. We have demonstrated experience in performing the following:
 - Pilot Testing
 - Tank Decommissioning
 - Uncontrolled Waste Management
 - In-situ Bioremediation/Bioventing
 - In-situ Chemical Oxidation
 - In-situ Site Stabilization
 - Non-Aqueous Phase Liquid (NAPL) Recovery
 - Groundwater Treatment Plant Operations
 - Monitored Natural Attenuation
 - Telemetry Based Remote Systems Operations
 - Land Use Controls
- **Hazardous Waste Characterization, Management and Planning.** Our experience in hazardous material management spans initial steps such as materials inventories, waste characterization and profiling, followed by management plan development and implementation of cost effective solutions.

Representative Federal Past Performance

US General Services Administration

GSA-NCR, On-Call Industrial Hygiene and Environmental Services

\$6M – 5 year – ID/IQ

Industrial hygiene surveys and indoor air quality surveys (including fiber in air monitoring and asbestos abatement monitoring) and environmental sampling and compliance audits throughout hundreds of GSA facilities within the NCR.

GSA-NCR, Environmental Management Support to GSA's Development of the St. Elizabeths Campus

Managing the remediation program and implementing the associated environmental monitoring and contractor oversight for the redevelopment of the St. Elizabeths Campus as a subcontractor to GSA's construction project manager Tishman/AECOM JV and direct to GSA.

US Army/US Army Corps of Engineers

Army Public Health Center

\$2.9M – 1 year – Firm Fixed Price (2016-2017).

Industrial hygiene surveys of 15 Army installations worldwide and associated data entry into US Department of Defense (DoD) industrial hygiene data base.

USACE New England District, A/E Services in Response to Hazardous, Toxic and Radiologic Waste (HTRW)

\$2.5M – 5 year – Firm Fixed Price ID/IQ (2010-2015) (2016-2021)

Program management and technical execution for site investigation through design, construction management and long-term O&M and monitoring of remediation systems at HTRW sites.

USACE New York District, Biological, Environmental and Cultural Resources (BECR)

\$3M – 3 year – Firm Fixed Price ID/IQ (2007-2013)

Environmental planning, engineering, construction and program management at Federal facilities in support of proposed construction, environmental restoration projects and environmental compliance.

USACE Charleston District, South Atlantic Division (SAD) Regional Environmental Acquisition Tool (REAT) ID/IQ MATOC For Environmental Consulting Services (ECS)

5 year/ \$4M ID/IQ (2016-2021)

Support and advice to USACE on multi-media environmental and occupational health and safety-related services, as well as full environmental compliance services.

US Environmental Protection Agency

EPA Region 1, RCRA Enforcement, Permitting and Assistance (REPA4 and REPA5)

\$2.2M – 5 year – Fixed Rate ID/IQ (2007-2012) (2012-present)

Program management and technical support to EPA for environmental site assessment, corrective measure, risk assessment and clean-up programs at 30+ regulated RCRA facilities.

EPA Region 1, Regional Oversight Contract (ROC)

\$4.7M – 5 year – Fixed Rates ID/IQ (2011-2016)

Program management and technical support to EPA for ongoing environmental site assessment, corrective measure, risk assessment and remediation programs at Federal facility Superfund sites in New England.

US Naval Facilities Engineering Command (NAVFAC)

NAVFAC Washington, Environmental Multiple Award Contract (EMAC)

\$6M – 5 year – Firm Fixed Price ID/IQ (2014-2019)

Environmental services contract.

Missile Defense Agency

MDA Technical, Engineering, Advisory, and Management Support (TEAMS)

\$15M – 5 year - Cost-Plus Fixed-Fee, Cost-Plus Incentive-Fee (2016-2021)

Multi-Year Environmental Management Advisory and Assistance Services Contract.

Representative Federal Past Performance

US Department of Veterans Affairs

Mabbett has strong past performance and experience with the VA having worked at over 87 VA Medical Centers (VAMCs) in over 30 states successfully executing \$8M-plus in contracts for services in the last six years. Over 90% of Mabbett's support of VA projects has been as a prime contractor. Please visit www.mabbett.com for an interactive map of locations served and support provided.

