

2025 LABOR PRICING – KATMAI SOLUTIONS V1.0

ABOUT THIS PRICING DOCUMENT

This pricing guide outlines Katmai Preparedness Solutions LLC’s pre-discount standard hourly labor rates for services offered under HGACBuy Solicitation HP08-25. All services detailed in our scope are delivered by internal staff without subcontractors or dealers. Rates shown below reflect baseline labor categories and will receive a **10% discount** under this HGACBuy contract.

Hourly rates apply to time-and-materials quotes, and fixed-fee quotes are available based on scope and deliverables.

SCOPE OF SERVICES COVERED UNDER HGACBUY CONTRACT

The scope of services covered includes our full suite of capabilities, with concentration in the following core areas:

1. **Emergency Planning and Preparedness**

- Development, review, and updating of key plans, including Emergency Operations Plans (EOPs), Hazard Mitigation Plans, and Continuity of Operations Plans (COOPs).
- Conducting hazard identification and risk assessments to support preparedness efforts.
- Strategic planning for comprehensive emergency management and public safety operations.

2. **Hospital, Healthcare, and Long-Term Care Planning and Preparedness**

- Planning, review, and update of emergency preparedness programs for hospitals, outpatient facilities, behavioral health organizations, emergency medical service providers, and long-term care facilities.
- Ensuring compliance with applicable regulatory requirements, including CMS Emergency Preparedness Rule, Joint Commission standards, DNV accreditation requirements, and ASPR/HPP program guidance.
- Developing and facilitating Healthcare Coalition coordination strategies, integrated surge planning, evacuation protocols, crisis standards of care, and incident management systems (e.g., HICS).
- Supporting Incident Action Planning, scenario-specific contingency planning (e.g., supply chain, infectious disease), and preparation of documentation for survey readiness.
- Conducting custom training, drills, and exercises tailored to healthcare settings, including full-scale, discussion-based, and hybrid exercises across inpatient and outpatient environments.
- Assisting in After-Action Reporting, Improvement Planning, and compliance tracking following real events or grant-funded deliverable exercises

3. **Strategic Planning, Policy Development, and Leadership Support**
 - Assisting in the development and revision of policies and procedures related to public safety and emergency management.
 - Providing leadership support to **Client** officials, offering expert advice on best practices in public safety and emergency management.
 - Facilitating strategic discussions and planning sessions with **Client** leadership to enhance decision-making and operational readiness.
4. **Training and Exercise Planning, Delivery, Evaluation and AAR/IP**
 - Designing and facilitating a range of emergency response exercises, including tabletop, functional, and full-scale exercises, tailored to the specific needs of the **Client**.
 - Developing and delivering training programs for **Client** staff, first responders, and other stakeholders, using both online and in-person formats.
 - Evaluating the effectiveness of training and exercises through structured feedback and performance metrics.
5. **Public Safety Integration Planning**
 - Integrating emergency management functions with fire, EMS, and law enforcement services to create a unified public safety response framework.
 - Coordinating multi-agency operations during large-scale incidents and emergencies.
6. **Response and Recovery Support**
 - Providing incident management assistance during emergencies, including multi-agency coordination and unified command support.
 - Developing disaster recovery plans and facilitating post-incident analysis and reporting, including after-action reviews and improvement plans (AAR/IPs).
 - Supporting disaster recovery efforts, ensuring smooth transition from response to recovery phases.
7. **Grant Writing and Management Services**
 - Identifying grant opportunities and assisting with the preparation and submission of grant applications relevant to public safety and emergency management.
 - Providing post-award grant management support, including compliance reporting, financial tracking, and coordination with funding agencies.
8. **Community Engagement and Public Education**
 - Developing and implementing public education campaigns to enhance community awareness of emergency preparedness and public safety issues.
 - Coordinating and facilitating community outreach events to gather input and disseminate information about emergency preparedness initiatives.
 - Collaborating with local organizations, businesses, and community groups to build resilience and foster public involvement in safety programs.
9. **Technical Assistance and Support**
 - Providing technical assistance on the integration of emergency management software, communication systems, and GIS mapping tools to enhance operational capabilities.
 - Ensuring that emergency management practices comply with local, state, and federal regulations, including FEMA guidelines and best practices.

