

GENERAL SERVICES ADMINISTRATION

Federal Supply Service

Authorized Federal Supply Schedule Pricelist

Human Resources & EEO Services

FSC Group 874

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

Special Item No.	595-21	General Support Services
	595-24	Workers' Compensation

- SIN 595-21 GENERAL SUPPORT SERVICES**
- A. PLANNING
 - B. RECRUITMENT AND INTERNAL PLACEMENT
 - C. PER-EMPLOYMENT SCREENING
 - D. POSITION CLASSIFICATION
 - E. PERSONNEL ACTIONS
 - F. TRAINING
 - G. EMPLOYEE ASSISTANCE
 - H. EMPLOYEE RELATIONS
 - I. OUTPLACEMENT

SIN 595-24 WORKERS' COMPENSATION

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B&W Human Resources Specialists

(a.k.a. B&W Technologies, Inc.)

6009 Oxon Hill Road, Suite 412

Oxon Hill, MD 20745

301-567-7980

(Toll Free) 877-4HR-SUPT (887-447-7878)

(Fax) 301-567-6199

(Email) <http://www.bnw@bwtechinc.com>

(Web Site) www.bwtechinc.com

Contract Number GS-15F-0069K
 Period Covered by Contract 6/5/2000 – 6/4/2005
 Business Size Small Business

General Services Administration
Federal Supply Services

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! is: <http://www.fss.gsa.gov>.

CUSTOMER INFORMATION

1a. Table of awarded special item numbers

- SIN 595-21 General Support Services (See page 8)
 - A. Planning
 - B. Recruitment and Internal Placement
 - C. Per-employment Screening
 - D. Position Classification
 - E. Personnel Actions
 - F. Training
 - G. Employee Assistance
 - H. Employee Relations
 - I. Outplacement
- SIN 595-24 Workers' Compensation (See page 9)

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.

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.

- 2. **Maximum 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 obligate 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. I 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.
- 3. **Minimum 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.

<i>Item Number/Sin</i>	<i>Maximum Order</i>
595-1 through 595-16.....	\$20,000
595-18.....	\$20,000
595-21.....	\$1,000,000
595-23.....	\$1,000,000
595-24.....	\$1,000,000

- 4. **Geographic coverage** (delivery area). 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). N/A
- 6. **Discounts**..... N/A
- 7. **Quantity Discounts**..... N/A
- 8. **Prompt Payment**..... N/A
- 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)..... N/A
- 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.

<i>Special Item Number</i>	<i>Delivery Time</i>
595-21.....	_____
595-24.....	_____

- 11b. **Expedited Delivery.** Items available for expedited delivery are noted in this price list and identified with an “*”.
- 11c. **Overnight and 2nd-Day Delivery**..... N/A
- 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.** Point of Origin
- 13/14. **Contractor’s Ordering Address & Payment Information:**

ORDERING:

B&W Technologies, Inc.
6009 Oxon Hill Road, Suite 412
Oxon Hill, MD 20745

REMITTANCE:

B&W Technologies, Inc.
6009 Oxon Hill Road, Suite 412
Oxon Hill, MD 20745

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

- 301-567-7980**
- 877-447-7878 (toll free)**
- 301-567-6199 (fax)**
- bnw@bwtechinc.com (email)**

- 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)
- 18. **Terms and Conditions of Rental, Maintenance and Repair**..... N/A
- 19. **Terms and Conditions of Installation** N/A
- 20. **Terms and Conditions of Repair Parts** indicating date of parts price lists and any discounts from list prices N/A
- 20a. **Terms and Conditions for Any Other Services**..... N/A
- 21. **List of Service and Distribution Points** N/A
- 22. **List of Participating Dealers** N/A
- 23. **Preventive Maintenance**..... N/A
- 24. **Year 2000 (Y2K) Compliant** N/A
- 25. **Environmental Attributes**..... N/A
- 26. **Data Universal Number System (DUNS) Number**..... 16-202-3550
- 27. **Notification regarding registration in Central Contractor Registration (CCR) database.**

