

GENERAL SERVICES ADMINISTRATION:

**FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICELIST**

**HUMAN RESOURCES & EEO SERVICES
FSC GROUP 738X**

List of applicable Special Item Numbers, FSC Class (es);

Special Item Numbers Offered

595-21 General Support Services

Contract Number: GS-15F-0069K

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at <http://www.fss.gsa.gov>

Contract Period: 6/6/2000 – 6/5/2015
PCO Modification, PO-0009 - Exercise of Option #1 to extend the term of the contract (EVERGREEN), effective 6/6/2010.



B&W Technologies, Inc.

P.O. Box 730
Oxon Hill, MD 20745
(301) 567-7980
fax (301) 567-6199
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Business Size: Veteran Owned & Small Business

Participant in the Disaster Recovery Purchasing Program & The American Recovery and Reinvestment Act of 2009 (ARRA)

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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 <http://www.GSAAdvantage.gov>.



ORDERING INSTRUCTIONS AND TERMS AND CONDITIONS

1a. Table of awarded special item numbers

SIN 595-21 HUMAN RESOURCE SERVICES

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.

Schedule prices list: pages 12 thru 14

2. Maximum order. The maximum order will be negotiated individually for each contract. The limits will be established based on the concessions granted by the contractor. The Contractor is not obligated to honor any order when the dollar value of any single item ordered, whether ordered separately or in combination with other items, exceed the dollar amounts set forth below for the items indicated

3.

ITEM NUMBER/SIN

MAXIMUM ORDER

595-21

\$1,000,000

Notwithstanding paragraph above, the Contractor shall honor any order exceeding the maximum orders, unless that order (or orders) is returned to the ordering office within 5 workdays after receipt, with written notice stating the contractor's intent not to ship the item (or items) called for and the reason. Upon receiving this notice, the Government may acquire the supplies or services from another source.

Notwithstanding above paragraphs, the Contractor shall honor any purchase card order exceeding the maximum orders, unless that order (or orders) is returned to the ordering office within 24 hours after receipt, with written notice stating the Contractor's intent not to ship the item (or items) called for and the reasons. Upon receiving this notice, the Government may acquire the supplies or services from another source.

4. **Minimum order.** When the Government requires supplies or services covered by this contract in an amount less than \$100, the Government is not obligated to purchase, nor is the contractor obligated to furnish those supplies or services under the contract. However, offerors may, if willing to accept smaller orders, specify a smaller amount in their offers. If a smaller amount is offered, it is mutually agreed that the Contractor will accept such order and specify the smaller minimum order limitation in the applicable catalog/price list. If the offeror fails to specify a smaller amount, the Government may place orders for a smaller amount. Such orders shall be deemed to be accepted by the contractor, unless returned to the ordering office within 5 workdays after receipt by the Contractor.
4. **Geographic coverage (delivery area). Domestic**
The minimum acceptable geographic scope of the contract is the 48 contiguous states and the District of Columbia. The scope also includes Alaska, Hawaii, or the Commonwealth of Puerto Rico. Any overseas locations must be specifically identified by the government.
5. **Point(s) of production (city, county, and State or foreign county). NA**
6. **Discounts:** The prices established for this contract reflect B&W's standard GSA hourly labor rates and include GSA's .075% Industrial Funding Fee.
7. **Quantity discounts. NA**
8. **Prompt Payment:** Payment terms are net 30 days.
9. **Notification that Government purchase cards are accepted.** Contractors are required to accept the Government purchase card for payments equal to or less than the micro-purchase threshold for oral or written delivery orders. Government purchase cards will also be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payments will be shown on the invoice.
10. **Foreign items (list items by country of origin). NA**

11a. TIME OF DELIVERY. The contractor shall deliver to destination within the number of calendar days after receipt of order (ARO), as set forth below.

SPECIAL ITEM NUMBER	DELIVERY TIME
595-21	As negotiated per order

11b. Expedited Delivery. Items available for expedited delivery are noted in this price list and identified with an “*”.

11c. Overnight and 2nd-day delivery. NA

11d. Urgent Requirements. When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, agencies are encouraged, if time permits, to contact the contractor for the purpose of obtaining accelerated delivery. The Contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If the contractor offers an accelerated delivery time acceptable to the ordering agency any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.

