

GENERAL SERVICES ADMINISTRATION  
 FEDERAL SUPPLY AND SERVICE  
 AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST



On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA *Advantage!*, a menu-driven database system. The INTERNET address GSA *Advantage!* is: GSAAAdvantage.gov.

Human Resources and EEO Services  
 FSC Group 738X  
 Contract Number – GS-02F-0222W

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov.

Contract Period – 8/20/2010 thru 8/19/2020  
 Contractor: Franklin Maxwell Group, LLC  
 3039 Cedarwood Lane  
 Fall Church, VA 22042

Telephone: 703-627-9123 Fax: 866-772-3343  
<http://www.franklinmaxwell.com>

Small Business  
 Service-Disabled Veteran-Owned Small business

INFORMATION FOR ORDERING ACTIVITIES:

<ol style="list-style-type: none"> <li>1. Awarded Special Item Numbers: 595-21 Human Resource Services 595-28 Social Services</li> <li>2. Maximum Order: SIN 595-21 and 595-28 \$1,000,000 USD</li> <li>3. Minimum Order: \$100 USD</li> <li>4. Geographic Coverage: <i>Domestic delivery</i> is delivery within the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories. Domestic delivery also includes a port or consolidation point, within the aforementioned areas, for orders received from overseas activities.</li> <li>5. Points of Production: N/A</li> <li>6. Prices shown herein are GSA Net (discount deducted)</li> <li>7. Quantity Discounts: None</li> <li>8. Prompt Payment Terms: 1% 10 Days</li> <li>9. Government purchase cards are accepted below and above the micro-purchase threshold.</li> <li>10. Foreign Item: N/A</li> </ol>	<ol style="list-style-type: none"> <li>12. Delivery Time: As negotiated with Government Agency</li> <li>13. FOB Points: N/A</li> <li>14. Ordering Address: Franklin Maxwell Group, LLC 3039 Cedarwood Lane Falls Church, VA 22042 Tax ID#: 65-1167428 Cage Code: 35NU4</li> <li>15. Payment Address: Franklin Maxwell Group, LLC 3039 Cedarwood Lane Falls Church, VA 22042</li> <li>15-16. N/A</li> <li>17. Terms and conditions of Gov't Credit Cards: Accept any above micro-purchase threshold.</li> <li>18-24. N/A.</li> <li>16. DUNS #: 178804592</li> <li>26. SAM Registration: Registered</li> </ol>
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## Franklin Maxwell Group, LLC. Pricing

GSA Labor Category	GSA Rate
<b>SIN 595-21 HR Services</b>	
<b>PLANNING</b>	
Human Resources Principal	\$195.47
Sr. Human Capital Management Consultant	\$171.03
Human Capital Management Consultant	\$146.60
Human Resources Project Manager	\$183.25
Deputy HR Project Manager	\$146.60
Organizational Development Specialist	\$134.87
Sr. Organizational Development Specialist	\$162.87
Sr. Human Resources Specialist	\$123.63
Human Resources Data Analyst	\$87.96
<b>RECRUITMENT AND INTERNAL PLACEMENT</b>	
Staffing Specialist	\$97.49
Sr. Staffing Specialist	\$112.39
Sr. Human Resources Specialist	\$123.63
Human Resources Specialist	\$107.51
Human Resources Data Analyst	\$87.96
Human Resources Assistant*	\$45.93
<b>POSITION CLASSIFICATION</b>	
Classification Specialist	\$97.49
Sr. Classification Specialist	\$112.39
Sr. Human Resources Specialist	\$123.63
Human Resources Specialist	\$107.51
Human Resources Assistant*	\$45.93
<b>PERSONNEL ACTIONS</b>	
Human Resources Assistant*	\$45.93
Human Resources Data Analyst	\$87.96
<b>EMPLOYEE RELATIONS</b>	
Employee Relations Specialist	\$117.28
Sr. Employee Relations Specialist	\$136.83
Retirement and Benefits Specialist	\$100.90
Sr. Human Resources Specialist	\$123.63
Human Resources Specialist	\$107.51
Human Resources Assistant*	\$45.93
<b>FUNCTION/INTEGRATION</b>	
Human Resources Principal	\$195.47
Sr. Human Capital Management Consultant	\$171.03
Human Capital Management Consultant	\$146.60
Organizational Development Specialist	\$134.87
Sr. Organizational Development Specialist	\$162.87
Sr. Human Resources Specialist	\$123.63

Pricelist current through Modification No. 0011, dated 8/20/2015.

