B.1.3 LABOR RATES FOR COMPUTING VALUE OF THE LEVEL-OF-EFFORT

The value of the level-of-effort for this contract shall be computed in accordance with the negotiated, fully burdened labor rates (excluding fee or profit) as shown in the table below.

Table B.1.3 - Labor Rates

Labor Category	Fully Burdened Labor Rates* CY 1	CY 2	CY 3	CY 4
Program Manager	$ -	$ -	$ -	$ -
Supervisor	$ -	$ -	$ -	$ -
Independent Assessment Engineer A	$ -	$ -	$ -	$ -
Independent Assessment Engineer B	$ -	$ -	$ -	$ -
Independent Assessment Engineer C	$ -	$ -	$ -	$ -
Independent Assessment Engineer D	$ -	$ -	$ -	$ -
Range Safety Engineer A	$ -	$ -	$ -	$ -
Range Safety Engineer C	$ -	$ -	$ -	$ -
Range Safety Specialist	$ -	$ -	$ -	$ -
Metrology/Calibration Engineer	$ -	$ -	$ -	$ -
Software Assurance	$ -	$ -	$ -	$ -
Computer/IT	$ -	$ -	$ -	$ -
General Engineer A	$ -	$ -	$ -	$ -
General Engineer B	$ -	$ -	$ -	$ -
Safety Engineer A	$ -	$ -	$ -	$ -
Safety Engineer B	$ -	$ -	$ -	$ -
Safety Engineer C	$ -	$ -	$ -	$ -
ELV Safety Engineer A	$ -	$ -	$ -	$ -
Reliability Engineer A	$ -	$ -	$ -	$ -
Quality Engineer A	$ -	$ -	$ -	$ -
Quality Engineer B	$ -	$ -	$ -	$ -
Quality Engineer C	$ -	$ -	$ -	$ -
Safety Specialist A	$ -	$ -	$ -	$ -
Safety Specialist B	$ -	$ -	$ -	$ -
Safety Specialist C	$ -	$ -	$ -	$ -
Database Administrator	$ -	$ -	$ -	$ -
Administrator	$ -	$ -	$ -	$ -
Secretarial/Clerical	$ -	$ -	$ -	$ -
Technical Writer**	$ -	$ -	$ -	$ -
Technical Expert A**	$ -	$ -	$ -	$ -
Technical Expert B**	$ -	$ -	$ -	$ -
Technical Expert C**	$ -	$ -	$ -	$ -
Technical Expert D**	$ -	$ -	$ -	$ -

* Excluding any fee or profit
**As needed basis

SECTION G. CONTRACT ADMINISTRATION DATA

G.1 NFS 1852.216-76 AWARD FEE FOR SERVICE CONTRACTS. (JUN 2000)

(a) The contractor can earn award fee from a minimum of zero dollars to the maximum stated in NASA FAR Supplement clause 1852.216-85, Estimated Cost and Award Fee in this contract.

(b) Beginning 12 months after the effective date of this contract, the Government shall evaluate the Contractor's performance every 12 months to determine the amount of award fee earned by the contractor during the period. The Contractor may submit a self-evaluation of performance for each evaluation period under consideration. These self-evaluations will be considered by the Government in its evaluation. The Government's Fee Determination Official (FDO) will determine the award fee amounts based on the Contractor's performance in accordance with **J.6.** The plan may be revised unilaterally by the Government prior to the beginning of any rating period to redirect emphasis.

(c) The Government will advise the Contractor in writing of the evaluation results. The NASA Shared Services Center, Financial Management Division (FMD), Accounts Payable will make payment based on issuance of unilateral modification by contracting officer.

(d) After 85 percent of the potential award fee has been paid, the Contracting Officer may direct the withholding of further payment of award fee until a reserve is set aside in an amount that the Contracting Officer considers necessary to protect the Government's interest. This reserve shall not exceed 15 percent of the total potential award fee.

(e) The amount of award fee which can be awarded in each evaluation period is limited to the amounts set forth at **B.1.2**. Award fee which is not earned in an evaluation period cannot be reallocated to future evaluation periods.