12. F.O.B. Destination

13/14. Domestic Contractor’s Ordering Address and Payment Information:

Ordering: B&W Technologies, Inc.
P.O. Box 730
Oxon Hill, MD 20750

The following telephone number (s) telephone numbers can be used by ordering agencies to obtain technical and/or ordering assistance.

(301) 567-7980
(301) 567-6199 FAX
Mlittle@bwtechinc.com (email)

Remittance: Old Line Bank
7801 Old Branch Ave
Clinton, MD 20735

Bank account information for ACH or EFT payments will be shown on the invoice.

15. CONTRACTOR COMMITMENTS, WARRANTIES AND REPRESENTATIONS

(a) For the purpose of this contract, commitments, warranties and representations include, in addition to those agreed to for the entire schedule contract:

- (1) Time of delivery/installation quotations for individual orders.
- (2) Technical representations and/or, warranties of products concerning performance, total system performance and/or configuration, physical, design and/or functional characteristics and capabilities of a product/equipment/ service/software package submitted in response to requirements, which result in orders under this schedule contract.
- (3) Any representations and/or warranties concerning the products made in any literature, description, drawings and/ or specifications furnished by the contractor.

(b) The above is not intended to encompass items not currently covered by the GSA Schedule contract.

- 16. Statement Concerning Availability of Export Packing: N/A**
- 17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level). N/A**
- 18. Terms and conditions of rental, maintenance, and repair. NA**
- 19. Terms and conditions of installation. NA**
- 20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices. NA**
- 20a. Terms and conditions for any other services. NA**
- 21. List of service and distribution points. NA**
- 22. List of participating dealers. NA**
- 23. Preventive maintenance. NA**
- 24. Environmental attributes. NA**
- 25. Data Universal Number System (DUNS) number. 16-202-3550**
- 26. Notification regarding registration in Central Contractor Registration (CCR) database B&W is registered in the CCR database. Under CAGE code.;**
- 27. Notification regarding registration in ORCA database**

DESCRIPTION OF SERVICES**Description of each type of Service offered under Special Item Number 595-21 / Domestic**

595-21 – Planning: Provide support in systematic approaches to forecasting the future demand for and supply of employees. Services include: Conduct computer and on-line modeling and analysis of needs and future trends; conduct human resource audits; and provide forecasting techniques through the use of experts, trend projection and other forecasting methods.

595-21– Recruitment and Internal Placement: Provide support in the field of recruitment and internal placement. Support include but is not limited to: Perform outside recruitment using printed and electronic media, trade schools, job fairs and college visits; manage comprehensive internal recruitment and placement programs which include merit promotion, transfer of function, reassignment, temporary promotion, detail, realignment, change to lower grade, upward mobility, rotational training assignments, RIF, etc; qualifications analysis, manage special recruitment programs such as Senior Executive Service (SES), Veteran's Readjustment and Student Aid Programs; assessment centers for selection purposes; prepare job vacancy announcements; and provide employment information as appropriate.

595-21 – Position Classification: Provide services in the areas of position management and classification in accordance with Title 5, United States Code (USC) or other appropriate authorities. Support include: Review position descriptions for adequacy; implement classification standards; prepare evaluation statements; conduct audits; counsel employees who wish to submit classification appeals; provide advice on position management, organization structure, supervisor/worker ratio and impact of mission/workload changes; and assist in the preparation of position description.

595-21 – Personnel Actions: Provide services in processing a range of Federal personnel action. Support include but is not limited to: Process manually or electronically the Standard Form 50 and related forms and documents to effect the full range of personnel actions for all employee transactions; maintain on-line data in HR information systems (HRIS) and any automated personnel subsystems to include, electronic interface with finance and OPM systems; provide advice and assistance on technical matters related to employee records; prepare reports; electronic processing of resumes; provide for custody and maintenance of Official Personnel Files (OPF's); maintain OPF's in a secured area, protected from unauthorized access in accordance with regulatory requirements; forward OPF's to National Records Center; and provide required employment verification.