Human Resources Project Manager	\$183.25
Human Resources Data Analyst	\$87.96
<b>GSA Labor Category</b>	<b>GSA Rate</b>
<b>SIN 595-21 HR Services (continued)</b>	
Deputy HR Project Manager	\$146.60
<b>LABOR RELATIONS</b>	
Sr. Labor Relations Specialist	\$141.71
Labor Relations Specialist	\$127.05
<b>SIN 595-28 Social Services</b>	-
Employee Assistance Program (EAP) Counselor	\$76.96
Employee Assistance Program (EAP) Manager	\$92.85

Pricelist current through Modification No. 0011, dated 8/20/2015.

## Labor Category Descriptions

SIN	GSA Labor Category	Education/Experience	Labor Description	GSA Rate
<a href="#"><u>SIN 595-21 HR SERVICES</u></a>				
<b>PLANNING</b>				
595-21	<b>Human Resources Principal</b>	Bachelor's degree and 15 years of challenging experience in the full range of HR program policy, operations, and evaluation in a variety of organizational environments. Master's Degree in HR or business administration is desirable.	Serves as strategic HR advisor to senior agency executives/managers on full range of human resources program matters. Provides program and technical advice and guidance to senior leadership and key staff personnel. Possesses comprehensive program and subject matter knowledge of the full spectrum of HR functions having directed or managed large scale HR programs and organizations at the agency or headquarters level. Is experienced in developing and implementing short and long range tactical and strategic HR plans and has directed major agency realignments and reorganizations. Evaluates and assesses HR service deliver and recommends effective delivery models. Has had significant supervisory and managerial experience and a broad range of high level HR advisory experience. Successful track record in dealing with key agency leadership, employees representatives, external agencies such as OMB, OPM, FLRA, MSPB, etc. Oversees and directs efforts of HR contract personnel both with respect to individual HR program areas and HR information management systems. Demonstrate strong oral and written communication skills.	<b>\$195.47</b>
595-21	<b>Sr. Human Capital Management Consultant</b>	Bachelor's degree plus 12 or more years of directly related work in HCM as a program executive. Master's degree in HR or business administration preferred.	Works on large omnibus projects such as the design and implementation of an organization Human Capital Strategy. Capable of looking as the big picture and thinking outside the box in designing and developing strategies, operations, or business solutions to the most complex problems. Adept at managing situations where there is resistance on the part of senior management and employees who may not realize the long term benefits of the initiative. Employee may supervise or direct one or more subordinates who work on portions of the overarching project.	<b>\$171.03</b>
595-21	<b>Human Capital Management Consultant</b>	Bachelor's degree plus 8 or more years of directly related experience in HCM. Experience as a program manager in one or more areas of HR is considered a plus.	Works on new, novel, and forward thinking plans, programs and organizations designed to meet agency HCM requirements 5 to 10 years in the future. Reviews future agency plans, operations and the potential requirements for the civilian workforce and designs a systemic method of meeting their futuristic requirements.	<b>\$146.60</b>
595-21	<b>Human Resources Project Manager</b>	Bachelor's degree and plus 15 years of experience managing human resources programs and projects.	Manages a team of professionals and technical assistants in performing a wide range of HR programs and services. Responsible for project performance with respect to deliverables, technical and qualitative standards, contract management, and financial administration and other resources necessary to meet a specific goal or objective. Organizes and assigns work, oversees and evaluates completion of tasks, develops and maintains project reports, and briefs client on progress of project. Anticipates problems and develops solutions to ensure tasks and overall project is completed on schedule.	<b>\$183.25</b>

