

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE	PAGE OF PAGES 1 61
2. AMENDMENT/MODIFICATION NO. 0008	3. EFFECTIVE DATE 01-Sep-2005	4. REQUISITION/PURCHASE REQ. NO. W81W3G-0A76-0001	5. PROJECT NO.(If applicable)	
6. ISSUED BY USAED - BALTIMORE 10 SOUTH HOWARD STREET BALTIMORE MD 21201	CODE W912DR	7. ADMINISTERED BY (If other than item 6) See Item 6		
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)		X	9A. AMENDMENT OF SOLICITATION NO. W912DR-05-R-0001	
		X	9B. DATED (SEE ITEM 11) 28-Jun-2005	
			10A. MOD. OF CONTRACT/ORDER NO.	
			10B. DATED (SEE ITEM 13)	
CODE	FACILITY CODE			
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS				
<input checked="" type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offer <input type="checkbox"/> is extended, <input checked="" type="checkbox"/> is not extended.				
Offer must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.				
12. ACCOUNTING AND APPROPRIATION DATA (If required)				
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.				
A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.				
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(B).				
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:				
D. OTHER (Specify type of modification and authority)				
E. IMPORTANT: Contractor <input type="checkbox"/> is not, <input type="checkbox"/> is required to sign this document and return _____ copies to the issuing office.				
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) The Solicitation for the Public-Private A-76 Competition for the U.S. Army Corps of Engineers Information Management/Information Technology is hereby amended per the attached Summary of Changes. As a result of this amendment, the proposal due date of 23 September 2005 at 4:00pm is not changed.				
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.				
15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)		
		TEL:	EMAIL:	
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA BY _____ (Signature of Contracting Officer)	16C. DATE SIGNED 01-Sep-2005	

EXCEPTION TO SF 30
APPROVED BY OIRM 11-84

30-105-04

STANDARD FORM 30 (Rev. 10-83)
Prescribed by GSA
FAR (48 CFR) 53.243

SECTION SF 30 BLOCK 14 CONTINUATION PAGE

SUMMARY OF CHANGES

SUMMARY OF CHANGES:

The following changes are included in this amendment.

- A revised Award Fee Plan is attached to this amendment. Award Fee Plan was revised to (1) add award fee criteria for Small Business Utilization, (2) changed the percentage allocated to Performance Effectiveness to 35%, (3) corrected a minor typo on page 8, and (4) updated Attachment 4 example to include the change in criteria.
- A Revised Bid Schedule, Section B, is included to provide additional data (VI) that is included as part of the Cost Reimbursable or Fixed Price modification area.
- Comments/Questions and responses from the Website, dated 24, 26, and 29 August 2005 are attached.
- FAR Clauses 52.226-0001, Utilization of Indian Organizations and Indian-Owned Economic Enterprises, FAR 52.232-28, Invitation to Propose Performance-Based Payments, and FAR 52.232-32, Performance Based Payments have been added to this solicitation.
- Equivalent Hire Rates for Clause 52.222-42, Statement of Equivalent Rates for Federal Hires, for all locations covered under this competition are hereby attached as an excel document.
- Section L, Paragraph L.8.2.1 is hereby amended as indicated below. The changes are in **BOLD** print.

Section L -

L.8.2.1 The Past Performance Questionnaire attached in Section J shall be completed and submitted. This questionnaire shall be forwarded to a minimum of three (3) agencies/companies for which the offeror has performed similar services on contracts of similar size, scope, and complexity in the areas of Information Management and Information Technology, Automation Services and Systems Support, Communications, Information Assurance, Records Management and Record Keeping Systems, Printing and Publications, and Visual Information and related operations. The offeror shall submit past performance on **contracts** that were in effect within 36 months of this solicitation date. Each significant subcontractor (subcontracts of \$2,000,000 or more) proposed for this effort shall also provide the past performance questionnaire from a minimum of one (1) reference. **The evaluation of past performance will take into account information regarding predecessor companies when such information is relevant to this acquisition.** The offeror shall inform each evaluator that the U.S. Army Corps of Engineers, Baltimore District shall use their response in the evaluation of Past Performance for solicitation W912DR-05-R-0001

- Section M, Paragraph 3 of the Evaluation Factors is hereby amended as indicated below. Wording has been removed in this paragraph.

Section M: (wording has been removed)

3) Past Performance - Does the offeror's relevant past performance history indicate a pattern of conformance to contract requirements and demonstrate satisfactory performance of contracts **of similar** size, scope, and complexity and related operations for work specified in the solicitation? Does the offeror's significant subcontractor(s) (\$2,000,000 or more), if any, provide relevant past performance **history on** contracts of similar size, scope and complexity and related operations for work specified in the solicitation? Does the offeror demonstrate cost control experience under contracts similar in size, scope and complexity to that contemplated by this solicitation?

SECTION B – SUPPLIES OR SERVICES AND PRICES/COSTS
31 August 2005 – Amendment 0008

Introduction

CLIN 0001 is the 12 month Phase-in period.

SubCLIN 0001A is the first 6 months to be Firm Fixed Price. This shall include the preparation of the final transition plan to support SubCLIN 0001B; this plan shall be delivered to the Contracting Officer on the first day of the fifth month of the phase-in period.

SubCLIN 0001B is the second 6 months (24 August 2006 – 23 February 2007) to be Cost Reimbursable **with an established value of \$120,000,000. The \$120,000,000 amount may not be modified and will be the same value for all offerors for purposes of cost evaluation.**

CLIN 0002 Is the Firm Fixed Price to develop a report Implementation of the Contractor Manpower.

CLIN 0003 Is the Firm Fixed Price of all requirements described in the PWS that are not included in other separate CLINs.

Note: All services in a through w, below are excluded from the bid and may be executed on a Cost Reimbursable basis or a Fixed Price modification as determined by the Contracting Officer.

- a) *C.5.1.3 Consulting Services*
- b) *C.5.1.6.8 MACOM Design Activity (MDA)*
- c) *C.5.1.8.4. Emergency Operations.*
- d) *C.5.2.1.2. Automated Information System (AIS) and Custom Software Applications.*
- e) *C.5.2.10. IMIT Unique Requirements*
- f) *C.5.3. Communications.* Only the work associated with the word “install”.
- g) *C.5.3.2.1. Management.* Only the work associated with the word “install”.
- h) *C.5.3.2.4.2. Voice Services (Emergency).*
- i) *C.5.3.2.4.6. PBX and Keyed Systems.* Only the work associated with the word “install”.
- j) *C.5.3.3.2.5. Emergency Services.* Only the following sentence “The SP shall participate in national and natural emergency operations.”
- k) *C.5.3.5.2.1 Radio and Microwave Towers.* Only the work associated with the words “install and uninstall”.
- l) ***C.5.7.2.1. Audiovisual Services.* Only the work associated with the words “conferences, workshops, meetings, and training classes” and the pre-event surveys associated with this work**

- m) *C.5.7.2.2. Emergency Operations Support.*
- n) *C.5.7.2.3. Audiovisual Facility Design and Installation.*
- o) *C.5.7.3.1. Photographic Services.* Only the work associated with " special events, high-speed, emergency operations, field location, portrait, official military service records, scientific, aerial, hydraulic modeling, research and development"
- p) *C.5.7.3.2. Videography Services.* Only the work associated with " **special events, high-speed, emergency operations, field location, scientific, aerial, hydraulic modeling, research and development** "
- q) *C.5.7.3.3 Video Production Services:*
- r) *C.5.7.4.1. Graphic Displays* – Only the work associated with “visitor center level exhibits.”
- s) *C.5.7.4.2 Multimedia Products.*
- t) *C.5.7.4.4 Media Conversions.*
- u) *C.5.7.4.5 3-D Computer Animation Projects*
- v) *C.5.7.4.6 Technical Illustration and Drafting Service*
- w) *C.5.7.5 Management of Exhibits:*

CLIN0004 Is the Firm Fixed Price associated with the Management of the Government Furnished equipment as defined in section C.3 (and listed in TE-3 of the PWS) and the following reimbursable items

- a. C.3.3.Circuits and wireless. The invoiced cost of the monthly recurring costs for voice and data carrier usage.
- b. C.5.5.2.3 **Official Mail Preparation.** Postage only.
- c. C.5.6.1. Printing Services and Support. Payment of the invoice of the actual printing only
- d. C.5.6.4. Copier Program Management. Invoice supported cost of the paper to support Copy Program only.

CLIN 0005 Is the Firm Fixed Price associated with the Service Provider Furnished Property as defined in section C-4 of the PWS

Bid Schedule

0001 Phase-In Period	total 12 months	\$ _____
0001A	First 6 months Fixed Price 24 February 2006 – 23 August 2006	\$ _____
0001B	Second 6 months Cost Reimbursable 24 August 2006 – 23 February 2007	\$ <u>120,000,000.00</u>
0002	Labor to perform services for the Implementation of the Contractor Manpower Reporting as Described in Section G, Reporting of Contracting Manpower Data Elements. These services will be for the length of the Contract performance period, to include the phase-in period. THE AGENCY TENDER IS EXCLUDED FROM COMPLETING THIS LINE ITEM.	
	0001A. Phase In and Base Period 24 February 2006 – 23 February 2008	\$ _____
	0001B. Option Period 0001 24 February 2008 – 23 February 2009	\$ _____

0001C. Option Period 0002
24 February 2009 – 23 February 2010 \$ _____

0001D. Option Period 0003
24 February 2010 – 23 February 2011 \$ _____

0001E. Option Period 0004
24 February 2011 – 23 February 2012 \$ _____

0003 Contract Performance. Perform all services in support of the mission in accordance with the Solicitation, with the exception of the items listed in a – w above and in CLINs 0001, 0002, 0004 and 0005. This CLIN 0003 is to be offered as a Firm Fixed Price.

0003A Base Period
24 February 2007 – 23 February 2008 \$ _____

0003B Option Period 0001
24 February 2008 – 23 February 2009 \$ _____

0003C Option Period 0002
24 February 2009 – 23 February 2010 \$ _____

0003D Option Period 0003
24 February 2010 – 23 February 2011 \$ _____

0003E Option Period 0004
24 February 2011 – 23 February 2012 \$ _____

- 0004 The following Firm Fixed Price for the Management of the Government Furnished equipment as defined in section C.3 (and listed in TE-3 of the PWS) and the following reimbursable items
- a. C.3.3. Circuits and wireless . The monthly recurring costs for voice and data carrier usage.
 - b. C.5.5.2.3 **Official Mail Preparation**. Postage only.
 - c. C.5.6.1. Printing Services and Support. Payment of the invoice of the actual printing only
 - d. C.5.6.4. Copier Program Management. Paper to Support Copy Program Only.

Management shall be defined as all Labor, material, supplies associated with the receiving, accounting, disposition of the above equipment items and operations. The Service Provider shall propose in this section the cost to manage this equipment and these work items. In addition the Service Provider shall be responsible to finance government operations by paying all costs associated with the above list of items. After payment the Service Provider may request reimbursement (on an agreed time schedule) for the non-management costs only. For equipment items described in C.3 the cost that may be requested for reimbursement is limited to the invoice price of the equipment item. For item a. C.3.3 the only cost allowable for reimbursement will be the invoiced monthly recurring usage cost from the voice and/or data carrier. For item b. C.5.5. the only cost allowable for reimbursement will be the metered postage cost. For item c. C.5.6.1 the only cost allowable for reimbursement will be the invoiced cost of printing . For item d. C.5.6.4 the only cost allowable for reimbursement will be the invoiced cost of paper used for copies in copy machines.

0004A Base Period
24 February 2007– 23 February 2008 \$ _____

0004B Option Period 0001 \$ _____

24 February 2008 – 23 February 2009

0004C . Option Period 0002 \$ _____
24 February 2009 – 23 February 2010

0004D Option Period 0003 \$ _____
24 February 2010 – 23 February 2011

0004E Option Period 0004 \$ _____
24 February 2011 – 23 February 2012

0005 Execution of the Service Provider Furnished Property as defined in section C-4 of the PWS. SP shall provide all material, facilities, supplies, equipment and administrative operations associated with these items to support their mission in accordance with section C.4 of the PWS. This Item is Firm Fixed Price.

0005A Base Period \$ _____
24 February 2007 – 23 February 2008

0005B Option Period 0001 \$ _____
24 February 2008 – 23 February 2009

0005C . Option Period 0002 \$ _____
24 February 2009 – 23 February 2010

0005D Option Period 0003 \$ _____
24 February 2010 – 23 February 2011

0005E Option Period 0004 \$ _____
24 February 2011 – 23 February 2012

0006 Fee

THE AGENCY TENDER IS EXCLUDED FROM COMPLETING THIS LINE ITEM.

