




ASSESSING THE EFFECTIVENESS OF EVALUATIONS OF COMPENSATION FOR PROFESSIONAL EMPLOYEES IN DOD SERVICE CONTRACTS

- Recent early re-compete cost Air Force \$1.2M in personnel costs
 - 36% protest loss rate in last 2 FYs
 - 75% of all protests over past 20 years happened in the last 5 years
 - How can the DoD stem these protests losses?
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- #1 error: Evaluation was not adequately documented or never conducted
 - Data relied upon did not provide a meaningful basis to evaluate compensation
 - Analysis compared incorrect data from salary surveys

Streamlined Professional Employee Compensation Tool for Employee Realism (SPECTER)

Proposed Salaries Evaluated Against Incumbent's Salaries										
Labor Category	Skill Level	Labor Hours Proposed	Incumbent's Unburdened Rate	Proposed Unburdened Rate	% of Effort	\$ Difference	% Rate Difference	Total Survey Unburdened Salary	Total Proposed Unburdened Salary	Evaluation Comments
Configuration Management Specialist	Journeyman	6240	\$ 38.00	\$ 35.00	5.77%	\$ (3.00)	-8.57%	\$ 237,120.00	\$ 218,400.00	While proposed rate is lower than incumbent's rate, offeror provided sufficient justification of rate development and recruitment/retain ability that the rate does not indicate a unrealistically low salary level.
Data Warehousing Specialist	Senior	10400	\$ 58.00	\$ 38.00	9.62%	\$ (20.00)	-52.63%	\$ 603,200.00	\$ 395,200.00	Offeror did not provide any justification articulating how the lower compensation level for the Journeyman Data Warehousing Specialist who will be performing essentially the same work will not disrupt program continuity or result in uninterrupted high-quality work. The proposed is unrealistically low without any supporting rationale. Possible EN topic.
Data Warehousing Specialist	Journeyman	4160	\$ 50.00	\$ 49.00	3.85%	\$ (1.00)	-2.04%	\$ 208,000.00	\$ 203,840.00	
Database Specialist	Journeyman	6240	\$ 40.00	\$ 38.00	5.77%	\$ (2.00)	-5.26%	\$ 249,600.00	\$ 237,120.00	
Database Specialist	Senior	8320	\$ 51.00	\$ 43.00	7.70%	\$ (8.00)	-18.60%	\$ 424,320.00	\$ 357,760.00	
Hardware Engineer	Junior	4160	\$ 43.00	\$ 34.00	3.85%	\$ (9.00)	-26.47%	\$ 178,880.00	\$ 141,440.00	
Hardware Engineer	Journeyman	8230	\$ 45.00	\$ 43.00	7.62%	\$ (2.00)	-4.65%	\$ 370,350.00	\$ 353,890.00	
Hardware Engineer	Senior	4160	\$ 55.00	\$ 35.00	3.85%	\$ (20.00)	-57.14%	\$ 228,800.00	\$ 145,600.00	
Information Assurance/Security Specialist	Junior	4160	\$ 30.00	\$ 27.25	3.85%	\$ (2.75)	-10.09%	\$ 124,800.00	\$ 113,360.00	
Information Assurance/Security Specialist	Journeyman	8320	\$ 42.00	\$ 39.00	7.70%	\$ (3.00)	-7.69%	\$ 349,440.00	\$ 324,480.00	
Network Specialist	Junior	10400	\$ 33.00	\$ 26.00	9.62%	\$ (7.00)	-26.92%	\$ 343,200.00	\$ 270,400.00	
Network Specialist	Journeyman	12480	\$ 40.00	\$ 32.00	11.55%	\$ (8.00)	-25.00%	\$ 499,200.00	\$ 399,360.00	
Network Specialist	Senior	10400	\$ 40.00	\$ 38.00	9.62%	\$ (2.00)	-5.26%	\$ 416,000.00	\$ 395,200.00	
IT Sys Admin	Senior	4160	\$ 56.00	\$ 66.00	3.85%	\$ 10.00	15.15%	\$ 232,960.00	\$ 274,560.00	
Systems Engineer	Senior	6240	\$ 53.00	\$ 47.40	5.77%	\$ (5.60)	-11.81%	\$ 330,720.00	\$ 295,776.00	

SPECTER provides a straightforward approach that is defensible based on COFC, GAO, and FAR standards