<b>SIN</b>	<b>GSA Labor Category</b>	<b>Education/Experience</b>	<b>Labor Description</b>	<b>GSA Rate</b>
595-21	<b>Deputy HR Project Manager</b>	Bachelor's degree plus 10 years of experience managing human resources programs and projects.	Assists the Program Manager in the implementation of portions of a Program. May serve as a Program Manager while the principal is away at meetings and briefings. Has authority to commit a portion of assigned resources or manpower if action is in full compliance with Program Plan.	<b>\$146.60</b>
595-21	<b>Organizational Development Specialist</b>	Master's degree or Bachelor's degree with advanced training or graduate level course work in OD and 7 years of practical experience with federal or private sector organizations performing OD assignments.	Reviews existing or develops new business plans and assesses the agency's plans for the effective integration of its human capital resources with current and projected missions requirements. Operates independently and is an effective communicator, both oral and written, with senior agency management. Prepares OD training programs responsive to assigned agency requirements and directs the efforts of related OD training staff. Designs and implements organizational structures.	<b>\$134.87</b>
595-21	<b>Sr. Organizational Development Specialist</b>	Master's degree or Bachelor's degree with advanced training or graduate level course work in OD and 12 or more years of directly related experience in the design and study of organizational entities and their ability to complete agency missions and tasking. Knowledge of current organizational analysis techniques and methodologies.	Works directly and frequently with senior agency managers and executives on organizational needs' assessments. Works independently to conduct studies and audits of organizational missions performance and deficiencies. Evaluates quality control tools available to management and recommends new and improved vehicles to address organizational effectiveness. Reviews existing or develops new business plans and assesses the agency's plans for the effective integration of its human capital resources with current and projected missions requirements. Operates independently and is an effective communicator, both oral and written, with senior agency management. Prepares OD training programs responsive to assigned agency requirements and directs the efforts of related OD training staff. Designs and implements organizational structures that will best meet agency's needs and requirements.	<b>\$162.87</b>
595-21	<b>Sr. Human Resources Specialist</b>	Bachelor's Degree or equivalent relevant work experience and 12 or more years of human resources specialist experience at the operating or policy level.	Consults with senior agency managers, officials, and HR to provide guidance, recommendations and planning strategies for the entire spectrum of agency HR management programs. Work history reflects lengthy HR policy development and program execution experiences. Aware of various Federal laws and regulations relating to personnel data system security and privacy considerations. Qualified to oversee contractor personnel in the operations of record centers and related systems. Excels in written and oral communications at all levels of an agency's organization, as well as outside contacts. Capable of designing and implementing unique or "out of the box" solutions to complex problems.	<b>\$123.63</b>
595-21	<b>Human Resources Data Analyst</b>	Bachelor's degree or 5 years of experience providing data analysis support. Knowledge and experience in HR information management systems operations are definite pluses.	Maintains, evaluates and analyzes data. Designs and implements queries into department or agency-wide databases to extract workforce information. Identifies and determines discrepancies or inconsistencies in database. Summarizes data and prepares reports and presentations. May serve as the agency's liaison to other organizations on the maintenance of shared data.	<b>\$87.96</b>

