



House Strategies Group, LLC

VHA COMPENSATION INTELLIGENCE PLATFORM

EVALUATOR'S WALKTHROUGH — OPERATE IT YOURSELF

The platform, in your hands.

A guided, click-by-click tour of the working VHA salary-survey platform built for VA Solicitation 36C77626Q0191. Operate the production tools yourself, then read the response on the portal — this guide shows you exactly where to click.



Open the platform, then follow along.

No login, no install. Scan the code or visit vha-salary-survey.housestrategiesgroup.com — then keep this guide beside you.

Start the 5-minute tour →

The 5-minute tour

If you do nothing else, do these six things in order. They show the platform's defining trait — that it is a connected, working system, not a slideshow. One action ripples across the whole platform.

1 Open the Command Center

vha-salary-survey.housestrategiesgroup.com/platform/command-center

See the whole program on one live screen — the data-flow strip (VA furnishes → we submit → VHA consumes), schedule progress, market position, and a streaming activity feed. Leave this tab open; you'll watch it react.

2 Generate a publisher submission

vha-salary-survey.housestrategiesgroup.com/platform/participation

Pick SullivanCotter; the platform generates VHA's submission in the publisher's own format — the Subtask 2.3 work the contract pays for. Download the CSV; the export logs to the audit trail.

3 File a \$7451 facility survey — the optional conduct model

vha-salary-survey.housestrategiesgroup.com/platform/survey/respond

Complete the 5-step local labor-market survey and certify it. A real, validated workflow — the beyond-baseline capability our RFI prices separately (Question 3).

4 Watch it flow everywhere

vha-salary-survey.housestrategiesgroup.com/platform/command-center

Return to the Command Center: your actions are now in Live Activity. Open Admin Console and Audit & Lineage — they're there too. One action, the whole system reacts.

5 Run a pay determination

[vha-salary-](#)

[survey.housestrategiesgroup.com/platform/workbench](#)

Pick an occupation and a facility; the Pay Workbench localizes the market range in real time and you save the determination to the audit trail.

6 Let the AI flag pay gaps

[vha-salary-](#)

[survey.housestrategiesgroup.com/platform/pay-equity](#)

Drag the threshold; the platform flags every occupation lagging market and tells you the dollar cost to close the gap — and where a raise won't help.

7 Trace any number to its source

[vha-salary-](#)

[survey.housestrategiesgroup.com/platform/audit](#)

Publish a catalog version and follow the source-to-recommendation lineage. Nothing on this platform is a black box.

The one thing to watch for

When you certify the §7451 survey (step 2), open the Command Center, Admin Console, and Audit & Lineage. Your submission is in all three — instantly. That live data flow is the difference between a demonstration and a mock-up, and it is how the awarded platform will actually run.

Module-by-module guide

Each module below is a live tool on the platform, mapped to a PWS task. For every one: what it is, the exact steps to exercise it, and what it proves.

01 Command Center

Tasks 1 • 6 • 7

► [vha-salary-survey.housestrategiesgroup.com/platform/command-center](#)

The single operational view across all seven tasks — base-year schedule progress, enterprise market position, OIG shortage exposure, and a live activity feed that streams every action taken anywhere in the platform.

TRY IT

- 1 Note the KPI row — workforce in scope, medical centers, milestones complete, OIG severe shortages.
- 2 Read the **Program status** card: the base-year IMPS progress bar and the in-flight milestone.
- 3 Read the **Market position** split — how many benchmarked occupations lag, sit at, or lead the market.
- 4 Keep this tab open. As you use other modules, the **Live activity** feed and 'Your session' counters update in real time.

WHAT IT PROVES

Real program oversight — not a static dashboard. Tasks 6/7 reporting and governance, surfaced continuously.

02 Program / IMPS

Tasks 1 · 6 · 7

► vha-salary-survey.housestrategiesgroup.com/platform/program

The Integrated Master Project Schedule: a Gantt of base-year milestones, the period-of-performance plan (1 base + 4 options), the work-breakdown structure with RMP/HSG ownership, a deliverable tracker, and the monthly progress reports.

TRY IT

- 1 Scan the **IMPS Gantt** — each milestone is placed on the week axis and colored by status (done / in-flight / upcoming).
- 2 Use the **owner filter** (All / RMP / HSG / JV) to see who owns what across the schedule.
- 3 Open the **Monthly progress reports** selector and read an accomplishment + risk register.

WHAT IT PROVES

Task 1 kickoff & IMPS, Task 6 monthly reporting, and Task 7 governance — concrete, dated, and owned.

03 VA Data Intake → QA Screen → Survey Participation (the contracted flow)

Subtasks 2.1–2.3

► vha-salary-survey.housestrategiesgroup.com/platform/data-intake

The submission the contract pays for. Per the PWS, the VA furnishes employee data annually (Subtask 2.1); the platform screens the classification layer (rules flag, AI drafts, named desks decide), the contractor reformats (2.2) and runs the entire survey-submission process to ~50 publishers on VHA's behalf (2.3). Facilities and HR specialists consume the results — they are not respondents.

