

RETURN BIDS TO:
RETOURNER LES SOUMISSIONS À:
Bid Receiving - PWGSC / Réception des
soumissions - TPSGC
11 Laurier Street / 11, rue Laurier
Place du Portage, Phase III
Core 0B2 / Noyau 0B2
Gatineau
Québec
K1A 0S5
Bid Fax: (819) 997-9776

LETTER OF INTEREST
LETTRE D'INTÉRÊT

Title - Sujet Method of Supply TSPS	
Solicitation No. - N° de l'invitation E60ZN-15TSPS/B	Date 2015-06-29
Client Reference No. - N° de référence du client E60ZN-15TSPS	GETS Ref. No. - N° de réf. de SEAG PW-\$\$ZN-003-29297
File No. - N° de dossier 003zn.E60ZN-15TSPS	CCC No./N° CCC - FMS No./N° VME
Solicitation Closes - L'invitation prend fin at - à 02:00 PM on - le 2016-12-30	
Time Zone Fuseau horaire Eastern Standard Time EST	
F.O.B. - F.A.B. Specified Herein - Précisé dans les présentes Plant-Usine: <input type="checkbox"/> Destination: <input type="checkbox"/> Other-Autre: <input checked="" type="checkbox"/>	
Address Enquiries to: - Adresser toutes questions à: Latendresse, Lisa	Buyer Id - Id de l'acheteur 003zn
Telephone No. - N° de téléphone (819) 956-3233 ()	FAX No. - N° de FAX (819) 997-2229
Destination - of Goods, Services, and Construction: Destination - des biens, services et construction:	

Comments - Commentaires

Instructions: See Herein

Instructions: Voir aux présentes

Vendor/Firm Name and Address
Raison sociale et adresse du
fournisseur/de l'entrepreneur

Delivery Required - Livraison exigée	Delivery Offered - Livraison proposée
Vendor/Firm Name and Address Raison sociale et adresse du fournisseur/de l'entrepreneur	
Telephone No. - N° de téléphone Facsimile No. - N° de télécopieur	
Name and title of person authorized to sign on behalf of Vendor/Firm (type or print) Nom et titre de la personne autorisée à signer au nom du fournisseur/ de l'entrepreneur (taper ou écrire en caractères d'imprimerie)	
Signature	Date

Issuing Office - Bureau de distribution
Procurement Strategies Division / Division des stratégies
d'acquisition
11 Laurier St. / 11, rue Laurier
Place du Portage, 11C1
Phase III, Tower C
Gatineau
Quebec
K1A 0S5

Solicitation No. - N° de l'invitation

E60ZN-15TSPS/B

Amd. No. - N° de la modif.

