

This is a combined synopsis/solicitation for commercial items prepared in accordance with the format in FAR Subpart 12.6 as supplemented with additional information in this notice. This announcement constitutes the only solicitation, quotes are being requested and a written solicitation will not be issued.

*****Please read these instructions carefully.*****

Solicitation number W9127S23Q0008 is issued as a request for quotation (RFQ).

The solicitation document and incorporated provisions and clauses are those in effect through Federal Acquisition Circular 2023-01.

Set Aside, NAICS Code & Size Standard: This solicitation is a small business set-aside. The NAICS Code 721211 and the applicable size standard of \$9 million.

All offerors are required to have an active registration in SAM.gov.

Description of requirements for the items to be acquired: This requirement is to provide park attendant services for various parks throughout the Little Rock District in accordance with the General Performance Work Statement (PWS) and the Specific Park Sheets (SPS).

Date(s) and place(s) of delivery and acceptance and FOB point:

Please see specific park sheets for locations and points of contact.

The provision at 52.212-1 (Deviation), Instructions to Offerors -- Commercial, applies to this acquisition. Offerors are also required to submit a completed copy of the Request for Quotation cover page and a completed copy of the quote schedule.

The provision at 52.212-2, Evaluation –Commercial Items, is **not** applicable to this solicitation. Award will be made solely on price.

Offerors are required to include a completed copy of the provision at 52.212-3 Alt I, Offeror Representations and Certifications -- Commercial Items, with its quote.

The clause at 52.212-4, Contract Terms and Conditions—Commercial Items, applies to this acquisition.

The clause at 52.212-5 (Deviation), Contract Terms and Conditions Required to Implement Statutes or Executive Orders—Commercial Items, applies to this acquisition. Please see the Clauses Incorporated By Reference section for additional FAR Clauses applicable to this acquisition.

The Solicitation has been written to enable multiple awards. The Schedule is divided into Park Specific Sheets based on individual sites where the work will be performed: Specific Park Sheets are grouped by location. Quoters are invited to submit quotes for one or all park locations, if desired. Quotes for each Specific Park Sheet must contain proposed prices for every line item in that sheet. Only one award will be made for each specific site. Multiple awards will not be made within a specific park unless otherwise noted. Each grouping will be evaluated considering only the price of the quote.

Quotes are due January 25 , 2023, at 10:00 a.m. CST. Email submission of quotations are preferred in.pdf form, however, Fax or Mail submissions are allowed.

Required Documents to Submit:

1. Request for Quotation cover page (signed)
2. Completed (filled in) Provisions, as applicable
3. Quote Schedule with unit prices and total prices.
4. Signed Amendments, if applicable

When submitting your quote, be please make sure the solicitation number, W9127S23Q0008, is written in the subject line or on the outside of the envelope.

Email:

brandee.m.wright@usace.army.mil

If sending by mail, please submit your quotes to the following address:

US Army Corps of Engineers, Little Rock District
Contracting Division, Attention: Brandee Wright
700 West Capitol Ave. Room 7315
Little Rock, AR 72201

If you have any questions regarding this solicitation, please contact:

Brandee Wright

Brandee.m.wright@usace.army.mil

US Army Corps of Engineers, Little Rock District
Contracting Division
700 West Capitol Avenue Room 7315
Little Rock, AR 72203

W9127S23Q0008
SWL Park Attendants

Submitted by

Offeror Name:

Offeror Address:

Street

City/State

Offeror Email Address:

Cage Code:

DUNS Number:

TIN:

Telephone Number:

Signature:

Date:

Section SF 1449 - CONTINUATION SHEET

DELIVERY INFORMATION

CLIN	DELIVERY DATE	QUANTITY	SHIP TO ADDRESS	DODAAC / CAGE
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CLAUSES INCORPORATED BY REFERENCE

52.203-19	Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements	JAN 2017
52.204-7	System for Award Management	OCT 2018
52.204-10	Reporting Executive Compensation and First-Tier Subcontract Awards	JUN 2020
52.204-13	System for Award Management Maintenance	OCT 2018
52.204-16	Commercial and Government Entity Code Reporting	AUG 2020
52.204-18	Commercial and Government Entity Code Maintenance	AUG 2020
52.204-19	Incorporation by Reference of Representations and Certifications.	DEC 2014
52.204-22	Alternative Line Item Proposal	JAN 2017
52.204-23	Prohibition on Contracting for Hardware, Software, and Services Developed or Provided by Kaspersky Lab and Other Covered Entities	NOV 2021
52.204-25	Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment	NOV 2021
52.204-26	Covered Telecommunications Equipment or Services-- Representation.	OCT 2020
52.209-6	Protecting the Government's Interest When Subcontracting With Contractors Debarred, Suspended, or Proposed for Debarment	NOV 2021
52.209-10	Prohibition on Contracting With Inverted Domestic Corporations	NOV 2015
52.212-3 Alt I	Offeror Representations and Certifications--Commercial Products and Commercial Services (OCT 2022) Alternate I	OCT 2014
52.217-5	Evaluation Of Options	JUL 1990
52.219-1 Alt I	Small Business Program Representations (OCT 2022) Alternate I	SEP 2015
52.222-3	Convict Labor	JUN 2003
52.222-4	Contract Work Hours and Safety Standards - Overtime Compensation	MAY 2018
52.222-21	Prohibition Of Segregated Facilities	APR 2015
52.222-26	Equal Opportunity	SEP 2016
52.222-35	Equal Opportunity for Veterans	JUN 2020
52.222-36	Equal Opportunity for Workers with Disabilities	JUN 2020
52.222-37	Employment Reports on Veterans	JUN 2020
52.222-41	Service Contract Labor Standards	AUG 2018
52.222-50	Combating Trafficking in Persons	NOV 2021

52.222-55	Minimum Wages for Contractor Workers Under Executive Order 14026	JAN 2022
52.222-62	Paid Sick Leave Under Executive Order 13706	JAN 2022
52.223-18	Encouraging Contractor Policies To Ban Text Messaging While Driving	JUN 2020
52.225-13	Restrictions on Certain Foreign Purchases	FEB 2021
52.232-33	Payment by Electronic Funds Transfer--System for Award Management	OCT 2018
52.232-39	Unenforceability of Unauthorized Obligations	JUN 2013
52.232-40	Providing Accelerated Payments to Small Business Subcontractors	NOV 2021
52.233-3	Protest After Award	AUG 1996
52.233-4	Applicable Law for Breach of Contract Claim	OCT 2004
52.252-1	Solicitation Provisions Incorporated By Reference	FEB 1998
252.201-7000	Contracting Officer's Representative	DEC 1991
252.203-7000	Requirements Relating to Compensation of Former DoD Officials	SEP 2011
252.203-7002	Requirement to Inform Employees of Whistleblower Rights	SEP 2013
252.203-7005	Representation Relating to Compensation of Former DoD Officials	SEP 2022
252.204-7008	Compliance With Safeguarding Covered Defense Information Controls	OCT 2016
252.204-7015	Notice of Authorized Disclosure of Information for Litigation Support	MAY 2016
252.204-7016	Covered Defense Telecommunications Equipment or Services -- Representation	DEC 2019
252.204-7017	Prohibition on the Acquisition of Covered Defense Telecommunications Equipment or Services -- Representation	MAY 2021
252.204-7018	Prohibition on the Acquisition of Covered Defense Telecommunications Equipment or Services	JAN 2021
252.225-7049	Prohibition on Acquisition of Certain Foreign Commercial Satellite Services - Representations.	DEC 2018
252.232-7010	Levies on Contract Payments	DEC 2006
252.244-7000	Subcontracts for Commercial Items	JAN 2021

CLAUSES INCORPORATED BY FULL TEXT

52.204-24 REPRESENTATION REGARDING CERTAIN TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT (NOV 2021)

The Offeror shall not complete the representation at paragraph (d)(1) of this provision if the Offeror has represented that it "does not provide covered telecommunications equipment or services as a part of its offered products or services to the Government in the performance of any contract, subcontract, or other contractual instrument" in paragraph (c)(1) in the provision at 52.204-26, Covered Telecommunications Equipment or Services--Representation, or in paragraph (v)(2)(i) of the provision at 52.212-3, Offeror Representations and Certifications-Commercial Products and Commercial Services. The Offeror shall not complete the representation in paragraph (d)(2) of this provision if the Offeror has represented that it "does not use covered telecommunications equipment or services, or any equipment, system, or service that uses covered telecommunications equipment or services" in paragraph (c)(2) of the provision at 52.204-26, or in paragraph (v)(2)(ii) of the provision at 52.212-3.

(a) Definitions. As used in this provision-

Backhaul, covered telecommunications equipment or services, critical technology, interconnection arrangements, reasonable inquiry, roaming, and substantial or essential component have the meanings provided in the clause 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment.

(b) Prohibition.

(1) Section 889(a)(1)(A) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2019, from procuring or obtaining, or extending or renewing a contract to procure or obtain, any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. Nothing in the prohibition shall be construed to--

(i) Prohibit the head of an executive agency from procuring with an entity to provide a service that connects to the facilities of a third-party, such as backhaul, roaming, or interconnection arrangements; or

(ii) Cover telecommunications equipment that cannot route or redirect user data traffic or cannot permit visibility into any user data or packets that such equipment transmits or otherwise handles.

(2) Section 889(a)(1)(B) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2020, from entering into a contract or extending or renewing a contract with an entity that uses any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. This prohibition applies to the use of covered telecommunications equipment or services, regardless of whether that use is in performance of work under a Federal contract. Nothing in the prohibition shall be construed to--

(i) Prohibit the head of an executive agency from procuring with an entity to provide a service that connects to the facilities of a third-party, such as backhaul, roaming, or interconnection arrangements; or

(ii) Cover telecommunications equipment that cannot route or redirect user data traffic or cannot permit visibility into any user data or packets that such equipment transmits or otherwise handles.

(c) Procedures. The Offeror shall review the list of excluded parties in the System for Award Management (SAM) (<https://www.sam.gov>) for entities excluded from receiving federal awards for "covered telecommunications equipment or services."

(d) Representations. The Offeror represents that--

(1) It [☐] will, [☐] will not provide covered telecommunications equipment or services to the Government in the performance of any contract, subcontract or other contractual instrument resulting from this solicitation. The Offeror shall provide the additional disclosure information required at paragraph (e)(1) of this section if the Offeror responds "will" in paragraph (d)(1) of this section; and

(2) After conducting a reasonable inquiry, for purposes of this representation, the Offeror represents that--

It [☐] does, [☐] does not use covered telecommunications equipment or services, or use any equipment, system, or service that uses covered telecommunications equipment or services. The Offeror shall provide the additional disclosure information required at paragraph (e)(2) of this section if the Offeror responds "does" in paragraph (d)(2) of this section.

(e) Disclosures.

(1) Disclosure for the representation in paragraph (d)(1) of this provision. If the Offeror has responded "will" in the representation in paragraph (d)(1) of this provision, the Offeror shall provide the following information as part of the offer:

(i) For covered equipment--

(A) The entity that produced the covered telecommunications equipment (include entity name, unique entity identifier, CAGE code, and whether the entity was the original equipment manufacturer (OEM) or a distributor, if known);

(B) A description of all covered telecommunications equipment offered (include brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); and

(C) Explanation of the proposed use of covered telecommunications equipment and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b)(1) of this provision.

(ii) For covered services--

(A) If the service is related to item maintenance: A description of all covered telecommunications services offered (include on the item being maintained: Brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); or

(B) If not associated with maintenance, the Product Service Code (PSC) of the service being provided; and explanation of the proposed use of covered telecommunications services and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b)(1) of this provision.

(2) Disclosure for the representation in paragraph (d)(2) of this provision. If the Offeror has responded "does" in the representation in paragraph (d)(2) of this provision, the Offeror shall provide the following information as part of the offer:

(i) For covered equipment--

(A) The entity that produced the covered telecommunications equipment (include entity name, unique entity identifier, CAGE code, and whether the entity was the OEM or a distributor, if known);

(B) A description of all covered telecommunications equipment offered (include brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); and

(C) Explanation of the proposed use of covered telecommunications equipment and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b)(2) of this provision.

(ii) For covered services--

(A) If the service is related to item maintenance: A description of all covered telecommunications services offered (include on the item being maintained: Brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); or

(B) If not associated with maintenance, the PSC of the service being provided; and explanation of the proposed use of covered telecommunications services and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b)(2) of this provision.

(End of provision)

52.212-1 INSTRUCTIONS TO OFFERORS--COMMERCIAL PRODUCTS AND COMMERCIAL SERVICES
(NOV 2021)

(a) North American Industry Classification System (NAICS) code and small business size standard. The NAICS code(s) and small business size standard(s) for this acquisition appear elsewhere in the solicitation. However, the small business size standard for a concern that submits an offer, other than on a construction or service acquisition, but proposes to furnish an end item that it did not itself manufacture, process, or produce is 500 employees if the acquisition--

(1) Is set aside for small business and has a value above the simplified acquisition threshold;

(2) Uses the HUBZone price evaluation preference regardless of dollar value, unless the offeror waives the price evaluation preference; or

(3) Is an 8(a), HUBZone, service-disabled veteran-owned, economically disadvantaged women-owned, or women-owned small business set-aside or sole-source award regardless of dollar value.

(b) Submission of offers. Submit signed and dated offers to the office specified in this solicitation at or before the exact time specified in this solicitation. Offers may be submitted on the SF 1449, letterhead stationery, or as otherwise specified in the solicitation. As a minimum, offers must show--

(1) The solicitation number;

(2) The time specified in the solicitation for receipt of offers;

(3) The name, address, and telephone number of the offeror;

(4) A technical description of the items being offered in sufficient detail to evaluate compliance with the requirements in the solicitation. This may include product literature, or other documents, if necessary;

(5) Terms of any express warranty;

(6) Price and any discount terms;

(7) "Remit to" address, if different than mailing address;

(8) A completed copy of the representations and certifications at Federal Acquisition Regulation (FAR) 52.212-3 (see FAR 52.212-3(b) for those representations and certifications that the offeror shall complete electronically);

(9) Acknowledgment of Solicitation Amendments;

(10) Past performance information, when included as an evaluation factor, to include recent and relevant contracts for the same or similar items and other references (including contract numbers, points of contact with telephone numbers and other relevant information); and

(11) If the offer is not submitted on the SF 1449, include a statement specifying the extent of agreement with all terms, conditions, and provisions included in the solicitation. Offers that fail to furnish required representations or information, or reject the terms and conditions of the solicitation may be excluded from consideration.

(c) Period for acceptance of offers. The offeror agrees to hold the prices in its offer firm for 30 calendar days from the date specified for receipt of offers, unless another time period is specified in an addendum to the solicitation.

(d) Product samples. When required by the solicitation, product samples shall be submitted at or prior to the time specified for receipt of offers. Unless otherwise specified in this solicitation, these samples shall be submitted at no

expense to the Government, and returned at the sender's request and expense, unless they are destroyed during preaward testing.

(e) Multiple offers. Offerors are encouraged to submit multiple offers presenting alternative terms and conditions, including alternative line items (provided that the alternative line items are consistent with FAR subpart 4.10), or alternative commercial products or commercial services for satisfying the requirements of this solicitation. Each offer submitted will be evaluated separately.

(f) Late submissions, modifications, revisions, and withdrawals of offers:

(1) Offerors are responsible for submitting offers, and any modifications, revisions, or withdrawals, so as to reach the Government office designated in the solicitation by the time specified in the solicitation. If no time is specified in the solicitation, the time for receipt is 4:30 p.m., local time, for the designated Government office on the date that offers or revisions are due.

(2)(i) Any offer, modification, revision, or withdrawal of an offer received at the Government office designated in the solicitation after the exact time specified for receipt of offers is "late" and will not be considered unless it is received before award is made, the Contracting Officer determines that accepting the late offer would not unduly delay the acquisition; and--

(A) If it was transmitted through an electronic commerce method authorized by the solicitation, it was received at the initial point of entry to the Government infrastructure not later than 5:00 p.m. one working day prior to the date specified for receipt of offers; or

(B) There is acceptable evidence to establish that it was received at the Government installation designated for receipt of offers and was under the Government's control prior to the time set for receipt of offers; or

(C) If this solicitation is a request for proposals, it was the only proposal received.

(ii) However, a late modification of an otherwise successful offer, that makes its terms more favorable to the Government, will be considered at any time it is received and may be accepted.

(3) Acceptable evidence to establish the time of receipt at the Government installation includes the time/date stamp of that installation on the offer wrapper, other documentary evidence of receipt maintained by the installation, or oral testimony or statements of Government personnel.

(4) If an emergency or unanticipated event interrupts normal Government processes so that offers cannot be received at the Government office designated for receipt of offers by the exact time specified in the solicitation, and urgent Government requirements preclude amendment of the solicitation or other notice of an extension of the closing date, the time specified for receipt of offers will be deemed to be extended to the same time of day specified in the solicitation on the first work day on which normal Government processes resume.

(5) Offers may be withdrawn by written notice received at any time before the exact time set for receipt of offers. Oral offers in response to oral solicitations may be withdrawn orally. If the solicitation authorizes facsimile offers, offers may be withdrawn via facsimile received at any time before the exact time set for receipt of offers, subject to the conditions specified in the solicitation concerning facsimile offers. An offer may be withdrawn in person by an offeror or its authorized representative if, before the exact time set for receipt of offers, the identity of the person requesting withdrawal is established and the person signs a receipt for the offer.

(g) Contract award (not applicable to Invitation for Bids). The Government intends to evaluate offers and award a contract without discussions with offerors. Therefore, the offeror's initial offer should contain the offeror's best terms from a price and technical standpoint. However, the Government reserves the right to conduct discussions if later determined by the Contracting Officer to be necessary. The Government may reject any or all offers if such action is in the public interest; accept other than the lowest offer; and waive informalities and minor irregularities in offers received.

(h) Multiple awards. The Government may accept any item or group of items of an offer, unless the offeror qualifies the offer by specific limitations. Unless otherwise provided in the Schedule, offers may not be submitted for quantities less than those specified. The Government reserves the right to make an award on any item for a quantity less than the quantity offered, at the unit prices offered, unless the offeror specifies otherwise in the offer.

(i) Availability of requirements documents cited in the solicitation.

(1)(i) The GSA Index of Federal Specifications, Standards and Commercial Item Descriptions, FPMR Part 101-29, and copies of specifications, standards, and commercial item descriptions cited in this solicitation may be obtained for a fee by submitting a request to--GSA Federal Supply Service Specifications Section, Suite 8100, 470 East L'Enfant Plaza, SW, Washington, DC 20407, Telephone (202) 619-8925, Facsimile (202) 619-8978.

(ii) If the General Services Administration, Department of Agriculture, or Department of Veterans Affairs issued this solicitation, a single copy of specifications, standards, and commercial item descriptions cited in this solicitation may be obtained free of charge by submitting a request to the addressee in paragraph (i)(1)(i) of this provision. Additional copies will be issued for a fee.

(2) Most unclassified Defense specifications and standards may be downloaded from the following ASSIST websites:

(i) ASSIST (<https://assist.dla.mil/online/start/>).

(ii) Quick Search (<http://quicksearch.dla.mil/>).

(3) Documents not available from ASSIST may be ordered from the Department of Defense Single Stock Point (DoDSSP) by--

(i) Using the ASSIST Shopping Wizard (<https://assist.dla.mil/wizard/index.cfm>);

(ii) Phoning the DoDSSP Customer Service Desk (215) 697-2179, Mon-Fri, 0730 to 1600 EST; or

(iii) Ordering from DoDSSP, Building 4, Section D, 700 Robbins Avenue, Philadelphia, PA 19111-5094, Telephone (215) 697-2667/2179, Facsimile (215) 697-1462.

(4) Nongovernment (voluntary) standards must be obtained from the organization responsible for their preparation, publication, or maintenance.

(j) Unique entity identifier. (Applies to all offers that exceed the micro-purchase threshold, and offers at or below the micro-purchase threshold if the solicitation requires the Contractor to be registered in the System for Award Management (SAM).) The Offeror shall enter, in the block with its name and address on the cover page of its offer, the annotation "Unique Entity Identifier" followed by the unique entity identifier that identifies the Offeror's name and address. The Offeror also shall enter its Electronic Funds Transfer (EFT) indicator, if applicable. The EFT indicator is a four-character suffix to the unique entity identifier. The suffix is assigned at the discretion of the Offeror to establish additional SAM records for identifying alternative EFT accounts (see FAR subpart 32.11) for the same entity. If the Offeror does not have a unique entity identifier, it should contact the entity designated at www.sam.gov for unique entity identifier establishment directly to obtain one. The Offeror should indicate that it is an offeror for a Government contract when contacting the entity designated at www.sam.gov for establishing the unique entity identifier.

(k) Reserved.

(l) Debriefing. If a post-award debriefing is given to requesting offerors, the Government shall disclose the following information, if applicable:

- (1) The agency's evaluation of the significant weak or deficient factors in the debriefed offeror's offer.
 - (2) The overall evaluated cost or price and technical rating of the successful and the debriefed offeror and past performance information on the debriefed offeror.
 - (3) The overall ranking of all offerors, when any ranking was developed by the agency during source selection.
 - (4) A summary of the rationale for award;
 - (5) For acquisitions of commercial products, the make and model of the product to be delivered by the successful offeror.
 - (6) Reasonable responses to relevant questions posed by the debriefed offeror as to whether source-selection procedures set forth in the solicitation, applicable regulations, and other applicable authorities were followed by the agency.
- (End of provision)

52.212-4 CONTRACT TERMS AND CONDITIONS--COMMERCIAL PRODUCTS AND COMMERCIAL SERVICES (NOV 2021)

(a) Inspection/Acceptance. The Contractor shall only tender for acceptance those items that conform to the requirements of this contract. The Government reserves the right to inspect or test any supplies or services that have been tendered for acceptance. The Government may require repair or replacement of nonconforming supplies or reperformance of nonconforming services at no increase in contract price. If repair/replacement or reperformance will not correct the defects or is not possible, the Government may seek an equitable price reduction or adequate consideration for acceptance of nonconforming supplies or services. The Government must exercise its post-acceptance rights-

- (1) Within a reasonable time after the defect was discovered or should have been discovered; and
- (2) Before any substantial change occurs in the condition of the item, unless the change is due to the defect in the item.

(b) Assignment. The Contractor or its assignee may assign its rights to receive payment due as a result of performance of this contract to a bank, trust company, or other financing institution, including any Federal lending agency in accordance with the Assignment of Claims Act (31 U.S.C. 3727). However, when a third party makes payment (e.g., use of the Governmentwide commercial purchase card), the Contractor may not assign its rights to receive payment under this contract.

(c) Changes. Changes in the terms and conditions of this contract may be made only by written agreement of the parties.

(d) Disputes. This contract is subject to 41 U.S.C. chapter 71, Contract Disputes. Failure of the parties to this contract to reach agreement on any request for equitable adjustment, claim, appeal or action arising under or relating to this contract shall be a dispute to be resolved in accordance with the clause at Federal Acquisition Regulation (FAR) 52.233-1, Disputes, which is incorporated herein by reference. The Contractor shall proceed diligently with performance of this contract, pending final resolution of any dispute arising under the contract.

(e) Definitions. The clause at FAR 52.202-1, Definitions, is incorporated herein by reference.

(f) Excusable delays. The Contractor shall be liable for default unless nonperformance is caused by an occurrence beyond the reasonable control of the Contractor and without its fault or negligence such as, acts of God or the public enemy, acts of the Government in either its sovereign or contractual capacity, fires, floods, epidemics, quarantine

restrictions, strikes, unusually severe weather, and delays of common carriers. The Contractor shall notify the Contracting Officer in writing as soon as it is reasonably possible after the commencement of any excusable delay, setting forth the full particulars in connection therewith, shall remedy such occurrence with all reasonable dispatch, and shall promptly give written notice to the Contracting Officer of the cessation of such occurrence.

(g) Invoice.

(1) The Contractor shall submit an original invoice and three copies (or electronic invoice, if authorized) to the address designated in the contract to receive invoices. An invoice must include--

(i) Name and address of the Contractor;

(ii) Invoice date and number;

(iii) Contract number, line item number and, if applicable, the order number;

(iv) Description, quantity, unit of measure, unit price and extended price of the items delivered;

(v) Shipping number and date of shipment, including the bill of lading number and weight of shipment if shipped on Government bill of lading;

(vi) Terms of any discount for prompt payment offered;

(vii) Name and address of official to whom payment is to be sent;

(viii) Name, title, and phone number of person to notify in event of defective invoice; and

(ix) Taxpayer Identification Number (TIN). The Contractor shall include its TIN on the invoice only if required elsewhere in this contract.

(x) Electronic funds transfer (EFT) banking information.

(A) The Contractor shall include EFT banking information on the invoice only if required elsewhere in this contract.

(B) If EFT banking information is not required to be on the invoice, in order for the invoice to be a proper invoice, the Contractor shall have submitted correct EFT banking information in accordance with the applicable solicitation provision, contract clause (e.g., 52.232-33, Payment by Electronic Funds Transfer—System for Award Management, or 52.232-34, Payment by Electronic Funds Transfer--Other Than System for Award Management), or applicable agency procedures.

(C) EFT banking information is not required if the Government waived the requirement to pay by EFT.

(2) Invoices will be handled in accordance with the Prompt Payment Act (31 U.S.C. 3903) and Office of Management and Budget (OMB) prompt payment regulations at 5 CFR part 1315.

(h) Patent indemnity. The Contractor shall indemnify the Government and its officers, employees and agents against liability, including costs, for actual or alleged direct or contributory infringement of, or inducement to infringe, any United States or foreign patent, trademark or copyright, arising out of the performance of this contract, provided the Contractor is reasonably notified of such claims and proceedings.

(i) Payment.--

(1) Items accepted. Payment shall be made for items accepted by the Government that have been delivered to the delivery destinations set forth in this contract.

(2) Prompt payment. The Government will make payment in accordance with the Prompt Payment Act (31 U.S.C. 3903) and prompt payment regulations at 5 CFR part 1315.

(3) Electronic Funds Transfer (EFT). If the Government makes payment by EFT, see 52.212-5(b) for the appropriate EFT clause.

(4) Discount. In connection with any discount offered for early payment, time shall be computed from the date of the invoice. For the purpose of computing the discount earned, payment shall be considered to have been made on the date which appears on the payment check or the specified payment date if an electronic funds transfer payment is made.

(5) Overpayments. If the Contractor becomes aware of a duplicate contract financing or invoice payment or that the Government has otherwise overpaid on a contract financing or invoice payment, the Contractor shall--

(i) Remit the overpayment amount to the payment office cited in the contract along with a description of the overpayment including the--

(A) Circumstances of the overpayment (e.g., duplicate payment, erroneous payment, liquidation errors, date(s) of overpayment);

(B) Affected contract number and delivery order number, if applicable;

(C) Affected line item or subline item, if applicable; and

(D) Contractor point of contact.

(ii) Provide a copy of the remittance and supporting documentation to the Contracting Officer.

(6) Interest.

(i) All amounts that become payable by the Contractor to the Government under this contract shall bear simple interest from the date due until paid unless paid within 30 days of becoming due. The interest rate shall be the interest rate established by the Secretary of the Treasury as provided in 41 U.S.C. 7109, which is applicable to the period in which the amount becomes due, as provided in (i)(6)(v) of this clause, and then at the rate applicable for each six-month period as fixed by the Secretary until the amount is paid.

(ii) The Government may issue a demand for payment to the Contractor upon finding a debt is due under the contract.

(iii) Final decisions. The Contracting Officer will issue a final decision as required by 33.211 if--

(A) The Contracting Officer and the Contractor are unable to reach agreement on the existence or amount of a debt within 30 days;

(B) The Contractor fails to liquidate a debt previously demanded by the Contracting Officer within the timeline specified in the demand for payment unless the amounts were not repaid because the Contractor has requested an installment payment agreement; or

(C) The Contractor requests a deferment of collection on a debt previously demanded by the Contracting Officer (see 32.607-2).

(iv) If a demand for payment was previously issued for the debt, the demand for payment included in the final decision shall identify the same due date as the original demand for payment.

(v) Amounts shall be due at the earliest of the following dates:

(A) The date fixed under this contract.

(B) The date of the first written demand for payment, including any demand for payment resulting from a default termination.

(vi) The interest charge shall be computed for the actual number of calendar days involved beginning on the due date and ending on--

(A) The date on which the designated office receives payment from the Contractor;

(B) The date of issuance of a Government check to the Contractor from which an amount otherwise payable has been withheld as a credit against the contract debt; or

(C) The date on which an amount withheld and applied to the contract debt would otherwise have become payable to the Contractor.

(vii) The interest charge made under this clause may be reduced under the procedures prescribed in FAR 32.608-2 in effect on the date of this contract.

(j) Risk of loss. Unless the contract specifically provides otherwise, risk of loss or damage to the supplies provided under this contract shall remain with the Contractor until, and shall pass to the Government upon:

(1) Delivery of the supplies to a carrier, if transportation is f.o.b. origin; or

(2) Delivery of the supplies to the Government at the destination specified in the contract, if transportation is f.o.b. destination.

(k) Taxes. The contract price includes all applicable Federal, State, and local taxes and duties.

(l) Termination for the Government's convenience. The Government reserves the right to terminate this contract, or any part hereof, for its sole convenience. In the event of such termination, the Contractor shall immediately stop all work hereunder and shall immediately cause any and all of its suppliers and subcontractors to cease work. Subject to the terms of this contract, the Contractor shall be paid a percentage of the contract price reflecting the percentage of the work performed prior to the notice of termination, plus reasonable charges the Contractor can demonstrate to the satisfaction of the Government using its standard record keeping system, have resulted from the termination. The Contractor shall not be required to comply with the cost accounting standards or contract cost principles for this purpose. This paragraph does not give the Government any right to audit the Contractor's records. The Contractor shall not be paid for any work performed or costs incurred which reasonably could have been avoided.

(m) Termination for cause. The Government may terminate this contract, or any part hereof, for cause in the event of any default by the Contractor, or if the Contractor fails to comply with any contract terms and conditions, or fails to provide the Government, upon request, with adequate assurances of future performance. In the event of termination for cause, the Government shall not be liable to the Contractor for any amount for supplies or services not accepted, and the Contractor shall be liable to the Government for any and all rights and remedies provided by law. If it is determined that the Government improperly terminated this contract for default, such termination shall be deemed a termination for convenience.

(n) Title. Unless specified elsewhere in this contract, title to items furnished under this contract shall pass to the Government upon acceptance, regardless of when or where the Government takes physical possession.

(o) Warranty. The Contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract.

(p) Limitation of liability. Except as otherwise provided by an express warranty, the Contractor will not be liable to the Government for consequential damages resulting from any defect or deficiencies in accepted items.

(q) Other compliances. The Contractor shall comply with all applicable Federal, State and local laws, executive orders, rules and regulations applicable to its performance under this contract.

(r) Compliance with laws unique to Government contracts. The Contractor agrees to comply with 31 U.S.C. 1352 relating to limitations on the use of appropriated funds to influence certain Federal contracts; 18 U.S.C. 431 relating to officials not to benefit; 40 U.S.C. chapter 37, Contract Work Hours and Safety Standards; 41 U.S.C. chapter 87, Kickbacks; 41 U.S.C. 4712 and 10 U.S.C. 2409 relating to whistleblower protections; 49 U.S.C. 40118, Fly American; and 41 U.S.C. chapter 21 relating to procurement integrity.

(s) Order of precedence. Any inconsistencies in this solicitation or contract shall be resolved by giving precedence in the following order:

(1) The schedule of supplies/services.

(2) The Assignments, Disputes, Payments, Invoice, Other Compliances, Compliance with Laws Unique to Government Contracts, and Unauthorized Obligations paragraphs of this clause.

(3) The clause at 52.212-5.

(4) Addenda to this solicitation or contract, including any license agreements for computer software.

(5) Solicitation provisions if this is a solicitation.

(6) Other paragraphs of this clause.

(7) The Standard Form 1449.

(8) Other documents, exhibits, and attachments.

(9) The specification.

(t) Reserved.

(u) Unauthorized Obligations.

(1) Except as stated in paragraph (u)(2) of this clause, when any supply or service acquired under this contract is subject to any End User License Agreement (EULA), Terms of Service (TOS), or similar legal instrument or agreement, that includes any clause requiring the Government to indemnify the Contractor or any person or entity for damages, costs, fees, or any other loss or liability that would create an Anti-Deficiency Act violation (31 U.S.C. 1341), the following shall govern:

(i) Any such clause is unenforceable against the Government.

(ii) Neither the Government nor any Government authorized end user shall be deemed to have agreed to such clause by virtue of it appearing in the EULA, TOS, or similar legal instrument or agreement. If the EULA, TOS, or similar legal instrument or agreement is invoked through an "I agree" click box or other comparable mechanism (e.g., "click-wrap" or "browse-wrap" agreements), execution does not bind the Government or any Government authorized end user to such clause.

(iii) Any such clause is deemed to be stricken from the EULA, TOS, or similar legal instrument or agreement.

(2) Paragraph (u)(1) of this clause does not apply to indemnification by the Government that is expressly authorized by statute and specifically authorized under applicable agency regulations and procedures.

(v) Incorporation by reference. The Contractor's representations and certifications, including those completed electronically via the System for Award Management (SAM), are incorporated by reference into the contract.

(End of clause)

52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS--COMMERCIAL PRODUCTS AND COMMERCIAL SERVICES (OCT 2022)

(a) The Contractor shall comply with the following Federal Acquisition Regulation (FAR) clauses, which are incorporated in this contract by reference, to implement provisions of law or Executive orders applicable to acquisitions of commercial products and commercial services:

(1) 52.203-19, Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (JAN 2017) (section 743 of Division E, Title VII, of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235) and its successor provisions in subsequent appropriations acts (and as extended in continuing resolutions)).

(2) 52.204-23, Prohibition on Contracting for Hardware, Software, and Services Developed or Provided by Kaspersky Lab and Other Covered Entities (NOV 2021) (Section 1634 of Pub. L. 115-91).

(3) 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment. (NOV 2021) (Section 889(a)(1)(A) of Pub. L. 115-232).

(4) 52.209-10, Prohibition on Contracting with Inverted Domestic Corporations (NOV 2015).

(5) 52.233-3, Protest After Award (AUG 1996) (31 U.S.C. 3553).

(6) 52.233-4, Applicable Law for Breach of Contract Claim (OCT 2004) (Public Laws 108-77 and 108-78 (19 U.S.C. 3805 note)).

(b) The Contractor shall comply with the FAR clauses in this paragraph (b) that the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or Executive orders applicable to acquisitions of commercial products and commercial services: [Contracting Officer check as appropriate.]

____ (1) 52.203-6, Restrictions on Subcontractor Sales to the Government (JUN 2020), with Alternate I (NOV 2021) (41 U.S.C. 4704 and 10 U.S.C. 2402).

____ (2) 52.203-13, Contractor Code of Business Ethics and Conduct (NOV 2021) (41 U.S.C. 3509).

____ (3) 52.203-15, Whistleblower Protections under the American Recovery and Reinvestment Act of 2009 (JUN 2010) (Section 1553 of Pub. L. 111-5). (Applies to contracts funded by the American Recovery and Reinvestment Act of 2009.)

____ (4) 52.204-10, Reporting Executive Compensation and First-Tier Subcontract Awards (JUN 2020) (Pub. L. 109-282) (31 U.S.C. 6101 note).

____ (5) [Reserved]

____ (6) 52.204-14, Service Contract Reporting Requirements (OCT 2016) (Pub. L. 111-117, section 743 of Div. C).

____ (7) 52.204-15, Service Contract Reporting Requirements for Indefinite-Delivery Contracts (OCT 2016) (Pub. L. 111-117, section 743 of Div. C).

____ (8) 52.209-6, Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment. (NOV 2021) (31 U.S.C. 6101 note).

____ (9) 52.209-9, Updates of Publicly Available Information Regarding Responsibility Matters (OCT 2018) (41 U.S.C. 2313).

____ (10) [Reserved]

____ (11) 52.219-3, Notice of HUBZone Set-Aside or Sole-Source Award (OCT 2022) (15 U.S.C. 657a).

____ (12) 52.219-4, Notice of Price Evaluation Preference for HUBZone Small Business Concerns (OCT 2022) (if the offeror elects to waive the preference, it shall so indicate in its offer) (15 U.S.C. 657a).

____ (13) [Reserved]

____ (14)(i) 52.219-6, Notice of Total Small Business Set-Aside (NOV 2020) (15 U.S.C. 644).

____ (ii) Alternate I (MAR 2020) of 52.219-6.

____ (15)(i) 52.219-7, Notice of Partial Small Business Set-Aside (NOV 2020) (15 U.S.C. 644).

____ (ii) Alternate I (MAR 2020) of 52.219-7.

____ (16) 52.219-8, Utilization of Small Business Concerns (OCT 2022) (15 U.S.C. 637(d)(2) and (3)).

____ (17)(i) 52.219-9, Small Business Subcontracting Plan (OCT 2022) (15 U.S.C. 637(d)(4)).

____ (ii) Alternate I (NOV 2016) of 52.219-9.

____ (iii) Alternate II (NOV 2016) of 52.219-9.

____ (iv) Alternate III (JUN 2020) of 52.219-9.

____ (v) Alternate IV (SEP 2021) of 52.219-9.

____ (18) (i) 52.219-13, Notice of Set-Aside of Orders (MAR 2020) (15 U.S.C. 644(r)).

____ (ii) Alternate I (MAR 2020) of 52.219-13.

____ (19) 52.219-14, Limitations on Subcontracting (OCT 2022) (15 U.S.C. 657s).

____ (20) 52.219-16, Liquidated Damages—Subcontracting Plan (SEP 2021) (15 U.S.C. 637(d)(4)(F)(i)).

____ (21) 52.219-27, Notice of Service-Disabled Veteran-Owned Small Business Set-Aside (OCT 2022) (15 U.S.C. 657f).

____ (22) (i) 52.219-28, Post-Award Small Business Program Rerepresentation (OCT 2022) (15 U.S.C. 632(a)(2)).

____ (ii) Alternate I (MAR 2020) of 52.219-28.

____ (23) 52.219-29, Notice of Set-Aside for, or Sole-Source Award to, Economically Disadvantaged Women-Owned Small Business Concerns (OCT 2022) (15 U.S.C. 637(m)).

____ (24) 52.219-30, Notice of Set-Aside for, or Sole-Source Award to, Women-Owned Small Business Concerns Eligible Under the Women-Owned Small Business Program (OCT 2022) (15 U.S.C. 637(m)).

____ (25) 52.219-32, Orders Issued Directly Under Small Business Reserves (MAR 2020) (15 U.S.C. 644(r)).

____ (26) 52.219-33, Nonmanufacturer Rule (SEP 2021) (15 U.S.C. 657s).

____ (27) 52.222-3, Convict Labor (JUN 2003) (E.O. 11755).

____ (28) 52.222-19, Child Labor--Cooperation with Authorities and Remedies (JAN 2022) (E.O. 13126).

____ (29) 52.222-21, Prohibition of Segregated Facilities (APR 2015).

____ (30)(i) 52.222-26, Equal Opportunity (SEP 2016) (E.O. 11246).

____ (ii) Alternate I (FEB 1999) of 52.222-26.

____ (31)(i) 52.222-35, Equal Opportunity for Veterans (JUN 2020) (38 U.S.C. 4212).

____ (ii) Alternate I (JUL 2014) of 52.222-35.

____ (32)(i) 52.222-36, Equal Opportunity for Workers with Disabilities (JUN 2020) (29 U.S.C. 793).

____ (ii) Alternate I (JUL 2014) of 52.222-36.

____ (33) 52.222-37, Employment Reports on Veterans (JUN 2020) (38 U.S.C. 4212).

____ (34) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (DEC 2010) (E.O. 13496).

____ (35)(i) 52.222-50, Combating Trafficking in Persons (NOV 2021) (22 U.S.C. chapter 78 and E.O. 13627).

____ (ii) Alternate I (MAR 2015) of 52.222-50 (22 U.S.C. chapter 78 and E.O. 13627).

____ (36) 52.222-54, Employment Eligibility Verification (MAY 2022). (E. O. 12989). (Not applicable to the acquisition of commercially available off-the-shelf items or certain other types of commercial products or commercial services as prescribed in FAR 22.1803.)

____ (37)(i) 52.223-9, Estimate of Percentage of Recovered Material Content for EPA-Designated Items (MAY 2008) (42 U.S.C. 6962(c)(3)(A)(ii)). (Not applicable to the acquisition of commercially available off-the-shelf items.)

____ (ii) Alternate I (MAY 2008) of 52.223-9 (42 U.S.C. 6962(i)(2)(C)). (Not applicable to the acquisition of commercially available off-the-shelf items.)

____ (38) 52.223-11, Ozone-Depleting Substances and High Global Warming Potential Hydrofluorocarbons (JUN 2016) (E.O. 13693).

____ (39) 52.223-12, Maintenance, Service, Repair, or Disposal of Refrigeration Equipment and Air Conditioners (JUN 2016) (E.O. 13693).

____ (40) (i) 52.223-13, Acquisition of EPEAT® Registered Imaging Equipment (JUN 2014) (E.O.s 13423 and 13514).

____ (ii) Alternate I (OCT 2015) of 52.223-13.

____ (41)(i) 52.223-14, Acquisition of EPEAT® Registered Televisions (JUN 2014) (E.O.s 13423 and 13514).

____ (ii) Alternate I (JUN 2014) of 52.223-14.

____ (42) 52.223-15, Energy Efficiency in Energy-Consuming Products (MAY 2020) (42 U.S.C. 8259b).

____ (43)(i) 52.223-16, Acquisition of EPEAT®-Registered Personal Computer Products (OCT 2015) (E.O.s 13423 and 13514).

____ (ii) Alternate I (JUN 2014) of 52.223-16.

____ (44) 52.223-18, Encouraging Contractor Policies to Ban Text Messaging While Driving (JUN 2020) (E.O. 13513).

____ (45) 52.223-20, Aerosols (JUN 2016) (E.O. 13693).

____ (46) 52.223-21, Foams (JUN 2016) (E.O. 13693).

____ (47)(i) 52.224-3, Privacy Training (JAN 2017) (5 U.S.C. 552a).

____ (ii) Alternate I (JAN 2017) of 52.224-3.

____ (48) (i) 52.225-1, Buy American--Supplies (OCT 2022) (41 U.S.C. chapter 83).

____ (ii) Alternate I (OCT 2022) of 52.225-1.

____ (49) (i) 52.225-3, Buy American--Free Trade Agreements--Israeli Trade Act (OCT 2022) (41 U.S.C. chapter 83, 19 U.S.C. 3301 note, 19 U.S.C. 2112 note, 19 U.S.C. 3805 note, 19 U.S.C. 4001 note, Pub. L. 103-182, 108-77, 108-78, 108-286, 108-302, 109-53, 109-169, 109-283, 110-138, 112-41, 112-42, and 112-43).

____ (ii) Alternate I (JAN 2021) of 52.225-3.

____ (iii) Alternate II (JAN 2021) of 52.225-3.

____ (iv) Alternate III (JAN 2021) of 52.225-3.

____ (v) Alternate IV (OCT 2022) of 52.225-3.

____ (50) 52.225-5, Trade Agreements (OCT 2019) 19 U.S.C. 2501, et seq., 19 U.S.C. 3301 note).

____ (51) 52.225-13, Restrictions on Certain Foreign Purchases (FEB 2021) (E.O.'s, proclamations, and statutes administered by the Office of Foreign Assets Control of the Department of the Treasury).

____ (52) 52.225-26, Contractors Performing Private Security Functions Outside the United States (OCT 2016) (Section 862, as amended, of the National Defense Authorization Act for Fiscal Year 2008; 10 U.S.C. 2302 Note).

____ (53) 52.226-4, Notice of Disaster or Emergency Area Set-Aside (NOV 2007) (42 U.S.C. 5150

____ (54) 52.226-5, Restrictions on Subcontracting Outside Disaster or Emergency Area (NOV 2007) (42 U.S.C. 5150).

____ (55) 52.229-12, Tax on Certain Foreign Procurements (FEB 2021).

____ (56) 52.232-29, Terms for Financing of Purchases of Commercial Products and Commercial Services (NOV 2021) (41 U.S.C. 4505, 10 U.S.C. 2307(f)).

____ (57) 52.232-30, Installment Payments for Commercial Products and Commercial Services (NOV 2021) (41 U.S.C. 4505, 10 U.S.C. 2307(f)).

____ (58) 52.232-33, Payment by Electronic Funds Transfer—System for Award Management (OCT 2018) (31 U.S.C. 3332).

____ (59) 52.232-34, Payment by Electronic Funds Transfer—Other than System for Award Management (JUL 2013) (31 U.S.C. 3332).

____ (60) 52.232-36, Payment by Third Party (MAY 2014) (31 U.S.C. 3332).

____ (61) 52.239-1, Privacy or Security Safeguards (AUG 1996) (5 U.S.C. 552a).

____ (62) 52.242-5, Payments to Small Business Subcontractors (JAN 2017)(15 U.S.C. 637(d)(13)).

____ (63)(i) 52.247-64, Preference for Privately Owned U.S.-Flag Commercial Vessels (NOV 2021) (46 U.S.C. 55305 and 10 U.S.C. 2631).

____ (ii) Alternate I (APR 2003) of 52.247-64.

____ (iii) Alternate II (NOV 2021) of 52.247-64.

(c) The Contractor shall comply with the FAR clauses in this paragraph (c), applicable to commercial services, that the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or Executive orders applicable to acquisitions of commercial products and commercial services: [Contracting Officer check as appropriate.]

____ (1) 52.222-41, Service Contract Labor Standards (AUG 2018) (41 U.S.C. chapter 67).

____ (2) 52.222-42, Statement of Equivalent Rates for Federal Hires (MAY 2014) (29 U.S.C. 206 and 41 U.S.C. chapter 67).

____ (3) 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards--Price Adjustment (Multiple Year and Option Contracts) (AUG 2018) (29 U.S.C. 206 and 41 U.S.C. chapter 67).

____ (4) 52.222-44, Fair Labor Standards Act and Service Contract Labor Standards--Price Adjustment (MAY 2014) (29 U.S.C. 206 and 41 U.S.C. chapter 67).

____ (5) 52.222-51, Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment--Requirements (MAY 2014) (41 U.S.C. chapter 67).

____ (6) 52.222-53, Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services--Requirements (MAY 2014) (41 U.S.C. chapter 67).