0006A Base Period \$ _____
24 February 2007 – 23 February 2008

0006B Option Period 0001 Award Fee \$ _____
24 February 2008 – 23 February 2009

0006C Option Period 0002 Award Fee \$ _____
24 February 2009 – 23 February 2010

0006D Option Period 0003 Award Fee \$ _____
24 February 2010 – 23 February 2011

0006E Option Period 0004 Award Fee \$ _____
24 February 2011 – 23 February 2012

Total

Total All items 0001 through 0006 \$ _____

HQs, USACE	IT	2210	12	1	\$30.33
	Specialist				
HQs, USACE	IT	2210	12	1	\$30.33
	Specialist				
HQs, USACE	IT	2210	13	1	\$35.83
	Specialist				
HQs, USACE	IT	2210	13	1	\$35.83
	Specialist				
HQs, USACE	IT	2210	13	1	\$35.83
	Specialist				
HQs, USACE	IT	2210	13	1	\$35.83
	Specialist				
HQs, USACE	IT	2210	13	1	\$35.83
	Specialist				
HQs, USACE	IT	2210	13	1	\$35.83
	Specialist				
HQs, USACE	IT	2210	13	1	\$35.83
	Specialist				
HQs, USACE	IT	2210	13	1	\$35.83
	Specialist				
HQs, USACE	IT	2210	14	1	\$42.34
	Specialist				
HQs, USACE	IT	2210	14	1	\$42.34
	Specialist				
HQs, USACE	IT	2210	14	1	\$42.34
	Specialist				
HQs, USACE	IT	2210	14	1	\$42.34
	Specialist				
HQs, USACE	IT	2210	14	1	\$42.34
	Specialist				
HQs, USACE	IT	2210	14	1	\$42.34
	Specialist				
HQs, USACE	IT	2210	14	1	\$42.34
	Specialist				
HQs, USACE	IT	2210	15	1	\$49.81
	Specialist				
HQs, USACE	IT	2210	15	1	\$49.81
	Specialist				
HQs, USACE	IT	2210	15	1	\$49.81
	Specialist				
Lakes & Rivers Div, Detroit District	IT	2210	13	1	\$34.52
	Specialist				
South Pacific Div, Div Office	IT	2210	12	1	\$32.84
	Specialist				
South Pacific Div, Div Office	IT	2210	13	1	\$39.05

Humphreys Engineer Center Support Activity	Specialist Telecommunications Specialist		12	1	\$30.19
Humphreys Engineer Center Support Activity	IT Specialist	2210	11	1	\$26.04
Lakes & Rivers Div, Detroit District	General Communications	392	08	1	\$18.12
Lakes & Rivers Div, Louisville District	Telecommunications Specialist		11	1	\$24.22
Northwestern Div, Portland District	Telecommunications Specialist		11	1	\$24.22
South Atlantic Div, Charleston District	Information Mgmt Specialist	301	09	1	\$20.02
South Atlantic Div, Jacksonville District	IT Specialist	2210	11	1	\$26.04
South Pacific Div, Los Angeles District	Telecommunications Specialist		9	1	\$21.79
South Pacific Div, San Francisco District	Communications/Telecommunications Clerk		5	1	\$14.94
Lakes & Rivers Div, Buffalo District	Electronics Mechanics	02604	10	1	\$22.04
Mississippi Valley Div, Memphis District	Telecommunications Equipment Operator		6	1	\$14.72
Mississippi Valley Div, Memphis District	Electronics Engineer	00855	12	1	\$28.58
Mississippi Valley Div, New Orleans District	Telephone Operator	00382	3	1	\$10.52
Mississippi Valley Div, New Orleans District	Electronics Engineer	00855	11	1	\$25.29
Mississippi Valley Div, New Orleans District	Electronics Engineer	00855	11	1	\$25.29
Mississippi Valley Div, New Orleans District	Electronics Engineer	00855	12	1	\$28.58
Mississippi Valley Div, New Orleans District	Electronics Engineer	00855	12	1	\$28.58
Mississippi Valley Div, New Orleans District	Electronics Mechanics	02604	11	1	\$24.22
Mississippi Valley Div, St. Louis District	Information Technology(IT) Specialist		12	1	\$29.74
Mississippi Valley Div, St. Paul District	Electronics Mechanics	02604	11	1	\$25.14
Mississippi Valley Div, Vicksburg District	Correspondence Clerk	00309	7	1	\$16.36
Mississippi Valley Div, Vicksburg District	Computer Engineer	00854	12	1	\$33.17
Mississippi Valley Div, Vicksburg District	Electronics Technician	00856	11	1	\$24.22
North Atlantic Div, Norfolk District	Telecommunications Specialist		9	1	\$20.02
Northwestern Div, Kansas City District	Electronics Mechanics	02604	5	1	\$13.21
Northwestern Div, Kansas City District	Electronics Mechanics	02604	10	1	\$22.04
Northwestern Div, Kansas City District	Electronics Mechanics	02604	10	1	\$22.04

Northwestern Div, Omaha District	Telecommunications Equipment Operator		7	1	\$16.36
Northwestern Div, Seattle District	Telecommunications Specialist		11	1	\$25.26
South Pacific Div, Albuquerque District	Telecommunications Specialist		12	1	\$29.03
South Pacific Div, Los Angeles District	Telecommunications Equipment Operator		7	1	\$17.82
Southwestern Div, Ft. Worth District	Telecommunications Equipment Operator		7	1	\$16.85
Southwestern Div, Ft. Worth District	Telecommunications Specialist		11	1	\$24.94
Southwestern Div, Ft. Worth District	Telecommunications Specialist		11	1	\$24.94
Southwestern Div, Ft. Worth District	Information Technology(IT) Specialist		11	1	\$26.04
Southwestern Div, Galveston District	Electronics Technician	00856	11	1	\$24.22
Southwestern Div, Little Rock District	Telecommunications Specialist		7	1	\$16.36
Southwestern Div, Little Rock District	Telecommunications Specialist		12	1	\$29.03
Southwestern Div, Little Rock District	Electronics Technician	00856	11	1	\$24.22
Southwestern Div, Tulsa District	Telecommunications Specialist		11	1	\$24.22
Engineer Research & Development Center	Administrative Support Ass't	00303	2	1	\$9.64
Engineer Research & Development Center	Administrative Support Ass't	00303	7	1	\$16.36
Engineer Research & Development Center	Telecommunications Specialist		3	1	\$10.52
Engineer Research & Development Center	Telecommunications Specialist		11	1	\$24.22
Engineer Research & Development Center	Communication/Telecommunication/Clerk		3	1	\$10.52
Engineer Research & Development Center	Electronics Technician	00856	3	1	\$10.52
Engineer Research & Development Center	Computer Science Specialist	01550	4	1	\$11.81
Engineer Research & Development Center	IT Specialist	02210	3	1	\$10.52
Engineer Research & Development Center	IT Specialist	02210	3	1	\$10.52
Engineer Research & Development Center	IT Specialist	02210	3	1	\$10.52
Engineer Research & Development Center	IT Specialist	02210	12	1	\$29.74
Engineer Research & Development Center	IT Specialist	02210	12	1	\$29.74
Lakes & Rivers Div, Nashville District	Telecommunications Specialist		11	1	\$24.22
Lakes & Rivers Div, Nashville District	Electronics Technician	00856	9	1	\$20.02
Lakes & Rivers Div, Nashville District	Electronics Technician	00856	9	1	\$20.02

District	Specialist				
Lakes & Rivers Div, Buffalo District	IT Specialist	002210	11	1	\$26.04
Lakes & Rivers Div, Buffalo District	IT Specialist	002210	12	1	\$29.74
Lakes & Rivers Div, Buffalo District	IT Specialist	002210	13	1	\$34.52
Lakes & Rivers Div, Buffalo District	IT Specialist	002210	13	1	\$34.52
Lakes & Rivers Div, Chicago District	IT Specialist	002210	11	1	\$27.28
Lakes & Rivers Div, Chicago District	IT Specialist	002210	11	1	\$27.28
Lakes & Rivers Div, Chicago District	IT Specialist	002210	11	1	\$26.04
Lakes & Rivers Div, Chicago District	IT Specialist	002210	12	1	\$31.10
Lakes & Rivers Div, Chicago District	IT Specialist	002210	12	1	\$31.10
Lakes & Rivers Div, Detroit District	General Student Trainee	00099	4	1	\$12.65
Lakes & Rivers Div, Detroit District	General Student Trainee	00099	4	1	\$12.65
Lakes & Rivers Div, Detroit District	General Student Trainee	00099	4	1	\$12.65
Lakes & Rivers Div, Detroit District	Miscellaneous Clerk/Ass't	00303	5	1	\$14.15
Lakes & Rivers Div, Detroit District	Office Automation Clerk	00326	3	1	\$11.27
Lakes & Rivers Div, Detroit District	Office Automation Clerk	00326	4	1	\$12.65
Lakes & Rivers Div, Detroit District	Computer Specialist	00334	12	1	\$31.09
Lakes & Rivers Div, Detroit District	Comuter Ass't/Clerk Aide	00335	3	1	\$11.27
Lakes & Rivers Div, Detroit District	Comuter Ass't/Clerk Aide	00335	3	1	\$11.27
Lakes & Rivers Div, Detroit District	IT Specialist	02210	11	1	\$27.28
Lakes & Rivers Div, Detroit District	IT Specialist	02210	11	1	\$27.28
Lakes & Rivers Div, Detroit District	IT Specialist	02210	12	1	\$31.09
Lakes & Rivers Div, Detroit District	Information Technology Student Trainee		5	1	\$14.15
Lakes & Rivers Div, Division Office	IT Specialist	02210	11	1	\$26.53
Lakes & Rivers Div, Division Office	Information Technology Student Trainee		4	1	\$12.26
Lakes & Rivers Div, Division Office	Information Technology Student Trainee		7	1	\$17.00
Lakes & Rivers Div, Huntington District	Comuter Ass't/Clerk Aide	00335	7	1	\$16.36
Lakes & Rivers Div, Huntington District	Budget Analysis	00560	9	1	\$20.02

Lakes & Rivers Div, Huntington District	Budget Clerical/Ass't	00561	6	1	\$14.72
Lakes & Rivers Div, Huntington District	Electronics Technician	00856	11	1	\$24.22
Lakes & Rivers Div, Huntington District	Writing & Editing Specialist	01082	12	1	\$29.03
Lakes & Rivers Div, Huntington District	IT Specialist	02210	11	1	\$26.04
Lakes & Rivers Div, Huntington District	IT Specialist	02210	11	1	\$26.04
Lakes & Rivers Div, Huntington District	IT Specialist	02210	11	1	\$26.04
Lakes & Rivers Div, Huntington District	IT Specialist	02210	11	1	\$26.04
Lakes & Rivers Div, Huntington District	IT Specialist	02210	12	1	\$29.74
Lakes & Rivers Div, Huntington District	IT Specialist	02210	12	1	\$29.74
Lakes & Rivers Div, Huntington District	IT Specialist	02210	12	1	\$29.74
Lakes & Rivers Div, Huntington District	IT Specialist	02210	12	1	\$29.74
Lakes & Rivers Div, Huntington District	IT Specialist	02210	13	1	\$34.52
Lakes & Rivers Div, Huntington District	IT Specialist	02210	14	1	\$40.79
Lakes & Rivers Div, Louisville District	Information Management Specialist		9	1	\$20.02
Lakes & Rivers Div, Louisville District	Information Management Specialist		13	1	\$34.52
Lakes & Rivers Div, Louisville District	Administrative support Ass't	00303	6	1	\$14.72
Lakes & Rivers Div, Louisville District	Administrative support Ass't	00303	7	1	\$16.36
Lakes & Rivers Div, Louisville District	IT Specialist	02210	9	1	\$23.99
Lakes & Rivers Div, Louisville District	IT Specialist	02210	9	1	\$23.99
Lakes & Rivers Div, Louisville District	IT Specialist	02210	9	1	\$23.99
Lakes & Rivers Div, Louisville District	IT Specialist	02210	11	1	\$26.04
Lakes & Rivers Div, Louisville District	IT Specialist	02210	11	1	\$26.04
Lakes & Rivers Div, Louisville District	IT Specialist	02210	11	1	\$26.04
Lakes & Rivers Div, Louisville District	IT Specialist	02210	11	1	\$26.04
Lakes & Rivers Div, Louisville District	IT Specialist	02210	11	1	\$26.04
Lakes & Rivers Div, Louisville District	IT Specialist	02210	12	1	\$29.74
Lakes & Rivers Div, Louisville District	IT Specialist	02210	12	1	\$29.74

District	Specialist				
Lakes & Rivers Div, Louisville District	IT Specialist	02210	12	1	\$29.74
Lakes & Rivers Div, Louisville District	IT Specialist	02210	12	1	\$29.74
Lakes & Rivers Div, Nashville District	Information Management Specialist		13	1	\$34.52
Lakes & Rivers Div, Nashville District	Office Automation Clerk	00326	3	1	\$10.52
Lakes & Rivers Div, Nashville District	IT Specialist	02210	9	1	\$23.99
Lakes & Rivers Div, Nashville District	IT Specialist	02210	9	1	\$23.99
Lakes & Rivers Div, Nashville District	IT Specialist	02210	9	1	\$23.99
Lakes & Rivers Div, Nashville District	IT Specialist	02210	9	1	\$23.99
Lakes & Rivers Div, Nashville District	IT Specialist	02210	9	1	\$23.99
Lakes & Rivers Div, Nashville District	IT Specialist	02210	11	1	\$26.04
Lakes & Rivers Div, Nashville District	IT Specialist	02210	11	1	\$26.04
Lakes & Rivers Div, Nashville District	IT Specialist	02210	11	1	\$26.04
Lakes & Rivers Div, Nashville District	IT Specialist	02210	11	1	\$26.04
Lakes & Rivers Div, Nashville District	IT Specialist	02210	12	1	\$29.74
Lakes & Rivers Div, Nashville District	IT Specialist	02210	12	1	\$29.74
Lakes & Rivers Div, Pittsburgh District	IT Specialist	02210	9	1	\$23.99
Lakes & Rivers Div, Pittsburgh District	IT Specialist	02210	12	1	\$29.74
Lakes & Rivers Div, Pittsburgh District	IT Specialist	02210	12	1	\$29.74
Lakes & Rivers Div, Pittsburgh District	IT Specialist	02210	12	1	\$29.74
Lakes & Rivers Div, Pittsburgh District	IT Specialist	02210	12	1	\$29.74
Lakes & Rivers Div, Pittsburgh District	IT Specialist	02210	12	1	\$29.74
Lakes & Rivers Div, Pittsburgh District	IT Specialist	02210	14	1	\$41.20
Marine Design Center	IT Specialist	02210	11	1	\$26.53
Mississippi Valley Div, Division Office	Computer Science Specialist	01550	13	1	\$34.52
Mississippi Valley Div, Division Office	Computer Science Specialist	01550	13	1	\$34.52
Mississippi Valley Div, Division Office	Computer Science Specialist	01550	14	1	\$40.79
Mississippi Valley Div, Division Office	IT Specialist	02210	11	1	\$26.04