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SIN	GSA Labor Category	Education/Experience	Labor Description	GSA Rate
<b>RECRUITMENT AND INTERNAL PLACEMENT</b>				
595-21	<b>Staffing Specialist</b>	Bachelor's degree and at least 7 years of directly related experience in Federal agency staffing and recruitment activity involving job analysis vacancy announcements rating and ranking plan design and internal promotions. An additional 3 years of the described job performance may be substituted for a degree.	Provides advice and support on full complement of agency recruitment and staffing programs. Able to perform job analyses, design announcement and recruitment vehicles and establish rating and ranking plans for both new employee intake and career advancement of existing workforce. Capable of identifying career patterns and ladders to ensure retention of effective and efficient workforce that reflects diversity in the workplace. Assesses staff attrition and applicable labor markets. Advises on workforce reductions, realignments, and furloughs. May serve as a staff member on Delegated Examining Units (DEU).	<b>\$97.49</b>
595-21	<b>Sr. Staffing Specialist</b>	Bachelor's degree and at least 12 years of progressively responsible positions in Federal staffing, recruitment, and workforce management. An additional 3 years of the above noted experience may be substituted for a degree.	Individual is fully competent to develop policies and programs directed at the recruitment, internal placement, and advancement of agency workers from entry level to senior executives. His/her experience transcends both large and small organizations and is applicable for single installation and larger, dispersed operations. Has demonstrated experience in preparing effective job announcements, crediting plans, application review and rating/ranking plans, and providing selecting officials with appropriate registers of eligible candidates. Is competent in job analysis, handicap accommodation requirements, job redesign and diversity outreach initiatives. Qualified to advise agency officials on reorganizations, realignments, furlough, and if needed, execute reductions in force consistent with law and regulations.	<b>\$112.39</b>
595-21	<b>Sr. Human Resources Specialist</b>	Bachelor's Degree or equivalent relevant work experience and 12 or more years of human resources specialist experience at the operating or policy level.	Consults with senior agency managers, officials, and HR to provide guidance, recommendations and planning strategies for the entire spectrum of agency HR management programs. Work history reflects lengthy HR policy development and program execution experiences. Aware of various Federal laws and regulations relating to personnel data system security and privacy considerations. Qualified to oversee contractor personnel in the operations of record centers and related systems. Excels in written and oral communications at all levels of an agency's organization, as well outside contacts. Capable of designing and implementing unique or "out of the box" solutions to complex problems.	<b>\$123.63</b>
595-21	<b>Human Resources Specialist</b>	Bachelor's degree and at least 7 years of HR experience in two or more of the following areas: recruitment, employee development, staffing, employee benefits, labor and employee relations, and job classification.	Provides support and guidance to agency officials and HR staff in assigned HR specialty. Is adept at creation, maintenance, and proper disposition of personnel files and records. This individual demonstrates effective communication and writing skills with managers, staff, and rank and file employees. Capable of resolving unique and unusual situations or conditions.	<b>\$107.51</b>
595-21	<b>Human Resources Data Analyst</b>	Bachelor's degree or 5 years of experience providing data analysis support. Knowledge and experience in HR information management systems operations are definite pluses.	Maintains, evaluates and analyzes data. Designs and implements queries into department or agency-wide databases to extract workforce information. Identifies and determines discrepancies or inconsistencies in database. Summarizes data and prepares reports and presentations. May serve as the agency's liaison to other organizations on the maintenance of shared data.	<b>\$87.96</b>

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<b>SIN</b>	<b>GSA Labor Category</b>	<b>Education/Experience</b>	<b>Labor Description</b>	<b>GSA Rate</b>
595-21	<b>Human Resources Assistant*</b>	Five years of experience in one or more functional areas of HR such as recruiting, staffing, classification/pay, LMR/EMR, HR records management, and workforce training and development. A bachelor's degree may be substituted for three year of specialized experience.	Assistant to HR professionals and agency staff in support of assigned specialty area. Able to communicate effectively with line and management officials, as well as other contractor personnel, on regulations and procedures essential to the completion of specific HR tasks. Has experience with HR automated systems and centralized records management. Works independently when required and with minimal supervision. Familiar with HR terminology, procedural and operational requirements, and transaction processing. Adept at analyses, studies, fact-finding, and reports for assigned areas.	<b>\$45.93</b>
<b>POSITION CLASSIFICATION</b>				
595-21	<b>Classification Specialist</b>	Bachelor's degree with 7 years of position classification experience to include compensation and special pay plans for the Federal workforce. An additional 3 years of classification/pay management experience in the Federal state-county-local government or private sector may be substituted for the Bachelor's degree.	Assists agency management and HR staff in the conduct of job analyses and providing classification services for various categories of Federal employees. Develops advisory classification opinions for the full range of Federal job titles and series of positions. Is qualified to develop plans for and execution of reorganizations, activity realignments and related reclassifications and pay determinations. Advises and supports agency officials in classification appeals and related pay challenges and grievances. Conducts job audits for classification or organizational analysis purposes.	<b>\$97.49</b>
595-21	<b>Sr. Classification Specialist</b>	Bachelor's degree with 12 years of experience related to the classification of a wide variety of occupations under established Federal policies and guidelines. Experience at the agency, activity, or intermediate levels in compensation policies and practices for GS, WG, Schedule B and C, and other agency unique pay systems, which may include foreign national pay schemes.	Performs the full range of position classification and pay management duties to include those of highly complex nature that may be authorized by separate personnel authorities such as the FAA, IRS, GAO and certain unions employee groups staff and affected employees. Operates independently and without oversight. May also serve a senior Compensation Analyst for the agency or organization.	<b>\$112.39</b>
595-21	<b>Sr. Human Resources Specialist</b>	Bachelor's Degree or equivalent relevant work experience and 12 or more years of human resources specialist experience at the operating or policy level.	Consults with senior agency managers, officials, and HR to provide guidance, recommendations and planning strategies for the entire spectrum of agency HR management programs. Work history reflects lengthy HR policy development and program execution experiences. Aware of various Federal laws and regulations relating to personnel data system security and privacy considerations. Qualified to oversee contractor personnel in the operations of record centers and related systems. Excels in written and oral communications at all levels of an agency's organization, as well outside contacts. Capable of designing and implementing unique or "out of the box" solutions to complex problems.	<b>\$123.63</b>