File No. - N° du dossier

003znE60ZN-15TSPS

Buyer ID - Id de l'acheteur

003zn

CCC No./N° CCC - FMS No/ N° VME

E60ZN-15TSPS

SEE ATTACHED DOCUMENT

E60ZN-15TSPS Median Rates

Streams Categories	Level	National Zone/Canada Wide	Atlantic	Halifax	Moncton	Quebec	Quebec City	Montreal	National Capital Region (NCR)	Ontario	Toronto	Western	Winnipeg	Saskatoon	Edmonton	Calgary	Pacific	Vancouver	Victoria
1. Human Resources Services Stream																			
1.1 Human Resources Consultant																			
	Junior	\$548.50	\$530.00	\$528.00	\$528.00	\$539.00	\$539.00	\$539.00	\$539.00	\$544.00	\$544.00	\$539.00	\$539.00	\$534.50	\$524.50	\$524.50	\$544.00	\$539.00	\$534.50
	Intermediate	\$588.00	\$568.00	\$575.00	\$575.00	\$588.00	\$588.00	\$588.00	\$588.00	\$595.00	\$595.00	\$591.50	\$591.50	\$588.00	\$575.00	\$575.00	\$595.00	\$588.00	\$575.00
	Senior	\$615.00	\$617.45	\$617.45	\$617.45	\$630.00	\$630.00	\$630.00	\$630.00	\$640.00	\$640.00	\$635.00	\$635.00	\$630.00	\$615.00	\$615.00	\$640.00	\$630.00	\$615.00
1.2 Organizational Design and Classification Consultant																			
	Junior	\$590.00	\$588.00	\$588.00	\$588.00	\$598.00	\$598.00	\$598.00	\$598.00	\$600.00	\$600.00	\$598.00	\$598.00	\$590.00	\$588.00	\$588.00	\$600.00	\$590.00	\$588.00
	Intermediate	\$635.00	\$635.00	\$635.00	\$635.00	\$645.00	\$645.00	\$645.00	\$645.00	\$650.00	\$650.00	\$645.00	\$645.00	\$635.00	\$635.00	\$635.00	\$650.00	\$645.00	\$635.00
	Senior	\$660.00	\$662.45	\$662.45	\$662.45	\$675.00	\$675.00	\$675.00	\$675.00	\$680.00	\$680.00	\$675.00	\$675.00	\$660.00	\$660.00	\$660.00	\$680.00	\$675.00	\$660.00
1.3 Employment Equity Consultant																			
	Junior	\$573.13	\$570.00	\$570.00	\$570.00	\$579.00	\$579.00	\$579.00	\$579.00	\$583.13	\$583.13	\$579.00	\$579.00	\$573.13	\$573.13	\$573.13	\$583.13	\$579.00	\$573.13
	Intermediate	\$701.00	\$700.00	\$700.00	\$700.00	\$714.00	\$714.00	\$714.00	\$714.00	\$718.00	\$718.00	\$714.00	\$714.00	\$701.00	\$700.00	\$700.00	\$718.00	\$714.00	\$700.00
	Senior	\$775.00	\$775.00	\$773.62	\$773.62	\$787.00	\$787.00	\$787.00	\$787.00	\$795.00	\$795.00	\$790.00	\$790.00	\$775.00	\$773.62	\$773.62	\$795.00	\$790.00	\$775.00
1.4 Employee Relation Consultant																			
	Junior	\$529.50	\$529.00	\$529.00	\$529.00	\$539.00	\$539.00	\$539.00	\$539.00	\$540.00	\$540.00	\$539.00	\$539.00	\$529.50	\$529.50	\$529.50	\$540.00	\$539.00	\$529.00
	Intermediate	\$571.50	\$570.00	\$570.00	\$570.00	\$580.00	\$580.00	\$580.00	\$580.00	\$585.00	\$585.00	\$580.00	\$580.00	\$571.50	\$570.00	\$570.00	\$585.00	\$580.00	\$570.00
	Senior	\$624.50	\$623.00	\$623.00	\$623.00	\$635.00	\$635.00	\$635.00	\$635.00	\$640.00	\$640.00	\$635.00	\$635.00	\$624.50	\$623.00	\$623.00	\$640.00	\$635.00	\$623.00
1.5 Compensation Consultant																			
	Junior	\$569.00	\$569.00	\$569.00	\$569.00	\$579.00	\$579.00	\$579.00	\$579.00	\$580.00	\$580.00	\$579.00	\$579.00	\$569.00	\$569.00	\$569.00	\$580.00	\$579.00	\$569.00
	Intermediate	\$617.50	\$616.00	\$616.00	\$616.00	\$628.00	\$628.00	\$628.00	\$628.00	\$635.00	\$635.00	\$628.00	\$628.00	\$617.50	\$616.00	\$616.00	\$635.00	\$628.00	\$616.00
