

# HCaTS SB

Human Capital and Training Solutions Small Business

Human Capital and Training Solutions Small Business Pool 2

Contract Number: GS02Q16DCR0108

Contract Type: Government-Wide Multiple Award, Indefinite Delivery, Indefinite Quantity (MA-IDIQ)

NAICS Codes: 541612 / 541611 / 541613 / 541618 / 611710

# TeAM

TECHNOLOGY, AUTOMATION & MANAGEMENT, INC.

**Technology, Automation & Management, Inc. (TeAM)**

A Veteran-Owned Small Business (VOSB) and International Standards Organization (ISO) 9001:2015 certified company that has been providing a wide range of professional support services for U.S. government agencies for over 30 years.

The HCaTS SB MA-IDIQ contract is a joint effort by the Office of Personnel Management and General Services Administration to address the need of providing the Federal Government with human resource training and development, and human capital management services more efficiently and effectively using industry best practices. Visit [www.gsa.gov/hcats](http://www.gsa.gov/hcats) for more information.

### Who Can Use the HCaTS SB MA-IDIQ Contract?

*The HCaTS SB contract is available to meet the requirements of all Federal agencies.* Agency Ordering Contracting Officers (OCOs) that have received a Delegation of Procurement Authority (DPA) from the HCaTS SB Contracting Officer may issue task orders under the MA-IDIQ contract. HCaTS SB allows for all contract types at the task order level (i.e., Fixed-Price, Cost-Reimbursement, Time-and-Materials, and Labor-Hour). Task orders may also combine more than one contract type. Use of the contract requires payment of a 0.75% GSA Contract Access Fee. Contract labor categories are listed on the reverse.

Other ancillary support services, integral and necessary as part of a total integrated solution within the scope of HCaTS SB, may be included within an individual task order. Ancillary support services include other professional/non-professional services; commercial/non-commercial items; IT services and components, administrative support; data entry; and, subject matter expertise. Other direct costs may include travel, materials, equipment and/or subcontractors.

### What Key Service Areas are included under HCaTS SB?

HCaTS SB consists of three Key Service Areas (KSAs):

- KSA 1: Customized Training and Development Services
- KSA 2: Customized Human Capital Strategy Services
- KSA 3: Customized Organizational Performance Improvement



NIST 800-171



### **Customized Training and Development Services**

Customized Training Services includes training that is developed and/or delivered to any Federal employee to enhance knowledge, skills and abilities related to a specific title, series or function, or general knowledge, skills and abilities. It also includes services such as course or instructional program administration as well as training that is developed/delivered to a Federal agency's constituencies.

Customized Employee Development Services includes services provided to any Federal employee to develop or enhance their general, mission-specific, management or leadership knowledge, skills and abilities, or to coach them throughout their transition in the Federal government.

### **Customized Human Capital Strategy Services**

This KSA includes a broad range of human capital and human resources services. These services may include, as a part of talent management and human capital management, the following: HR strategy, Organizational and position management, Staff acquisition, Performance management, Compensation management (excluding payroll), HR Development, Employee relations, Labor relations, Separation management, etc.

### **Customized Organizational Performance Improvement**

This KSA includes improved performance requiring changes in how people are organized around business processes, changes to the processes themselves and the tools created to support those processes, as well as changes in management practices.

### **Technology, Automation & Management, Inc.**

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For more information on using the HCaTS SB Pool 2 contract vehicle please contact the following individuals:

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## TeAM HCATS-SB Pool 2 Fully Burdened Labor Rates – November 10, 2021 to November 9, 2022 (Contract Year 5)

For full labor category descriptions see: [http://www.gsa.gov/portal/mediaId/126790/fileName/J1\\_HCaTS\\_SB\\_Standardized\\_Labor\\_Categories.action](http://www.gsa.gov/portal/mediaId/126790/fileName/J1_HCaTS_SB_Standardized_Labor_Categories.action)