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SIN	GSA Labor Category	Education/Experience	Labor Description	GSA Rate
595-21	<b>Human Resources Specialist</b>	Bachelor's degree and at least 7 years of HR experience in two or more of the following areas: recruitment, employee development, staffing, employee benefits, labor and employee relations, and job classification.	Provides support and guidance to agency officials and HR staff in assigned HR specialty. Is adept at creation, maintenance, and proper disposition of personnel files and records. This individual demonstrates effective communication and writing skills with managers, staff, and rank and file employees. Capable of resolving unique and unusual situations or conditions.	<b>\$107.51</b>
595-21	<b>Human Resources Assistant*</b>	Five years of experience in one or more functional areas of HR such as recruiting, staffing, classification/pay, LMR/EMR, HR records management, and workforce training and development. A bachelor's degree may be substituted for three year of specialized experience.	Assistant to HR professionals and agency staff in support of assigned specialty area. Able to communicate effectively with line and management officials, as well as other contractor personnel, on regulations and procedures essential to the completion of specific HR tasks. Has experience with HR automated systems and centralized records management. Works independently when required and with minimal supervision. Familiar with HR terminology, procedural and operational requirements, and transaction processing. Adept at analyses, studies, fact-finding, and reports for assigned areas.	<b>\$45.93</b>
<b>PERSONNEL ACTIONS</b>				
595-21	<b>Human Resources Assistant*</b>	Five years of experience in one or more functional areas of HR such as recruiting, staffing, classification/pay, LMR/EMR, HR records management, and workforce training and development. A bachelor's degree may be substituted for three year of specialized experience.	Assistant to HR professionals and agency staff in support of assigned specialty area. Able to communicate effectively with line and management officials, as well as other contractor personnel, on regulations and procedures essential to the completion of specific HR tasks. Has experience with HR automated systems and centralized records management. Works independently when required and with minimal supervision. Familiar with HR terminology, procedural and operational requirements, and transaction processing. Adept at analyses, studies, fact-finding, and reports for assigned areas.	<b>\$45.93</b>
595-21	<b>Human Resources Data Analyst</b>	Bachelor's degree or 5 years of experience providing data analysis support. Knowledge and experience in HR information management systems operations are definite pluses.	Maintains, evaluates and analyzes data. Designs and implements queries into department or agency-wide databases to extract workforce information. Identifies and determines discrepancies or inconsistencies in database. Summarizes data and prepares reports and presentations. May serve as the agency's liaison to other organizations on the maintenance of shared data.	<b>\$87.96</b>
<b>EMPLOYEE RELATIONS</b>				
595-21	<b>Employee Relations Specialist</b>	Bachelor's degree and 7 years of employee relations experience.	Advises agency managers and staff on various employee relations program areas. This includes advice and/or assistance in the investigation of improper employee activities, the proposal of corrective action, processing of timely grievances and appeals, and use of alternative dispute resolution where appropriate and consistent with the nature of the disciplinary or performance based actions. Is familiar with various controlling laws and regulations such as Title V, U.S. Code, MSPB, etc.	<b>\$117.28</b>