(f)

(1) Provisional award fee payments will be made under this contract pending the determination of the amount of fee earned for an evaluation period. If applicable, provisional award fee payments will be made to the Contractor on a monthly basis. The total amount of award fee available in an evaluation period that will be provisionally paid is the lesser of 80 or the prior period's evaluation score.

(2) Provisional award fee payments will be superseded by the final award fee evaluation for that period. If provisional payments exceed the final evaluation score, the Contractor will either credit the next payment voucher for the amount of such overpayment or refund the difference to the Government, as directed by the Contracting Officer.

(3) If the Contracting Officer determines that the Contractor will not achieve a level of performance commensurate with the provisional rate, payment of provisional award fee will be discontinued or reduced in such amounts as the Contracting Officer deems appropriate. The Contracting Officer will notify the Contractor in writing if it is determined that such discontinuance or reduction is appropriate.

Labor Category	Minimum Education[1]	Minimum Experience and Functional Responsibility
Program Manager	BS in Engineering or Science	15 years experience in the safety and mission assurance discipline. Personnel shall also have (additional or within the 15 years experience in safety and mission assurance) a minimal of 5 years experience as a program manager. The program manager is responsible for overall contract performance and is the authorized interface with the Government contracting officer, COTR, and management.
Supervisor	BS in Engineering or Science	Experience in supervising and directing technical personnel.
Independent Assessment Engineer A	BS in Engineering or Science	5 years experience in aerospace practices and safety.
Independent Assessment Engineer B	BS in Engineering or Science	10 years experience in aerospace practices, electrical systems and safety.
Independent Assessment Engineer C	BS in Engineering or Science	15 years experience in aerospace practices, (Risk Management, Safety and Quality disciplines preferred).
Independent Assessment Engineer D	PhD or MS in Engineering or Science	15 years experience in aerospace practices, risk management, and reliability and safety disciplines.
Range Safety Engineer A	BS in Engineering or Science	3 years aerospace experience, range safety systems testing/development.
Range Safety Engineer C	BS in Engineering or Science	15 years experience in aerospace engineering. Specific experience (additional or within the 15 years experience in aerospace engineering): 5 years range safety experience. 5 years NASA and DOD launch operations experience. In addition, personnel shall have experience conducting NASA audits and experience as a technical course instructor.
Range Safety Specialist	High School	10 years technical office support utilizing Microsoft Office software, and experience in publishing Range Safety documents.
Metrology/Calibration Engineer	BS in Engineering, Science, or IT	5 years experience in aerospace engineering, measurement science, and calibration lab operations. Note: 10 years experience required with Science or Technology degree
Software Assurance	BS in Engineering or Science	5 years experience in software assurance, software configuration management, software safety, and software assurance requirements development. Personnel shall also have experience conducting audits.
Computer/IT	BS in Science, Engineering, IT, or Info. Systems	3 years experience in web development (Dreamweaver suite of development tools), graphics development (various tools), and server and file management.
Safety Engineer A	BS in Engineering or Science	5 years experience in systems safety. Personnel shall also be knowledgeable of system safety principles and analytical tools.
Safety Engineer B	BS in Engineering or Science	10 years experience in systems safety. Personnel shall be knowledgeable of system safety principles and analytical tools.
Safety Engineer C	BS in Engineering or Science	15 years experience in the discipline of system safety. Category is considered a senior-level engineering position. Personnel must be knowledgeable in the principles and analytical tools of system safety.
ELV Safety Engineer A	BS in Engineering or Science	5 years experience and knowledge developing ELV payload safety requirements, safety engineering practices, and experience as a technical course instructor.
Reliability Engineer A	BS in Engineering or Science	5 years experience in reliability engineering. Personnel shall also be knowledgeable of reliability engineering principles and analytical tools.
Quality Engineer A	BS in Engineering or Science	5 years experience in quality, aerospace, independent standards, QA practices and quality management systems.
Quality Engineer B	BS in Engineering or Science	10 experience in quality, aerospace, independent standards, QA practices and quality management systems.