____ (7) 52.222-55, Minimum Wages for Contractor Workers Under Executive Order 14026 (JAN 2022) (E.O. 13658).

____ (8) 52.222-62, Paid Sick Leave Under Executive Order 13706 (JAN 2022) (E.O. 13706).

_____ (9) 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations (JUN 2020) (42 U.S.C. 1792).

(d) Comptroller General Examination of Record. The Contractor shall comply with the provisions of this paragraph (d) if this contract was awarded using other than sealed bid, is in excess of the simplified acquisition threshold, as defined in FAR 2.101, on the date of award of this contract, and does not contain the clause at 52.215-2, Audit and Records--Negotiation.

(1) The Comptroller General of the United States, or an authorized representative of the Comptroller General, shall have access to and right to examine any of the Contractor's directly pertinent records involving transactions related to this contract.

(2) The Contractor shall make available at its offices at all reasonable times the records, materials, and other evidence for examination, audit, or reproduction, until 3 years after final payment under this contract or for any shorter period specified in FAR Subpart 4.7, Contractor Records Retention, of the other clauses of this contract. If this contract is completely or partially terminated, the records relating to the work terminated shall be made available for 3 years after any resulting final termination settlement. Records relating to appeals under the disputes clause or to litigation or the settlement of claims arising under or relating to this contract shall be made available until such appeals, litigation, or claims are finally resolved.

(3) As used in this clause, records include books, documents, accounting procedures and practices, and other data, regardless of type and regardless of form. This does not require the Contractor to create or maintain any record that the Contractor does not maintain in the ordinary course of business or pursuant to a provision of law.

(e) (1) Notwithstanding the requirements of the clauses in paragraphs (a), (b), (c), and (d) of this clause, the Contractor is not required to flow down any FAR clause, other than those in this paragraph (e)(1) in a subcontract for commercial products or commercial services. Unless otherwise indicated below, the extent of the flow down shall be as required by the clause—

(i) 52.203-13, Contractor Code of Business Ethics and Conduct (NOV 2021) (41 U.S.C. 3509).

(ii) 52.203-19, Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (JAN 2017) (section 743 of Division E, Title VII, of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235) and its successor provisions in subsequent appropriations acts (and as extended in continuing resolutions)).

(iii) 52.204-23, Prohibition on Contracting for Hardware, Software, and Services Developed or Provided by Kaspersky Lab and Other Covered Entities (NOV 2021) (Section 1634 of Pub. L. 115-91).

(iv) 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment. (NOV 2021) (Section 889(a)(1)(A) of Pub. L. 115-232).

(v) 52.219-8, Utilization of Small Business Concerns (OCT 2022) (15 U.S.C. 637(d)(2) and (3)), in all subcontracts that offer further subcontracting opportunities. If the subcontract (except subcontracts to small business concerns) exceeds the applicable threshold specified in FAR 19.702(a) on the date of subcontract award, the subcontractor must include 52.219-8 in lower tier subcontracts that offer subcontracting opportunities.

(vi) 52.222-21, Prohibition of Segregated Facilities (APR 2015).

(vii) 52.222-26, Equal Opportunity (SEP 2016) (E.O. 11246).

(viii) 52.222-35, Equal Opportunity for Veterans (JUN 2020) (38 U.S.C. 4212).

(ix) 52.222-36, Equal Opportunity for Workers with Disabilities (JUN 2020) (29 U.S.C. 793).

(x) 52.222-37, Employment Reports on Veterans (JUN 2020) (38 U.S.C. 4212).

(xi) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (DEC 2010) (E.O. 13496). Flow down required in accordance with paragraph (f) of FAR clause 52.222-40.

(xii) 52.222-41, Service Contract Labor Standards (AUG 2018), (41 U.S.C. chapter 67).

(xiii) _____ (A) 52.222-50, Combating Trafficking in Persons (NOV 2021) (22 U.S.C. chapter 78 and E.O. 13627).

_____ (B) Alternate I (March 2, 2015) of 52.222-50 (22 U.S.C. chapter 78 and E.O. 13627).

(xiv) 52.222-51, Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment--Requirements (May 2014) (41 U.S.C. chapter 67.)

(xv) 52.222-53, Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services--Requirements (May 2014) (41 U.S.C. chapter 67)

(xvi) 52.222-54, Employment Eligibility Verification (MAY 2022) (E. O. 12989).

(xvii) 52.222-55, Minimum Wages for Contractor Workers Under Executive Order 14026 (JAN 2022) (E.O. 13658).

(xviii) [52.222-62](#), Paid Sick Leave Under Executive Order 13706 (JAN 2022) (E.O. 13706).

(xix) (A) [52.224-3](#), Privacy Training (Jan 2017) ([5 U.S.C. 552a](#)).

(B) Alternate I (Jan 2017) of [52.224-3](#).

(xx) 52.225-26, Contractors Performing Private Security Functions Outside the United States (Oct 2016) (Section 862, as amended, of the National Defense Authorization Act for Fiscal Year 2008; 10 U.S.C. 2302 Note).

(xxi) 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations. (JUN 2020) (42 U.S.C. 1792). Flow down required in accordance with paragraph (e) of FAR clause 52.226-6.

(xxii) 52.247-64, Preference for Privately-Owned U.S. Flag Commercial Vessels (NOV 2021) (46 U.S.C. 55305 and 10 U.S.C. 2631). Flow down required in accordance with paragraph (d) of FAR clause 52.247-64.

(2) While not required, the Contractor may include in its subcontracts for commercial products and commercial services a minimal number of additional clauses necessary to satisfy its contractual obligations.

(End of clause)

52.217-9 OPTION TO EXTEND THE TERM OF THE CONTRACT (MAR 2000)

(a) The Government may extend the term of this contract by written notice to the Contractor within 30 (insert the period of time within which the Contracting Officer may exercise the option); provided that the Government gives the Contractor a preliminary written notice of its intent to extend at least 60 days (60 days unless a different number of days is inserted) before the contract expires. The preliminary notice does not commit the Government to an extension.

(b) If the Government exercises this option, the extended contract shall be considered to include this option clause.

(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed 3 years.

(End of clause)

52.219-14 LIMITATIONS ON SUBCONTRACTING (OCT 2022)

(a) This clause does not apply to the unrestricted portion of a partial set-aside.

(b) Definition. Similarly situated entity, as used in this clause, means a first-tier subcontractor, including an independent contractor, that--

(1) Has the same small business program status as that which qualified the prime contractor for the award (e.g., for a small business set-aside contract, any small business concern, without regard to its socioeconomic status); and

(2) Is considered small for the size standard under the North American Industry Classification System (NAICS) code the prime contractor assigned to the subcontract.

(c) Applicability. This clause applies only to--

(1) Contracts that have been set aside for any of the small business concerns identified in 19.000(a)(3);

(2) Part or parts of a multiple-award contract that have been set aside for any of the small business concerns identified in 19.000(a)(3);

(3) Contracts that have been awarded on a sole-source basis in accordance with subparts 19.8, 19.13, 19.14, and 19.15;

(4) Orders expected to exceed the simplified acquisition threshold and that are--

(i) Set aside for small business concerns under multiple-award contracts, as described in 8.405-5 and 16.505(b)(2)(i)(F); or

(ii) Issued directly to small business concerns under multiple-award contracts as described in 19.504(c)(1)(ii);

(5) Orders, regardless of dollar value, that are--

(i) Set aside in accordance with subparts 19.8, 19.13, 19.14, or 19.15 under multiple-award contracts, as described in 8.405-5 and 16.505(b)(2)(i)(F); or

(ii) Issued directly to concerns that qualify for the programs described in subparts 19.8, 19.13, 19.14, or 19.15 under multiple-award contracts, as described in 19.504(c)(1)(ii); and

(6) Contracts using the HUBZone price evaluation preference to award to a HUBZone small business concern unless the concern waived the evaluation preference.

(d) Independent contractors. An independent contractor shall be considered a subcontractor.

(e) Limitations on subcontracting. By submission of an offer and execution of a contract, the Contractor agrees that in performance of a contract assigned a North American Industry Classification System (NAICS) code for--

(1) Services (except construction), it will not pay more than 50 percent of the amount paid by the Government for contract performance to subcontractors that are not similarly situated entities. Any work that a similarly situated

entity further subcontracts will count towards the prime contractor's 50 percent subcontract amount that cannot be exceeded. When a contract includes both services and supplies, the 50 percent limitation shall apply only to the service portion of the contract;

(2) Supplies (other than procurement from a nonmanufacturer of such supplies), it will not pay more than 50 percent of the amount paid by the Government for contract performance, excluding the cost of materials, to subcontractors that are not similarly situated entities. Any work that a similarly situated entity further subcontracts will count towards the prime contractor's 50 percent subcontract amount that cannot be exceeded. When a contract includes both supplies and services, the 50 percent limitation shall apply only to the supply portion of the contract;

(3) General construction, it will not pay more than 85 percent of the amount paid by the Government for contract performance, excluding the cost of materials, to subcontractors that are not similarly situated entities. Any work that a similarly situated entity further subcontracts will count towards the prime contractor's 85 percent subcontract amount that cannot be exceeded; or

(4) Construction by special trade contractors, it will not pay more than 75 percent of the amount paid by the Government for contract performance, excluding the cost of materials, to subcontractors that are not similarly situated entities. Any work that a similarly situated entity further subcontracts will count towards the prime contractor's 75 percent subcontract amount that cannot be exceeded.

(f) The Contractor shall comply with the limitations on subcontracting as follows:

(1) For contracts, in accordance with paragraphs (c)(1), (2), (3) and (6) of this clause--

[Contracting Officer check as appropriate.]

___ By the end of the base term of the contract and then by the end of each subsequent option period; or

___ By the end of the performance period for each order issued under the contract.

(2) For orders, in accordance with paragraphs (c)(4) and (5) of this clause, by the end of the performance period for the order.

(g) A joint venture agrees that, in the performance of the contract, the applicable percentage specified in paragraph (e) of this clause will be performed by the aggregate of the joint venture participants.

(1) In a joint venture comprised of a small business protege and its mentor approved by the Small Business Administration, the small business protege shall perform at least 40 percent of the work performed by the joint venture. Work performed by the small business protege in the joint venture must be more than administrative functions.

(2) In an 8(a) joint venture, the 8(a) participant(s) shall perform at least 40 percent of the work performed by the joint venture. Work performed by the 8(a) participants in the joint venture must be more than administrative functions.

(End of clause)

52.219-28 POST-AWARD SMALL BUSINESS PROGRAM REREPRESENTATION (OCT 2022)

(a) Definitions. As used in this clause--

Long-term contract means a contract of more than five years in duration, including options. However, the term does not include contracts that exceed five years in duration because the period of performance has been extended for a cumulative period not to exceed six months under the clause at 52.217-8, Option to Extend Services, or other appropriate authority.

Small business concern--

(1) Means a concern, including its affiliates, that is independently owned and operated, not dominant in its field of operation, and qualified as a small business under the criteria in 13 CFR part 121 and the size standard in paragraph (d) of this clause.

(2) Affiliates, as used in this definition, means business concerns, one of whom directly or indirectly controls or has the power to control the others, or a third party or parties control or have the power to control the others. In determining whether affiliation exists, consideration is given to all appropriate factors including common ownership, common management, and contractual relationships. SBA determines affiliation based on the factors set forth at 13 CFR 121.103.

(b) If the Contractor represented that it was any of the small business concerns identified in 19.000(a)(3) prior to award of this contract, the Contractor shall rerepresent its size and socioeconomic status according to paragraph (f) of this clause or, if applicable, paragraph (h) of this clause, upon occurrence of any of the following:

(1) Within 30 days after execution of a novation agreement or within 30 days after modification of the contract to include this clause, if the novation agreement was executed prior to inclusion of this clause in the contract.

(2) Within 30 days after a merger or acquisition that does not require a novation or within 30 days after modification of the contract to include this clause, if the merger or acquisition occurred prior to inclusion of this clause in the contract.

(3) For long-term contracts--

(i) Within 60 to 120 days prior to the end of the fifth year of the contract; and

(ii) Within 60 to 120 days prior to the date specified in the contract for exercising any option thereafter.

(c) If the Contractor represented that it was any of the small business concerns identified in 19.000(a)(3) prior to award of this contract, the Contractor shall rerepresent its size and socioeconomic status according to paragraph (f) of this clause or, if applicable, paragraph (h) of this clause, when the Contracting Officer explicitly requires it for an order issued under a multiple-award contract.

(d) The Contractor shall rerepresent its size status in accordance with the size standard in effect at the time of this rerepresentation that corresponds to the North American Industry Classification System (NAICS) code(s) assigned to this contract. The small business size standard corresponding to this NAICS code(s) can be found at <https://www.sba.gov/document/support--table-size-standards>.

(e) The small business size standard for a Contractor providing an end item that it does not manufacture, process, or produce itself, for a contract other than a construction or service contract, is 500 employees if the acquisition--

(1) Was set aside for small business and has a value above the simplified acquisition threshold;

(2) Used the HUBZone price evaluation preference regardless of dollar value, unless the Contractor waived the price evaluation preference; or

(3) Was an 8(a), HUBZone, service-disabled veteran-owned, economically disadvantaged women-owned, or women-owned small business set-aside or sole-source award regardless of dollar value.

(f) Except as provided in paragraph (h) of this clause, the Contractor shall make the representation(s) required by paragraph (b) and (c) of this clause by validating or updating all its representations in the Representations and Certifications section of the System for Award Management (SAM) and its other data in SAM, as necessary, to ensure that they reflect the Contractor's current status. The Contractor shall notify the contracting office in writing within the timeframes specified in paragraph (b) of this clause, or with its offer for an order (see paragraph (c) of this clause), that the data have been validated or updated, and provide the date of the validation or update.

(g) If the Contractor represented that it was other than a small business concern prior to award of this contract, the Contractor may, but is not required to, take the actions required by paragraphs (f) or (h) of this clause.

(h) If the Contractor does not have representations and certifications in SAM, or does not have a representation in SAM for the NAICS code applicable to this contract, the Contractor is required to complete the following rerepresentation and submit it to the contracting office, along with the contract number and the date on which the rerepresentation was completed:

(1) The Contractor represents that it [] is, [] is not a small business concern under NAICS Code assigned to contract number .

(2) [Complete only if the Contractor represented itself as a small business concern in paragraph (h)(1) of this clause.] The Contractor represents that it [] is, [] is not, a small disadvantaged business concern as defined in 13 CFR 124.1002.

(3) [Complete only if the Contractor represented itself as a small business concern in paragraph (h)(1) of this clause.] The Contractor represents that it [] is, [] is not a women-owned small business concern.

(4) Women-owned small business (WOSB) joint venture eligible under the WOSB Program. The Contractor represents that it [] is, [] is not a joint venture that complies with the requirements of 13 CFR 127.506(a) through (c). [The Contractor shall enter the name and unique entity identifier of each party to the joint venture: .]

(5) Economically disadvantaged women-owned small business (EDWOSB) joint venture. The Contractor represents that it [] is, [] is not a joint venture that complies with the requirements of 13 CFR 127.506(a) through (c). [The Contractor shall enter the name and unique entity identifier of each party to the joint venture: .]

(6) [Complete only if the Contractor represented itself as a small business concern in paragraph (h)(1) of this clause.] The Contractor represents that it [] is, [] is not a veteran-owned small business concern.

(7) [Complete only if the Contractor represented itself as a veteran-owned small business concern in paragraph (h)(6) of this clause.] The Contractor represents that it [] is, [] is not a service-disabled veteran-owned small business concern.

(8) [Complete only if the Contractor represented itself as a small business concern in paragraph (h)(1) of this clause.] The Contractor represents that--

(i) It [] is, [] is not a HUBZone small business concern listed, on the date of this representation, on the List of Qualified HUBZone Small Business Concerns maintained by the Small Business Administration, and no material changes in ownership and control, principal office, or HUBZone employee percentage have occurred since it was certified in accordance with 13 CFR part 126; and

(ii) It [] is, [] is not a HUBZone joint venture that complies with the requirements of 13 CFR part 126, and the representation in paragraph (h)(8)(i) of this clause is accurate for each HUBZone small business concern participating in the HUBZone joint venture. [The Contractor shall enter the names of each of the HUBZone small business concerns participating in the HUBZone joint venture: .] Each HUBZone small business concern participating in the HUBZone joint venture shall submit a separate signed copy of the HUBZone representation.

[Contractor to sign and date and insert authorized signer's name and title.]

(End of clause)

52.222-42 STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES (MAY 2014)

In compliance with the Service Contract Labor Standards statute and the regulations of the Secretary of Labor (29 CFR part 4), this clause identifies the classes of service employees expected to be employed under the contract and states the wages and fringe benefits payable to each if they were employed by the contracting agency subject to the provisions of 5 U.S.C. 5341 or 5332.

THIS STATEMENT IS FOR INFORMATION ONLY: IT IS NOT A WAGE DETERMINATION
Employee Class Monetary Wage-Fringe Benefits

See wage determination

(End of clause)

52.252-2 CLAUSES INCORPORATED BY REFERENCE (FEB 1998)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this/these address(es):

www.acquisition.gov

(End of clause)

52.252-5 AUTHORIZED DEVIATIONS IN PROVISIONS (NOV 2020)

(a) The use in this solicitation of any Federal Acquisition Regulation (48 CFR Chapter 1) provision with an authorized deviation is indicated by the addition of "(DEVIATION)" after the date of the provision.

(b) The use in this solicitation of any **DFARS** (48 CFR Chapter 2) provision with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

(End of provision)

52.252-6 AUTHORIZED DEVIATIONS IN CLAUSES (NOV 2020)

(a) The use in this solicitation or contract of any Federal Acquisition Regulation (48 CFR Chapter 1) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the date of the clause.

(b) The use in this solicitation or contract of any **DFARS** (48 CFR **Ch 2**) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

(End of clause)

Exhibit/Attachment Table of Contents

DOCUMENT TYPE	DESCRIPTION	PAGES	DATE
Attachment 1	Wage Determination		
Attachment 10	Performance Work Statement		
Attachment 2	Wage Determination		
Attachment 3	Wage Determination		
Attachment 4	Wage Determination		
Attachment 5	Wage Determination		
Attachment 6	Wage Determination		
Attachment 7	Wage Determination		
Attachment 8	Wage Determination		
Attachment 9	Wage Determination		

**U.S. ARMY CORPS OF ENGINEERS
LITTLE ROCK DISTRICT
GENERAL PERFORMANCE WORK STATEMENT
FOR PARK ATTENDANT SERVICES
2023**

Part 1

1. GENERAL: This General Performance Work Statement (PWS) pertains to all U.S. Army Corps of Engineers, Little Rock District Park Attendant contracts. Unique requirements for individual positions are included in the Specific Park Sheets (SPS). If there is a conflict between the information in the PWS and the SPS, the SPS will govern. Park Attendant services to be accomplished under this contract shall be in accordance with the provisions of the PWS and the SPS, which include, but are not limited to, furnishing all labor, equipment, fuel, transportation, tools and supplies necessary to provide the specified services for the entire contract period (except as otherwise noted). This is a Performance Based Contract pursuant to FAR Part 37.6. The performance standards are identified in the PWS and SPS. Deficiencies will be documented on Quality Assurance Reports that identify corrective action or deductions to be taken if deficiency is not corrected. This is a non-personnel services contract to provide Park Attendant Services within the Little Rock District. The Government shall not exercise any supervision or control over the contract service providers performing the services herein. Such contract service providers shall be accountable solely to the Contractor who, in turn is responsible to the Government.

1.1 Description of Services/Introduction: The contractor shall provide all personnel, equipment, supplies, facilities, transportation, tools, materials, supervision, and other items and non-personal services necessary to perform Park Attendant services as defined in this Performance Work Statement and SPS's except for those items specified as government furnished property and services. The contractor shall perform to the standards in this contract.

1.2 Background: Little Rock District is among the most visited Corps districts in the nation. The district operates nearly 180 public parks and access areas in Arkansas and southern Missouri. Our 25 multi-purpose lakes and navigation pools, combined with our project lands, provide nearly 500,000 acres of public land and water that offer a full range of outdoor recreation opportunities. We manage these public resources to benefit fish and wildlife and to serve present and future generations. Major activities include sightseeing, camping, boating, swimming, skiing, hiking, fishing, hunting, picnicking, scuba diving, and more.

1.3 Objectives: Provide Park Attendant services, following specifications contained within this document and SPS.

1.4 Scope: The intent of this contract is to provide Park Attendant services in parks in the Little Rock District. The contractor shall furnish all necessary management,

supervision, inspection, personnel, materials, supplies, parts, tools, equipment, transportation, and vehicles, except as otherwise provided for herein, necessary to assure that all services are performed in accordance with the PWS, SPS, drawings, attachments, exhibits, and all applicable laws, regulations, codes, or directives. The contractor shall accomplish work in a timely, continuous, and satisfactorily manner.

1.4.1 Park Attendant Team - Most positions under this contract require a two-person (both adults) contractor team. Both members must be identified on the (SF 1449). All work shall be performed by the identified two-person team and shall not be subcontracted. In the contract, the term "contractor" refers to both members of the identified two-person team. Both members shall be physically capable to perform all the requirements specified. Any position that does not require two people will be indicated as so in the SPS. None of the services required by this contract shall be subcontracted.

1.4.2 Park Attendant Types - Park Attendants are categorized as one of five types: (I) Fee Attendant, (II) Cleaning Attendant, (III) Combination Attendant, (IV) Relief Attendant, or Park Host Attendant (V).

1.5 Period of Performance: The Period of Performance for each park is listed on the PARK ATTENDANT SPECIFIC PARKS SHEET (SPS).

1.6 General Information

1.6.1 Quality Control: The contractor shall develop and maintain an effective quality control program to ensure services are performed in accordance with this PWS. The contractor shall develop and implement procedures to identify, prevent, and ensure non-recurrence of defective services. The contractor's quality control program is the means by which he assures himself that his work complies with the requirement of the contract. An electronic or paper copy of the QCP must be submitted and accepted within fifteen (15) days after the award of the contract (or during orientation training). After acceptance of the quality control plan the contractor shall receive the contracting officer's acceptance in writing of any proposed change to his QC system.

1.6.2 Daily Report: Record of all daily inspections conducted by the Contractor and necessary corrective action taken shall be prepared. The written daily quality control (QC) reports shall be submitted weekly and shall contain the following items as a minimum:

Contractor's name.

Service date, starting time and ending time.

Contract number and option year.

Statement and description of services performed.

Location of services performed.

Description of services not performed and reasons for non-performance.

Statement that all services performed was in accordance with the specifications.

Accidents/damages to property.

Man-hours worked on Government property.
Signature of the Contractor's quality control representative.

1.6.3 Quality Assurance: The Government shall evaluate the contractor's performance under this contract in accordance with the information contained herein.

1.6.4 Recognized Holidays: Work will be required on Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day and other holidays which fall in the performance period.

New Year's Day	Labor Day
Martin Luther King Jr.'s Birthday	Columbus Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Juneteenth	Christmas Day
Independence Day	

1.6.5 Hours of Operation: Park Attendants shall work according to the schedule and hours specified in the SPS for which they are awarded. The Contracting Officer or his/her representative has the authority to change days off or times worked if deemed necessary. However, the total number of days per week worked and the number of "on duty" hours per day may not be changed except by the Contracting Officer. The Government Representative will give the Park Attendant at least a 24-hour notice of schedule changes initiated by his/her office; the Contracting Officer will modify the contract for permanent schedule changes. Park attendants may be required to close park entrance gates each night and reopen them each morning on workdays at times specified by the project (which may be outside normal duty hours), at no additional expense.

1.6.6 Schedule of Work: Park Attendants shall work according to the schedule and hours specified in the SPS for which they are awarded. The contractor shall maintain 24-hour surveillance within the park for the number of days scheduled to work each week which includes weekends and Federal holidays unless otherwise specified. Tours of duty may be changed with one week's advance notice to the contractor. An exact work schedule will be furnished at the pre-work conference (orientation).

1.6.7 Place of Performance: The work to be performed under this contract will be in the Little Rock District.

1.6.8 Type of Contract: The government will award a Firm Fixed Price contract.

1.6.9 Physical Security: The Contractor shall be responsible for safeguarding all Government equipment, information and property provided for Contractor use.

1.6.9.1 Key Control: The Contractor shall establish and implement methods of making sure all keys/key cards issued to the Contractor by the Government are not lost or

misplaced and are not used by unauthorized persons. NOTE: All references to keys include key cards. No keys issued to the Contractor by the Government shall be duplicated. The Contractor shall develop procedures covering key control that shall be included in the Quality Control Plan. Such procedures shall include turn-in of any issued keys by personnel who no longer require access to locked areas. The Contractor shall immediately report any occurrences of lost or duplicate keys to the Government Representative.

1.6.9.2 In the event keys, other than master keys, are lost or duplicated, the Contractor shall, upon direction of the Contracting Officer, re-key or replace the affected lock or locks; however, the Government, at its option, may replace the affected lock or locks or perform re-keying. When the replacement of locks or re-keying is performed by the Government, the total cost of re-keying or the replacement of the lock or locks shall be deducted from the monthly payment due the Contractor. In the event a master key is lost or duplicated, all locks and keys for that system shall be replaced by the Government and the total cost deducted from the monthly payment due the Contractor.

1.6.9.3 The Contractor shall prohibit the use of Government issued keys by any persons other than the Contractor's employees. The Contractor shall prohibit the opening of locked areas by Contractor employees to permit entrance of persons other than Contractor employees engaged in the performance of assigned work in those areas, or personnel authorized entrance by the Contracting Officer.

1.6.9.4 The Contractor shall take special care to protect Government Property including buildings, grounds, roads, and any other surfaces from materials not intended. The Contractor shall return areas damaged as a result of work under this contract to their original condition, to include painting, refinishing, or replacement, as necessary to the satisfaction of the Government Representative. If the Contractor fails to perform adequate restoration, the Government reserves the right to have the work completed, and take the necessary actions, including withholding payment, to assure that restitution is made. The Contractor shall report all damages of Government property on the quality control program report. Contractor shall be liable for all damages or losses, public or private, caused through fault or negligence of his agents and/or employees.

1.6.10 Post Award Conference/Periodic Progress Meetings: The Contractor agrees to attend any post award conference convened by the contracting activity or contract administration office in accordance with Federal Acquisition Regulation Subpart 42.5. The contracting officer or other Government personnel, as appropriate, may meet periodically with the contractor to review the contractor's performance. At these meetings the Government Representative will apprise the contractor of how the government views the contractor's performance and the contractor will apprise the Government of problems, if any, being experienced. Appropriate action shall be taken to resolve outstanding issues. These meetings shall be at no additional cost to the government. All successful contractors shall attend a pre-work conference prior to the beginning of their contract. Details are given in the SPS and in the Appendices for each attendant type. Days required for pre-work conference will be paid at the daily rate

quoted unless otherwise noted in the SPS. See PART 7 for a list of deliverables that should be submitted before or during the Pre-Work conference.

All Attendants shall attend a pre-work conference as stated in the SPS. The session(s) will cover policies and procedures for Fee and/or Cleaning Attendants. Training will focus on the correct way to issue user permits and receipts, collect and account for user fees, operate applicable computer equipment and programs, process credit card transactions, reserve facilities (if applicable), record pertinent data, and effectively deal with customers and cleaning requirements (if applicable).

1.6.11 Government Representative: The Government Representative will be identified by separate letter. The Government Representative monitors all technical aspects of the contract and assists in contract administration. The Government Representative is authorized to perform the following functions: assure that the Contractor performs the technical requirements of the contract; perform inspections necessary in connection with contract performance; maintain written and oral communications with the Contractor concerning technical aspects of the contract; issue written interpretations of technical requirements, including Government drawings, designs, specifications; monitor Contractor's performance and notifies both the Contracting Officer and Contractor of any deficiencies; coordinate availability of government furnished property, and provide site entry of Contractor personnel. The Government Representative is not authorized to change any of the terms and conditions of the resulting order.

1.6.12 Special Qualifications: No special qualifications or certifications are required unless specified elsewhere in this PWS, the SPS, or required by federal, state or local laws/regulations. Contractor must also be able to perform simple cleaning tasks, such as sweeping, mopping, picking up trash etc., as well as public assistance work.

1.6.13 Key Personnel: The following personnel are considered key personnel by the government: Contract Manager and Quality Control Inspector. The Contractor shall provide a contract manager who shall be responsible for the performance of the work. The name of this person and an alternate (if applicable) who shall act for the Contractor when the manager is absent shall be designated in writing to the Contracting Officer. The contract manager or alternate shall have full authority to act for the Contractor on all contract matters relating to daily operation of this contract. The contract manager or alternate shall be available during work hours identified in the SPS on scheduled workdays. This individual may also serve as a Quality Control Inspector and be a working member of a crew, if job performance in each category is maintained at an acceptable level to the Government. For the purpose of this contract, it is intended that these shall be administrative positions whose responsibility is to ensure compliance with contract specifications. The Contract Manager and Quality Control Inspector shall be required to have a copy of the contract in their possession at all times for referral concerning questions of Contractor responsibility. In addition, the Contractor shall designate a responsible employee to act as work leader, and to complete a daily activity report.

1.6.14 Communication: The contractor must communicate daily with Government program manager via daily written reports as a minimum. Communications shall cover work accomplished and ongoing work. Communication is extremely important and may be either by telephone, E-mail, or daily written report, although in person visits may be required in order to exchange or discuss paperwork associated with the performance of this contract. Contractor shall have a cellular phone in case the project needs to contact them, or they need to contact the project office or emergency officials.

1.6.15 Identification of Contractor Employees: All contract personnel attending meetings, answering Government telephones, and working in other situations where their Contractor status is not obvious to third parties are required to identify themselves as such to avoid creating an impression in the minds of members of the public that they are Government officials. They must also ensure that all documents or reports produced by Contractors are suitably marked as contractor products or that contractor participation is appropriately disclosed.

1.6.16 Conduct: All individuals involved in operations shall not be under the influence of drugs or alcoholic beverages. The Contractor shall, always, be responsible for the conduct and discipline of his/her employees. Contractor personnel shall present a neat appearance and shall always conduct themselves in a proper manner during the performance of this contract. All individuals involved in services shall be dressed neatly and fully to include shoes, pants, shirt with sleeves that shall be closed or buttoned. Attendants will wear clothes that are suitable for meeting the public while performing fee duties. Clothes such as overalls, old work clothes, short-shorts or "cut-offs" will not be worn while performing fee duties. Personal Protective Equipment shall fully comply with the latest edition of EM-385-1-1 at the time of award. Since a significant portion of the work will be performed in the presence of the public, the conduct of all employees is critical and will be closely monitored. Contractors and/or their employees shall be required to undergo a criminal background check prior to performing any work on Government Property and/or during the contract performance (at no additional expense to the Government). The background check must be coordinated with and approved by the Little Rock District Security Office. The results of the inquiries shall be used to determine approval for access to Government facilities under this contract. No individual will be permitted entry to the Government facilities without prior written approval of the Government. Additional background and security requirements will be addressed in Technical Exhibit 6.

1.6.17 Removal of Contractor's Employees: The Contracting Officer may require the Contractor to immediately remove from the work site any employee who endangers persons or property, or whose physical or mental condition would impair the employee's ability to satisfactorily perform the required work. Notification to the Contractor will be verbal and in writing if time and circumstances permit. Otherwise, notification shall be verbal or by telephone, and shall be in writing as soon as possible. No such removal, however, shall reduce the Contractor's obligation to perform all work required under this contract, and immediate replacement shall be made as required. This requirement shall not be the basis of any claim for compensation or damages against the Government.

1.6.18 Organizational Conflict of Interest: Contractor personnel performing work under this contract may receive, have access to or participate in the development of proprietary or source selection information (e.g., cost or pricing information, budget information or analyses, specifications or work statements, etc.) or perform evaluation services which may create a current or subsequent Organizational Conflict of Interests (OCI) as defined in FAR Subpart 9.5. The Contractor shall notify the Contracting Officer immediately whenever it becomes aware that such access or participation may result in any actual or potential OCI and shall promptly submit a plan to the Contracting Officer to avoid or mitigate any such OCI. The Contractor's mitigation plan will be determined to be acceptable solely at the discretion of the Contracting Officer and in the event the Contracting Officer unilaterally determines that any such OCI cannot be satisfactorily avoided or mitigated, the Contracting Officer may affect other remedies as he or she deems necessary, including prohibiting the Contractor from participation in subsequent contracted requirements which may be affected by the OCI.

1.6.19 Environment and OSHA: Comply with all Federal, state, and local environmental and occupational safety laws, rules, and regulations. Any apparent conflict between compliance with such Federal, State, or local laws, rules, and regulations and compliance with the requirements of the contract shall be immediately brought to the attention of the contracting officer for final resolution. The contractor shall notify the contracting officer in writing in addition to any verbal notification of such conflicts. The contractor shall be liable for all fines, penalties, and costs which result from violations of, or failure to comply with, all such Federal, State, or local laws, rules, and regulations. All unsafe acts or conditions fostered by the contractor or contractor personnel may be grounds for contracting officer or Government Representative to halt any and all contractor performance with a commensurate deduction of monies due the contractor until such unsafe conditions are corrected. Take due caution not to endanger personnel during performance of this contract.

1.6.20 Safety Requirements: The contractor shall develop an Accident Prevention Plan in accordance with EM 385-1-1 Appendix A. The plan must be submitted and approved prior to commencing work. In order to provide safety control for protection to the life and health of employees and other persons; for prevention of damage to property, materials, supplies, and equipment; and for avoidance of work interruptions in the performance of this contract, the contractor shall comply with Occupational Safety and Health Act (OSHA) regulations and all pertinent provisions of the latest edition of Safety and Health Requirements Manual, EM 385-1-1.

1.6.20.1 If the contractor fails or refuses to promptly comply with the safety requirements as specified herein, the Government Representative may stop all or part of the work until satisfactory corrective action has been taken. No part of the time lost due to any such stop shall be made subject to claim for extension of time or for excess costs or damages to the contractor. Also, the contractor will not be paid for work not performed as a result of work stoppage due to failure to comply with safety requirements.

1.6.20.2 The contractor shall perform work requirements in a manner to protect buildings, vehicles and government and public personal property from damage, and employees and project visitors from any harm or injury. Work shall be scheduled and completed to afford this protection.

1.6.20.3 The contractor shall maintain an accurate record of, and shall report to the Government Representative, all accidents within 24 hours of the occurrence. All serious accidents (those resulting in death or injury requiring medical attention) shall be reported to the Government Representative immediately.

1.6.20.4 The contractor shall immediately correct all safety deficiencies upon notification of the deficiencies by the Government Representative and shall notify the Government Representative of the corrective action to be taken. Such notice when delivered to the contractor or his representative at the site of work shall be deemed sufficient for this purpose. The Government assumes no responsibility or duty to inspect. The contractor is responsible for ensuring that the equipment is in a safe operating condition, that it is used in a safe manner, and that it is used in a safe environment and condition.

1.6.20.5 The contractor shall have competent personnel trained and capable of dealing with minor personnel injuries. In addition to this, each crew of workers shall be provided with first aid kits complying with OSHA and other Federal and State requirements.

1.6.20.6 All work crews, office personnel, and the Government Representative shall be provided with information pertaining to the contractor's arrangements for emergency medical treatment. This information shall include the following:

Local Hospital:	Name	Phone No.
Local Ambulance:	Name	Phone No.
Local Doctor:	Name	Phone No.

1.6.20.7 The Contractor shall survey the work areas for hazardous conditions. The contractor shall flag, mark, or identify and report to the Government Representative any hazardous areas that he/she discovers. The contractor shall determine and use alternate methods and equipment to perform work in these areas in a safe manner.

1.6.20.8 The contractor shall conduct safety meetings with all personnel at a minimum of weekly intervals to discuss potential safety hazards, etc. The Government Representative shall be notified 24 hours in advance and allowed to attend each safety meeting. A report of the agenda and attendees for each safety meeting shall be submitted to the Government Representative. When a new employee is hired, the contractor shall furnish a statement that the new employee was briefed on safety procedures.

1.6.21 Payment: The Contractor shall submit an invoice for completed and approved work. Deductions shall be made for work not completed or performed. The total

number of days completed, and man hours worked will be listed on each invoice. No payment shall be processed without this information reported. Contract invoices will be processed once monthly for each day worked at the applicable contract unit price. Payment invoices/vouchers will be submitted by the Contractor to the Project Office for review and monthly payment (as instructed at the pre-work conference); and if invoices are complete and accurate, payment will be made within the timeframe allowed by federal law (currently 30 days after receipt, in Disbursing Office, of a properly completed invoice). NOTE: Contractor may work approximately 60 days before receiving first paycheck.

1.6.21.1 Absenteeism: No payment will be made for time not worked. The Government Representative should be contacted and given as much advance notice as possible about anticipated absences. Short periods of absence may be approved on an individual basis, based on need and workload. Approved absences will result in a contract modification reducing the number of days to be paid for services.

1.6.21.2 Final Payment - Final payment will not be paid to the Contractor until all funds, permits, and Government property are reconciled, and facilities are inspected for cleanliness by Corps personnel. Any shortage of funds may be deducted from the Contractor's final payment. Proper handling of and accounting for funds is a condition of performance of this contract. The contractor is responsible for user fee permits, collected monies, property, and equipment issued by the Government. The contractor shall be held liable for any loss, including any equipment issued by the Government that is lost or damaged due to negligence.

1.6.22 Lost and Found: All articles found by contractor personnel (or if the public turns it in to the contractor) whom a reasonably prudent person would assign monetary, personal, or other value (including possible contraband items) shall be turned in to the Government Representative. The contractor shall obtain receipts for articles turned in to the Government Representative.

1.6.23 Contractor Recommendations: It is the intent of these specifications to provide a contract in accordance with the best industry standards. The contractor may recommend alternative work methods that will improve the quality. If accepted, the contractor, upon written approval, shall use those methods in executing the work of the contract. The Government has the prerogative to accept or reject the Contractor's recommendation.

1.6.24 Changes to Frequencies or Quantities: The Government reserves the right, should it become necessary, to decrease or increase service frequencies or quantities in any or all work areas or portions of work areas.

1.6.25 Required Insurance:

a. Minimum Insurance: Any successful bidder under this solicitation shall procure and maintain the minimum insurance requirements during the entire period of the

Contractor's performance under this contract. Proof of insurance must be provided to the Government Representative within two weeks of award of the contract.

b. Comprehensive Vehicle Liability Insurance: Comprehensive Vehicle Liability Insurance covering the operation of all vehicles used in connection with the performance of this contract is the minimum limits of (\$ State requirement) per person and (\$ State requirement) per occurrence for bodily injury and (\$ State requirement) per occurrence for property damage.

c. Contractor is responsible for obtaining and paying for any other insurance desired, including but not limited to, general liability, comprehensive property, etc.

1.6.26. CONTRACTOR MANAGEMENT REPORTING (CMR): Not Required.

1.6.27. Data Rights: The Government has unlimited rights to all documents/material produced under this contract. All documents and materials, to include the source codes of any software, produced under this contract shall be Government owned and are the property of the Government with all rights and privileges of ownership/copyright belonging exclusively to the Government. These documents and materials may not be used or sold by the contractor without written permission from the Contracting Officer. All materials supplied to the Government shall be the sole property of the Government and may not be used for any other purpose. This right does not abrogate any other Government rights.

1.6.28 Pets: Any pets allowed shall be confined or restrained in a manner that will prevent physical contact with visitors that may come to the Park Attendants' living area or quarters for assistance. All pets shall be kept on a leash 6 feet in length or under physical restraint at all times. Pets will not be allowed in or near the gatehouse (NO EXCEPTIONS). Park Attendants shall be liable for any damage to government facilities, and/or damage to park visitors' property or person caused by their pets. Park Attendants are responsible for daily cleanup of their pet's waste and disposing of the same in an approved sanitary manner. Pets will be kept clean, free of foul odors, and have all vaccinations as required by state laws in effect at the park's location. The Government Representative may require the removal of any animal deemed a nuisance, a danger, or causes physical damage to private or Government property.

1.6.29 GENERAL DUTIES: In addition to the general duties stated herein, other specific duties and responsibilities to be performed are included in the applicable Appendix and in the SPS.

1.6.29.1 Visitor Assistance and Public Relations - The primary role of the Park Attendant is to courteously assist visitors, and their secondary role is to tactfully and respectfully inform customers of the rules and regulations. Park Attendants cannot enforce Title 36 regulations. The Park Attendant shall not argue with, threaten, harass or badger visitors or attempt to detain or apprehend violators or conduct searches of

people or personal property. Park Attendants shall perform their duties with professionalism befitting a public servant and the Corps of Engineers. Park Attendants shall not use profanity in dealing with the public, project personnel, or other contractors. Within the context of Corps policies and regulations, Park Attendants shall provide for the needs of our visiting public and act as public relations representatives for the Corps of Engineers.

1.6.29.1.1 Park Attendants shall become familiar with Title 36, CFR, Chapter III, Part 327, "Rules and Regulations Governing Public Use of Corps of Engineers Water Resource Projects", campground and/or park rules, policies and requirements. Promptly report to any Park Ranger all accidents, violations of law, disturbances, and situations that could affect the health and safety of visitors. Serious or life-threatening incidents and emergencies shall immediately be reported to project personnel and/or local law enforcement. Other situations and incidents shall be reported to Park Rangers as instructed. Park Attendants will not attempt to direct, manipulate, undermine, oppose or "second-guess" decisions made by Rangers or other Corps employees.

1.6.29.1.2 Park Attendants shall greet customers in a friendly manner as they arrive at the park. Park Attendants shall assist visitors as necessary in locating facilities, sites, park features, other project locations, and local attractions in a helpful and professional manner.

1.6.29.1.3 Park Attendants may be required to open and close campground and day-use area gates as required by the SPS. They may also assist Park Rangers with management and control of picnic pavilions and multi-use courts, including turning power on or off, raising or lowering flags, and posting reservations for both pavilions and individual campsites. Park Attendants may be required to maintain a logbook of park activities, including, but not limited to accidents, incidents, emergencies, complaints, traffic counter readings, and problems. Records will be turned into project management personnel as instructed.

1.6.29.1.4 Park Attendants shall not discriminate against persons on the basis of race, color, religion, sex, national origin, age, or disabilities.

1.6.29.1.5 Park Attendants shall not carry or display firearms, pepper spray, mace, clubs, or any item or piece of equipment that may be construed as a weapon. This policy shall be followed despite any "conceal and carry" permit the contractor may possess. Park Attendants shall not display any type of emergency lights or emergency/law enforcement decals on vehicles used during the performance of this contract.

1.6.29.1.6 Park Attendants shall remove any signs from their vehicles stating "Park Attendant" or similar type signs when not actually working under the contract (i.e. when off duty, contractor shall remove signs prior to leaving the park).

1.6.29.2 Living Area - Park Attendants shall maintain their assigned motor home/trailer site and adjacent living areas in a clean and orderly, free of clutter, and sanitary condition at all times. No dog pens, horse corrals, poultry cages, or similar facilities for

pets or rearing of animals will be allowed, except as provided for in the subsection titled "Pets". No washers, dryers, or excessive personal items will be permitted in the outside living area. Landscaping (non-invasive garden and flowering plants) by the Attendants around their trailer site may be allowed after prior approval of the Government Representative. The Contractor shall not construct or place any structure on Government property without written permission from the Government Representative. All grounds will be policed daily, and all litter placed in appropriate receptacles. Contractor will place trash generated at living area in receptacles provided for this purpose. The Operations Project Manager or his authorized representative shall determine what is "clean and orderly". Attendant shall not allow the area to appear as a "homestead", shanty town, used car/trailer/boat lot.

1.6.29.3 Security of Personal Property - Security of Park Attendant's living quarters and all personal property shall remain the Attendant's responsibility throughout the contract period. The Government accepts no responsibility for, nor will it be liable for, damage or theft occurring to the Attendant's property. In addition to automobile liability insurance required in paragraph 1.6.25, the Contractor is responsible for obtaining and paying for any other insurance desired, including but not limited to, general liability, comprehensive property, etc.

1.6.29.4 Cooperation with Others - Park Attendants shall cooperate with other Park Attendants, Park Volunteers, Corps of Engineers employees, Government Contractors, lessees, and law enforcement personnel. Park Attendants shall allow Corps employees to utilize Government-furnished communication equipment for official business. Park Attendants shall not direct the work performance of another contractor.

1.6.30 Visitors of Park Attendants: Overnight visitors of Park Attendants must stay in the Park Attendant's living quarters. If visitors have their own camping equipment, they are required to pay the regular camping fee and place their equipment at a campsite for which they are registered. No visitors will be allowed to access Park Attendants hook-ups at any time. Visitors shall be required to pay all applicable park use fees.

1.6.31 Dress Code and Personal Appearance: While on duty, Park Attendants shall dress in a neat fashion in properly fitting, clean clothing, which is in an acceptable condition See EM 385-1-1 for allowable attire to be worn. Park Attendants shall promote a favorable image of the Corps of Engineers through their personal appearance and actions. Any required vests, caps or nametags will be provided by the Project Office and worn by the Park Attendant while on duty.

1.6.32. TERMINATION

1.6.32.1 Terminating the Contract - Failure of the Park Attendants to complete services listed in the PWS and SPS may be grounds for termination in accordance with Federal Acquisition Regulation 52.212-4 (m), Contract Terms and Conditions-Commercial Items. Breach of contract and/or voluntary termination of contract without sufficient cause may jeopardize the Contractor's standing for future contracts with the Corps of Engineers.

Park Attendants shall vacate their Government-provided campsite within 48 hours of contract termination, whether voluntary, involuntary or end of contract.

1.6.32.2 Grounds for Immediate Termination - Park Attendant Contracts may be terminated immediately for any of the following reasons.

1. Theft, misappropriation, personal use, and/or improper security and accountability of user fees or government services, property, equipment, facilities and/or supplies.
2. Consumption of alcoholic beverages, intoxication while on duty, and possession or use of illicit drugs at any time.
3. Discrimination, harassment, profanity, or other inappropriate behavior perpetrated against customers, Corps personnel, or other contractors.
4. Recurring written and/or verbal complaints from visitors and/or project personnel on Park Attendant's attitude, lack of cooperation and/or resistance to implementation of policies and programs as directed by the Government Representative.
5. Any incidents of smoking in the gatehouse or allowing unauthorized personnel in the gatehouse or the contractor work area of gatehouses having a customer lobby. Some parks may prohibit smoking except in designated smoking areas.
6. Inability to perform duties and job responsibilities in accordance with the General Performance Work Statement, SPS and project Park Attendant Handbook
7. Failure to maintain a neat and clean well-groomed personal appearance.
8. Failure to obtain and provide proof of bonding no later than the pre-work conference.
9. Any other offence or incident the Contracting Officer warrants grounds for termination.