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<b>SIN</b>	<b>GSA Labor Category</b>	<b>Education/Experience</b>	<b>Labor Description</b>	<b>GSA Rate</b>
595-21	<b>Sr. Employee Relations Specialist</b>	Bachelor's degree and 12 years of experience in Employee Relations. Up to 3 years of labor relations program experience and work in ADR, investigations-fact finding, and audit activities, can be substituted for employee relations experience.	Employment history demonstrates individual is fully qualified to develop policies, administer programs, and manage large, complex agency employee relations initiatives. This person will provide advice on strategies to maintain and enforce employee discipline and take disciplinary and performance based actions up to and including demotions or separation from the workforce. Knowledgeable of precedential decisions of the MSPB, Special Counsel, and applicable judicial rulings. Well versed in the defense of management actions in various dispute resolution forums to include grievance procedures, arbitration, unfair labor practices, MSPB, Special Counsel, and alternative dispute resolution techniques. Performs independently with minimal direction in terms of goals and desired agency objectives. Frequently writes agency pleadings and appellate defense for formal agency hearings.	<b>\$136.83</b>
595-21	<b>Retirement and Benefits Specialist</b>	Bachelor's degree and 7 or more years of experience directly related to various employee benefit programs to include CSRA, FERS, thrift savings plans, FEHBA and FEGLI, long term health care, and the Family Leave Act. An added three years of Federal or non-Federal government and private sector experience may be substituted for the BS/BA degree.	Individual advises agency officials, HR staff, employees, and employee representatives on the full range of Federal employee retirement and benefits programs. Has performed independently at the installation and intermediate agency level with regard to retirement systems, including special provisions for law enforcement and firefighter personnel. Can advise agency management and employees on retirement benefits, health; life; and long term health care provisions, as well as workers' injury compensation entitlements. Capable of using computer programs useful in retirement benefit and related benefit projection and benefit computations. Able to communicate effectively with employees requiring assistance in health benefit claims as well as liaison with health care program administrators and service providers. Can assist agency managers with programs designed to reduce occupational injuries and address sick leave administration issues.	<b>\$100.90</b>
595-21	<b>Sr. Human Resources Specialist</b>	Bachelor's Degree or equivalent relevant work experience and 12 or more years of human resources specialist experience at the operating or policy level.	Consults with senior agency managers, officials, and HR to provide guidance, recommendations and planning strategies for the entire spectrum of agency HR management programs. Work history reflects lengthy HR policy development and program execution experiences. Aware of various Federal laws and regulations relating to personnel data system security and privacy considerations. Qualified to oversee contractor personnel in the operations of record centers and related systems. Excels in written and oral communications at all levels of an agency's organization, as well outside contacts. Capable of designing and implementing unique or "out of the box" solutions to complex problems.	<b>\$123.63</b>
595-21	<b>Human Resources Specialist</b>	Bachelor's degree and at least 7 years of HR experience in two or more of the following areas: recruitment, employee development, staffing, employee benefits, labor and employee relations, and job classification.	Provides support and guidance to agency officials and HR staff in assigned HR specialty. Is adept at creation, maintenance, and proper disposition of personnel files and records. This individual demonstrates effective communication and writing skills with managers, staff, and rank and file employees. Capable of resolving unique and unusual situations or conditions.	<b>\$107.51</b>

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<b>SIN</b>	<b>GSA Labor Category</b>	<b>Education/Experience</b>	<b>Labor Description</b>	<b>GSA Rate</b>
595-21	<b>Human Resources Assistant*</b>	Five years of experience in one or more functional areas of HR such as recruiting, staffing, classification/pay, LMR/EMR, HR records management, and workforce training and development. A bachelor's degree may be substituted for three year of specialized experience.	Assistant to HR professionals and agency staff in support of assigned specialty area. Able to communicate effectively with line and management officials, as well as other contractor personnel, on regulations and procedures essential to the completion of specific HR tasks. Has experience with HR automated systems and centralized records management. Works independently when required and with minimal supervision. Familiar with HR terminology, procedural and operational requirements, and transaction processing. Adept at analyses, studies, fact-finding, and reports for assigned areas.	<b>\$45.93</b>
<b>FUNCTION/INTEGRATION</b>				
595-21	<b>Human Resources Principal</b>	Bachelor's degree and 15 years of challenging experience in the full range of HR program policy, operations, and evaluation in a variety of organizational environments. Master's Degree in HR or business administration is desirable.	Serves as strategic HR advisor to senior agency executives/managers on full range of human resources program matters. Provides program and technical advice and guidance to senior leadership and key staff personnel. Possesses comprehensive program and subject matter knowledge of the full spectrum of HR functions having directed or managed large scale HR programs and organizations at the agency or headquarters level. Is experienced in developing and implementing short and long range tactical and strategic HR plans and has directed major agency realignments and reorganizations. Evaluates and assesses HR service deliver and recommends effective delivery models. Has had significant supervisory and managerial experience and a broad range of high level HR advisory experience. Successful track record in dealing with key agency leadership, employees representatives, external agencies such as OMB, OPM, FLRA, MSPB, etc. Oversees and directs efforts of HR contract personnel both with respect to individual HR program areas and HR information management systems. Demonstrate strong oral and written communication skills.	<b>\$195.47</b>
595-21	<b>Sr. Human Capital Management Consultant</b>	Bachelor's degree plus 12 or more years of directly related work in HCM as a program executive. Master's degree in HR or business administration preferred.	Works on large omnibus projects such as the design and implementation of an organization Human Capital Strategy. Capable of looking as the big picture and thinking outside the box in designing and developing strategies, operations, or business solutions to the most complex problems. Adept at managing situations where there is resistance on the part of senior management and employees who may not realize the long term benefits of the initiative. Employee may supervise or direct one or more subordinates who work on portions of the overarching project.	<b>\$171.03</b>
595-21	<b>Human Capital Management Consultant</b>	Bachelor's degree plus 8 or more years of directly related experience in HCM. Experience as a program manager in one or more areas of HR is considered a plus.	Works on new, novel, and forward thinking plans, programs and organizations designed to meet agency HCM requirements 5 to 10 years in the future. Reviews future agency plans, operations and the potential requirements for the civilian workforce and designs a systemic method of meeting their futuristic requirements.	<b>\$146.60</b>

