

ANNEX B

**LAND COMMAND, CONTROL, COMMUNICATIONS,
COMPUTERS, INTELLIGENCE, SURVEILLANCE AND
RECONNAISSANCE**

**SYSTEM OF SYSTEMS – ENGINEERING & INTEGRATION
SUSTAINMENT SERVICES**

BASIS OF PAYMENT

1. DEFINITIONS

- 1.1. **Fixed Hourly Rate** means a fixed hourly labour rate to be charged for each hour worked and prorated for any period less than an hour.
- 1.2. **Laid-Down Cost** is the cost incurred by a supplier to acquire a specific product or service for resale to the government. This includes the supplier's invoice price (less trade discounts), plus any applicable charges for incoming transportation, foreign exchange, customs duty and brokerage, but excludes the Goods and Services Tax and the Harmonized Sales Tax.
- 1.3. **Markup** is defined as the difference between the Contractor's laid-down cost for a product and its resale price to Canada, Goods and Services Tax and/or the Harmonized Sales Tax excluded. Mark-up includes applicable purchasing expense, internal handling and general and administrative expenses, plus profit.
- 1.4. **Fixed Price** is a method of pricing in which the total amount payable is a fixed lump sum or is an amount determinable in accordance with fixed unit prices.
- 1.5. **Ceiling Price** is a method of pricing in which the maximum amount of money to be paid to the Contractor for the prescribed work as established in the contract. When a ceiling price is used in a contract, the Contractor is not entitled to additional compensation. A ceiling price is used when the level of effort or quantity can be realistically estimated, and there is full agreement between the parties as to what constitutes the prescribed work.
- 1.6. **Limitation of Expenditure Price** is a method in which the maximum amount of money that may be paid to a Contractor for the prescribed work. The limitation of expenditure is normally used in service requirements where the level of effort cannot be accurately estimated at the outset. At the client's request, the contracting authority will amend the contract to provide additional funds or request the Contractor to complete the work to the extent that the allocated funding permits.
- 1.7. **Level of Effort** is defined as the total number of hours allocated to either expend on a task or complete a task that may include one or multiple labour categories.
- 1.8. **General and Administrative Expenses** are defined as the estimated general and administrative expenses are a percentage of material, labour and overhead costs.
- 1.9. **Fully Loaded Labour Rate** is defined as a rate that includes General and Administration expenses, overheads and profit, however, it excludes applicable taxes.
- 1.10. **Materials**, including raw materials, parts and equipment, purchased or manufactured by the Contractor specifically for the Contract.

2. GENERAL

This missing pricing information shall be incorporated at the contract award stage in accordance with the financial bid selected for a contract award.

In consideration of the Contractor satisfactorily completing all of its obligations under the Contract, the Contractor will be paid as per the following paragraphs.

3. LABOUR CATEGORIES DEFINITIONS

- 3.1 **Junior Co-Op Student** is defined as a resource who must be pursuing a college certification or a bachelor's degree from an accredited college or university in a relevant field and is within the first two years of the program.
- 3.2 **Senior Co-Op Student** is defined as a resource who must be pursuing a college certification or a bachelor's degree from an accredited college or university in a relevant field and is within the third to fourth years of the program. Co-Op Students perusing a master's degree are considered as senior resource.
- 3.3 **Junior resource** is defined as a resource who must have a minimum two (2) years of relevant experience in the specified field within the last five (5) years. For all Engineering and Architect categories a resource must also have a bachelor's degree in Science, Technology, Engineering or Mathematics (STEM).
- 3.4 **Intermediate resource** is defined as a resource who must have a minimum five (5) years of relevant experience in the specified field within the last ten (10) years. For all Engineering and Architect categories a resource must also have a bachelor's degree in STEM.
- 3.5 **Senior resource** is defined as a resource who must have a minimum seven (7) years of relevant experience in the specified field within the last ten (10) years. For all Engineering and Architect categories a resource must also have a bachelor's degree in STEM.
- 3.6 **Certified TEMPEST Professional I** is defined as a resource who has successfully completed the government-administered exam and received the Certification as a TEMPEST Professional Level I.
- 3.7 **Certified TEMPEST Professional II** is defined as a resource who has successfully completed the government-administered exam and received the Certification as a TEMPEST Professional Level II.

4. RAMP-UP PERIOD FOR THE SOS E&I FACILITY

- 4.1 The Fixed Monthly Fee for the SoS E&I Facility will come into effect as soon as the facility is fully functional and accepted by Canada.
- 4.2 The payment of the SoS E&I Facility will be made in accordance with Appendix B2 to Annex B until the facility is deemed as fully functional and accepted by Canada.

Fully functional means that all SoS E&I deliverables described in Appendix A5, including the Certificate of Occupancy and items necessary for DND Project staff to access the SoS E&I (i.e., keys, badges, and any other items deemed necessary by the contractor), are delivered to the Technical Authority and the DND Acceptance Criteria is fully satisfied by the Contractor.