Mississippi Valley Div, Memphis District	Information Management Specialist		14	1	\$40.79
Mississippi Valley Div, Memphis District	Electronics Engineer	00855	13	1	\$34.52
Mississippi Valley Div, Memphis District	Engineering & Architecture Student Trainee		5	1	\$13.21
Mississippi Valley Div, Memphis District	IT Specialist	02210	11	1	\$26.04
Mississippi Valley Div, Memphis District	IT Specialist	02210	11	1	\$26.04
Mississippi Valley Div, Memphis District	IT Specialist	02210	12	1	\$29.74
Mississippi Valley Div, Memphis District	IT Specialist	02210	12	1	\$29.74
Mississippi Valley Div, Memphis District	IT Specialist	02210	12	1	\$29.74
Mississippi Valley Div, New Orleans District	Information Management Specialist		14	1	\$40.79
Mississippi Valley Div, New Orleans District	Administrative Support Ass't	00303	1	1	\$8.57
Mississippi Valley Div, New Orleans District	Administrative Support Ass't	00303	1	1	\$8.57
Mississippi Valley Div, New Orleans District	Administrative Support Ass't	00303	2	1	\$964
Mississippi Valley Div, New Orleans District	Administrative Support Ass't	00303	3	1	\$10.52
Mississippi Valley Div, New Orleans District	Administrative Support Ass't	00303	3	1	\$10.52
Mississippi Valley Div, New Orleans District	Secretary (Office Ass't)	00318	5	1	\$13.21
Mississippi Valley Div, New Orleans District	Secretary (Office Ass't)	00318	6	1	\$14.72
Mississippi Valley Div, New Orleans District	Office Automation Clerk	00326	5	1	\$13.21
Mississippi Valley Div, New Orleans District	Office Automation Clerk	00326	5	1	\$13.21
Mississippi Valley Div, New Orleans District	Computer Operator	00332	5	1	\$13.21
Mississippi Valley Div, New Orleans District	Computer Ass't/Clerk Aide	00335	8	1	\$18.12
Mississippi Valley Div, New Orleans District	Computer Ass't/Clerk Aide	00335	8	1	\$18.12
Mississippi Valley Div, New Orleans District	Computer Ass't/Clerk Aide	00335	8	1	\$18.12
Mississippi Valley Div, New Orleans District	Computer Ass't/Clerk Aide	00335	9	1	\$20.02
Mississippi Valley Div, New Orleans District	Administrative Support Servc Specialist Asst.		12	1	\$29.03
Mississippi Valley Div, New Orleans District	Budget Analysis	00560	9	1	\$20.02
Mississippi Valley Div, New Orleans District	Budget Clerical Ass't	00561	7	1	\$16.36
Mississippi Valley Div, New Orleans District	Budget Clerical Ass't	00561	7	1	\$16.36
Mississippi Valley Div, New Orleans District	Budget Clerical Ass't	00561	7	1	\$16.36

Mississippi Valley Div, Rock Island District	IT Specialist	02210	11	1	\$26.04
Mississippi Valley Div, Rock Island District	IT Specialist	02210	11	1	\$26.04
Mississippi Valley Div, Rock Island District	IT Specialist	02210	11	1	\$26.04
Mississippi Valley Div, Rock Island District	IT Specialist	02210	12	1	\$29.74
Mississippi Valley Div, Rock Island District	IT Specialist	02210	12	1	\$29.74
Mississippi Valley Div, Rock Island District	IT Specialist	02210	12	1	\$29.74
Mississippi Valley Div, Rock Island District	IT Specialist	02210	14	1	\$40.79
Mississippi Valley Div, Rock Island District	Information Technology Student Trainee		5	1	\$13.21
Mississippi Valley Div, St. Louis District	Administrative Support Ass't	00303	7	1	\$16.42
Mississippi Valley Div, St. Louis District	Secretary (Office Ass't)	00318	6	1	\$14.77
Mississippi Valley Div, St. Louis District	General Communications	00392	5	1	\$13.25
Mississippi Valley Div, St. Louis District	Budget Analysis	00560	9	1	\$20.08
Mississippi Valley Div, St. Louis District	IT Specialist	02210	9	1	\$23.99
Mississippi Valley Div, St. Louis District	IT Specialist	02210	11	1	\$26.04
Mississippi Valley Div, St. Louis District	IT Specialist	02210	11	1	\$26.04
Mississippi Valley Div, St. Louis District	IT Specialist	02210	11	1	\$26.04
Mississippi Valley Div, St. Louis District	IT Specialist	02210	11	1	\$26.04
Mississippi Valley Div, St. Louis District	IT Specialist	02210	11	1	\$26.04
Mississippi Valley Div, St. Louis District	IT Specialist	02210	12	1	\$33.17
Mississippi Valley Div, St. Louis District	IT Specialist	02210	12	1	\$33.17
Mississippi Valley Div, St. Louis District	IT Specialist	02210	12	1	\$33.17
Mississippi Valley Div, St. Louis District	IT Specialist	02210	12	1	\$33.17
Mississippi Valley Div, St. Louis District	IT Specialist	02210	12	1	\$33.17
Mississippi Valley Div, St. Louis District	IT Specialist	02210	12	1	\$33.17
Mississippi Valley Div, St. Louis District	IT Specialist	02210	12	1	\$33.17
Mississippi Valley Div, St. Louis District	IT Specialist	02210	13	1	\$34.63
Mississippi Valley Div, St. Louis District	IT Specialist	02210	14	1	\$40.92
Mississippi Valley Div, St. Paul	Information Management Specialist		14	1	\$42.35

Mississippi Valley Div, Vicksburg District	Administrative Support Service Specialist Asst.		7	1	\$16.36
Mississippi Valley Div, Vicksburg District	Administrative & Office Support Student Trainee		4	1	\$11.81
Mississippi Valley Div, Vicksburg District	Administrative & Office Support Student Trainee		4	1	\$11.81
Mississippi Valley Div, Vicksburg District	Budget Analysis	00560	9	1	\$20.02
Mississippi Valley Div, Vicksburg District	Computer Science Specialist	01550	13	1	\$34.52
Mississippi Valley Div, Vicksburg District	IT Specialist	02210	11	1	\$26.04
Mississippi Valley Div, Vicksburg District	IT Specialist	02210	11	1	\$26.04
Mississippi Valley Div, Vicksburg District	IT Specialist	02210	11	1	\$26.04
Mississippi Valley Div, Vicksburg District	IT Specialist	02210	12	1	\$29.74
Mississippi Valley Div, Vicksburg District	IT Specialist	02210	13	1	\$34.52
Mississippi Valley Div, Vicksburg District	IT Specialist	02210	14	1	\$40.79
Mississippi Valley Div, Vicksburg District	Information Technology Student Trainee		4	1	\$11.81
Mississippi Valley Div, Vicksburg District	Information Technology Student Trainee		5	1	\$13.21
North Atlantic Div, Baltimore District	Information Management Specialist		13	1	\$35.83
North Atlantic Div, Baltimore District	Administrative Support Ass't	00303	5	1	\$13.71
North Atlantic Div, Baltimore District	Administrative Support Ass't	00303	6	1	\$15.29
North Atlantic Div, Baltimore District	Mail and File Clerk	00305	4	1	\$12.26
North Atlantic Div, Baltimore District	Mail and File Clerk	00305	4	1	\$12.26
North Atlantic Div, Baltimore District	Mail and File Clerk	00305	4	1	\$12.26
North Atlantic Div, Baltimore District	Mail and File Clerk	00305	5	1	\$13.71
North Atlantic Div, Baltimore District	Management Program Ass't/Clerk		7	1	\$16.99
North Atlantic Div, Baltimore District	Telecommunications Specialist		9	1	\$20.78
North Atlantic Div, Baltimore District	Illustrative Technician	01020	7	1	\$16.99
North Atlantic Div, Baltimore District	Audio Visual Production Technician		11	1	\$25.14
North Atlantic Div, Baltimore District	Audio Visual Production Technician		11	1	\$25.14
North Atlantic Div, Baltimore District	Visual Information (VI) Specialist		12	1	\$30.13
North Atlantic Div, Baltimore District	Library Technician	01411	7	1	\$16.99
North Atlantic Div, Baltimore	IT	02210	11	1	\$26.53

District	Specialist				
North Atlantic Div, Baltimore District	IT Specialist	02210	11	1	\$26.53
North Atlantic Div, Baltimore District	IT Specialist	02210	11	1	\$26.53
North Atlantic Div, Baltimore District	IT Specialist	02210	11	1	\$26.53
North Atlantic Div, Baltimore District	IT Specialist	02210	12	1	\$30.33
North Atlantic Div, Baltimore District	IT Specialist	02210	12	1	\$30.33
North Atlantic Div, Baltimore District	IT Specialist	02210	12	1	\$30.33
North Atlantic Div, Baltimore District	IT Specialist	02210	12	1	\$30.33
North Atlantic Div, Baltimore District	IT Specialist	02210	12	1	\$30.33
North Atlantic Div, Baltimore District	IT Specialist	02210	12	1	\$30.33
North Atlantic Div, Baltimore District	IT Specialist	02210	14	1	\$42.34
North Atlantic Div, New England District	Information Management Specialist		13	1	\$36.61
North Atlantic Div, New England District	Administrative Support Ass't	00303	7	1	\$17.35
North Atlantic Div, New England District	Office Automation Clerk	00326	2	1	\$10.22
North Atlantic Div, New England District	Office Automation Clerk	00326	2	1	\$10.22
North Atlantic Div, New England District	Office Automation Clerk	00326	2	1	\$10.22
North Atlantic Div, New England District	Office Automation Clerk	00326	3	1	\$11.15
North Atlantic Div, New England District	Office Automation Clerk	00326	4	1	\$12.52
North Atlantic Div, New England District	Management Program Ass't/Clerk		7	1	\$17.35
North Atlantic Div, New England District	IT Specialist	02210	11	1	\$27.28
North Atlantic Div, New England District	IT Specialist	02210	12	1	\$30.78
North Atlantic Div, New England District	IT Specialist	02210	12	1	\$30.78
North Atlantic Div, New York District	Information Management Specialist		12	1	\$31.43
North Atlantic Div, New York District	Administrative Support Ass't	00303	5	1	\$14.31
North Atlantic Div, New York District	Computer Ass't/Clerk Aide	00335	6	1	\$15.95
North Atlantic Div, New York District	Telecommunication Specialist	00391	9	1	\$21.68
North Atlantic Div, New York District	Telecommunication Specialist	00391	12	1	\$31.43
North Atlantic Div, New York District	IT Specialist	02210	11	1	\$27.77

North Atlantic Div, New York District	IT Specialist	02210	11	1	\$27.77
North Atlantic Div, New York District	IT Specialist	02210	11	1	\$27.77
North Atlantic Div, New York District	IT Specialist	02210	11	1	\$27.77
North Atlantic Div, New York District	IT Specialist	02210	11	1	\$27.77
North Atlantic Div, New York District	IT Specialist	02210	11	1	\$27.77
North Atlantic Div, New York District	IT Specialist	02210	12	1	\$31.43
North Atlantic Div, New York District	IT Specialist	02210	12	1	\$31.43
North Atlantic Div, New York District	IT Specialist	02210	12	1	\$31.43
North Atlantic Div, New York District	IT Specialist	02210	12	1	\$31.43
North Atlantic Div, New York District	IT Specialist	02210	12	1	\$31.43
North Atlantic Div, New York District	IT Specialist	02210	12	1	\$31.43
North Atlantic Div, New York District	IT Specialist	02210	12	1	\$31.43
North Atlantic Div, New York District	IT Specialist	02210	13	1	\$37.38
North Atlantic Div, New York District	IT Specialist	02210	13	1	\$37.38
North Atlantic Div, New York District	IT Specialist	02210	14	1	\$44.17
North Atlantic Div, Norfolk District	Information Management Specialist		13	1	\$34.52
North Atlantic Div, Norfolk District	Computer Ass't/Clerk Aide	00335	4	1	\$11.81
North Atlantic Div, Norfolk District	Forms Program Manager	00343	9	1	\$20.02
North Atlantic Div, Norfolk District	Budget Clerical Ass't	00561	7	1	\$16.36
North Atlantic Div, Norfolk District	IT Specialist	02210	11	1	\$26.04
North Atlantic Div, Norfolk District	IT Specialist	02210	11	1	\$26.04
North Atlantic Div, Norfolk District	IT Specialist	02210	11	1	\$26.04
North Atlantic Div, Norfolk District	IT Specialist	02210	11	1	\$26.04
North Atlantic Div, Norfolk District	IT Specialist	02210	11	1	\$26.04
North Atlantic Div, Norfolk District	IT Specialist	02210	11	1	\$26.04
North Atlantic Div, Norfolk District	IT Specialist	02210	11	1	\$26.04
North Atlantic Div, Norfolk District	IT Specialist	02210	11	1	\$26.04
North Atlantic Div, Norfolk District	IT Specialist	02210	12	1	\$29.74
North Atlantic Div, Norfolk District	IT Specialist	02210	12	1	\$29.74
North Atlantic Div, Norfolk District	IT Specialist	02210	12	1	\$29.74