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<b>SIN</b>	<b>GSA Labor Category</b>	<b>Education/Experience</b>	<b>Labor Description</b>	<b>GSA Rate</b>
595-21	<b>Organizational Development Specialist</b>	Master's degree or Bachelor's degree with advanced training or graduate level course work in OD and 7 years of practical experience with federal or private sector organizations performing OD assignments.	Reviews existing or develops new business plans and assesses the agency's plans for the effective integration of its human capital resources with current and projected missions requirements. Operates independently and is effective communicator, both oral and written, with senior agency management. Prepares OD training programs responsive to assigned agency requirements and directs the efforts of related OD training staff. Designs and implements organizational structures.	<b>\$134.87</b>
595-21	<b>Sr. Organizational Development Specialist</b>	Master's degree or Bachelor's degree with advanced training or graduate level course work in OD and 12 or more years of directly related experience in the design and study of organizational entities and their ability to complete agency missions and tasking. Knowledge or current organizational analysis techniques and methodologies.	Works directly and frequently with senior agency managers and executives on organizational needs' assessments. Works independently to conduct studies and audits of organizational missions performance and deficiencies. Evaluates quality control tools available to management and recommends new and improved vehicles to address organizational effectiveness. Reviews existing or develops new business plans and assesses the agency's plans for the effective integration of its human capital resources with current and projected missions requirements. Operates independently and is effective communicator, both oral and written, with senior agency management. Prepared OD training programs responsive to assigned agency requirements and directs the efforts of related OD training staff. Designs and implements organizational structures that will best meet agency's needs and requirements.	<b>\$162.87</b>
595-21	<b>Sr. Human Resources Specialist</b>	Bachelor's Degree or equivalent relevant work experience and 12 or more years of human resources specialist experience at the operating or policy level.	Consults with senior agency managers, officials, and HR to provide guidance, recommendations and planning strategies for the entire spectrum of agency HR management programs. Work history reflects lengthy HR policy development and program execution experiences. Aware of various Federal laws and regulations relating to personnel data system security and privacy considerations. Qualified to oversee contractor personnel in the operations of record centers and related systems. Excels in written and oral communications at all levels of an agency's organization, as well outside contacts. Capable of designing and implementing unique or "out of the box" solutions to complex problems.	<b>\$123.63</b>
595-21	<b>Human Resources Project Manager</b>	Bachelor's degree and plus 15 years of experience managing human resources programs and projects.	Manages a team of professionals and technical assistants in performing a wide range of HR programs and services. Responsible for project performance with respect to deliverables, technical and qualitative standards, contract management, and financial administration and other resources necessary to meet a specific goal or objective. Organizes and assigns work, oversees and evaluates completion of tasks, develops and maintains project reports, and briefs client on progress of project. Anticipates problems and develops solutions to ensure tasks and overall project is completed on schedule.	<b>\$183.25</b>
595-21	<b>Human Resources Data Analyst</b>	Bachelor's degree or 5 years of experience providing data analysis support. Knowledge and experience in HR information management systems operations are definite pluses.	Maintains, evaluates and analyzes data. Designs and implements queries into department or agency-wide databases to extract workforce information. Identifies and determines discrepancies or inconsistencies in database. Summarizes data and prepares reports and presentations. May serve as the agency's liaison to other organizations on the maintenance of shared data.	<b>\$87.96</b>

Pricelist current through Modification No. 0011, dated 8/20/2015.