TRY IT

- 1 On **VA Data Intake**, load the sample VA extract (synthetic, 1,000 employees) and watch it summarize — records, occupations, facilities, pay systems.
- 2 Run the **classification QA screen**: deterministic rules flag pay outside the localized market band, missing physician specialties, FLSA miscodes, and unreconciled fields — each routed to the desk that owns the call (CJE · physician-comp SME · data ops).
- 3 Open a flag and run the **AI proposal** — series, grade band, FLSA, and benchmark match with confidence and a written rationale. Then disposition it: accept, or exclude from submissions. The AI never decides; it sorts and drafts.
- 4 Generate the publisher submissions — one internal model becomes each publisher's exact layout and grain, de-identified; excluded records are verifiably gone from the files.
- 5 Open **Survey Participation**: the FY submission calendar, then pick SullivanCotter and download VHA's submission in the publisher's own format. Participant pricing is earned here — a ≈4× spread per the publishers' own schedules.

WHAT IT PROVES

Subtasks 2.1–2.3 end-to-end — GFE data in, classification QA with named human deciders, publisher-format submissions out, with the contractor as the respondent.

04 Facility Survey — §7451 (conduct model • optional)

RFI Q3 • beyond baseline

► vha-salary-survey.housestrategiesgroup.com/platform/survey/respond

The local labor-market survey a facility coordinator would complete if the VA elects the conduct model — five validated sections (facility profile, nursing roster, comparator employers, certification). The PWS baseline coordinates §7451 from national data; this instrument and its invitation campaign demonstrate the optional locally-administered alternative our RFI prices separately (Question 3).

TRY IT

- 1 Read the amber banner first — it states plainly where this sits relative to the PWS baseline.
- 2 Step through all five sections. The form validates required fields, email format, and at least one comparator employer.
- 3 Certify & submit. You'll get a locked confirmation with a submission ID.
- 4 **Now prove it's connected:** open Command Center (Live activity), Admin Console (Live §7451 submissions), and Audit & Lineage — your submission appears in all three.

WHAT IT PROVES

The conduct-§7451 capability end-to-end — tokenized invites, validation, certify-and-lock, audit — ready if the VA elects it.

05 Pay Workbench

Task 4 • 4C–4F

► vha-salary-survey.housestrategiesgroup.com/platform/workbench

The analyst's pay-setting tool: pick an occupation and a facility and the workbench localizes the market range (P25/P50/P75) to that labor market, computes the compa-ratio against current VHA pay, returns a lagging / at-market / leading verdict, and records a defensible determination to the audit trail.

TRY IT

- 1 Choose an occupation and a facility; watch the localized **P25/P50/P75** range and **compa-ratio** compute instantly.
- 2 Read the **basis** line — BLS OEWS national percentiles localized by the facility cost-of-labor index, under the right pay authority (§7431 / §7451 / SSR).
- 3 Click **Save determination** — it's written to the audit trail (verify on Audit & Lineage).

WHAT IT PROVES

Task 4 pay-setting (4C–4F) — localized, statute-anchored, defensible, and every figure reproducible.

06 Market Benchmarking

Task 2

► vha-salary-survey.housestrategiesgroup.com/platform/benchmarking

Every key occupation's competitive position on real BLS OEWS 2025 percentiles — P10–P90 bands, VHA-current marker, compa-ratio, and a lagging / at-market / leading verdict.

TRY IT

- 1 Filter by occupation **family**.
- 2 Read each row's percentile band and compa-ratio; note the color-coded market position.
- 3 Open the physician scatter — market median vs. VA market pay, colored by shortage risk.

WHAT IT PROVES

Task 2 benchmarking on real market data — the percentile, compa-ratio, and range-penetration engine.

07 Pay Equity & AI Insights

Task 4G

► vha-salary-survey.housestrategiesgroup.com/platform/pay-equity

The platform's data-and-AI layer: it scans every occupation for pay disparities, flags those lagging market, quantifies the dollar cost to reach median, and separates a pay problem from a pipeline problem.

TRY IT

- 1 Drag the **flag threshold** slider; the flagged-occupation count and the total gap-to-median update live.
- 2 Read the **AI-flagged adjustments** — each with a recommendation and the dollar gap.
- 3 Study the **pay vs. supply** panel: Psychology is competitively paid yet short — a raise won't fix it. The platform says so.

WHAT IT PROVES

Task 4G 'uses data and AI to flag pay adjustments and disparities' — with honest, decision-support framing.

08 Geographic Differentials & Facility Locality

Task 3

► vha-salary-survey.housestrategiesgroup.com/platform/geographic-differentials

The \$7451 cost-of-labor engine: a national cost-of-labor map (national = 100), the metro index ranking, and a per-facility view that converts national data to a specific VAMC's market.

TRY IT

- 1 On **Geographic**, read the cost-of-labor map and the index ranking (San Francisco 191 vs. Nashville 86).
- 2 Open **Facility Locality** and select a VA medical center to see its local RN median and locality differential.

WHAT IT PROVES

Task 3 geographic differentials — BLS-anchored, drilled to the facility, the way \$7451 requires.