1.6.33. ADDITIONAL REQUIREMENTS & INFORMATION

1.6.33.1 Bonds - Regulations require Park Attendants who collect fees to be fully bonded or insured to protect the Government against theft, misappropriation, loss of Government funds and/or property, under control of the Contractors. The Contractor is required to furnish to the Project Office proof of a fidelity bond in the amount of \$10,000 (some projects may have lesser amounts down to a minimum of \$5,000). Bonds shall remain in effect for 60 days after the last day of the contract. Park Attendants shall not begin work until proof of such a bond is furnished.

1.6.33.1.1 Instead of furnishing a fidelity bond, the Contractor has the following options:

(a) Depositing certain United States bonds or notes in an amount equal at their par value to the penal sum of the bond or:

(b) Furnishing a certified or cashier's check, bank draft, post office money order, or currency, in an amount equal to the penal sum of the bond. NOTE: Return of these items may take up to 60 days to process after the Project Office has been notified. Therefore, it is essential that notification be provided immediately after final payment is authorized.

(c) Furnishing an irrevocable, unconditional letter of credit in lieu of bond or guarantee.

1.6.33.1.2 Deposits, cashier's checks, money orders, and bank drafts submitted in lieu of bonds shall be made payable to the Corps of Engineers Finance and Accounting Officer and submitted to the Project Office.

1.6.34. Other Special Conditions/Requirements: Attendants may be able to occupy their assigned living area up to a maximum of one week prior to their orientation date, unless other arrangements have been made with the Operations Project Manager or his authorized representative. Attendants must exit their assigned living area within 48 hours after their Period of performance has ended (exit date), unless other arrangements have been made with the Operations Project Manager or his authorized representative.

1.6.35. Park Inspections: Fee Attendants (and Combo) will make a minimum of three inspection tours of the entire park each shift to observe general conditions including condition of restrooms, check for payment of camping fees and update records of occupied sites. This may require use of the contractor's vehicle, moped, or bicycle (golf carts or ATVs are not allowed unless specified in the SPS or by the Operations Project Manager). Tours should be made at the beginning, middle and end of each shift. Reservable campsite status sign(s) will be updated within one hour of the beginning of each shift and one (1) hour prior to end of shift.

1.6.36 Questions and Answers - All interested quoters should contact the prospective Project Office, at the numbers listed on the SPS for any questions pertaining to that SPS. Potential contractors are urged to inspect the areas they are interested in before they submit a quote in order to become familiar with the size and scope of the area and the required duties.

1.6.37 Inspection of Services. The Government will monitor the Contractor's performance under this contract as deemed appropriate. Unscheduled inspections may be performed at any time.

1.6.38 Deficiencies of Service. Serious or repeated contract deficiencies may be grounds for contract termination.

Park Attendants will be notified verbally and/or in writing of any serious or recurring minor deficiency in service observed by the Contracting Officer or his/her authorized representative. Verbal notification will be recorded in a memorandum for record.

b. Upon receipt of notification of a deficiency in service, Park Attendants will immediately correct deficiencies and/or take steps to prevent recurrence of the deficiency. Any deficiency that is not corrected within two hours may result in a payment deduction equal to the Government's cost to correct the deficiency.

1.6.39 Evaluation of Performance All Park Attendants will have their performance evaluated no less than one time per season. Performance criteria will be presented at the

pre-work conference. A "Park Attendant Final Contract Performance Evaluation" will be completed for each Contractor at the end of each contract period. This evaluation and related documentation will be furnished to the Little Rock District Contracting Division and kept on file for performance information requests from other projects or districts.

1.6.40 Commercial Activity Park Attendants shall not sell or offer to sell any type of item to campers or visitors on public property (CFR Title 36, Section 327.18). Park Attendant's crafts and other personal activities/hobbies shall be restricted to Contractor's trailer/motor home area and out of public view and will be kept out of the booth unless prior approval has been given by Government Representative.

PART 2 DEFINITIONS & ACRONYMS

2. DEFINITIONS AND ACRONYMS:

2.1. DEFINITIONS:

Contractor. A supplier or vendor having a contract to provide specific supplies or service to the government. The term used in this contract refers to the prime.

Contracting officer (KO). A person with authority to enter into, administer, and or terminate contracts, and make related determinations and findings on behalf of the government. Note: The only individual who can legally bind the government.

Government Representative. An employee of the U.S. Government assigned to administer the contract. This individual has authority to provide technical direction to the Contractor as long as that direction is within the scope of the contract, does not constitute a change, and has no funding implications. This individual does NOT have authority to change the terms and conditions of the contract.

Defective service. A service output that does not meet the standard of performance associated with the performance work statement.

Deliverable. Anything that can be physically delivered but may include non-physical things such as meeting minutes.

Key personnel. Contractor personnel that are evaluated in a source selection process and that may be required to be used in the performance of a contract by the Key Personnel listed in the PWS. When key personnel are used as an evaluation factor in best value procurement, an offer can be rejected if it does not have a firm commitment from the persons that are listed in the proposal.

Physical security. Actions that prevent the loss or damage of Government property.

Quality assurance. The government procedures to verify that services being performed by the contractor are performed according to acceptable standards.

Quality control. All necessary measures taken by the contractor to assure that the quality of an end product or service shall meet contract requirements.

Subcontractor. One that enters into a contract with a prime contractor. The Government does not have privities of contract with the subcontractor.

Workday. The number of hours per day the contractor provides services in accordance with the contract.

Inspection. The examination and testing of supplies or services to determine whether the supplies or services conform to contract requirements. Inspection is the process of measuring, examining, testing, or otherwise comparing the unit of service with the requirements.

Program manager. Government individual responsible for quality assurance surveillance and day to day tracking of contractor progress and contract delivery orders.

Clean facilities. The contractor shall sweep, wash, wipe or brush facilities and park signs to insure that dirt, dust, rocks, debris, trash, soap scum, hard water spots, rust, garbage, ashes, foreign matter left by the public, insects, insect nests, spider webs, and bird droppings are removed.

Sanitary facilities. The contractor shall wash the facilities using disinfectants each time the facilities are cleaned to prevent mold, mildew and any other bacteria from forming.

Odor free facilities. The contractor shall use a chemical agent in a manner that will eliminate odor from all facilities and reduce or eliminate odors in vault toilets.

Policing. Pick up and removal of all trash and refuse, including but not limited to animal carcasses, tires, bags of trash, etc. From the developed (mowed and maintained) areas of the park grounds to include playgrounds, nature trails, roadways, boat ramps, parking lots, camping areas, dump stations, shorelines, picnic areas, and along drainage ditches.

Fee attendants. Contractors issue user permits and receipts, collect and account for user fees, operate applicable computer equipment and programs (if applicable), process credit card transactions, reserve facilities (if applicable), record pertinent data, and effectively deal with customers (reference part 5, performance requirements/specific tasks).

Cleaning attendants. Contractor shall sweep, wash, wipe or brush facilities and park signs to insure that dirt, dust, rocks, debris, trash, soap scum, hard water spots, rust, garbage, ashes, foreign matter left by the public, insects, insect nests, spider webs, and bird droppings are removed (Reference Part 5, Performance Requirements/Specific Tasks).

Combination attendant. Combination Attendants are required to perform duties of a Fee Attendant and Cleaning Attendant (Reference Part 5, Performance Requirements/Specific Tasks).

Relief attendant. Relief Attendants may be required to perform the duties of a Fee Attendant, Cleaning Attendant, or Combination Attendant. Relief Attendants work on an “as needed” basis and shall remain on call throughout the camping season. Relief Attendants may be required to work at any park within a project to fill in for another Park Attendant as directed by the Government Representative (Reference Part 5, Performance Requirements/Specific Tasks). Relief Attendants are paid only for days worked. See the SPS for specific details.

Park Host Attendant. Essentially a Fee Attendant without the requirement to be bonded, collect fees of any type, issue permits, etc. Contractors refers campers to reservation system for camping and to the fee machine for day use fees if applicable, record pertinent data, and effectively deal with customers.

Contract deficiency report (CDR). A formal, written description of a Contractor nonconformance or lack of performance for contracted work. A CDR, when issued by the Government, requires a formal response by the Contractor.

Contract line item number (CLIN). An item or work described in the Performance Work Statement of the contract identifying service deliveries and any related materials for which the Contractor will receive compensation. The unit price of a CLIN represents the value of service delivery which is the basis for payment for satisfactory service delivery and the basis for deduction for unsatisfactory service delivery.

Contractor quality control plan (CQCP). The Contractor’s written plan to control equipment, systems, or services to ensure that requirements of the contract are performed satisfactorily.

Customer complaint. A means of documenting certain kinds of contract service problems. A supplemental surveillance method used to evaluate a Contractor’s performance.

Critical element. A task, procedure, or operation which has been determined to be mandatory to fulfill the condition, value, or measure comprising a standard.

Non-critical element. A task, procedure, or operation which has been determined to be essential to the overall condition, value, or measure comprising a standard, but will not constitute a substantial deviation (major defect) from the standard unless viewed in the context of repeated unsatisfactory performance or non-performance.

Defect. An instance of noncompliance with a service requirement. A defect may be caused by either non-performance or unsatisfactory performance.

Major defect. A defect that is likely to reduce materially the usability of the unit of service for its intended purpose. A major defect is a defect that judgment and experience indicate would result in hazardous or unsafe conditions for individuals using, maintaining, or depending upon the service delivery, or a defect that judgment and experience indicate requires corrective action to achieve substantial compliance with an established standard. A major defect is also classified as a collection of 2 or more minor defects in the same general area, both close to each other.

Minor defect. A defect that is not likely to reduce materially the usability of the unit of service for its intended purpose or is a departure from the established standards having little bearing on the effectiveness of the unit of service. A minor defect is a defect that judgment and experience indicated is not a substantial deviation from requirements and generally does not require re-performance for overall performance to be considered as satisfactory.

Defective service. A service output or unit (sample) of service which contains one or more defects or nonconformance with specified requirements.

2.2. ACRONYMS

AFARS	Army Federal Acquisition Regulation Supplement
AR	Army Regulation
CFR	Code of Federal Regulations
DA	Department of the Army
DFARS	Defense Federal Acquisition Regulation Supplement
DOD	Department of Defense
FAR	Federal Acquisition Regulation
KO	Contracting Officer
POC	Point of Contact
PRS	Performance Requirements Summary
PWS	Performance Work Statement
QA	Quality Assurance
QAP	Quality Assurance Program
QC	Quality Control
QCP	Quality Control Program
QDR	Quality Deficiency Report
TE	Technical Exhibit

PART 3
GOVERNMENT FURNISHED PROPERTY, EQUIPMENT, AND SERVICES

3. GOVERNMENT FURNISHED ITEMS AND SERVICES:

3.1 Government Property/Check Out - Park Attendants shall be required to sign for accountable Government property and equipment at the beginning of the contract period. Contractors shall be responsible for maintaining the property and return Government property at the end of the contract period unless other arrangements have been made.

3.2 Park Attendant Pad - An improved site for a self-contained trailer or motor home with electrical (110 volts), water and sewage hookups will be provided; any exceptions will be specified in the SPS (some utilities may be impacted by weather and not readily available prior to opening of parks). Occupancy of this site is limited to Park Attendant's camping unit and personal vehicles only. The Park Attendant pad, turnout and associated facilities shall not be modified for convenience of the Park Attendant without prior approval from the Government Representative.

3.3 Communication Equipment - Communication equipment will be provided by the Government, including portable radios and telephone equipment in Gate Houses, as appropriate. Government provided radios/telephones shall be used for official business only, and/or to summon emergency assistance for customers. All use of such equipment shall be in compliance with FCC and Corps regulations and instructions.

3.4 Identification - Identification tags, vests and ball caps, if applicable, will be provided by the Government and worn by the Park Attendant while on duty.

3.5 Keys – The Contractor will be furnished a set of keys to those buildings and areas where access is necessary to perform the work described herein or determined to be necessary by the Government Representative. No duplicates of the keys may be obtained in any manner by the Contractor. Security of the keys shall be the responsibility of the Contractor. The failure of the Contractor to provide adequate key security will result in a deduction from payment due the Contractor in the amount required to replace lost or damaged key and a deduction for replacement of any locks, lock tumblers, or lock sets for any affected locks at the rate charged by a commercial locksmith.

3.6 Other – Applicable forms, copies of Title 36 CFR, park rules and regulations and other informational materials and documents will be provided as deemed necessary by the Government Representative.

3.7 Fee, Cleaning, Combo, Relief, and Host Attendants

3.7.1 Park Booth/Gatehouse - A booth or gatehouse workstation will be provided and may be shared between two or more Park Attendant contractors on alternate work schedules.

3.7.2 Only those persons under contract and Corps employees identified in the initial training session are permitted inside the booth or Park Attendant work area. Family members including dependent children and visitors of park attendants are not permitted inside the booth, or within the contractor work/fee collection area of gatehouses with interior registration lobbies. Campers/guests in the process of registration will be allowed in the registration lobby of the booths with lobbies. Smoking is not permitted inside the booth. The gatehouse, both interior and exterior, shall be kept clean and orderly at all times as determined by the Operations Project Manager or his authorized representative.

3.7.3 At the Government Representative's discretion, Attendants on duty may be allowed to smoke in designated areas adjacent to the booth (at least 100' away) provided cigarettes/cigar ashes and butts are properly discarded.

3.7.4 Park Attendant's crafts and other personal activities/hobbies shall be restricted to Contractor's trailer/motor home area and out of public view and will be kept out of the booth unless prior approval has been given by Government Representative. Park Attendants shall not sell or offer to sell any type of item to campers or visitors on public property (CFR Title 36, Section 327.18).

3.7.5 Computer Hardware and Software - Where applicable Computers/Workstations will be provided.

3.7.6 Use of Government owned computers will be limited to official business only. The sending of inappropriate messages, internet "surfing" or viewing explicit or dangerous materials will be grounds for contract termination. The installation of any unapproved software may also result in contract termination.

3.7.7 Contractor may be required to sign a Computer User's Agreement prior to use of Government owned equipment. Users may be held financially responsible for damages caused to systems by unauthorized use.

3.7.8 Other Equipment and Supplies - User fee permits, documentation forms, rosters, cash registers, and handout materials such as maps, brochures, information pamphlets, copies of Title 36 CFR, park rules and regulations and other informational materials as deemed necessary by the Government Representative.

3.8 Cleaning, Combo, Relief Attendants

3.8.1 Storage Shed - A storage shed will be provided for the Cleaning Attendant to store cleaning supplies and materials.

3.8.2 Forms - The Government will provide any forms required for use by the Cleaning Attendants

PART 4

CONTRACTOR FURNISHED ITEMS AND SERVICES

4. CONTRACTOR FURNISHED ITEMS AND RESPONSIBILITIES:

4.1 General: The Contractor shall furnish all supplies, equipment (including personal protective equipment), manpower, transportation, lodging, facilities and services required to perform work under this contract that are not listed under Section 3 of this PWS or the SPS.

4.2. Equipment: As listed in PWS or SPS.

4.3 Temporary Living Quarters - The Park Attendant shall furnish a presentable factory-built, "self-contained" recreational vehicle (RV) of the travel trailer or motor home type to serve as temporary living quarters for entire contract period. The unit shall be equipped with electrical hookup not to exceed 110 volts. Maximum size of the trailer or motor home will be determined by physical limitations of the furnished park attendant pad. The trailer or motor home shall be parked at a location designated by the Government Representative. Pickup shell-type campers, pop-up tent trailers, tents, mini-travel trailers, mobile homes, or other RV's which do not meet size requirements, or the "self-contained" classification as determined by inspection of the Government Representative will not be acceptable. Some projects may not require cleaning attendants to stay on site.

NOTE: The Park Attendants shall be the sole occupants of their site. Family members and friends (with the exception of minor children) shall not live with the contractor.

4.4 Park Attendant Transportation - Park Attendants shall provide and maintain a fully operational vehicle, which can be utilized independently of their RV, for the purposes of personal or contract-related transportation. All motor vehicles, including motor bikes and similar vehicles used by attendants, shall be properly licensed, "street legal", comply with all applicable state laws, and shall be operated in a safe and legal manner on approved roads and/or surfaces. This does not include sidewalks or similar surfaced areas. Minimum liability insurance must be carried, as required by the state law where the contract is performed.

4.5. ADDITIONAL CONTRACTOR-FURNISHED EQUIPMENT/SUPPLIES: Contractor will furnish the following:

a. Gatehouse administrative supplies, including but not limited to ink pens; pencils; writing tablet; letter and legal size clipboards; paper towels; thumbtacks; paper clips; staples and stapler; ruler; rubber bands; envelopes; personal protective equipment; trash can and bags for personal use; broom; detergents for windows, walls, shelves and floors; mop and bucket; fly swatter; flashlight; fan; wasp and hornet spray and ant and

roach powder (all chemicals used by the contractor must receive prior approval from the Project Office). The Contractor shall provide all necessary supplies to clean/disinfect the park booth, including but not limited to broom, mop, trash bags, floor cleaner, glass cleaner, etc. Additional office, cleaning and maintenance supplies and materials may be indicated in the SPS.

b. All hoses cables and fittings necessary to connect the RV to any desired utilities (existing utilities will not be modified by the project or contractor to accommodate contractor's equipment).

c. Lawnmower and related tools and equipment such as gasoline, oil, water sprinklers and water hoses to accomplish the maintenance of the contractor living area (if living area lawn care is required).

d. All equipment and supplies needed to accomplish direct fee transmittal.

e. All equipment and supplies needed to accomplish park and/or booth cleaning/disinfecting as required including light bulbs, cleaning supplies, toilet paper, etc. (if required).

4.6 Other Required Equipment and Supplies - In addition to the aforementioned, contractors shall furnish any other equipment (including personal protective equipment) and/or supplies indicated in the applicable Appendix and in the SPS.

PART 5

PERFORMANCE REQUIREMENTS/SPECIFIC TASKS

5. Basic Services: The following requirements in the paragraphs listed below labeled 5. are applicable to all schedules of the contract. The Contractor shall provide services for Park Attendant services as per the specifications, drawings, and exhibits in the Little Rock District. Service standards consist of the following. A major defect in this requirement shall be failure to perform satisfactorily in (1) one or more critical elements, or (2) two or more non-critical elements in each park.

5.1 FEE ATTENDANTS

5.1.1 Work Schedule: (Critical Element) Contractor shall perform work as described in provided work schedule, PWS and SPS.

5.1.2 Safety Regulations: (Non-Critical Element) Contractor shall adhere to all safety regulations described in E.M. 385-1-1. Contractor shall comply with all Federal, state, and local laws.

5.1.3 Public Relations: (Critical Element) Contractor shall maintain a positive attitude with the public, as well as cooperate with others, display proper personal behavior/actions/appearance while providing visitor assistance.

5.1.4 Fee Collection & Record Keeping; (Critical Element) Contractor shall perform accurate fee collection, record keeping, & processing methods as well as computer skills if applicable. Remittance: Contractor will prepare, and remit fees collected once per shift, once per week or once per each \$5,000 collected, funds collected will be remitted to the financial institution determined by the Operations Project Manager or his representative. Spot audits will be performed throughout the contract. Per ER 37-1-30, all Use Fee collections shall be remitted no less than once/week or at any time the amount collected totals \$5,000

5.1.4.1 Fee Attendants shall maintain all records necessary for the administration of the user fee program. Depending on the specific recreation area, this may involve the utilization of a computerized registration and reservation program (Recreation One Stop (R1S)), credit card scanners, printers, User Fee Permits (ENG Form 4457), Electronic Cash Registers, Cash Collection Vouchers (DD 1131), Remittance Registers (ENG 3313), rosters, campsite status boards, passes, etc. Detailed procedures and policies, as specified in the SPS, will be provided at pre-work conference.

5.1.4.2. Fee Attendants shall collect a variety of user fees. Examples of user fees include those for campers, visitors, and day users. User fees collected will be properly secured. Cash on hand must at all times correspond with permits and related records. Park Attendants are responsible for furnishing money for change; and there will be no co-mingling of personal cash with government monies.

5.1.4.3 Reservations: Fee Attendants may be responsible for administering picnic pavilion reservations and campsite reservations. This may include taking reservations over the phone and/or electronically through the use of the R1S, posting reservations on site posts on a daily basis, collecting fees from those users making reservations and issuing receipts to customers.

5.1.4.4 Locations utilizing the R1S, fee collection contractors shall possess basic computer skills (ability to operate a personal computer with a keyboard and/or a mouse-operated, and Windows based program). Training for the R1S software will be provided to contractors by project personnel during the pre-work conference prior to the start of the contract, and by on the job training. Fee Attendants shall be capable of understanding and operating software programs and computers within 14 days of training. Failure to do so may result in termination of the contract.

5.1.4.5 Audits: User fees and records will be subject to audit by Government personnel at all times. Monies and credit card charges on hand must agree with permits sold. The responsible Fee Attendant shall reconcile any discrepancies. Unjustifiable differences may result in contract termination.

5.1.4.6 Transmittals: Fee Attendants shall convert fees to a cashier's check or money order and mail converted fees and specified documentation to a Corps authorized account via certified mail. Alternately, Fee Attendants may be required to deposit user fees directly into an approved Treasury Department account or submit funds to project staff for remittance. Fee Attendants shall process all required documentation, such as cash collection vouchers, deposit slips and remittance registers (R1S generated or manually completed) in accordance with project policies as stated in the Park Attendant Handbook. Fee Attendants are responsible for the cost of fees associated with converting cash into cashier's check or money order, envelopes, and certified postage, as well as, preparation time, reproduction expenses, and transportation costs. Fee Attendants are responsible for the fee collection until it reaches the collection agency. Compensation for these items must be included as a part of the Contractor's quote price.

5.1.4.7 Security: Fee Attendants will take precautions to assure personal safety and security of fees, according to instructions provided at the pre-work orientation, and in the Park Attendant Handbook. When provided, the vault or safe located in the gate house shall be used by the Attendants to secure all user fees until removed for deposit in the bank, conversion to cashier's check or money order, transfer to authorized project personnel or remittance to Corps authorized accounts. The only exception will be change funds in the cash drawer during working hours. Cash drawer funds should not exceed \$250 at any time. Transfer of fees to a bank or lockbox account, by authorized project personnel (as stated on the applicable SPS) will be required no less than once a week or at any time cash on hand totals \$5,000.00, or at a threshold specified by the Government Representative.

5.1.4.8 Passes: At areas where Fee Attendants are authorized to do so, they shall issue Annual Day Use and America the Beautiful passes to eligible individuals, and maintain documentation in accordance with Project policies, as stated in the Park Attendant Handbook.

5.1.4.9 Park Information: The Fee Attendant shall distribute information to park visitors such as pamphlets, brochures, maps, park rules and regulations, and related material as needed or as directed by the Government Representative.

5.1.5 Gatehouse & Living area; (Non-Critical Element) Contractor shall clean gate house weekly or as required to keep clutter free and odor free as well as maintain the living area aesthetically pleasing and free of clutter, weekly inspections will be made. Attendants shall maintain the park booth and immediate surroundings in a clean, orderly and sanitary condition at all times. The booth and immediate surroundings shall be thoroughly cleaned at the end of the Contractor's shift. Additional cleaning and maintenance responsibilities will be included in the SPS.

5.1.6 Paperwork; (Critical Element) All required paperwork will be properly submitted and accurate. Spot audits will be performed throughout the contract.

5.1.7 C.O.E. Policies and Procedures; (Critical Element) Policies/procedures outlined in the contract are to be adhered to. Spot audits will be performed throughout the contract.

5.2 CLEANING ATTENDANTS -The Contractor shall sweep, wash, wipe or brush facilities and park signs to insure that dirt, dust, rocks, debris, trash, soap scum, hard water spots, rust, garbage, ashes, foreign matter left by the public, insects, insect nests, spider webs, and bird droppings are removed. The Contractor shall provide all necessary supplies and equipment to perform the duties indicated herein. Supplies and materials include but are not limited to brooms, mops, trash bags, cleaning/disinfecting agents, scrub brushes, etc. Additional required cleaning supplies and materials are indicated in the SPS. Unless specified in SPS or elsewhere in this document, services shall be performed once each scheduled workday.

5.2.1. FACILITIES:

5.2.1.1. Bathrooms - (Critical Element) The Contractor will clean/disinfect a minimum of once daily all toilets, showers, well houses and change houses, inside and outside; including windows, fixtures, walls, partitions, ceilings, doors, eaves, louvers, vents, screens, shower curtains and floors to provide "clean, sanitary and odor free" facilities. The Contractor will also maintain deodorant cakes in all urinals to control odor. Standing water will be removed from floors after each cleaning. Toilet tissue will be distributed at each toilet when it is cleaned and/or checked to provide an adequate supply at all times. Marks of vandalism and graffiti will be removed without damaging the paint surface. Shower stalls, interior walls, floors and partitions will be kept clean and sanitary. In association with cleaning duties, the attendant will remove all obstructions from drains, fixtures, including toilets, urinals, and valves that are easily removable using a plunger

or plumber' snake. If "messes" are made in a bathroom, contractor will be required to clean the "mess" without additional cost to the Government. Individual projects may require additional cleanings per day, refer to the project SPS sheets. (Recommended scale of Rating: 40% of Facilities, each project can adjust ratings).

5.2.1.2 Trailer Dump Station - (Critical Element) The contractor will clean/disinfect daily all slabs, flush bowls, intakes, hydrants, hoses, wheel stops and other appurtenances at trailer dump stations to provide "clean and sanitary" facilities. Fish cleaning stations (if applicable) will be included with this task. (Recommended scale of Rating: 5% of Facilities, each project can adjust ratings).

5.2.1.3 Group Picnic Shelters - (Critical Element) The Contractor will clean/disinfect, after each use and/or once a day, the following; floor slab, table seats and tops, fireplace, light fixtures, eaves, ceilings and columns to provide "clean" facilities. (Recommended scale of Rating: 15% of Facilities, each project can adjust ratings).

5.2.1.4 Well and Table Canopies - (Critical Element) The Contractor will clean/disinfect weekly, or as needed, the ceilings, eaves, columns, and walls to provide "clean and sanitary" facilities. (Recommended scale of Rating: 15% of Facilities, each project can adjust ratings).

5.2.1.5 Vault Toilets - (Critical Element) The Contractor will use odor control chemicals to reduce or eliminate odors in vault toilets. Chemicals for this must be approved by the Government Representative and must be septic system compatible. Material safety data sheets are required, and copies must be furnished to the Government Representative. (Recommended scale of Rating: 25% of Facilities, each project can adjust ratings).

5.2.2. GROUNDS/AMENITIES

5.2.2.1. Fireplace Rings and Grills - (Critical Element) The Contractor will clean all fire rings and grills of ashes, including cigarette butts and assorted refuse after each use or once per week if the campsite is not occupied during the previous week. Remove all foil or food left on the grill surface. Ashes will be disposed of in an area approved by the Government Representative. All rock fire rings, including ashes and associated debris will be removed from camping and day use areas. Fire rings and grills will be left in the down position after cleaning. (Recommended scale of Rating: 15% of Grounds/Amenities, each project can adjust ratings).

5.2.2.2 Campsites - (Critical Element) All unoccupied campsites will be checked daily to assure campsites, fire rings/grills, grounds and tables are clean/disinfected. The Contractor will rake campsite screening to assure rocks, sticks are picked up, and holes are filled in. The Contractor will be responsible for site cleanup in emergency situations such as when a site is left in an unusable condition due to trash left on the site. In such cases, the Contractor will notify a ranger prior to cleaning the site so the ranger can

make proper documentation. (Recommended scale of Rating: 20% of Grounds/Amenities, each project can adjust ratings).

5.2.2.3 Drinking Fountains - (Non-Critical Element) The Contractor will clean/disinfect daily all surfaces of drinking fountains and adjacent slabs to provide "clean and sanitary" facilities. (Recommended scale of Rating: 5% of Grounds/Amenities, each project can adjust ratings).

5.2.2.4 Sidewalks - (Non-Critical Element) All sidewalks and steps will be cleaned daily, and area policed to remove all debris and refuse. (Recommended scale of Rating: 5% of Grounds/Amenities, each project can adjust ratings).

5.2.2.5 Swim Beach and Day Use Sites - (Critical Element) The Contractor will remove daily all refuse and debris from swim beach and day use picnic table sites (including beaches). (Recommended scale of Rating: 10% of Grounds/Amenities, each project can adjust ratings).

5.2.2.6 Park Signs - (Non-Critical Element) The Contractor will remove all foreign matter from the park signs. (Recommended scale of Rating: 5% of Grounds/Amenities, each project can adjust ratings).

5.2.2.7 Refuse - (Critical Element) Contractor shall empty all waste containers, replace liners and deposit all refuse in centralized dumpsters provided by the Government (if applicable). Contractor will monitor all dumpsters to insure maximum utilization (if applicable). Contractor will police area around refuse containers, waste baskets and dumpsters (if applicable). (Recommended scale of Rating: 10% of Grounds/Amenities, each project can adjust ratings).

5.2.2.8 Leaves - (Non-Critical Element) The Contractor will rake and remove leaves and other debris from the campsite living areas and within 3 feet of park structures and facilities. These leaves may be deposited in the woods out of the mowing limits. (Recommended scale of Rating: 5% of Grounds/Amenities, each project can adjust ratings).

5.2.2.9 Sand and Graveled Areas - (Non-Critical Element) The Contractor will rake sand and graveled areas and clean debris from sand volleyball pits, playgrounds, beaches, and horseshoe pits. (Recommended scale of Rating: 5% of Grounds/Amenities, each project can adjust ratings).

5.2.2.10 Policing - (Critical Element) The contractor shall police all developed park areas and remove litter/trash from area and deposit in approved receptacles. (Recommended scale of Rating: 15% of Grounds/Amenities, each project can adjust ratings).

5.2.2.11 Hazards - (Critical Element) Report all safety hazards and repairs as directed by the Government Representative. (Recommended scale of Rating: 4% of Grounds/Amenities, each project can adjust ratings).

5.2.2.12 Inventory - (Non-Critical Element) Maintain monthly inventory of cleaning supplies used during each month and submit as required by the Government Representative. (Recommended scale of Rating: 1% of Grounds/Amenities, each project can adjust ratings).

COMBINATION AND RELIEF ATTENDANTS

Both 5.1 and 5.2 requirements will apply to the Combo and Relief Attendant Positions.

5.3 PARK HOST ATTENDANTS

5.3.1 Work Schedule: (Critical Element) Contractor shall perform work as described in provided work schedule, PWS and SPS.

5.3.2 Safety Regulations: (Non-Critical Element) Contractor shall adhere to all safety regulations described in E.M. 385-1-1. Contractor shall comply with all Federal, state, and local laws.

5.3.3 Public Relations: (Critical Element) Contractor shall maintain a positive attitude with the public, as well as cooperate with others, display proper personal behavior/actions/appearance while providing visitor assistance.

5.3.4 Assisting Park Visitors: (Critical Element) The Park Host Attendant shall distribute information to park visitors such as pamphlets, brochures, maps, park rules and regulations, and related material as needed or as directed by the Government Representative. Contractor shall refer campers to reservation system for camping and to the automated fee machine for day use fees if applicable.

5.3.5 Gatehouse & Living area: (Non-Critical Element) Contractor shall clean gate house weekly or as required to keep clutter free and odor free as well as maintain the living area aesthetically pleasing and free of clutter, weekly inspections will be made. Attendants shall maintain the park booth and immediate surroundings in a clean, orderly and sanitary condition at all times. The booth and immediate surroundings shall be thoroughly cleaned at the end of the Contractor's shift. Additional cleaning and maintenance responsibilities will be included in the SPS.

5.3.6 Paperwork: (Critical Element) All required paperwork will be properly submitted and accurate. Spot audits will be performed throughout the contract.

5.3.7 C.O.E. Policies and Procedures: (Critical Element) Policies/procedures outlined in the contract are to be adhered to. Spot audits will be performed throughout the contract.

PART 6 APPLICABLE PUBLICATIONS

6. APPLICABLE PUBLICATIONS (CURRENT EDITIONS). The Contractor must abide by all applicable regulations, publications, manuals, and local policies and procedures.

6.1. Safety Manuals.

Occupational Safety and Health Act (OSHA) (www.osha.gov)
Safety and Health Requirements Manual, EM 385-1-1 (latest edition),
(<http://www.usace.army.mil/inet/usace-docs/eng-manuals/em385-1-1/toc.htm>).

6.2 Title 36 – Rules and Regulations. While performing work under this contract, the Contractor and his/her employees' vehicle operation and conduct shall conform to Title 36, Code of Federal Regulations, and other applicable state regulations. Specifically, no vehicles shall be operated off developed roadways (unless authorized by the Government Representative), or in excess of posted speed limits and directional signs, or in a careless, reckless, or negligent manner.

PART 7 TECHNICAL EXHIBIT LISTING

Technical Exhibit List:

Technical Exhibit 1 – Performance Requirements Summary / Surveillance Checklist

Technical Exhibit 2 – Deliverables Schedule

Technical Exhibit 3 – Customer Complaint Record

Technical Exhibit 4 – Contractor Discrepancy Report

Technical Exhibit 5 – Payment Computation Example

Technical Exhibit 6 – Security Requirements

TECHNICAL EXHIBIT 1

Performance Requirements Summary / Surveillance Checklists

FEE ATTENDANT

CLEANING ATTENDANT

COMBINATION ATTENDANT (FEE AND CLEANING DUTIES)

RELIEF ATTENDANT (CAN BE FEE, CLEANING, OR COMBINATION)

PARK HOST ATTENDANT

The contractor service requirements are summarized into performance objectives that relate directly to mission essential items. The performance threshold briefly describes the minimum acceptable levels of service required for each requirement. These thresholds are critical to mission success. The percentages for each task listed below (on the Performance Requirements Summary / Surveillance Checklists) are recommended, individual projects may adjust the ratings within the project SPS sheets.

Performance Requirements Summary / Surveillance Checklist – FEE ATTENDANT

TASK DESCRIPTION	PERFORMANCE INDICATOR	REQUIRED PERFORMANCE MEASURE	SURVEILLANCE METHOD	RESULT OF UNACCEPTABLE PERFORMANCE	Proportion of required service of total contract price	Satisfactory (S) Or Unsatisfactory (U)
5.1.1. Work Schedule.	Gate House will be open.	Open during days and hours as posted.	Planned Inspection/ Customer Complaints	Deduction in pay for hours or days not opened.	10%	
5.1.2. Safety Regulations.	No accidents.	No accidents resulting in loss of time.	Unscheduled Monitoring of safety regs/ Customer Complaints	Repeat offenses may result in termination of contract.	10%	
5.1.3. Public Relations.	Public satisfaction.	Customer Comment forms will be used to determine level of customer satisfaction	Unscheduled Monitoring actions/ Customer Complaints	Multiple customer complaints may result in termination of contract.	20%	
5.1.4. Fee Collection & Record Keeping.	Fees will be accurately collected.	Fees will be accurately collected.	Planned Inspection/ Audits / observation.	Fee Attendant will be held accountable for short/incorrect funds. Repeat offenses may result in termination of contract.	20%	

5.1.5. Gatehouse and Living Area.	Living area and gate house will be kept cleaned and free of clutter.	Attendant will clean gate house daily or as required/and maintain the living area aesthetically pleasing free of clutter.	Planned Inspection/ Customer Complaints	Repeat offenses may result in termination of contract.	10%	
5.1.6 Paperwork.	All required paperwork will be properly submitted.	Paperwork will not be accepted by COE representative until corrections are made.	Planned Inspection/ Audits / observation.	Repeat offenses may result in termination of contract.	10%	
5.1.7. C.O.E. Policies & Procedures	All policies/ procedures outlined in contract are to be adhered to.	Policies & procedures are to be followed.	Planned Inspection/ Audits / observation.	Repeat offenses may result in termination of contract.	20%	

Performance Requirements Summary/Surveillance Checklist– Cleaning Attendant

TASK DESCRIPTION	PERFORMANCE INDICATOR	REQUIRED PERFORMANCE MEASURE	SURVEILLANCE METHOD	RESULT OF UNACCEPTABLE PERFORMANCE	Proportion of required service of total contract price	Satisfactory (S) Or Unsatisfactory (U)
5.2.1. Facilities.	Failure to clean facilities.	Clean on scheduled days IAW PWS	Planned Inspection/ Customer Complaints	Deduction in pay for failure to clean. Repeat offenses may result in termination of contract.	50%	
5.2.2. Grounds/ Amenities	Failure to clean grounds/amenities.	Clean on scheduled days IAW PWS	Planned Inspection/ Customer Complaints	Deduction in pay for failure to clean. Repeat offenses may result in termination of contract.	50%	

Performance Requirements Summary/Surveillance Checklist – COMBO Attendant

TASK DESCRIPTION	PERFORMANCE INDICATOR	REQUIRED PERFORMANCE MEASURE	SURVEILLANCE METHOD	RESULT OF UNACCEPTABLE PERFORMANCE	Proportion of required service of total contract price	Satisfactory (S) Or Unsatisfactory (U)
5.1.1. Work Schedule.	Gate House will be open.	Open during days and hours as posted.	Planned Inspection/ Customer Complaints	Deduction in pay for hours or days not opened.	6%	
5.1.2. Safety Regulations.	No accidents.	No accidents resulting in loss of time.	Unscheduled Monitoring of safety regs/ Customer Complaints	Repeat offenses may result in termination of contract.	6%	
5.1.3. Public Relations.	Public satisfaction.	Customer Comment forms will be used to determine level of customer satisfaction	Unscheduled Monitoring actions/ Customer Complaints	Multiple customer complaints may result in termination of contract.	12%	
5.1.4. Fee Collection & Record Keeping.	Fees will be accurately collected.	Fees will be accurately collected.	Planned Inspection/ Audits / observation.	Fee Attendant will be held accountable for short/incorrect funds. Repeat offenses may result in termination of contract.	12%	
5.1.5. Gatehouse and Living Area.	Living area and gate house will be kept cleaned and free of clutter.	Attendant will clean gate house daily or as required/and maintain the living area aesthetically pleasing free of clutter.	Planned Inspection/ Customer Complaints	Repeat offenses may result in termination of contract.	6%	
5.1.6 Paperwork.	All required paperwork will be properly submitted.	Paperwork will not be accepted by COE representative until corrections are made.	Planned Inspection/ Audits / observation.	Repeat offenses may result in termination of contract.	6%	

5.1.7. C.O.E. Policies & Procedures	All policies/ procedures outlined in contract are to be adhered to.	Policies & procedures are to be followed.	Planned Inspection/ Audits / observation.	Repeat offenses may result in termination of contract.	12%	
5.2.1. Facilities.	Failure to clean facilities.	Clean on scheduled days IAW PWS	Planned Inspection/ Customer Complaints	Deduction in pay for failure to clean. Repeat offenses may result in termination of contract.	20%	
5.2.2. Grounds/ Amenities	Failure to clean grounds/amenities.	Clean on scheduled days IAW PWS	Planned Inspection/ Customer Complaints	Deduction in pay for failure to clean. Repeat offenses may result in termination of contract.	20%	

**Performance Requirements Summary/Surveillance Checklist
PARK HOST ATTENDANT**

TASK DESCRIPTION	PERFORMANCE INDICATOR	REQUIRED PERFORMANCE MEASURE	SURVEILLANCE METHOD	RESULT OF UNACCEPTABLE PERFORMANCE	Proportion of required service of total contract price	Satisfactory (S) Or Unsatisfactory (U)
5.1.1. Work Schedule.	Gate House will be open.	Open during days and hours as posted.	Planned Inspection/ Customer Complaints	Deduction in pay for hours or days not opened.	10%	
5.1.2. Safety Regulations.	No accidents.	No accidents resulting in loss of time.	Unscheduled Monitoring of safety regs/ Customer Complaints	Repeat offenses may result in termination of contract.	10%	
5.1.3. Public Relations.	Public satisfaction.	Customer Comment forms will be used to determine level of customer satisfaction	Unscheduled Monitoring actions/ Customer Complaints	Multiple customer complaints may result in termination of contract.	20%	

5.1.4. Assisting Park Visitors	Public satisfaction	Campers/Day users will be informed on how to pay fees/reserve sites.	Planned Inspection/ Audits / observation.	Multiple customer complaints may result in termination of contract.	20%	
5.1.5. Gatehouse and Living Area.	Living area and gate house will be kept cleaned and free of clutter.	Attendant will clean gate house daily or as required/and maintain the living area aesthetically pleasing free of clutter.	Planned Inspection/ Customer Complaints	Repeat offenses may result in termination of contract.	10%	
5.1.6 Paperwork.	All required paperwork will be properly submitted.	Paperwork will not be accepted by COE representative until corrections are made.	Planned Inspection/ Audits / observation.	Repeat offenses may result in termination of contract.	10%	
5.1.7. C.O.E. Policies & Procedures	All policies/ procedures outlined in contract are to be adhered to.	Policies & procedures are to be followed.	Planned Inspection/ Audits / observation.	Repeat offenses may result in termination of contract.	20%	

TECHNICAL EXHIBIT 2
DELIVERABLES SCHEDULE

<u>Deliverable</u>	<u>Frequency</u>	<u># of Copies</u>	<u>Medium/Format</u>	<u>Submit To</u>
Monthly Invoice Request (with man-hours worked)	NLT 25 th Monthly	1	Paper/electronic	Project Office
Bill for Collection or Deposit	Weekly	2	Paper Copy Mailed to R1S; Paper copy sent to the Project Office	Address listed on the BFC for R1S. Second copy sent to the Project Office
Quality Control Plan	Pework	1	Paper/electronic	Project Office
Daily Reports	Weekly	1	Paper/electronic	Project Office
Safety Plan /AHA	Pework	1	Paper/electronic	Project Office
Security/ Background Requirements	Pework	1-2	Paper/electronic	Project Office/ SWL Security
Proof of Required Bonding (if required)	Once each year- Must be submitted by/at the Pework conference.	1	Paper	Project Office
Proof of Required Insurance	Pework	1	Paper	Project Office

TECHNICAL EXHIBIT 3
CUSTOMER COMPLAINT RECORD
Date and Time of Complaint:
Location of Complaint:
Source of Complaint Organization: Individual: (i.e.camper,etc.)
Nature of Complaint:
Contract Reference:
Validation:
Date and Time Contractor Informed of Complaint:
Action Taken by Contractor:
Received and Validated by:

TECHNICAL EXHIBIT 4
CONTRACTOR DISCREPANCY REPORT

1. CONTRACT NUMBER:

2. TO:(Contractor and Manager's Name)

3. FROM: (Name of Govt. Rep.)

DATES

4. DESCRIPTION OF PROBLEM: (Describe in Detail: Include reference in PWS/Directive) Attach continuation sheet if necessary.

5. SIGNATURE OF GOVERNMENT REPRESENTATIVE

6. TO:(Govt Representative)

7. FROM (CONTRACTOR)

8. CONTRACTOR RESPONSE AS TO CLAUSE, CORRECTIVE ACTION AND ACTIONS TO PREVENT RECURRENCE. ATTACH CONTINUATION SHEET IF NECESSARY. (Cite applicable QC program procedures or new QC procedures.)

9. SIGNATURE OF CONTRACTOR REPRESENTATIVE

10. DATE

11. GOVERNMENT EVALUATION: (Acceptance, partial acceptance, rejection: attach continuation sheet if necessary.)

12. GOVERNMENT ACTIONS (Payment deduction, cure notice, show cause, other.)

CLOSE OUT

	NAME AND TITLE	SIGNATURE	DATE
Govt. Rep.			
KO			

TECHNICAL EXHIBIT 5

PAYMENT COMPUTATION EXAMPLE

The following table shall be used to calculate the payment for each Park Attendant service based upon satisfactory completion of each requirement in accordance with the specifications. An uncorrected major defect shall result in computation of a deduction in payment for that service. The following table is given as an example only.

<u>PARAGRAPH</u>	<u>REQUIREMENT</u>	<u>PERCENT</u>
FEE ATTENDANT		
5.1	Basic Services	
5.1.1	Work Schedule	10
5.1.2	Safety Regulations	10
5.1.3	Public Relations	20
5.1.4	Fee Collection & Record Keeping	20
5.1.5	Gatehouse & Living area	10
5.1.6	Paperwork	10
5.1.7	C.O.E. Policies and Procedures	<u>20</u>
	Total	100
CLEANING ATTENDANT		
5.2.1	Facilities	50
5.2.2	Grounds/Amenities	<u>50</u>
	Total	100
COMBO ATTENDANT		
5.1.1	Work Schedule	6
5.1.2	Safety Regulations	6
5.1.3	Public Relations	12
5.1.4	Fee Collection & Record Keeping	12
5.1.5	Gatehouse & Living area	6
5.1.6	Paperwork	6
5.1.7	C.O.E. Policies and Procedures	12
5.2.1	Facilities	20
5.2.2	Grounds/Amenities	<u>20</u>
	Total	100

COMPUTATION EXAMPLES FOR ATTENDANTS: (One Park Attendant service at Bone Head Park costs \$40.00.)

FEE / HOST (Host is similar to Fee Attendant, but without collecting fees, issuing permits).

On June 15, a scheduled workday, Mr. Bone failed to complete his paperwork properly (critical element). The defect was not corrected. The deduction from payment would be calculated as follows: $\$40 \times 10\% = \4.00 . The deduction would therefore be \$4.00.

CLEANING

On July 15, Mr. Head failed to clean any of the facilities in the park (critical element). The deduction in payment would be calculated as follows: $\$40 \times 50\% = \20 . The deduction would therefore be \$20.00.

COMBO

On August 15, Mr. Dunno failed to clean any of the facilities in the park (critical element) He also failed to complete his paperwork properly (critical element). The deduction in payment would be calculated as follows: $\$40 \times 20\% = \8 , plus $\$40 \times 6\% = \2.40 ($\$8 + \$2.40 = \$10.40$). The deduction would therefore be \$10.40.