	Senior	\$672.00	\$670.00	\$670.00	\$670.00	\$685.00	\$685.00	\$685.00	\$685.00	\$690.00	\$690.00	\$685.00	\$685.00	\$672.00	\$670.00	\$670.00	\$690.00	\$685.00	\$670.00
1.6 HR Information System Consultant																			
	Junior	\$625.00	\$625.00	\$625.00	\$625.00	\$635.00	\$635.00	\$635.00	\$635.00	\$640.00	\$640.00	\$635.00	\$635.00	\$625.00	\$625.00	\$625.00	\$640.00	\$635.00	\$625.00
	Intermediate	\$800.00	\$800.00	\$800.00	\$800.00	\$815.00	\$815.00	\$815.00	\$815.00	\$820.00	\$820.00	\$815.00	\$815.00	\$800.00	\$800.00	\$800.00	\$820.00	\$815.00	\$800.00
	Senior	\$965.00	\$967.75	\$967.75	\$967.75	\$980.00	\$980.00	\$980.00	\$980.00	\$985.00	\$985.00	\$980.00	\$980.00	\$965.00	\$965.00	\$965.00	\$985.00	\$980.00	\$965.00
1.7 Leadership Development Consultant																			
	Junior	\$649.00	\$649.00	\$649.00	\$649.00	\$659.00	\$659.00	\$659.00	\$659.00	\$660.00	\$660.00	\$659.00	\$659.00	\$649.00	\$649.00	\$649.00	\$660.00	\$659.00	\$649.00
	Intermediate	\$816.00	\$816.12	\$816.12	\$816.12	\$826.00	\$826.00	\$826.00	\$826.00	\$830.00	\$830.00	\$826.00	\$826.00	\$816.00	\$816.12	\$816.12	\$830.00	\$826.00	\$816.00
	Senior	\$975.00	\$975.00	\$975.00	\$975.00	\$985.00	\$985.00	\$985.00	\$985.00	\$990.00	\$990.00	\$985.00	\$985.00	\$975.00	\$975.00	\$975.00	\$990.00	\$985.00	\$975.00
1.8 Staffing Consultant																			
	Junior	\$495.00	\$493.12	\$493.12	\$493.12	\$497.23	\$497.23	\$497.23	\$497.23	\$498.50	\$498.50	\$498.50	\$498.50	\$495.00	\$495.00	\$495.00	\$498.50	\$498.50	\$495.00
	Intermediate	\$592.50	\$592.50	\$592.50	\$592.50	\$595.00	\$595.00	\$595.00	\$595.00	\$596.25	\$596.25	\$596.25	\$596.25	\$592.50	\$592.50	\$592.50	\$596.25	\$596.25	\$592.50
	Senior	\$699.00	\$700.00	\$700.00	\$700.00	\$705.00	\$705.00	\$705.00	\$705.00	\$710.00	\$710.00	\$705.00	\$705.00	\$699.00	\$699.00	\$699.00	\$710.00	\$705.00	\$699.00
1.9 HR Policy Development Consultant																			
	Junior	\$545.98	\$539.00	\$539.00	\$539.00	\$544.99	\$544.99	\$544.99	\$544.99	\$544.99	\$544.99	\$544.99	\$544.99	\$540.00	\$540.00	\$540.00	\$544.99	\$544.99	\$540.00
	Intermediate	\$695.00	\$695.00	\$695.00	\$695.00	\$695.00	\$695.00	\$695.00	\$695.00	\$695.00	\$695.00	\$695.00	\$695.00	\$695.00	\$695.00	\$695.00	\$695.00	\$695.00	\$695.00
	Senior	\$875.00	\$875.00	\$875.00	\$875.00	\$880.00	\$880.00	\$880.00	\$880.00	\$885.00	\$885.00	\$880.00	\$880.00	\$875.00	\$875.00	\$875.00	\$885.00	\$880.00	\$875.00
1.10 HR Assistant Consultant																			
	Junior	\$400.00	\$399.00	\$399.00	\$399.00	\$399.00	\$399.00	\$399.00	\$399.00	\$400.00	\$400.00	\$399.00	\$399.00	\$400.00	\$399.00	\$399.00	\$400.00	\$399.00	\$399.00
	Intermediate	\$499.00	\$499.00	\$499.00	\$499.00	\$499.00	\$499.00	\$499.00	\$499.00	\$499.00	\$499.00	\$499.00	\$499.00	\$499.00	\$499.00	\$499.00	\$499.00	\$499.00	\$499.00
	Senior	\$570.00	\$569.00	\$569.00	\$569.00	\$569.00	\$569.00	\$569.00	\$569.00	\$569.00	\$569.00	\$569.00	\$569.00	\$570.00	\$569.00	\$569.00	\$569.00	\$569.00	\$569.00