District	Specialist				
North Atlantic Div, Norfolk District	Information Technology Student Trainee		4	1	\$11.81
North Atlantic Div, Philadelphia District	Information Management Specialist		13	1	\$36.05
North Atlantic Div, Philadelphia District	Computer Ass't/Clerk Aide 00335		4	1	\$12.33
North Atlantic Div, Philadelphia District	Administrative Support Services Specialist Asst,		11	1	\$25.29
North Atlantic Div, Philadelphia District	Managementg Program Ass't/Clerk		6	1	\$15.38
North Atlantic Div, Philadelphia District	Telecommunication Specialist 00391		11	1	\$25.29
North Atlantic Div, Philadelphia District	Information Management Specialist		12	1	\$30.31
North Atlantic Div, Philadelphia District	Technical Information Specialist		11	1	\$25.29
North Atlantic Div, Philadelphia District	IT Specialist 02210		9	1	\$23.99
North Atlantic Div, Philadelphia District	IT Specialist 02210		11	1	\$26.53
North Atlantic Div, Philadelphia District	IT Specialist 02210		11	1	\$26.53
North Atlantic Div, Philadelphia District	IT Specialist 02210		12	1	\$30.33
North Atlantic Div, Philadelphia District	IT Specialist 02210		12	1	\$30.33
North Atlantic Div, Philadelphia District	IT Specialist 02210		12	1	\$30.33
North Atlantic Div, Philadelphia District	IT Specialist 02210		13	1	\$36.05
North Atlantic Div, Philadelphia District	Information Technology Student Trainee		4	1	\$12.33
Northwestern Div, Division Office	Information Management Specialist		11	1	\$25.13
Northwestern Div, Division Office	Information Management Specialist		15	1	\$49.79
Northwestern Div, Division Office	Computer Specialist Management		13	1	\$35.82
Northwestern Div, Division Office	Forms Program Manager 00343		11	1	\$25.13
Northwestern Div, Division Office	Budget Analysis 00560		9	1	\$20.77
Northwestern Div, Division Office	Electronics Engineer 00855		14	1	\$42.32
Northwestern Div, Division Office	IT Specialist 02210		11	1	\$26.53
Northwestern Div, Division Office	IT Specialist 02210		12	1	\$34.36
Northwestern Div, Division Office	IT Specialist 02210		12	1	\$34.36
Northwestern Div, Division Office	IT Specialist 02210		12	1	\$34.36
Northwestern Div, Division Office	IT Specialist 02210		12	1	\$34.36

Northwestern Div, Division Office	IT Specialist	02210	12	1	\$34.36
Northwestern Div, Division Office	IT Specialist	02210	12	1	\$34.36
Northwestern Div, Division Office	IT Specialist	02210	12	1	\$34.36
Northwestern Div, Division Office	IT Specialist	02210	13	1	\$35.82
Northwestern Div, Division Office	IT Specialist	02210	13	1	\$35.82
Northwestern Div, Division Office	IT Specialist	02210	13	1	\$35.82
Northwestern Div, Division Office	IT Specialist	02210	13	1	\$35.82
Northwestern Div, Division Office	IT Specialist	02210	14	1	\$42.32
Northwestern Div, Division Office	IT Specialist	02210	14	1	\$42.32
Northwestern Div, Kansas City District	Information Management Specialist		12	1	\$29.19
Northwestern Div, Kansas City District	Secretary (Office Ass't)	00318	6	1	\$14.81
Northwestern Div, Kansas City District	Computer Ass't/Clerk Aide	00335	6	1	\$14.81
Northwestern Div, Kansas City District	Computer Ass't/Clerk Aide	00335	6	1	\$14.81
Northwestern Div, Kansas City District	Computer Ass't/Clerk Aide	00335	7	1	\$16.46
Northwestern Div, Kansas City District	Computer Ass't/Clerk Aide	00335	7	1	\$16.46
Northwestern Div, Kansas City District	Management Clerical & Ass't	00344	7	1	\$16.46
Northwestern Div, Kansas City District	Budget Analysis	00560	11	1	\$24.36
Northwestern Div, Kansas City District	IT Specialist	02210	11	1	\$26.04
Northwestern Div, Kansas City District	IT Specialist	02210	11	1	\$26.04
Northwestern Div, Kansas City District	IT Specialist	02210	11	1	\$26.04
Northwestern Div, Kansas City District	IT Specialist	02210	11	1	\$26.04
Northwestern Div, Kansas City District	IT Specialist	02210	11	1	\$26.04
Northwestern Div, Kansas City District	IT Specialist	02210	11	1	\$26.04
Northwestern Div, Kansas City District	IT Specialist	02210	11	1	\$26.04
Northwestern Div, Kansas City District	IT Specialist	02210	12	1	\$33.17
Northwestern Div, Kansas City District	IT Specialist	02210	12	1	\$33.17
Northwestern Div, Kansas City District	IT Specialist	02210	13	1	\$34.71
Northwestern Div, Kansas City District	IT Specialist	02210	14	1	\$41.02
Northwestern Div, Omaha	Information Management Specialist		11	1	\$24.22

Northwestern Div, Omaha District	IT Specialist	02210	12	1	\$29.74
Northwestern Div, Omaha District	IT Specialist	02210	13	1	\$34.52
Northwestern Div, Omaha District	IT Specialist	02210	14	1	\$40.79
Northwestern Div, Omaha District	Information Technology Student Trainee		7	1	\$16.36
Northwestern Div, Omaha District	Information Technology Student Trainee		7	1	\$16.36
Northwestern Div, Omaha District	Information Technology Student Trainee		7	1	\$16.36
Northwestern Div, Portland District	Administrative Support Ass't	00303	6	1	\$15.28
Northwestern Div, Portland District	Office Automation Clerk	00326	5	1	\$13.71
Northwestern Div, Portland District	Computer Ass't/Clerk/Aide	00335	7	1	\$16.98
Northwestern Div, Portland District	Computer Ass't/Clerk/Aide	00335	9	1	\$20.77
Northwestern Div, Portland District	Budget Analysis	00560	11	1	\$25.13
Northwestern Div, Portland District	Budget Analysis	00560	11	1	\$25.13
Northwestern Div, Portland District	Electronics Engineer	00855	12	1	\$34.36
Northwestern Div, Portland District	IT Specialist	02210	9	1	\$23.99
Northwestern Div, Portland District	IT Specialist	02210	9	1	\$23.99
Northwestern Div, Portland District	IT Specialist	02210	11	1	\$26.53
Northwestern Div, Portland District	IT Specialist	02210	11	1	\$26.53
Northwestern Div, Portland District	IT Specialist	02210	11	1	\$26.53
Northwestern Div, Portland District	IT Specialist	02210	11	1	\$26.53
Northwestern Div, Portland District	IT Specialist	02210	11	1	\$26.53
Northwestern Div, Portland District	IT Specialist	02210	11	1	\$26.53
Northwestern Div, Portland District	IT Specialist	02210	12	1	\$30.33
Northwestern Div, Portland District	IT Specialist	02210	12	1	\$30.33
Northwestern Div, Portland District	IT Specialist	02210	13	1	\$35.82
Northwestern Div, Portland District	IT Specialist	02210	14	1	\$42.32
Northwestern Div, Seattle District	Information Management Specialist		14	1	\$42.54
Northwestern Div, Seattle District	Office Automation Clerk	00326	4	1	\$12.32
Northwestern Div, Seattle District	Office Automation Clerk	00326	6	1	\$15.36
Northwestern Div, Seattle District	Budget Analysis	00560	11	1	\$25.26

South Atlantic Div, Jacksonville District	IT Specialist	02210	13	1	\$34.52
South Atlantic Div, Jacksonville District	IT Specialist	02210	13	1	\$34.52
South Atlantic Div, Jacksonville District	IT Specialist	02210	13	1	\$34.52
South Atlantic Div, Jacksonville District	IT Specialist	02210	13	1	\$34.52
South Atlantic Div, Mobile District	Administrative Support Ass't	00303	7	1	\$16.36
South Atlantic Div, Mobile District	Computer Ass't/Clerk/Aide	00335	4	1	\$11.81
South Atlantic Div, Mobile District	Forms Program Manager	00343	7	1	\$16.36
South Atlantic Div, Mobile District	Management Program Ass't/Clerk		7	1	\$16.36
South Atlantic Div, Mobile District	Budget Analysis	00560	9	1	\$20.02
South Atlantic Div, Mobile District	Budget Clerical & Ass't	00561	5	1	\$13.21
South Atlantic Div, Mobile District	Computer Engineer	00854	11	1	\$30.18
South Atlantic Div, Mobile District	Computer Engineer	00854	12	1	\$33.17
South Atlantic Div, Mobile District	IT Specialist	02210	9	1	\$23.99
South Atlantic Div, Mobile District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Mobile District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Mobile District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Mobile District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Mobile District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Mobile District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Mobile District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Mobile District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Mobile District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Mobile District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Mobile District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Mobile District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Mobile District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Mobile District	IT Specialist	02210	12	1	\$29.74
South Atlantic Div, Mobile District	IT Specialist	02210	12	1	\$29.74

District	Specialist					
South Atlantic Div, Mobile District	IT Specialist	02210	12	1	\$29.74	
South Atlantic Div, Mobile District	IT Specialist	02210	12	1	\$29.74	
South Atlantic Div, Mobile District	IT Specialist	02210	12	1	\$29.74	
South Atlantic Div, Mobile District	IT Specialist	02210	12	1	\$29.74	
South Atlantic Div, Mobile District	IT Specialist	02210	12	1	\$29.74	
South Atlantic Div, Mobile District	IT Specialist	02210	12	1	\$29.74	
South Atlantic Div, Mobile District	IT Specialist	02210	12	1	\$29.74	
South Atlantic Div, Mobile District	IT Specialist	02210	13	1	\$34.52	
South Atlantic Div, Mobile District	IT Specialist	02210	13	1	\$34.52	
South Atlantic Div, Mobile District	IT Specialist	02210	13	1	\$34.52	
South Atlantic Div, Mobile District	IT Specialist	02210	14	1	\$40.79	
South Atlantic Div, Mobile District	Information Technology Student Trainee		5	1	\$13.21	
South Atlantic Div, Mobile District	Information Technology Student Trainee		5	1	\$13.21	
South Atlantic Div, Savannah District	Secretary (Office Ass't)	00318	4	1	\$11.81	
South Atlantic Div, Savannah District	Secretary (Office Ass't)	00318	5	1	\$13.21	
South Atlantic Div, Savannah District	IT Specialist	02210	11	1	\$26.04	
South Atlantic Div, Savannah District	IT Specialist	02210	11	1	\$26.04	
South Atlantic Div, Savannah District	IT Specialist	02210	11	1	\$26.04	
South Atlantic Div, Savannah District	IT Specialist	02210	11	1	\$26.04	
South Atlantic Div, Savannah District	IT Specialist	02210	11	1	\$26.04	
South Atlantic Div, Savannah District	IT Specialist	02210	11	1	\$26.04	
South Atlantic Div, Savannah District	IT Specialist	02210	11	1	\$26.04	
South Atlantic Div, Savannah District	IT Specialist	02210	11	1	\$26.04	
South Atlantic Div, Savannah District	IT Specialist	02210	11	1	\$26.04	
South Atlantic Div, Savannah District	IT Specialist	02210	11	1	\$26.04	
South Atlantic Div, Savannah District	IT Specialist	02210	12	1	\$29.74	

South Atlantic Div, Savannah District	IT Specialist	02210	12	1	\$29.74
South Atlantic Div, Savannah District	IT Specialist	02210	12	1	\$29.74
South Atlantic Div, Savannah District	IT Specialist	02210	12	1	\$29.74
South Atlantic Div, Savannah District	IT Specialist	02210	12	1	\$29.74
South Atlantic Div, Savannah District	IT Specialist	02210	12	1	\$29.74
South Atlantic Div, Savannah District	IT Specialist	02210	13	1	\$34.52
South Atlantic Div, Savannah District	IT Specialist	02210	13	1	\$34.52
South Atlantic Div, Savannah District	IT Specialist	02210	14	1	\$40.79
South Atlantic Div, Savannah District	Information Technology Student Trainee		5	1	\$13.21
South Atlantic Div, Wilmington District	Information Management Specialist		13	1	\$34.52
South Atlantic Div, Wilmington District	Management Program Ass't/Clerk		7	1	\$16.36
South Atlantic Div, Wilmington District	Administration & Office Support Student Trainee		5	1	\$13.21
South Atlantic Div, Wilmington District	Administration & Office Support Student Trainee		5	1	\$13.21
South Atlantic Div, Wilmington District	Administration & Office Support Student Trainee		5	1	\$13.21
South Atlantic Div, Wilmington District	Electronics Engineer	00855	11	1	\$26.04
South Atlantic Div, Wilmington District	IT Specialist	02210	9	1	\$23.99
South Atlantic Div, Wilmington District	IT Specialist	02210	9	1	\$23.99
South Atlantic Div, Wilmington District	IT Specialist	02210	9	1	\$23.99
South Atlantic Div, Wilmington District	IT Specialist	02210	9	1	\$23.99
South Atlantic Div, Wilmington District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Wilmington District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Wilmington District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Wilmington District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Wilmington District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Wilmington District	IT Specialist	02210	12	1	\$29.74
South Atlantic Div, Wilmington District	IT Specialist	02210	12	1	\$29.74
South Atlantic Div, Wilmington District	IT Specialist	02210	13	1	\$34.52
South Atlantic Div, Wilmington District	IT Specialist	02210	13	1	\$34.52
South Pacific Div, Albuquerque	Information Management Specialist		12	1	\$29.03