Technical Exhibit 6
Security Requirements
SECURITY REQUIREMENTS FOR LITTLE ROCK DISTRICT CONTRACTS

1. General Overview.

a. At a minimum, the Little Rock District U.S. Army Corps of Engineers will not grant any individual unescorted physical access to Federal property and/or the authorization to perform work or services on behalf of a Federal agency without first verifying identity and citizenship, as well as vetting such individual against the National Crime Information Center Interstate identification Index (NCIC-III) and the Terrorism Screening Data Base (TSDB).

b. Individuals who (1) require issuance of a physical access key to federal property; (2) require unescorted physical access to Federal property or perform work or services on behalf of a Federal agency for a duration of longer than 6 consecutive months; (3) require access to government information systems and/or networks; or, (4) require issuance of a Common Access Card are must also undergo a Tier 1 background investigation through the Office of Personnel Management (OPM). This process is initiated by the Little Rock District Security Office, details located in paragraph 2b.

c. Proposed foreign contractors seeking to work on a USACE contract must be cleared through the Department of State prior to having site access. To obtain approval, each individual must complete and submit the appropriate documents for processing. The required procedure takes approximately 45 business days to process once all documentation is completed properly and submitted. In order to initiate this process, please call the Little Rock District Security Office at (501) 324-7138 as soon as possible.

d. The security provisions of this contract and/or applicable task order apply to all Contractor and Subcontractor Employees (CSEs).

e. The Little Rock District Security Office reserves the right to require additional information or upgrade the security requirement(s) of any contract and/or applicable task order; this includes upgrading the investigation standard for specific CSEs.

f. Prime Contractors are responsible for subcontractor compliance with the security provisions of this contract and shall coordinate all security requirements on the behalf of the subcontractors and their employees.

g. Prime Contractors will appoint ONE (1) point of contact (POC) who is responsible for communicating with and submitting all background investigation packages to the Little Rock District Security Office. The Little Rock District Security Office will not communicate directly with any contractor and subcontractor employee (CSE) other than the appointed point of contact.

h. Background Investigation packages will be submitted for each CSE at a minimum of fifteen (15) days prior to contract start. Investigation packages can be transmitted using any of the methods specified in paragraph 3.

i. CSEs working on this contract must always have a REAL ID ACT compliant driver's license or government issued identification card with them.

j. Any change in personnel (whether an addition or replacement) throughout the duration of the contract will require the new person or replacement person to be vetted and approved by the Little Rock District Security Office in accordance with the requirements contained herein, prior to being granted Work Authorization or Site Access.

k. Throughout the duration of this contract or any applicable task orders, the Little Rock District Security Office shall be notified of the arrest or conviction of any CSE. CSEs may be denied access upon the discovery of such information.

l. The CSE POC is responsible for contacting either the Contracting Officers Representative (COR) or the Little Rock District Security Office, prior to the first day of work, to receive a list of approved individuals to be onsite. CSEs must be aware that COR, USACE personnel, and/or Security Office personnel can and will conduct identification checks on all persons onsite at USACE property. Any person found onsite without proper identification or approval will be escorted offsite.

m. Applies to Powerplant Control Rooms only. A Little Rock District employee must always be present while a CSE is performing work inside the control room. CSEs will be required to sign-in to the control room daily.

2. Background Investigation Package Requirements

a. All CSEs are required to provide the following documents to the Little Rock District Security Office.

(1) SWL form 487 dated 2016, Contractor Required Information Form. Form must be complete and clearly legible. This form can be obtained through the COR or the Little Rock District Security Office.

(2) A clearly legible COLOR copy of the CSE's REAL ID ACT compliant driver's license or government issued identification card. Photo must be clearly visible. If a CSE does not have a REAL ID ACT compliant driver's license or government issued identification card, he/she will be required to provide a clearly legible COLOR copy of his/her non-REAL ID ACT compliant driver's license or government issued identification card AND a clearly legible his/her proof of citizenship document or proof of authorization to work in the United States. Acceptable documents are:

- (a) E-Verify Case Verification Form
- (b) U.S. Birth Certificate
- (c) U.S. Passport
- (d) U.S. Certificate of Citizenship-INS
- (e) U.S. Certification of Naturalization
- (f) FS-545, Certificate of Birth Abroad
- (g) U.S. Certificate of Report of Birth
- (h) U.S. Consular Report of Birth Abroad
- (i) Workers' Visa
- (j) Permanent Resident Card

b. CSEs who (1) require issuance of a physical access key to federal property; (2) require unescorted physical access to Federal property or perform work or services on behalf of a Federal agency for a duration of longer than 6 consecutive months; (3) require access to government information systems and/or networks; or, (4) require issuance of a Common Access Card are also required to undergo a Tier 1 background investigation through the Office of Personnel Management (OPM). The Little Rock District Security Office must initiate this investigation for each CSE before they are granted work authorization or site access. To initiate such investigation, the following documents are required in addition to the requirements specified above:

(1) OF 306- Declaration for Federal Employment Form. Form must be complete and clearly legible. This form can be obtained through the COR or the Little Rock District Security Office.

(2) Fingerprints: electronically or manually using the FD258 card. Contact the Little Rock District Security Office (501-324-7138) to coordinate fingerprinting.

Note. After all the required documents have been received, the Little Rock District Security Office requests the Tier 1 through the Army Personnel Security Investigation - Center of Excellence (PSI-COE). CSEs will receive emails from the PSI-COE and an online database called "E-QIP". CSEs must complete and submit their electronic personnel form in E-QIP as soon as possible.

3. Background Investigation Package Transmission.

a. All methods must have a transmittal letter that contains the following information:

- 1) Contract Number and Title
- 2) Contracting Officer's Representative name, office number, and cellular number
- 3) Prime Contractor contact information

b. If mailed- the investigation package will be transmitted in an opaque envelope. Mailing Address:

USACE SWL
Attn: Security Office
700 West Capitol Ave (room 6116)
P.O. Box 867
Little Rock, AR 72201

c. If faxed- transmittal letter must be the first document, and it must also state: "Page(s) that contain PII follow". Fax number: (501) 324-5471

d. If emailed- Documents must be password protected as they contain personally identifiable information. Passwords to documents must be sent in separate email. Email address:
m4xslceswlcontracts@usace.army.mil

Note. Incomplete forms, illegible forms, etc., will be returned for correction and/ or completion and can delay the CSE from beginning work.

4. Background Investigation Disqualifying Factors.

a. Vetting that results in the discovery of any of the following derogatory information will result in an automatic denial:

(1) Being identified in the NCIC known or appropriately suspected terrorist (KST) file or TSDB report as known to be, or is suspected of being, a terrorist or belonging to an organization with known links to terrorism or support of terrorist activity;

(2) Being registered as a sex offender;

(3) Current arrest warrant, regardless of the offense or violation;

(4) Current bar from entry or access to a Federal installation or facility;

(5) Conviction of crimes encompassing sexual assault, armed robbery, rape, child molestation, production or possession of child pornography, trafficking in humans, or drug possession with intent to sell or distribute;

(6) Conviction for espionage, sabotage, sedition, treason, terrorism, or murder;

(7) Felony conviction within the last 10 years regardless of the offense or violation;

(8) Felony conviction for a firearms or explosives violation regardless of when the conviction occurred; or,

(9) Engaged in acts or activities designed to overthrow the U.S. Government by force.

b. Vetting that results in the discovery of other criminal arrest information that may present a threat to the good order, discipline, or health and safety of USACE will be reviewed by the Little Rock District Security Office and the adjudication authority is the Chief of Security and Law Enforcement. See Disqualifying Factors Table.

c. A waiver may be requested by a denied CSE. To submit a waiver, CSEs must obtain a certified copy of their complete criminal history to include all arrests and convictions, and submit a letter requesting the denial be waived. CSEs will submit letters through the PC security POC to the SWL-DSO. The SWL-DSO will review the letter and forward to the Deputy Commander for decision. The letter will be addressed to the Little Rock District Deputy Commander, must include all offenses, and an explanation why the conduct should not result in the denial of access.

Disqualifying Factors Table

CRIMINAL HISTORY/ CRIMINAL INFORMATION CHARGED* OR CONVICTED		< 5 Yrs.	< 10 Yrs.	> 10 Yrs.
Known/suspected terrorist or belongs to known/suspected terrorist organization (verified through terrorist watch list)		DENY	DENY	DENY
Registered Sex Offender		DENY	DENY	DENY
Active wants or warrants		DENY	DENY	DENY
Barred from any Federal installation or facility		DENY	DENY	DENY
Espionage, sabotage, treason, or terrorism (not terroristic threats); or conspiracy or attempt to commit offense		DENY	DENY	DENY
Knowingly/willfully engaged in acts or activities to overthrow the U.S. Government by force in any jurisdiction or any country; or conspiracy or attempt to commit offense		DENY	DENY	DENY
Sex crimes such as, but not limited to, rape, forcible sodomy, or sexual assault, or conspiracy or attempt to commit offense; Any sexual offense involving a minor or child, including child molestation, or child pornography; or conspiracy or attempt to commit offense		DENY	DENY	DENY
Any type of identity fraud or inability to verify claimed identity		DENY	DENY	DENY
Crimes against a person such as, but not limited to, kidnapping, hostage taking, human trafficking, or human smuggling, or conspiracy or attempt to commit offense; hate crimes; child abuse involving serious bodily injury to a child or minor; mayhem or maiming		DENY	DENY	DENY
Importation, manufacture, distribution of, or possession with intent to distribute a controlled substance, or conspiracy or attempt to commit offense		DENY	DENY	DENY
Computer/cybercrimes such as improperly accessing (or introducing a virus or other contaminant) a computer, system, or network; modifying, damaging, using, disclosing, copying, or taking programs or data		DENY	DENY	DENY
Illegal Weapons charges, to include but not limited to, illegal owning or possessing; armed robbery or burglary; armed violent crimes		DENY	DENY	DENY
Crimes involving unlawful distribution, sale, use, possession, or manufacture of and explosive, explosive device, or firearm; or conspiracy or attempt to commit offense		DENY	DENY	DENY
Criminal homicide, murder, manslaughter, or negligent homicide		DENY	DENY	DENY
Any Felony Charge (except those specifically identified in table)		DENY	DENY	ALLOW
Any type of violent crime such as, but not limited to, assault and domestic abuse		DENY	DENY	ALLOW
Any type of threat or disruption to the public or disturbing the peace (terroristic threat, inciting a riot, etc.)		DENY	DENY	ALLOW
Any type of arson, vandalism, or willful destruction of property		DENY	DENY	ALLOW
Any type of extortion, bribery, or fraud to include "hot checks"		DENY	DENY	ALLOW
Any type of burglary, robbery, theft, larceny or conspiracy or attempt to commit offense		DENY	DENY	ALLOW
Any type of possession or distribution of stolen property		DENY	DENY	ALLOW
Illegal possession or use of a controlled substance		DENY	ALLOW	ALLOW
Operation of a motor vehicle while intoxicated by alcohol or drugs in any jurisdiction (1 conviction)		ALLOW	ALLOW	ALLOW
3 or more offenses for any crime (excluding minor traffic violations)		DENY	DENY	ALLOW
LEGEND/NOTES				
DENY	Individual(s) are not cleared to work on USACE property under any circumstance			
ALLOW	Individuals MAY be cleared to work on USACE property pending final approval through SWL-DSO.			
Individual must be finished through legal processes of being charged with a crime and will be required to provide documentation if record suggests otherwise.				

5. **IWATCH/ Corps Watch Suspicious Activity Reporting**. This section must be provided to all CSEs.

a. Security is simply EVERYONE's responsibility. We owe it to our organization, our families, and ourselves to constantly be vigilant about what goes on around us. Trust your instincts. We rely on our senses every day of our lives. If a behavior or activity makes you feel uncomfortable, report it. If it doesn't look, sound, or smell right, report it. The simple rule is, "If you see something, say something!"

b. If you see something suspicious, provided below is the type of information to report:

- (1) What you witnessed (the suspicious activity) including the date, time, and location.
- (2) Description of who was involved
- (3) Gender of person(s) involved
- (4) Height, build, hair/skin color, and approx. age of person(s) involved
- (5) Language spoken (if known)
- (6) Vehicle description/ license number (if known)
- (7) Have you seen this activity before?

c. How to report:

- (1) In an emergency- call 911
- (2) Notify your immediate supervisor and COR

I. CLEANING ATTENDANT HOURS OF WORK: River Road Park:

Hours of Operation: The contractor is responsible for conducting business during the hours listed below except when the Government facility is closed due to local or national emergencies, administrative closings, or similar Government directed facility closings.

Cleanup attendant typically works (5) days per a week (off on Tuesdays and Thursdays) hours are 6am-2pm; with a secondary spot clean between 430pm-530pm.

Work will not begin on these facilities until 6am. All restrooms, showers and group shelters must be completely cleaned, (See details for restroom cleaning) prior to 9am each workday. Restrooms not adequately cleaned to Corps' standards by this time will be considered deficient. Remainder of work required shall be completed no later than 2pm each workday. Each will be subject to inspection by Corps' personnel after this time. Repeated deficiencies will be noted, contractor will be advised, and if deficiency continues, termination may be considered.

HOLIDAY SCHEDULE: In this schedule information, the term 'holidays' refers to: Memorial Day, Independence Day, and Labor Day.

Cleanup Attendants work their normal hours as they do on other workdays, with the exception that an additional evening cleaning (8pm-9pm) will be required on each Friday, Saturday, and Sunday of the Holiday Weekend.

II. ALL ATTENDANTS ADDITIONAL WORK SCHEDULE AND PARK HOURS - Park

Attendants shall work according to the schedule and hours specified in the park for which they are awarded. The Operation Manager (OM) or his/her representative has the authority to change days off or times worked if deemed necessary. However, the total number of days per week worked and the number of "on duty" hours per day may not be changed except by the Contracting Officer. The OM will give the Park Attendant at least a 24-hour notice of schedule changes initiated by his/her office; the Contracting Officer will amend the contract for permanent schedule changes. Schedule will be provided at prework. Potential contractors may contact the project office, 573-223-7777 to request a copy of anticipated schedule. All attendants work the first and last day of the contract period, regardless if it falls on their regularly scheduled day off.

III. CLEANUP ATTENDANT SUPPLIES AND MATERIALS. Contractor Supplied Materials and Equipment

Contractor is required to provide all supplies, equipment, labor to clean the park to government specifications and government approval. Interested contractors are encouraged to visit the park so they can determine the full scope of supplies they might require. There is no separate payment for supplies; it must be included in the contractor's pricing rate. The quantity of supplies needed varies from park to park and from year to year dependent on visitation. The following is a list of supplies the contractor will be required to furnish at a minimum. Additional cleaning supplies will be required by contractor.

1. Plastic trashcans for each restroom and trash bags to fit trashcans.
2. Cleaning supplies, including: detergents, disinfectants, deodorants, floor cleaner, window/glass cleaner, lime remover, misc. bathroom cleaner, urinal cakes.
3. Toilet paper for each restroom. Toilet tissue shall be a 9-inch roll 2-ply.
4. Cleaning equipment and tools needed to keep facilities clean, including, but not limited to: hoses, electric cords, blower, ladder, mops, brooms, buckets.

5. Chlorine bleach for chlorinators for each well house.
6. Misc. supplies: Rubber gloves, gasoline and oil for small equipment.
7. All fuel to power applicable transportation.
8. Hand sanitizer and hand soap for restroom facilities. Dispenser is an enMotion® Gen2 Hygiene Series, Model 52058. (COE will fill all dispensers initially. Cleaning contractor will then maintain thru rest of contract.)

Equipment the Contractor shall provide: Power Sprayer capable of delivering a minimum 1200 p.s.i. and shall be capable to incorporate detergent into the spray. Must be able to be used in restrooms where no electricity is available.

IV. CLEANUP ATTENDANT ADDITIONAL SPECIFIC TASKS:

Heavy Cleaning to be performed prior to park opening

Contractor shall provide all labor, equipment, fuel, tools, supplies and transportation to provide heavy cleaning. Cleaning is to start 9 days prior to the park opening date, and be completed within 5 days. Additional 4 days to be used for inspection and corrections if necessary.

Bathrooms - The Contractor will clean all toilets, showers, well houses, vault toilets and change houses, inside and outside; including windows, fixtures, walls, partitions, ceilings, doors, eaves, louvers, vents, screens, shower curtains and floors to provide "clean, sanitary and odor free" facilities. The Contractor will place deodorant cakes in all urinals to control odor. Standing water will be removed from floors after cleaning. Toilet tissue will be distributed at each toilet when it is cleaned. Marks of vandalism and graffiti will be removed without damaging the paint surface. Shower stalls, interior walls, floors and partitions will be clean and sanitary. In association with cleaning, the attendant will remove all obstructions from drains, fixtures, including toilets, urinals, and valves that are easily removable using a plunger or other methods.

Trailer Dump Station - The contractor will clean all slabs, flush bowls, intakes, hydrants, hoses, wheel stops and other appurtenances at trailer dump stations to provide "clean and sanitary" facilities.

Group Picnic Shelters - The Contractor will clean the following; floor slab, table seats and tops, fireplace, light fixtures, eaves, ceilings and columns to provide "clean" facilities.

Well and Table Canopies - The Contractor will clean the ceilings, eaves, columns, and walls to provide "clean and sanitary" facilities.

Fireplace Rings and Grills - The Contractor will clean all fire rings and grills of ashes, including cigarette butts and assorted refuse. Remove all foil or food left on the grill surface. Ashes will be disposed of in an area approved by the Operations Manager. All rock fire rings, including ashes and associated debris will be removed from camping and day use areas. Fire rings and grills will be left in the down position after cleaning.

Campsites - All campsites checked to assure campsites, fire rings/grills, grounds and tables are clean. The Contractor will rake campsite screening to assure rocks, sticks are picked up, and holes are filled in.

Drinking Fountains - The Contractor will clean all surfaces of drinking fountains and adjacent slabs to provide "clean and sanitary" facilities.

Sidewalks - All sidewalks and steps will be cleaned and area policed to remove all debris and refuse.

Day Use Sites - The Contractor will remove all refuse and debris from day use picnic table sites.

Fish Cleaning Station - Contractor shall clean cleaning station, concrete slab and canopy to provide a clean and sanitary facility.

Refuse - Contractor shall empty all waste containers, replace liners and deposit all refuse in centralized dumpsters provided by the Government. Contractor will police area around refuse containers, waste baskets and dumpsters daily.

Leaves - The Contractor will rake and remove leaves and other debris from the campsite living areas and within 3 feet of park structures and facilities. These leaves may be deposited in the woods out of the mowing limits.

Sand and Graveled Areas - The Contractor will rake sand and graveled areas and clean debris from sand volleyball pits, playgrounds, and horseshoe pits.

Policing - The contractor shall police all developed park areas.

Hazards - Report all safety hazards and repairs as directed by the Operations Manager.

Park Signs - The Contractor will remove all foreign matter from the park signs.

Normal Tasks to be performed after park opens

Continue all task assigned during heavy cleaning.

Electrical systems – Contractor shall be clean all fixtures and provide list of light bulbs needing changed to the project office.

Limb removal - Limbs/trees less than 4" to be removed by contractor; larger than 4" contractor is to notify government for removal. Contractor must notify government immediately about hazardous trees.

Rocks on beaches and launch ramps are to be removed to an inconspicuous area off paved roadways.

Aluminum - All aluminum shall be recycled.

Electrical systems- Light fixtures shall be cleaned and light bulbs shall be changed as needed (bulbs provided by COE).

Compost Restrooms: Some parks contain compost restrooms. In addition to cleaning, trash is to be removed from and wood shavings added to the compost holding tank daily. Specific directions shall be given at pre-work.

Power Spraying Facilities: Detention tanks, interiors of restrooms and showers, group shelter floor and tables, shall be power sprayed at least twice monthly plus the first/last week of contract period. Extreme care must be taken to prevent damage to painted surfaces, wooden surfaces, electric switches, light fixtures, and fans. All standing water on horizontal surfaces to be immediately removed. Depending on usage of park, some facilities may need to be sprayed weekly.

Removal of Ashes: While cleaning fire rings at campsites, ashes must be allowed to cool, and then dumped into an inconspicuous location, away from campsites and public use areas. Ashes shall be scattered.

Water Systems-Check for proper operation of showers, commodes and sinks. Check total and free chlorine levels for each well and notify government of any adjustments needed (instructions to be provided at prework). Chlorination levels to be maintained between 1.1-1.5 ppm. Chlorination test to be done each workday and logged. All supplies for chlorination test, to be provided by the Government. Contractor to provide chlorine, to keep chlorine solution tank in well house maintained at 50% capacity.

Roadside Trash Pickup – trash will be removed from HH roadway from Watchable Wildlife Area blue gate to Redwood Acres entrance. (See cleaning limits map)

Trails- All trash within 10 ft of each side of trail will be removed. Small debris and leaves will be removed from trail surface. (See cleaning limits map)

III. TRAINING AND ORIENTATION: Pre-work conference. All Fee Attendants and Cleanup Attendants shall attend a pre-work conference as stated in the SPS. The session(s) will cover policies and procedures for Fee Collectors. Training will focus on the correct way to issue user permits and receipts, collect and account for user fees, operate applicable computer equipment and programs, process credit card transactions, reserve facilities (if applicable), record pertinent data, and effectively deal with customers. All attendants are required to attend a prework conference prior to the start of work.

Training, Orientation, and Coordination Meetings: In addition there may be at least one project coordination meeting during the season. No separate payment made for these meetings. After the end of the season, contractors will need to arrange, on their own time, to meet at the project office with project personnel to return all government owned equipment, property, and permits. This should be scheduled no less than 24 hours prior to the last day of contract. Check out, at the earliest, will be the next business day after the last park work day. Arrangements must be made to have money orders and all paperwork completed and ready for final verification during checkout.

Performance Requirements Summary/Surveillance Checklist –

Example: A deficiency in keeping required gate hours would be calculated as below against CLIN 0001.



5.1.1. Work Schedule.	Gate House will be open.	Open during days and hours as posted.	Planned Inspection/ Customer Complaints	Deduction in pay for hours or days not opened.	10%
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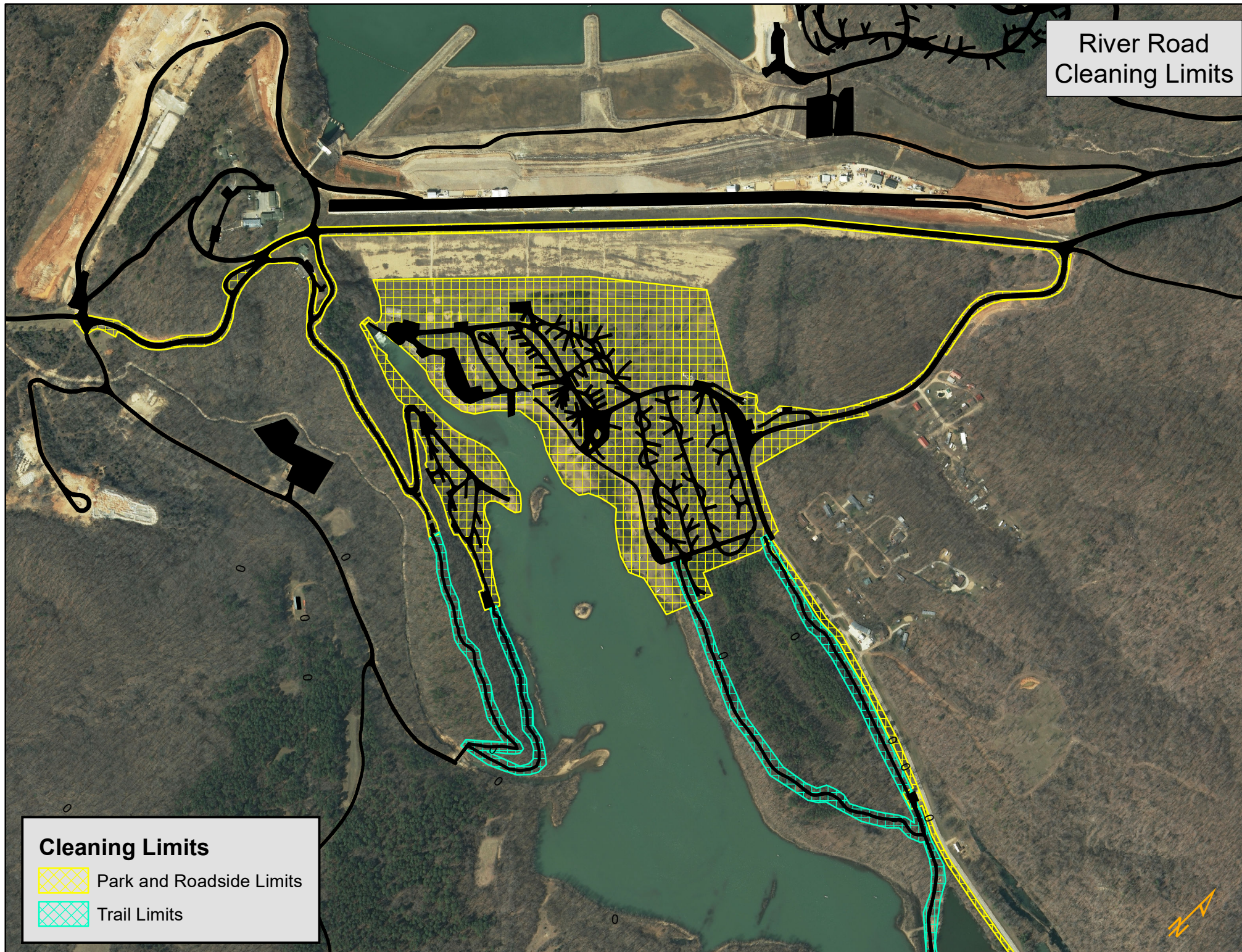
Example: A deficiency in cleaning facilities has a 50% proportioned deduction associated with it, and would be made against CLIN 0001 in the base period.

5.2.1. Facilities.	Failure to clean facilities.	Clean on scheduled days IAW PWS	Planned Inspection/ Customer Complaints	Deduction in pay for failure to clean. Repeat offenses may result in termination of contract.	50%
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River Road
Cleaning Limits


Cleaning Limits


-  Park and Roadside Limits
-  Trail Limits

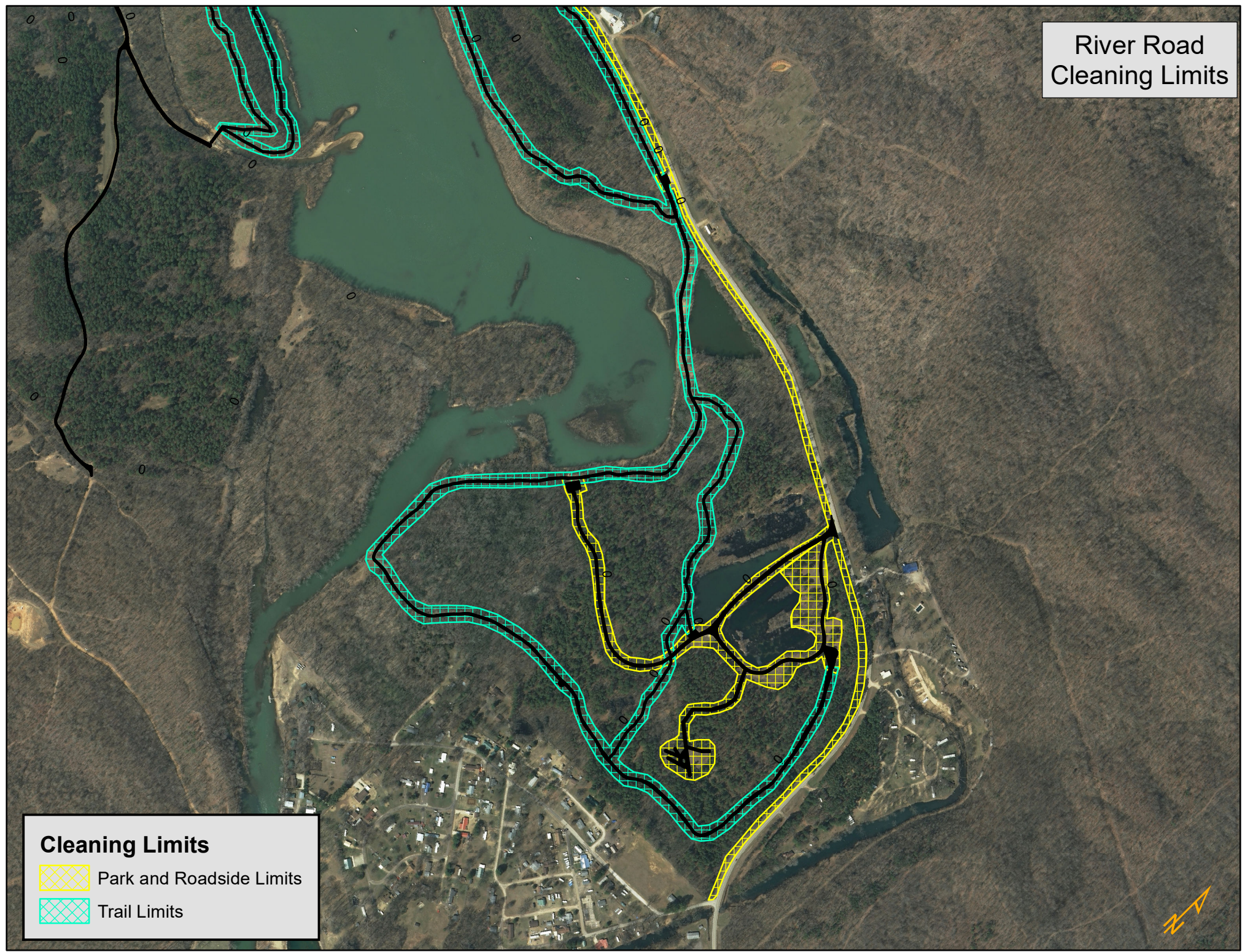


River Road
Cleaning Limits

Cleaning Limits

 Park and Roadside Limits

 Trail Limits



River Road Park, Clearwater Lake is a highly visited park with a total of 109 campsites. The majority of the campsites have electrical hookup and some sites have water hookup. The park is located approximately 7 miles from Piedmont, Missouri on Highway HH. River Road Park, (park open season 15 March – 30 November) The park has a boat launch, 3 day use shelters, 5 picnic sites, 2 playground areas, 2 trail systems, 6 restrooms of which 2 have shower houses and a group camping area (which includes 3 campsites, 1 restroom/shower house, day use area, and other facilities). Onsite Period of performance for contract period is listed below.

ITEM#	DESCRIPTION	DAYS	UNIT PRICE	TOTAL
	RIVER ROAD Park <u>Park</u> ATTENDANT			
0001	Base – Heavy Clean	1		
0002	Base – Routine Cleaning 15-Mar – 30-Nov	190		
1001	Option 1 – Heavy Clean	1		
1002	Option 1 – Routine Cleaning 15-Mar – 30-Nov	190		
2001	Option 2 – Heavy Clean	1		
2002	Option 2 – Routine Cleaning 15-Mar – 30-Nov	190		

SPECIFIC PARK SHEET (SPS)
PARK ATTENDANTS
MILLWOOD TRI-LAKES
Bellah Milne Park Attendant “A”

I. NUMBER OF CONTRACT POSITIONS: This is for one (1) contract at **Bellah Mine Park (Attendant “A”),**

DeQueen Lake

Bellah Mine Park Attendant “A”

Contract period 01 March through 31 October, rotating schedule of five (5) days on and five (5) days off, twelve (12) hours per day (8:00 a.m. – 11:00 a.m. and 1:00 p.m. - 10:00 p.m.) actual on-duty time.

NOTE: A separate bid must be submitted for each contract you are interested in, by entering a bid on the corresponding line item number on this project's enclosed Request for Quotation (SF18). Job duties and responsibilities and other terms and conditions listed in this SPS are the same for each contract except for the work schedule or otherwise stated.

II. PARKS DESCRIPTION

Bellah Mine Park is located on DeQueen Lake in Southwest Arkansas. Bellah Mine Park has 20 campsites with electricity and water. The approximate mileage for one tour through the park is 1 mile.

III. HOURS OF WORK: During the on-duty hours of 8:00 a.m. – 11:00 a.m. and 1:00 p.m. – 10:00 p.m. each day at least one Attendant must occupy the Gatehouse at all times at Bellah Mine Park. The Park Attendant shall also be available to render assistance at their living area during the on-call hours of 10:00 p.m. till 8:00 a.m.

IV. TRAINING AND ORIENTATION: All contractors/park attendants are required to attend an orientation session. The orientation and training will be held at the Millwood Tri Lakes Office for Bellah Mine Park Attendants B. Successful bidders will be notified of the exact date and time.

V. AREA SPECIFIC PROVISIONS AND REQUIREMENTS: (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications for Park Attendant Services. It is important to read and understand both the General Specifications and the SPS.)

A. APPROVED USER FEE COLLECTION AND PROCESSING:

1. Attendants shall collect a variety of user fees. This is to include fees for camping, day use, reservations, annual passes and etc. User fees collected will be secured properly and cash on hand must correspond with permits and related records. Park Attendants are responsible for furnishing money for change and there will be no co-mingling of personal cash with Government monies.
 2. Park Attendants shall be responsible for administering reservations for campsites, picnic pavilions and/or special facilities. This may include taking reservations over the phone and/or computer through the use of ORMS computer systems, posting reservations, collecting user fees from those users making reservations and issuing receipts to customers.
 3. Park attendants shall be required to deposit fees in Government provided envelopes into the gatehouse vault immediately upon collection. These fees will be in the presence of a uniformed personal in the presence of an Attendant. The Uniformed Personal will sign a receipt after verification that amounts collected balances with the user permits issued.
- Park Attendants shall also furnish copies of the documentation to the contracting officer's representative. The Park Attendants shall be responsible for all fee monies collected until the Disbursing Officer receives them. Day use fees will be collected by uniformed personnel and

submitted to the Gate Attendant at the gatehouse for remittance.

Transmittal of fees shall include, but is not limited to, the following items:

- a. Preparation of forms.
- b. Tabulations of all fees collected.
- c. Purchase of money orders or Cashier's Checks to transmit collected funds.

No separate payment will be made for the costs associated with the direct fee transmittal. Compensation for these items should be included as part of the Gate

Attendants bid price.

4. Contractor will be issued and held accountable for user fee permit books. User fee permits shall be issued in sequence beginning with the lowest number. New user fee books shall likewise be used in the same sequence. These forms (ENG Form 4457) will be issued to the Contractor in quantities determined by the Contracting Officer Representative on an as-needed basis. Each form bears a serial number, and the Contractor shall be required to acknowledge receipt thereof in writing to the Contracting Officer Representative from that time until either:

- a. The time of collection of the white and yellow copies of each form by the COR which are the results of the issuance of user permits or,
- b. The time of the Contractor's return of those unused forms to the COR.

B. PARK INSPECTIONS: Park Attendants shall be required to inspect the park areas a minimum of three (3) times each day during regular duty hours. A complete tour of the parks will be made before scheduled tour of duty each day (either 8:00 a.m.

or 10:00 a.m. whichever applies) to locate campers who may have arrived after Gatehouse hours the previous day. They should be notified to register and to include the previous night's stay. Pavilion Reservations will be posted at this time. Inspections shall be scheduled at least 2-1/2 hours to 4 hours apart. One Park Attendant must remain in the booth during inspections made during on-duty hours.

VI. ADDITIONAL CONTRACTOR FURNISHED EQUIPMENT/SUPPLIES: In addition to the items listed in the General Specifications the Park Attendant shall provide the following items:

Brooms, dustpans, mops and all cleaning supplies (such as window cleaner, floor cleaner, paper towels, trash bags, deodorizer, etc.) for cleaning the Park Attendant booth.

Pens, calculator, pencils, markers, tape, rubber bands, paper clips, tacks, scratch pads, stapler and staples, etc. necessary for proper completion and organization of paperwork.

Flashlight, batteries, insect repellent, etc. if desired.

VII. ADDITIONAL INFORMATION: All bidders should contact the Park Contract Representative listed below, to arrange for a tour

of the park(s) and explanation of the job duties and requirements. Prospective contractors are urged to inspect the areas they are interested in operating and bidding on before they submit a bid, in order to become familiar with the size and scope of the area and required duties.

Park Contract Representative, Darcy Reed, (501) 340-1459 for **Bellah Mine Park**

**Dequeen Lake
Bellah Mine
Attendant “A” – Bid Sheet**

<u>Item #</u>	<u>Position</u>	<u>Days</u>	<u>Unit Price</u>	<u>Total</u>
0001	Base Contract Period:1 March 2023 thru 31 October 2023	125		
1001	First Option Period: 1 March 2024 thru 31 October 2024	125		
2001	Second Option Period: 1 March 2025 thru 31 October 2025	125		

SPECIFIC PARK SHEETS (SPS)
BIG COON/LITTLE COON CREEK PARK ATTENDANT
MILLWOOD TRI-LAKES PROJECT
GILLHAM LAKE
Park Attendant “A” and “B”

- I. NUMBER OF CONTRACT POSITIONS:** This SPS is for **two** Park Attendant contracts Coon Creek Park, Gillham Lake. Park Attendant A and Park Attendant B

RFQ LINE ITEM REFERENCE #

0001 PARK ATTENDANT SCHEDULE:

Big Coon & Little Coon Parks, Gillham Lake

Contract Dates: 01 March 2023–31 October 2023

Total number of working days: 125

1001 RENEWAL OPTION 1:

Big Coon & Little Coon Parks, Gillham Lake

Contract Dates: 01 March 2024–31 October 2024

Total number of working days: 125

2001 RENEWAL OPTION 2:

Big Coon & Little Coon Parks, Gillham Lake

Contract Dates: 01 March 2025–31 October 2025

Total number of working days: 125

- II. PARK DESCRIPTION:** Big Coon & Little Coon Parks are located on Gillham Lake in Southwest Arkansas. Big Coon has 31 campsites with electricity and water. Little Coon Park has 10 campsites with electricity and water. The approximate mileage for a tour through both parks is 12 miles.
- III. HOURS OF WORK:** The duty hours are from 8:00am – 11:00am and 1:00pm – 10:00pm each day. The Park Attendant is to be available to render assistance at their living area during the hours of 10:00pm – 8:00 am. During duty hours at least one Attendant must occupy the Gatehouse.
- IV. TRAINING AND ORIENTATION:** The orientation and training will be held at the De Queen Lake Office. Successful bidders will be notified of the exact date and time.

V. **AREA-SPECIFIC PROVISIONS AND REQUIREMENTS (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications for Park Attendant Services. It is important to read and understand both the General Specifications and the SPS.**

A. APPROVED USER FEE COLLECTION & PROCESSING:

1. Attendants shall collect a variety of user fees. This is to include fees for camping, day use, reservations, America the Beautiful Passport sales and etc. User fees collected will be secured properly and cash on hand must correspond with permits and related records. Park Attendants are responsible for furnishing money for change and there will be no comingling of personal cash with government monies.
2. Park Attendants shall be responsible for administering picnic shelter reservations and campsites reservations. This may include taking reservations over the phone and or computer through the use of the NRRS, posting reservations, collecting user fees from those users making reservation and issuing receipts to customers.
3. Park Attendants shall be responsible for issuing Annual Day Use Passes and America the Beautiful Passports to eligible individuals and maintain proper documentation.
4. Park Attendants will be required to convert fees to a cashier's check or money order the day after their last workday for the week. The park attendants shall be responsible for preparation and duplication of all documentation required for preparing submittals; and for forwarding by regular certified mail, all documentation and fee remittals to the National Recreation Reservation Service.

Park Attendants shall also furnish copies of the documentation to the contracting officer's representative. The Park Attendants shall be responsible for all fee monies collected until they are received by the Disbursing Officer. Day use fees will be collected by uniformed personnel and submitted to the Gate Attendant at the gatehouse for remittance.

Transmittal of fees shall include, but is not limited to, the following items:

- a. Preparation of forms.
- b. Tabulation of all fees collected.
- c. Provision of necessary postage and envelopes.
- d. Purchase of money orders or cashier's checks to transmit collected funds.
- e. Use of his/her personal vehicle to conduct post office and banking business.

No separate payment will be made for the costs associated with the direct fee transmittal. Compensation for these items should be included as part of the Gate Attendants bid price.

5. If the NRRS System is not available for use at the park assigned to the Contractor or for some reason the system becomes disabled, the Contractor will be issued and held

accountable for user fee permit books. User fee permits shall be issued in sequence beginning with the lowest number. New user fee books shall likewise be used in the same sequence. These forms (ENG Form 4457) will be issued to the Contractor in quantities determined by the Contracting Officers Representative on an as-needed basis. Each form bears a serial number, and the Contractor shall be required to acknowledge receipt thereof in writing to the Contracting Officers Representative from that time until either:

- a. The time of collection of the white and yellow copies of each form by the COR which are the results of the issuance of user permits or,
- b. The time of the Contractor's return of those unused forms to the COR.

B. PARK INSPECTIONS

Park Attendants shall be required to inspect the park areas a minimum of three (3) times each day during regular duty hours. A complete tour of the park will be made before 10:00a.m. to locate campers who may have arrived after Gatehouse hours the previous day. They should be notified to register and to include the previous night's stay. Inspections shall be scheduled at least 2 ½ hours apart.

C. PET POLICY

Park Attendants will be allowed to have pets. The Park Attendants must comply with the pets policies listed in the General Specifications of this contract.

D. DRESS CODE OR UNIFORM POLICY

While on Duty, Park Attendants shall dress in a neat fashion in properly fitting, clean clothing, that is in an acceptable condition (no holes, patches, or signs of "wear" such as fading, missing buttons, broken zippers, stains, and/or fraying). See EM 385-1-1 for allowable attire to be worn. Park Attendants shall promote a favorable image of the Corps of Engineers through their personal appearance and actions. Any required vests, caps or nametags will be provided by the Project Office.

VI. ADDITIONAL CONTRACTOR-FURNISHED EQUIPMENT/SUPPLIES

In addition to the items listed in the General Specifications the Park Attendant shall provide the following items:

- A. Brooms, dust pans, mops and all cleaning supplies (such as window cleaner, floor cleaner, paper towels, trash bags, deodorizer, etc.) for cleaning of the Park Attendant booth.
- B. Pens, pencils, tape, rubber bands, paper clips, tacks, scratch pads, stapler and staples, etc. that are necessary for proper completion and organization of paperwork.

VII. ADDITIONAL INFORMATION

All bidders should contact Park Ranger Victor Kuykendall at (501) 340-5655 to arrange for a tour of the park(s) and explanation of the job duties and requirements. Prospective contractors are urged to inspect the areas they are interested in operating and bidding on before they submit a bid, in order to become familiar with the size and scope of the area and required duties.

**Gillham Lake
Coon Creek Park (Big Coon & Little Coon)
Attendant “A”**

<u>Item #</u>	<u>Position</u>	<u>Days</u>	<u>Unit Price</u>	<u>Total</u>
0001	Base Contract Period:1 March 2023 thru 31 October 2023	125		
1001	First Option Period: 1 March 2024thru 31 October 2024	125		
2001	Second Option Period: 1 March 2025 thru 31 October 2025	125		

**Gillham Lake
Coon Creek Park (Big Coon & Little Coon)
Attendant “B”**

<u>Item #</u>	<u>Position</u>	<u>Days</u>	<u>Unit Price</u>	<u>Total</u>
0001	Base Contract Period:1 March 2023 thru 31 October 2023	125		
1001	First Option Period: 1 March 2024thru 31 October 2024	125		
2001	Second Option Period: 1 March 2025 thru 31 October 2025	125		

SPECIFIC PARKS SHEET (SPS)
PARK ATTENDANTS
MILLWOOD-TRI LAKES
Jefferson Ridge Park Attendant “A” and “B”

I. NUMBER OF CONTRACT POSITIONS: This SPS is for one (2) contracts at **Jefferson Ridge Park** (Attendant “A”) and (Attendant “B”)

NOTE: A separate bid must be submitted for each contract you are interested in, by entering a bid on the corresponding line item number on this project's enclosed Request for Quotation (SF18). Job duties and responsibilities and other terms and conditions listed in this SPS are the same for each contract except for the work schedule or otherwise stated.

II. PARKS DESCRIPTION

Jefferson Ridge Park is located on Dierks Lake in Southwest Arkansas. Jefferson Ridge Park has 85 campsites, all with electricity and water. The approximate mileage for a tour through the park is 6 miles.

III. HOURS OF WORK: During the on-duty hours of 8:00 a.m. – 8:00 p.m. each day at least one Attendant must occupy the Gatehouse at all times at Jefferson Ridge Park. The Park Attendant shall also be available to render assistance at their living area during the on-call hours of 8:00 p.m. till 8:00 a.m.

Jefferson Ridge Park Attendant “A” Contract period 01 March through 31 October, rotating schedule of five (5) days on and five (5) days off, twelve (12) hours per day (8:00 a.m. – 8:00p.m.) actual on-duty time.

Jefferson Ridge Park Attendant “B” Contract period 01 March through 31 October, rotating schedule of five (5) days on and five (5) days off, twelve (12) hours per day (8:00 a.m. – 8:00p.m.) actual on-duty time.

IV. TRAINING AND ORIENTATION: All contractors/park attendants are required to attend an orientation session. The orientation and training will be held at the Millwood Tri-Lakes Office for Jefferson Ridge Attendants A and Attendants B. Successful bidders will be notified of the exact date and time.

V. AREA SPECIFIC PROVISIONS AND REQUIREMENTS: (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications for Park Attendant Services. It is important to read and understand both the General Specifications and the SPS.)

A. APPROVED USER FEE COLLECTION AND PROCESSING:

1. Attendants shall collect a variety of user fees. This is to include fees for camping, day use, reservations, annual passes and etc. User fees collected will be secured properly and cash on hand must correspond with permits and related records. Park Attendants are responsible for furnishing money for change and there will be no co-mingling of personal cash with Government monies. Attendants will be responsible for counting fees from Horseshoe Bend and Jefferson Ridge South with a uniformed Park Ranger. Attendant will be responsible for entering fees from Horseshoe Bend and Jefferson Ridge South in the computer system.
2. Park Attendants shall be responsible for administering reservations for campsites, picnic pavilions and/or special facilities for Jefferson Ridge and Horseshoe Bend Parks. This may include taking reservations over the phone and/or computer using R1S

computer systems, posting reservations, collecting user fees from those users' making reservations and issuing receipts to customers.

3. Park attendants shall be required to deposit fees in Government provided envelopes into the gatehouse vault immediately upon collection. These fees will be in the presence of a uniformed personal in the presence of an Attendant. The Uniformed Personal will sign a receipt after verification that amounts collected balances with the user permits issued.

Park Attendants shall also furnish copies of the documentation to the contracting officer's representative. The Park Attendants shall be responsible for all fee monies collected until the Disbursing Officer receives them. Day use fees will be collected by uniformed personnel and submitted to the Gate Attendant at the gatehouse for remittance.

Transmittal of fees shall include, but is not limited to, the following items:

- a. Preparation of forms.
- b. Tabulations of all fees collected.
- c. Purchase of money orders or Cashier's Checks to transmit collected funds.

No separate payment will be made for the costs associated with the direct fee transmittal. Compensation for these items should be included as part of the Gate Attendants bid price.

4. Contractor will be issued and held accountable for user fee permit books. User fee permits shall be issued in sequence beginning with the lowest number. New user fee books shall likewise be used in the same sequence. These forms (ENG Form 4457) will be issued to the Contractor in quantities determined by the Contracting Officer Representative on an as-needed basis. Each form bears a serial number, and the Contractor shall be required to acknowledge receipt thereof in writing to the Contracting Officer Representative from that time until either:
 - a. The time of collection of the white and yellow copies of each form by the COR which are the results of the issuance of user permits or,
 - b. The time of the Contractor's return of those unused forms to the COR.