595-21 – Employee Relations: Provide Employee Relations services to include: Provide comprehensive support in disciplinary actions as they relate to complaints, grievances, and appeals; leave administration, recognition and awards, performance management and appraisal, insurance benefits, Thrift Savings Plan, and retirements; provide guidance and assistance in completing necessary process and documentation; provide guidance and assistance to monitor and assess the value of or to operated complaint receipt systems such as an agency complaint hotline; perform case management; review proposed correspondence for regulatory compliance; serve as an interface with legal staff, union representatives, Department of Labor, OPM, other appropriate outside agencies, and the appropriate internal agency activities.

595-21 – Outplacement: Provide personnel outplacement services to include: Provide comprehensive outplacement/career transition services in response to downsizing and reorganizing including moving personnel to new positions inside or outside of the organization and retirement assistance; provide training, counseling and guidance in areas such as self-assessment; knowledge, skills, and abilities (KSA) assessment; job aptitude/interest inventories; career and job workshops; resume writing; job search methods; interview and negotiation techniques, stress management; personal financial management and job training; and provide retirement assistance.

595-21 – Workers’ Compensation: Support management of claims processing under the Federal Employees’ Compensation Act pursuant to the Department of Labor, Office of Workers’ Compensation Program. Workers’ Compensation support include: Provide complete case management for employees with the aim to reduce lost work hours and workers’ compensation costs for the Federal client including technical and managerial assistance; monitor hearing and appeal responses; counsel claimants in filing injury reports and establishing the essential elements of the claim; develop training programs for employees and management; develop return-to-work strategies; and claims revalidation assessments and administrative inquiries to confirm or refute suspicions or allegations of invalid claim status.

LABOR CATEGORIES TITLES AND QUALIFICATIONS

Commercial Job Title: Personnel Clerk

Minimum/General Experience: One (1) year experience in inputting personnel actions used to generate the SF50, filing documents in the Official Personnel File (OPF), and custody and maintenance of the OPF. Demonstrated experience required to perform the following duties: performing clerical work requiring substantial knowledge of civilian personnel terminology; printing personnel reports and forms; purging OPFs as required; tracking custody of OPFs; inputting coded personnel transactions; and forwarding OPFs to National Records Center. This position does not require the depth of knowledge which is characteristic of the recognized personnel management specialist positions.

Minimum Education: High School Diploma or equivalent work experience

Commercial Job Title: Personnel Assistant

Minimum/General Experience: One (1) year of experience in processing personnel actions used to generate the SF50, with demonstrated experience required to perform the following duties: performing clerical work requiring substantial knowledge of civilian personnel terminology, requirements, procedures, and functions; processing documents such as applications for employment, promotion, Federal Benefits, training; preparing recurring personnel reports; explaining personnel procedures; maintaining master personnel listings; and processing personnel actions. Other qualifying work includes limited technical work requiring substantial, practical knowledge of one or more civilian personnel management programs such as staffing, employee relations, or classification. This position does not require the depth of knowledge which is characteristic of the recognized personnel management specialist positions.

Minimum Education: High School Diploma

Commercial Job Title: Staffing Specialist

Minimum/General Experience: Seven (7) years of personnel experience of which 5 years are in the staffing function. Demonstrated experience required to perform the following duties: performing technical work in recruitment, examination, selection, or placement and utilization of employees to staff government organizations. Personnel Staffing Specialists support management complaints with merit principles, and understand and apply various staffing methods in selecting employees for positions. These positions are also concerned with career patterns and ladders for movement and progress of employees. They identify promotional and reassignment opportunities based on knowledge of labor market conditions and manpower sources.

Minimum Education: Bachelors degree or equivalent work experience at the specialist level.

Commercial Job Title: Senior Staffing Specialist

Minimum/General Experience: Ten (10) years of personnel experience of which 7 years are in the staffing function. Demonstrated experience required to perform the following duties: performing technical work in recruitment, examination, selection, or placement and utilization of employees to staff government organizations. Senior Personnel Staffing Specialists serve as advisers to management regarding such matters as designing and planning a future workforce that is responsive to dynamic changes in mission and business practices, analyzing trends and forecasting changes in workforce requirements that will meet future mission demands, merit principles, and the advantages and disadvantages of various staffing methods in selecting employees for positions. These positions are also concerned with determining career patterns and ladders for movement and progress of employees. They identify promotional and reassignment opportunities based on knowledge of labor market conditions and manpower sources.