Labor Category	Minimum Education[1]	Minimum Experience and Functional Responsibility
Quality Engineer C	BS in Engineering or Science	Personnel for this position are considered quality experts. 15 years experience in quality, aerospace, independent standards, QA practices, and quality management systems.
Safety Specialist A	High School	3 years experience[2] involving safety and occupational health and general industry standards applicable to aerospace and industrial activities.
Safety Specialist B	High School	5 years experience[2] involving safety and occupational health and general industry standards applicable to aerospace and industrial activities.
Safety Specialist C	High School	10 years experience[2] involving safety and occupational health and general industry standards applicable to aerospace and industrial activities.
Database Administrator	BS in Engineering, Science, or IT	7 years experience in database administration, relational database design and development, and server management. Education is optional for this labor category and reduces the experience requirement from 7 years to 3 years.
Administrator	High School	3 years experience providing business functions such as financial and business analysis and management, configuration and data management, and scheduling.
General Engineer A	AAS or BS in Engineering or Science	0-3 years experience in an engineering or science position
General Engineer B	BS in Engineering or Science	4-5 years experience in an engineering or science position
Secretarial/ Clerical	High School	Secretarial training and demonstrated secretarial skills
Technical Writer	AA	Degree or experience in the areas of technical writing or administrative support.
Technical Expert A	BS in Engineering, Science, or IT	Specific skill varies. Minimum 15 years experience in aerospace engineering.
Technical Expert B	BS/MS in Engineering, Science, or IT[3]	Specific skill varies. Used for a specific technical discipline for tasks that require specialized expertise not available under basic labor categories. Minimum 18 years experience in a specific technical discipline, with 7 years in a highly specialized work area related to the task. Total minimum experience: 18 years
Technical Expert C	BS/MS in Engineering, Science, or IT[3]	Specific skill varies. Use for a specific technical discipline for tasks that require specialized expertise not available under basic labor categories. Minimum 23 years experience in a specific technical discipline, with 10 years in a highly specialized work area related to the task. Total minimum experience: 23 years.
Technical Expert D	BS/MS/PhD in Engineering, Science, or IT[4]	Specific skill varies. Used for a specific technical discipline for tasks that require specialized expertise not available under basic labor categories. Individual should be a recognized expert in the applicable work area. Minimum 28 years experience in specific technical discipline, with 15 years in a highly specialized work area related to the. Total minimum experience: 28 years.

[1]An additional five years of related experience for the specific skills specified can be substituted for a BS degree in engineering/science/IT/Information systems. (e.g., For the Range Safety Engineer A position, 8 years of relevant Range Safety experience is equivalent to 3 years of relevant experience with a BS degree.)

[2]Requirement for a college degree in Occupational Safety or a Certified Safety Professional Certification is equivalent to 3 years related experience.

[3]An additional 3 years of technical and specialized experience can be substituted for a MS degree (e.g., minimum experience for the Technical Expert B position is increased from 18 to 21 years, with 10 years experience in a highly specialized area).

[4]An additional 3 years of technical and specialized experience can be substituted for a PhD (e.g., minimum experience for the Technical Expert D position is increased from 28 to 31 years, with 18 years in a highly specialized area).

Award Fee Factors	Point Allocation
Subjective Area of Emphasis	55
Customer Satisfaction	
Management Effectiveness	
Process Improvement	
Technical Competence	
Objective Evaluation Factors	20
No major Safety and Health mishaps	
On time delivery of DRD items	
Cost Control Evaluation	25
Total Points	100

The PEF's and weights reflected in the table above will be those that apply for the first award fee period and subsequent periods unless changed by the Contracting Officer as specified in paragraph **J.6(b)**.

(1) Subjective Factors: The following four elements will be subjectively evaluated.

