



House Strategies Group, LLC · Riley McGuire Partners, LLC

SDVOSB JOINT VENTURE — VHA SALARY SURVEY

WHY THIS IS THE RIGHT SOLUTION FOR THE VA

The only bid the VA can operate before it awards it.

A solution analysis for VHA Salary Survey Data Collection & Analysis (Sol. 36C77626Q0191): a Veterans-First-eligible SDVOSB joint venture, fronting a working compensation platform the VA can use today.



Don't take our word for it — operate it.

The working platform is live at vha-salary-survey.housestrategiesgroup.com. Every claim in this analysis is something you can click.

The problem this contract exists to solve

VHA must set and defend pay for one of the largest health workforces in the country — across four statutory pay systems at once, for 152+ medical centers and the territories, on antitrust-sensitive third-party survey data, consistently and defensibly, every year. And it must do it while shortages are at record highs.

380K

employees in scope

Title 38 / Hybrid / Title 5

152+

medical centers

+ 1,000+ outpatient sites & territories

~50

surveys to source

salary · benefits · productivity

4,434

OIG severe shortages

FY2025 · +50% YoY

Why this is the right solution — seven reasons

The HSG + RMP joint venture is built to win on the criteria that actually matter to the VA: a Veterans-First award, a faster authorization, defensible numbers, disciplined stewardship, and a solution the VA can verify before it commits.

01 You can operate it before you award it.

This is the only response in this market the VA can verify by clicking. The working platform runs on real BLS, OIG, and VA-facility data today — the \$7451 locality model, the benchmarking, the pay workbench, the publisher-format survey submissions, and the audit lineage.

For the VA: De-risks selection. The VA sees the system work — on real data, with real workflows — before committing a dollar.

02 The platform is owned and hosted by HSG — not licensed to the VA.

House Strategies Group builds and hosts the entire Task 4 platform on AWS GovCloud. There is no third-party per-seat fee to the VA for the analytics layer, and the architecture keeps Federal employee data out of the hosted product — the same model as the incumbent MarketPay service the VA already trusts.

For the VA: De-risks authorization and cost. A smaller, faster ATO; no per-seat license lock-in; the VA keeps the data and the versioned catalog.

03 Veterans First — without losing the platform.

The proposed structure is a Service-Disabled Veteran-Owned joint venture: Riley McGuire Partners is the managing venturer. The VA can make a mandatory Vets First award under the Rule of Two (38 U.S.C. §8127) and still receive HSG's platform and compensation depth.

For the VA: Satisfies the VA's strongest socioeconomic preference while delivering the most capable solution — not a trade-off.

04 A division of labor that fits the work.

RMP (SDVOSB) owns the vehicle, project management, survey-purchase negotiation, and the labor-heavy \$7451 facility-survey operations across 152+ sites. HSG owns the platform and the credentialed compensation, classification, and job-architecture specialists. Each firm does what it does best.

For the VA: The managing venturer self-performs $\geq 40\%$ of the work (13 CFR 128.402); the JV self-performs $\geq 50\%$ of services cost — compliant by design.

05 Honest analysis that won't waste the VA's money.

The platform's data-and-AI layer separates a pay problem from a pipeline problem. It shows where a raise fixes retention (physicians, nurses) and where it won't — Psychology is competitively paid yet severely short, a supply issue no pay raise solves.

For the VA: Defensible stewardship: pay dollars go where they actually move retention, and the analysis says so out loud.

06

Defensible by construction.

Every published figure carries an immutable, source-to-recommendation lineage, and the occupation catalog is effective-dated and versioned. Any §7431 panel or §7451 survey number can be walked back to its survey, vintage, crosswalk, and reviewer.

For the VA: Survives IG and compensation-panel scrutiny — the 4I commitment, demonstrated, not promised.

07

Real VA delivery, plus the exact artifacts at scale.

Direct VA/VHA delivery experience (Enhanced-Use Lease & lease administration), federal HR and classification with Exceptional past-performance ratings, and a public-sector compensation practice that already produces every artifact this PWS requires — survey percentiles, locality differentials, a cloud portal, and a maintained catalog.

For the VA: Capability the VA can check three ways: the built platform, relevant past performance, and a team credentialed for exactly this work.

How this compares

The difference between a working, owned, Veterans-First-eligible platform and a described, licensed one.

Selection criterion	HSG + RMP SDVOSB JV	A typical respondent
Can the VA operate the solution before award?	Yes — live, on real data	No — described in prose
Analytics-platform ownership	HSG-owned · no per-seat fee	Per-seat SaaS license
Veterans First eligible	Yes — SDVOSB joint venture	Varies
Federal data in the hosted product	No — GovCloud, data stays out	Often yes → larger ATO
Separates pay gaps from pipeline gaps	Built-in (AI insights)	Rare
Survey participation — submit VHA data to publishers	Built-in — each publisher's format	Manual / unclear
Audit lineage & versioned catalog	Built-in (4I)	Varies

The team — who does what

A Service-Disabled Veteran-Owned joint venture. Riley McGuire Partners is the managing venturer (the SDVOSB vehicle, the program, survey procurement, and survey operations); House Strategies Group provides the platform and the compensation / classification specialists. Each firm does what it is best at.

Firm	Responsibility	Scope
RMP	SDVOSB vehicle · prime of record	Makes the award Veterans First eligible; ≥51% ownership & profit; names the PM.
RMP	Project management (Tasks 1, 6, 7)	Scope, schedule, cost, IMPS, risk; monthly reports & quarterly governance.
RMP	Survey-purchase negotiation (Task 1)	Negotiates & procures the ~50 surveys; publisher agreements; redistribution terms.
RMP	Facility-survey operations (Tasks 2, 3)	\$7451 local labor-market survey logistics across 152+ facilities; data collection.
HSG	Task 4 platform + GovCloud hosting	Builds, hosts, secures the platform; ingest, analytics, dashboards, publisher-format survey submissions, audit lineage.
HSG	Compensation & benchmarking SMEs (Task 2)	Percentiles, compa-ratio, market position; \$7431 physician panels.
HSG	Classification & job architecture (Tasks 3, 5)	Occupation catalog, pay-authority mapping, grade bands, SSR, geographic differentials.

See whether it does what this says.



The \$7451 locality model, the benchmarking, the AI pay-equity flags, the audit lineage, and the Task 4 workbench are live now at **vha-salary-survey.housestrategiesgroup.com**. Operate it — then read our compliant Sources Sought response and the step-by-step walkthrough that ships with it.

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