Minimum Education: Bachelors degree or equivalent work experience at the specialist level.

Commercial Job Title: Classification Specialist

Minimum/General Experience: Seven (7) years of personnel experience of which 5 years are in the classification function. Demonstrated experience required to perform the following duties: performing technical work to classify positions according to their common characteristics, level of difficulty, degree of responsibility, qualification requirements, and other factors established under Federal position classification plans. These positions require knowledge and skill in position analysis and evaluation to determine appropriate pay system, occupational grouping, title, and grade (or difficulty level) of positions as well as knowledge of occupational characteristics. These positions also require an understanding of the relationship of position classification to management problems and to other specialized fields of personnel management.

Minimum Education: Bachelors degree or equivalent relevant work experience.

Commercial Job Title: Senior Classification Specialist

Minimum/General Experience: Ten (10) years of personnel experience of which 7 years are in the classification function. Demonstrated experience required to perform the following duties: performing technical work to classify positions according to their common characteristics, level of difficulty, degree of responsibility, qualification requirements, and other factors established under Federal position classification plans. Senior Classification Specialists analyze contentious and complex individual position and organization structure issues and serve as advisors to management on organizational design and implementing and administering position classification programs at customer activities. These positions require knowledge and skill in position analysis and evaluation to determine appropriate pay system, occupational grouping, title, and grade (or difficulty level) of positions as well as knowledge of occupational characteristics. These positions also require an understanding of the relationship of position classification to management problems and to other specialized fields of personnel management.

Minimum Education: Bachelors degree or equivalent relevant work experience.

Commercial Job Title: Employee Relations Specialist

Minimum/General Experience: Seven (7) years of personnel experience of which 5 years are in the Employee Relations function. Demonstrated experience required to perform the following duties: performing technical work concerned with providing guidance, consultations, and assistance to management and employees on employee relations matters, and advising on grievances and appeals, adverse actions, employee discipline, and related matters. These positions require knowledge of the theories, principles, practices, and techniques of employee relations, and knowledge of the objectives, principles, and procedures of personnel management in the Federal service. Employee Relations Specialists who work in the areas of EEO and/or Retirement will need training and experience in these specialized areas.

Minimum Education: Bachelors degree or equivalent relevant work experience.

Commercial Job Title: Senior Employee Relations Specialist

Minimum/General Experience: Ten (10) years of personnel experience of which 7 years are in the Employee Relations function. Senior Employee Relations Specialists analyze particularly complex and sensitive problems and issues (e.g., those involving apparently conflicting laws or other requirements and those involving vague and untested areas of case law where policy decisions and case strategy guidance have an impact) and advise management as to solutions. Demonstrated experience required to perform the following duties: performing technical work concerned with providing guidance, consultations, and assistance to management and employees on employee relations matters, and advising on grievances and appeals, adverse actions, employee discipline, and related matters. These positions require knowledge of the theories, principles, practices, and techniques of employee relations, and knowledge of the objectives, principles, and procedures of personnel management in the Federal service. Employee Relations Specialists who work in the areas of EEO and/or Retirement will need training and experience in these specialized areas.

Minimum Education: Bachelors Degree or equivalent work experience.

Commercial Job Title: Employee Development Specialist

Minimum/General Experience: Seven (7) years of personnel experience of which 2 years are in Employee Development. Demonstrated experience required to perform the following duties: performing technical work concerned with planning, administering, supervising, or evaluating programs designed to train and develop employees. These positions require an understanding of the relationship of employee development and training to management problems and to personnel management objectives, methods, and procedures; analytical ability; and knowledge of the principles, practices, and techniques of education and training.

Minimum Education: Bachelors Degree or equivalent work experience.