09 Job Architecture & Classification AI

Task 5

► vha-salary-survey.housestrategiesgroup.com/platform/job-architecture

The occupation catalog — every VHA occupation mapped to pay authority (Title 38 / Hybrid / Title 5), family, grade band, headcount, and benchmark source — plus the live committed-classifications feed from the Classification AI desk-audit workflow, and the 18→5 VISN-consolidation resilience story (geography is an effective-dated catalog dimension).

TRY IT

- 1 Read the pay-system split (Title 38 / Hybrid / Title 5).
- 2 Filter the catalog by family and pay system; inspect a crosswalk row.
- 3 Scroll to **Committed classifications** — records committed in the Classification AI module (duty log → AI proposal → analyst commit) land here on their way into the next catalog version.
- 4 Optionally open **Classification AI** (/platform/classification): load a duty template (or dictate by voice), let the AI propose series/grade/FLSA, and commit.

WHAT IT PROVES

Task 5 job architecture end-to-end — catalog, crosswalks, Subtask 5.1/5.2 classification workflow, and versioned governance that survives the VISN reorganization.

10 Admin Console & Cloud Data

Task 4 · 4A-4B

► vha-salary-survey.housestrategiesgroup.com/platform/admin

The program administrator's console: the FY2026 distribution board — status, reminders, role-based access, the security posture, and the audit feed — plus, for the platform owner, the **Cloud & data** tab: the survey library served live from AWS S3 and a real, password-gated survey-file ingest.

TRY IT

- 1 On **Campaign** (the conduct-\$7451 board — optional capability), find the survey you filed in the Live submissions panel, then send a reminder to an overdue facility.
- 2 Review **Roles & Access** and the **Security** posture (NIST 800-53 / 800-171; live-today vs activates-at-award stated on screen).
- 3 Open the **Cloud & data** tab: inspect the S3-served survey library, then — optionally, with the access password — ingest a survey file straight to the real cloud store (commercial AWS today; GovCloud at award).

WHAT IT PROVES

Task 4 intake (4A-4B) and governance — a real cloud data store and a working presigned-PUT ingest to AWS, under role-based control.

11 Audit & Lineage

Task 4I

► vha-salary-survey.housestrategiesgroup.com/platform/audit

The defensibility layer: an immutable source-to-recommendation lineage for every figure, an effective-dated catalog version history, and a searchable audit log of everything that has happened.

TRY IT

- 1 Follow the **lineage chain** — source survey → reformat → crosswalk → percentile → geo differential → sign-off.
- 2 In **Publish a revision**, write a summary and cut the next catalog version. It records to the log and rolls up to Command Center.
- 3 Search and filter the **audit log** — find the survey you filed and the determination you saved earlier.

WHAT IT PROVES

Task 4I immutable audit lineage and 4G/5 catalog versioning — no black-box numbers.

On the portal — the response itself

The platform is where you *operate* the work; the portal is where the response *lives*. Four pages worth reading alongside the tools above.



The Task 4 platform architecture

vha-salary-survey.housestrategiesgroup.com/cloud-platform

The 4A-4I pipeline, the survey data store served live from S3, and the Federal-data-out three-zone architecture (hosted product · scoped enclave · VA boundary) — the cloud solution the PWS asks Task 4 to describe.



Methodology & data-collection architecture

vha-salary-survey.housestrategiesgroup.com/methodology

How the five tasks connect into one pipeline, the twelve-week analytical cycle, the dual-layer AI/expert QA, and the three intake streams (VA data · commercial surveys · \$7451 field collection) that feed Task 4.



The team — RMP prime, HSG subcontractor

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The proposed structure — RMP (SDVOSB prime, 51%) with HSG (8(a) platform & analytics, 49%) — named key personnel, the division of labor, and the compliance mechanics (VAAR 852.219-75 / 13 CFR 125.6; JV held as an option).



Production readiness

vha-salary-survey.housestrategiesgroup.com/readiness

An honest accounting of what is built and running today versus the VA-side authorizations (ATO, VA SSOi / PIV) that, by design, only an award unlocks.

Capability coverage — where every requirement lives

A reviewer's index: each PWS requirement and where it is demonstrated.

PWS requirement	Where to see it
Task 1 — Survey identification & purchasing	Survey Library · Program/IMPS
Task 2 — VA data, reformatting & participation	VA Data Intake · Survey Participation · Benchmarking
Task 3 — Geographic differentials (\$7451)	Geographic · Facility Locality · (optional conduct model: Facility Survey)
Task 4 — Cloud platform (4A-4I)	Pay Workbench · Admin Console (Cloud & data) · Audit & Lineage · portal: /cloud-platform
Task 5 — Job architecture	Job Architecture · Audit & Lineage
Tasks 6-7 — Reporting & governance	Command Center · Program/IMPS

House Strategies Group, LLC · VHA Compensation Intelligence Platform · Companion to Sources Sought 36C77626Q0191.

Headline workforce, market-wage, OIG, and locality figures are real (BLS OEWS 2025, OPM, VA OIG FY2025); occupation-family headcounts and VHA-current pay are illustrative until the VA HR extract and licensed surveys are loaded at award. Session data (submissions, determinations, versions) persists in your browser for this demonstration.