B. PARK INSPECTIONS: Park Attendants shall be required to inspect the park areas a minimum of three (3) times each day during regular duty hours, (with the exception of Horseshoe Bend Park, Jefferson Ridge South Boat Ramp, Jefferson Ridge Park and the Dierks Overlook, which will be inspected only twice a day). A complete tour of the parks will be made before 10:00 am each day to locate campers who may have arrived after Gatehouse hours the previous day. They should be notified to register and to include the previous night's stay. Pavilion Reservations will be posted at this time. Inspections shall be scheduled at least 2-1/2 hours to 4 hours apart. One Park Attendant must remain in the booth during inspections made during on-duty hours.

VI. ADDITIONAL CONTRACTOR FURNISHED EQUIPMENT/SUPPLIES: In addition to the items listed in the General Specifications the Park Attendant shall provide the following items:

Brooms, dustpans, mops and all cleaning supplies (such as window cleaner, floor cleaner, paper towels, trash bags, deodorizer, etc.) for cleaning the Park Attendant booth.
Pens, calculator, pencils, markers, tape, rubber bands, paper clips, tacks, scratch pads, stapler and staples, etc. necessary for proper completion and organization of paperwork.

Flashlight, batteries, insect repellent, etc. if desired.

VII. ADDITIONAL INFORMATION: All bidders should contact Park Contract Representative listed below, to arrange for a tour of the park(s) and explanation of the job duties and requirements. Prospective contractors are urged to inspect the areas they are interested in operating and bidding on before they submit a bid, in order to become familiar with the size and scope of the area and required duties.

Park Contract Representative Darcy Reed (501) 340-1459 for Jefferson Ridge Park

BID SHEET

**Dierks Lake
Jefferson Ridge
Attendant “A” – Bid Sheet**

<u>Item #</u>	<u>Position</u>	<u>Days</u>	<u>Unit Price</u>	<u>Total</u>
0001	Base Contract Period:1 March 2023 thru 31 October 2023	125		
1001	First Option Period: 1 March 2024thru 31 October 2024	125		
2001	Second Option Period: 1 March 2025 thru 31 October 2025	125		

**Dierks Lake
Jefferson Ridge
Attendant “B” – Bid Sheet**

<u>Item #</u>	<u>Position</u>	<u>Days</u>	<u>Unit Price</u>	<u>Total</u>
0001	Base Contract Period:1 March 2023 thru 31 October 2023	125		
1001	First Option Period: 1 March 2024thru 31 October 2024	125		
2001	Second Option Period: 1 March 2025 thru 31 October 2025	125		

SPECIFIC PARK SHEETS (SPS)
OAK GROVE/PINE RIDGE PARK ATTENDANT B
MILLWOOD TRI-LAKES PROJECT
DEQUEEN LAKE

- I. NUMBER OF CONTRACT POSITIONS:** This SPS is for one Park Attendant contract at Oak Grove Park, DeQueen Lake, Park Attendant “B”.

RFQ LINE-ITEM REFERENCE #

0001 PARK ATTENDANT SCHEDULE “B”:

Oak Grove & Pine Ridge Parks, De Queen Lake

Contract Dates:01 March 2023–30 November 2023

Total number of working days: 140

1001 RENEWAL OPTION 1:

Oak Grove & Pine Ridge Parks, De Queen Lake

Contract Dates:01 March 2024-30 November 2024

Total number of working days: 140

2001 RENEWAL OPTION 2:

Oak Grove & Pine Ridge Parks, De Queen Lake

Contract Dates:01 March 2025-30 November 2025

- II. PARK DESCRIPTION:** Oak Grove and Pine Ridge Parks are located on De Queen Lake in Southwest Arkansas. Oak Grove has 36 campsites with electricity and water. Pine Ridge Park has 37 campsites of which 17 have electricity. The approximate mileage for a tour through both parks is 12 miles.
- III. HOURS OF WORK:** The duty hours are from 8:00am – 11:00am and 1:00pm – 10:00pm each day. The Park Attendant is to be available to render assistance at their living area during the hours of 10:00pm – 8:00 am. During duty hours at least one Attendant must occupy the Gatehouse.

IV. **TRAINING AND ORIENTATION:** The orientation and training will be held at the Millwood Lake Office. Successful bidders will be notified of the exact date and time.

V. **AREA-SPECIFIC PROVISIONS AND REQUIREMENTS (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications for Park Attendant Services. It is important to read and understand both the General Specifications and the SPS.)**

A. APPROVED USER FEE COLLECTION & PROCESSING:

1. Park Attendants shall be required to collect recreation user fees for camping at White Cliffs and Annual Day Use Pass sales. All incoming vehicles to Oak Grove Park are required to stop at the Gate House and check in with Attendant on duty. Applicable use fees will be collected at this time.
2. Park Attendants shall be responsible for administering reservations for campsites and the special facilities listed in A-1 above. This includes taking reservations, posting reservations as necessary, collecting user fees, and issuing receipts to customers.
3. Park Attendants are required to deposit fees in government provided envelopes into the gate house vault immediately upon collection. These fees will be removed from the vault in the presence of an uniformed personnel in the presence of an Attendant. A receipt will be signed after verification that amounts collected balances with the user permits issued.

Park Attendants shall also furnish copies of the documentation to the contracting officer's representative. The Park Attendant shall be responsible for all fee monies collected until the Disbursing Officer receives them. Day use fees will be collected by a uniformed personal and submitted to the Gate Attendant at the gatehouse for remittance.

Transmittal of fees shall include, but is not limited to, the following items:

- A. Preparation of forms
- B. Tabulation of all fees collected.
- C. Purchase of money orders or cashier's checks to transmit collected funds.

No separate payment will be made for the costs associated with the direct fee transmittal. Compensation for these items should be included as part of the Gate Attendants bid price.

4. Contractor will be issued and held accountable for user fee permit books. User fee permits shall be issued in sequence beginning with the lowest number. New user fee books shall likewise be used in the same sequence. These forms (ENG Form 4457) will be issued to the Contractor in quantities determined by the Contracting Officer Representative on an as-needed basis. Each form bears a serial number, and the Contractor shall be required to acknowledge receipt thereof in writing to the Contracting Officer Representative from that time until either:
 - A. The time of collection of the white and yellow copies of each form by the COR which are the results of the issuance of user permits of,
 - B. The time of the Contractor's return of those unused forms to the COR.
- B. PARK INSPECTIONS:** Park Attendants shall be required to inspect each park area a minimum of three (3) times each day during on-duty hours. A complete tour of the parks will be made at 8:00 a.m. to check for campers who may have arrived after hours the previous day and boat launchers arriving before their shift that day. Inspections shall be scheduled at least 3 hours apart. One Attendant must remain in the booth during inspections made during on-duty hours.
- C. PET POLICY:** Park Attendants will be allowed to have pets but they must comply with the pets policies listed in the General Specifications of this contract. **Note: Any pet exhibiting aggressive behavior will be removed from the park immediately by the contractor upon the request of the OM.**
- D. Living Area:** Park Attendants shall maintain their assigned living area and adjacent living areas in a clean, free of clutter, and sanitary condition at all times. No dog pens, horse corrals, poultry cages, or similar facilities for pets or raising of animals will be allowed. No washers, dryers, or excessive personal items will be permitted in the outside living area. Landscaping (garden and flower plants) by the Attendants around their living area may be allowed after prior approval of the OM.
- E. Dress Code or Uniform Policy:**
While on Duty, Park Attendants shall dress in a neat fashion in properly fitting, clean clothing, which is in an acceptable condition (no holes, patches, or signs of "wear" such as fading, missing buttons, broken zippers, stains, and/or fraying). See EM 385-1-1 for allowable attire to be worn. Park Attendants shall promote a favorable image of the Corps of Engineers through their personal appearance and actions. Any required vests, caps or nametags would be provided by the Project Office.

VI. ADDITIONAL CONTRACTOR-FURNISHED EQUIPMENT/SUPPLIES:

In addition, or contrary, to the items listed in the General Specifications the Park Attendants shall provide the following items:

- A. Brooms, dustpans, mops and all cleaning supplies (such as window cleaner, floor cleaner, paper towels, trash bags, deodorizer, etc.) for cleaning of the Park Attendant booth.
- B. Pens, calculator, pencils, markers, tape, rubber bands, paper clips, tacks, scratch pads, stapler and staples, etc. necessary for proper completion and organization of paperwork.
- C. Flashlight, batteries, insect repellent, etc. if desired.

VII. ADDITIONAL INFORMATION

All bidders should contact Park Contract Representative listed below, to arrange for a tour of the park(s) and explanation of the job duties and requirements. Prospective contractors are urged to inspect the areas they are interested in operating and bidding on before they submit a bid, to become familiar with the size and scope of the area and required duties. **Park Contract Representative Darcy Reed (501) 340-1459**

BID SHEET

**DeQueen Lake
Oak Grove
Attendant “B” – Bid Sheet**

<u>Item #</u>	<u>Position</u>	<u>Days</u>	<u>Unit Price</u>	<u>Total</u>
0001	Base Contract Period:1 March 2023 thru 31 October 2023	125		
1001	First Option Period: 1 March 2024thru 31 October 2024	125		
2001	Second Option Period: 1 March 2025 thru 31 October 2025	125		

MOUNTAIN HOME PROJECT
BULL SHOALS LAKE AND NORFORK LAKE

THIS CONTRACT **DOES NOT** REQUIRE A TWO (2) PERSON PARK ATTENDANT TEAM.

Bidwell Point Park (Norfolk Lake) is a highly visited park with 47 campsites with electricity; flush and vault toilets, showers, trailer dump station, group shelter, swim beach, playground, and launch ramp. The park receives high visitation. It is located approximately nine (9) miles east of downtown Mountain Home, Arkansas off State Highway 101. One tour of the park is approximately two (2) miles. Round trip distance to the nearest post office is approximately ten (10) miles. Additional facilities may be changed/upgraded/added at no increase in contractor bid price. The park utilizes the Recreation One Stop Management Computer System. Basic experience with computer operations is required. Period of performance for this contract will include a BASE period (1 March 2023 - 29 February 2024), OPTION #1 (1 March 2024 - 28 February 2025), and OPTION #2 (1 March 2025 - 28 February 2026).

Daily Bid Rate Average for Previous Three Years: \$55.00

- I. **TRAINING/ORIENTATION:** Contractor will be required to attend two days of orientation and R1S computer training prior to the park opening date. Training will be conducted in the conference room at the Mountain Home Project Office at 324 W. 7th Street, Mountain Home, AR 72653. Training dates are as follows: 29th and 30th of April 2023; 28th and 29th of April 2024; 27th and 28th of April 2025. Contractor will be required to transport all accountable property and provided supplies to the gatehouse immediately after the conclusion of training. All computer equipment will be set up by Rangers prior to the park opening date. Contractor will be responsible for care and safeguarding of all equipment. Two days for training and one day for setup of gatehouse is included in total number of days for period of performance.
- II. **SUPPLIES:** Contractor will be expected to purchase their own writing utensils, stapler and staples, and other simple office supplies including a lock for their safe. Supplies provided by the project office include printer toner cartridges, copier paper, and receipt printer paper.
- III. **DUTIES AND RESPONSIBILITIES:** In addition to all duties and responsibilities listed in the General Specifications (GS), Attendants will be required to perform the following duties and responsibilities: Attendant will post campsite and shelter reservations daily to show future/current reservations, collect user fees, and issue user permits for both camping and area day use. Attendants will monitor camping and area day use fee compliance and notify visitors of fee requirements. Fees will be collected using credit card, cash, or check. Attendant will be required to remit all collected fees to the R1S lockbox and

provide the project office with all required documentation. Contractor will complete a minimum of three (3) full park checks (all campsites and day use areas) per daily shift. Attendant will be authorized to utilize their personal vehicle, moped, or golf cart for these park checks. These checks will include but not be limited to posting future reservations, verifying all campers and day users have paid. Attendants will document any safety, maintenance and visitor violations and submit this information to the park rangers. This park operates within the R1S (Recreation One Stop Reservation Service). Contractor may be required to collect user fees using ENG 4457 permits when the computer system is not functioning properly. Contractor will prepare and remit fees at a minimum of once per week (7 days) or when collections exceed \$5,000 per shift (whichever comes first), via certified U.S. Mail to the appropriate address lockbox, which is indicated on the Deposit Summary Report. Contractor will be required to carry a surety bond, minimum of \$10,000 and will be responsible for the cost of renewing bond yearly. Park attendant contractors will be required to learn and sufficiently operate a computer using R1S web-based software. Park attendant contractors shall maintain the gatehouse and areas adjacent to the gatehouse in a clean condition, including sweeping, pulling weeds, dusting, etc. Only Corps of Engineers approved signage is to be posted in gatehouse windows. American flags will be provided to the contractor. Contractor will be required to raise and lower the flag daily. Contractor will also be required to lower the flag to half-staff when applicable.

- IV. **WORK SCHEDULE:** Bidwell Point Park opens April 1st and closes October 31st. Park attendant duties will begin on the date of annual training. In the months of May, August, and September, park attendant will be on duty to open and operate the gatehouse Thursday – Monday each week from 10:00 a.m. – 6:00 p.m. each day. In the months of June and July, park attendant will be on duty to open and operate the gatehouse Thursday – Tuesday each week from 10:00 a.m. – 6:00 p.m. each day. Park attendant may be asked to work from 10:00 a.m. – 8:00 p.m. on each Friday preceding Memorial Day, Independence Day, and Labor Day.

ITEM #	Fee Attendant – Bidwell Point Park	DAYS	UNIT PRICE	TOTAL
0001	Base Contract Period: 1 Mar 2023 - 29 Feb 2024 Period of Performance: 29 Apr – 31 Oct 2023	164		
1001	First Option Period: 1 Mar 2024 - 28 Feb 2025 Period of Performance: 28 Apr 2021 – 31 Oct 2024	164		
2001	Second Option Period: 1 Mar 2025 - 28 Feb 2026 Period of Performance: 27 Apr – 31 Oct 2025	164		

MOUNTAIN HOME PROJECT
BULL SHOALS LAKE AND NORFORK LAKE

THESE CONTRACTS **DO NOT** REQUIRE A TWO (2) PERSON PARK ATTENDANT TEAM. THESE CONTRACTS ARE A "4 ON, 4 OFF" SCHEDULE.

Cranfield Park (Norfork Lake) is a highly visited park with 69 campsites with electricity; flush and vault toilets, showers, trailer dump station, group shelters, swim beach, playground, and launch ramps. The park receives high visitation. It is located approximately eight (8) miles east of downtown Mountain Home, Arkansas off County Road 34 (i.e., Cranfield Road). One tour of the park is approximately two (2) miles. Round trip distance to the nearest post office is approximately nine (9) miles. Additional facilities may be changed/upgraded/added at no increase in contractor bid price. The park utilizes the Recreation One Stop Management Computer System. Basic experience with computer operations is required. Period of performance for this contract will include a BASE period (1 March 2023 - 29 February 2024), OPTION #1 (1 March 2024 - 28 February 2025), and OPTION #2 (1 March 2025 - 28 February 2026).

Daily Bid Rate Average for Previous Three Years: \$90.00

- I. **TRAINING/ORIENTATION:** Contractor will be required to attend two days of orientation and R1S computer training prior to the park opening date. Training will be conducted in the conference room at the Mountain Home Project Office at 324 W. 7th Street, Mountain Home, AR 72653. Training dates are as follows: 29th and 30th of April 2023; 28th and 29th of April 2024; 27th and 28th of April 2025. Contractor will be required to transport all accountable property and provided supplies to the gatehouse immediately after the conclusion of training. All computer equipment will be set up by Rangers prior to the park opening date. Contractor will be responsible for care and safeguarding of all equipment. Two days for training and one day for setup of gatehouse is included in total number of days for period of performance.
- II. **SUPPLIES:** Contractor will be expected to purchase their own writing utensils, stapler and staples, and other simple office supplies including a lock for their safe. Supplies provided by the project office include printer toner cartridges, copier paper, and receipt printer paper.
- III. **DUTIES AND RESPONSIBILITIES:** In addition to all duties and responsibilities listed in the General Specifications (GS), Attendants will be required to perform the following duties and responsibilities: Attendant will post campsite and shelter reservations daily to show future/current reservations, collect user fees, and issue user permits for both camping and area day use. Attendants will monitor camping and area day use fee compliance and notify visitors of fee requirements. Fees will be collected using credit card, cash, or check. Attendant will be required to remit all collected fees to the R1S lockbox and

provide the project office with all required documentation. Contractor will complete a minimum of three (3) full park checks (all campsites and day use areas) per daily shift. Attendant will be authorized to utilize their personal vehicle, moped, or golf cart for these park checks. These checks will include but not be limited to posting future reservations, verifying all campers and day users have paid. Attendants will document any safety, maintenance and visitor violations and submit this information to the park rangers. This park operates within the R1S (Recreation One Stop Reservation Service). Contractor may be required to collect user fees using ENG 4457 permits when the computer system is not functioning properly. Contractor will prepare and remit fees at a minimum of once per week (7 days) or when collections exceed \$5,000 per shift (whichever comes first), via certified U.S. Mail to the appropriate address lockbox, which is indicated on the Deposit Summary Report. Contractor will be required to carry a surety bond, minimum of \$10,000 and will be responsible for the cost of renewing bond yearly. Park attendant contractors will be required to learn and sufficiently operate a computer using R1S web-based software. Park attendant contractors shall maintain the gatehouse and areas adjacent to the gatehouse in a clean condition, including sweeping, pulling weeds, dusting, etc. Only Corps of Engineers approved signage is to be posted in gatehouse windows. American flags will be provided to the contractor. Contractor will be required to raise and lower the flag daily. Contractor will also be required to lower the flag to half-staff when applicable.

WORK SCHEDULE: Cranfield Park opens April 1st and closes October 31st. Park attendant duties will begin on the date of annual training. Attendant will work in a rotation of “4 days on duty and 4 days off duty” which will continue through each performance period. Attendant “A” rotation will begin on April 1st and Attendant “B” rotation will begin on April 5th. Park attendant may be asked to work from 10:00 a.m. – 8:00 p.m. on each Friday preceding Memorial Day, Independence Day, and Labor Day.

ITEM #	Fee Attendant "A" – Cranfield Park	DAYS	UNIT PRICE	TOTAL
0001	Base Contract Period: 1 Mar 2023 - 29 Feb 2024 Period of Performance: 29 Apr – 31 Oct 2023	111		
1001	First Option Period: 1 Mar 2024 - 28 Feb 2025 Period of Performance: 28 Apr 2021 – 31 Oct 2024	110		
2001	Second Option Period: 1 Mar 2025 - 28 Feb 2026 Period of Performance: 27 Apr – 31 Oct 2025	111		

ITEM #	Fee Attendant "B" – Cranfield Park	DAYS	UNIT PRICE	TOTAL
0001	Base Contract Period: 1 Mar 2023 - 29 Feb 2024 Period of Performance: 29 Apr – 31 Oct 2023	109		
1001	First Option Period: 1 Mar 2024 - 28 Feb 2025 Period of Performance: 28 Apr 2021 – 31 Oct 2024	110		
2001	Second Option Period: 1 Mar 2025 - 28 Feb 2026 Period of Performance: 27 Apr – 31 Oct 2025	109		

MOUNTAIN HOME PROJECT
BULL SHOALS LAKE AND NORFORK LAKE

THESE CONTRACTS **DO NOT** REQUIRE A TWO (2) PERSON PARK ATTENDANT TEAM. THESE CONTRACTS ARE A "4 ON, 4 OFF" SCHEDULE.

Dam-Quarry Park (Norfork Lake) is a highly visited park with 68 campsites with electricity; flush and vault toilets, showers, trailer dump station, group shelters, swim beach, playground, and launch ramps. The park receives high visitation. It is located approximately two (2) miles east of Salesville, Arkansas off State Route 177. The park is located immediately adjacent to the White River and Norfork Dam. One tour of the park is approximately two (2) miles. Round trip distance to the nearest post office is approximately nine (9) miles. Additional facilities may be changed/upgraded/added at no increase in contractor bid price. The park utilizes the Recreation One Stop Management Computer System. Basic experience with computer operations is required. Period of performance for this contract will include a BASE period (1 March 2023 - 29 February 2024), OPTION #1 (1 March 2024 - 28 February 2025), and OPTION #2 (1 March 2025 - 28 February 2026).

Daily Bid Rate Average for Previous Three Years: \$70.00

- I. **TRAINING/ORIENTATION:** Contractor will be required to attend two days of orientation and R1S computer training prior to the park opening date. Training will be conducted in the conference room at the Mountain Home Project Office at 324 W. 7th Street, Mountain Home, AR 72653. Training dates are as follows: 29th and 30th of April 2023; 28th and 29th of April 2024; 27th and 28th of April 2025. Contractor will be required to transport all accountable property and provided supplies to the gatehouse immediately after the conclusion of training. All computer equipment will be set up by Rangers prior to the park opening date. Contractor will be responsible for care and safeguarding of all equipment. Two days for training and one day for setup of gatehouse is included in total number of days for period of performance.
- II. **SUPPLIES:** Contractor will be expected to purchase their own writing utensils, stapler and staples, and other simple office supplies including a lock for their safe. Supplies provided by the project office include printer toner cartridges, copier paper, and receipt printer paper.
- III. **DUTIES AND RESPONSIBILITIES:** In addition to all duties and responsibilities listed in the General Specifications (GS), Attendants will be required to perform the following duties and responsibilities: Attendant will post campsite and shelter reservations daily to show future/current reservations, collect user fees, and issue user permits for both camping and area day use. Attendants will monitor camping and area day use fee compliance and notify visitors of fee requirements. Fees will be collected using credit card, cash, or check. Attendant will be required to remit all collected fees to the R1S lockbox and

provide the project office with all required documentation. Contractor will complete a minimum of three (3) full park checks (all campsites and day use areas) per daily shift. Attendant will be authorized to utilize their personal vehicle, moped, or golf cart for these park checks. These checks will include but not be limited to posting future reservations, verifying all campers and day users have paid. Attendants will document any safety, maintenance and visitor violations and submit this information to the park rangers. This park operates within the R1S (Recreation One Stop Reservation Service). Contractor may be required to collect user fees using ENG 4457 permits when the computer system is not functioning properly. Contractor will prepare and remit fees at a minimum of once per week (7 days) or when collections exceed \$5,000 per shift (whichever comes first), via certified U.S. Mail to the appropriate address lockbox, which is indicated on the Deposit Summary Report. Contractor will be required to carry a surety bond, minimum of \$10,000 and will be responsible for the cost of renewing bond yearly. Park attendant contractors will be required to learn and sufficiently operate a computer using R1S web-based software. Park attendant contractors shall maintain the gatehouse and areas adjacent to the gatehouse in a clean condition, including sweeping, pulling weeds, dusting, etc. Only Corps of Engineers approved signage is to be posted in gatehouse windows. American flags will be provided to the contractor. Contractor will be required to raise and lower the flag daily. Contractor will also be required to lower the flag to half-staff when applicable.

WORK SCHEDULE: Dam-Quarry Park opens April 1st and the contract period ends November 30th. Park attendant duties will begin on the date of annual training. Attendant will work in a rotation of “4 days on duty and 4 days off duty” which will continue through each performance period. Attendant “A” rotation will begin on April 1st and Attendant “B” rotation will begin on April 5th. Park attendant may be asked to work from 10:00 a.m. – 8:00 p.m. on each Friday preceding Memorial Day, Independence Day, and Labor Day.

ITEM #	Fee Attendant "A"– Dam-Quarry Park	DAYS	UNIT PRICE	TOTAL
0001	Base Contract Period: 1 Mar 2023 - 29 Feb 2024 Period of Performance: 29 Apr – 30 Nov 2023	127		
1001	First Option Period: 1 Mar 2024 - 28 Feb 2025 Period of Performance: 28 Apr 2021 – 30 Nov 2024	126		
2001	Second Option Period: 1 Mar 2025 - 28 Feb 2026 Period of Performance: 27 Apr – 30 Nov 2025	127		

ITEM #	Fee Attendant "B"– Dam-Quarry Park	DAYS	UNIT PRICE	TOTAL
0001	Base Contract Period: 1 Mar 2023 - 29 Feb 2024 Period of Performance: 29 Apr – 30 Nov 2023	123		
1001	First Option Period: 1 Mar 2024 - 28 Feb 2025 Period of Performance: 28 Apr 2021 – 30 Nov 2024	124		
2001	Second Option Period: 1 Mar 2025 - 28 Feb 2026 Period of Performance: 27 Apr – 30 Nov 2025	123		

MOUNTAIN HOME PROJECT
BULL SHOALS LAKE AND NORFORK LAKE

THIS CONTRACT **DOES NOT** REQUIRE A TWO (2) PERSON PARK ATTENDANT TEAM. THESE CONTRACTS ARE A "4 ON, 4 OFF" SCHEDULE.

Gamaliel Park (Norfolk Lake) is a highly visited park with 63 campsites with electricity, with flush and vault toilets, showers, trailer dump station, group shelter, swim beach, playground, launch ramp, and a marina. The park receives high visitation. It is located approximately sixteen (16) miles northeast of the town of Mountain Home, Arkansas off State Highway 101. One tour of the park is approximately two (2) miles. Round trip distance to nearest post office is approximately ten (10) miles. Additional facilities may be changed/upgraded/added at no increase in contractor bid price. The park utilizes the Recreation One Stop Management Computer System. Basic experience with computer operations is required. Period of performance for this contract will include a BASE period (1 March 2022 - 28 February 2023), OPTION #1 (1 March 2023 - 29 February 2024), and OPTION #2 (1 March 2024 - 28 February 2025).

Daily Bid Rate Average for Previous Three Years: \$69.00

- I. **TRAINING/ORIENTATION:** Contractor will be required to attend two days of orientation and R1S computer training prior to the park opening date. Training will be conducted in the conference room at the Mountain Home Project Office at 324 W. 7th Street, Mountain Home, AR 72653. Training dates are as follows: 29th and 30th of April 2023; 28th and 29th of April 2024; 27th and 28th of April 2025. Contractor will be required to transport all accountable property and provided supplies to the gatehouse immediately after the conclusion of training. All computer equipment will be set up by Rangers prior to the park opening date. Contractor will be responsible for care and safeguarding of all equipment. Two days for training and one day for setup of gatehouse is included in total number of days for period of performance.
- II. **SUPPLIES:** Contractor will be expected to purchase their own writing utensils, stapler and staples, and other simple office supplies including a lock for their safe. Supplies provided by the project office include printer toner cartridges, copier paper, and receipt printer paper.
- III. **DUTIES AND RESPONSIBILITIES:** In addition to all duties and responsibilities listed in the General Specifications (GS), Attendants will be required to perform the following duties and responsibilities: Attendant will post campsite and shelter reservations daily to show future/current reservations, collect user fees, and issue user permits for both camping and area day use. Attendants will monitor camping and area day use fee compliance and notify visitors of fee requirements. Fees will be collected using credit card, cash, or check. Attendant will be required to remit all collected fees to the R1S lockbox and

provide the project office with all required documentation. Contractor will complete a minimum of three (3) full park checks (all campsites and day use areas) per daily shift. Attendant will be authorized to utilize their personal vehicle, moped, or golf cart for these park checks. These checks will include but not be limited to posting future reservations, verifying all campers and day users have paid. Attendants will document any safety, maintenance and visitor violations and submit this information to the park rangers. This park operates within the R1S (Recreation One Stop Reservation Service). Contractor may be required to collect user fees using ENG 4457 permits when the computer system is not functioning properly. Contractor will prepare and remit fees at a minimum of once per week (7 days) or when collections exceed \$5,000 per shift (whichever comes first), via certified U.S. Mail to the appropriate address lockbox, which is indicated on the Deposit Summary Report. Contractor will be required to carry a surety bond, minimum of \$10,000 and will be responsible for the cost of renewing bond yearly. Park attendant contractors will be required to learn and sufficiently operate a computer using R1S web-based software. Park attendant contractors shall maintain the gatehouse and areas adjacent to the gatehouse in a clean condition, including sweeping, pulling weeds, dusting, etc. Only Corps of Engineers approved signage is to be posted in gatehouse windows. American flags will be provided to the contractor. Contractor will be required to raise and lower the flag daily. Contractor will also be required to lower the flag to half-staff when applicable.

WORK SCHEDULE: Gamaliel Park opens April 1st and closes October 31st. Park attendant duties will begin on the date of annual training. Attendant will work in a rotation of “4 days on duty and 4 days off duty” from 10:00 a.m. – 6:00 p.m. which will continue through each performance period. Attendant “A” rotation will begin on April 1st and Attendant “B” rotation will begin on April 5th. Park attendant may be asked to work from 10:00 a.m. – 8:00 p.m. on each Friday preceding Memorial Day, Independence Day, and Labor Day.

ITEM #	Fee Attendant “A” – Gamaliel Park	DAYS	UNIT PRICE	TOTAL
0001	Base Contract Period: 1 Mar 2023 - 29 Feb 2024 Period of Performance: 29 Apr – 31 Oct 2023	111		
1001	First Option Period: 1 Mar 2024 - 28 Feb 2025 Period of Performance: 28 Apr 2021 – 31 Oct 2024	110		
2001	Second Option Period: 1 Mar 2025 - 28 Feb 2026 Period of Performance: 27 Apr – 31 Oct 2025	111		

MOUNTAIN HOME PROJECT
BULL SHOALS LAKE AND NORFORK LAKE

THESE CONTRACTS **DO NOT** REQUIRE A TWO (2) PERSON PARK ATTENDANT TEAM. THESE CONTRACTS ARE A "4 ON, 4 OFF" SCHEDULE.

Lakeview Park (Bull Shoals Lake) is a highly visited park with 88 campsites; electricity, showers, trailer dump station, group shelter, swim beach, playground, and launch ramp. The park receives high visitation. It is located approximately one (1) mile north of downtown Lakeview, Arkansas off Boat Dock Road. One tour of the park is approximately two (2) miles. Round trip distance to the nearest post office is approximately two (2) miles. Additional facilities may be changed/upgraded/added at no increase in contractor bid price. The park utilizes the Recreation One Stop Management Computer System. Basic experience with computer operations is required. Period of performance for this contract will include a BASE period (1 March 2023 - 29 February 2024), OPTION #1 (1 March 2024 - 28 February 2025), and OPTION #2 (1 March 2025 - 28 February 2026).

Daily Bid Rate Average for Previous Three Years: \$75.00

- I. **TRAINING/ORIENTATION:** Contractor will be required to attend two days of orientation and R1S computer training prior to the park opening date. Training will be conducted in the conference room at the Mountain Home Project Office at 324 W. 7th Street, Mountain Home, AR 72653. Training dates are as follows: 29th and 30th of April 2023; 28th and 29th of April 2024; 27th and 28th of April 2025. Contractor will be required to transport all accountable property and provided supplies to the gatehouse immediately after the conclusion of training. All computer equipment will be set up by Rangers prior to the park opening date. Contractor will be responsible for care and safeguarding of all equipment. Two days for training and one day for setup of gatehouse is included in total number of days for period of performance.
- II. **SUPPLIES:** Contractor will be expected to purchase their own writing utensils, stapler and staples, and other simple office supplies including a lock for their safe. Supplies provided by the project office include printer toner cartridges, copier paper, and receipt printer paper.
- III. **DUTIES AND RESPONSIBILITIES:** In addition to all duties and responsibilities listed in the General Specifications (GS), Attendants will be required to perform the following duties and responsibilities: Attendant will post campsite and shelter reservations daily to show future/current reservations, collect user fees, and issue user permits for both camping and area day use. Attendants will monitor camping and area day use fee compliance and notify visitors of fee requirements. Fees will be collected using credit card, cash, or check. Attendant will be required to remit all collected fees to the R1S lockbox and provide the project office with all required documentation. Contractor will complete a

minimum of three (3) full park checks (all campsites and day use areas) per daily shift. Attendant will be authorized to utilize their personal vehicle, moped, or golf cart for these park checks. These checks will include but not be limited to posting future reservations, verifying all campers and day users have paid. Attendants will document any safety, maintenance and visitor violations and submit this information to the park rangers. This park operates within the R1S (Recreation One Stop Reservation Service). Contractor may be required to collect user fees using ENG 4457 permits when the computer system is not functioning properly. Contractor will prepare and remit fees at a minimum of once per week (7 days) or when collections exceed \$5,000 per shift (whichever comes first), via certified U.S. Mail to the appropriate address lockbox, which is indicated on the Deposit Summary Report. Contractor will be required to carry a surety bond, minimum of \$10,000 and will be responsible for the cost of renewing bond yearly. Park attendant contractors will be required to learn and sufficiently operate a computer using R1S web-based software. Park attendant contractors shall maintain the gatehouse and areas adjacent to the gatehouse in a clean condition, including sweeping, pulling weeds, dusting, etc. Only Corps of Engineers approved signage is to be posted in gatehouse windows. American flags will be provided to the contractor. Contractor will be required to raise and lower the flag daily. Contractor will also be required to lower the flag to half-staff when applicable.

WORK SCHEDULE: Lakeview Park opens April 1st and the contract period ends October 31st. Park attendant duties will begin on the date of annual training. Attendant will work in a rotation of “4 days on duty and 4 days off duty” which will continue through each performance period. Attendant “A” rotation will begin on April 1st and Attendant “B” rotation will begin on April 5th. Park attendant may be asked to work from 10:00 a.m. – 8:00 p.m. on each Friday preceding Memorial Day, Independence Day, and Labor Day.

ITEM #	Fee Attendant “B” – Lakeview Park	DAYS	UNIT PRICE	TOTAL
0001	Base Contract Period: 1 Mar 2023 - 29 Feb 2024 Period of Performance: 29 Apr – 31 Oct 2023	109		
1001	First Option Period: 1 Mar 2024 - 28 Feb 2025 Period of Performance: 28 Apr 2021 – 31 Oct 2024	110		
2001	Second Option Period: 1 Mar 2025 - 28 Feb 2026 Period of Performance: 27 Apr – 31 Oct 2025	109		

MOUNTAIN HOME PROJECT
BULL SHOALS LAKE AND NORFORK LAKE

THESE CONTRACTS **DO NOT** REQUIRE A TWO (2) PERSON PARK ATTENDANT TEAM.

Lead Hill Park (Bull Shoals Lake) is a highly visited park with 75 campsites with electricity, flush and vault toilets, showers, trailer dump station, group shelters, playground, launch ramp, and marina. The park is in Diamond City, Arkansas on the Highway 7 spur. Round trip distance to the nearest post office is approximately two (2) miles. Additional facilities may be changed/upgraded/added at no increase in contractor bid price. This park utilizes the Recreation One Stop computer system. Experience with basic computer operations is required. Period of performance for this contract will include a BASE period (1 March 2023 - 29 February 2024), OPTION #1 (1 March 2024 - 28 February 2025), and OPTION #2 (1 March 2025 - 28 February 2026).

Daily Bid Rate Average for Previous Three Years: \$66.00

- I. **TRAINING/ORIENTATION:** Contractor will be required to attend two days of orientation and R1S computer training prior to the park opening date. Training will be conducted in the conference room at the Mountain Home Project Office at 324 W. 7th Street, Mountain Home, AR 72653. Training dates are as follows: 29th and 30th of April 2023; 28th and 29th of April 2024; 27th and 28th of April 2025. Contractor will be required to transport all accountable property and provided supplies to the gatehouse immediately after the conclusion of training. All computer equipment will be set up by Rangers prior to the park opening date. Contractor will be responsible for care and safeguarding of all equipment. Two days for training and one day for setup of gatehouse is included in total number of days for period of performance.
- II. **SUPPLIES:** Contractor will be expected to purchase their own writing utensils, stapler and staples, and other simple office supplies including a lock for their safe. Supplies provided by the project office include printer toner cartridges, copier paper, and receipt printer paper.
- III. **DUTIES AND RESPONSIBILITIES:** In addition to all duties and responsibilities listed in the General Specifications (GS), Attendants will be required to perform the following duties and responsibilities: Attendant will post campsite and shelter reservations daily to show future/current reservations, collect user fees, and issue user permits for both camping and area day use. Attendants will monitor camping and area day use fee compliance and notify visitors of fee requirements. Fees will be collected using credit card, cash, or check. Attendant will be required to remit all collected fees to the R1S lockbox and provide the project office with all required documentation. Contractor will complete a

minimum of three (3) full park checks (all campsites and day use areas) per daily shift. Attendant will be authorized to utilize their personal vehicle, moped, or golf cart for these park checks. These checks will include but not be limited to posting future reservations, verifying all campers and day users have paid. Attendants will document any safety, maintenance and visitor violations and submit this information to the park rangers. This park operates within the R1S (Recreation One Stop Reservation Service). Contractor may be required to collect user fees using ENG 4457 permits when the computer system is not functioning properly. Contractor will prepare and remit fees at a minimum of once per week (7 days) or when collections exceed \$5,000 per shift (whichever comes first), via certified U.S. Mail to the appropriate address lockbox, which is indicated on the Deposit Summary Report. Contractor will be required to carry a surety bond, minimum of \$10,000 and will be responsible for the cost of renewing bond yearly. Park attendant contractors will be required to learn and sufficiently operate a computer using R1S web-based software. Park attendant contractors shall maintain the gatehouse and areas adjacent to the gatehouse in a clean condition, including sweeping, pulling weeds, dusting, etc. Only Corps of Engineers approved signage is to be posted in gatehouse windows. American flags will be provided to the contractor. Contractor will be required to raise and lower the flag daily. Contractor will also be required to lower the flag to half-staff when applicable.

WORK SCHEDULE: Lead Hill Park opens April 1st and closes October 31st. Park attendant duties will begin on the date of annual training. In the months of May, August, and September, park attendant will be on duty to open and operate the gatehouse Thursday – Monday each week from 10:00 a.m. – 6:00 p.m. each day. In the months of June and July, park attendant will be on duty to open and operate the gatehouse Thursday – Tuesday each week from 10:00 a.m. – 6:00 p.m. each day. Park attendant may be asked to work from 10:00 a.m. – 8:00 p.m. on each Friday preceding Memorial Day, Independence Day, and Labor Day.

ITEM #	Fee Attendant – Lead Hill Park	DAYS	UNIT PRICE	TOTAL
0001	Base Contract Period: 1 Mar 2023 - 29 Feb 2024 Period of Performance: 29 Apr – 31 Oct 2023	164		
1001	First Option Period: 1 Mar 2024 - 28 Feb 2025 Period of Performance: 28 Apr 2021 – 31 Oct 2024	164		
2001	Second Option Period: 1 Mar 2025 - 28 Feb 2026 Period of Performance: 27 Apr – 31 Oct 2025	164		

MOUNTAIN HOME PROJECT
BULL SHOALS LAKE AND NORFORK LAKE

THESE CONTRACTS **DO NOT** REQUIRE A TWO (2) PERSON PARK ATTENDANT TEAM.

Robinson Point Park (Norfolk Lake) is a highly visited park with 99 campsites with electricity, with flush and vault toilets, showers, trailer dump station, playground, and launch ramp. It is located approximately ten (10) miles east of the town of Mountain Home, Arkansas on State Highway 62/412. One tour of the park is approximately two (2) miles. Round trip distance to nearest post office is approximately ten (10) miles. Additional facilities may be changed/upgraded/added at no increase in contractor bid price. This park utilizes the Recreation One Stop computer system. Experience with basic computer operations is required. Period of performance for this contract will include a BASE period (1 March 2023 - 29 February 2024), OPTION #1 (1 March 2024 - 28 February 2025), and OPTION #2 (1 March 2025 - 28 February 2026).

Daily Bid Rate Average for Previous Three Years: \$75.00

- I. **TRAINING/ORIENTATION:** Contractor will be required to attend two days of orientation and R1S computer training prior to the park opening date. Training will be conducted in the conference room at the Mountain Home Project Office at 324 W. 7th Street, Mountain Home, AR 72653. Training dates are as follows: 29th and 30th of April 2023; 28th and 29th of April 2024; 27th and 28th of April 2025. Contractor will be required to transport all accountable property and provided supplies to the gatehouse immediately after the conclusion of training. All computer equipment will be set up by Rangers prior to the park opening date. Contractor will be responsible for care and safeguarding of all equipment. Two days for training and one day for setup of gatehouse is included in total number of days for period of performance.
- II. **SUPPLIES:** Contractor will be expected to purchase their own writing utensils, stapler and staples, and other simple office supplies including a lock for their safe. Supplies provided by the project office include printer toner cartridges, copier paper, and receipt printer paper.
- III. **DUTIES AND RESPONSIBILITIES:** In addition to all duties and responsibilities listed in the General Specifications (GS), Attendants will be required to perform the following duties and responsibilities: Attendant will post campsite and shelter reservations daily to show future/current reservations, collect user fees, and issue user permits for both camping and area day use. Attendants will monitor camping and area day use fee compliance and notify visitors of fee requirements. Fees will be collected using credit card, cash, or check. Attendant will be required to remit all collected fees to the R1S lockbox and

provide the project office with all required documentation. Contractor will complete a minimum of three (3) full park checks (all campsites and day use areas) per daily shift. Attendant will be authorized to utilize their personal vehicle, moped, or golf cart for these park checks. These checks will include but not be limited to posting future reservations, verifying all campers and day users have paid. Attendants will document any safety, maintenance and visitor violations and submit this information to the park rangers. This park operates within the R1S (Recreation One Stop Reservation Service). Contractor may be required to collect user fees using ENG 4457 permits when the computer system is not functioning properly. Contractor will prepare and remit fees at a minimum of once per week (7 days) or when collections exceed \$5,000 per shift (whichever comes first), via certified U.S. Mail to the appropriate address lockbox, which is indicated on the Deposit Summary Report. Contractor will be required to carry a surety bond, minimum of \$10,000 and will be responsible for the cost of renewing bond yearly. Park attendant contractors will be required to learn and sufficiently operate a computer using R1S web-based software. Park attendant contractors shall maintain the gatehouse and areas adjacent to the gatehouse in a clean condition, including sweeping, pulling weeds, dusting, etc. Only Corps of Engineers approved signage is to be posted in gatehouse windows. American flags will be provided to the contractor. Contractor will be required to raise and lower the flag daily. Contractor will also be required to lower the flag to half-staff when applicable.

WORK SCHEDULE: Robinson Point Park opens April 1st and closes October 31st. Park attendant duties will begin on the date of annual training. In the months of May, August, and September, park attendant will be on duty to open and operate the gatehouse Thursday – Monday each week from 10:00 a.m. – 6:00 p.m. each day. In the months of June and July, park attendant will be on duty to open and operate the gatehouse Thursday – Tuesday each week from 10:00 a.m. – 6:00 p.m. each day. Park attendant may be asked to work from 10:00 a.m. – 8:00 p.m. on each Friday preceding Memorial Day, Independence Day, and Labor Day.

ITEM #	Fee Attendant – Robinson Point Park	DAYS	UNIT PRICE	TOTAL
0001	Base Contract Period: 1 Mar 2023 - 29 Feb 2024 Period of Performance: 29 Apr – 31 Oct 2023	164		
1001	First Option Period: 1 Mar 2024 - 28 Feb 2025 Period of Performance: 28 Apr 2021 – 31 Oct 2024	164		
2001	Second Option Period: 1 Mar 2025 - 28 Feb 2026 Period of Performance: 27 Apr – 31 Oct 2025	164		

2023 Specific Park Sheet (SPS)

Combination Attendant

Nimrod Lake

0001: Quarry Cove Park, Nimrod Lake (Combination Attendant): This is a moderate/heavy use park with 31 picnic table/campsites, 1 waterborne restroom with showers, 1 group picnic shelter, 1 playground, 1 trailer dump station, 1 amphitheater, 2 boat ramps, 1 swim beach, and 1 fish cleaning station. This park has a centrally located dumpster for deposit of trash. Any trash picked up in the park by the attendant will be transported to this dumpster. Combination attendant will also be required to collect and remit funds from Carden Point Day Use Area Honor Vault through the R1S system. Combination attendant may be required to close park entrance gates at 10:00 p.m. each night and reopen them at 6:00 a.m. each morning on workdays. The park is located just west of Nimrod Dam approximately ½ mile west of Fourche Junction, Arkansas on state highway 60 or approximately 8 miles east of the city of Plainview, Arkansas on state highway 60. Approximate mileage for one park tour is 1.0 mile. Round trip mileage to the nearest post office is approximately seventeen (17) miles.

Contract period is from 1 March – 31 October with one (1) day off per week for a total number of 210 working days per option. "On-Duty" hours when the gatehouse must be open and staffed will be nine (9) hours per day (8:00 a.m. - 11:00 a.m. and 1:00 p.m. – 7:00 p.m.). The contractor will have a 2- h o u r break from 11:00 a.m. to 1:00 p.m. where the gatehouse is closed, and they may leave the park during this time. "On-Call" hours when the contractor must be on-site in the park and available will be from 7:00 p.m.-8:00 a.m. each night of a scheduled workday. Schedule of work will be six (6) days per week to include all weekends. Non-workday will be determined by the Operations Manager (OM) or his/her designated representative. **Orientation will be held at the Nimrod-Blue Mountain Project Office on the first day of work (1 March) unless the first day of work is on a weekend, in that case, orientation may be held on the Friday preceding the weekend.** This is a Recreation.gov park where reservations are accepted through on-site computer, the internet and a national call center. The contractor will be responsible for converting all cash funds to cashier's check or money order and remitting all funds collected by certified mail directly to the NRRS lockbox. All fees for cashier's checks, money orders, certified fees, postage and envelopes is the responsibility of the contractor. Additional training in the Recreation.gov system will be provided through on-the-job training at the park gatehouse during the contract period. This contract is for a combination attendant and will include both fee collection and cleaning duties.

<u>Item #</u>	<u>Position</u>	<u>Days</u>	<u>Unit Price</u>	<u>Total</u>
	Combination Attendant – Quarry Cove Park, Nimrod Lake			
0001	Base Contract Period: 1 Mar 2023 thru 28 Feb 2024. Period of Performance 1 March 2023 - 31 October 2023	210	_____	_____
1001	First Option Period: 1 Mar 2023 thru 29 Feb 2024. Period of Performance 1 March 2024 – 31 October 2024	210	_____	_____
2001	Second Option Period: 1 Mar 2024 thru 28 Feb 2025. Period of Performance: 1 March 2025 – 31 October 2025	210	_____	_____

NOTE: A separate bid must be submitted for each contract you are interested in, by entering a bid on the corresponding line item number on this project's enclosed Request for Quotation (SF18). Job duties and responsibilities and other terms and conditions listed in this SPS are the same for each contract.

II. HOURS OF WORK: Tours of duty may change with one week notice from the OM or his/her designated representative to the contractor.

III. TRAINING AND ORIENTATION: Orientation will discuss the combination attendant procedures and policies, fee collection and security, credit card collection, and provide training for the operation of the computerized registration and reservation system.