South Pacific Div, San Francisco District	IT Specialist	02210	11	1	\$26.04
South Pacific Div, San Francisco District	IT Specialist	02210	11	1	\$26.04
South Pacific Div, San Francisco District	IT Specialist	02210	11	1	\$26.04
South Pacific Div, San Francisco District	IT Specialist	02210	11	1	\$26.04
South Pacific Div, San Francisco District	IT Specialist	02210	12	1	\$29.74
South Pacific Div, San Francisco District	IT Specialist	02210	12	1	\$29.74
South Pacific Div, San Francisco District	IT Specialist	02210	12	1	\$29.74
South Pacific Div, San Francisco District	IT Specialist	02210	12	1	\$29.74
South Pacific Div, San Francisco District	IT Specialist	02210	12	1	\$29.74
South Pacific Div, San Francisco District	IT Specialist	02210	13	1	\$34.52
Southwestern Div, Division Office	Information Management Specialist		14	1	\$42.01
Southwestern Div, Division Office	IT Specialist	02210	11	1	\$26.53
Southwestern Div, Division Office	IT Specialist	02210	12	1	\$30.33
Southwestern Div, Division Office	IT Specialist	02210	13	1	\$35.55
Southwestern Div, Ft. Worth District	Information Management Specialist		12	1	\$29.90
Southwestern Div, Ft. Worth District	Secretary (Office Ass't)	00318	6	1	\$15.17
Southwestern Div, Ft. Worth District	Visual Information (VI) Specialist		11	1	\$24.94
Southwestern Div, Ft. Worth District	IT Specialist	02210	9	1	\$23.99
Southwestern Div, Ft. Worth District	IT Specialist	02210	11	1	\$26.04
Southwestern Div, Ft. Worth District	IT Specialist	02210	11	1	\$26.04
Southwestern Div, Ft. Worth District	IT Specialist	02210	11	1	\$26.04
Southwestern Div, Ft. Worth District	IT Specialist	02210	11	1	\$26.04
Southwestern Div, Ft. Worth District	IT Specialist	02210	11	1	\$26.04
Southwestern Div, Ft. Worth District	IT Specialist	02210	11	1	\$26.04
Southwestern Div, Ft. Worth District	IT Specialist	02210	11	1	\$26.04
Southwestern Div, Ft. Worth District	IT Specialist	02210	12	1	\$29.90
Southwestern Div, Ft. Worth District	IT Specialist	02210	12	1	\$29.90
Southwestern Div, Ft. Worth District	IT Specialist	02210	12	1	\$29.90
Southwestern Div, Ft. Worth District	IT Specialist	02210	12	1	\$29.90

District	Specialist				
Southwestern Div, Ft. Worth District	IT Specialist	02210	12	1	\$29.90
Southwestern Div, Galveston District	Information Management Specialist		13	1	\$38.55
Southwestern Div, Galveston District	Forms Program Manager	00343	9	1	\$22.35
Southwestern Div, Galveston District	Cartography Specialist	01370	12	1	\$32.42
Southwestern Div, Galveston District	IT Specialist	02210	7	1	\$21.33
Southwestern Div, Galveston District	IT Specialist	02210	9	1	\$25.03
Southwestern Div, Galveston District	IT Specialist	02210	11	1	\$27.73
Southwestern Div, Galveston District	IT Specialist	02210	11	1	\$27.73
Southwestern Div, Galveston District	IT Specialist	02210	12	1	\$32.42
Southwestern Div, Galveston District	IT Specialist	02210	12	1	\$32.42
Southwestern Div, Galveston District	IT Specialist	02210	12	1	\$32.42
Southwestern Div, Galveston District	IT Specialist	02210	12	1	\$32.42
Southwestern Div, Galveston District	IT Specialist	02210	12	1	\$32.42
Southwestern Div, Little Rock District	Information Management Specialist		13	1	\$34.52
Southwestern Div, Little Rock District	Management Program Ass't Clerk		7	1	\$16.36
Southwestern Div, Little Rock District	Administrative Office Support Student Trainee		5	1	\$13.21
Southwestern Div, Little Rock District	Budget Clerical & Assistance	00561	6	1	\$14.72
Southwestern Div, Little Rock District	IT Specialist	02210	11	1	\$26.04
Southwestern Div, Little Rock District	IT Specialist	02210	11	1	\$26.04
Southwestern Div, Little Rock District	IT Specialist	02210	11	1	\$26.04
Southwestern Div, Little Rock District	IT Specialist	02210	12	1	\$29.74
Southwestern Div, Little Rock District	IT Specialist	02210	12	1	\$29.74
Southwestern Div, Little Rock District	IT Specialist	02210	12	1	\$29.74
Southwestern Div, Little Rock District	IT Specialist	02210	12	1	\$29.74
Southwestern Div, Little Rock District	IT Specialist	02210	13	1	\$34.52
Southwestern Div, Tulsa District	Computer Specialist Management		11	1	\$24.22
Southwestern Div, Tulsa District	Electronics Technician	00856	9	1	\$20.02
Southwestern Div, Tulsa District	IT Specialist	02210	7	1	\$20.12
Southwestern Div, Tulsa District	IT Specialist	02210	7	1	\$20.12

Southwestern Div, Tulsa District	IT	02210	7	1	\$20.12
	Specialist				
Southwestern Div, Tulsa District	IT	02210	9	1	\$23.99
	Specialist				
Southwestern Div, Tulsa District	IT	02210	9	1	\$23.99
	Specialist				
Southwestern Div, Tulsa District	IT	02210	11	1	\$26.04
	Specialist				
Southwestern Div, Tulsa District	IT	02210	11	1	\$26.04
	Specialist				
Southwestern Div, Tulsa District	IT	02210	12	1	\$29.74
	Specialist				
Southwestern Div, Tulsa District	IT	02210	12	1	\$29.74
	Specialist				
Southwestern Div, Tulsa District	IT	02210	13	1	\$34.52
	Specialist				
Southwestern Div, Tulsa District	IT	02210	13	1	\$34.52
	Specialist				
Southwestern Div, Tulsa District	IT	02210	13	1	\$34.52
	Specialist				
Engineer Research & Development Center	Computer Services Specialist	01550	4	1	\$11.81
Engineer Research & Development Center	Computer Services Specialist	01550	4	1	\$11.81
Engineer Research & Development Center	IT	02210	4	1	\$11.81
	Specialist				
Engineer Research & Development Center	IT	02210	4	1	\$11.81
	Specialist				
Engineer Research & Development Center	IT	02210	4	1	\$11.81
	Specialist				
Engineer Research & Development Center	IT	02210	12	1	\$29.74
	Specialist				
Finance Center	IT	02210	12	1	\$29.74
	Specialist				
Finance Center	IT	02210	12	1	\$29.74
	Specialist				
Huntsville Center	IT	00391	12	1	\$29.74
	Specialist				
Huntsville Center	IT	02210	11	1	\$26.04
	Specialist				
Huntsville Center	IT	02210	12	1	\$29.74
	Specialist				
Huntsville Center	IT	02210	13	1	\$34.73
	Specialist				
Huntsville Center	IT	02210	13	1	\$34.73
	Specialist				
Huntsville Center	IT	02210	14	1	\$41.04
	Specialist				
Lakes & Rivers Div, Detroit District	IT	02210	12	1	\$31.09
	Specialist				
Lakes & Rivers Div, Huntington District	IT	02210	12	1	\$29.03
	Specialist				
Lakes & Rivers Div, Huntington District	IT	02210	12	1	\$29.03
	Specialist				
Lakes & Rivers Div, Huntington District	IT	02210	12	1	\$29.03
	Specialist				

District	Specialist				
Lakes & Rivers Div, Louisville District	IT Specialist	02210	11	1	\$26.04
Lakes & Rivers Div, Nashville District	IT Specialist	02210	11	1	\$26.04
Lakes & Rivers Div, Nashville District	IT Specialist	02210	11	1	\$26.04
Mississippi Valley Div, New Orleans District	Security Specialist	00080	9	1	\$20.02
Mississippi Valley Div, New Orleans District	Information Management Specialist		11	1	\$24.22
Mississippi Valley Div, New Orleans District	Management Program Ass't Clerk		5	1	\$13.21
Mississippi Valley Div, New Orleans District	Management Program Ass't Clerk		6	1	\$14.72
Mississippi Valley Div, Rock Island District	IT Specialist	02210	11	1	\$26.04
Mississippi Valley Div, Rock Island District	IT Specialist	02210	12	1	\$29.74
Mississippi Valley Div, Rock Island District	IT Specialist	02210	12	1	\$29.74
Mississippi Valley Div, Rock Island District	IT Specialist	02210	12	1	\$29.74
Mississippi Valley Div, Rock Island District	IT Specialist	02210	12	1	\$29.74
Mississippi Valley Div, Rock Island District	IT Specialist	02210	12	1	\$29.74
Mississippi Valley Div, Rock Island District	IT Specialist	02210	12	1	\$29.74
Mississippi Valley Div, Rock Island District	IT Specialist	02210	13	1	\$34.52
Mississippi Valley Div, Rock Island District	IT Specialist	02210	13	1	\$34.52
Mississippi Valley Div, St. Paul District	IT Specialist	02210	12	1	\$30.33
North Atlantic Div, New England District	IT Specialist	02210	12	1	\$30.78
North Atlantic Div, New York District	IT Specialist	02210	12	1	\$31.43
North Atlantic Div, Norfolk District	IT Specialist	02210	12	1	\$29.03
North Atlantic Div, Philadelphia District	IT Specialist	02210	11	1	\$26.53
North Atlantic Div, Philadelphia District	IT Specialist	02210	12	1	\$30.33
North Atlantic Div, Philadelphia District	IT Specialist	02210	13	1	\$36.05
Northwestern Div, Omaha District	IT Specialist	02210	12	1	\$29.74
Northwestern Div, Portland District	IT Specialist	02210	9	1	\$23.99
Northwestern Div, Portland District	IT Specialist	02210	12	1	\$30.33
Northwestern Div, Portland District	IT Specialist	02210	12	1	\$30.33

Northwestern Div, Portland District	IT Specialist	02210	13	1	\$35.82
Northwestern Div, Seattle District	IT Specialist	02210	12	1	\$30.33
Northwestern Div, Walla Walla District	IT Specialist	02210	9	1	\$23.99
Northwestern Div, Walla Walla District	IT Specialist	02210	12	1	\$29.74
Pacific Ocean Div, Honolulu District	Information Management Specialist		12	1	\$29.03
Pacific Ocean Div, Honolulu District	Information Management Specialist		13	1	\$34.52
Pacific Ocean Div, Honolulu District	Information Management Specialist		14	1	\$40.79
Pacific Ocean Div, Honolulu District	Mail and File Clerk	00305	3	1	\$10.52
Pacific Ocean Div, Honolulu District	Secretary (Office Ass't)	00318	6	1	\$14.72
Pacific Ocean Div, Honolulu District	Computer Ass't/Clerk/Aide	00335	7	1	\$16.36
Pacific Ocean Div, Honolulu District	Computer Ass't/Clerk/Aide	00335	7	1	\$16.36
Pacific Ocean Div, Honolulu District	General Communications Clerk		7	1	\$16.36
Pacific Ocean Div, Honolulu District	Computer Engineer	00854	11	1	\$26.04
Pacific Ocean Div, Honolulu District	IT Specialist	02210	9	1	\$23.99
Pacific Ocean Div, Honolulu District	IT Specialist	02210	11	1	\$26.04
Pacific Ocean Div, Honolulu District	IT Specialist	02210	11	1	\$26.04
Pacific Ocean Div, Honolulu District	IT Specialist	02210	12	1	\$29.74
Pacific Ocean Div, Honolulu District	IT Specialist	02210	12	1	\$29.74
South Atlantic Div, Jacksonville District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Jacksonville District	IT Specialist	02210	14	1	\$40.79
South Atlantic Div, Jacksonville District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Jacksonville District	IT Specialist	02210	12	1	\$29.74
South Atlantic Div, Jacksonville District	IT Specialist	02210	13	1	\$34.52
South Atlantic Div, Mobile District	IT Specialist	02210	12	1	\$29.74
South Atlantic Div, Savannah District	IT Specialist	02210	12	1	\$29.74
South Pacific Div, Los Angeles District	IT Specialist	02210	12	1	\$31.61
South Pacific Div, Sacramento District	IT Specialist	02210	12	1	\$30.33
South Pacific Div, San	IT	02210	11	1	\$26.04