DESCRIPTION OF SERVICES AND PRICING

1. Description of each type of Service offered under Special Item Number 595-21 and 595- 24.

595-21.a – 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.b – 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.c – Pre-Employment Screening:

Conduct timely pre-employment background investigations for persons seeking Federal government employment. Support includes but is not limited to: provide background investigations for potential or existing employees in accordance with applicable Federal, state and local regulations. Examples include verification; residence verification; family and neighbor verification; and credit history checks. All investigative activities must be conducted in compliance with the Fair Credit Report Act, as amended. These investigative services are supplemental and not a replacement for public trust, national security, and suitability investigations.

595-21.d – 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.e - 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.f – Training:

Conduct a full range of services in HR-specific training support. Training support include but is not limited to: Provide advice, guidance and assistance to supervisors and employees as well as HR/personnel staff in managing self-improvement training resources; provide assistance in identifying training needs and requirements; coordinate the availability of various training programs; counsel management and employees to determine the best and most cost-effective methods of meeting organizational and career developmental needs; recommend, design, and/or conduct training programs.

595-21.g – Employee Assistance:

Provide a full range of Employee Assistance Program (EAP) services. Services include but are limited to: Provide advice, training and counseling in self-improvement, health and wellness training, stress management, family situations, substance abuse and legal consultation.

595-21.h – 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.i – 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.

595-24 – 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.

2. Labor Categories Titles and Qualifications

2.1 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.

Functional Responsibility: The primary duties include; perform clerical work requiring substantial knowledge of civilian personnel terminology, print personnel reports and forms, purging OPF’s as required, track custody of the OPF’s, input coded personnel transactions, and forward OPF’s 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

2.2 Commercial Job Title Personnel Assistant

Minimum/General Experience: Five (5) years experience in processing personnel actions used to generate the SF50 with a minimum of 3 years experience at the assistant level.

Functional Responsibility: The primary duties of which are to perform clerical work requiring substantial knowledge of civilian personnel terminology, requirements, procedures, and functions to process documents (applications for employment, promotion, Federal Benefits and services, training, official personnel actions, etc., prepare recurring personnel reports, explains personnel procedures, maintain

master personnel and limited technical work requiring substantial practical knowledge of one or more civilian personnel management specialist such as staffing, employee relations, and classification. This position does not require the depth of knowledge which is characteristic of the recognized personnel management specialist positions

Minimum Education: Bachelors degree or equivalent (7 years relevant work experience)

2.3 Commercial Job TitleStaffing Specialist

Minimum/General Experience: Ten (10) years personnel experience 6 years specializing in the staffing function.

Functional Responsibility: The primary duties of which are to perform technical work in recruitment, examination, selection, or placement and utilization of employees to staff government organizations. Personnel Staffing Specialist serve as adviser to management regarding such matters as 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; identifying promotional and reassignment opportunities which require knowledge of labor market conditions and manpower sources.

Minimum Education: Bachelors degree or equivalent (10 years relevant work experience at the specialist level).

2.4 Commercial Job Title Senior Staffing Specialist

Minimum/General Experience: Fifteen (15) years personnel experience 10 years specializing in the staffing function.

Functional Responsibility: The primary duties of which are to perform technical work in recruitment, examination, selection, or placement and utilization of employees to staff government organizations. Personnel Staffing Specialist serve as adviser to management regarding such matters as 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; identifying promotional and reassignment opportunities which require knowledge of labor market conditions and manpower sources.

Minimum Education: Bachelors degree or equivalent (10 years relevant work experience at the specialist level).

2.5 Commercial Job TitleClassification Specialist

Minimum/General Experience: Ten (10) years personnel experience 6 years specializing in the classification function.