IV. AREA SPECIFIC PROVISIONS AND REQUIREMENTS: (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications for Fee Attendant and Cleaning Attendant Services. It is important to read and understand both the General Specifications and the SPS.)

A. PARK INSPECTIONS: Attendants will inspect the park in order to identify necessary cleaning/repairs, update campsite vacancy lists, notify newly arriving campers of registration and fee requirements, note any damaged or vandalized facilities or potential problems in the park/parks, and assist campers at least three times each workday.

B. CLOSING/OPENING GATES AND FACILITIES: Attendants may be required to open and close gates. When required, gates will be closed at 10:00 p.m. and opened at 6:00a.m. the next morning.

C. CLEANING AND MAINTENANCE: In addition to the General Specification, the attendant shall clean the Fish Cleaning Station to provide clean, sanitary, disinfected and odor free facilities. Cleaning solutions and disinfectants used will be labeled to kill bacteria and viruses, to include the Coronavirus. Facilities will be cleaned inside and outside each workday prior to 12:00 noon and checked two more times during the day, by the end of shift.

V. ADDITIONAL CONTRACTOR FURNISHED EQUIPMENT/SUPPLIES: In addition to contractor-furnished equipment/supplies listed in the General Specifications, the following is to be provided by the contractor: **trash bags, toilet tissue and foaming hand soap that fits Government supplied soap dispensers** to keep the restrooms in the park fully stocked during the contract period.

VI. ADDITIONAL GOVERNMENT FURNISHED EQUIREMENTS/SUPPLIES: Storage Building.

VII. ADDITIONAL INFORMATION: For contracts at Nimrod Lake, bidders should contact park ranger Devin Deaton at 501-324-6825 or for contracts at Blue Mountain Lake, bidders should contact park ranger Patrick Callahan at 501-324-6966 to arrange a tour of the park and explanation of the job duties and requirements. Prospective contractors are urged to inspect the areas they are interested in operating and bidding on before they submit a bid, to become familiar with the size and scope of the area.

**SPECIFIC PARK SHEETS (SPS)
CLEANING ATTENDANT
BLUE MOUNTAIN LAKE**

This SPS is for one Cleaning Attendant responsible for cleaning two adjacent parks (Waveland and Outlet Area).

Waveland and Outlet Area Park Cleaning Attendant, Blue Mountain Lake (Cleaning Attendant): **Waveland Park** is a highly visited park having 51 picnic tables/campsites with electricity & water, two (2) flush toilets with showers and one (1) trailer dump station, one (1) group picnic shelter, one (1) playground, four (4) launch ramps, one (1) fish cleaning station. This park has three centrally located dumpsters for deposit of trash. Any trash picked up in the park by the attendant will be transported to these dumpster. **Outlet Area Park** is a moderately visited park having 38 picnic table/campsites with electricity & water and 3 picnic table/campsites with no hookups, two (2) flush toilets with showers, one (1) trailer dump station, one (1) overlook shelter, one (1) playground. This park has two centrally located dumpsters and any trash picked up will be placed in them. There is also 1 fifty-five (55) gallon trash barrel for which the attendant must provide bags, empty, and transport trash to a central dumpster. This trash barrel is located at the Outlet Works tunnel. The parks are located approximately two (2) miles southwest of the town of Waveland Arkansas on County Road Outlet Park Road. Contract period is from 1 March – 31 October with two (2) days off per week for a total number of 176 working days per option. Working five (5) days per week, (Thursday-Monday) with cleanup completed by noon (12p.m.), performing two (2) checks of facilities during the day, ensuring that the inside as well as the outside are cleaned and free of bugs and spider webs, and Attendant is available by phone as needed until 7p.m. Non-work days will be Tuesday and Wednesday. **Orientation will be held at the Blue Mountain Lake Project Office on the first day of work (1 March) unless the first day of work is on a weekend, in that case, orientation may be held on the Friday preceding the weekend.** This contract is for a cleaning attendant and will include only cleaning duties.

<u>Item #</u>	<u>Position</u>	<u>Days</u>	<u>Unit Price</u>	<u>Total</u>
	Cleaning Attendant – Waveland Park Blue Mountain Lake			
0001	Base Contract Period: 1 Mar 2023 thru 28 Feb 2024. Period of Performance 1 March 2023 - 31 October 2023	176	_____	_____
1001	First Option Period: 1 Mar 2024 thru 29 Feb 2025. Period of Performance 1 March 2024 – 31 October 2024	176	_____	_____
2001	Second Option Period: 1 Mar 2025 thru 28 Feb 2026. Period of Performance: 1 March 2025 – 31 October 2025	176	_____	_____

NOTE: A separate bid must be submitted for each contract you are interested in, by entering a bid on the corresponding line item number on this project's enclosed Request for Quotation (SF18). Job duties and responsibilities and other terms and conditions listed in this SPS are the same for each contract.

II. HOURS OF WORK: Tours of duty may change with one week notice from the OM or his/her designated representative to the contractor.

III. TRAINING AND ORIENTATION: Orientation will discuss the cleaning attendant procedures and policies.

IV. AREA SPECIFIC PROVISIONS AND REQUIREMENTS: (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications for Fee Attendant and Cleaning Attendant Services. It is important to read and understand both the General Specifications and the SPS.)

A. PARK INSPECTIONS: Attendants will inspect the park in order to identify necessary cleaning/repairs, note any damaged or vandalized facilities or potential problems in the park/parks, and assist visitors/campers at least three times each work day.

B. CLOSING/OPENING GATES AND FACILITIES: Attendants may be required to open and close gates. When required, gates will be closed at 10:00 p.m. and opened at 6:00 a.m. the next morning.

C. CLEANING AND MAINTENANCE: In addition to the General Specification, the attendant shall clean the Fish Cleaning Station to provide clean, sanitary, disinfected and odor free facilities. Cleaning solutions and disinfectants used will be labeled to kill bacteria and viruses, to include the Coronavirus. Facilities will be cleaned inside and outside each working day prior to 12:00 noon and checked two more times during the day by the end of shift.

V. ADDITIONAL CONTRACTOR FURNISHED EQUIPMENT/SUPPLIES: In addition to contractor-furnished equipment/supplies listed in the General Specifications, the following is to be provided by the contractor: **trash bags, toilet tissue and foaming liquid hand soap that fits Government supplied soap dispensers** to keep the restrooms in the park fully stocked during the contract period.

VI. ADDITIONAL GOVERNMENT FURNISHED REQUIREMENTS/SUPPLIES: Storage Building.

VII. ADDITIONAL INFORMATION: For contracts at Nimrod Lake and Blue Mountain Lake, bidders should contact park ranger Patrick Callahan at 501-324-6966 or Devin Deaton at 501-324-6825 to arrange a tour of the park and explanation of the job duties and requirements. Prospective contractors are urged to inspect the areas they are interested in operating and bidding on before they submit a bid, in order to become familiar with the size and scope of the area.

SPECIFIC PARK SHEETS (SPS)
Waveland/Outlet Area PARK ATTENDANT “A”
BLUE MOUNTAIN LAKE

This SPS is for one Park Attendant registering visitors and collecting and remitting funds for both parks (Waveland and Outlet Area) at one gatehouse.

0001: Park Attendant “A” or “B”, Blue Mountain Lake: Waveland Park is a highly visited park having 51 picnic table/campsites with electricity & water, two (2) flush toilets with showers, one (1) trailer dump station, one (1) group picnic shelter, one (1) playground, four (4) launch ramps, one (1) fish cleaning station. **Outlet Area Park** is a moderately visited park having 38 picnic table/campsites with electricity & water and 3 picnic table/campsites with no hookups, two (2) flush toilets with showers, one (1) trailer dump station, one (1) overlook shelter, one (1) playground. The parks are located approximately two (2) miles southwest of the town of Waveland Arkansas on County Road Outlet Park Road. One tour of Waveland Park is approximately 3.5 miles and one tour of Outlet Area Park is approximately 4.3 miles. Round trip distance to nearest post office is approximately 17 miles. Contract period is from 1 March – 31 October working four (4) days on and four (4) days off for a total number of 123 working days per option. “On-Duty” hours when the gatehouse must be open and staffed will be nine (9) hours per day (8:00 a.m. - 11:00 a.m. and 1:00 p.m. – 7:00 p.m.). The contractor will have a 2 hour break from 11:00 a.m. to 1:00 p.m. where the gatehouse is closed and they may leave the park during this time. “On-Call” hours when the contractor must be on-site in the park and available will be from 7:00 p.m.-8:00 a.m. each night when responsible for gatehouse operations.

Orientation for Park Attendants “A & B” for Waveland Park/Outlet Area Park will be March 1 at the Blue Mountain Lake Project Office unless the first day of work falls on a weekend, in that case, orientation may be held on the Friday preceding the weekend. These are R1S parks. The contractor will be responsible for converting all cash funds to cashier's check or money order and remitting all funds collected by certified mail directly to the R1S lockbox for each park. All fees for cashier's checks, money orders, certified fees, and postage is the responsibility of the contractor. Additional training in the Recreation One Stop (R1S) will be provided through on-the-job training at the park gatehouses during the contract period. Total contract price for previous year was N/A.

<u>Item #</u>	<u>Position</u>	<u>Days</u>	<u>Unit Price</u>	<u>Total</u>
	Park Attendant “A” Blue Mountain Lake			
0001	Base Contract Period: 1 Mar 2023 thru 28 Feb 2024. Period of Performance 1 March 2023 - 31 October 2023	123	<hr/>	<hr/>
1001	First Option Period: 1 Mar 2024 thru 28 Feb 2025. Period of Performance 1 March 2024 – 31 October 2024	123	<hr/>	<hr/>
2001	Second Option Period: 1 Mar 2025 28 Feb 2026. Period of Performance 1 March 2025 – 31 October 2025	123	<hr/>	<hr/>

NOTE: A separate bid must be submitted for each contract you are interested in, by entering a bid on the corresponding line item number on this project's enclosed Request for Quotation (SF18). Job duties and responsibilities and other terms and conditions listed in this SPS are the same for each contract.

II. HOURS OF WORK: Tours of duty may change with one week notice from the OM or his/her designated representative to the contractor.

III. TRAINING AND ORIENTATION: Orientation will discuss the park attendant procedures and policies, Recreation One Stop (R1S), credit card collection, and provide training for the operation of the computerized registration and reservation system.

IV. AREA SPECIFIC PROVISIONS AND REQUIREMENTS: (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications for Fee Attendant and Cleaning Attendant Services. It is important to read and understand both the General Specifications and the SPS.)

A. PARK INSPECTIONS: Attendants will inspect the park in order to identify necessary cleaning/repairs, update campsite vacancy lists, notify newly arriving campers of registration and fee requirements, note any damaged or vandalized facilities or potential problems in the park/parks, and assist campers at least three times each work day.

B. CLOSING/OPENING GATES AND FACILITIES: Attendants may be required to open and close gates. When required, gates will be closed at 10:00 p.m. and opened at 6:00 a.m. the next morning.

V. ADDITIONAL GOVERNMENT FURNISHED REQUIREMENTS/SUPPLIES: Storage Building.

VI. ADDITIONAL INFORMATION: For contracts at Nimrod Lake and Blue Mountain Lake, bidders should contact park ranger Devin Deaton at 501-324-6825 or Patrick Callahan at 501-324-6966 to arrange a tour of the park and explanation of the job duties and requirements. Prospective contractors are urged to inspect the areas they are interested in operating and bidding on before they submit a bid, in order to become familiar with the size and scope of the area.

**2023 SPECIFIC PARK SHEETS (SPS)
PARK ATTENDANTS
PINE BLUFF SITE OFFICE**

I. NUMBER OF CONTRACT POSITIONS: This SPS is for one contract at **Merrisach Lake Park**. The Merrisach Lake Park position requires a two-person contract team.

RFQ LINE ITEM REFERENCE #

0001 Merrisach Lake Park is a moderately visited park having 67 sites, 63 with electricity and water, flush toilets, showers, trailer dump station, group shelters, launch ramp, and playground. It is located approximately 30 miles south of DeWitt, Arkansas. One tour of the park is approximately 3 miles. A work week will consist of 5 days of work (Thursday, Friday, Saturday, Sunday, and Monday) with 2 days off. At least one contractor shall be either in the gatehouse or visible to the visiting public between the hours of 10:00 a.m. to 10:00 p.m. on Friday and Saturday and 10:00 a.m. to 8:00 p.m. on Sunday through Thursday (except on scheduled days off). **Training for Merrisach Lake Park will be conducted on March 2-3, 2023.**

0001 - Fee Attendant: 02 March 2023 – 27 November 2023 195 days
Merrisach Lake Park, Arkansas Post Field Office

1001 - Renewal Option 1: 07 March 2024 – 02 December 2024 195 days
Merrisach Lake Park, Arkansas Post Field Office

2001 - Renewal Option 2: 06 March 2025 – 01 December 2025 195 days
Merrisach Lake Park, Arkansas Post Field Office

<u>Item #</u>	<u>Position</u>	<u>Days</u>	<u>Unit Price</u>	<u>Total</u>
	Fee Attendant – Merrisach Lake Park			
0001	Base Year (Period of performance): 02 March 2023 – 27 November 2023	195		
1001	First Option Year (Period of performance): 07 March 2024 – 02 December 2024	195		
2001	Second Option Year (Period of performance): 06 March 2025 – 01 December 2025 Contract Period: 27 Feb 2023 – 28 Feb 2026	195		

II. HOURS OF WORK:

- A. Merrisach Lake Park. The contractor shall maintain 24-hour surveillance within the park for 5 days a week which includes weekends and Federal holidays. A day consists of 10-12 hours actual on-duty time by at least one contractor and 12-14 hours availability when not on duty. Tours of duty may be changed with one week's advance notice to the contractor.

III. AREA SPECIFIC PROVISIONS AND REQUIREMENTS; (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications for

Park Attendant Services. It is important to read and understand both the General Specifications and the SPS).

A. PARK INSPECTIONS: Make a minimum of three (3) tours per day through the park to update campsites vacancy lists, notify newly arriving campers of registration and fee requirements, note any damaged or vandalized facilities, or potential problems in the park unless otherwise specified or instructed.

B. CLOSING/OPENING GATES AND FACILITIES: Park gates will be closed nightly at 10:00 p.m. and opened at 6:00 a.m. each morning.

C. DRESS CODE: Contractors will be required to wear a navy blue polo or button-up style shirt, short or long sleeved, khaki pants and a name plate while performing duties within the park. The name plate will be provided by the Government.

D. ADDITIONAL CLEANING REQUIREMENTS: At times when the park cleanup contractor is not scheduled to work, the contractor shall pick up litter and debris in and around boat ramp and restrooms. Inspect restrooms and showers and replenish toilet tissue. The contractor shall rake the gravel each day around the playground equipment to keep it contained inside the timber curbs, and remove all debris and litter inside and around timber curbs. Debris and litter includes, but is not limited to glass, paper, cans, bottles, leaves, twigs, tree limbs, grass and weeds.

E. OTHER SPECIFIC CONDITION/REQUIREMENTS:

1. Read vehicle traffic counter on the first day of each month and relay information to the Arkansas Post Field Office by telephone. Check traffic counter twice monthly for proper operations.
2. Perform surveys as requested by the project office.
3. Maintain daily log of all park tours, incidents, complaints, or any other information requested by the project office.
4. Operate and maintain life jacket loaner station as requested by the project office.

IV. ADDITIONAL CONTRACTOR FURNISHED EQUIPMENT/SUPPLIES:

Furnish, but not limited to the following items: All rakes, mops, brooms, tools, materials, cleansers, disinfectants, and supplies needed to perform all specified cleaning services. Flashlights, batteries, rain gear, transportation and telephone for personal use if desired.

V. ADDITIONAL GOVERNMENT FURNISHED REQUIREMENTS/SUPPLIES: Solid waste container and solid waste pickup service. All forms, receipts and other supplies necessary for collection and safeguarding of user fees.

VI. ADDITIONAL INFORMATION: For information, or to arrange for a tour of parks or explanation of the job duties and requirements, all bidders should contact Park Ranger Eric Ball at 870-548-2291 for Merrisach Lake Park. Prospective contractors are urged to inspect the areas they are interested in operating and bidding on before they submit a bid in order to become familiar with the size and scope of the area and required duties.

**U.S. ARMY CORPS OF ENGINEERS
LITTLE ROCK DISTRICT
PINE BLUFF SITE OFFICE SPECIFIC PARK SHEETS (SPS)
FOR PARK ATTENDANT SERVICES STE. MARIE PARK
2023**

NUMBER OF CONTRACT POSITIONS: This SPS is for one contract at **Ste. Marie Park**. This position requires a two-person contract team.

Ste. Marie Park is located on the banks of the Arkansas River by Emmett Sanders Lock and Dam. Access to the park is via Louis L. Ramsay Road from US Highway 63/79. This is a day use only facility. The park facilities include one gate house for the park attendants, one camp pad with full hookups for the park attendant's RV or camper, two waterborne restrooms, one group shelter, one boat ramp with a courtesy dock, a playground, and a basketball court. The contract periods will consist of a base year and two (2) option years. Each contract period will be for 365 days with an onsite performance period listed below. The period of performance will be from 1 March thru 31 October annually. A work week will consist of five days of work (Thursday thru Monday) with two days off (Tuesday and Wednesday). At least one contractor shall be either in the gatehouse or visible to the visiting public between the hours of 11:00 a.m. to 10:00 p.m. on Friday and Saturday and 10:00 a.m. to 8:00 p.m. on Sunday, Monday, and Thursday (except on scheduled days off).

Item #	Position	Days	Unit Price	Total
	Fee Attendant - Ste. Marie			
0001	Base Year (Period of Performance) 1 March - 31 October	180		
1001	First Option Year (Period of Performance) 1 March - 31 October	177		
2001	Second Option Year (Period of Performance) 1 March -31 October	177		

All contractors are required to attend orientation at the Pine Bluff Project Office March 6, 2023 beginning at 9:00 a.m. This day is considered a workday and the contractor will be paid at the daily price submitted. The training/orientation will include park attendant procedures and policies, Recreation One Stop (R1S), credit card collection policy, and operation of the computerized registration and reservation system.

AREA SPECIFIC PROVISIONS AND REQUIREMENTS; (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications for Park Attendant Services. It is important to read and understand both the General Specifications and the SPS).

A. PARK INSPECTIONS: Make a minimum of three (3) tours per day through the park to update campsites vacancy lists, notify newly arriving campers of registration and fee requirements, note any damaged or vandalized facilities, or potential problems in the park unless otherwise specified or instructed.

B. CLOSING/OPENING GATES AND FACILITIES: Park gates will be closed nightly at 10:00 p.m. and opened at 6:00 a.m. each morning.

C. DRESS CODE: Contractors will be required to wear a navy-blue polo or button-up style shirt, short or long sleeved, khaki pants and a name plate while performing duties within the park. The name plate will be provided by the Government.

D. ADDITIONAL CLEANING REQUIREMENTS: At times when the park cleanup contractor is not scheduled to work, the contractor shall pick up litter and debris in and around boat ramp and restrooms. Mop and disinfect restrooms and showers and replenish toilet tissue. The contractor shall rake the gravel each day around the playground equipment to keep it contained inside the timber curbs and remove all debris and litter inside and around timber curbs. Debris and litter include, but is not limited to glass, paper, cans, bottles, leaves, twigs, tree limbs, grass, and weeds.

E. OTHER SPECIFIC CONDITION/REQUIREMENTS: Operate and maintain life jacket loaner station as requested by the project office.

F. ADDITIONAL CONTRACTOR FURNISHED EQUIPMENT/SUPPLIES:

Furnish, but not limited to the following items: All rakes, mops, brooms, tools, materials, cleansers, disinfectants, and supplies needed to perform all specified cleaning services. Flashlights, batteries, rain gear, transportation and telephone for personal use if desired.

G. ADDITIONAL GOVERNMENT FURNISHED REQUIREMENTS/SUPPLIES:

Solid waste container and solid waste pickup service. All forms, receipts and other supplies necessary for collection and safeguarding of user fees

**U.S. ARMY CORPS OF ENGINEERS
LITTLE ROCK DISTRICT
PINE BLUFF SITE OFFICE SPECIFIC PARK SHEETS (SPS)
FOR PARK ATTENDANT SERVICES RISING STAR PARK
2023**

NUMBER OF CONTRACT POSITIONS: This SPS is for one contract at **Rising Star Park**. This position requires a two-person contract team.

Rising Star Park is located 16 miles east southeast of Pine Bluff, Arkansas and 7 miles north of Grady, Arkansas. Access to the park is via Blankenship Road from US Highway 65. Camping facilities include one gatehouse for the park attendants and one sanitary dump station, twenty-four campsites with electrical and water hookups. The park has one waterborne restroom with showers. Day use facilities include 11 picnic sites with canopies, a playground, a group shelter, a boat launch with courtesy dock. The contract periods will consist of a base year and two (2) option years. Each contract period will be for 365 days with an onsite performance period listed below. A work week will consist of a summer schedule (1 March thru 31 October), five days of work with two days off (Tuesday thru Thursday), and a winter schedule (1 November thru 28 February), four days of work with three days off (Tuesday thru Thursday). At least one contractor shall be either in the gatehouse or visible to the visiting public between the hours of 11:00 a.m. to 10:00 p.m. on Friday and Saturday and 11:00 a.m. to 8:00 p.m. on Sunday, thru Thursday (except on scheduled days off).

Item #	Position	Days		Unit Price	Total
	Fee Attendant - Rising Star				
0001	Base Year (Period of Performance) Summer Schedule: 1 March - 31 October	180			
0002	Base Year (Period of Performance) Winter Schedule 1 November - 28 February	68			
1001	First Option Year (Period of Performance) Summer Schedule: 1 March - 31 October	177			
1002	First Option Year (Period of Performance) Winter Schedule: 1 November - 28 February	69			
2001	Second Option Year (Period of Performance) Summer Schedule: 1 March -31 October	177			
2002	Second Option Year (Period of Performance) Winter Schedule: 1 November - 28 February	69			

All contractors are required to attend orientation at the Pine Bluff Project Office March 6, 2023 beginning at 9:00 a.m. This day is considered a workday and the contractor will be paid at the daily price submitted. The training/orientation will include park attendant procedures and policies, Recreation One Stop (R1S), credit card collection policy, and operation of the computerized registration and reservation system.

AREA SPECIFIC PROVISIONS AND REQUIREMENTS; (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications for Park Attendant Services. It is important to read and understand both the General Specifications and the SPS).

A. PARK INSPECTIONS: Make a minimum of three (3) tours per day through the park to update campsites vacancy lists, notify newly arriving campers of registration and fee requirements, note any damaged or vandalized facilities, or potential problems in the park unless otherwise specified or instructed.

B. CLOSING/OPENING GATES AND FACILITIES: Park gates will be closed nightly at 10:00 p.m. and opened at 6:00 a.m. each morning.

C. DRESS CODE: Contractors will be required to wear a navy-blue polo or button-up style shirt, short or long sleeved, khaki pants and a name plate while performing duties within the park. The name plate will be provided by the Government.

D. ADDITIONAL CLEANING REQUIREMENTS: At times when the park cleanup contractor is not scheduled to work, the contractor shall pick up litter and debris in and around boat ramp and restrooms. Mop and disinfect restrooms and showers and replenish toilet tissue. The contractor shall rake the gravel each day around the playground equipment to keep it contained inside the timber curbs and remove all debris and litter inside and around timber curbs. Debris and litter include, but is not limited to glass, paper, cans, bottles, leaves, twigs, tree limbs, grass, and weeds.

E. OTHER SPECIFIC CONDITION/REQUIREMENTS: Operate and maintain life jacket loaner station as requested by the project office.

F. ADDITIONAL CONTRACTOR FURNISHED EQUIPMENT/SUPPLIES:

Furnish, but not limited to the following items: All rakes, mops, brooms, tools, materials, cleansers, disinfectants, and supplies needed to perform all specified cleaning services. Flashlights, batteries, rain gear, transportation and telephone for personal use if desired.

G. ADDITIONAL GOVERNMENT FURNISHED REQUIREMENTS/SUPPLIES:

Solid waste container and solid waste pickup service. All forms, receipts and other supplies necessary for collection and safeguarding of user fees

**U.S. ARMY CORPS OF ENGINEERS
LITTLE ROCK DISTRICT
PINE BLUFF SITE OFFICE SPECIFIC PARK SHEETS (SPS)
FOR PARK ATTENDANT SERVICES TAR CAMP PARK
2023**

NUMBER OF CONTRACT POSITIONS: This SPS is for one contract at **Tar Camp Park**. This position requires a two-person contract team.

Tar Camp Park is located upstream of Lock and Dam No. 5. Access to the park is from U.S. Highway 365 at Redfield, Arkansas. The park is approximately 5 miles east of Redfield, Arkansas. Camping facilities include one gatehouse for the park attendants and one sanitary dump station, forty-five campsites with electrical and water hookups. There is one waterborne restroom with showers. Day Use facilities include two group picnic shelters, one waterborne restroom, a two-lane boat ramp with courtesy dock, a handicapped accessible fishing pier located on Tar Camp Creek, and a playground. The contract periods will consist of a base year and two (2) option years. Each contract period will be for 365 days with an onsite performance period listed below. A work week will consist of a summer schedule (1 March thru 31 October), six days of work with one day off (Tuesday thru Thursday), and a winter schedule (1 November thru 28 February), four days of work with three days off (Tuesday thru Thursday). At least one contractor shall be either in the gatehouse or visible to the visiting public between the hours of 11:00 a.m. to 10:00 p.m. on Friday and Saturday and 11:00 a.m. to 8:00 p.m. on Sunday, thru Thursday (except on scheduled days off).

Item #	Position	Days	Unit Price	Total
	Fee Attendant - Tar Camp Park			
0001	Base Year (Period of Performance) Summer Schedule: 1 March - 31 October	216		
0002	Base Year (Period of Performance) Winter Schedule: 1 November - 28 February	68		
1001	First Option Year (Period of Performance) Summer Schedule: 1 March - 31 October	212		
1002	First Option Year (Period of Performance) Winter Schedule: 1 November - 28 February	69		
2001	Second Option Year (Period of Performance) Summer Schedule: 1 March -31 October	212		
2002	Second Option Year (Period of Performance) Winter Schedule: 1 November - 28 February	69		

All contractors are required to attend orientation at the Pine Bluff Project Office March 6, 2023 beginning at 9:00 a.m. This day is considered a workday and the contractor will be paid at the daily price submitted. The training/orientation will include park attendant procedures and policies, Recreation One Stop (R1S), credit card collection policy, and operation of the computerized registration and reservation system.

AREA SPECIFIC PROVISIONS AND REQUIREMENTS; (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications for Park Attendant Services. It is important to read and understand both the General Specifications and the SPS).

A. PARK INSPECTIONS: Make a minimum of three (3) tours per day through the park to update campsites vacancy lists, notify newly arriving campers of registration and fee requirements, note any damaged or vandalized facilities, or potential problems in the park unless otherwise specified or instructed.

B. CLOSING/OPENING GATES AND FACILITIES: Park gates will be closed nightly at 10:00 p.m. and opened at 6:00 a.m. each morning.

C. DRESS CODE: Contractors will be required to wear a navy-blue polo or button-up style shirt, short or long sleeved, khaki pants and a name plate while performing duties within the park. The name plate will be provided by the Government.

D. ADDITIONAL CLEANING REQUIREMENTS: At times when the park cleanup contractor is not scheduled to work, the contractor shall pick up litter and debris in and around boat ramp and restrooms. Mop and disinfect restrooms and showers and replenish toilet tissue. The contractor shall rake the gravel each day around the playground equipment to keep it contained inside the timber curbs and remove all debris and litter inside and around timber curbs. Debris and litter include, but is not limited to glass, paper, cans, bottles, leaves, twigs, tree limbs, grass, and weeds.

E. OTHER SPECIFIC CONDITION/REQUIREMENTS: Operate and maintain life jacket loaner station as requested by the project office.

F. ADDITIONAL CONTRACTOR FURNISHED EQUIPMENT/SUPPLIES:

Furnish, but not limited to the following items: All rakes, mops, brooms, tools, materials, cleansers, disinfectants, and supplies needed to perform all specified cleaning services. Flashlights, batteries, rain gear, transportation and telephone for personal use if desired.

G. ADDITIONAL GOVERNMENT FURNISHED REQUIREMENTS/SUPPLIES:

Solid waste container and solid waste pickup service. All forms, receipts and other supplies necessary for collection and safeguarding of user fees.

**U.S. ARMY CORPS OF ENGINEERS
LITTLE ROCK DISTRICT
PINE BLUFF SITE OFFICE SPECIFIC PARK SHEETS (SPS)
FOR PARK ATTENDANT SERVICES WILLOW BEACH PARK
2023**

NUMBER OF CONTRACT POSITIONS: This SPS is for one contract at **Willow Beach Park**. This position requires a two-person contract team.

Willow Beach Park is located upstream of David D. Terry Lock and Dam. Access to the park is from Interstate Highway 440 with signs directing visitors to the park. Willow Beach Park is approximately 5 miles from North Little Rock and 4.5 miles from Scott, Arkansas. Willow Beach Park is open year around. Camping facilities include one gate house for the park attendants, one sanitary dump station, two waterborne restrooms with showers, one waterborne restroom, and twenty-one campsites with electrical and water hookups. Day use facilities include twenty-nine picnic sites with three group shelters, one double lane boat ramp with courtesy dock, a playground, and two small lakes for public fishing. The contract periods will consist of a base year and two (2) option years. Each contract period will be for 365 days with an onsite performance period listed below. A work week will consist of a summer schedule (1 March thru 31 October), six days of work with one day off (Tuesday thru Thursday), and a winter schedule (1 November thru 28 February), four days of work with three days off (Tuesday thru Thursday). At least one contractor shall be either in the gatehouse or visible to the visiting public between the hours of 11:00 a.m. to 10:00 p.m. on Friday and Saturday and 11:00 a.m. to 8:00 p.m. on Sunday, thru Thursday (except on scheduled days off).

Item #	Position	Days	Unit Price	Total
	Fee Attendant - Willow Beach Park			
0001	Base Year (Period of Performance) Summer Schedule: 1 March - 31 October	216		
0002	Base Year (Period of Performance) Winter Schedule 1 November - 28 February	68		
1001	First Option Year (Period of Performance) Summer Schedule: 1 March - 31 October	212		
1002	First Option Year (Period of Performance) Winter Schedule: 1 November - 28 February	69		
2001	Second Option Year (Period of Performance) Summer Schedule: 1 March -31 October	212		
2002	Second Option Year (Period of Performance) Winter Schedule: 1 November - 28 February	69		

All contractors are required to attend orientation at the Pine Bluff Project Office March 6, 2023 beginning at 9:00 a.m. This day is considered a workday and the contractor will be paid at the daily price submitted. The training/orientation will include park attendant procedures and policies, Recreation One Stop (R1S), credit card collection policy, and operation of the computerized registration and reservation system.

AREA SPECIFIC PROVISIONS AND REQUIREMENTS; (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications for Park Attendant Services. It is important to read and understand both the General Specifications and the SPS).

A. PARK INSPECTIONS: Make a minimum of three (3) tours per day through the park to update campsites vacancy lists, notify newly arriving campers of registration and fee requirements, note any damaged or vandalized facilities, or potential problems in the park unless otherwise specified or instructed.

B. CLOSING/OPENING GATES AND FACILITIES: Park gates will be closed nightly at 10:00 p.m. and opened at 6:00 a.m. each morning.

C. DRESS CODE: Contractors will be required to wear a navy-blue polo or button-up style shirt, short or long sleeved, khaki pants and a name plate while performing duties within the park. The name plate will be provided by the Government.

D. ADDITIONAL CLEANING REQUIREMENTS: At times when the park cleanup contractor is not scheduled to work, the contractor shall pick up litter and debris in and around boat ramp and restrooms. Mop and disinfect restrooms and showers and replenish toilet tissue. The contractor shall rake the gravel each day around the playground equipment to keep it contained inside the timber curbs and remove all debris and litter inside and around timber curbs. Debris and litter include, but is not limited to glass, paper, cans, bottles, leaves, twigs, tree limbs, grass, and weeds.

E. OTHER SPECIFIC CONDITION/REQUIREMENTS: Operate and maintain life jacket loaner station as requested by the project office.

F. ADDITIONAL CONTRACTOR FURNISHED EQUIPMENT/SUPPLIES:

Furnish, but not limited to the following items: All rakes, mops, brooms, tools, materials, cleansers, disinfectants, and supplies needed to perform all specified cleaning services. Flashlights, batteries, rain gear, transportation and telephone for personal use if desired.

G. ADDITIONAL GOVERNMENT FURNISHED REQUIREMENTS/SUPPLIES:

Solid waste container and solid waste pickup service. All forms, receipts and other supplies necessary for collection and safeguarding of user fees

2023 SPECIFIC PARK SHEET (SPS)
CLEANUP ATTENDANT
MAUMELLE PARK

I. NUMBER OF CONTRACT POSITIONS: This SPS is for one (1) contract at Maumelle Park. This contract requires a two person adult team that is capable of performing all duties described. The services required under this contract may not be sub-contracted.

Maumelle Park has one-hundred and thirty (130) camping sites with electricity and water, ten (10) medical extended stay full hook-up campsites, two (2) flush restrooms, two (2) showers/restrooms, three (3) trailer dump stations, eight (8) group shelters, three (3) playgrounds and one (1) boat launch ramp. Maumelle Park is located near the city of Little Rock, Arkansas approximately four (4) miles from Highway 10 on Pinnacle Valley Road. One tour of the park is approximately three (3) miles.

<u>Item #</u>	<u>Position</u>	<u>Days</u>	<u>Unit Price</u>	<u>Total</u>
	Cleanup Attendant – Maumelle Park			
0001	Base Year (Performance Period): 1 March 2023 – 28 February 2024	211		
1001	First Option Year (Performance Period): 1 March 2024 – 28 February 2025	211		
2001	Second Option Year (Performance Period): 1 March 2025 – 28 February 2026	211		

II. HOURS OF WORK: The contractor shall have 3 days off per week in March, April, August, September, October and November; 2 days off per week May, June and July. The contractor will have 4 days off per week in December, January and February. Days off in March, April, August, September, October and November will be Sunday, Tuesday and Thursday. Days off in May, June and July will be Tuesday and Thursday. Days off in December, January and February will be Sunday, Tuesday, Thursday and Friday. The Contractor will be required to work all federal holidays that fall on a regular work day. Contractor will be on call from 7:00 AM to 9:00 PM on regular work days. The Contractor will clean Maumelle Park a minimum of two times per day, each scheduled work day, during the entire contract period. One cleaning will be performed between the hours of 7:00 a.m. and 10:00 a.m. and the second cleaning will be performed between the hours of 3:00 p.m. and 7:00 p.m. The contractor will be responsible for emergency cleaning and other duties as specified throughout the workday and during on-call time.

III. TRAINING AND ORIENTATION: Both contractors are required to attend an orientation session at Maumelle Park. This will be the first regular workday and will be paid at the daily price submitted.

IV. AREA SPECIFIC PROVISIONS AND REQUIREMENTS: (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications for Park Attendant Services. It is important to read and understand both the General Specifications and the SPS.

A. PARK INSPECTIONS: The contractor is required to inspect the facilities a minimum of every two hours, and additional cleanings must be performed if a facility is found unsanitary. Upon final inspection at the end of a work day, contractor must ensure that there is an adequate amount of toilet paper (2 full or near full rolls in each stall) and other supplies in facilities to last through the following day, if the next day is a non work day.

B. REQUIREMENTS: Both contractors shall be CPR and First Aid Certified. Proof of certification will be required.

C. ADDITIONAL CONTRACTOR FURNISHED EQUIPMENT/SUPPLIES:

1. A hard sided self contained R.V. unit. The size of the R.V. unit may be limited by the size of the attendant campsite pad. Most pads will accommodate up to 35 feet in length.
2. Contractor will be responsible for providing and replacing light bulbs in all facilities and structures that they are responsible for cleaning. This includes interior and exterior lights on restrooms and group shelters.
3. Contractor is required to furnish all tools, labor and materials needed to maintain clean and sanitary facilities. See Appendix A, attached.

V. ADDITIONAL GOVERNMENT FURNISHED REQUIREMENTS/SUPPLIES: Storage building.

VI. ADDITIONAL INFORMATION: All bidders should contact Park Ranger John David Curtis at 501-340-1754 to arrange for a tour of the park and explanation of the job duties and requirements. Prospective contractors are urged to inspect the areas they are interested in operating and bidding on before they submit a bid, in order to become familiar with the size and scope of the area and required duties.

APPENDIX A

The following required supplies are to be provided by the contractor. These totals are estimates as provided by the previous cleaning contractor. Totals may vary from year to year based on usage.

Maumelle Park

<i>Toilet Tissue (Roll) 1000 sheets/roll</i>	1800 Rolls
Deodorant (non-toxic when diluted for use)	85 Gallons
<i>Disinfectant</i>	85 Gallons
Cleaning Compound (Bowl)	30 Gallons
Air Freshener (2 oz. bottles)	30 Bottles
Insecticide	5 Gallons
Large Plastic Trash Bags	7000 Bags

NOTE: All quantities are estimated and are given for information purposes only.

Supply Minimum Specifications

Toilet Paper - Biodegradable. Minimum 1 ply thickness. The maximum roll width should be 3.9 inch

Large Trash Bags - 1 Millimeter minimum thickness. 60-gallon capacity.

Small Trash Bags - 1 Millimeter minimum thickness. 7-gallon capacity.

2023 SPECIFIC PARK SHEET (SPS)
FEE ATTENDANT
MAUMELLE PARK

I. NUMBER OF CONTRACT POSITIONS: This SPS is for one (1) contract at Maumelle Park. The services required under this contract may not be sub-contracted.

Maumelle Park has one-hundred and forty (140) campsites with electricity and water, ten (10) extended stay, full hook-up medical campsites, two (2) flush restrooms, two (2) showers /restrooms, three (3) trailer dump stations, eight (8) group shelters, three (3) playground areas, and one (1) boat launch ramp. This park is located near the city of Little Rock, AR approximately four (4) miles from Highway 10 on Pinnacle Valley Road. One tour of the park is approximately (3) three miles. This park is in the National Recreation Reservation System.

Item #	Position	Days	Unit Price	Total
0001	Base Year (Performance Period): 1 March 2023 – 30 November 2023	198		
1001	First Option Year (Performance Period): 1 March 2024 – 30 November 2024	198		
2001	Second Option Year (Performance Period): 1 March 2025 – 30 November 2025	198		

II. HOURS OF WORK: Hours of work from 9:00a.m - 9:00p.m. on Fridays and from 9:00 a.m. to 7:00 p.m. on Saturdays, Sundays, Mondays, And Thursdays A one (1) hour lunch break will be given on work days from 1:00 p.m. to 2:00 p.m. Contractor will be required to work all Federal holidays (Memorial Day, July 4th, and Labor Day) from 9:00 a.m. to 9:00 p.m. . Two persons are required to work in the gatehouse during peak times. Contractors may also be required to work extra days preceding or following these holidays if it is deemed necessary by the Park Manager. All extra work days will be twelve (12) hours per day. Duty and on-call time include all hours from 8:00 a.m. the first day of each work period through 10:00 p.m. of the last workday.

III. TRAINING AND ORIENTATION: Both contractors are required to attend an orientation session at Maumelle Park. Orientation will be conducted on the first regular work day and will be paid at the daily price submitted. This orientation will discuss the park attendant procedures and policies, National Recreation Reservation System, fee collection policies, and provide training for the operation of the computerized registration and reservation system.

IV. AREA SPECIFIC PROVISIONS AND REQUIREMENTS: (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications for Park Attendant Services. It is important to read and understand both the General Specifications and the SPS.

A. PARK INSPECTIONS: Make a minimum of two (2) tours per day through the park to update campsite vacancy lists, notify newly arriving campers of registration and fee requirements, note any damaged or vandalized facilities, or potential problems in the park unless otherwise specified or instructed.

B. CLOSING/OPENING GATES AND FACILITIES: The Park will be closed at 10:00 p.m. nightly and reopened at 6:00 a.m. each morning. Close facilities (flush toilets, campsites, and

pavilions) when plumbing and/or electrical problems are detected, reported, or as directed by the Park Manager.

C. CLEANING/MAINTENANCE: Contractor is responsible for keeping the park gatehouse clean and sanitary. This includes sweeping, mopping, cleaning windows, removing cobwebs from the exterior of the gatehouse daily, etc. Contractor is also responsible for keeping the provided campsite clean and clutter free in appearance.

D. REQUIREMENTS: Both contractors shall be CPR and First Aid Certified. Proof of certification will be required. Contractors may also be required to provide proof of a \$10,000 security bond.

E. ADDITIONAL CONTRACTOR FURNISHED EQUIPMENT/SUPPLIES:

1. A hard sided self contained R.V. unit. The size of the R.V. unit may be limited by the size of the attendant campsite pad. Most pads will accommodate up to 35 feet in length.
2. Contractor is required to furnish and wear a plain, royal blue, polo or button up style shirt with collar while on duty.
3. See Appendix A, attached.

V. ADDITIONAL GOVERNMENT FURNISHED REQUIREMENTS/SUPPLIES: Storage building.

VI. ADDITIONAL INFORMATION: All bidders should contact Park Ranger John David Curtis at 501-340-1754 to arrange a tour of the park and explanation of the job duties and requirements. Prospective contractors are urged to inspect the areas they are interested in operating and bidding on before they submit a bid, in order to become familiar with the size and scope of the area and required duties.

APPENDIX A

SUGGESTED PARK ATTENDANT SUPPLY LIST

These items are suggested to the contractor on an as needed basis to perform required duties.

CLEANING SUPPLIES

SUGGESTED QUANTITY NEEDED

Window Cleaner	2 quarts
General Purpose Cleaner	2 quarts
Broom	1 each
Paper Towels	6 rolls

MISCELLANEOUS

Pencils	12 each
Ball Point Pens (black only)	24 each
Tube Marker, felt tip (red)	12 each
Tube Marker, felt tip (black)	12 each
Clipboard, Letter size	2 each
Stapler	1 each
Staples	1 box
Scotch Tape 1/2 in.	5 each
Trash Bags, 6 gal. 125/case	1 case
Rubber Bands 250/box	1 box
Thumb Tacks 50/box	1 box
Paper Clips 250/box	1 box
Note Pads, (Post-it-Notes) are recommended	6 pads
Fee Envelopes, Legal	1 box
Fee Envelopes, 9" X 12"	40 each
Flash Light & Batteries	1 each
Padlock for Inner Fee Vault	1 each

2023 SPECIFIC PARK SHEET (SPS)
CLEANUP ATTENDANT
OLD POST ROAD PARK AND BONA DEA TRAILS

I. NUMBER OF CONTRACT POSITIONS: This SPS is for one (1) contract at Old Post Road and Bona Dea Parks. This contract requires a two person adult team that is capable of performing all duties described. The services required under this contract may not be sub-contracted.

Old Post Road Park has forty (40) camping sites with electricity and water, one (1) restroom/shower, four (4) flush toilets, eight (10) pavilions, one (1) trailer dump station, one (1) boat launch ramp, multiple playgrounds, picnic sites, and sports fields. Old Post Road Park is located in Russellville, Arkansas off Highway 7 in Pope County. Bone Dea Trails is also located in Russellville Arkansas off Lake Front Drive with one pavilion, one restroom, multiple water fountains and benches.

<u>Item #</u>	<u>Position</u>	<u>Days</u>	<u>Unit Price</u>	<u>Total</u>
	Cleanup Attendant – Old Post Road and Bona Dea Parks			
0001	Base Year (Performance Period): 1 March 2023 – 28 February 2024	211		
1001	First Option Year (Performance Period): 1 March 2024 – 28 February 2025	211		
2001	Second Option Year (Performance Period): 1 March 2025 – 28 February 2026	211		

II. HOURS OF WORK: The contractor shall have 3 days off per week in March, April, August, September, October and November; 2 days off per week May, June and July. The Contractor will have 4 days off per week in December, January and February. Days off in March, April, August, September, October and November will be Sunday, Tuesday and Thursday. Days off in May, June and July will be Tuesday and Thursday. Days off in December, January and February will be Sunday, Tuesday, Thursday and Friday. The Contractor will be required to work all federal holidays that fall on a regular work day. Contractor will be on call from 7:00 AM to 9:00 PM on regular work days. The Contractor will clean Old Post Road, Caudle Overlook and Bona Dea Parks a minimum of two times per day, each scheduled work day, during the entire contract period. One cleaning will be performed between the hours of 7:00 a.m. and 10:00 a.m. and the second cleaning will be performed between the hours of 3:00 p.m. and 7:00 p.m. The contractor will be responsible for emergency cleaning and other duties as specified throughout the workday and during on-call time.

III. TRAINING AND ORIENTATION: Both contractors are required to attend an orientation session at Old Post Road Park. This will be the first regular workday and will be paid at the daily price submitted.

IV. AREA SPECIFIC PROVISIONS AND REQUIREMENTS: (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications for Park Attendant Services or PWS. It is important to read and understand both the General Specifications and the SPS.

A. PARK INSPECTIONS: The contractor is required to inspect the facilities a minimum of every two hours, and additional cleanings must be performed if a facility is found unsanitary. Upon final inspection at the end of a work day, contractor must ensure that there is an adequate amount of toilet paper (2 full or near full rolls in each stall) and other supplies in facilities to last through the following day, if the next day is a non work day.

B. REQUIREMENTS: Both contractors shall be CPR and First Aid Certified. Proof of certification will be required.

C. ADDITIONAL CONTRACTOR FURNISHED EQUIPMENT/SUPPLIES:

1. A hard sided self contained R.V. unit. The size of the R.V. unit may be limited by the size of the attendant campsite pad. Most pads will accommodate up to 35 feet in length.
2. Contractor will be responsible for providing and replacing light bulbs in all facilities and structures that they are responsible for cleaning. This includes interior and exterior lights on restrooms and group shelters.
3. Contractor is required to furnish all tools, labor and materials needed to maintain clean and sanitary facilities. See Appendix A, attached.

V. ADDITIONAL GOVERNMENT FURNISHED REQUIREMENTS/SUPPLIES: Storage building.

VI. ADDITIONAL INFORMATION: All bidders should contact Park Ranger John David Curtis at 501-340-1754 to arrange for a tour of the park and explanation of the job duties and requirements. Prospective contractors are urged to inspect the areas they are interested in operating and bidding on before they submit a bid, in order to become familiar with the size and scope of the area and required duties.

APPENDIX A

The following required supplies are to be provided by the contractor. These totals are estimates as provided by the previous cleaning contractor. Totals may vary from year to year based on usage.