SIN	GSA Labor Category	Education/Experience	Labor Description	GSA Rate
595-21	<b>Deputy HR Project Manager</b>	Bachelor's degree plus 10 years of experience managing human resources programs and projects.	Assists the Program Manager in the implementation of portions of a Program. May serve as a Program Management while the principal is away at meetings and briefings. Has authority to commit a portion of assigned resources or manpower if action is in full compliance with Program Plan.	<b>\$146.60</b>
<b>LABOR RELATIONS</b>				
595-21	<b>Sr. Labor Relations Specialist</b>	Bachelor's degree and 12 years of progressively responsible experience in the Federal labor-management relations program and/or private sector and state and local labor relations schemes. A Master's Degree in human resources management with an emphasis on labor-management is desirable and may be substituted for up to three (3) years of experience.	Serves as primary advisor to senior agency management and staff in full range of labor relations matters. Efforts extend to advice on the full range of collective bargaining, grievance, and dispute resolution procedures. Can assist agency in establishing and perpetuating sound union-management relationships. Individual is well versed in training line and staff to meet statutory obligations to include duty to bargain and or consult, formal discussions, mid-term bargaining, contract interpretation and administration, and union and employee dispute resolution. Is experienced in procedures of Federal Labor Relations Authority, Impasses Panel, Federal Mediation and Conciliation Service, Merit Systems Protection Board (MSPB), and Special Counsel. Is capable of advising on LMR programs for extremely large consolidated or national units and protecting agency interests before various third party decision makers. Performs independently, guides and mentors less senior staff, and ensures agency objectives/timelines are in compliance with law, rules, and regulations. May serve as Lead Negotiator in initial, mid-term, or other formal discussions.	<b>\$141.71</b>
595-21	<b>Labor Relations Specialist</b>	Bachelor's degree and 7 years of experience in labor relations.	Well versed in the interpretation of the Federal Labor-Management Relations Act and possess practical experience with various bargaining units consisting of white, blue collar, and professional employees. Has served on or advised management in conduct of negotiations, contract administration, staff LMR training, and various activity grievance and dispute resolution efforts to include binding arbitration. Effective at communicating with management, union and workers. Usually performs under a manager or HR staff member.	<b>\$127.05</b>
<b><u>595-28 Social Services</u></b>				
595-28	<b>Employee Assistance Program (EAP) Counselor</b>	Master's degree in behavioral sciences and state professional license at the independent practice level. Minimum of 7 years of directly related experience.	Provides direct EAP counseling services to covered members. Such services include confidential assessment, short-term counseling, referral, and follow-up services to employees who have personal and/or work-related problems that affect attendance, work performance, and conduct. Provide EAP orientation and training to employees and supervisors, communicate with managers and HR personnel, and prepare and confidential maintain records and reports. Assists in the design and development of new and innovated programs and treatments.	<b>\$76.96</b>

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<b>SIN</b>	<b>GSA Labor Category</b>	<b>Education/Experience</b>	<b>Labor Description</b>	<b>GSA Rate</b>
595-28	<b>Employee Assistance Program (EAP) Manager</b>	Master's degree in clinical human services discipline. Current clinical license. Comprehensive background in all aspects of EAP. Minimum of 10 years of directly related clinical experience. Administrative and management experience including supervision, planning, and program development.	Responsible for developing, implementing, and managing Employee Assistance Program. Supervises and/or provides EAP services to employees, their families, and the sponsoring work organization(s), while maintaining regulatory compliance, service quality, and customer satisfaction. Provides guidance and direction in accordance with government-wide or agency specific EAP.	<b>\$92.85</b>

\*Indicates SCA eligible categories