Functional Responsibility: The primary duties of which are to perform technical work to classify positions according to their common characteristics of kind, 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, and 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 (10 years relevant work experience at the specialist level).

2.6 Commercial Job Title Senior Classification Specialist

Minimum/General Experience: Fifteen (15) years personnel experience 10 years specializing in the classification function.

Functional Responsibility: The primary duties are to perform technical work to classify positions according to their common characteristics of kind, level of difficulty, degree of responsibility, qualification requirements, and other factors established under Federal position classification plans. Position requires knowledge and skill in position analysis and evaluation to determine; appropriate pay system, occupational grouping, title, and grade (or difficulty level) of positions. Position also requires knowledge of occupational characteristics, and 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 (10 years relevant work experience at the specialist level).

2.7 Commercial Job Title Employee Relations Specialist

Minimum/General Experience: Ten (10) years personnel experience 6 years specializing in the Employee Relations function.

Functional Responsibility: The primary duties of which are to perform 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 Specialist working in the areas of EEO and/or Retirements will need training and experience in these specialized areas.

Minimum Education: Bachelors degree or equivalent (10 years relevant work experience at the specialist level).

2.8 Commercial Job Title Senior Employee Relations Specialist

Minimum/General Experience: Fifteen (15) years personnel experience 10 years specializing in the Employee Relations function.

Functional Responsibility: The primary duties of which are to perform 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 a knowledge of the objectives, principles, and procedures of personnel management in the Federal service. Employee Relations Specialist working in the areas of EEO and/or Retirements will need training and experience in these specialized areas.

Minimum Education: Bachelors degree or equivalent (10 years relevant work experience at the specialist level).

2.9 Commercial Job Title ..Employee Development Specialist

Minimum/General Experience: Ten (10) years training experience 2 years specializing in the Human Resources Employee Development function.

Functional Responsibility: The primary duties of which are to perform technical work concerned with planning, administrating, 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 a knowledge of the principles, practices, and techniques of education and training.

Minimum Education: Bachelors degree or equivalent (10 years relevant work experience at the specialist level).

2.10 Commercial Job Title Subject Matter Expert

Minimum/General Experience: Fifteen (15) years personnel experience and a minimum of 10 years specialized experience.

Functional Responsibility: Plans and consults on projects of major significance, which necessitates advanced knowledge and the ability to originate and apply new and unique methods and procedures. Provide technical advice and counsel to other professional and senior executives. Recognized as expert in field.

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

3. Schedule Rates - for fully loaded rates for years 2000 – 2005..... see Labor Rate Table on following page.

B&W SITE LABOR RATE TABLE FOR HRM SERVICES

*Sub Sins	
A - Planning , Clerical Admin, Data Mgmt	F - Training
B - Recruitment & Internal Placement	G - Employee Assistance
C - Pre-Employment Screening	H - Employee Relations
D - Position Classification	I - Outplacement
E - Personnel Actions	X - Workers' Compensation