Francisco District Engineer Research & Development Center	Specialist Information Management Specialist		4	1	\$11.81
Engineer Research & Development Center	Illustrative Technician 01020		9	1	\$20.02
Engineer Research & Development Center	AudioVisual Clerk 01071		2	1	\$9.64
Engineer Research & Development Center	AudioVisual Specialist 01071		11	1	\$24.22
Engineer Research & Development Center	Writing & Editing Ass't 01082		2	1	\$9.64
Engineer Research & Development Center	Writing & Editing Ass't 01082		2	1	\$9.64
Engineer Research & Development Center	Writing & Editing Ass't 01082		3	1	\$10.52
Engineer Research & Development Center	Writing & Editing Ass't 01082		3	1	\$10.52
Engineer Research & Development Center	Writing & Editing Ass't 01082		3	1	\$10.52
Engineer Research & Development Center	Writing & Editing Ass't 01082		3	1	\$10.52
Engineer Research & Development Center	Writing & Editing Ass't 01082		3	1	\$10.52
Engineer Research & Development Center	Writing & Editing Ass't 01082		3	1	\$10.52
Engineer Research & Development Center	Writing & Editing Ass't 01082		3	1	\$10.52
Engineer Research & Development Center	Writing & Editing Ass't 01082		3	1	\$10.52
Engineer Research & Development Center	Technical Writing & Editing 01083		12	1	\$29.03
Engineer Research & Development Center	Technical Writing & Editing 01083		12	1	\$29.03
Engineer Research & Development Center	Technical Writing & Editing 01083		12	1	\$29.03
Engineer Research & Development Center	Visual Information (VI) Specialist		2	1	\$9.64
Engineer Research & Development Center	Visual Information (VI) Specialist		2	1	\$9.64
Engineer Research & Development Center	Visual Information (VI) Specialist		2	1	\$9.64
Engineer Research & Development Center	Visual Information (VI) Specialist		2	1	\$9.64
Engineer Research & Development Center	Visual Information (VI) Specialist		2	1	\$9.64
Engineer Research & Development Center	Visual Information (VI) Specialist		2	1	\$9.64
Engineer Research & Development Center	Visual Information (VI) Specialist		2	1	\$9.64
Engineer Research & Development Center	Visual Information (VI) Specialist		2	1	\$9.64
Engineer Research & Development Center	Visual Information (VI) Specialist		2	1	\$9.64
Engineer Research & Development Center	Visual Information (VI) Specialist		3	1	\$10.52

Engineer Research & Development Center	Visual Information (VI) Specialist		3	1	\$10.52
Engineer Research & Development Center	Visual Information (VI) Specialist		9	1	\$20.02
Engineer Research & Development Center	Editorial Ass't	01087	2	1	\$9.64
Lakes & Rivers Div, Buffalo District	Miscellaneous Clerk Ass't	00303	3	1	\$10.52
Lakes & Rivers Div, Buffalo District	Visual Information (VI) Specialist		9	1	\$23.99
Lakes & Rivers Div, Buffalo District	Visual Information (VI) Specialist		9	1	\$23.99
Lakes & Rivers Div, Huntington District	Visual Information (VI) Specialist		11	1	\$26.04
Lakes & Rivers Div, Louisville District	Visual Information (VI) Specialist		9	1	\$23.99
Lakes & Rivers Div, Louisville District	Visual Information (VI) Specialist		11	1	\$26.04
Lakes & Rivers Div, Nashville District	AudioVisual Techhnician	01071	11	1	\$24.22
Lakes & Rivers Div, Nashville District	Visual Information (VI) Specialist		7	1	\$16.36
Lakes & Rivers Div, Nashville District	Visual Information (VI) Specialist		11	1	\$24.22
Lakes & Rivers Div, Pittsburgh District	Visual Information (VI) Specialist		9	1	\$20.22
Lakes & Rivers Div, Pittsburgh District	IT Specialist	02210	12	1	\$29.74
Mississippi Valley Div, Memphis District	Administrative Services Specialist/Asst.		11	1	\$24.22
Mississippi Valley Div, Memphis District	Visual Information (VI) Specialist		9	1	\$20.02
Mississippi Valley Div, New Orleans District	Photographer	01060	7	1	\$16.36
Mississippi Valley Div, New Orleans District	Visual Information (VI) Specialist		9	1	\$20.02
Mississippi Valley Div, New Orleans District	Visual Information (VI) Specialist		9	1	\$20.02
Mississippi Valley Div, New Orleans District	Visual Information (VI) Specialist		9	1	\$20.02
Mississippi Valley Div, New Orleans District	Visual Information (VI) Specialist		11	1	\$24.22
Mississippi Valley Div, New Orleans District	Printing Manager	01654	9	1	\$20.02
Mississippi Valley Div, St. Louis District	Visual Information (VI) Specialist		11	1	\$24.30
Mississippi Valley Div, St. Paul District	Visual Information (VI) Specialist		11	1	\$25.14
Mississippi Valley Div, Vicksburg District	AudioVisual Techhnician	01071	10	1	\$22.04
Mississippi Valley Div, Vicksburg District	Visual Information (VI) Specialist		11	1	\$24.22
Mississippi Valley Div, Vicksburg District	Visual Information (VI) Specialist		11	1	\$24.22
Mississippi Valley Div,	IT	02210	12	1	\$29.03

Vicksburg District	Specialist				
North Atlantic Div, New England District	Visual Information (VI) Specialist		9	1	\$21.23
North Atlantic Div, New England District	Visual Information (VI) Specialist		12	1	\$30.78
North Atlantic Div, Philadelphia District	Photographer	01060	11	1	\$25.29
Northwestern Div, Kansas City District	AudioVisual Technician	01071	7	1	\$16.46
Northwestern Div, Kansas City District	Visual Information (VI) Specialist		5	1	\$13.29
Northwestern Div, Kansas City District	Visual Information (VI) Specialist		9	1	\$20.13
Northwestern Div, Kansas City District	Visual Information (VI) Specialist		11	1	\$24.36
Northwestern Div, Omaha District	Photographer	01060	10	1	\$22.04
Northwestern Div, Portland District	Visual Information (VI) Specialist		9	1	\$20.77
Northwestern Div, Portland District	Visual Information (VI) Specialist		11	1	\$25.13
Northwestern Div, Seattle District	Photographer	01060	9	1	\$20.88
South Atlantic Div, Jacksonville District	Arts & Information Specialist	01001	11	1	\$24.22
South Atlantic Div, Jacksonville District	Arts & Information Specialist	01001	12	1	\$29.03
South Atlantic Div, Jacksonville District	AudioVisual Technician	01071	11	1	\$24.22
South Atlantic Div, Jacksonville District	Visual Information (VI) Specialist		9	1	\$20.02
South Atlantic Div, Jacksonville District	Visual Information (VI) Specialist		11	1	\$24.22
South Atlantic Div, Mobile District	Visual Information (VI) Specialist		9	1	\$20.02
South Atlantic Div, Mobile District	Visual Information (VI) Specialist		9	1	\$20.02
South Atlantic Div, Mobile District	Visual Information (VI) Specialist		9	1	\$20.02
South Atlantic Div, Mobile District	IT Specialist	02210	11	1	\$26.04
South Atlantic Div, Mobile District	Offset Photography	04414	10	1	\$22.04
South Atlantic Div, Savannah District	Photographer	01060	9	1	\$20.02
South Atlantic Div, Savannah District	Visual Information (VI) Specialist		4	1	\$11.81
South Pacific Div, Albuquerque District	Visual Information (VI) Specialist		9	1	\$20.02
South Pacific Div, Albuquerque District	Visual Information (VI) Specialist		11	1	\$24.22
South Pacific Div, Los Angeles District	Visual Information (VI) Specialist		9	1	\$21.79
South Pacific Div, Los Angeles District	Visual Information (VI) Specialist		11	1	\$25.31

South Pacific Div, Sacramento District	AudioVisual Technician	01071	11	1	\$25.26
South Pacific Div, Sacramento District	AudioVisual Technician	01071	11	1	\$25.26
South Pacific Div, Sacramento District	Visual Information (VI) Specialist		11	1	\$25.26
South Pacific Div, San Francisco District	Visual Information (VI) Specialist		9	1	\$22.64
Southwestern Div, Galveston District	Visual Information (VI) Specialist		9	1	\$22.35
Southwestern Div, Galveston District	Visual Information (VI) Specialist		9	1	\$22.35
Southwestern Div, Little Rock District	Photographer	01060	7	1	\$16.36
Southwestern Div, Little Rock District	Visual Information (VI) Specialist		11	1	\$24.22
Engineer Research & Development Center	Forms Program Manager	00343	2	1	\$9.64
Engineer Research & Development Center	Forms Program Manager	00343	2	1	\$9.64
Engineer Research & Development Center	Forms Program Manager	00343	2	1	\$9.64
Engineer Research & Development Center	Forms Program Manager	00343	9	1	\$20.78
Engineer Research & Development Center	Equipment Operator	00350	4	1	\$12.26
Finance Center	Administrative Officer	00341	11	1	\$24.22
Finance Center	Administrative Support Services Specialist/Asst.		12	1	\$29.03
Lakes & Rivers Div, Buffalo District	Administrative Officer	00341	9	1	\$20.02
Lakes & Rivers Div, Detroit District	Administrative support Ass't	00303	3	1	\$11.27
Lakes & Rivers Div, Detroit District	Administrative support Ass't	00303	3	1	\$25.26
Lakes & Rivers Div, Detroit District	Equal Opportunity assistance	00361	7	1	\$17.53
Lakes & Rivers Div, Huntington District	IT Specialist	02210	11	1	\$26.04
Lakes & Rivers Div, Nashville District	Information Management Specialist		9	1	\$20.02
Lakes & Rivers Div, Pittsburgh District	Management Program Ass't/Clerk		6	1	\$14.87
Mississippi Valley Div, Rock Island District	Forms Program Manager	00343	9	1	\$20.02
Mississippi Valley Div, Vicksburg District	Administrative support Ass't	00303	1	1	\$8.57
Mississippi Valley Div, Vicksburg District	Administrative support Ass't	00303	1	1	\$8.57
Mississippi Valley Div, Vicksburg District	Administrative support Ass't	00303	1	1	\$8.57
Mississippi Valley Div, Vicksburg District	Administrative support Ass't	00303	2	1	\$9.64
North Atlantic Div, New York District	Administrative support Ass't	00303	5	1	\$14.31

Engineer Research & Development Center	Administrative support Ass't	00303	1	1	\$8.57
Engineer Research & Development Center	Administrative support Ass't	00303	3	1	\$10.52
Lakes & Rivers Div, Buffalo District	Administrative support Ass't	00303	4	1	\$11.81
Lakes & Rivers Div, Buffalo District	Administrative support Ass't	00303	7	1	\$16.36
Lakes & Rivers Div, Buffalo District	Secretary (Office Ass't)	00318	7	1	\$16.36
Lakes & Rivers Div, Chicago District	Administrative Support Ass't	00303	5	1	\$14.15
Lakes & Rivers Div, Chicago District	Administrative Support Ass't	00303	6	1	\$15.78
Lakes & Rivers Div, Chicago District	Administrative Support Ass't	00303	6	1	\$15.78
Lakes & Rivers Div, Chicago District	Administrative Support Ass't	00303	6	1	\$15.78
Lakes & Rivers Div, Chicago District	Administrative Support Ass't	00303	6	1	\$15.78
Lakes & Rivers Div, Chicago District	Administrative Support Ass't	00303	6	1	\$15.78
Lakes & Rivers Div, Chicago District	Administrative Support Ass't	00303	7	1	\$17.53
Lakes & Rivers Div, Chicago District	Administrative Support Ass't	00303	7	1	\$17.53
Lakes & Rivers Div, Chicago District	Secretary (Office Ass't)	00318	5	1	\$14.15
Lakes & Rivers Div, Chicago District	Secretary (Office Ass't)	00318	8	1	\$19.42
Lakes & Rivers Div, Chicago District	Office Automation Clerk	00326	4	1	\$12.65
Lakes & Rivers Div, Chicago District	Office Automation Clerk	00326	5	1	\$14.15
Lakes & Rivers Div, Detroit District	Administrative Support Ass't	00303	3	1	\$11.27
Lakes & Rivers Div, Detroit District	Administrative Support Ass't	00303	3	1	\$11.27
Lakes & Rivers Div, Detroit District	Administrative Support Ass't	00303	3	1	\$11.27
Lakes & Rivers Div, Detroit District	Administrative Support Ass't	00303	3	1	\$11.27
Lakes & Rivers Div, Detroit District	Administrative Support Ass't	00303	4	1	\$12.65
Lakes & Rivers Div, Detroit District	Administrative Support Ass't	00303	4	1	\$12.65
Lakes & Rivers Div, Detroit District	Administrative Support Ass't	00303	4	1	\$12.65
Lakes & Rivers Div, Detroit District	Administrative Support Ass't	00303	4	1	\$12.65
Lakes & Rivers Div, Detroit District	Administrative Support Ass't	00303	5	1	\$14.15
Lakes & Rivers Div, Detroit District	Administrative Support Ass't	00303	5	1	\$14.15
Lakes & Rivers Div, Detroit	Administrative Support Ass't	00303	5	1	\$14.15