Old Post Road Park and Caudle Overlook

<i>Toilet Tissue (Roll) 1000 sheets/roll</i>	1200 Rolls
Deodorant (non-toxic when diluted for use)	85 Gallons
<i>Disinfectant</i>	85 Gallons
Cleaning Compound (Bowl)	30 Gallons
Air Freshener (2 oz. bottles)	30 Bottles
Insecticide	5 Gallons
Large Plastic Trash Bags	7000 Bags

NOTE: All quantities are estimated and are given for information purposes only.

Bona Dea

Toilet Tissue (Roll) 1000 sheets/roll	500 Rolls
Deodorant (non-toxic when diluted for use)	60 Gallons
Disinfectant	60 Gallons
Cleaning Compound (Bowl)	15 Gallons
Air Freshener (2 oz. bottles)	15 Bottles
Insecticide	2 Gallons
Large Plastic Trash Bags	500 Bags

NOTE: All quantities are estimated and are given for information purposes only.

Supply Minimum Specifications

Toilet Paper - Biodegradable. Minimum 1 ply thickness. The maximum roll width should be 3.9 inch

Large Trash Bags - 1 Millimeter minimum thickness. 60-gallon capacity.

Small Trash Bags - 1 Millimeter minimum thickness. 7-gallon capacity.

2023 SPECIFIC PARK SHEET (SPS)
CLEANUP ATTENDANT
PINEY BAY PARK

I. NUMBER OF CONTRACT POSITIONS: This SPS is for one (1) contract at Piney Bay Park. This contract requires a two person adult team that is capable of performing all duties described. The services required under this contract may not be sub-contracted.

Piney Bay Park has ninety (90) camping sites with electricity and water, two (2) restrooms with showers, one (1) pavilion, one (1) trailer dump station, two (2) boat launch ramps, one (1) playground, and one (1) swim beach. Piney Bay Park is located approximately four (4) miles off Highway 64 in Johnson County.

<u>Item #</u>	<u>Position</u>	<u>Days</u>	<u>Unit Price</u>	<u>Total</u>
	Cleanup Attendant – Piney Bay Park			
0001	Base Year (Performance Period): 1 March 2023 – 31 October 2023	155		
1001	First Option Year (Performance Period): 1 March 2024 – 31 October 2024	155		
2001	Second Option Year (Performance Period): 1 March 2025 – 31 October 2025	155		

II. HOURS OF WORK: The contractor shall have 3 days off per week in March, April, August, September and October; 2 days off per week May, June and July. Days off in March, April, August, September and October will be Sunday, Tuesday and Thursday. Days off in May, June and July will be Tuesday and Thursday. The Contractor will be required to work all federal holidays that fall on a regular work day. Contractor will be on call from 7:00 AM to 9:00 PM on regular work days. The Contractor will clean Piney Bay Park a minimum of two times per day, each scheduled work day, during the entire contract period. One cleaning will be performed between the hours of 7:00 a.m. and 10:00 a.m. and the second cleaning will be performed between the hours of 3:00 p.m. and 7:00 p.m. The contractor will be responsible for emergency cleaning and other duties as specified throughout the workday and during on-call time.

III. TRAINING AND ORIENTATION: Both contractors are required to attend an orientation session at Piney Bay Park. This will be the first regular workday and will be paid at the daily price submitted.

IV. AREA SPECIFIC PROVISIONS AND REQUIREMENTS: (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications for Park Attendant Services. It is important to read and understand both the General Specifications and the SPS.

A. PARK INSPECTIONS: The contractor is required to inspect the facilities a minimum of every two hours, and additional cleanings must be performed if a facility is found unsanitary. Upon final inspection at the end of a work day, contractor must ensure that there is an adequate amount of toilet paper (2 full or near full rolls in each stall) and other supplies in facilities to last through the following day, if the next day is a non work day.

B. REQUIREMENTS: Both contractors shall be CPR and First Aid Certified. Proof of certification will be required.

C. ADDITIONAL CONTRACTOR FURNISHED EQUIPMENT/SUPPLIES:

1. A hard sided self contained R.V. unit. The size of the R.V. unit may be limited by the size of the attendant campsite pad. Most pads will accommodate up to 35 feet in length.
2. Contractor will be responsible for providing and replacing light bulbs in all facilities and structures that they are responsible for cleaning. This includes interior and exterior lights on restrooms and group shelters.
3. Contractor is required to furnish all tools, labor and materials needed to maintain clean and sanitary facilities. See Appendix A, attached.

V. ADDITIONAL GOVERNMENT FURNISHED REQUIREMENTS/SUPPLIES: Storage building.

VI. ADDITIONAL INFORMATION: All bidders should contact Park Ranger John David Curtis at 501-340-1754 to arrange for a tour of the park and explanation of the job duties and requirements. Prospective contractors are urged to inspect the areas they are interested in operating and bidding on before they submit a bid, in order to become familiar with the size and scope of the area and required duties.

APPENDIX A

The following required supplies are to be provided by the contractor. These totals are estimates as provided by the previous cleaning contractor. Totals may vary from year to year based on usage.

Piney Bay

Toilet Tissue (Roll) 1000 sheets/roll	1200 Rolls
Deodorant (non-toxic when diluted for use)	85 Gallons
Disinfectant	85 Gallons
Cleaning Compound (Bowl)	30 Gallons
Air Freshener (2 oz. bottles)	30 Bottles
Insecticide	5 Gallons
Plastic Trash Bags	7000 Bags

NOTE: All quantities are estimated and are given for information purposes only.

Supply Minimum Specifications

Toilet Paper - Biodegradable. Minimum 1 ply thickness. The maximum roll width should be 3.9 inch

Large Trash Bags - 1 Millimeter minimum thickness. 60-gallon capacity.

Small Trash Bags - 1 Millimeter minimum thickness. 7-gallon capacity.

2023 SPECIFIC PARK SHEET (SPS)
CLEANUP ATTENDANT
SPRINGHILL PARK

I. NUMBER OF CONTRACT POSITIONS: This SPS is for one (1) contract at Springhill Park. This contract requires a two person adult team that is capable of performing all duties described. The services required under this contract may not be sub-contracted.

Springhill Park has thirty eight (38) camping sites with electricity and water, five (5) camping sites with water, three (3) camping sites without electricity or water, one (1) restroom with showers, one (1) shower house, three (3) restrooms, five(5) pavilions, one (1) trailer dump station, two (2) boat launch ramp, and two (2) playgrounds. Springhill Park is located off Highway 59 on the Arkansas River in Barling, Arkansas.

<u>Item #</u>	<u>Position</u>	<u>Days</u>	<u>Unit Price</u>	<u>Total</u>
	Cleanup Attendant – Springhill Park			
0001	Base Year (Performance Period): 1 March 2023 – 31 October 2023	155		
1001	First Option Year (Performance Period): 1 March 2024 – 31 October 2024	155		
2001	Second Option Year (Performance Period): 1 March 2025 – 31 October 2025	155		

II. HOURS OF WORK: The contractor shall have 3 days off per week in March, April, August, September and October; 2 days off per week May, June and July. Days off in March, April, August, September and October will be Sunday, Tuesday and Thursday. Days off in May, June and July will be Tuesday and Thursday. The Contractor will be required to work all federal holidays that fall on a regular work day. Contractor will be on call from 7:00 AM to 9:00 PM on regular work days. The Contractor will clean Springhill Park and Haroldton Access a minimum of two times per day, each scheduled work day, during the entire contract period. One cleaning will be performed between the hours of 7:00 a.m. and 10:00 a.m. and the second cleaning will be performed between the hours of 3:00 p.m. and 7:00 p.m. The contractor will be responsible for emergency cleaning and other duties as specified throughout the workday and during on-call time.

III. TRAINING AND ORIENTATION: Both contractors are required to attend an orientation session at Springhill Park. This will be the first regular workday and will be paid at the daily price submitted.

IV. AREA SPECIFIC PROVISIONS AND REQUIREMENTS: (Note: The following provisions and requirements are in addition to those stated in the Little Rock District General Specifications

for Park Attendant Services. It is important to read and understand both the General Specifications and the SPS.

A. PARK INSPECTIONS: The contractor is required to inspect the facilities a minimum of every two hours, and additional cleanings must be performed if a facility is found unsanitary. Upon final inspection at the end of a work day, contractor must ensure that there is an adequate amount of toilet paper (2 full or near full rolls in each stall) and other supplies in facilities to last through the following day, if the next day is a non work day.

B. REQUIREMENTS: Both contractors shall be CPR and First Aid Certified. Proof of certification will be required.

C. ADDITIONAL CONTRACTOR FURNISHED EQUIPMENT/SUPPLIES:

1. A hard sided self contained R.V. unit. The size of the R.V. unit may be limited by the size of the attendant campsite pad. Most pads will accommodate up to 35 feet in length.
2. Contractor will be responsible for providing and replacing light bulbs in all facilities and structures that they are responsible for cleaning. This includes interior and exterior lights on restrooms and group shelters.
3. Contractor is required to furnish all tools, labor and materials needed to maintain clean and sanitary facilities. See Appendix A, attached.

V. ADDITIONAL GOVERNMENT FURNISHED REQUIREMENTS/SUPPLIES: Storage building.

VI. ADDITIONAL INFORMATION: All bidders should contact Park Ranger John David Curtis at 501-340-1754 to arrange for a tour of the park and explanation of the job duties and requirements. Prospective contractors are urged to inspect the areas they are interested in operating and bidding on before they submit a bid, in order to become familiar with the size and scope of the area and required duties.

APPENDIX A

The following required supplies are to be provided by the contractor. These totals are estimates as provided by the previous cleaning contractor. Totals may vary from year to year based on usage.

Springhill

Toilet Tissue (Roll) 1000 sheets/roll	2500 Rolls	
Deodorant (non-toxic when diluted for use)	125 Gallons	
Disinfectant	125 Gallons	
Cleaning Compound (Bowl)	25 Gallons	
Air Freshener (12 oz. bottles)	25 Bottles	
Insecticide	5 Gallons	
Graffiti Remover	8 Bottles	Plastic
Trash Bags	1800 Bags	

NOTE: All quantities are estimated and are given for information purposes only.

Haroldton Access

Large Plastic Trash Bags	350 Bags
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NOTE: All quantities are estimated and are given for information purposes only.

Supply Minimum Specifications

Toilet Paper - Biodegradable. Minimum 1 ply thickness. The maximum roll width should be 3.9 inch

Large Trash Bags - 1 Millimeter minimum thickness. 60-gallon capacity.

Small Trash Bags - 1 Millimeter minimum thickness. 7-gallon capacity.

Aunts Creek Park (B) Fee Attendant:

Contract Dates: April 27th – September 15th

Total Number of Working Days: 71

Aunts Creek is a high use park with 56 campsites, 1 shower house/restroom, 1 waterborne restroom, trailer dump station, beach, picnic shelter, 2 boat ramps, playground, 5 picnic sites, 1 well house, and 2 courtesy docks. Approximate mileage for one tour of the park is 1.6 miles. It is located near the town of Kimberling City, Missouri on Highway "OO". This contract is for (1) one park attendant (B) contract – fee attendant. Table Rock Lake's last contract average daily bid for a fee attendant was - \$102.00 per day. The first workday will be May 1st. The contractor must be a two (2) person adult team. Contractor will attend two to three days of orientation and computer training. Orientation and training will be held the week of April 27th – 29th.

On-duty hours for fee attendants and booth hours are each workday from 9:00 a.m. to 7:00 p.m. Contractor will work (4) four days and then be off (4) four days alternating with another fee attendant. On Thursday every week, the fee attendant will make a round twice a day to spot check the facilities when the cleaning attendant is off. On each scheduled workday, contractor must make a minimum of 3 inspection tours of the entire park. Fee attendant contractor must have two persons in the park during all booth hours. On-call time for fee park attendants include all hours from 6:00 a.m. the first day of each work period through 6:00 a.m. the day following the last workday. When on-call hours extend beyond duty hours, the contractor is required to have at least one person who can be reached via phone or to respond within 30 minutes of a Corps' staff call.

The Contractor will be required to wear a navy blue or grey polo or button-up style shirt, short sleeved or long sleeved, and will be provided name tag that will be worn while the contractor is performing duties with-in the campground.

	Days	Unit Price	Total
Aunts Creek Fee Attendant (B) – Base Year April 27, 2023 – September 15, 2023	71	_____	_____
Renewal Option 1 April 27, 2024 – September 15, 2024	71	_____	_____
Renewal Option 2 April 27, 2025 – September 15, 2025	71	_____	_____

Baxter Cleaning Attendant:

Contract Dates: April 29th – September 15th

Total Number of Working Days: 120

Work Schedule: 6 days a week throughout contract period. Day off will be Thursdays.

Baxter is a low use park having 54 campsites, shower house/restroom, 1 vault restroom, trailer dump station, beach, playground, 1 boat ramp, and courtesy dock. Approximate mileage for one tour of the park is 1.7 miles. It is located near the town of Lampe, Missouri on Highway “H”. Table Rock Lake’s last contract average daily bid for a cleaning attendant was - \$122.00 per day. The first workday at the campground is May 1st. The contractor shall be a minimum of one (1) person adult team. Contractor is required to attend one to two days of orientation. Orientation will be held April 29th – 30th.

NOTE: Cleaning Attendants are to supply **all** supplies to meet the contract specifications. The estimated quantities listed are for bidding purposes only.

Estimated quantities: (1) 15 Gallon Trash Bags (80 CT Box), (1) Large Trash Bags (60 CT Box), (19) Quarts Toilet Cleaner, (6) rolls Large 9” Toilet Paper (12 CT Box), (1) gallon window cleaner, (2) Gallons of all purpose cleaner, (1) gallon mold remover, (1) Gallon of disinfectant, (8) Small waste baskets for restrooms. Contractor is required to keep a record of all quantities used for the contract year. The quantities will be reported to the Chief Ranger at check out.

The Contractor will clean a minimum of two times per day, each scheduled work day, during the entire contract period. One cleaning will be performed between the hours of 6:00 a.m. and 8:00 a.m. and the second cleaning will be performed between the hours of 4:00 p.m. and 6:00 p.m. The contractor is required to check the facilities a minimum of every two hours throughout each scheduled workday and perform emergency cleanings as necessary.

	Days	Unit Price	Total
Baxter Cleaning Attendant - Base Year April 29, 2023 – September 15, 2023	120	_____	_____
Renewal Option 1 April 29, 2024 – September 15, 2024	121	_____	_____
Renewal Option 2 April 29, 2025 – September 15, 2025	120	_____	_____

Big M Park Combination Attendant:

Contract Dates: April 27th - September 15th

Total Number of Working Days: 104

Big M is a low use park having 60 campsites, 1 shower house/restrooms, 1 water borne restroom, 1 vault restrooms, trailer dump station, beach, playground, 1 well house, 1 boat ramp, volleyball court, 6 picnic sites, and courtesy dock. Approximate mileage for one tour of the park is 3.6 miles. It is located near Mano, Missouri on Highway "M". Table Rock Lake's last contract average daily bid price for combination attendants was \$123.00 per day. The first workday at the campground will be May 1st. The contractor must be a two (2) person adult team. Contractor will attend three to four days of orientation. Orientation will be held the week of April 27th – 30th.

On-duty hours and booth hours are each workday Thursday-Monday from 9:00 a.m. - 7:00 p.m. Contractor will have Tuesday and Wednesday off every week. Fee attendant must have two persons in the park during all booth hours. On-call time for fee attendants include all hours from 6:00 a.m. the first day of each work period through 6:00 a.m. the day following the last workday. When on-call hours extend beyond duty hours, the contractor is required to have at least one person who can be reached via phone or to respond within 30 minutes of a Corps' staff call.

NOTE: Combination Attendants are to supply **all** supplies to meet the contract specifications.

The estimated quantities listed are for bidding purposes only.

Estimated quantities: (6) 15 Gallon Trash Bags (500 CT Box), (145 rolls) Large 9" Toilet Paper, (1) gallons of All-Purpose Cleaner, (6) Gallons of Disinfectant, (2) gallons of deodorant (equivalent to Zep D03), (8) bottles of Rust-X rust stain remover, (4) bottles Calcium/Lime/Rust remover, (40) bottles Toilet Bowl Cleaner, (4) 60-watt bulbs, (2) 4' Fluorescent Bulbs. (8) Small waste baskets for restrooms. Contractor is required to keep a record of all quantities used for the contract year. The quantities will be reported to the Chief Ranger of the day of check out.

The Contractor will clean a minimum of two times per day, each scheduled workday, during the entire contract period. One cleaning will be performed between the hours of 6:00 a.m. and 8:00 a.m. and the second cleaning will be performed between the hours of 4:00 p.m. and 6:00 p.m.

The contractor is required to check the facilities a minimum of every two hours throughout each scheduled workday and perform emergency cleanings as necessary. Contractor will be required to wear a navy blue or grey polo or button-up style shirt, short sleeved or long sleeved, and will be provided a name tag that will be required while performing duties with-in the campground.

Days Unit Price Total

Big M Combination Attendant – Base Year

April 27, 2023 – September 15, 2023	104	_____	_____
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Renewal Option 1

April 27, 2024 – September 15, 2024	104	_____	_____
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Renewal Option 2

April 27, 2025 – September 15, 2025	104	_____	_____
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Campbell Point Cleaning Attendant:

Contract Dates: March 30th - October 31st

Total Number of Working Days: 186

Work Schedule: 6 days a week throughout contract period. Day off will be Thursdays.

Campbell Point is a moderate use park with 72 campsites, 2 shower house/restrooms, trailer dump station, beach, picnic shelter, boat ramp, playground, and courtesy dock. Approximate mileage for one tour of the park is 1.8 miles. It is located near Shell Knob, Missouri on Highway YY. Table Rock Lake's last contract average daily bid for a cleaning attendant was - \$122.00 per day. The first workday is March 31st, to start campground clean up prior to park opening. The contractor shall be a minimum of one (1) person adult team. Contractor is required to attend one to two days of orientation. Orientation will be held March 30th – March 31st.

NOTE: Cleaning Attendants are to supply **all** supplies to meet the contract specifications. The estimated quantities listed are for bidding purposes only.

Estimated quantities: (3) 1-gal liquid rust remover, (2) 16 oz. bottles of window cleaner, (1) 15-Gal Trash Bags (80 CT Box), (5) Large Trash Bags (40 CT Box), (8) White, 78" X 48" Shower Curtains, (20) boxes of 12 rolls Large 9" Toilet Paper, (10) gallons of All-Purpose Cleaner, (3) Gallons of Disinfectant, (8) Urinal cakes/screens, (10) Small waste baskets for restrooms.

Contractor is required to keep a record of all quantities used for the contract year. The quantities will be reported to the Chief Ranger on the day of check out.

The Contractor will clean a minimum of two times per day, each scheduled workday, during the entire contract period. One cleaning will be performed between the hours of 6:00 a.m. and 8:00 a.m. and the second cleaning will be performed between the hours of 4:00 p.m. and 6:00 p.m. The contractor is required to check the facilities a minimum of every two hours throughout each scheduled workday and perform emergency cleanings as necessary. Contractor will be required to wear a navy blue or grey polo or button-up style shirt, short sleeved or long sleeved, and provided name tag any time the contractor is performing duties with-in the campground.

	Days	Unit Price	Total
Campbell Point Cleaning Attendant – Base Year March 30, 2023 – October 31, 2023	186	_____	_____
Renewal Option 1 March 30, 2024 – October 31, 2024	187	_____	_____
Renewal Option 2 March 30, 2025 – October 31, 2025	186	_____	_____

Cape Fair Cleaning Attendant:

Contract Dates: March 30th - October 31st

Total Number of Working Days: 186

Work Schedule: 6 days a week throughout contract period. Day off will be Thursdays.

Cape Fair is a high use park having 45 campsites, (1) shower house/restroom, (1) 4 plex shower house/restroom, trailer dump station, beach, 2 well houses, picnic shelter, 2 boat ramps, playground, 4 picnic sites, and 2 courtesy docks. Approximate mileage for one tour of the park is 2.2 miles. It is located near Cape Fair, Missouri on Shadrack Road off Highway 76. Table Rock Lake's last contract average daily bid for a cleaning attendant was - \$122.00 per day. The first work day is March 31st, to start campground clean up prior to park opening. The contractor shall be a minimum of one (1) person adult team. Contractor is required to attend one to two days of orientation. Orientation will be held March 30th – 31st.

NOTE: Cleaning Attendants are to supply **all** supplies to meet the contract specifications. The estimated quantities listed are for bidding purposes only.

Estimated quantities: (1) Small Trash Bags (500 CT per box), (1) Large Trash Bags (250 CT per Box), (18) Cases (12 rolls per case) Large 9" Toilet Paper, (10) gallons of All-Purpose Cleaner, (10) Gallons of Disinfectant, (6) 60 watt bulbs, (0) 2' Fluorescent Bulbs, (0) 4' Fluorescent Bulbs. (14) Small waste baskets for restrooms. Contractor is required to keep a record of all quantities used for the contract year. The quantities will be reported to the Chief Ranger of the day of check out.

The Contractor will clean a minimum of two times per day, each scheduled workday, during the entire contract period. One cleaning will be performed between the hours of 6:00 a.m. and 8:00 a.m. and the second cleaning will be performed between the hours of 4:00 p.m. and 6:00 p.m. The contractor is required to check the facilities a minimum of every two hours throughout each scheduled workday and perform emergency cleanings as necessary. Contractor will be required to wear a navy blue or grey polo or button-up style shirt, short sleeved or long sleeved, and provided name tag any time the contractor is performing duties with-in the campground.

	Days	Unit Price	Total
Cape Fair Cleaning Attendant – Base Year March 30, 2023 – October 31, 2023	186	_____	_____
Renewal Option 1 March 30, 2024 – October 31, 2024	187	_____	_____
Renewal Option 2 March 30, 2025 – October 31, 2025	186	_____	_____

Cape Fair Park (B) Fee Attendant:Contract Dates: April 28th – October 31st

Total Number of Working Days: 101

Cape Fair is a high use park having 45 campsites, (1) shower house/restrooms, (1) 4 plex shower house/restroom, trailer dump station, beach, 2 well houses, picnic shelter, 2 boat ramps, playground, 4 picnic sites, and 2 courtesy docks. Approximate mileage for one tour of the park is 2.2 miles. It is located near Cape Fair, Missouri on Shadrack Road off Highway 76. Table Rock Lake's last contract average daily bid for a fee attendant was - \$102.00 per day. The contractor shall be a two (2) person adult team. Contractor is required to attend two to three days of orientation. Orientation will be held April 27th – 29th.

On-duty hours for fee attendants and booth hours are each workday from 9:00 a.m. to 7:00 p.m. From October 1st to October 31st the contractor will be off every Tuesday and Wednesday except in occurrences when the park opening, closing dates or a holiday necessitates the contractor to work. On Thursdays during this time fee attendant will make a round twice a day to spot check the facilities while the cleaner is off. From May 1st until September 30th the contractor will work (4) four days and then be off (4) four days alternating with another fee attendant. On each scheduled workday, contractor must make a minimum of 3 inspection tours of the entire park. Fee attendant contractor must have two persons in the park during all booth hours. On-call time for fee park attendants include all hours from 6:00 a.m. the first day of each work period through 6:00 a.m. the day following the last workday. When on-call hours extend beyond duty hours, the contractor is required to have at least one person who can be reached via phone or to respond within 30 minutes of a Corps' staff call.

The Contractor will be required to wear a navy blue or grey polo or button-up style shirt, short sleeved or long sleeved, and will be provided name tag that will be worn while the contractor is performing duties with-in the campground.

	Days	Unit Price	Total
Cape Fair Fee Attendant B – Base Year April 27, 2023 – October 31, 2023	101	_____	_____
Renewal Option 1 April 27, 2024 – October 31, 2024	102	_____	_____
Renewal Option 2 April 27, 2025 – October 31, 2025	101	_____	_____

Cricket Creek Combination Attendant:

Contract Dates: March 28th – September 15th

Total number of working days: 126

Cricket Creek is a moderate use park with 35 campsites, shower house/restroom, 1 vault restrooms, trailer dump station, swim beach, playground, 1 boat ramps, and courtesy dock. Approximate mileage for one tour of the park is 1.6 miles. It is located near the town of Omaha, AR off Hwy 14. Table Rock Lake's last contract average daily bid price for combination attendants was \$123.00 per day. The first workday at the campground will be May 1st. The contractor shall be a two (2) person adult team. Contractor will attend three to four days of orientation. Orientation will be held the week of April 27th – 30th.

On-duty hours and booth hours are each workday Thursday-Monday from 9:00 a.m. to 7:00 p.m. Contractor will have Tuesday and Wednesday off every week. Fee attendant must have two persons in the park during all booth hours. On-call time for fee attendants include all hours from 6:00 a.m. the first day of each work period through 6:00 a.m. the day following the last workday. When on-call hours extend beyond duty hours, the contractor is required to have at least one person who can be reached via phone or to respond within 30 minutes of a Corps' staff call.

NOTE: Combination Attendants are to supply **all** supplies to meet the contract specifications. The estimated quantities listed are for bidding purposes only.

Estimated quantities: (2) 15 Gallon Trash Bags (500 CT Box), (3) Large Trash Bags (250 CT Box), (1) Cases (96 rolls per case) of Small 6" Toilet Paper (1-ply minimum), (48) Rolls Large 9" Toilet Paper, (8) gallons of All-Purpose Cleaner, (10) small waste baskets for restrooms. Contractor is required to keep a record of all quantities used for the contract year. The quantities will be reported to the Chief Ranger of the day of check out.

The Contractor will clean a minimum of two times per day, each scheduled workday, during the entire contract period. One cleaning will be performed between the hours of 6:00 a.m. and 8:00 a.m. and the second cleaning will be performed between the hours of 4:00 p.m. and 6:00 p.m. The contractor is required to check the facilities a minimum of every two hours throughout each scheduled workday and perform emergency cleanings as necessary. Contractor will be required to wear a navy blue or grey polo or button-up style shirt, short sleeved or long sleeved, and will be provided a name tag that will be required while performing duties with-in the campground.

	Days	Unit Price	Total
Cricket Combination Attendant- Base Year March 28, 2023 – September 15, 2023	126	_____	_____
Renewal Option 1 March 28, 2024 – September 15, 2024	124	_____	_____
Renewal Option 2 March 28, 2025 – September 15, 2025	126	_____	_____

Mill Creek Park (B) Fee Attendant:Contract Dates: April 28th – October 31st

Total Number of Working Days: 101

Mill Creek is a high use park having 68 campsites, shower house/restroom, vault restroom, water borne restroom, trailer dump station, beach, well house, picnic shelter, boat ramp, playground, volleyball court, basketball goal, and courtesy dock. Approximate mileage for one tour of the park is 1.5 miles. It is located near Kimberling City, Missouri off Highway “RB”. Table Rock Lake’s last contract average daily bid for a fee attendant was \$102.00 per day. The contractor shall be a two (2) person adult team. Contractor is required to attend two to three days of orientation. Orientation will be held April 27th – 29th.

On-duty hours for fee attendants and booth hours are each workday from 9:00 a.m. to 7:00 p.m. From October 1st to October 31st the contractor will be off every Tuesday and Wednesday except in occurrences when the park opening, closing dates or a holiday necessitates the contractor to work. On Thursdays during this time fee attendant will make a round twice a day to spot check the facilities while the cleaner is off. From May 1st until September 30th the contractor will work (4) four days and then be off (4) four days alternating with another fee attendant. On each scheduled workday, contractor must make a minimum of 3 inspection tours of the entire park. Fee attendant contractor must have two persons in the park during all booth hours. On-call time for fee park attendants include all hours from 6:00 a.m. the first day of each work period through 6:00 a.m. the day following the last workday. When on-call hours extend beyond duty hours, the contractor is required to have at least one person who can be reached via phone or to respond within 30 minutes of a Corps’ staff call.

The Contractor will be required to wear a navy blue or grey polo or button-up style shirt, short sleeved or long sleeved, and will be provided name tag that will be worn while the contractor is performing duties with-in the campground.

	Days	Unit Price	Total
Mill Creek Fee Attendant B – Base Year April 27, 2023 – October 31, 2023	101	_____	_____
Renewal Option 1 April 27, 2024 – October 31, 2024	102	_____	_____
Renewal Option 2 April 27, 2025 – October 31, 2025	101	_____	_____

Moonshine Beach Cleaning Attendant:

Contract Dates: May 14th – September 15th

Total Number of Working Days: 125

Work Schedule: 7 days a week throughout contract period.

Moonshine Beach is a high use day use area with a swim beach, group pavilion, 1 water borne restroom with outdoor wash-off showers, 1 waterborne restroom near boat ramp, 13 picnic tables, boat ramp, courtesy dock, and playground. Approximate mileage for one tour of the park is 1.5 miles. It is located near Branson, MO near Table Rock Dam on Highway 165. Table Rock Lake's last contract average daily bid for a cleaning attendant was \$122.00 per day. The contractor shall be a minimum of (1) person adult team. Contractor is required to attend one day of orientation. Orientation will be held May 14th.

NOTE: Cleaning Attendants are to supply **all** supplies to meet the contract specifications. The estimated quantities listed are for bidding purposes only.

Estimated quantities: (1 box) 13 Gallon Trash Bags (500 CT Box), (15 boxes) 33-Gal Trash Bags (200 CT Box), (1) Urinal Cakes/screens (12 per case), (30) Cases (12 rolls per case) Large 9" Toilet Paper, (5) Gallons of Disinfectant, (10) Gallons of all-purpose cleaner, (12) Bottles toilet bowl cleaner, (5) Small waste baskets for restrooms. Contractor is required to keep a record of all quantities used for the contract year. The quantities will be reported to the Chief Ranger of the day of check out.

The Contractor will conduct a complete cleaning of the facilities once per day, each scheduled work day during the entire contract period. Complete cleaning will be performed during the hours when the beach is closed. **The contractor is required to check the facilities a minimum of every two hours throughout each scheduled work day and perform emergency cleanings and other duties as necessary.** Contractor will be required to wear a navy blue or grey polo or button-up style shirt, short sleeved or long sleeved, and provided name tag any time the contractor is performing duties with-in the campground or park booth.

	Days	Unit Price	Total
Moonshine Beach Cleaning Attendant – Base Year			
May 13, 2023 – September 15, 2023	125	_____	_____
Renewal Option 1			
May 13, 2024 – September 15, 2024	125	_____	_____
Renewal Option 2			
May 13, 2025 – September 15, 2025	125	_____	_____

Moonshine Beach Fee (A) Attendant:Contract Dates: May 13th - September 15th

Total Number of Working Days: 66

Moonshine Beach is a high use day use area with a swim beach, group pavilion, and waterborne restroom with outdoor wash-off showers, waterborne restroom near ramp, 13 picnic tables, boat ramp, courtesy dock, and playground. Approximate mileage for one tour of the park is 1.5 miles. It is located near Branson, MO near Table Rock Dam on Highway 165. Table Rock Lake's last contract average daily bid for a fee attendant was - \$102.00 per day. First day of work will be May 15th. The contractor shall be a two (2) person adult team. Contractor will attend one to two days of orientation. Orientation will be held on May 13th-14th.

On-duty hours for fee attendants and booth hours are each workday from 9:00 a.m. to 8:00 p.m. Contractor will work (4) four days and then be off (4) four days alternating with another fee attendant. On each scheduled workday, contractor must make a minimum of 3 inspection tours of the entire park. Fee attendant contractor must have two persons in the park during all booth hours. On-call time for fee park attendants include all hours from 6:00 a.m. the first day of each work period through 6:00 a.m. the day following the last workday. When on-call hours extend beyond duty hours, the contractor is required to have at least one person who can be reached via phone or to respond within 30 minutes of a Corps' staff call.

The fee attendant contractor will be required to open the gates to the swim beach at 9:00 a.m. and close the gate at the end of their shift during each scheduled workday. Contractor will be required to wear a navy blue or grey polo or button-up style shirt, short sleeved or long sleeved, and will be provided name tag that will be worn while the contractor is performing duties with-in the day use area.

	Days	Unit Price	Total
Moonshine Beach Fee (A) Attendant – Base Year			
May 13, 2023 – September 15, 2023	66	_____	_____
Renewal Option 1			
May 13, 2024 – September 15, 2024	66	_____	_____
Renewal Option 2			
May 13, 2025 – September 15, 2025	66	_____	_____

Moonshine Beach Fee (B) Attendant:Contract Dates: May 13th - September 15th

Total Number of Working Days: 62

Moonshine Beach is a high use day use area with a swim beach, group pavilion, and waterborne restroom with outdoor wash-off showers, waterborne restroom near ramp, 13 picnic tables, boat ramp, courtesy dock, and playground. Approximate mileage for one tour of the park is 1.5 miles. It is located near Branson, MO near Table Rock Dam on Highway 165. Table Rock Lake's last contract average daily bid for a fee attendant was - \$102.00 per day. First day of work will be May 15th. The contractor shall be a two (2) person adult team. Contractor will attend one to two days of orientation. Orientation will be held on May 13th-14th.

On-duty hours for fee attendants and booth hours are each workday from 9:00 a.m. to 8:00 p.m. Contractor will work (4) four days and then be off (4) four days alternating with another fee attendant. On each scheduled workday, contractor must make a minimum of 3 inspection tours of the entire park. Fee attendant contractor must have two persons in the park during all booth hours. On-call time for fee park attendants include all hours from 6:00 a.m. the first day of each work period through 6:00 a.m. the day following the last workday. When on-call hours extend beyond duty hours, the contractor is required to have at least one person who can be reached via phone or to respond within 30 minutes of a Corps' staff call.

The fee attendant contractor will be required to open the gates to the swim beach at 9:00 a.m. and close the gate at the end of their shift during each scheduled workday. Contractor will be required to wear a navy blue or grey polo or button-up style shirt, short sleeved or long sleeved, and will be provided name tag that will be worn while the contractor is performing duties with-in the day use area.

	Days	Unit Price	Total
Moonshine Beach Fee (B) Attendant – Base Year			
May 13, 2023 – September 15, 2023	62	_____	_____
Renewal Option 1			
May 13, 2024 – September 15, 2024	62	_____	_____
Renewal Option 2			
May 13, 2025 – September 15, 2025	62	_____	_____

Old Highway 86 Cleaning Attendant:

Contract Dates: March 30th - October 31st

Total Number of Working Days: 185

Work Schedule: 6 days a week throughout contract period. Day off will be Thursdays.

Old Highway 86 is a high use park having 77 campsites, 1 shower house/restroom, 2 water borne restrooms, 1 vault restroom, trailer dump station, 1 beach, well house, 1 picnic shelters, boat ramp, playground, volleyball court, basketball goal, 6 picnic sites, and courtesy dock.

Approximate mileage for one tour of the park is 1.9 miles. It is located near Blue Eye, Missouri on Highway "UU". Table Rock Lake's last contract average daily bid for a cleaning attendant was - \$122.00 per day. The first work day is March 31st, to start campground clean up prior to park opening. The contractor shall be a minimum of one (1) person adult team. Contractor is required to attend one to two days of orientation. Orientation will be held March 30th – 31st.

NOTE: Cleaning Attendants are to supply **all** supplies to meet the contract specifications. The estimated quantities listed are for bidding purposes only.

Estimated quantities: (1) small Trash Bags (500 CT Box), (1) Large Trash Bags (250 CT Box), (12) White, 78" X 48" Shower Curtains, (4) Cases (12 rolls per case) Small 6" Toilet Paper (1-ply minimum), (20) Cases (12 rolls per case) Large 9" Toilet Paper, (12) Gallons of Disinfectant, (6) gallons of liquid Deodorant, (5) gal. of all-purpose cleaner, (2) 60 watt bulbs, (8) Small waste baskets for restrooms. Contractor is required to keep a record of all quantities used for the contract year. The quantities will be reported to the Chief Ranger of the day of check out.

The Contractor will clean a minimum of two times per day, each scheduled workday, during the entire contract period. One cleaning will be performed between the hours of 6:00 a.m. and 8:00 a.m. and the second cleaning will be performed between the hours of 4:00 p.m. and 6:00 p.m. The contractor is required to check the facilities a minimum of every two hours throughout each scheduled workday and perform emergency cleanings as necessary. Contractor will be required to wear a navy blue or grey polo or button-up style shirt, short sleeved or long sleeved, and provided name tag any time the contractor is performing duties with-in the campground.

	Days	Unit Price	Total
Old Highway 86 Cleaning Attendant – Base Year March 30, 2023 – October 31, 2023	186	_____	_____
Renewal Option 1 March 30, 2024 – October 31, 2024	187	_____	_____
Renewal Option 2 March 30, 2025 – October 31, 2025	186	_____	_____

Old Highway 86 Park Fee Attendant (B):

Contract Dates: March 29th – October 31st

Total Number of Working Days: 109

Old Highway 86 is a high use park having 77 campsites, 1 shower house/restroom, 1 four plex water borne restroom, 1 two plex water borne restroom, 1 vault restroom, trailer dump station, 1 swim beach, well house, 1 picnic shelters, boat ramp, playground, volleyball court, basketball goal, 6 picnic sites, and courtesy dock. Approximate mileage for one tour of the park is 1.9 miles. It is located near Blue Eye, Missouri on Highway “UU”. Table Rock Lake’s last contract average daily bid for a fee attendant was - \$102.00 per day. The contractor shall be a two (2) person adult team. Contractor is required to attend two to three days of orientation. Orientation will be held March 28th – 30th.

On-duty hours for fee attendants and booth hours are each workday from 9:00 a.m. to 7:00 p.m. Contractor will work (4) four days and then be off (4) four days alternating with another fee attendant. On Thursday every week, the fee attendant will make a round twice a day to spot check the facilities when the cleaning attendant is off. On each scheduled workday, contractor must make a minimum of 3 inspection tours of the entire park. Fee attendant contractor must have two persons in the park during all booth hours. On-call time for fee park attendants include all hours from 6:00 a.m. the first day of each work period through 6:00 a.m. the day following the last workday. When on-call hours extend beyond duty hours, the contractor is required to have at least one person who can be reached via phone or to respond within 30 minutes of a Corps’ staff call.

The Contractor will be required to wear a navy blue or grey polo or button-up style shirt, short sleeved or long sleeved, and will be provided name tag that will be worn while the contractor is performing duties with-in the campground.

	Days	Unit Price	Total
Old Highway 86 Fee Attendant (B) – Base Year March 28, 2023 – October 31, 2023	109	_____	_____
Renewal Option 1 March 28, 2024 – October 31, 2024	109	_____	_____
Renewal Option 2 March 28, 2025 – October 31, 2025	109	_____	_____

Old Highway 86 Park Fee Attendant (A):

Contract Dates: March 28th – October 31st

Total Number of Working Days: 111

Old Highway 86 is a high use park having 77 campsites, 1 shower house/restroom, 1 four plex water borne restroom, 1 two plex water borne restroom, 1 vault restroom, trailer dump station, 1 swim beach, well house, 1 picnic shelters, boat ramp, playground, volleyball court, basketball goal, 6 picnic sites, and courtesy dock. Approximate mileage for one tour of the park is 1.9 miles. It is located near Blue Eye, Missouri on Highway “UU”. Table Rock Lake’s last contract average daily bid for a fee attendant was - \$102.00 per day. The contractor shall be a two (2) person adult team. Contractor is required to attend two to three days of orientation. Orientation will be held March 28th – 30th.

On-duty hours for fee attendants and booth hours are each workday from 9:00 a.m. to 7:00 p.m. Contractor will work (4) four days and then be off (4) four days alternating with another fee attendant. On Thursday every week, the fee attendant will make a round twice a day to spot check the facilities when the cleaning attendant is off. On each scheduled workday, contractor must make a minimum of 3 inspection tours of the entire park. Fee attendant contractor must have two persons in the park during all booth hours. On-call time for fee park attendants include all hours from 6:00 a.m. the first day of each work period through 6:00 a.m. the day following the last workday. When on-call hours extend beyond duty hours, the contractor is required to have at least one person who can be reached via phone or to respond within 30 minutes of a Corps’ staff call.

The Contractor will be required to wear a navy blue or grey polo or button-up style shirt, short sleeved or long sleeved, and will be provided name tag that will be worn while the contractor is performing duties with-in the campground.

	Days	Unit Price	Total
Old Highway 86 Fee Attendant (A) – Base Year March 28, 2023 – October 31, 2023	111	_____	_____
Renewal Option 1 March 28, 2024 – October 31, 2024	111	_____	_____
Renewal Option 2 March 28, 2025 – October 31, 2025	111	_____	_____

Relief Attendant:

Contract Dates: March 28th - October 31st

Total Number of Working Days: 100 days

The relief attendant may perform work in any of the (12) twelve parks on Table Rock Lake as a fill in when needed. Contractor will be provided a campsite at Mill Creek Park. Mill Creek Park is located west of Kimberling city off highway RB. Cleaning supplies will be supplied by the contractor being relieved. Relief Attendant will be required to provide their own basic office supplies. Since Fee Attendants duties may be required, the contractor must provide a bond and a (2) two-person team fully capable of performing all duties described in the Performance Work Statement. (see GS, general information section, for clarification). Contractor must be available to work holidays and weekends if needed. Contractor must be able and willing to mobilize his/her camping unit on short notice to relieve other contractors as requested. Government reserves the right to hire another contractor to replace a contractor who is unable to fulfill his/her contract for a period of more than 2-weeks. In such instances the Government is not required to use the relief attendant contract and no specific number of days are guaranteed. Table Rock Lake's last contract average daily bid price for a relief attendant was \$120.00. Contractor is required to attend three to four days of orientation. Orientation will be held March 28th – 31st.

Description of Services/Introduction: The contractor shall provide all personnel, equipment, supplies, facilities, transportation, materials, supervision, and other items and non-personal services necessary to perform relief park attendant services as defined in this Performance Work Statement, except for those items specified as government furnished property and services. Contractor will perform all duties as described for fee, cleaning, or combination attendant, depending on the position they are relieving.

Hours of Operation: On-duty hours for fee attendants and booth hours are each scheduled workday from 9:00 a.m. to 7:00 p.m. The park gatehouse will be open regular hours on the following observed Federal holidays: Memorial Day, Fourth of July, Labor Day, and Columbus Day. Fee attendant contractor must have two persons in the park during all booth hours. On-call time for relief park attendants include all hours from 6:00 a.m. the first day of each work period through 6:00 a.m. of the day following the last workday. When on-call hours extend beyond duty hours, the contractor is required to have at least one person who can be reached via phone or to respond within 30 minutes of a Corps' staff call. Contractor will be required to wear a navy blue or grey polo or button-up style shirt, short sleeved or long sleeved, and provided name tag any time the contractor is performing duties with-in the campground or park booth.

	Days	Unit Price	Total
Relief Attendant – Base Year March 28, 2023 – October 31, 2023	100	_____	_____
Renewal Option 1 March 28, 2024 – October 31, 2024	100	_____	_____
Renewal Option 2 March 28, 2024 – October 31, 2024	100	_____	_____

Viola Combination Attendant:

Contract Dates: April 27th – September 15th

Total number of working days: 104

Viola is a moderate use park with 46 campsites, 1 shower house/restroom, 1 vault restroom, 1 waterborne restroom, trailer dump station, swim beach, boat ramp, courtesy dock, and playground. It is located near Viola, MO off Hwy 39. Table Rock Lake's last contract average daily bid price for combination attendants was \$123.00 per day. The first workday at the campground will be May 1st. The contractor must be a two (2) person adult team. Contractor will attend three to four days of orientation. Orientation will be held the week of April 27th – 30th.

On-duty hours and booth hours are each workday Thursday-Monday from 9:00 a.m. - 7:00 p.m. Contractor will have Tuesday and Wednesday off every week. Fee attendant must have two persons in the park during all booth hours. On-call time for fee attendants include all hours from 6:00 a.m. the first day of each work period through 6:00 a.m. the day following the last workday. When on-call hours extend beyond duty hours, the contractor is required to have at least one person who can be reached via phone or to respond within 30 minutes of a Corps' staff call.

NOTE: Combination Attendants are to supply all supplies to meet the contract specifications. The estimated quantities listed are for bidding purposes only.

Estimated quantities: (1) Small Trash Bags (50 CT Box) (1) Large Trash Bags (100 CT Box) , (50) Urinal Cakes, (63) rolls of Large 9" Toilet Paper, (1) gallons of All-Purpose Cleaner, (3) Gallons of Disinfectant, (½) gallons of glass cleaner, (12) Melamine sponges, (11) Small waste baskets for restrooms. Contractor is required to keep a record of all quantities used for the contract year. The quantities will be reported to the Chief Ranger of the day of check out.

The Contractor will clean a minimum of two times per day, each scheduled workday, during the entire contract period. One cleaning will be performed between the hours of 6:00 a.m. and 8:00 a.m. and the second cleaning will be performed between the hours of 4:00 p.m. and 6:00 p.m. The contractor is required to check the facilities a minimum of every two hours throughout each scheduled workday and perform emergency cleanings as necessary. Contractor will be required to wear a navy blue or grey polo or button-up style shirt, short sleeved or long sleeved, and will be provided a name tag that will be required while performing duties with-in the campground.