B&W Site Hourly Rates - **B&W HUMAN RESOURCES SPECIALISTS** - Page 1 of 3

		Burden Rate Plus GSA IFF Fee					
Labor Categories		1 July 99 – 30 June 00	1 July 00 – 30 June 01	1 July 01 – 30 June 02	1 July 02 – 30 June 03	1 July 03 – 30 June 04	1 July 04 – 30 June 05
595-21A	Planning						
A011	Subject Matter Expert	\$92.65	\$96.38	\$99.28	\$102.25	\$105.32	\$108.48
A021	Senior Personnel Management Specialist	\$69.74	\$72.55	\$74.73	\$76.97	\$79.28	\$81.66
A031	Senior Position Classification Specialist	\$69.74	\$72.55	\$74.73	\$76.97	\$79.28	\$81.66
A041	Personnel Clerk	\$25.92	\$26.96	\$27.77	\$28.61	\$29.46	\$30.35
A051	Personnel Systems Manager	\$66.29	\$68.96	\$71.03	\$73.16	\$75.36	\$77.62
A061	Senior DESIRE/Report Writer	\$66.29	\$68.96	\$71.03	\$73.16	\$75.36	\$77.62
A071	Administrative Specialist	\$30.53	\$31.76	\$32.71	\$33.69	\$34.71	\$35.75
A081	Administrative Clerk	\$24.64	\$25.63	\$26.40	\$27.19	\$28.01	\$28.85
A091	Senior Computer Systems Analyst	\$66.29	\$68.96	\$71.03	\$73.16	\$75.36	\$77.62
A101	Computer Systems Analyst	\$55.74	\$57.99	\$59.73	\$61.52	\$63.36	\$65.26
A111	Senior Program Analyst	\$58.71	\$61.08	\$62.91	\$64.80	\$66.74	\$68.74
A121	Junior Program Analyst	\$47.84	\$49.77	\$51.26	\$52.80	\$54.38	\$56.01
A131	Senior Programmer	\$66.29	\$68.96	\$71.03	\$73.16	\$75.36	\$77.62
A141	Junior Programmer	\$43.85	\$45.62	\$46.99	\$48.40	\$49.85	\$51.34
A151	Senior Data Base Management Specialist	\$66.29	\$68.96	\$71.03	\$73.16	\$75.36	\$77.62
A161	Senior Systems Analyst	\$66.29	\$68.96	\$71.03	\$73.16	\$75.36	\$77.62
A171	Data Base Analyst	\$45.18	\$47.00	\$48.41	\$49.86	\$51.36	\$52.90
A181	Word Processor	\$28.27	\$29.41	\$30.29	\$31.20	\$32.14	\$33.10
A191	Data Entry Clerk	\$28.27	\$29.41	\$30.29	\$31.20	\$32.14	\$33.10
A201	Project Manager II	\$88.06	\$91.61	\$94.36	\$97.19	\$100.10	\$103.11
A211	Project Manager I	\$71.40	\$74.28	\$76.51	\$78.80	\$81.16	\$83.60

		Burden Rate Plus GSA IFF Fee					
	Labor Categories	1 July 99 – 30 June 00	1 July 00 – 30 June 01	1 July 01 – 30 June 02	1 July 02 – 30 June 03	1 July 03 – 30 June 04	1 July 04 – 30 June 05
595-21B	Recruitment & Internal Placement						
B011	Subject Matter Expert	\$92.65	\$96.38	\$99.28	\$102.25	\$105.32	\$108.48
B021	Senior Personnel Staffing Specialist	\$69.74	\$72.55	\$74.73	\$76.97	\$79.28	\$81.66
B031	Senior Personnel Management Specialist	\$69.74	\$72.55	\$74.73	\$76.97	\$79.28	\$81.66
B041	Personnel Staffing Specialist	\$58.63	\$60.99	\$62.82	\$64.71	\$66.65	\$68.65
B051	Personnel Management Specialist	\$58.63	\$60.99	\$62.82	\$64.71	\$66.65	\$68.65
B061	Personnel Assistant	\$38.88	\$40.45	\$41.66	\$42.91	\$44.20	\$45.52
B071	Personnel Clerk	\$25.92	\$26.96	\$27.77	\$28.61	\$29.46	\$30.35
595-21C	Pre-Employment Screening						
C011	Personnel Staffing Specialist	\$58.63	\$60.99	\$62.82	\$64.71	\$66.65	\$68.65
C021	Personnel Management Specialist	\$58.63	\$60.99	\$62.82	\$64.71	\$66.65	\$68.65
C031	Personnel Assistant	\$38.88	\$40.45	\$41.66	\$42.91	\$44.20	\$45.52
C041	Personnel Clerk	\$25.92	\$26.96	\$27.77	\$28.61	\$29.46	\$30.35
595-21D	Position Classification						
D011	Subject Matter Expert	\$92.65	\$96.38	\$99.28	\$102.25	\$105.32	\$108.48
D021	Sr Position Classification Specialist	\$69.74	\$72.55	\$74.73	\$76.97	\$79.28	\$81.66
D031	Position Classification Specialist	\$58.63	\$60.99	\$62.82	\$64.71	\$66.65	\$68.65
D041	Personnel Assistant	\$38.88	\$40.45	\$41.66	\$42.91	\$44.20	\$45.52
D051	Personnel Clerk	\$25.92	\$26.96	\$27.77	\$28.61	\$29.46	\$30.35
595-21E	Personnel Actions						
E011	Personnel Staffing Specialist	\$58.63	\$60.99	\$62.82	\$64.71	\$66.65	\$68.65
E021	Personnel Management Specialist	\$58.63	\$60.99	\$62.82	\$64.71	\$66.65	\$68.65
E031	Personnel Assistant	\$38.88	\$40.45	\$41.66	\$42.91	\$44.20	\$45.52
E041	Personnel Clerk	\$25.92	\$26.96	\$27.77	\$28.61	\$29.46	\$30.35
595-21F	Training						
F011	Subject Matter Expert	\$92.65	\$96.38	\$99.28	\$102.25	\$105.32	\$108.48
F021	Sr Employee Development Specialist	\$69.74	\$72.55	\$74.73	\$76.97	\$79.28	\$81.66
F031	Employment Development Specialist	\$58.63	\$60.99	\$62.82	\$64.71	\$66.65	\$68.65
F041	Employment Development Assistant	\$38.88	\$40.45	\$41.66	\$42.91	\$44.20	\$45.52
F051	Personnel Clerk	\$25.92	\$26.96	\$27.77	\$28.61	\$29.46	\$30.35

