

Integrated Solution Consulting Corporation
All Hazards Preparedness, Planning, Consulting & Recovery Services
Contract No.: HP08-21

| Scope of Services | Labor Categories | Audited ISC Labor Rates (Loaded) | | | | Discount Offered Through | Price Offered to the Houston-Galveston Area Council | | | | Escalation Rates |
|--------------------------------|------------------------------------|----------------------------------|---------------------|-----------------------|-------------------|--------------------------|---|---------------------|---------------------|-------------------|------------------|
| | | Level I (0-5 yrs) | Level II (5-10 yrs) | Level III (10-15 Yrs) | Level IV (15+Yrs) | | Level I (0-5 yrs) | Level II (5-10 yrs) | Level III (10+ yrs) | Level IV (15+Yrs) | |
| Pre-Disaster Services: | Project Executive | | | \$ 219.79 | \$ 242.99 | 3.3% | | | \$ 212.54 | \$ 234.97 | 3.92% |
| | Subject/Industry Matter Specialist | \$ 161.50 | \$ 179.45 | \$ 200.20 | \$ 231.41 | 3.3% | \$ 156.17 | \$ 173.53 | \$ 193.59 | \$ 223.77 | 3.92% |
| | Project Manager | \$ 160.47 | \$ 178.30 | \$ 184.99 | \$ 195.20 | 3.3% | \$ 155.17 | \$ 172.41 | \$ 178.88 | \$ 188.76 | 3.92% |
| | Senior Consultant | \$ 137.69 | \$ 152.99 | \$ 159.12 | \$ 168.59 | 3.3% | \$ 133.15 | \$ 147.94 | \$ 153.87 | \$ 163.03 | 3.92% |
| | Consultant | \$ 111.28 | \$ 123.98 | \$ 135.28 | \$ 148.39 | 3.3% | \$ 107.61 | \$ 119.89 | \$ 130.82 | \$ 143.50 | 3.92% |
| | Associate | \$ 93.02 | \$ 105.03 | \$ 119.66 | \$ 134.36 | 3.3% | \$ 89.95 | \$ 101.56 | \$ 115.72 | \$ 129.92 | 3.92% |
| | Instructor | \$ 98.88 | \$ 120.43 | \$ 142.99 | \$ 199.68 | 3.3% | \$ 95.62 | \$ 116.45 | \$ 138.28 | \$ 193.09 | 3.92% |
| | Emergency Management Specialist | \$ 99.45 | \$ 118.72 | \$ 131.22 | \$ 151.58 | 3.3% | \$ 96.17 | \$ 114.80 | \$ 126.89 | \$ 146.58 | 3.92% |
| | Planner | \$ 95.86 | \$ 115.40 | \$ 129.78 | \$ 149.67 | 3.3% | \$ 92.70 | \$ 111.60 | \$ 125.50 | \$ 144.73 | 3.92% |
| | Exercise Designer | \$ 105.83 | \$ 118.70 | \$ 142.22 | \$ 166.56 | 3.3% | \$ 102.34 | \$ 114.78 | \$ 137.53 | \$ 161.07 | 3.92% |
| | Exercise Coordinator | \$ 83.88 | \$ 105.43 | \$ 121.07 | \$ 143.66 | 3.3% | \$ 81.11 | \$ 101.95 | \$ 117.07 | \$ 138.92 | 3.92% |
| | FAA Licensed UAV / Drone Pilot | \$ 119.06 | \$ 132.29 | \$ 153.39 | \$ 177.70 | 3.3% | \$ 115.13 | \$ 127.92 | \$ 148.33 | \$ 171.83 | 3.92% |
| | GIS Analyst | \$ 87.67 | \$ 107.41 | \$ 125.87 | \$ 180.21 | 3.3% | \$ 84.77 | \$ 103.86 | \$ 121.71 | \$ 174.27 | 3.92% |
| | Computer Specialist | \$ 92.02 | \$ 113.35 | \$ 137.07 | \$ 180.21 | 3.3% | \$ 88.98 | \$ 109.61 | \$ 132.54 | \$ 174.27 | 3.92% |
| | Administrator*** | \$ 55.65 | \$ 74.83 | \$ 93.66 | \$ 100.33 | 3.3% | \$ 53.81 | \$ 72.36 | \$ 90.57 | \$ 97.02 | 3.92% |
| Post-Disaster Services: | Project Executive | | | \$ 224.07 | \$ 242.99 | 3.3% | | | \$ 187.78 | \$ 204.62 | 3.92% |
| | Subject/Industry Matter Specialist | \$ 170.38 | \$ 189.31 | \$ 200.20 | \$ 231.41 | 3.3% | \$ 164.75 | \$ 158.39 | \$ 168.32 | \$ 195.52 | 3.92% |