District					
Lakes & Rivers Div, Detroit District	Administrative Support Ass't	00303	5	1	\$14.15
Lakes & Rivers Div, Detroit District	Administrative Support Ass't	00303	7	1	\$17.53
Lakes & Rivers Div, Detroit District	Administrative Support Ass't	00303	7	1	\$17.53
Lakes & Rivers Div, Detroit District	Secretary (Office Ass't)	00318	5	1	\$14.15
Lakes & Rivers Div, Detroit District	Secretary (Office Ass't)	00318	5	1	\$14.15
Lakes & Rivers Div, Detroit District	Secretary (Office Ass't)	00318	6	1	\$15.77
Lakes & Rivers Div, Detroit District	Secretary (Office Ass't)	00318	6	1	\$15.77
Lakes & Rivers Div, Detroit District	Secretary (Office Ass't)	00318	6	1	\$15.77
Lakes & Rivers Div, Detroit District	Secretary (Office Ass't)	00318	6	1	\$15.77
Lakes & Rivers Div, Detroit District	Secretary (Office Ass't)	00318	6	1	\$15.77
Lakes & Rivers Div, Detroit District	Secretary (Office Ass't)	00318	6	1	\$15.77
Lakes & Rivers Div, Detroit District	Secretary (Office Ass't)	00318	7	1	\$17.53
Lakes & Rivers Div, Detroit District	Secretary (Office Ass't)	00318	7	1	\$17.53
Lakes & Rivers Div, Detroit District	Clerk Typist	00322	5	1	\$14.15
Lakes & Rivers Div, Detroit District	Office Automation Clerk	00326	4	1	\$12.65
Lakes & Rivers Div, Detroit District	Office Automation Clerk	00326	4	1	\$12.65
Lakes & Rivers Div, Detroit District	Office Automation Clerk	00326	5	1	\$14.15
Lakes & Rivers Div, Detroit District	Administrative Officer	00341	12	1	\$31.09
Lakes & Rivers Div, Division Office	Administrative Support Ass't	00303	2	1	\$10.01
Lakes & Rivers Div, Division Office	Administrative Support Ass't	00303	6	1	\$15.29
Lakes & Rivers Div, Division Office	Administrative Support Ass't	00303	6	1	\$15.29
Lakes & Rivers Div, Huntington District	Office Automation Clerk	00326	4	1	\$11.81
Lakes & Rivers Div, Huntington District	Computer Ass't/Clerk/Aide	00335	4	1	\$11.81
Lakes & Rivers Div, Huntington District	Computer Ass't/Clerk/Aide	00335	4	1	\$11.81
Lakes & Rivers Div, Louisville District	Mail File Clerk	00305	4	1	\$11.81
Lakes & Rivers Div, Louisville District	Mail File Clerk	00305	5	1	\$13.21
Lakes & Rivers Div, Louisville District	Office Automation Clerk	00326	3	1	\$10.52
Lakes & Rivers Div, Nashville District	Administrative Support Ass't	00303	6	1	\$14.72

Lakes & Rivers Div, Nashville District	Administrative Support Ass't	00303	7	1	\$16.36
Lakes & Rivers Div, Pittsburgh District	Information management Specialist		11	1	\$24.46
Lakes & Rivers Div, Pittsburgh District	Administrative Support Ass't	00303	5	1	\$13.34
Lakes & Rivers Div, Pittsburgh District	Administrative Support Ass't	00303	7	1	\$16.53
Mississippi Valley Div, Memphis District	Administrative Support Ass't	00303	5	1	\$13.21
Mississippi Valley Div, Memphis District	Clerk Typist	00322	3	1	\$10.52
Mississippi Valley Div, Rock Island District	Office Automation Clerk	00326	3	1	\$10.52
Mississippi Valley Div, Rock Island District	Office Automation Clerk	00326	4	1	\$11.81
Mississippi Valley Div, Rock Island District	Office Automation Clerk	00326	4	1	\$11.81
North Atlantic Div, New England District	Office Automation Clerk	00326	1	1	\$9.09
North Atlantic Div, New England District	Office Automation Clerk	00326	4	1	\$12.52
Northwestern Div, Kansas City District	Secretary (Office Ass't)	00318	6	1	\$14.81
Northwestern Div, Omaha District	Administrative Support Ass't	00303	7	1	\$16.36
Northwestern Div, Omaha District	Mail File Clerk	00305	4	1	\$11.81
Northwestern Div, Omaha District	Mail File Clerk	00305	4	1	\$11.81
Northwestern Div, Omaha District	Mail File Clerk	00305	4	1	\$11.81
Northwestern Div, Omaha District	Management Program Ass't	00344	5	1	\$13.21
South Atlantic Div, Charleston District	Secretary (Office Ass't)	00318	7	1	\$16.36
South Atlantic Div, Charleston District	Secretary (Office Ass't)	00318	7	1	\$16.36
South Atlantic Div, Charleston District	Secretary (Office Ass't)	00318	8	1	\$18.12
South Atlantic Div, Charleston District	Budget Clerical & Ass't	00561	7	1	\$16.36
South Atlantic Div, Jacksonville District	Management Program Ass't	00344	7	1	\$16.36
South Atlantic Div, Mobile District	Administrative Support Ass't	00303	1	1	\$8.57
South Atlantic Div, Mobile District	Administrative Support Ass't	00303	2	1	\$9.64
South Atlantic Div, Mobile District	Administrative Support Ass't	00303	2	1	\$9.64
South Atlantic Div, Savannah District	Mail File Clerk	00305	3	1	\$10.52
South Atlantic Div, Wilmington District	Mail File Clerk	00305	4	1	\$11.81
South Atlantic Div, Wilmington District	Secretary (Office Ass't)	00318	6	1	\$14.72

District					
South Atlantic Div, Wilmington District	Secretary (Office Ass't)	00318	7	1	\$16.36
South Pacific Div, Albuquerque District	Secretary (Office Ass't)	00318	5	1	\$13.21
South Pacific Div, Albuquerque District	Office Automation Clerk	00326	3	1	\$10.52
South Pacific Div, Albuquerque District	Office Automation Clerk	00326	3	1	\$10.52
South Pacific Div, Albuquerque District	Office Automation Clerk	00326	4	1	\$11.81
South Pacific Div, Albuquerque District	Administration & Office Support Student Trainee		7	1	\$16.36
South Pacific Div, Albuquerque District	Engineering & Architecture Student Trainee		4	1	\$11.81
South Pacific Div, Albuquerque District	Laborer	03502	3	1	\$10.52
South Pacific Div, Albuquerque District	Laborer	03502	3	1	\$10.52
South Pacific Div, Los Angeles District	Office Automation Clerk	00326	4	1	\$12.86
South Pacific Div, Sacramento District	Administrative Support Ass't	00303	7	1	\$17.06
South Pacific Div, Sacramento District	Mail File Clerk	00305	4	1	\$12.31
South Pacific Div, Sacramento District	Mail File Clerk	00305	4	1	\$12.31
South Pacific Div, Sacramento District	Mail File Clerk	00305	5	1	\$13.78
South Pacific Div, Sacramento District	Office Automation Clerk	00326	3	1	\$10.97
South Pacific Div, San Francisco District	Office Automation Clerk	00326	4	1	\$13.36
Southwestern Div, Ft. Worth District	Management Program Ass't	00344	6	1	\$15.17
Huntsville Center	Management Program Ass't	00344	7	1	\$18.27
Lakes & Rivers Div, Chicago District	Management Program Ass't	00344	6	1	\$15.78
Lakes & Rivers Div, Detroit District	Forms Programs Manager	00343	9	1	\$21.44
Lakes & Rivers Div, Huntington District	Management Program Ass't	00344	7	1	\$16.36
Lakes & Rivers Div, Louisville District	Information Management Specialist		9	1	\$20.02
Lakes & Rivers Div, Louisville District	Administrative Support Ass't	00303	7	1	\$16.36
Lakes & Rivers Div, Nashville District	Forms Programs Manager	00343	9	1	\$20.02
Lakes & Rivers Div, Nashville District	Management Program Ass't	00344	6	1	\$14.72
Mississippi Valley Div, Memphis District	Management Program Ass't	00344	7	1	\$16.36
Mississippi Valley Div, New Orleans District	Administrative Support Ass't	00303	2	1	\$9.64
Mississippi Valley Div, New	Mail File Clerk	00305	5	1	\$13.21

Orleans District						
Mississippi Valley Div, New Orleans District	Mail File Clerk	00305	6	1	\$14.72	
Mississippi Valley Div, St. Louis District	Computer Ass't/Clerk/Aide	00342	9	1	\$20.08	
Mississippi Valley Div, St. Paul District	Management Program Ass't	00344	7	1	\$16.99	
Northwestern Div, Omaha District	Computer Ass't/Clerk/Aide	00335	3	1	\$10.52	
Northwestern Div, Omaha District	Management Program Ass't	00344	9	1	\$20.02	
Northwestern Div, Portland District	Information Management Specialist		9	1	\$20.77	
Northwestern Div, Portland District	Information Management Specialist		11	1	\$25.13	
Northwestern Div, Seattle District	Forms Programs Manager	00343	11	1	\$25.26	
Northwestern Div, Walla Walla District	Forms Programs Manager	00343	9	1	\$20.02	
Pacific Ocean Div, Alaska	Information Management Specialist		11	1	\$24.22	
South Atlantic Div, Jacksonville District	Information Management Specialist		9	1	\$20.02	
South Atlantic Div, Jacksonville District	Information Management Specialist		12	1	\$29.03	
South Atlantic Div, Savannah District	Management Program Ass't	00344	6	1	\$14.72	
South Atlantic Div, Savannah District	Management Program Ass't	00344	7	1	\$16.36	
South Atlantic Div, Savannah District	IT Specialist	02210	9	1	\$20.02	
South Atlantic Div, Wilmington District	Forms Programs Manager	00343	9	1	\$20.02	
South Pacific Div, Albuquerque District	Management Program Ass't	00344	7	1	\$16.36	
South Pacific Div, Los Angeles District	Forms Programs Manager	00343	9	1	\$21.79	
South Pacific Div, Sacramento District	Information Management Specialist		9	1	\$20.87	
South Pacific Div, San Francisco District	Management Program Ass't	00344	7	1	\$18.51	
Southwestern Div, Ft. Worth District	Forms Programs Manager	00343	9	1	\$20.62	
Southwestern Div, Tulsa District	Forms Programs Manager	00343	9	1	\$20.02	
Lakes & Rivers Div, Nashville District	Librarian	01410	11	1	\$24.22	
Mississippi Valley Div, New Orleans District	Librarian	01410	11	1	\$24.22	
Mississippi Valley Div, New Orleans District	Librarian Technician	01411	7	1	\$16.36	
Pacific Ocean Div, Alaska	Librarian Technician	01411	8	1	\$18.12	
South Pacific Div, Los Angeles District	Administrative Support Ass't	00303	3	1	\$11.45	
South Pacific Div, Sacramento District	No Classification	01141	9	1	N/A	
Lakes & Rivers Div, Chicago	Administrative Support Ass't	00303	9	1	\$21.45	

District					
Lakes & Rivers Div, Detroit District	Administrative Support Ass't	00303	7	1	\$17.53
Mississippi Valley Div, Memphis District	Equipment Operator	00350	4	1	\$11.81
Mississippi Valley Div, Memphis District	Equipment Operator	00350	4	1	\$11.81
Mississippi Valley Div, Memphis District	Printing Management	01654	7	1	\$16.36
Mississippi Valley Div, New Orleans Dist.	Illustrative Technician	01020	9	1	\$20.02
Mississippi Valley Div, St. Louis District	Printing Management	01654	9	1	\$20.08
Mississippi Valley Div, St. Paul District	Printing Management	01654	9	1	\$20.78
Northwestern Div, Portland District	Administrative Support Ass't	00303	7	1	\$16.98
Northwestern Div, Seattle District	Printing Management	01654	9	1	\$20.88
South Atlantic Div, Jacksonville District	Computer Clerk Assistant	00335	6	1	\$14.72
South Atlantic Div, Mobile District	Administrative Support Ass't	00303	1	1	\$8.57
South Atlantic Div, Mobile District	Printing Management	01654	9	1	\$20.02
South Atlantic Div, Mobile District	Material Handling	06907	5	1	\$13.21
South Atlantic Div, Mobile District	Material Handling	06907	5	1	\$13.21
South Pacific Div, Sacramento District	Printing Management	01654	9	1	\$20.87
Southwestern Div, Ft. Worth District	Telecommunications Speicalist		11	1	\$24.94

**AWARD FEE PLAN
W912DR-05-R-0001
31 August 2005**

1.0 Introduction

This Award Fee Plan establishes an incentive system by which the service provider can earn additional profit for exceptional performance under the IMIT Support Services contract. This plan defines the criteria used to determine the amount of award fee points earned based on the assessments of the specified performance criteria. The contracting officer shall provide for any award fees earned by the contractor through unilateral contract modification. The award fee only applies to CLIN 0006.

IMIT is a complex grouping of services that continually requires balancing competing resources of time, cost, and quality. Successful performance results from the service provider effectively managing its resources to accommodate these competing demands. The USACE intends to use the award fee to focus the service provider's attention on

specific IMIT performance priorities. In support of this objective the award fee criteria is divided into three (3) general areas: Customer Support, Performance Effectiveness, and USACE Mission Support. Each area is defined in general terms with associated general criteria. The USACE Award Fee Determining Official (AFDO) may add specific target areas of interests within each general category prior to the start of any award fee period.

2.0 ORGANIZATION AND RESPONSIBILITIES

2.1. Award Fee Review Board (AFRB): The AFRB and the Fee Determining Official (FDO) constitute the award fee organizational body. The AFRB consists of a Chairperson, the Contracting Officer, a Recorder, Performance Monitors, and if necessary, other functional area participants or advisor members. Attachment 1 identifies these members. AFRB members review the performance monitor's evaluations of the service provider's performance, consider all information from pertinent sources, and arrive at an earned award fee point recommendation to be presented to the FDO. The AFRB will also recommend any changes to the award fee plan.

2.2. Fee Determining Official (FDO): The FDO approves the award fee plan and any significant changes to it. The FDO reviews the recommendation(s) of the AFRB, considers all pertinent data, and determines the award fee for each evaluation period. The FDO forwards the award fee determination to the contracting officer.