B&W Site Hourly Rates - B&W HUMAN RESOURCES SPECIALISTS - Page 3 of 3

		Burden Rate Plus GSA IFF Fee					
	Labor Categories	1 July 99 – 30 June 00	1 July 00 – 30 June 01	1 July 01 – 30 June 02	1 July 02 – 30 June 03	1 July 03 – 30 June 04	1 July 04 – 30 June 05
595-21G	Employee Assistance						
G011	Subject Matter Expert	\$92.65	\$96.38	\$99.28	\$102.25	\$105.32	\$108.48
G021	Sr Employee Relations Specialist	\$69.74	\$72.55	\$74.73	\$76.97	\$79.28	\$81.66
G031	Employee Relations Specialist	\$58.63	\$60.99	\$62.82	\$64.71	\$66.65	\$68.65
G041	Personnel Assistant	\$38.88	\$40.45	\$41.66	\$42.91	\$44.20	\$45.52
G051	Personnel Clerk	\$25.92	\$26.96	\$27.77	\$28.61	\$29.46	\$30.35
595-21H	Employee Relations						
H011	Subject Matter Expert	\$92.65	\$96.38	\$99.28	\$102.25	\$105.32	\$108.48
H021	Senior Employee Relations Specialist	\$69.74	\$72.55	\$74.73	\$76.97	\$79.28	\$81.66
H031	Employee Relations Specialist	\$58.63	\$60.99	\$62.82	\$64.71	\$66.65	\$68.65
H041	Personnel Assistant	\$38.88	\$40.45	\$41.66	\$42.91	\$44.20	\$45.52
H051	Personnel Clerk	\$25.92	\$26.96	\$27.77	\$28.61	\$29.46	\$30.35
595-21I	Outplacement						
I011	Subject Matter Expert	\$92.65	\$96.38	\$99.28	\$102.25	\$105.32	\$108.48
I021	Senior Personnel Management Specialist	\$69.74	\$72.55	\$74.73	\$76.97	\$79.28	\$81.66
I031	Senior Personnel Staffing Specialist	\$69.74	\$72.55	\$74.73	\$76.97	\$79.28	\$81.66
I041	Personnel Staffing Specialist	\$58.63	\$60.99	\$62.82	\$64.71	\$66.65	\$68.65
I051	Senior Employee Relations Specialist	\$69.74	\$72.55	\$74.73	\$76.97	\$79.28	\$81.66
I061	Employee Relations Specialist	\$58.63	\$60.99	\$62.82	\$64.71	\$66.65	\$68.65
I071	Personnel Assistant	\$38.88	\$40.45	\$41.66	\$42.91	\$44.20	\$45.52
I081	Personnel Clerk	\$25.92	\$26.96	\$27.77	\$28.61	\$29.46	\$30.35
595-24X	Workers' Compensation						
X011	Senior Employee Relations Specialist	\$69.74	\$72.55	\$74.73	\$76.97	\$79.28	\$81.66
X021	Employee Relations Specialist	\$58.63	\$60.99	\$62.82	\$64.71	\$66.65	\$68.65
X031	Personnel Assistant	\$38.88	\$40.45	\$41.66	\$42.91	\$44.20	\$45.52
X041	Personnel Clerk	\$25.92	\$26.96	\$27.77	\$28.61	\$29.46	\$30.35