(i) Customer Satisfaction

(A) Quality of products and support

(B) Effective and timely communication

(C) Proactive, self-motivated approach

(D) Results-oriented

(E) Little government oversight or guidance needed

(ii) Management Effectiveness

(A) Effective prioritization of work

(B) Effective use of resources to meet varying work loads

(C) Effective integration and coordination across the company and between disciplines and programs

(D) Effective identification, mitigation and management of risks

(E) Workforce morale/attitude

(iii) Process Improvement

(A) Effective application of experience and lessons learned

(B) Creativity in problem solving and process improvement

(C) Effective improvements that result in measurable increases in Quality, Safety, or productivity

(D) Process stability and repeatability

(iv) Technical Competence

(A) Expertise in all disciplines

Agreement (CBA) / Service Contract Act (SCA) occupational titles, and all other costs associated with the offerors subcontractor proposal by SOW by Contract Year (CY). Note that productive hours may vary by category of labor (i.e., exempt versus non-exempt).

(3) All major subcontractor data shall be submitted in accordance with provision L.2, Proposal Instructions. Subcontractors may submit Attachment L.3.7.6 (Cost Templates) directly to the Contracting Officer if this cost information is considered proprietary data. Please ensure all proprietary data is marked appropriately. Printed hardcopies of the subcontractor completed Attachment L.3.7.6 (Cost Templates) should be limited to worksheets with data.

(d) Electronic Spreadsheets: The offeror shall use the cost files provided in Attachment L.3.7.6 (Cost Templates). The offeror shall ensure adequate cross-referencing between the detailed spreadsheets and the cost summary.

(e) Standardized Proposal Values: Standardized proposal values are pre-populated in the Cost Templates. The offeror shall identify any deltas from these standardized values in sufficient detail to allow evaluation.

(f) Instructions for Attachment L.3.7.6 Cost templates (worksheets)

BASIC COST MODEL (FINAL) WORKBOOK - Offerors shall input data in green areas of excel worksheets. Other areas in white are protected.

1. Unions Tab: The offeror shall identify the name of the union(s) and the productive hours used for each union associated with this proposal. The calculations should show the total number of available hours by year less the total hours estimated for holidays, vacation time, sick hours, and other. The offeror shall also include all non-represented non-exempt productive hours on this form.
2. Labor Classification Tab: The offeror shall use this form to identify: labor classifications (LC), exempt/non-exempt status. Include escalation by each labor classification proposed.
3. LC Conversion Tab: This form shall be used to map the offerors labor classification in the cost forms to the classifications used by the Government.
4. Fee & OH Determination Tab: The offeror shall identify the fee to be proposed for basic/option workload CY1 through CY4. Also, identify the elements of cost which have overhead, G&A and fee applied.
5. Productive Hours Tab (exempt employees): The number of Productive Hours per WYE for the base year and option years 1~2 are 1840, and option year 3 is 1848. Productive hour calculations should show the total number of available hours by year, the total hours estimated for holidays, vacation time, sick hours, and other. Specify in the notes section provided how the figure was calculated (e.g. 2080 available hours per year – 110 hours vacation – 50 hours sick – 80 hours holiday =1840 Productive Hours).
6. Subcontractor Lists Tab: The offeror shall identify the subcontractor name, type of contract, size of contract (major or minor) and small business classification if applicable.
7. ODC Tab: Other Direct Costs (ODC) are standard values provided to offerors.
8. Subcontractor by SOW Tab: This tab is for each subcontractor (include major and minor subcontractors) to fill out. The offeror shall include the Name of Subcontractor, Major/Minor designation, SOW being performed, Subcontractor Labor Categories, Productive Straight Time hours, Straight Time Rates, and indirect rates (Fringe, Overhead, and G&A) according

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[2]Requirement for a college degree in Occupational Safety or a Certified Safety Professional Certification is equivalent to 3 years related experience.

[3]An additional 3 years of technical and specialized experience can be substituted for a MS degree (e.g., minimum experience for the Technical Expert B position is increased from 18 to 21 years, with 10 years experience in a highly specialized area).

[4]An additional 3 years of technical and specialized experience can be substituted for a PhD (e.g., minimum experience for the Technical Expert D position is increased from 28 to 31 years, with 18 years in a highly specialized area).