Commercial Job Title: Senior Employee Development Specialist

Minimum/General Experience: Ten (10) years of personnel experience of which 5 years are in Employee Development. Senior Employee Development Specialists advise management on HRD related issues (e.g., compensating employees, establishing flexible training program provisions of veteran's educational assistance, tax implication of employer-sponsored educational assistance) analyze and explain the relative merits of available options, and explain technically complex matters in understandable terms. Demonstrated experience required to perform the following duties: performing technical work concerned with planning, administering, supervising, or evaluating programs designed to train and develop employees. These positions require an understanding of the relationship of employee development and training to management problems and to personnel management objectives, methods, and procedures; analytical ability; and knowledge of the principles, practices, and techniques of education and training.

Minimum Education: Bachelors Degree or equivalent work experience.

Commercial Job Title: Personnel Management Specialist

Minimum/General Experience: Seven (7) years personnel experience 6 years specializing in the two or more functional areas. Experience will vary depending on specialty areas. Experience must include staffing and/or classification and one or more HR functional areas. Personnel Management Specialist support management regarding matters related to their functional specialties.

Minimum Education: Bachelors degree or equivalent work experience at the specialist level.

Commercial Job Title: Senior Personnel Management Specialist

Minimum/General Experience: Ten (10) years personnel experience 10 years specializing in two or more functional areas. Experience will vary depending on specialty areas. Experience must include staffing and/or classification and one or more HR functional areas. Senior Personnel Management Specialists serve as advisers to management regarding complex matters related to their functional specialties.

Minimum Education: Bachelors degree or equivalent work experience at the specialist level.

Commercial Job Title: Senior Personnel Management Specialist I

Minimum/General Experience: Ten (15) years personnel experience 15 years specializing in two or more functional areas. Experience will vary depending on specialty areas. Experience must include staffing and/or classification and one or more HR functional areas. Senior Personnel Management Specialists serve as advisers to management regarding complex matters related to their functional specialties.

Minimum Education: Bachelors degree or equivalent work experience at the specialist level.

Commercial Job Title: Subject Matter Expert

Minimum/General Experience: Fifteen (15) years of general personnel experience at least ten (10) of which are in the specialization of the contractual work. Experience must include planning and consulting of major significance, which demonstrates advanced knowledge and the ability to originate and apply new and unique methods and procedures. Recognized as expert in field.

Minimum Education: Bachelors degree or equivalent (15 years relevant work experience at the specialist level).

Commercial Job Title: Project Manager I

Minimum/General Experience: A minimum of ten (10) years of experience supervising and managing personnel in planning and executing tasks staffed with up to 15 people. A minimum of five (5) of the ten (10) years experience must include the handling of different efforts or tasks in a given time frame of similar technical and analytical support requirements. Demonstrated experience must include serving as the focal point between the Contractor and the Government; dealing with policies and procedures, and interfacing with high-level management and staff.

Minimum Education: Bachelors Degree in engineering, business, or liberal arts discipline or equivalent work experience.

Commercial Job Title: Project Manager II

Minimum/General Experience: A minimum of fifteen (15) years of experience supervising and managing personnel in planning and executing large tasks with over 15 people. A minimum of five (5) of the fifteen (15) years experience must include the management of multiple task of varying sizes. Demonstrated experience must include serving as the focal point between the Contractor and the Government; dealing with policies and procedures, interfacing with high-level management and staff, analyzing support requirements, developing staffing plans, problem resolution, and managing all contract and finance documentation and procedures related to the task.

Minimum Education: Bachelors Degree in engineering, business, or liberal arts discipline or equivalent work experience.