GOVERNMENT SITE LABOR RATE TABLE FOR HRM SERVICES

*Sub Sins	
A - Planning , Clerical Admin, Data Mgmt	F - Training
B - Recruitment & Internal Placement	G - Employee Assistance
C - Pre-Employment Screening	H - Employee Relations
D - Position Classification	I - Outplacement
E - Personnel Actions	X - Workers' Compensation

Gov. Site Hourly Rates - **B&W HUMAN RESOURCES SPECIALISTS** - Page 1 of 3

		Burden Rate Plus GSA IFF Fee					
		1 July 99 – 30 June 00	1 July 00 – 30 June 01	1 July 01 – 30 June 02	1 July 02 – 30 June 03	1 July 03 – 30 June 04	1 July 04 – 30 June 05
	Labor Categories						
595-21A	Planning, Clerical Admin, and Data Mgmt.						
A01	Subject Matter Expert	\$77.61	\$80.74	\$83.16	\$85.65	\$88.22	\$90.87
A02	Senior Personnel Management Specialist	\$58.42	\$60.77	\$62.60	\$64.48	\$66.41	\$68.40
A03	Senior Position Classification Specialist	\$58.42	\$60.77	\$62.60	\$64.48	\$66.41	\$68.40
A04	Personnel Clerk	\$21.72	\$22.60	\$23.27	\$23.97	\$24.69	\$25.43
A05	Personnel Systems Manager	\$57.84	\$60.17	\$61.98	\$63.84	\$65.75	\$67.72
A06	Senior DESIRE/Report Writer	\$57.84	\$60.17	\$61.98	\$63.84	\$65.75	\$67.72
A07	Administrative Specialist	\$26.64	\$27.71	28.54	\$29.40	\$30.28	\$31.19
A08	Administrative Clerk	\$21.50	\$22.37	\$23.04	\$23.73	\$24.44	\$25.17
A09	Senior Computer Systems Analyst	\$57.84	\$60.17	\$61.98	\$63.84	\$65.75	\$67.72
A10	Computer Systems Analyst	\$48.64	\$50.60	\$52.12	\$53.68	\$55.29	\$56.95
A11	Senior Program Analyst	\$51.23	\$53.29	\$54.89	\$56.54	\$58.24	\$59.98
A12	Junior Program Analyst	\$41.74	\$43.42	\$44.72	\$46.07	\$47.45	\$48.87
A13	Senior Programmer	\$57.84	\$60.17	\$61.98	\$63.84	\$65.75	\$67.72
A14	Junior Programmer	\$38.26	\$39.80	\$41.00	\$42.23	\$43.49	\$44.80
A15	Senior Data Base Management Specialist	\$57.84	\$60.17	\$61.98	\$63.84	\$65.75	\$67.72
A16	Senior Systems Analyst	\$57.84	\$60.17	\$61.98	\$63.84	\$65.75	\$67.72
A17	Data Base Analyst	\$39.42	\$41.01	\$42.24	\$43.51	\$44.81	\$46.16
A18	Word Processor	\$24.67	\$25.66	\$26.43	\$27.23	\$28.04	\$28.89
A19	Data Entry Clerk	\$24.67	\$25.66	\$26.43	\$27.23	\$28.04	\$28.89
A20	Project Manager II	\$76.84	\$79.94	\$82.33	\$84.80	\$87.35	\$89.97
A21	Project Manager I	\$62.30	\$64.81	\$66.76	\$68.76	\$70.82	\$72.95