VA Office of Construction and Facilities Management (OCFM), Environmental and Historic services \$7M – 5 year ID/IQ (2012-2017)

Environmental and historic services. Task orders include: NEPA support to VAMCs and National Cemeteries, engineering support and site assessment services.

VISN 1, A/E Services for VA New England Healthcare System 5yr/\$10M ID/IQ (2015-2020)

Multi-disciplined Architect/Engineer Services.

VISN 15, VA Heartland Network,

Multi-media environmental compliance audits of nine VAMC's and a satellite clinic. Corrective action support included preparation of two SPCC Plans and two ICPs.

VISN 1 New England Healthcare System

Implementation assistance for an EPA mandated Supplemental Environmental Program (SEP). Development of chemical inventory management procedures, data collection and assessment, and physical inventory of hazardous materials at 11 VAMC's in New England.

Martinsburg, West Virginia VAMC

Onsite industrial hygiene support. Provide full-time on-site contractor support to the Safety Office. Staff provide daily industrial hygiene, Green Environmental Management System (GEMS) and safety support.

VISN 1 | VISN 2 | DC, PA, IN, CA, VA, FL VAMCs

Comprehensive surveys for asbestos containing materials (ACM) at 21 VAMCs and lead paint surveys at 13 VAMCs. Surveys include CADD plans, reports, and liability estimate tools. Over 15M ft² of space has been surveyed to date. Additional services include abatement design and VPIH abatement oversight.

VA Maryland Healthcare System

Loch Raven VA Community Living and Rehabilitation Center, A/E Design Services.

VISN 4

Comprehensive 3rd environmental compliance and industrial hygiene audits of 10 VISN 4 facilities.

VA Boston Healthcare System

Health and safety consulting, industrial hygiene and environmental compliance services, hearing conservation assessment, lead exposure monitoring, and OSHA confined space assessment and program support.

Veterans Health Administration (VHA), Washington, DC

3rd Party Environmental Compliance audits of multiple VAMCs as a subcontractor on Veterans Health Administration's (VHA) nationwide audit program.

Providence, Rhode Island VAMC

Asbestos, lead, PCB and soil inspection services and NEPA support in conjunction with a significant renovation build-out project as a subcontractor. Respiratory fit testing and training services.

Togus, ME VAMC

Bioash disposal services for bioash boiler.

Wilmington, DE VAMC

Quarterly Legionella and dental clinic water sampling under multi-year contract.

Washington, DC VAMC

Title V air permitting, lead paint consulting, and OSHA 30 hour construction training.

Tampa, FL VAMC

Spill Prevention, Control, and Countermeasures Plan (SPCC) update for the James A. Haley Veterans' Hospital .

Government Hourly Schedule Rates

Mabbett services contracted from the offerings in this GSA catalog can be delivered on a firm fixed price (FFP) task/delivery order basis. The total price will be determined at the time of the order and will be based on the prices listed in the Table 1 – Labor Category and Hourly Rate below.

If the agency Contracting Officer chooses to purchase from the SINs listed on a labor hour (LH) time and materials (T&M) basis, the resultant task/delivery order shall specify the Not-to-Exceed price, the Labor Categories proposed, and any Other Direct Costs (ODCs). Travel related costs will not be marked up. The rates listed in Table 1 – Labor Category and Hourly Rates will apply to SINs 889-1, 899-1RC, 899-3, 899-3RC, 899-8, and 899-8RC.

Table 1 – Labor Category & Hourly Rate

Labor Category	2/1/2017-1/31/2018	2/1/2018 - 1/31/2019	2/1/2019- 1/31/2020	2/1/2020- 1/31/2021	2/1/2021- 1/31/2022
Program Manager	\$182.90	\$188.57	\$194.42	\$200.45	\$206.66
Associate	\$173.27	\$178.64	\$184.18	\$189.89	\$195.78
Task Order Project Manager	\$150.15	\$154.81	\$159.61	\$164.55	\$169.65
Senior Level Professional	\$183.26	\$188.95	\$194.80	\$200.84	\$207.07
Mid-Level Professional	\$132.62	\$136.73	\$140.97	\$145.34	\$149.84
Junior-Level Professional	\$102.00	\$105.16	\$108.42	\$111.78	\$115.25
Senior-Level Professional	\$183.26	\$188.95	\$194.80	\$200.84	\$207.07
Mid-Level Professional	\$115.60	\$119.18	\$122.88	\$126.69	\$130.61
Junior-Level Professional	\$102.00	\$105.17	\$108.43	\$111.79	\$115.25
Senior CADD Operator	\$102.26	\$105.43	\$108.69	\$112.06	\$115.54
Administrative Assistant	\$68.00	\$70.11	\$72.28	\$74.52	\$76.83

* Rates are inclusive of industrial funding fee (IFF) and reflect GSA discount.