| | Project Manager | \$ 160.47 | \$ 178.30 | \$ 194.99 | \$ 210.06 | 3.3% | \$ 155.17 | \$ 172.41 | \$ 188.55 | \$ 203.13 | 3.92% |
| | Senior Consultant | \$ 137.69 | \$ 152.99 | \$ 159.12 | \$ 168.59 | 3.3% | \$ 133.15 | \$ 147.94 | \$ 153.87 | \$ 163.03 | 3.92% |
| | Consultant | \$ 111.28 | \$ 123.98 | \$ 135.28 | \$ 148.39 | 3.3% | \$ 107.61 | \$ 119.89 | \$ 130.82 | \$ 143.50 | 3.92% |
| | Associate | \$ 93.02 | \$ 105.03 | \$ 119.66 | \$ 134.36 | 3.3% | \$ 89.95 | \$ 101.56 | \$ 115.72 | \$ 129.92 | 3.92% |
| | Instructor | \$ 98.88 | \$ 120.43 | \$ 142.99 | \$ 199.68 | 3.3% | \$ 95.62 | \$ 116.45 | \$ 138.28 | \$ 193.09 | 3.92% |
| | Insurance Specialist | \$ 144.52 | \$ 160.58 | \$ 200.04 | \$ 291.52 | 3.3% | \$ 139.75 | \$ 155.28 | \$ 193.44 | \$ 281.90 | 3.92% |
| | Accountant | \$ 97.64 | \$ 118.34 | \$ 154.45 | \$ 172.13 | 3.3% | \$ 94.42 | \$ 114.43 | \$ 149.35 | \$ 166.45 | 3.92% |
| | Disaster Recovery Planner | \$ 107.38 | \$ 124.31 | \$ 149.02 | \$ 176.54 | 3.3% | \$ 103.84 | \$ 120.21 | \$ 144.11 | \$ 170.71 | 3.92% |
| | Mitigation Specialist | \$ 107.38 | \$ 133.31 | \$ 159.79 | \$ 183.93 | 3.3% | \$ 103.84 | \$ 128.91 | \$ 154.52 | \$ 177.86 | 3.92% |
| | Public Assistance Specialist | \$ 107.38 | \$ 139.31 | \$ 171.10 | \$ 206.56 | 3.3% | \$ 103.84 | \$ 134.71 | \$ 165.45 | \$ 199.74 | 3.92% |
| | Cost Estimator | \$ 112.48 | \$ 138.44 | \$ 165.42 | \$ 191.44 | 3.3% | \$ 108.77 | \$ 133.87 | \$ 159.96 | \$ 185.12 | 3.92% |
| | Legal Specialist | \$ 117.58 | \$ 144.65 | \$ 186.43 | \$ 266.56 | 3.3% | \$ 113.70 | \$ 139.87 | \$ 180.27 | \$ 257.76 | 3.92% |
| | Environmental Specialist | \$ 97.58 | \$ 122.74 | \$ 146.98 | \$ 172.94 | 3.3% | \$ 94.36 | \$ 118.69 | \$ 142.13 | \$ 167.23 | 3.92% |
| | Grant Administrator | \$ 82.72 | \$ 101.91 | \$ 120.01 | \$ 139.01 | 3.3% | \$ 79.99 | \$ 98.55 | \$ 116.05 | \$ 134.42 | 3.92% |
| | GIS Analyst | \$ 98.36 | \$ 109.29 | \$ 125.87 | \$ 180.21 | 3.3% | \$ 95.11 | \$ 105.68 | \$ 121.71 | \$ 174.27 | 3.92% |
| | FAA Licensed UAV / Drone Pilot | \$ 116.31 | \$ 140.34 | \$ 171.98 | \$ 213.65 | 3.3% | \$ 112.47 | \$ 135.71 | \$ 166.31 | \$ 206.60 | 3.92% |
| | Computer & Data Analyst | \$ 97.31 | \$ 115.13 | \$ 133.94 | \$ 160.61 | 3.3% | \$ 94.10 | \$ 111.33 | \$ 129.52 | \$ 155.31 | 3.92% |
| | Administrator*** | \$ 58.39 | \$ 64.88 | \$ 91.46 | \$ 117.78 | 3.3% | \$ 56.47 | \$ 62.74 | \$ 88.45 | \$ 113.89 | 3.92% |

| | | | | | | | |
|---------------------------|---------------------------------|------------|----------|------|------------|----------|-------|
| Other Direct Costs | Supplies | No Charge | | 0.0% | No Charge | | 3.92% |
| | Faxes | No Charge | | 0.0% | No Charge | | 3.92% |
| | Black & White Copies | \$ 0.05 | per page | 0.0% | \$ 0.05 | per page | 3.92% |
| | Color Copies | \$ 0.55 | per page | 0.0% | \$ 0.55 | per page | 3.92% |
| | Professional Production | \$ 0.88 | per page | 0.0% | \$ 0.88 | per page | 3.92% |
| | Reimbursable 3rd Party Expenses | No Mark Up | | 0.0% | No Mark Up | | 3.92% |