Gov. Site Hourly Rates - **B&W HUMAN RESOURCES SPECIALISTS** - Page 2 of 3

		Burden Rate Plus GSA IFF Fee					
	Labor Categories	1 July 99 – 30 June 00	1 July 00 – 30 June 01	1 July 01 – 30 June 02	1 July 02 – 30 June 03	1 July 03 – 30 June 04	1 July 04 – 30 June 05
595-21B	Recruitment & Internal Placement						
B01	Subject Matter Expert	\$77.61	\$80.74	\$83.16	\$85.65	\$88.22	\$90.87
B02	Senior Personnel Staffing Specialist	\$58.42	\$60.77	\$62.60	\$64.48	\$66.41	\$68.40
B03	Senior Personnel Management Specialist	\$58.42	\$60.77	\$62.60	\$64.48	\$66.41	\$68.40
B04	Personnel Staffing Specialist	\$49.12	\$51.10	\$52.63	\$54.21	\$55.84	\$57.51
B05	Personnel Management Specialist	\$49.12	\$51.10	\$52.63	\$54.21	\$55.84	\$57.51
B06	Personnel Assistant	\$32.56	\$33.87	\$34.89	\$35.93	\$37.01	\$38.12
B07	Personnel Clerk	\$21.72	\$22.60	\$23.27	\$23.97	\$24.69	\$25.43
595-21C	Pre-Employment Screening						
C01	Personnel Staffing Specialist	\$49.12	\$51.10	\$52.63	\$54.21	\$55.84	\$57.51
C02	Personnel Management Specialist	\$49.12	\$51.10	\$52.63	\$54.21	\$55.84	\$57.51
C03	Personnel Assistant	\$32.56	\$33.87	\$34.89	\$35.93	\$37.01	\$38.12
C04	Personnel Clerk	\$21.72	\$22.60	\$23.27	\$23.97	\$24.69	\$25.43
595-21D	Position Classification						
D01	Subject Matter Expert	\$77.61	\$80.74	\$83.16	\$85.65	\$88.22	\$90.87
D02	Sr Position Classification Specialist	\$58.42	\$60.77	\$62.60	\$64.48	\$66.41	\$68.40
D03	Position Classification Specialist	\$49.12	\$51.10	\$52.63	\$54.21	\$55.84	\$57.51
D04	Personnel Assistant	\$32.56	\$33.87	\$34.89	\$35.93	\$37.01	\$38.12
D05	Personnel Clerk	\$21.72	\$22.60	\$23.27	\$23.97	\$24.69	\$25.43
595-21E	Personnel Actions						
E01	Personnel Staffing Specialist	\$49.12	\$51.10	\$52.63	\$54.21	\$55.84	\$57.51
E02	Personnel Management Specialist	\$49.12	\$51.10	\$52.63	\$54.21	\$55.84	\$57.51
E03	Personnel Assistant	\$32.56	\$33.87	\$34.89	\$35.93	\$37.01	\$38.12
E04	Personnel Clerk	\$21.72	\$22.60	\$23.27	\$23.97	\$24.69	\$25.43
595-21F	Training						
F01	Subject Matter Expert	\$77.61	\$80.74	\$83.16	\$85.65	\$88.22	\$90.87
F02	Sr Employee Development Specialist	\$58.42	\$60.77	\$62.60	\$64.48	\$66.41	\$68.40
F03	Employment Development Specialist	\$49.12	\$51.10	\$52.63	\$54.21	\$55.84	\$57.51
F04	Employment Development Assistant	\$32.56	\$33.87	\$34.89	\$35.93	\$37.01	\$38.12
F05	Personnel Clerk	\$21.72	\$22.60	\$23.27	\$23.97	\$24.69	\$25.43