- Offering strategic advisory services to senior management on the development and implementation of public safety and emergency management policies and procedures.
 - Providing leadership support and guidance to **Client** officials in navigating complex emergency management challenges and decision-making processes.
10. **14 CFR Part 139 Planning, Training, and Exercise Support**
- Development, review, and updating of Airport Emergency Plan (AEP)
 - AEP Training and Exercise Planning, Delivery, Evaluation and AAR/IP

COMPENSATION AND LABOR CATEGORIES

PRICING PHILOSOPHY AND FLEXIBLE CONTRACT MODELS

Katmai Preparedness Solutions is committed to delivering high-quality services backed by fair, transparent pricing. All services offered under this HGACBuy agreement are structured around predefined hourly labor rates by role and engagement type (planning/preparedness or response/recovery), with a 10% discount applied as part of this cooperative contract.

In addition to standard time-and-materials billing structures, Katmai will provide **firm fixed-price quotes** for HGACBuy members upon request. These fixed-fee proposals are developed based on the client's specific scope of work, project timeline, community size, desired deliverables, and available planning documentation. This structure helps ensure cost certainty for grant-funded or budget-constrained initiatives, while still delivering the full performance quality and subject matter expertise for which Katmai is known.

Our goal is to serve each client efficiently while maintaining flexibility to adapt scopes, delivery models, and pricing approaches to their unique operational and funding environments.

HOURLY RATES

All services are performed by Katmai's in-house team. Hourly rates vary depending on the type of engagement. Rates shown below reflect **pre-discount values** and will be **reduced by 10% under HGACBuy**.

Labor Category	Planning, Preparedness, Training & Exercise	Response & Recovery
Principal Consultant	\$220/hour	\$330/hour
Managing Consultant	\$198/hour	\$297/hour
Public Safety Consultant	\$165/hour	\$247/hour
GIS Analyst	\$165/hour	\$247/hour

JUSTIFICATION FOR INCREASED RATES FOR RESPONSE AND RECOVERY

The response and recovery rates—set at 50% above the standard planning/preparedness rates—are appropriate based on the following factors:

1. **Urgency and Availability**
Response and recovery work often requires immediate mobilization, non-standard work hours, and 24/7 availability, making availability obligations significantly more demanding than for routine planning.
2. **Risk Exposure**
Consultants operating in emergency or post-disaster environments face elevated levels of safety risk, frequent field deployment in unstable conditions, and challenging site accessibility.
3. **Specialized Expertise**
Response and recovery operations demand advanced subject matter expertise in real-time incident management, interagency coordination, decision support, and operational problem-solving that goes beyond traditional planning functions.
4. **Geographical and Logistical Challenges**
Projects may occur in remote or disaster-affected areas, which require rapid mobilization, increased field-time, and higher travel and accommodation expenses.
5. **Sustained Operational Engagement**
Many deployments involve extended periods of performance, often under high stress or in compressed timelines. Higher rates compensate for the intensity and endurance required of personnel.

TRAVEL AND REIMBURSABLE EXPENSES

Travel is **not included** in Katmai's hourly rates or fixed-fee pricing and will be **billed separately at actual cost with no markup**.

Travel-related expenses may include:

- Commercial airfare, airport parking, and applicable baggage or travel fees
- Ground transportation: rental car, taxi, rideshare services (Uber/Lyft)
- Hotel accommodations (unless otherwise provided by the client)
- Meals and incidental expenses (per diem) billed in accordance with **current U.S. GSA rates**, based on the travel location and applicable dates

Upon request, Katmai will provide pre-approval cost estimates for anticipated travel. Reimbursable travel expenses will be accompanied by itemized receipts and documented to remain compliant with client, agency, state, and federal purchasing policies, including federal grant guidance under 2 CFR Part 200.

LABOR ROLE DESCRIPTIONS (SUMMARY)

Katmai Preparedness Solutions delivers all services using qualified internal personnel across four key labor categories. Staff are assigned based on scope, project complexity, and stakeholder needs.

Category	Primary Role and Scope
Principal Consultant	Serves as senior SME or project lead, handling high-level planning, healthcare compliance, resilience strategy, and FAA compliance.
Managing Consultant	Manages day-to-day project execution, exercises, ICS/NIMS delivery, COOP development, and stakeholder coordination.
Public Safety Consultant	Supports exercise design, operational planning, plan reviews, public safety integrations, and response readiness.
GIS Analyst	Provides mapping support, hazard visualizations, dashboard design, and spatial analysis tied to hazard mitigation or planning needs.

CONTACT AND QUESTIONS

For pricing clarification, custom scopes of work, or fixed-fee proposals, HGACBuy members may contact:

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