PRICING / Schedule Rates

**GOVERNMENT SITE
LABOR RATE TABLE FOR HRM SERVICES**

Burden Rate Plus GSA IFF Fee

SIN	LABOR CATEGORIES	5 June 10 - 4 June 11	5 June 11 - 4 June 12	5 June 12- 4 June 13	5 June 13 - 4 June 14	5 June 14 - 4 June 15
595-21	Planning					
A01	Subject Matter Expert	\$ 125.31	\$ 130.32	\$ 135.53	\$ 140.95	\$ 146.59
A02	Sr Personnel Management Specialist	\$ 99.44	\$ 103.42	\$ 107.56	\$ 111.86	\$ 116.33
A03	Sr Position Classification Specialist	\$ 99.44	\$ 103.42	\$ 107.56	\$ 111.86	\$ 116.33
A04	Personnel Clerk	\$ 31.12	\$ 32.36	\$ 33.65	\$ 35.00	\$ 36.40
A05	Personnel Systems Manager	\$ 121.12	\$ 125.96	\$ 131.00	\$ 136.24	\$ 141.69
A06	Sr DESIRE/Report Writer	\$ 82.13	\$ 85.42	\$ 88.84	\$ 92.39	\$ 96.09
A07	Administrative Specialist	\$ 37.81	\$ 39.32	\$ 40.89	\$ 42.53	\$ 44.23
A08	Administrative Clerk	\$ 30.50	\$ 31.72	\$ 32.99	\$ 34.31	\$ 35.68
A09	Sr Computer Systems Analyst	\$ 82.13	\$ 85.42	\$ 88.84	\$ 92.39	\$ 96.09
A10	Computer systems Analyst	\$ 69.02	\$ 71.78	\$ 74.65	\$ 77.64	\$ 80.75
A11	Sr Program Analyst	\$ 72.72	\$ 75.63	\$ 78.66	\$ 81.81	\$ 85.08
A12	Jr Program Analyst	\$ 59.25	\$ 61.62	\$ 64.08	\$ 66.64	\$ 69.31
A13	Sr Programmer	\$ 82.13	\$ 85.42	\$ 88.84	\$ 92.39	\$ 96.09
A14	Jr Programmer	\$ 54.31	\$ 56.48	\$ 58.74	\$ 61.09	\$ 63.53
A15	Sr Data Base Management Specialist	\$ 82.13	\$ 85.42	\$ 88.84	\$ 92.39	\$ 96.09
A16	Sr Systems Analyst	\$ 82.13	\$ 85.42	\$ 88.84	\$ 92.39	\$ 96.09
A17	Data Base Analyst	\$ 55.95	\$ 58.19	\$ 60.52	\$ 62.94	\$ 64.46
A20	Project Manager II	\$ 153.75	\$ 159.90	\$ 166.30	\$ 172.95	\$ 179.87
A21	Project Manager I	\$ 89.29	\$ 92.86	\$ 96.57	\$ 100.43	\$ 104.45
A20	Sr Personnel Management Specialist I	\$ 107.78	\$ 112.09	\$ 116.57	\$ 121.23	\$ 126.08
595-21	Recruitment & Internal Placement					
B01	Subject Matter Expert	\$ 125.31	\$ 130.32	\$ 135.53	\$ 140.95	\$ 146.59
B02	Sr Personnel Staffing Specialist	\$ 99.44	\$ 103.42	\$ 107.56	\$ 111.86	\$ 116.33
B03	Sr Personnel Management Specialist	\$ 99.44	\$ 103.42	\$ 107.56	\$ 111.86	\$ 116.33
B04	Personnel Staffing Specialist	\$ 81.81	\$ 85.08	\$ 88.48	\$ 92.02	\$ 95.70
B05	Personnel Management Specialist	\$ 81.81	\$ 85.08	\$ 88.48	\$ 92.02	\$ 95.70
595-21	Position Classification					
D01	Subject Matter Expert	\$ 125.31	\$ 130.32	\$ 135.53	\$ 140.95	\$ 146.59
D02	Sr Position Classification Specialist	\$ 99.44	\$ 103.42	\$ 107.56	\$ 111.86	\$ 116.33
D03	Position Classification Specialist	\$ 81.81	\$ 85.08	\$ 88.48	\$ 92.02	\$ 95.70
595-21	Personnel Actions					
E01	Personnel Staffing Specialist	\$ 81.81	\$ 85.08	\$ 88.48	\$ 92.02	\$ 95.70
E02	Personnel Management Specialist	\$ 81.81	\$ 85.08	\$ 88.48	\$ 92.02	\$ 95.70
E03	Personnel Assistant	\$ 53.56	\$ 55.70	\$ 57.93	\$ 60.25	\$ 62.66