Streams Categories	Level	National Zone/Canada Wide	Atlantic	Halifax	Moncton	Quebec	Quebec City	Montreal	National Capital Region (NCR)	Ontario	Toronto	Western	Winnipeg	Saskatoon	Edmonton	Calgary	Pacific	Vancouver	Victoria
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2. Business Consulting / Change Management Services Stream

2.1 Business Analyst	Junior	\$550.00	\$550.00	\$543.00	\$529.00	\$550.00	\$550.00	\$550.00	\$550.00	\$550.00	\$550.00	\$550.00	\$546.50	\$550.00	\$550.00	\$550.00	\$550.00	\$550.00	\$550.00
	Intermediate	\$700.00	\$693.00	\$699.00	\$688.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$699.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00
	Senior	\$864.00	\$850.00	\$850.00	\$850.00	\$850.00	\$850.00	\$850.00	\$850.00	\$850.00	\$850.00	\$850.00	\$850.00	\$850.00	\$850.00	\$850.00	\$850.00	\$850.00	\$850.00
2.2 Business Continuity Consultant	Junior	\$623.00	\$619.00	\$619.00	\$612.75	\$619.00	\$625.00	\$625.00	\$625.00	\$623.00	\$619.00	\$615.00	\$615.00	\$615.00	\$619.00	\$615.00	\$619.00	\$625.00	\$619.00
	Intermediate	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00
	Senior	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00
2.3 Business Consultant	Junior	\$618.00	\$600.00	\$600.00	\$597.50	\$600.00	\$600.62	\$600.00	\$609.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00
	Intermediate	\$795.00	\$775.00	\$765.13	\$750.00	\$750.00	\$750.00	\$795.00	\$795.00	\$776.35	\$776.35	\$775.25	\$775.25	\$775.25	\$795.00	\$791.50	\$795.00	\$791.50	\$788.00
	Senior	\$947.50	\$900.00	\$900.00	\$900.00	\$900.00	\$922.50	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00
2.4 Organization Development Consultant	Junior	\$650.00	\$650.00	\$650.00	\$649.98	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00
	Intermediate	\$845.00	\$824.00	\$819.50	\$814.00	\$815.00	\$815.00	\$825.00	\$829.00	\$819.50	\$819.50	\$815.00	\$815.00	\$824.00	\$824.00	\$845.00	\$845.00	\$845.00	\$824.00
	Senior	\$997.00	\$973.50	\$974.25	\$961.75	\$974.25	\$975.00	\$995.00	\$985.90	\$975.90	\$975.90	\$976.80	\$976.80	\$976.80	\$976.80	\$997.00	\$997.00	\$997.00	\$985.00
2.5 Business Process Consultant	Junior	\$642.79	\$610.00	\$600.00	\$600.00	\$600.00	\$600.00	\$635.29	\$625.00	\$625.00	\$620.00	\$620.00	\$620.00	\$620.00	\$620.00	\$623.00	\$610.00	\$600.00	\$600.00
	Intermediate	\$785.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$784.38	\$783.75	\$775.00	\$775.00	\$775.00	\$775.00	\$775.00	\$775.00	\$775.00	\$773.00	\$773.00	\$750.00
	Senior	\$948.00	\$910.00	\$915.50	\$915.50	\$915.50	\$900.00	\$900.00	\$900.00	\$946.50	\$945.00	\$941.00	\$941.00	\$941.00	\$921.00	\$921.00	\$933.00	\$921.00	\$910.00
2.6 Change Management Consultant	Junior	\$655.50	\$651.50	\$650.00	\$649.98	\$650.00	\$651.00	\$671.50	\$651.50	\$651.50	\$651.50	\$651.50	\$650.00	\$650.00	\$650.00	\$655.50	\$654.00	\$650.00	\$650.00
