SECTION SF 30 - BLOCK 14 CONTINUATION PAGE

(c) to revise page L-26, Section L.12.5, Folder K as follows (changes in red bold).

FOLDER K - COMPENSATION PLAN AND POLICY FOR UNCOMPENSATED OVERTIME

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

Offerors shall **provide a list of its own organization's labor categories correlated to those labor categories listed in the following table only:**

101	Administration/Clerical
102	Applications Developer
103	Applications Systems Analyst
104	Business Process Consultant
105	Business Systems Analyst
106	Chief Information Security Officer
107	Computer Scientist
108	Computer Forensic and Intrusion Analyst
109	Configuration Management Specialist
110	Data Architect
111	Data Warehousing Specialist
112	Database Specialist
113	Disaster Recovery Specialist
114	Enterprise Architect
115	ERP Analyst
116	ERP Business/Architectural Specialist
117	Financial Analyst
118	GIS Analyst/Programmer
119	Graphics Specialist
120	Groupware Specialist
121	Hardware Engineer
122	Helpdesk Specialist
123	Information Assurance/Security Specialist
124	Information Specialist/Knowledge Engineer

125	Modeling and Simulation Specialist
126	Network Specialist
127	Program Manager
128	Project Manager
129	Quality Assurance Specialist
130	Research Analyst
131	Strategic/Capital Planner
132	Subject Matter Expert
133	Systems Engineer
134	Technical Editor
135	Technical Writer
136	Test Engineer
137	Training Specialist
138	Voice/Data Communications Engineer
139	Web Content Analyst
140	Web Designer

Labor ID#'s 101, 102, 103, 109, 111, 112, 113, 121, 122, 123, 126, 129, 132, 136, 137, and 138 only,

These labor categories are for their **professional employees, inclusive of government and contractor site, who will work under this contract.** and submit **Offerors shall submit a** total compensation plan setting forth **their** salary ranges and fringe benefits proposed. for the professional employees who will work under the contract. **Offeror's shall explain the rationale for the correlation. The identification of specific subcontractors shall** not **be included in the correlation. If the Offeror does not currently have employees to correlate a specific labor category or labor categories, the Offeror must explain its methodology for establishing labor rates for such labor categories under Section L.12.5, Folder I, Basis of Estimate.** Supporting information shall 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.

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 ranges must take into account differences in skills, the complexity of various disciplines, and professional job difficulty.

Offeror's accounting practices used to estimate uncompensated overtime must be consistent with its cost accounting practices used to accumulate and report uncompensated overtime hours. Offerors shall include a copy of its policy addressing uncompensated overtime with its proposal.