595-21	Employee Relations					
H01	Subject Matter Expert	\$ 125.31	\$ 130.32	\$ 135.53	\$ 140.95	\$ 146.59
H02	Sr Employee Relations Specialist	\$ 108.70	\$ 113.05	\$ 117.57	\$ 122.27	\$ 127.16
H003	Employee Relations Specialist	\$ 81.81	\$ 85.08	\$ 88.48	\$ 92.02	\$ 95.70
595-21	Outplacement					
I01	Subject Matter Expert	\$ 125.31	\$ 130.32	\$ 135.53	\$ 140.95	\$ 146.59
I02	Sr Personnel Management Specialist	\$ 99.44	\$ 103.42	\$ 107.56	\$ 111.86	\$ 116.33
I03	Sr Personnel Staffing Specialist	\$ 99.44	\$ 103.42	\$ 107.56	\$ 111.86	\$ 116.33
I04	Personnel Staffing Specialist	\$ 81.81	\$ 85.08	\$ 88.48	\$ 92.02	\$ 95.70
I05	Sr Employee Relations Specialist	\$ 108.70	\$ 113.05	\$ 117.57	\$ 122.27	\$ 127.16
I06	Employee Relations Specialist	\$ 81.81	\$ 85.08	\$ 88.48	\$ 92.02	\$ 95.70
I07	Personnel Assistant	\$ 53.56	\$ 55.70	\$ 57.93	\$ 60.25	\$ 62.66
I08	Personnel Clerk	\$ 31.12	\$ 32.36	\$ 33.65	\$ 35.00	\$ 36.40
595-21	Workers' Compensation					
X01	Sr Employee Relations Specialist	\$ 108.70	\$ 113.05	\$ 117.57	\$ 122.27	\$ 127.16
X02	Employee Relations Specialist	\$ 81.81	\$ 85.08	\$ 88.48	\$ 92.02	\$ 95.70

Travel required in the performance of a Task Order will be priced in accordance with the Joint Travel Regulation (JTR) plus a 4% G&A fee.

**B&W SITE
LABOR RATE TABLE FOR HRM SERVICES**

Burden Rate Plus GSA IFF Fee

SIN	LABOR CATEGORIES	5 June 10 - 4 June 11	5 June 11 - 4 June 12	5 June 12- 4 June 13	5 June 13 - 4 June 14	5 June 14 - 4 June 15
595-21	Planning					
A011	Subject Matter Expert	\$ 156.17	\$ 162.42	\$ 168.92	\$ 175.68	\$ 182.71
A021	Sr Personnel Management Specialist	\$ 122.71	\$ 127.62	\$ 132.72	\$ 138.03	\$ 143.55
A031	Sr Position Classification Specialist	\$ 122.71	\$ 127.62	\$ 132.72	\$ 138.03	\$ 143.55
A041	Personnel Clerk	\$ 38.41	\$ 39.95	\$ 41.55	\$ 43.21	\$ 44.94
A051	Personnel Systems Manager	\$ 150.95	\$ 156.99	\$ 163.27	\$ 169.80	\$ 176.59
A061	Sr DESIRE/Report Writer	\$ 102.35	\$ 106.44	\$ 110.70	\$ 115.13	\$ 119.74
A071	Administrative Specialist	\$ 47.13	\$ 49.02	\$ 50.98	\$ 53.02	\$ 55.14
A081	Administrative Clerk	\$ 38.02	\$ 39.54	\$ 41.12	\$ 42.76	\$ 44.47
A091	Sr Computer Systems Analyst	\$ 102.35	\$ 106.44	\$ 110.70	\$ 115.13	\$ 119.74
A101	Computer systems Analyst	\$ 86.01	\$ 89.45	\$ 93.03	\$ 96.75	\$ 100.62
A111	Sr Program Analyst	\$ 90.63	\$ 94.26	\$ 98.03	\$ 101.95	\$ 106.03
A121	Jr Program Analyst	\$ 73.84	\$ 76.79	\$ 79.86	\$ 83.05	\$ 86.37
A131	Sr Programmer	\$ 102.35	\$ 106.44	\$ 110.70	\$ 115.13	\$ 119.74
A141	Jr Programmer	\$ 67.69	\$ 70.40	\$ 73.22	\$ 76.15	\$ 79.20
A151	Sr Data Base Management Specialist	\$ 102.35	\$ 106.44	\$ 110.70	\$ 115.13	\$ 119.74
A161	Sr Systems Analyst	\$ 102.35	\$ 106.44	\$ 110.70	\$ 115.13	\$ 119.74
A171	Data Base Analyst	\$ 69.72	\$ 72.51	\$ 75.41	\$ 78.43	\$ 81.57
A201	Project Manager II	\$ 189.76	\$ 197.35	\$ 205.24	\$ 213.45	\$ 221.99
A211	Project Manager I	\$ 110.21	\$ 114.62	\$ 119.20	\$ 123.97	\$ 128.93
A-221	Sr Personnel Management Specialist I	\$ 133.02	\$ 138.34	\$ 143.87	\$ 149.62	\$ 155.60
595-21	Recruitment and Internal Placement					
B011	Subject Matter Expert	\$ 156.17	\$ 162.42	\$ 168.92	\$ 175.68	\$ 182.71
B021	Sr Personnel Staffing Specialist	\$ 122.71	\$ 127.62	\$ 132.72	\$ 138.03	\$ 143.55
B031	Sr Personnel Management Specialist	\$ 122.71	\$ 127.62	\$ 132.72	\$ 138.03	\$ 143.55
B041	Personnel Staffing Specialist	\$ 100.98	\$ 105.02	\$ 109.22	\$ 113.59	\$ 118.13
B051	Personnel Management Specialist	\$ 100.98	\$ 105.02	\$ 109.22	\$ 113.59	\$ 118.13
595-21	Position Classification					
D011	Subject Matter Expert	\$ 156.17	\$ 162.42	\$ 168.92	\$ 175.68	\$ 182.71
D021	Sr Position Classification Specialist	\$ 122.71	\$ 127.62	\$ 132.72	\$ 138.03	\$ 143.55