5. CORE WORK

- 5.1 Upon satisfactorily delivering the Core Management Work and the Core Engineering Management Work, the Contractor will be paid the Fixed Monthly Fee in accordance with Table 1 below.

Table 1 – Core Work

Core Work		
Fixed Monthly Fee		
Firm Period	Year 1	As per the bid
	Year 2	As per the bid
	Year 3	As per the bid
	Year 4	As per the bid
	Year 5	As per the bid
	Year 6	As per the bid
Option Period 1	Year 7	CPI
	Year 8	CPI
Option Period 2	Year 9	CPI
	Year 10	CPI
Option Period 3	Year 11	CPI
	Year 12	CPI
Option Period 4	Year 13	CPI
	Year 14	CPI
Option Period 5	Year 15	CPI

6. SOS E&I FACILITY

- 6.1 Payment for the SoS E&I Facility will be made in accordance with the Monthly Payment provisions of the Contract. The Facility charges must be based on Fixed Monthly Rates identified in Table 2 below.

Table 2 – SoS E&I Facility

Item No.	Activity	Fixed Monthly Fee						
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Option Period 1-3
1	SoS E&I Facility	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI

7. ADDITIONAL WORK REQUIREMENTS

- 7.1 Payment for Additional Work Requirements will be made in accordance with the Progress Payment provisions of the Contract. Canada will make monthly payments for Additional Work Requirements as follows:
- a. Labour charges for authorized Work must be based on Fixed Hourly Labour Rates, in accordance with Table 3 below, Goods and Services Tax or Harmonized Sales Tax extra as applicable.
 - b. The Contractor will be paid Mark-up charges on its Laid-down cost for authorized acquisition of material, rental and maintenance of the material, the Contractor will be paid for its cost reasonably and properly incurred in the performance of the Work plus a mark-up, in Table 4 below, Goods and Services Tax or Harmonized Sales Tax extra as applicable.
 - i. The Contractor will be reimbursed all transportation and Shipping costs without any allowance for profit and/or administrative overhead. Goods and Services Tax or Harmonized Sales Tax extra as applicable.
 - ii. Shipping and Transportation charges must be shown as separate item on the Contractor's invoice.
 - iii. The charges for the material, rental and maintenance will be charged in the year in which they were delivered.
 - c. The Contractor will be paid Mark-up on its Laid-down Cost reasonably and properly incurred for authorized sub-contracted services, in accordance with Table 5. Goods and Services Tax or Harmonized Sales Tax are extra, as applicable.
 - i. Should the Contractor subcontract any of the Resource Categories that are covered by the BoP, the Contractor will be paid the Labour Rates in accordance with the Contract.
 - d. The Contractor will be reimbursed for its authorized travel and living expenses reasonably and properly incurred in the performance of the Work, at cost, without any allowance for profit and/or administrative overhead, in accordance with the meal, and private vehicle allowances specified in Appendices B, C, D and E of the [National Joint Council Travel Directive](#). All travel must have prior authorization of the Technical Authority.
- 7.2 Payment for AWR will be subject to 10% Holdback.

Table 3–Fixed Hourly Labour Rates

Resource Category	Resource Level	Fixed Hourly Labour Rates						
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Option Years
A- Systems Engineer	1. Junior	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
	2. Intermediate	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
	3. Senior	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
B- Systems Technician	4. Junior	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
	5. Intermediate	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
	6. Senior	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
C- Systems Architect	7. Junior	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
	8. Intermediate	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI

	9. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
D- Hardware Engineer	10. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	11. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	12. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
E- Hardware Technician	13. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	14. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	15. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
F- Software Architect	16. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	17. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	18. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
G- Software/ Firmware Engineer	19. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI

	20. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	21. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
H- Software/ Firmware Developer	22. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	23. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	24. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
I- Network Architect	25. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	26. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	27. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
J- Network Engineer	28. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	29. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	30. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI

K- Network Administrator	31. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	32. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	33. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
L- Network Technician	34. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	35. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	36. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
M- Radio Frequency Architect	37. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	38. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	39. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
N- Radio Frequency Engineer	40. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	41. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI

	42. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
O- Radio Frequency Technician	43. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	44. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	45. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
P- Cybersecurity Architect	46. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	47. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	48. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
Q- Cybersecurity Engineer	49. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	50. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	51. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
R- Cybersecurity Specialist	52. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI

	53. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	54. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
S- Cybersecurity Analyst	55. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	56. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	57. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
T- Security Assessment and Authorization Specialist	58. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	59. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	60. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
U- Incident Management Specialist	61. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	62. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	63. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI

V- Information Management Specialist	64. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	65. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	66. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
W- Information Management Analyst	67. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	68. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	69. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
X- Configuration Management Specialist	70. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	71. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	72. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
Y- Configuration Management Analyst	73. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	74. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI

	75. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
Z- Test Technician	76. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	77. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	78. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
AA- Quality Management Analyst	79. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	80. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	81. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
BB- Integrated Logistics Support Technician	82. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	83. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	84. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
CC- Training Material Developer	85. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI

	86. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	87. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
DD- Technical Draftsperson	88. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	89. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	90. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
EE- Human Factors Specialist	91. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	92. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	93. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
FF- Field Support Representative	94. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	95. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	96. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI

GG- Manufacturing Engineer	97. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	98. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	99. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
HH- Manufacturing Technician	100. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	101. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	102. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
II- Geospatial Engineer	103. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	104. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	105. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
JJ- Geospatial Technician	106. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	107. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI

	108. Senior	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
KK- TEMPEST Professional I	109. Junior	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
	110. Intermediate	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
	111. Senior	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
LL- TEMPEST Professional II	112. Junior	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
	113. Intermediate	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
MM- Database Manager	114. Intermediate	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
	115. Senior	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
NN- Test Engineer	116. Intermediate	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
	117. Senior	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI
OO- Integrated Logistics Support Manager	118. Intermediate	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	As per the bid	CPI

	119. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
PP- Supply Manager	120. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	121. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
QQ- Supply Technician	122. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
RR- Training Material Manager	123. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
SS- Technical Writer	124. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	125. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
TT- Field Support Manager	126. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	127. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
UU- Geospatial Architect	128. Intermediate	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	129. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI

VV- Co-Op Student	130. Junior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI
	131. Senior	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	<i>As per the bid</i>	CPI

Table 4 – Material Mark-up Percentage

Material Mark-up		
Item	Activity	Mark-up For Firm and Option Periods (Percentage)
1	Material	<i>As per the bid</i>

Table 5 – Sub-Contracted Services Mark-up Percentage

Sub-Contracted Services Mark-up		
Item	Activity	Mark-up For Firm and Option Periods (Percentage)
1	Sub-Contracted Services	<i>As per the bid</i>

ITEM 6 - ECONOMIC PRICE ADJUSTMENT FOR OPTION PERIODS

6.1 Adjusted Prices and Labour Rates for the Option Periods will be incorporated in this document prior to exercising the options. The Labour Rates and Prices for the period of contract shall provide the baseline for the Labour Rates and Prices for Option Periods 1 to 5.

6.2 The Labour Rates and Prices for Option Period 1 shall be the average of the Firm Period, which will be used as the baseline for escalation Labour Rates and Prices in the contract, to be escalated or de-escalated by no more than a percentage equal to Canada's Consumer Price Index (CPI) increase or decrease, as applicable, for the one-year period ending two months prior to the contract's anniversary date. The Contractor will continue to be paid on the current rates until the new rates have been agreed upon between the Contractor and Canada. All ongoing tasks will be reconciled once closed.

- 6.3 The Labour Rates and Prices for Option Period 2 shall be the average of the Firm Period, which will be used as the baseline for escalation Labour Rates and Prices in the contract, to be escalated or de-escalated by no more than a percentage equal to Canada's Consumer Price Index (CPI) increase or decrease, as applicable, for the one-year period ending two months prior to the contract's anniversary date. The Contractor will continue to be paid on the current rates until the new rates have been agreed upon between the Contractor and Canada. All ongoing tasks will be reconciled once closed.
- 6.4 The Labour Rates and Prices for Option Period 3 shall be the average of the Firm Period, which will be used as the baseline for escalation Labour Rates and Prices in the contract, to be escalated or de-escalated by no more than a percentage equal to Canada's Consumer Price Index (CPI) increase or decrease, as applicable, for the one-year period ending two months prior to the contract's anniversary date. The Contractor will continue to be paid on the current rates until the new rates have been agreed upon between the Contractor and Canada. All ongoing tasks will be reconciled once closed.
- 6.5 The Labour Rates and Prices for Option Period 4 shall be the average of the Firm Period, which will be used as the baseline for escalation Labour Rates and Prices in the contract, to be escalated or de-escalated by no more than a percentage equal to Canada's Consumer Price Index (CPI) increase or decrease, as applicable, for the one-year period ending two months prior to the contract's anniversary date. The Contractor will continue to be paid on the current rates until the new rates have been agreed upon between the Contractor and Canada. All ongoing tasks will be reconciled once closed.
- 6.6 The Labour Rates and Prices for Option Period 5 shall be the average of the Firm Period, which will be used as the baseline for escalation Labour Rates and Prices in the contract, to be escalated or de-escalated by no more than a percentage equal to Canada's Consumer Price Index (CPI) increase or decrease, as applicable, for the one-year period ending two months prior to the contract's anniversary date. The Contractor will continue to be paid on the current rates until the new rates have been agreed upon between the Contractor and Canada. All ongoing tasks will be reconciled once closed.
- 6.7 The CPI to be used for Rates and Prices calculation will be the annual average for "All Items including major components and special aggregates, Canada – Not seasonally adjusted, which is published by Statistics Canada.
- 6.8 The Labour Rates and Prices for all Option Periods will be escalated or de-escalated on yearly basis regardless the length of the Option Periods. The Contractor will continue to be paid on the current CPI rate until the new rate has been finalized.
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