	Intermediate	\$825.00	\$813.00	\$800.00	\$800.00	\$800.00	\$800.00	\$825.00	\$825.00	\$843.50	\$825.00	\$819.00	\$825.00	\$825.00	\$825.00	\$825.00	\$825.00	\$825.00	\$813.00
	Senior	\$995.00	\$990.00	\$995.00	\$987.50	\$980.00	\$990.00	\$995.00	\$995.00	\$995.00	\$995.00	\$998.00	\$995.00	\$998.00	\$998.00	\$998.50	\$995.00	\$998.00	\$995.00
2.7 Needs Analysis and Research Consultant	Junior	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00
	Intermediate	\$761.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$761.00	\$755.50	\$761.00	\$755.50	\$761.00	\$761.00	\$765.00	\$750.00	\$750.00	\$750.00	\$750.00
	Senior	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00
2.8 Business Architect	Junior	\$650.00	\$649.00	\$649.00	\$649.00	\$649.00	\$649.00	\$649.00	\$649.00	\$649.00	\$649.00	\$649.00	\$649.00	\$649.00	\$649.00	\$649.00	\$649.00	\$649.00	\$649.00
	Intermediate	\$806.50	\$800.00	\$800.00	\$776.00	\$800.00	\$806.50	\$800.00	\$806.50	\$800.00	\$800.00	\$800.00	\$800.00	\$800.00	\$800.00	\$800.00	\$800.00	\$800.00	\$800.00
	Senior	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
2.9 Statistical Analyst	Junior	\$600.00	\$597.00	\$600.00	\$599.00	\$599.00	\$599.00	\$599.00	\$599.00	\$600.00	\$599.50	\$600.00	\$599.50	\$600.00	\$600.00	\$599.50	\$599.50	\$599.50	\$599.00
	Intermediate	\$750.00	\$750.00	\$750.00	\$747.00	\$747.00	\$747.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$750.00	\$749.50
	Senior	\$900.00	\$899.98	\$900.00	\$899.98	\$899.98	\$899.98	\$899.98	\$899.98	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$899.99	\$899.99	\$899.99	\$899.00
2.10 Knowledge Management Consultant	Junior	\$650.00	\$650.00	\$650.00	\$624.00	\$650.00	\$637.50	\$650.00	\$658.00	\$650.00	\$650.00	\$625.00	\$643.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00
	Intermediate	\$807.50	\$807.40	\$810.25	\$806.15	\$805.00	\$807.50	\$807.50	\$810.25	\$807.50	\$806.15	\$806.15	\$806.15	\$806.15	\$806.15	\$807.40	\$807.50	\$807.50	\$807.50
	Senior	\$948.50	\$951.00	\$970.00	\$948.50	\$948.50	\$948.50	\$948.50	\$948.50	\$951.00	\$951.00	\$951.00	\$951.00	\$951.00	\$951.00	\$960.00	\$960.00	\$960.00	\$960.00
2.11 Information/Records Management/Recordkeeping Specialist	Junior	\$595.00	\$588.00	\$588.00	\$588.00	\$588.00	\$588.00	\$588.00	\$595.00	\$591.50	\$591.50	\$591.50	\$591.50	\$591.50	\$591.50	\$595.00	\$595.00	\$595.00	\$583.50
	Intermediate	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$712.50	\$712.50	\$712.50	\$712.50	\$712.50	\$712.50	\$712.50	\$712.50	\$712.50	\$700.00
	Senior	\$888.00	\$850.00	\$850.00	\$883.00	\$850.00	\$850.00	\$850.00	\$850.00	\$879.00	\$850.00	\$850.00	\$850.00	\$850.00	\$850.00	\$883.00	\$883.00	\$883.00	\$850.00