D031	Position Classification Specialist	\$ 100.98	\$ 105.02	\$ 109.22	\$ 113.59	\$ 118.13
595-21	Personnel Actions					
E011	Personnel Staffing Specialist	\$ 100.98	\$ 105.02	\$ 109.22	\$ 113.59	\$ 118.13
E021	Personnel Management Specialist	\$ 100.98	\$ 105.02	\$ 109.22	\$ 113.59	\$ 118.13
E031	Personnel Assistant	\$ 66.12	\$ 68.76	\$ 71.51	\$ 74.37	\$ 77.34
595-21	EMPLOYEE RELATIONS					
H011	Subject Matter Expert	\$ 156.17	\$ 162.42	\$ 168.92	\$ 175.68	\$ 182.71
H021	Sr Employee Relations Specialist	\$ 134.16	\$ 139.53	\$ 145.11	\$ 150.91	\$ 156.95
H031	Employee Relations Specialist	\$ 100.98	\$ 105.02	\$ 109.22	\$ 113.59	\$ 118.13
595-21	Outplacement					
I011	Subject Matter Expert	\$ 156.17	\$ 162.42	\$ 168.92	\$ 175.68	\$ 182.71
I021	Sr Personnel Management Spec	\$ 122.71	\$ 127.62	\$ 132.72	\$ 138.03	\$ 143.55
I031	Sr Personnel Staffing Specialist	\$ 122.71	\$ 127.62	\$ 132.72	\$ 138.03	\$ 143.55
I041	Personnel Staffing Specialist	\$ 100.98	\$ 105.02	\$ 109.22	\$ 113.59	\$ 118.13
I051	Sr Employee Relations Specialist	\$ 134.16	\$ 139.53	\$ 145.11	\$ 150.91	\$ 156.95
I061	Employee Relations Specialist	\$ 100.98	\$ 105.02	\$ 109.22	\$ 113.59	\$ 118.13
I071	Personnel Assistant	\$ 66.12	\$ 68.76	\$ 71.51	\$ 74.37	\$ 77.34
I081	Personnel Clerk	\$ 38.41	\$ 39.95	\$ 41.55	\$ 43.21	\$ 44.94
595-21	Workers' Compensation					
X011	Sr Employee Relations Specialist	\$ 134.16	\$ 139.53	\$ 145.11	\$ 150.91	\$ 156.95
X021	Employee Relations Specialist	\$ 100.98	\$ 105.02	\$ 109.22	\$ 113.59	\$ 118.13

Travel required in the performance of a Task Order will be priced in accordance with the Joint Travel Regulation (JTR) plus a 4% G&A fee.