

# INNOVATION GROUP

PRICE CATALOG 2022

## CONTACT

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This rate schedule provides potential customers with a way to assess cost reasonableness relative to other vendors providing similar services. Rates for any one unit can be negotiated for specific conditions, assumptions and requirements at time of proposal.

## HOURLY RATES

\$275/hr	Principal Management Consultant
\$200/hr	Senior Management Consultant
\$100/hr	Senior HR Consultant
\$ 75/hr	HR Consultant
\$ 50/hr	Project Assistant

## PER ITEM RATE (FIRM FIXED)

\$3,000	Position description (PD)
\$3,000	Position evaluation report (Eval)
\$1,000	PD supporting documents
\$15,000	Position classification supplement
\$5,000	Desk audit (classification)
\$1,000	Instructional per diem
\$3,000	OPM-compliant crediting/rating plan
\$2,000	OPM-compliant job analysis
\$7,000	Performance improvement plan (PIP)

## Principal Management Consultant

**Duties:** Provides management expertise at the highest levels of specialization and competence. Serves as a subject matter expert, with authority sufficient to publish substantial work in area(s) of focus, or to serve as an expert witness in hearings. Carries out a full range of facilitative, analytical and written tasks, either in a very narrow area of expertise that is rarely found in the labor market, or that draws upon an extremely wide array of subjects, therefore requiring the highest levels of analytical capability.

**Minimum Qualifications:** 1. A terminal degree in a field related to the work to be carried out, and five (5) years' experience working with senior-level policies and programs similar to those to be studied; OR

2. Master's degree in a field of expertise related to the issues to be studied, and three (8) years' experience working with senior-level policies and programs similar to those to be studied; OR

3. Bachelor's degree in a field of expertise related to the management issues to be studied, and 12 years' senior-level experience working with policies or programs similar to those to be studied; OR

4. Fifteen (15) years' senior-level experience related to the policies or programs that are similar to those to be studied.

**Duties:** Plans, oversees and implements advanced management studies. Oversees HR projects. Designs and conducts HR-related surveys. Facilitates group meetings. Reviews and analyzes data to propose management actions. Drafts policies. Develops and constructs models of operations and processes.

**Minimum Qualifications:** 1. A terminal degree in a field related to the work to be carried out, and two (2) years' experience working with senior-level policies and programs similar to those to be studied; OR

2. Master's degree in a field of expertise related to the issues to be studied, and five (5) years' experience working with senior-level policies and programs similar to those to be studied; OR

3. Bachelor's degree in a field of expertise related to the management issues to be studied, and nine (9) years' senior-level experience working with policies or programs similar to those to be studied; OR

4. Thirteen (13) years' senior-level experience related to the policies or programs that are similar to those to be studied.

## Senior Management Consultant

## Senior HR Consultant

**Duties:** Independently implements advanced management studies. Takes leadership role in parts of larger HR projects. Independently conducts HR-related surveys. Facilitates small group meetings. Contributes to HR policies.

**Minimum Qualifications:** Eight (8) years of work experience and education, combined, in one or more of the following areas: organization development; change management; human capital; human resources management.

## HR Consultant

**Duties:** Implements management studies. Completes parts of larger HR projects. Conducts HR-related surveys. Contributes to HR policies.

**Minimum Qualifications:** Four (4) years of work experience and education, combined, in one or more of the following areas: organization development; change management; human capital; human resources management.

## Project Assistant

**Duties:** Supports studies, projects and policy efforts.

**Minimum Qualifications:** Two (2) years' work experience and education, combined, in business, liberal arts, communications or public administration .