ID #	Level	Labor Category	Government Site Rate	Contractor Site Rate
1.1	Junior	Arbitrators, Mediators, and Conciliators	\$59.62	\$57.25
1.2	Journeyman	Arbitrators, Mediators, and Conciliators	\$78.87	\$75.73
1.3	Senior	Arbitrators, Mediators, and Conciliators	\$112.14	\$107.68
1.4	SME	Arbitrators, Mediators, and Conciliators	\$150.65	\$144.67
2.1	Junior	Budget Analysts	\$63.89	\$61.37
2.2	Journeyman	Budget Analysts	\$77.25	\$74.19
2.3	Senior	Budget Analysts	\$106.35	\$102.13
2.4	SME	Budget Analysts	\$147.70	\$141.84
3.1	Junior	Business Operations Specialists, All Other	\$63.83	\$61.30
3.2	Journeyman	Business Operations Specialists, All Other	\$85.43	\$82.05
3.3	Senior	Business Operations Specialists, All Other	\$130.97	\$125.77
3.4	SME	Business Operations Specialists, All Other	\$195.44	\$187.68
4.1	Junior	Compensation, Benefits, and Job Analysis Specialists	\$59.40	\$57.05
4.2	Journeyman	Compensation, Benefits, and Job Analysis Specialists	\$71.57	\$68.72
4.3	Senior	Compensation, Benefits, and Job Analysis Specialists	\$106.58	\$102.36
4.4	SME	Compensation, Benefits, and Job Analysis Specialists	\$152.29	\$146.24
5.1	Junior	Editors	\$49.01	\$47.06
5.2	Journeyman	Editors	\$65.19	\$62.59
5.3	Senior	Editors	\$101.88	\$97.84
5.4	SME	Editors	\$151.35	\$145.35
6.1	Junior	Financial Managers	\$132.58	\$127.32
6.2	Journeyman	Financial Managers	\$155.59	\$149.41
6.3	Senior	Financial Managers	\$158.67	\$161.30
6.4	SME	Financial Managers	\$175.46	\$173.39
7.1	Junior	General and Operations Managers	\$87.40	\$83.93
7.2	Journeyman	General and Operations Managers	\$123.15	\$118.25
7.3	Senior	General and Operations Managers	\$158.67	\$156.31
7.4	SME	General and Operations Managers	\$193.71	\$186.02
8.1	Junior	Human Resources Managers	\$87.67	\$84.19
8.2	Journeyman	Human Resources Managers	\$123.15	\$118.25
8.3	Senior	Human Resources Managers	\$158.67	\$156.31
8.4	SME	Human Resources Managers	\$192.81	\$185.16
9.1	Junior	Human Resources Specialists	\$52.18	\$50.10
9.2	Journeyman	Human Resources Specialists	\$78.78	\$75.66
9.3	Senior	Human Resources Specialists	\$126.32	\$121.31
9.4	SME	Human Resources Specialists	\$165.51	\$158.95
10.1	Junior	Industrial-Organizational Psychologists	\$63.07	\$60.56
10.2	Journeyman	Industrial-Organizational Psychologists	\$84.24	\$80.90
10.3	Senior	Industrial-Organizational Psychologists	\$133.29	\$128.01
10.4	SME	Industrial-Organizational Psychologists	\$196.07	\$188.29
11.1	Junior	Labor Relations Specialists	\$70.85	\$68.04
11.2	Journeyman	Labor Relations Specialists	\$90.05	\$87.67

ID #	Level	Labor Category	Government Site Rate	Contractor Site Rate
11.3	Senior	Labor Relations Specialists	\$114.28	\$109.75
11.4	SME	Labor Relations Specialists	\$151.40	\$145.66
12.1	Junior	Logistics Analysts	\$67.47	\$64.81
12.2	Journeyman	Logistics Analysts	\$85.33	\$81.95
12.3	Senior	Logistics Analysts	\$124.35	\$119.42
12.4	SME	Logistics Analysts	\$184.19	\$176.88
13.1	Junior	Management Analysts	\$64.37	\$61.81
13.2	Journeyman	Management Analysts	\$97.78	\$93.89
13.3	Senior	Management Analysts	\$153.06	\$146.98
13.4	SME	Management Analysts	\$200.36	\$192.41
14.1	Junior	Managers, All Other	\$102.74	\$98.67
14.2	Journeyman	Managers, All Other	\$120.22	\$115.44
14.3	Senior	Managers, All Other	\$152.48	\$146.44
14.4	SME	Managers, All Other	\$188.56	\$181.46
15.1	Junior	Market Research Analysts and Marketing Specialists	\$66.55	\$64.46
15.2	Journeyman	Market Research Analysts and Marketing Specialists	\$80.01	\$76.83
15.3	Senior	Market Research Analysts and Marketing Specialists	\$131.68	\$126.45
15.4	SME	Market Research Analysts and Marketing Specialists	\$197.71	\$189.86
16.1	Junior	Operations Research Analysts	\$73.01	\$70.11
16.2	Journeyman	Operations Research Analysts	\$91.04	\$87.43
16.3	Senior	Operations Research Analysts	\$135.02	\$129.66
16.4	SME	Operations Research Analysts	\$194.21	\$186.50
17.1	Junior	Public Relations Specialists	\$60.70	\$58.30
17.2	Journeyman	Public Relations Specialists	\$72.65	\$69.76
17.3	Senior	Public Relations Specialists	\$121.28	\$116.46
17.4	SME	Public Relations Specialists	\$196.73	\$188.93
18.1	Junior	Social Science Research Assistants	\$37.15	\$35.67
18.2	Journeyman	Social Science Research Assistants	\$43.21	\$41.50
18.3	Senior	Social Science Research Assistants	\$67.62	\$64.94
18.4	SME	Social Science Research Assistants	\$102.67	\$98.59
19.1	Junior	Statisticians	\$78.00	\$74.91
19.2	Journeyman	Statisticians	\$102.57	\$98.51
19.3	Senior	Statisticians	\$143.83	\$138.12
19.4	SME	Statisticians	\$195.00	\$187.26
20.1	Junior	Survey Researchers	\$48.81	\$46.87
20.2	Journeyman	Survey Researchers	\$62.26	\$59.78
20.3	Senior	Survey Researchers	\$100.62	\$96.63
20.4	SME	Survey Researchers	\$153.31	\$147.22
21.1	Junior	Training and Development Managers	\$90.10	\$86.52
21.2	Journeyman	Training and Development Managers	\$120.19	\$115.42
21.3	Senior	Training and Development Managers	\$158.67	\$153.56
21.4	SME	Training and Development Managers	\$192.80	\$185.15