Table 2 – SCA Matrix

SCA Eligible Contract Labor Category	SCA Equivalent Code - Title	WD Number
CADD Operator	30083 – Engineering Technician III	05 2255
Administrative Assistant	01020 – Administrative Assistant	05 2255

The 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 US Department of Labor Wage Determination Number(s) identified in the SCA 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.

Labor Categories

Labor Category	Minimum Qualifications	Typical Responsibilities/Skills
Program Manager	Typically BS/BA + 20 years exp.; or MS + 10 years exp. or PhD + 8 years exp.	<ul style="list-style-type: none"> ▪ Serves as Principal-In-Charge ▪ Assures adequate firm resource allocation ▪ Confirms financial requirements are being adhered to and all contract obligations are met ▪ Provides senior level technical review
Associate	Typically BS/BA + 15 years exp.; or MS + 6 years exp. or PhD + 3 years exp.	<ul style="list-style-type: none"> ▪ Serves as primary customer manager ▪ Provides senior level technical review ▪ Confirms project objectives are being met ▪ Manages day-to-day activities of most complex projects
Task Order Project Manager	Typically BS/BA + 8 years exp.; or MS + 4 years exp. or PhD + 2 years exp.	<ul style="list-style-type: none"> ▪ Serves as project manager ▪ Responsible for day-to-day management of less complex projects ▪ Task protocol development and implementation management ▪ Data validation ▪ Technical report preparation
Senior Level Professional	Typically BS + 10 years exp.; or MS + 6 years exp.; or PhD + 4 years exp.	<ul style="list-style-type: none"> ▪ Provides senior level technical support ▪ Reviews deliverables for accuracy and quality ▪ Prepares more complex designs, plans, specifications, reports, etc. ▪ Conducts training
Mid-Level Professional	Typically BS + 6 years exp.; or MS + 3 years exp.; or PhD + 1 years exp.	<ul style="list-style-type: none"> ▪ Prepares protocols and collects data ▪ Reviews and assesses data ▪ Prepares reports, designs, specifications ▪ Evaluates project needs, data requirements, etc. ▪ Conducts training
Junior Level Professional	Typically BS + 2 years exp.; or MS or PhD	<ul style="list-style-type: none"> ▪ Collects data ▪ Performs initial evaluations ▪ Prepares data tables and reports ▪ Supports design activities ▪ Conducts training
Senior Level Professional	Typically BS/BA + 10 years exp.; or MS + 6 years exp.; or PhD + 4 years exp.	<ul style="list-style-type: none"> ▪ Provides senior level technical support ▪ Reviews deliverables for accuracy and quality ▪ Prepares more complex assessments and opinions ▪ Conducts training
Mid-Level Professional	Typically BS/BA + 6 years exp.; or MS + 3 years exp.; or PhD + 1 years exp.	<ul style="list-style-type: none"> ▪ Prepares protocols and collects data ▪ Reviews and assesses data ▪ Prepares reports, assessments, recommendations ▪ Evaluates project needs, data requirements ▪ Conducts training
Junior Level Professional	Typically BS/BA + 2 years exp.; or MS or PhD	<ul style="list-style-type: none"> ▪ Collects data ▪ Performs initial evaluations ▪ Prepares data tables and reports ▪ Conducts training
Senior CADD Operator	Typically AS + 5 years exp.; or BS + 2 years exp.	<ul style="list-style-type: none"> ▪ Performs more specialized technical duties ▪ Operates systems, designs applications ▪ CADD design and drawing activities ▪ Conducts training
Administrative Assistant	Typically High School Diploma + 4 years exp.; or AS + 1 year exp.	<ul style="list-style-type: none"> ▪ Provides administrative support