



CONTRACT RENEWAL LETTER

Date: August 18, 2025
Contract #: UCPJMU6169
Service: Gender, Race, and Ethnicity Salary Study Services
Renewal Period: 11/14/2025 to 11/13/2026
Renewal #: 4 of 4 One-Yr
Issued By: James Madison University
Shanna Devers, Lead Commodity Contract Officer Ph: 540-568-3131
Fx: 540-568-7935

Contractor: DCI Consulting Group, Inc.
Attn: Brian Pirko
1920 I Street NW
Washington, DC 20006 Ph: (202) 828-6900

Contract Administrator: Chuck Flick, Human Resources

Description of Renewal Notice:


In accordance with the renewal provision of the original contract all terms, conditions, and specifications of the original contract remain the same during the contract renewal period, along with any modifications that have been incorporated up until this point. The contract pricing will remain the same and is attached to this renewal.

All invoices shall be submitted within sixty days of contract renewal term expiration as well as for each subsequent contract renewal period. Any invoices submitted after the sixty day period will not be processed for payment.

Return one executed renewal notice to my attention within ten days.

DCI Consulting Group Inc.
By: 

Brian Pirko

James Madison University
By: 

Shanna Devers, CUPO

Name (print)
Vice President 08/21/2025

Title Date Signed

Name (print)
Lead Commodity Contract Officer 8/20/2025

Title Date Signed



Renewal #4

Contract #: UCPJMU6169
Contractor: DCI Consulting Group, Inc.
Renewal Period: 11/14/2025 – 11/13/2026
Commodity: Gender, Race, and Ethnicity Salary Study Services

Pricing Schedule

1. Contractor's Pricing:

Gender, Race, & Ethnicity Salary Study Report Flat Fee - \$15,000.00

Additional Services Hourly Rates*:

***Hourly rates would only be applied for work requested outside of the scope of the flat fee above.**

Analyst: \$265.73

Associate Consultant: \$292.30

Consultant: \$318.90

Senior Consultant: \$372.00

Associate Principal Consultant: \$425.20

Principal Consultant: \$504.90

Director: \$531.50

2. Services Calls:

In response to generated report is included at no additional cost. However, if additional scope needs arise from these questions/conversations, DCI would look to negotiate additional fees for additional scopes of work. All additional fees shall be pre-approved by JMU in writing before commencing work. DCI will respond to inquiries within one business day.

3. Payment Terms:

DCI will invoice 50% of each project fee upon receipt of client data, or two weeks after the project kickoff meeting (whichever is earlier), and the final 50% due upon DCI's delivery of draft reports to JMU.

4. DCI will work with JMU at the start of all projects to determine a project plan/timeline that meets the needs of JMU in order to deliver results by the projected date. JMU will provide all data within two



Renewal #4

weeks of the project kickoff meeting, and will answer any clarifying data questions within five days of submission of those questions. JMU is aware that any delays in these timelines may result in DCI not being able to finish the study by the projected date.

5. Contractor has disclosed all potential fees. Additional charges will not be accepted.
6. Contractor shall not charge the Purchasing Agency charge card processing fees.