Gov. Site Hourly Rates - **B&W HUMAN RESOURCES SPECIALISTS** - Page 3 of 3

		Burden Rate Plus GSA IFF Fee					
	Labor Categories	1 July 99 – 30 June 00	1 July 00 – 30 June 01	1 July 01 – 30 June 02	1 July 02 – 30 June 03	1 July 03 – 30 June 04	1 July 04 – 30 June 05
595-21G	Employee Assistance						
G01	Subject Matter Expert	\$77.61	\$80.74	\$83.16	\$85.65	\$88.22	\$90.87
G02	Sr Employee Relations Specialist	\$58.42	\$60.77	\$62.60	\$64.48	\$66.41	\$68.40
G03	Employee Relations Specialist	\$49.12	\$51.10	\$52.63	\$54.21	\$55.84	\$57.51
G04	Personnel Assistant	\$32.56	\$33.87	\$34.89	\$35.93	\$37.01	\$38.12
G05	Personnel Clerk	\$21.72	\$22.60	\$23.27	\$23.97	\$24.69	\$25.43
595-21H	Employee Relations						
H01	Subject Matter Expert	\$77.61	\$80.74	\$83.16	\$85.65	\$88.22	\$90.87
H02	Senior Employee Relations Specialist	\$58.42	\$60.77	\$62.60	\$64.48	\$66.41	\$68.40
H03	Employee Relations Specialist	\$49.12	\$51.10	\$52.63	\$54.21	\$55.84	\$57.51
H04	Personnel Assistant	\$32.56	\$33.87	\$34.89	\$35.93	\$37.01	\$38.12
H05	Personnel Clerk	\$21.72	\$22.60	\$23.27	\$23.97	\$24.69	\$25.43
595-21I	Outplacement						
I01	Subject Matter Expert	\$77.61	\$80.74	\$83.16	\$85.65	\$88.22	\$90.87
I02	Senior Personnel Management Specialist	\$58.42	\$60.77	\$62.60	\$64.48	\$66.41	\$68.40
I03	Senior Personnel Staffing Specialist	\$58.42	\$60.77	\$62.60	\$64.48	\$66.41	\$68.40
I04	Personnel Staffing Specialist	\$49.12	\$51.10	\$52.63	\$54.21	\$55.84	\$57.51
I05	Senior Employee Relations Specialist	\$58.42	\$60.77	\$62.60	\$64.48	\$66.41	\$68.40
I06	Employee Relations Specialist	\$49.12	\$51.10	\$52.63	\$54.21	\$55.84	\$57.51
I07	Personnel Assistant	\$32.56	\$33.87	\$34.89	\$35.93	\$37.01	\$38.12
I08	Personnel Clerk	\$21.72	\$22.60	\$23.27	\$23.97	\$24.69	\$25.43
595-24X	Workers' Compensation						
X01	Senior Employee Relations Specialist	\$58.42	\$60.77	\$62.60	\$64.48	\$66.41	\$68.40
X02	Employee Relations Specialist	\$49.12	\$51.10	\$52.63	\$54.21	\$55.84	\$57.51
X03	Personnel Assistant	\$32.56	\$33.87	\$34.89	\$35.93	\$37.01	\$38.12
X04	Personnel Clerk	\$21.72	\$22.60	\$23.27	\$23.97	\$24.69	\$25.43