2.3. Award Fee Review Board (AFRB) Chairperson: The Chairperson chairs the AFRB meetings. The AFRB Chairperson briefs the FDO on the service provider's overall performance, the recommended award fee points for the period under review, and recommendations on award fee plan changes. The briefings will also include any data indicating the service provider's weaknesses, areas for corrective action, and examples of exemplary performance. The chairperson ensures the performance review is thorough and covers all areas required to support the award fee recommendations.

2.4. Contracting Officer: The contracting officer is the liaison between service provider and government personnel. The contracting officer reviews the award fee recommendation prior to the FDO decision. The purpose of this review is to ensure "alignment" between the recommended award fee and the service provider's performance as documented in monthly contracting officer's representative (COR) reports. Disagreements, if any, will be resolved within the AFRB before the chairperson briefs the FDO. The contracting officer will ensure the contract file contains documentation substantiating the Award Fee Decision and will modify the contract, if necessary, to reflect the determination.

2.5. AFRB Recorder: The AFRB recorder is responsible for coordinating the administrative actions required by the performance monitors, the AFRB and the FDO. The recorder will also schedule and notify the AFRB members of the interim and end-of-period evaluation meetings.

2.6. Performance Monitors: Performance monitors are the quality assurance personnel that will evaluate and document the contractor's performance. They will maintain written records of their evaluations so a fair and accurate evaluation is obtained. Interim and end-of-period evaluation reports will be prepared and briefed to the AFRB.

3.0 AWARD FEE PROCESS

3.1. Available Award Fee Point Amount: The earned award fee points will be based on the service provider's performance during the evaluation period. There are 100 points available for each evaluation period. Up to ten additional points can be earned for each evaluation period based on process improvements identified by the service provider and accepted by the government.

3.2. Evaluation Periods: The evaluation period is 6 months. The first evaluation period will begin on the effective date of the base year performance in the contract and extend for 6 months. All subsequent award fee evaluation periods will be for the same 6-month period. After the Base Year Period the FDO may elect to change each award fee period to 12-month periods.

3.3. Interim Evaluations: During the Base Year Period interim evaluations will occur at the midpoint of each evaluation period. The AFRB recorder will notify each AFRB member and the performance monitors 21 calendar days before the interim period is complete. Performance monitors will submit their evaluation reports to the contracting officer not later than 10 calendar days after the end of the interim period. The contracting officer will review the evaluation reports for completeness and forward them to the AFRB chairperson. The AFRB will convene at the time, date and place established by the chairperson and will review available information to assess the service provider's strengths and weaknesses for the interim period. The contracting officer will provide the service provider with the interim evaluation assessment, including areas of strength and weakness.

3.4. End-of-Period Evaluations: End-of-period evaluations will occur at the end of each evaluation period. The AFRB recorder will notify each AFRB member and performance monitor 21 calendar days before the end of the evaluation period. Performance monitors will submit their evaluation reports to the contracting officer not later than 10 calendar days after the evaluation period ends. The contracting officer will review the evaluation reports for completeness and forward them to the AFRB chairperson. The AFRB will convene at the time, date and place established by the chairperson and will consider the information submitted by the following sources before making a recommendation to the FDO:

- (1) Performance monitor's evaluation reports;
- (2) Assessments or inputs from the contracting office representative, other functional area participants or advisor members; and

(3) Service Provider's self-assessment.

The service provider's self-assessment must be submitted not later than 10 calendar days after the evaluation period ends. The self-assessment shall be no more than a total 15 pages in length. After receiving the performance monitors' evaluations and reviewing all available information, each voting member shall assess a rating and point total for each of the evaluation criteria. The evaluation criteria are outlined in Attachment 2. The total number of points assessed for each criterion will be divided by the number of voting AFRB members to determine the average. The average for each criterion will then be adjusted according to its weighted percentage of the total, identified in Attachment 2. The sum of these totals will then equate to the final number of award fee points that will be recommended to the FDO for consideration. The recommendation of the AFRB shall be briefed to the FDO within 30 calendar days after the end of the evaluation period. The FDO will make a determination of the earned award fee points within 45 calendar days after the end of the evaluation period. The contracting officer will notify the service provider in writing of the FDO's determination, and if necessary, issue a unilateral modification to provide the award fee in accordance with this plan.

3.5. Evaluation Criteria: The evaluation criteria, their associated percentage of the total maximum number of points, and a summarization example for the basis of each rating factor is presented in Attachment 2.

3.5. Conversion Table: The correlation of rating to range of award points and to award fee is detailed in Attachment 3.

3.7. Points & Percentage Calculation: An example of the award fee points and percentage calculation is provided in Attachment 4.

4.0 AWARD FEE PLAN CHANGE PROCEDURES

The FDO has unilateral authority to make changes to this plan prior to the beginning of any new evaluation period that will become effective in the next evaluation period. Any change that will affect a current evaluation period must be agreed to bilaterally. Changes to this plan must be incorporated by contract modification.

5.0 ATTACHMENTS

- Attachment 1: Award Fee Organization
- Attachment 2: Evaluation Criteria
- Attachment 3: Award Fee Conversion Table
- Attachment 4: Award Fee Points & Percentage Calculation Example

Attachment 1

AWARD FEE ORGANIZATION

1. Fee Determining Official:

TBD

2. Award Fee Review Board:

a. Chairperson:

TBD

(Votes only in cases of a tie.)

b. Award Fee Review Board Members:

Voting Members:

TBD

Non-Voting Members:

Performance Monitors
Recorder
Staff Judge Advocate Representative
Other Functional Advisory Personnel (as determined necessary)

3. All voting members of the Award Fee Organization are government employees.

Attachment 2

EVALUATION CRITERIA

The evaluation criteria and their respective weightings toward the possible 100 evaluation points are as follows:

<u>Evaluation Criteria</u>	<u>Weighting Factors</u>
Customer Satisfaction	35%
Performance Effectiveness	35%
Small Business Utilization.....	10%
USACE Mission Support.....	20%

Comment [DMC1]: Cathey, if these percentages change then the example shown at the end should also change.

An additional 10 points maybe earned through process improvements:

Process Improvements Up to 10 points

Total maximum score is 110 points. Total award point scores from 100 to 110 will earn the contractor 100% of the award fee for the evaluation period. See Attachment 3, Award Fee Conversion Table.

1. **Customer Satisfaction:** The government will evaluate the service provider's customer satisfaction survey system and resultant customer survey analysis. The service provider's process of measuring customer satisfaction should be distinguish between the levels of satisfaction, with the mid level rating set to correspond to the level of acceptable/satisfactory service as measured by user expectations. A total rating should be able to be calculated monthly by taking the average of the ratings for each service area's customer satisfaction and a community-wide customer satisfaction. An annual customer satisfaction rating would be the average of the monthly ratings for 6 months. The "User Expectations" baseline will be established with the survey accomplished during the Phase-In period.

Unsatisfactory: The service provider has demonstrated a level of performance that is deficient in significant areas and received a total customer satisfaction rating below the customer's expected acceptable level. The service provider's customer satisfaction survey system and resultant analysis reports are inadequate. Immediate improvement is required.

Satisfactory: The service provider has performed in a manner that conforms to the requirements. The customer survey process being utilized is providing reliable results.

Areas of good performance usually offset areas of deficiency and the service provider has received a "satisfactory" total customer satisfaction rating.

Good: The service provider has performed in a manner that meets or exceeds requirements. Areas of deficiency are few and are offset by areas of good or excellent performance. The service provider provides uninterrupted and adequate support with minimal disruption. A total customer satisfaction rating is above the satisfactory level.

Excellent: The service provider's performance clearly exceeds requirements. Deficiencies are very few and low in importance and are offset by excellent performance in other areas. The service provider actively provides follow up seeking process improvements that will increase mission support, readiness and overall customer satisfaction. Customer satisfaction is well above the good level.

Superior: The service provider's performance is truly superior and customer satisfaction clearly exceeds the excellent level with ratings at the upper limits.

2. Performance Effectiveness: The government will evaluate how well the service provider is meeting the identified outcomes and performance standards of the contract and quality of service. In addition, the government will assess the service provider's overall management approach and responsiveness.

Unsatisfactory: Performance of contract is inadequate and inconsistent; requiring attention and constant surveillance to ensure the mission is not affected. Fails to adapt to changing program and schedule requirements resulting in significant adverse impact. Fails to proactively manage workload and take initiative to resolve problems before the government points them out. Areas of deficiency tend to be recurring. The standard of performance is not met.

Satisfactory: Support is adequate with minimal disruption. Performance conforms to the requirements of the contract. The contractor is responsive to changing program and schedule requirements. Although there are deficiencies these are worked with a proactive management approach and are usually offset by areas of good performance.

Good: Performance consistently meets the standards and outcomes of the contract. There are established programs and processes that identify and prevent deficiencies resulting in a quality of service at or above the minimum standard required. Minor discrepancies are offset by excellent performance in other areas. The contractor has a sound teaming approach with subcontractors to include organizational relationships and responsibilities.

Excellent: Performance is consistently at or above the standards and outcomes of the contract. Support is uninterrupted and discrepancies are resolved in an effective and timely manner. Effective performance metrics have been established, are tracked, and reported on time. Very little performance surveillance is required because of the contractor's own quality control plan. There are not recurring problems.

Superior: Performance is truly superior. Proactive management is used to identify and anticipate problems prior to any adverse impacts. Program effectively and efficiently safeguards government property, personnel and the environment. Line of communication are well defined, clearly understood, and always facilitate rapid exchanges of information.

3. Small Business Utilization: The government will evaluate the service provider's utilization of small business and the service provider's small business opportunity for substantial small business participation in the execution of the contract/letter of obligation.

Unsatisfactory: Service provider fails to provide at least 25% of contract value to small business during rated period. Fails to proactively manage recovery plan. The standard of performance is not met.

Satisfactory: Service provider executes sufficient small business participation to meet goal during rated period or has aggressively managed plan to achieve goal and taken steps to overcome obstacles to meeting goal.

Good: Service provider performance consistently meets the small business participation goal and effectively monitors and manages the subcontracts and/or teaming arrangements to ensure the growth of small business opportunity. The service provider actively works with the government to grow the base for small business participation and has in place a strategy to increase participation beyond the 25% goal.

Excellent: Service provider performance this rating period executed 30% of the total contract value with small business. Service provider effectively manages small business utilization program and aggressively seeks to grow the base of potential small business contractors. Service provider has in place a strategy that provides small business opportunities in excess of 30% of total contract value.

Superior: Performance is superior. Small business participation goal meets or exceeds 40% during the rated period with evidence that the small business utilization plan will sustain that level of performance due to the diligence and commitment of the service provider.

4. USACE Mission Support: The government will assess the service provider's overall performance and responsiveness to supporting the overall USACE Mission.

Unsatisfactory: Performance of contract is inadequate and inconsistent; requiring attention and constant surveillance to ensure the mission is not affected. Fails to adapt to changing program and schedule requirements resulting in significant adverse impact. Fails to proactively manage workload and take initiative to resolve problems before the

government points them out. Areas of deficiency tend to be recurring. The standard of performance is not met.

Satisfactory: Support is adequate with minimal disruption. Performance meets necessary USACE mission requirements. The contractor is responsive to changing program and schedule requirements. Although there are deficiencies these are worked with a proactive management approach and are usually offset by areas of good performance.

Good: Performance consistently meets the standards and outcomes of the contract. Minor discrepancies are offset by excellent performance in other areas. The service provider has a sound teaming approach with subcontractors to include organizational relationships and responsibilities.

Excellent: Performance is consistently at or above the standards and facilitates USACE employees effectively meeting its missions. There are not recurring problems.

Superior: Performance is truly superior. Proactive management is used to identify and anticipate problems prior to any adverse impacts to IMIT affect on USACE mission.

4. Process Improvements: The service provider may earn up to an additional 10 points per evaluation period for process improvements/recommendations that result in tangible or intangible benefits to the government. Here the service provider initiates an approach for continuous process improvement relating to improved quality, reduced costs, timeliness, etc.

Attachment 3

AWARD FEE CONVERSION TABLE

RATING	AWARD POINTS	AWARD PERCENTAGE	FEE
Unsatisfactory	Not Applicable	Not Applicable	
Satisfactory	0 to 73	0%	
Good	74	23%	
	75	26%	
	76	29%	
	77	32%	
	78	35%	
	79	38%	
	80	41%	
	81	44%	
	82	47%	
	83	50%	
	84	53%	
Excellent	85	56%	
	86	59%	
	87	62%	
	88	65%	
	89	68%	
	90	71%	
	91	74%	
	92	77%	
	93	80%	
Superior	94	83%	
	95	86%	
	96	89%	
	97	92%	
	98	95%	
	99	98%	
	100-110	100%	

Attachment 4

AWARD FEE POINTS & PERCENTAGE CALCULATION EXAMPLE

<u>CRITERIA</u>	Average Points Earned	<u>Weighting Factors</u>	<u>Weighted Points Earned</u>	<u>Award Fee Percentage</u>
Customer Satisfaction	79	35%	27.65	
Performance Effectiveness	83	35%	29.05	
Small Business Utilization	89	10%	8.90	
USACE Mission Support	93	20%	18.60	
Process Improvements	2		2.00	
Total Points Earned for Evaluation Period			86.20 or 86.00	59%

Note: Points of "X.01" through "X.49" will be rounded down to "X".
Points of "X.50" through "X.99" will be rounded up to "X+1".

(End of Summary of Changes)