

## JUSTIFICATION FOR OTHER THAN FULL AND OPEN COMPETITION

### **1. Identification of Agency and Contracting Activity.**

This Justification and Approval (J&A) for Other Than Full and Open Competition is executed by the Acquisition Service- Frederick, Frederick, MD for Department of Veteran Affairs Office of Human Resource and Administration (OHR&A) Human Resources Line of Business (HR LOB) Program Management Office (PMO).

### **2. Nature/Description of Action being Approved.**

This activity proposes to negotiate a noncompetitive award (sole source) with BNL Inc. (a Service-Disabled Veteran-Owned Small Business), for the procurement of Human Resources Line of Business Program Management Support, to include change management, technical management, evaluation and audit for one (1) year base period and one (1) 12-month option period.

### **3. Description of Supplies/ Services Required to Meet the Agency's Need (including estimated value).**

This requirement provides program management support services to VA OHR&A HR LOB to assist in the development and implementation of Enterprise HR LOB capability within the Department of Veterans Affairs.

**Major Responsibilities:** This requirement provides program management support to the Human Resources Line of Business Project Management Office. The program management support services include change management, organizational transition and communications planning support to facilitate a successful transition of processes and staff to the new HR LOB capability. Support also includes program and technical management support to include, systems engineering and integration, data conversion and interfaces, and other technical implementation support. The Contractor shall:

- Identify, define, assess, and resolve planning and process problems as an integral part of the HR LOB Management Team providing an involved, yet vendor and organizationally neutral, source of information.
- Provide recommendations regarding the implementation of the HR LOB; as well as, help ensure HR LOB program plans and investment portfolios are managed consistent with the Office of Management and Budget (OMB) and industry best practices.
- Provide services and recommendations, which shall integrate processes and activities, and apply systems engineering best practices to deliver functional capability while reflecting a positive return on investment.
- Provide organizational change management and communications support to include organizational design and transition management, stakeholder management, change planning workforce transition, knowledge transfer and training, and organization impact assessments.
- Provide rapid responsiveness to changing requirements for expertise in all aspects of project planning, execution, and analysis as specified in individual work plans for subtasks requested by VA components

The total estimated maximum value of this requirement is |.

Contract (base) |

Option Period \_\_\_\_\_

## **Total Contract Value**

### **4. Identification of Statutory Authority Permitting Other than Full and Open Competition.**

The statutory exception permitting other than full and open competition for this acquisition is 41 USC 253(c)(5), Authorized or Required by Statute as implemented by FAR 6.302-5. The applicable statute is PL 109-461, Veterans First Contracting Program (codified at 38 U.S.C. §§ 8127 and 8128).

### **5. Demonstration of Contractor's Unique Qualifications.**

BNL Inc. is a registered and VA Certified Veteran Enterprise (CVE), Service Disabled Veteran Owned Small Business (SDVOSB) in VetBiz. BNL provides business consulting, program management, system engineering, operational support and systems development services to the federal government, civilian, intelligence, state and local clients. BNL Inc. has the experience and knowledge in providing cost effective solutions to various agencies within the federal government, including the Department of Veteran Affairs Office of Human Resources Management (OHRM). The services they are currently performing range from program management analytical support to the Program Management Office, administrative services support, (copying, preparing PowerPoint presentations for delivery to government executives and senior managers), and human resources support, (classification services, processing position descriptions, strategic communications analysis and support, staffing and recruiting support to the government) to OHRM. Other government agencies they have serviced include DISA, CIA, and NSA. BNL Inc. currently has an active GSA schedule .

### **6. Description of efforts made to ensure offers are solicited from as many potential sources as practicable.**

A notice of intent will be posted to the Federal Business Opportunities page in accordance with FAR Part 5.

### **7. Determination of Fair and Reasonable Prices.**

No award shall be made until the Contracting Officer determines the costs to the Government to be fair and reasonable. This determination will be based on sources such as comparison of other contracts' for same or similar services, the contractor's public price list, GSA price lists, and other market research.

### **8. Description of Market Research Conducted.**

Market research, using VetBiz.gov., was conducted to determine whether BNL, Inc. qualified as an SDVOSB. BNL Inc. is a responsible source with respect to this contracting opportunity. It is registered and verified in VetBiz.gov as an SDVOSB. BNL Inc. is registered in the Central Contract Register (CCR) database and is eligible to receive a Government contract. The technical experts from the OHR&A have determined BNL, Inc. is technically capable of meeting the Government requirements for this effort. In accordance with Public Law 109-461 Section 502(c), the requirements of this statute to sole source to a SDVOSB are thus met.

The NAICS code is 541612, Human Resource Consulting Services.

### **9. Other facts supporting the use of other than full and open competition.**

PL109-461 Section 502(c) states:

SOLE SOURCE CONTRACTS FOR CONTRACTS ABOVE SIMPLIFIED ACQUISITION THRESHOLD. For purposes of meeting the goals under subsection (a), and in accordance with this section, a contracting officer of the Department may award a contract to a small business concern owned and controlled by veterans using procedures other than competitive procedures if:

- (1) Such concern is determined to be a responsible source with respect to performance of such contract opportunity;
- (2) The anticipated award price of the contract (including options) will exceed the simplified acquisition threshold (as defined in section 4 of the Office of Federal Procurement Policy Act (41 U.S.C. 403)) but will not exceed \$5,000,000; and
- (3) In the estimation of the contracting officer, the contract award can be made at a fair and reasonable price that offers best value to the United States.

It is anticipated that this procurement will meet all of these conditions.

**10. Listing of Interested Sources.**

BNL Inc.  
11760 Armistead Filler Lane  
Lovettsville, VA 20180

**11. Actions Taken to Remove Barriers to Competition.**

All future requirements will be handled on a case-by-case basis. Market research will be conducted at that time to determine if a more cost effective/efficient system would better meet the evolving needs to the organization.

**CERTIFICATIONS**

**TECHNICAL REPRESENTATIVE (FAR 6.303-2(c))**

**CONTRACTING OFFICER (FAR 6.303-2(b)(12))**

I certify that this justification is accurate and complete to the best of my knowledge and belief.

**COMPETITION ADVOCATE (FAR 6.304(a)(2))**