	Days	Unit Price	Total
Viola Combination Attendant- Base Year			
April 27, 2023 – September 15, 2023	104	_____	_____
Renewal Option 1			
April 27, 2024 – September 15, 2024	104	_____	_____
Renewal Option 2			
April 27, 2025 – September 15, 2025	104	_____	_____

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5101 Revision No.: 19 Date Of Last Revision: 07/12/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Missouri

Area: Missouri Counties of Butler Carter Douglas Dunklin Howell Iron
Madison Mississippi New Madrid Oregon Ozark Pemiscot Perry Reynolds
Ripley Scott Shannon Stoddard Texas Wayne Wright

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.37
01012 - Accounting Clerk II		17.26
01013 - Accounting Clerk III		19.29
01020 - Administrative Assistant		25.23
01035 - Court Reporter		15.83
01041 - Customer Service Representative I		13.05***
01042 - Customer Service Representative II		14.24***
01043 - Customer Service Representative III		15.98
01051 - Data Entry Operator I		13.54***
01052 - Data Entry Operator II		14.78***
01060 - Dispatcher Motor Vehicle		17.39
01070 - Document Preparation Clerk		12.61***
01090 - Duplicating Machine Operator		12.61***
01111 - General Clerk I		13.16***

01112 - General Clerk II	14.36***
01113 - General Clerk III	16.12
01120 - Housing Referral Assistant	17.65
01141 - Messenger Courier	14.88***
01191 - Order Clerk I	15.31
01192 - Order Clerk II	16.70
01261 - Personnel Assistant (Employment) I	16.27
01262 - Personnel Assistant (Employment) II	18.19
01263 - Personnel Assistant (Employment) III	20.27
01270 - Production Control Clerk	22.06
01290 - Rental Clerk	13.55***
01300 - Scheduler Maintenance	14.16***
01311 - Secretary I	14.16***
01312 - Secretary II	15.83
01313 - Secretary III	17.65
01320 - Service Order Dispatcher	15.55
01410 - Supply Technician	25.23
01420 - Survey Worker	14.25***
01460 - Switchboard Operator/Receptionist	13.38***
01531 - Travel Clerk I	14.54***
01532 - Travel Clerk II	15.56
01533 - Travel Clerk III	16.66
01611 - Word Processor I	12.96***
01612 - Word Processor II	14.54***
01613 - Word Processor III	16.27
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.46
05010 - Automotive Electrician	16.87
05040 - Automotive Glass Installer	15.76
05070 - Automotive Worker	15.76
05110 - Mobile Equipment Servicer	14.19***
05130 - Motor Equipment Metal Mechanic	17.43
05160 - Motor Equipment Metal Worker	15.76
05190 - Motor Vehicle Mechanic	17.43
05220 - Motor Vehicle Mechanic Helper	13.33***
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.76
05310 - Painter Automotive	16.62
05340 - Radiator Repair Specialist	15.76
05370 - Tire Repairer	13.27***
05400 - Transmission Repair Specialist	17.43
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.02***
07041 - Cook I	10.99***
07042 - Cook II	12.74***
07070 - Dishwasher	10.65***
07130 - Food Service Worker	10.52***
07210 - Meat Cutter	18.44
07260 - Waiter/Waitress	10.30***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.94
09040 - Furniture Handler	11.57***
09080 - Furniture Refinisher	17.94
09090 - Furniture Refinisher Helper	14.25***
09110 - Furniture Repairer Minor	15.80
09130 - Upholsterer	17.94
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.35***
11060 - Elevator Operator	12.53***
11090 - Gardener	18.81
11122 - Housekeeping Aide	12.53***
11150 - Janitor	12.53***
11210 - Laborer Grounds Maintenance	14.01***
11240 - Maid or Houseman	10.77***
11260 - Pruner	12.44***

11270 - Tractor Operator	17.21
11330 - Trail Maintenance Worker	14.01***
11360 - Window Cleaner	14.11***
12000 - Health Occupations	
12010 - Ambulance Driver	17.67
12011 - Breath Alcohol Technician	18.47
12012 - Certified Occupational Therapist Assistant	29.48
12015 - Certified Physical Therapist Assistant	26.18
12020 - Dental Assistant	17.48
12025 - Dental Hygienist	35.88
12030 - EKG Technician	27.99
12035 - Electroneurodiagnostic Technologist	27.99
12040 - Emergency Medical Technician	17.67
12071 - Licensed Practical Nurse I	16.51
12072 - Licensed Practical Nurse II	18.47
12073 - Licensed Practical Nurse III	20.59
12100 - Medical Assistant	14.61***
12130 - Medical Laboratory Technician	23.38
12160 - Medical Record Clerk	16.50
12190 - Medical Record Technician	19.44
12195 - Medical Transcriptionist	15.48
12210 - Nuclear Medicine Technologist	40.60
12221 - Nursing Assistant I	11.90***
12222 - Nursing Assistant II	13.37***
12223 - Nursing Assistant III	14.59***
12224 - Nursing Assistant IV	16.39
12235 - Optical Dispenser	14.81***
12236 - Optical Technician	16.51
12250 - Pharmacy Technician	14.12***
12280 - Phlebotomist	15.61
12305 - Radiologic Technologist	28.27
12311 - Registered Nurse I	23.66
12312 - Registered Nurse II	28.94
12313 - Registered Nurse II Specialist	28.94
12314 - Registered Nurse III	35.00
12315 - Registered Nurse III Anesthetist	35.00
12316 - Registered Nurse IV	41.97
12317 - Scheduler (Drug and Alcohol Testing)	22.88
12320 - Substance Abuse Treatment Counselor	20.00
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.13
13012 - Exhibits Specialist II	22.20
13013 - Exhibits Specialist III	24.88
13041 - Illustrator I	18.13
13042 - Illustrator II	22.20
13043 - Illustrator III	24.88
13047 - Librarian	22.52
13050 - Library Aide/Clerk	12.51***
13054 - Library Information Technology Systems Administrator	20.34
13058 - Library Technician	16.41
13061 - Media Specialist I	14.67***
13062 - Media Specialist II	16.41
13063 - Media Specialist III	18.30
13071 - Photographer I	14.67***
13072 - Photographer II	16.87
13073 - Photographer III	21.03
13074 - Photographer IV	25.72
13075 - Photographer V	31.12
13090 - Technical Order Library Clerk	15.84
13110 - Video Teleconference Technician	14.92***
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.93***
14042 - Computer Operator II	16.70
14043 - Computer Operator III	18.62

14044 - Computer Operator IV	20.69
14045 - Computer Operator V	22.91
14071 - Computer Programmer I	(see 1) 19.95
14072 - Computer Programmer II	(see 1) 24.71
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.93***
14160 - Personal Computer Support Technician	20.69
14170 - System Support Specialist	25.17
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.50
15020 - Aircrew Training Devices Instructor (Rated)	36.91
15030 - Air Crew Training Devices Instructor (Pilot)	43.95
15050 - Computer Based Training Specialist / Instructor	30.50
15060 - Educational Technologist	28.32
15070 - Flight Instructor (Pilot)	43.95
15080 - Graphic Artist	20.17
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.13
15086 - Maintenance Test Pilot Rotary Wing	43.13
15088 - Non-Maintenance Test/Co-Pilot	43.13
15090 - Technical Instructor	19.82
15095 - Technical Instructor/Course Developer	24.24
15110 - Test Proctor	16.01
15120 - Tutor	16.01
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.53***
16030 - Counter Attendant	12.53***
16040 - Dry Cleaner	14.33***
16070 - Finisher Flatwork Machine	12.53***
16090 - Presser Hand	12.53***
16110 - Presser Machine Drycleaning	12.53***
16130 - Presser Machine Shirts	12.53***
16160 - Presser Machine Wearing Apparel Laundry	12.53***
16190 - Sewing Machine Operator	15.05
16220 - Tailor	16.04
16250 - Washer Machine	13.12***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.24
19040 - Tool And Die Maker	26.76
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.67***
21030 - Material Coordinator	21.50
21040 - Material Expediter	21.50
21050 - Material Handling Laborer	14.21***
21071 - Order Filler	13.50***
21080 - Production Line Worker (Food Processing)	14.67***
21110 - Shipping Packer	16.27
21130 - Shipping/Receiving Clerk	16.27
21140 - Store Worker I	12.83***
21150 - Stock Clerk	18.43
21210 - Tools And Parts Attendant	14.67***
21410 - Warehouse Specialist	14.67***
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.52
23019 - Aircraft Logs and Records Technician	22.78
23021 - Aircraft Mechanic I	27.23
23022 - Aircraft Mechanic II	28.52
23023 - Aircraft Mechanic III	29.85
23040 - Aircraft Mechanic Helper	19.31
23050 - Aircraft Painter	25.87
23060 - Aircraft Servicer	22.78
23070 - Aircraft Survival Flight Equipment Technician	25.87

23080 - Aircraft Worker	24.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.23
23110 - Appliance Mechanic	22.84
23120 - Bicycle Repairer	18.62
23125 - Cable Splicer	36.96
23130 - Carpenter Maintenance	22.47
23140 - Carpet Layer	21.58
23160 - Electrician Maintenance	24.89
23181 - Electronics Technician Maintenance I	21.58
23182 - Electronics Technician Maintenance II	22.84
23183 - Electronics Technician Maintenance III	24.04
23260 - Fabric Worker	20.11
23290 - Fire Alarm System Mechanic	24.04
23310 - Fire Extinguisher Repairer	18.62
23311 - Fuel Distribution System Mechanic	24.04
23312 - Fuel Distribution System Operator	18.62
23370 - General Maintenance Worker	17.58
23380 - Ground Support Equipment Mechanic	27.23
23381 - Ground Support Equipment Servicer	22.78
23382 - Ground Support Equipment Worker	24.44
23391 - Gunsmith I	18.62
23392 - Gunsmith II	21.58
23393 - Gunsmith III	24.04
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.39
23430 - Heavy Equipment Mechanic	28.63
23440 - Heavy Equipment Operator	22.88
23460 - Instrument Mechanic	24.04
23465 - Laboratory/Shelter Mechanic	22.84
23470 - Laborer	14.21***
23510 - Locksmith	22.84
23530 - Machinery Maintenance Mechanic	24.48
23550 - Machinist Maintenance	18.15
23580 - Maintenance Trades Helper	17.04
23591 - Metrology Technician I	24.04
23592 - Metrology Technician II	25.18
23593 - Metrology Technician III	26.35
23640 - Millwright	24.17
23710 - Office Appliance Repairer	22.84
23760 - Painter Maintenance	20.77
23790 - Pipefitter Maintenance	26.04
23810 - Plumber Maintenance	24.52
23820 - Pneudraulic Systems Mechanic	24.04
23850 - Rigger	24.04
23870 - Scale Mechanic	21.58
23890 - Sheet-Metal Worker Maintenance	24.44
23910 - Small Engine Mechanic	21.13
23931 - Telecommunications Mechanic I	32.11
23932 - Telecommunications Mechanic II	33.64
23950 - Telephone Lineman	32.63
23960 - Welder Combination Maintenance	18.21
23965 - Well Driller	23.64
23970 - Woodcraft Worker	24.04
23980 - Woodworker	18.62
24000 - Personal Needs Occupations	
24550 - Case Manager	15.37
24570 - Child Care Attendant	10.68***
24580 - Child Care Center Clerk	13.32***
24610 - Chore Aide	11.12***
24620 - Family Readiness And Support Services	15.37

Coordinator	
24630 - Homemaker	16.57
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.04
25040 - Sewage Plant Operator	19.79
25070 - Stationary Engineer	24.04
25190 - Ventilation Equipment Tender	17.04
25210 - Water Treatment Plant Operator	19.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	14.05***
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.60
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.04
27070 - Firefighter	19.63
27101 - Guard I	14.05***
27102 - Guard II	16.84
27131 - Police Officer I	18.73
27132 - Police Officer II	20.82
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.25***
28042 - Carnival Equipment Repairer	15.57
28043 - Carnival Worker	10.30***
28210 - Gate Attendant/Gate Tender	17.05
28310 - Lifeguard	10.83***
28350 - Park Attendant (Aide)	19.07
28510 - Recreation Aide/Health Facility Attendant	13.92***
28515 - Recreation Specialist	23.62
28630 - Sports Official	15.19
28690 - Swimming Pool Operator	18.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.77
29020 - Hatch Tender	25.77
29030 - Line Handler	25.77
29041 - Stevedore I	25.14
29042 - Stevedore II	28.45
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.02
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.98
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.91
30021 - Archeological Technician I	18.21
30022 - Archeological Technician II	20.37
30023 - Archeological Technician III	25.24
30030 - Cartographic Technician	25.24
30040 - Civil Engineering Technician	25.24
30051 - Cryogenic Technician I	27.95
30052 - Cryogenic Technician II	30.88
30061 - Drafter/CAD Operator I	18.21
30062 - Drafter/CAD Operator II	20.37
30063 - Drafter/CAD Operator III	22.71
30064 - Drafter/CAD Operator IV	27.95
30081 - Engineering Technician I	16.23
30082 - Engineering Technician II	18.21
30083 - Engineering Technician III	20.48
30084 - Engineering Technician IV	25.36
30085 - Engineering Technician V	31.02
30086 - Engineering Technician VI	37.54
30090 - Environmental Technician	25.24
30095 - Evidence Control Specialist	25.24
30210 - Laboratory Technician	22.71
30221 - Latent Fingerprint Technician I	27.95
30222 - Latent Fingerprint Technician II	30.88
30240 - Mathematical Technician	25.24
30361 - Paralegal/Legal Assistant I	17.51

30362 - Paralegal/Legal Assistant II	21.70
30363 - Paralegal/Legal Assistant III	26.54
30364 - Paralegal/Legal Assistant IV	32.10
30375 - Petroleum Supply Specialist	30.88
30390 - Photo-Optics Technician	25.24
30395 - Radiation Control Technician	30.88
30461 - Technical Writer I	25.24
30462 - Technical Writer II	30.88
30463 - Technical Writer III	37.35
30491 - Unexploded Ordnance (UXO) Technician I	26.71
30492 - Unexploded Ordnance (UXO) Technician II	32.31
30493 - Unexploded Ordnance (UXO) Technician III	38.73
30494 - Unexploded (UXO) Safety Escort	26.71
30495 - Unexploded (UXO) Sweep Personnel	26.71
30501 - Weather Forecaster I	27.95
30502 - Weather Forecaster II	34.00
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.71
30621 - Weather Observer Senior	(see 2) 25.24
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.31
31020 - Bus Aide	12.72***
31030 - Bus Driver	18.18
31043 - Driver Courier	16.09
31260 - Parking and Lot Attendant	11.63***
31290 - Shuttle Bus Driver	16.95
31310 - Taxi Driver	11.51***
31361 - Truckdriver Light	17.58
31362 - Truckdriver Medium	18.99
31363 - Truckdriver Heavy	22.25
31364 - Truckdriver Tractor-Trailer	22.25
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.75
99030 - Cashier	10.82***
99050 - Desk Clerk	10.74***
99095 - Embalmer	22.74
99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker I	13.09***
99252 - Laboratory Animal Caretaker II	14.30***
99260 - Marketing Analyst	27.88
99310 - Mortician	22.02
99410 - Pest Controller	17.74
99510 - Photofinishing Worker	14.03***
99710 - Recycling Laborer	17.53
99711 - Recycling Specialist	21.53
99730 - Refuse Collector	15.56
99810 - Sales Clerk	13.27***
99820 - School Crossing Guard	14.70***
99830 - Survey Party Chief	22.29
99831 - Surveying Aide	12.90***
99832 - Surveying Technician	21.34
99840 - Vending Machine Attendant	14.31***
99841 - Vending Machine Repairer	18.11
99842 - Vending Machine Repairer Helper	14.60***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or

seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour up to 40 hours per week or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour up to 40 hours per week or \$176.40 per week or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive administrative or professional capacity as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17) this wage determination may not include wage rates for all occupations within those job families. In such instances a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry and are not determinative of whether an employee is an exempt computer professional. To be exempt computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14 2006)). Accordingly this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5103 Revision No.: 18 Date Of Last Revision: 07/11/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Missouri

Area: Missouri Counties of Barry Barton Cedar Dade Lawrence Stone Taney
Vernon

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.00***
01012 - Accounting Clerk II		15.71
01013 - Accounting Clerk III		17.58
01020 - Administrative Assistant		23.85
01035 - Court Reporter		15.58
01041 - Customer Service Representative I		12.76***
01042 - Customer Service Representative II		13.92***
01043 - Customer Service Representative III		15.62
01051 - Data Entry Operator I		13.69***
01052 - Data Entry Operator II		14.94***
01060 - Dispatcher Motor Vehicle		20.78
01070 - Document Preparation Clerk		12.41***
01090 - Duplicating Machine Operator		12.41***
01111 - General Clerk I		13.05***
01112 - General Clerk II		14.24***

01113 - General Clerk III	15.98
01120 - Housing Referral Assistant	17.37
01141 - Messenger Courier	10.41***
01191 - Order Clerk I	14.27***
01192 - Order Clerk II	16.20
01261 - Personnel Assistant (Employment) I	14.46***
01262 - Personnel Assistant (Employment) II	16.18
01263 - Personnel Assistant (Employment) III	18.03
01270 - Production Control Clerk	19.62
01290 - Rental Clerk	13.00***
01300 - Scheduler Maintenance	13.93***
01311 - Secretary I	13.93***
01312 - Secretary II	15.58
01313 - Secretary III	17.37
01320 - Service Order Dispatcher	18.57
01410 - Supply Technician	23.85
01420 - Survey Worker	14.22***
01460 - Switchboard Operator/Receptionist	13.39***
01531 - Travel Clerk I	15.91
01532 - Travel Clerk II	17.13
01533 - Travel Clerk III	20.44
01611 - Word Processor I	12.43***
01612 - Word Processor II	13.96***
01613 - Word Processor III	15.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.23
05010 - Automotive Electrician	16.87
05040 - Automotive Glass Installer	15.76
05070 - Automotive Worker	15.76
05110 - Mobile Equipment Servicer	14.19***
05130 - Motor Equipment Metal Mechanic	17.56
05160 - Motor Equipment Metal Worker	15.76
05190 - Motor Vehicle Mechanic	17.56
05220 - Motor Vehicle Mechanic Helper	13.33***
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.76
05310 - Painter Automotive	16.62
05340 - Radiator Repair Specialist	15.76
05370 - Tire Repairer	15.04
05400 - Transmission Repair Specialist	17.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.02***
07041 - Cook I	11.33***
07042 - Cook II	12.96***
07070 - Dishwasher	11.15***
07130 - Food Service Worker	10.86***
07210 - Meat Cutter	16.17
07260 - Waiter/Waitress	10.30***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.56
09040 - Furniture Handler	14.97***
09080 - Furniture Refinisher	23.56
09090 - Furniture Refinisher Helper	17.85
09110 - Furniture Repairer Minor	20.70
09130 - Upholsterer	23.51
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.19***
11060 - Elevator Operator	12.74***
11090 - Gardener	18.13
11122 - Housekeeping Aide	12.31***
11150 - Janitor	12.31***
11210 - Laborer Grounds Maintenance	13.98***
11240 - Maid or Houseman	11.17***
11260 - Pruner	12.70***
11270 - Tractor Operator	16.72

11330 - Trail Maintenance Worker	13.98***
11360 - Window Cleaner	13.56***
12000 - Health Occupations	
12010 - Ambulance Driver	18.59
12011 - Breath Alcohol Technician	19.08
12012 - Certified Occupational Therapist Assistant	26.07
12015 - Certified Physical Therapist Assistant	25.71
12020 - Dental Assistant	18.10
12025 - Dental Hygienist	36.08
12030 - EKG Technician	28.80
12035 - Electroneurodiagnostic Technologist	28.80
12040 - Emergency Medical Technician	18.59
12071 - Licensed Practical Nurse I	16.98
12072 - Licensed Practical Nurse II	19.00
12073 - Licensed Practical Nurse III	21.18
12100 - Medical Assistant	14.22***
12130 - Medical Laboratory Technician	18.31
12160 - Medical Record Clerk	16.24
12190 - Medical Record Technician	18.16
12195 - Medical Transcriptionist	16.98
12210 - Nuclear Medicine Technologist	41.76
12221 - Nursing Assistant I	11.60***
12222 - Nursing Assistant II	13.04***
12223 - Nursing Assistant III	14.23***
12224 - Nursing Assistant IV	15.97
12235 - Optical Dispenser	16.92
12236 - Optical Technician	16.98
12250 - Pharmacy Technician	14.51***
12280 - Phlebotomist	15.53
12305 - Radiologic Technologist	28.44
12311 - Registered Nurse I	23.37
12312 - Registered Nurse II	28.59
12313 - Registered Nurse II Specialist	28.59
12314 - Registered Nurse III	34.58
12315 - Registered Nurse III Anesthetist	34.58
12316 - Registered Nurse IV	41.46
12317 - Scheduler (Drug and Alcohol Testing)	23.63
12320 - Substance Abuse Treatment Counselor	21.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.31
13012 - Exhibits Specialist II	22.68
13013 - Exhibits Specialist III	27.75
13041 - Illustrator I	18.31
13042 - Illustrator II	22.68
13043 - Illustrator III	27.75
13047 - Librarian	25.12
13050 - Library Aide/Clerk	14.58***
13054 - Library Information Technology Systems Administrator	22.68
13058 - Library Technician	18.31
13061 - Media Specialist I	16.36
13062 - Media Specialist II	18.31
13063 - Media Specialist III	20.41
13071 - Photographer I	12.42***
13072 - Photographer II	15.34
13073 - Photographer III	19.91
13074 - Photographer IV	24.34
13075 - Photographer V	30.59
13090 - Technical Order Library Clerk	18.31
13110 - Video Teleconference Technician	17.88
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.19
14042 - Computer Operator II	17.00
14043 - Computer Operator III	18.95
14044 - Computer Operator IV	21.06

14045 - Computer Operator V	23.32
14071 - Computer Programmer I (see 1)	19.31
14072 - Computer Programmer II (see 1)	23.93
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	15.19
14160 - Personal Computer Support Technician	21.06
14170 - System Support Specialist	26.23
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.62
15020 - Aircrew Training Devices Instructor (Rated)	34.61
15030 - Air Crew Training Devices Instructor (Pilot)	39.95
15050 - Computer Based Training Specialist / Instructor	28.62
15060 - Educational Technologist	26.84
15070 - Flight Instructor (Pilot)	39.95
15080 - Graphic Artist	22.19
15085 - Maintenance Test Pilot Fixed Jet/Prop	39.95
15086 - Maintenance Test Pilot Rotary Wing	39.95
15088 - Non-Maintenance Test/Co-Pilot	39.95
15090 - Technical Instructor	20.49
15095 - Technical Instructor/Course Developer	25.06
15110 - Test Proctor	16.54
15120 - Tutor	16.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.19***
16030 - Counter Attendant	12.19***
16040 - Dry Cleaner	13.93***
16070 - Finisher Flatwork Machine	12.19***
16090 - Presser Hand	12.19***
16110 - Presser Machine Drycleaning	12.19***
16130 - Presser Machine Shirts	12.19***
16160 - Presser Machine Wearing Apparel Laundry	12.19***
16190 - Sewing Machine Operator	14.55***
16220 - Tailor	15.56
16250 - Washer Machine	12.77***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.63
19040 - Tool And Die Maker	27.85
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.05
21030 - Material Coordinator	19.62
21040 - Material Expediter	19.62
21050 - Material Handling Laborer	14.33***
21071 - Order Filler	12.83***
21080 - Production Line Worker (Food Processing)	16.05
21110 - Shipping Packer	13.73***
21130 - Shipping/Receiving Clerk	13.73***
21140 - Store Worker I	12.17***
21150 - Stock Clerk	16.35
21210 - Tools And Parts Attendant	16.05
21410 - Warehouse Specialist	16.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.38
23019 - Aircraft Logs and Records Technician	19.92
23021 - Aircraft Mechanic I	24.00
23022 - Aircraft Mechanic II	25.38
23023 - Aircraft Mechanic III	26.69
23040 - Aircraft Mechanic Helper	17.12
23050 - Aircraft Painter	22.63
23060 - Aircraft Servicer	19.92
23070 - Aircraft Survival Flight Equipment Technician	22.63
23080 - Aircraft Worker	21.22

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.00
23110 - Appliance Mechanic	22.63
23120 - Bicycle Repairer	18.56
23125 - Cable Splicer	40.47
23130 - Carpenter Maintenance	20.44
23140 - Carpet Layer	21.22
23160 - Electrician Maintenance	22.16
23181 - Electronics Technician Maintenance I	21.22
23182 - Electronics Technician Maintenance II	22.63
23183 - Electronics Technician Maintenance III	24.00
23260 - Fabric Worker	19.92
23290 - Fire Alarm System Mechanic	24.00
23310 - Fire Extinguisher Repairer	18.56
23311 - Fuel Distribution System Mechanic	24.00
23312 - Fuel Distribution System Operator	18.56
23370 - General Maintenance Worker	16.60
23380 - Ground Support Equipment Mechanic	24.00
23381 - Ground Support Equipment Servicer	19.92
23382 - Ground Support Equipment Worker	21.22
23391 - Gunsmith I	18.56
23392 - Gunsmith II	21.22
23393 - Gunsmith III	24.00
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.03
23430 - Heavy Equipment Mechanic	20.63
23440 - Heavy Equipment Operator	24.54
23460 - Instrument Mechanic	24.00
23465 - Laboratory/Shelter Mechanic	22.63
23470 - Laborer	14.33***
23510 - Locksmith	22.63
23530 - Machinery Maintenance Mechanic	26.93
23550 - Machinist Maintenance	21.22
23580 - Maintenance Trades Helper	17.12
23591 - Metrology Technician I	24.00
23592 - Metrology Technician II	25.38
23593 - Metrology Technician III	26.69
23640 - Millwright	24.00
23710 - Office Appliance Repairer	22.63
23760 - Painter Maintenance	22.11
23790 - Pipefitter Maintenance	26.04
23810 - Plumber Maintenance	23.07
23820 - Pneudraulic Systems Mechanic	24.00
23850 - Rigger	24.00
23870 - Scale Mechanic	21.22
23890 - Sheet-Metal Worker Maintenance	24.00
23910 - Small Engine Mechanic	16.19
23931 - Telecommunications Mechanic I	24.00
23932 - Telecommunications Mechanic II	25.38
23950 - Telephone Lineman	24.89
23960 - Welder Combination Maintenance	17.27
23965 - Well Driller	24.00
23970 - Woodcraft Worker	24.00
23980 - Woodworker	18.56
24000 - Personal Needs Occupations	
24550 - Case Manager	13.86***
24570 - Child Care Attendant	11.64***
24580 - Child Care Center Clerk	14.51***
24610 - Chore Aide	11.28***
24620 - Family Readiness And Support Services Coordinator	13.86***

24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.63
25040 - Sewage Plant Operator	21.67
25070 - Stationary Engineer	22.63
25190 - Ventilation Equipment Tender	16.14
25210 - Water Treatment Plant Operator	21.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	13.25***
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.21
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.04
27070 - Firefighter	17.21
27101 - Guard I	13.25***
27102 - Guard II	16.84
27131 - Police Officer I	19.75
27132 - Police Officer II	21.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.13***
28042 - Carnival Equipment Repairer	15.32
28043 - Carnival Worker	10.73***
28210 - Gate Attendant/Gate Tender	14.72***
28310 - Lifeguard	11.83***
28350 - Park Attendant (Aide)	16.47
28510 - Recreation Aide/Health Facility Attendant	12.02***
28515 - Recreation Specialist	20.37
28630 - Sports Official	13.11***
28690 - Swimming Pool Operator	17.52
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.58
29020 - Hatch Tender	21.58
29030 - Line Handler	21.58
29041 - Stevedore I	20.25
29042 - Stevedore II	23.02
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.26
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	16.77
30022 - Archeological Technician II	18.76
30023 - Archeological Technician III	23.22
30030 - Cartographic Technician	23.22
30040 - Civil Engineering Technician	22.66
30051 - Cryogenic Technician I	25.10
30052 - Cryogenic Technician II	27.72
30061 - Drafter/CAD Operator I	16.77
30062 - Drafter/CAD Operator II	18.76
30063 - Drafter/CAD Operator III	20.90
30064 - Drafter/CAD Operator IV	25.73
30081 - Engineering Technician I	14.93***
30082 - Engineering Technician II	16.77
30083 - Engineering Technician III	20.33
30084 - Engineering Technician IV	25.19
30085 - Engineering Technician V	30.82
30086 - Engineering Technician VI	37.29
30090 - Environmental Technician	23.22
30095 - Evidence Control Specialist	22.66
30210 - Laboratory Technician	20.90
30221 - Latent Fingerprint Technician I	25.10
30222 - Latent Fingerprint Technician II	27.72
30240 - Mathematical Technician	23.22
30361 - Paralegal/Legal Assistant I	16.32
30362 - Paralegal/Legal Assistant II	19.97

30363 - Paralegal/Legal Assistant III	24.73
30364 - Paralegal/Legal Assistant IV	29.93
30375 - Petroleum Supply Specialist	27.72
30390 - Photo-Optics Technician	22.93
30395 - Radiation Control Technician	27.72
30461 - Technical Writer I	23.22
30462 - Technical Writer II	28.42
30463 - Technical Writer III	34.38
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	25.10
30502 - Weather Forecaster II	30.52
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 20.90
30621 - Weather Observer Senior	(see 2) 23.22
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	13.43***
31030 - Bus Driver	18.62
31043 - Driver Courier	14.29***
31260 - Parking and Lot Attendant	12.18***
31290 - Shuttle Bus Driver	15.41
31310 - Taxi Driver	10.67***
31361 - Truckdriver Light	15.41
31362 - Truckdriver Medium	16.89
31363 - Truckdriver Heavy	21.97
31364 - Truckdriver Tractor-Trailer	21.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	10.89***
99050 - Desk Clerk	11.36***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	12.98***
99252 - Laboratory Animal Caretaker II	14.05***
99260 - Marketing Analyst	21.25
99310 - Mortician	26.22
99410 - Pest Controller	20.78
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	15.57
99711 - Recycling Specialist	18.62
99730 - Refuse Collector	14.14***
99810 - Sales Clerk	12.63***
99820 - School Crossing Guard	13.56***
99830 - Survey Party Chief	18.08
99831 - Surveying Aide	10.46***
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	17.86
99841 - Vending Machine Repairer	22.14
99842 - Vending Machine Repairer Helper	17.86

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour up to 40 hours per week or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour up to 40 hours per week or \$176.40 per week or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive administrative or professional capacity as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17) this wage determination may not include wage rates for all occupations within those job families. In such instances a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry and are not determinative of whether an employee is an exempt computer professional. To be exempt computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or

modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14 2006)). Accordingly this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5117 Revision No.: 20 Date Of Last Revision: 07/12/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Arkansas

Area: Arkansas Counties of Faulkner Lonoke Perry Pulaski Saline

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38***
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		25.48
01035 - Court Reporter		18.99
01041 - Customer Service Representative I		14.42***
01042 - Customer Service Representative II		15.74
01043 - Customer Service Representative III		17.68
01051 - Data Entry Operator I		14.13***
01052 - Data Entry Operator II		15.42
01060 - Dispatcher Motor Vehicle		16.46
01070 - Document Preparation Clerk		12.67***
01090 - Duplicating Machine Operator		12.67***
01111 - General Clerk I		13.69***
01112 - General Clerk II		14.94***
01113 - General Clerk III		16.77

01120 - Housing Referral Assistant	19.36
01141 - Messenger Courier	13.68***
01191 - Order Clerk I	13.37***
01192 - Order Clerk II	14.59***
01261 - Personnel Assistant (Employment) I	16.99
01262 - Personnel Assistant (Employment) II	19.01
01263 - Personnel Assistant (Employment) III	21.19
01270 - Production Control Clerk	26.54
01290 - Rental Clerk	13.75***
01300 - Scheduler Maintenance	15.53
01311 - Secretary I	15.53
01312 - Secretary II	17.38
01313 - Secretary III	19.36
01320 - Service Order Dispatcher	16.25
01410 - Supply Technician	25.48
01420 - Survey Worker	15.65
01460 - Switchboard Operator/Receptionist	14.07***
01531 - Travel Clerk I	16.78
01532 - Travel Clerk II	18.26
01533 - Travel Clerk III	19.31
01611 - Word Processor I	15.06
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.42
05010 - Automotive Electrician	19.76
05040 - Automotive Glass Installer	18.52
05070 - Automotive Worker	18.52
05110 - Mobile Equipment Servicer	16.28
05130 - Motor Equipment Metal Mechanic	20.98
05160 - Motor Equipment Metal Worker	18.52
05190 - Motor Vehicle Mechanic	20.98
05220 - Motor Vehicle Mechanic Helper	15.17
05250 - Motor Vehicle Upholstery Worker	17.42
05280 - Motor Vehicle Wrecker	18.52
05310 - Painter Automotive	19.76
05340 - Radiator Repair Specialist	18.52
05370 - Tire Repairer	13.89***
05400 - Transmission Repair Specialist	20.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.51***
07041 - Cook I	11.65***
07042 - Cook II	13.25***
07070 - Dishwasher	11.21***
07130 - Food Service Worker	12.07***
07210 - Meat Cutter	16.63
07260 - Waiter/Waitress	11.00***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.92
09040 - Furniture Handler	11.47***
09080 - Furniture Refinisher	17.86
09090 - Furniture Refinisher Helper	13.81***
09110 - Furniture Repairer Minor	15.87
09130 - Upholsterer	17.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.77***
11060 - Elevator Operator	11.77***
11090 - Gardener	18.36
11122 - Housekeeping Aide	11.61***
11150 - Janitor	11.61***
11210 - Laborer Grounds Maintenance	14.20***
11240 - Maid or Houseman	11.39***
11260 - Pruner	12.95***
11270 - Tractor Operator	17.10
11330 - Trail Maintenance Worker	14.20***

11360 - Window Cleaner	12.73***
12000 - Health Occupations	
12010 - Ambulance Driver	17.02
12011 - Breath Alcohol Technician	20.22
12012 - Certified Occupational Therapist Assistant	31.40
12015 - Certified Physical Therapist Assistant	31.30
12020 - Dental Assistant	18.61
12025 - Dental Hygienist	37.46
12030 - EKG Technician	28.35
12035 - Electroneurodiagnostic Technologist	28.35
12040 - Emergency Medical Technician	17.02
12071 - Licensed Practical Nurse I	18.07
12072 - Licensed Practical Nurse II	20.22
12073 - Licensed Practical Nurse III	22.54
12100 - Medical Assistant	15.92
12130 - Medical Laboratory Technician	22.50
12160 - Medical Record Clerk	18.68
12190 - Medical Record Technician	21.08
12195 - Medical Transcriptionist	15.28
12210 - Nuclear Medicine Technologist	35.38
12221 - Nursing Assistant I	11.85***
12222 - Nursing Assistant II	13.31***
12223 - Nursing Assistant III	14.52***
12224 - Nursing Assistant IV	16.32
12235 - Optical Dispenser	18.95
12236 - Optical Technician	18.07
12250 - Pharmacy Technician	14.52***
12280 - Phlebotomist	16.56
12305 - Radiologic Technologist	26.50
12311 - Registered Nurse I	24.99
12312 - Registered Nurse II	30.57
12313 - Registered Nurse II Specialist	30.57
12314 - Registered Nurse III	36.98
12315 - Registered Nurse III Anesthetist	36.98
12316 - Registered Nurse IV	44.33
12317 - Scheduler (Drug and Alcohol Testing)	25.05
12320 - Substance Abuse Treatment Counselor	22.10
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.89
13012 - Exhibits Specialist II	25.88
13013 - Exhibits Specialist III	31.66
13041 - Illustrator I	20.89
13042 - Illustrator II	25.88
13043 - Illustrator III	31.66
13047 - Librarian	28.66
13050 - Library Aide/Clerk	12.20***
13054 - Library Information Technology Systems Administrator	25.88
13058 - Library Technician	13.35***
13061 - Media Specialist I	18.67
13062 - Media Specialist II	20.89
13063 - Media Specialist III	23.29
13071 - Photographer I	16.32
13072 - Photographer II	18.26
13073 - Photographer III	22.62
13074 - Photographer IV	27.67
13075 - Photographer V	33.48
13090 - Technical Order Library Clerk	15.32
13110 - Video Teleconference Technician	20.22
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.16
14042 - Computer Operator II	19.19
14043 - Computer Operator III	21.39
14044 - Computer Operator IV	23.77
14045 - Computer Operator V	26.33

14071 - Computer Programmer I	(see 1)	21.44
14072 - Computer Programmer II	(see 1)	26.09
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		24.02
14170 - System Support Specialist		26.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.05
15020 - Aircrew Training Devices Instructor (Rated)		36.35
15030 - Air Crew Training Devices Instructor (Pilot)		43.58
15050 - Computer Based Training Specialist / Instructor		30.05
15060 - Educational Technologist		29.61
15070 - Flight Instructor (Pilot)		43.58
15080 - Graphic Artist		22.65
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.58
15086 - Maintenance Test Pilot Rotary Wing		43.58
15088 - Non-Maintenance Test/Co-Pilot		43.58
15090 - Technical Instructor		20.60
15095 - Technical Instructor/Course Developer		25.20
15110 - Test Proctor		16.63
15120 - Tutor		16.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		12.46***
16030 - Counter Attendant		12.46***
16040 - Dry Cleaner		14.28***
16070 - Finisher Flatwork Machine		12.46***
16090 - Presser Hand		12.46***
16110 - Presser Machine Drycleaning		12.46***
16130 - Presser Machine Shirts		12.46***
16160 - Presser Machine Wearing Apparel Laundry		12.46***
16190 - Sewing Machine Operator		14.87***
16220 - Tailor		15.46
16250 - Washer Machine		13.04***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.00
19040 - Tool And Die Maker		23.67
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.67
21030 - Material Coordinator		26.54
21040 - Material Expediter		26.54
21050 - Material Handling Laborer		13.65***
21071 - Order Filler		13.63***
21080 - Production Line Worker (Food Processing)		16.67
21110 - Shipping Packer		17.09
21130 - Shipping/Receiving Clerk		17.09
21140 - Store Worker I		12.15***
21150 - Stock Clerk		16.34
21210 - Tools And Parts Attendant		16.67
21410 - Warehouse Specialist		16.67
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.89
23019 - Aircraft Logs and Records Technician		24.28
23021 - Aircraft Mechanic I		29.23
23022 - Aircraft Mechanic II		30.89
23023 - Aircraft Mechanic III		32.57
23040 - Aircraft Mechanic Helper		21.14
23050 - Aircraft Painter		27.52
23060 - Aircraft Servicer		24.28
23070 - Aircraft Survival Flight Equipment Technician		27.52
23080 - Aircraft Worker		25.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		25.81

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	29.23
II	
23110 - Appliance Mechanic	20.70
23120 - Bicycle Repairer	17.70
23125 - Cable Splicer	31.47
23130 - Carpenter Maintenance	19.24
23140 - Carpet Layer	20.12
23160 - Electrician Maintenance	22.62
23181 - Electronics Technician Maintenance I	26.29
23182 - Electronics Technician Maintenance II	28.04
23183 - Electronics Technician Maintenance III	29.78
23260 - Fabric Worker	18.93
23290 - Fire Alarm System Mechanic	19.13
23310 - Fire Extinguisher Repairer	17.70
23311 - Fuel Distribution System Mechanic	32.10
23312 - Fuel Distribution System Operator	25.20
23370 - General Maintenance Worker	16.65
23380 - Ground Support Equipment Mechanic	29.23
23381 - Ground Support Equipment Servicer	24.28
23382 - Ground Support Equipment Worker	25.81
23391 - Gunsmith I	17.70
23392 - Gunsmith II	20.12
23393 - Gunsmith III	22.79
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.26
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.53
23430 - Heavy Equipment Mechanic	24.68
23440 - Heavy Equipment Operator	18.82
23460 - Instrument Mechanic	26.20
23465 - Laboratory/Shelter Mechanic	21.46
23470 - Laborer	13.65***
23510 - Locksmith	21.46
23530 - Machinery Maintenance Mechanic	23.33
23550 - Machinist Maintenance	19.47
23580 - Maintenance Trades Helper	13.93***
23591 - Metrology Technician I	26.20
23592 - Metrology Technician II	27.69
23593 - Metrology Technician III	29.20
23640 - Millwright	23.89
23710 - Office Appliance Repairer	19.74
23760 - Painter Maintenance	20.67
23790 - Pipefitter Maintenance	25.19
23810 - Plumber Maintenance	23.72
23820 - Pneudraulic Systems Mechanic	22.79
23850 - Rigger	22.69
23870 - Scale Mechanic	20.12
23890 - Sheet-Metal Worker Maintenance	21.72
23910 - Small Engine Mechanic	17.96
23931 - Telecommunications Mechanic I	23.33
23932 - Telecommunications Mechanic II	24.64
23950 - Telephone Lineman	24.24
23960 - Welder Combination Maintenance	18.30
23965 - Well Driller	22.79
23970 - Woodcraft Worker	22.79
23980 - Woodworker	17.70
24000 - Personal Needs Occupations	
24550 - Case Manager	17.64
24570 - Child Care Attendant	11.25***
24580 - Child Care Center Clerk	14.03***
24610 - Chore Aide	11.35***
24620 - Family Readiness And Support Services Coordinator	17.64
24630 - Homemaker	17.64

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.11
25040 - Sewage Plant Operator	20.72
25070 - Stationary Engineer	23.11
25190 - Ventilation Equipment Tender	16.71
25210 - Water Treatment Plant Operator	20.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.67
27007 - Baggage Inspector	13.55***
27008 - Corrections Officer	18.09
27010 - Court Security Officer	20.39
27030 - Detection Dog Handler	15.18
27040 - Detention Officer	18.09
27070 - Firefighter	23.60
27101 - Guard I	13.55***
27102 - Guard II	15.18
27131 - Police Officer I	20.77
27132 - Police Officer II	23.08
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.53***
28042 - Carnival Equipment Repairer	15.61
28043 - Carnival Worker	11.01***
28210 - Gate Attendant/Gate Tender	17.20
28310 - Lifeguard	11.62***
28350 - Park Attendant (Aide)	19.25
28510 - Recreation Aide/Health Facility Attendant	14.00***
28515 - Recreation Specialist	23.76
28630 - Sports Official	15.27
28690 - Swimming Pool Operator	17.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.70
29020 - Hatch Tender	23.70
29030 - Line Handler	23.70
29041 - Stevedore I	22.29
29042 - Stevedore II	25.27
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	18.41
30022 - Archeological Technician II	20.59
30023 - Archeological Technician III	25.51
30030 - Cartographic Technician	25.51
30040 - Civil Engineering Technician	23.49
30051 - Cryogenic Technician I	28.25
30052 - Cryogenic Technician II	31.20
30061 - Drafter/CAD Operator I	18.41
30062 - Drafter/CAD Operator II	20.59
30063 - Drafter/CAD Operator III	22.95
30064 - Drafter/CAD Operator IV	28.25
30081 - Engineering Technician I	15.84
30082 - Engineering Technician II	17.80
30083 - Engineering Technician III	19.90
30084 - Engineering Technician IV	24.66
30085 - Engineering Technician V	30.16
30086 - Engineering Technician VI	36.50
30090 - Environmental Technician	21.87
30095 - Evidence Control Specialist	25.51
30210 - Laboratory Technician	19.37
30221 - Latent Fingerprint Technician I	24.09
30222 - Latent Fingerprint Technician II	26.61
30240 - Mathematical Technician	26.50
30361 - Paralegal/Legal Assistant I	19.36
30362 - Paralegal/Legal Assistant II	22.87
30363 - Paralegal/Legal Assistant III	27.98

30364 - Paralegal/Legal Assistant IV	32.74
30375 - Petroleum Supply Specialist	31.20
30390 - Photo-Optics Technician	25.51
30395 - Radiation Control Technician	31.20
30461 - Technical Writer I	24.61
30462 - Technical Writer II	30.11
30463 - Technical Writer III	36.43
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	28.25
30502 - Weather Forecaster II	34.36
30620 - Weather Observer Combined Upper Air Or (see 2)	22.95
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.51
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	14.40***
31030 - Bus Driver	19.91
31043 - Driver Courier	13.61***
31260 - Parking and Lot Attendant	12.82***
31290 - Shuttle Bus Driver	13.98***
31310 - Taxi Driver	12.97***
31361 - Truckdriver Light	14.61***
31362 - Truckdriver Medium	15.63
31363 - Truckdriver Heavy	23.73
31364 - Truckdriver Tractor-Trailer	23.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	11.38***
99050 - Desk Clerk	11.27***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	13.89***
99252 - Laboratory Animal Caretaker II	14.91***
99260 - Marketing Analyst	29.32
99310 - Mortician	26.22
99410 - Pest Controller	16.74
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	18.19
99711 - Recycling Specialist	21.90
99730 - Refuse Collector	16.59
99810 - Sales Clerk	11.95***
99820 - School Crossing Guard	11.43***
99830 - Survey Party Chief	24.32
99831 - Surveying Aide	16.09
99832 - Surveying Technician	22.11
99840 - Vending Machine Attendant	17.79
99841 - Vending Machine Repairer	21.72
99842 - Vending Machine Repairer Helper	17.79

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour up to 40 hours per week or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour up to 40 hours per week or \$176.40 per week or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive administrative or professional capacity as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17) this wage determination may not include wage rates for all occupations within those job families. In such instances a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry and are not determinative of whether an employee is an exempt computer professional. To be exempt computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and

related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14 2006)). Accordingly this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5121 Revision No.: 19 Date Of Last Revision: 07/11/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Arkansas

Area: Arkansas Counties of Cleveland Jefferson Lincoln

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.18
01012 - Accounting Clerk II		17.04
01013 - Accounting Clerk III		19.06
01020 - Administrative Assistant		21.02
01035 - Court Reporter		15.73
01041 - Customer Service Representative I		12.86***
01042 - Customer Service Representative II		14.03***
01043 - Customer Service Representative III		15.75
01051 - Data Entry Operator I		11.60***
01052 - Data Entry Operator II		12.65***
01060 - Dispatcher Motor Vehicle		15.73
01070 - Document Preparation Clerk		12.53***
01090 - Duplicating Machine Operator		12.53***
01111 - General Clerk I		12.79***
01112 - General Clerk II		13.96***
01113 - General Clerk III		15.67

01120 - Housing Referral Assistant	17.54
01141 - Messenger Courier	10.22***
01191 - Order Clerk I	11.48***
01192 - Order Clerk II	12.53***
01261 - Personnel Assistant (Employment) I	14.07***
01262 - Personnel Assistant (Employment) II	15.73
01263 - Personnel Assistant (Employment) III	17.54
01270 - Production Control Clerk	26.61
01290 - Rental Clerk	12.30***
01300 - Scheduler Maintenance	14.07***
01311 - Secretary I	14.07***
01312 - Secretary II	15.73
01313 - Secretary III	17.54
01320 - Service Order Dispatcher	14.07***
01410 - Supply Technician	21.02
01420 - Survey Worker	14.44***
01460 - Switchboard Operator/Receptionist	13.50***
01531 - Travel Clerk I	13.30***
01532 - Travel Clerk II	14.42***
01533 - Travel Clerk III	15.20
01611 - Word Processor I	12.53***
01612 - Word Processor II	14.07***
01613 - Word Processor III	15.73
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.90
05010 - Automotive Electrician	19.90
05040 - Automotive Glass Installer	17.75
05070 - Automotive Worker	17.75
05110 - Mobile Equipment Servicer	16.01
05130 - Motor Equipment Metal Mechanic	19.90
05160 - Motor Equipment Metal Worker	17.75
05190 - Motor Vehicle Mechanic	19.90
05220 - Motor Vehicle Mechanic Helper	14.64***
05250 - Motor Vehicle Upholstery Worker	17.75
05280 - Motor Vehicle Wrecker	17.75
05310 - Painter Automotive	18.86
05340 - Radiator Repair Specialist	17.75
05370 - Tire Repairer	13.87***
05400 - Transmission Repair Specialist	19.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.61
07041 - Cook I	12.17***
07042 - Cook II	13.96***
07070 - Dishwasher	11.11***
07130 - Food Service Worker	11.54***
07210 - Meat Cutter	16.90
07260 - Waiter/Waitress	11.00***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.23***
09080 - Furniture Refinisher	19.86
09090 - Furniture Refinisher Helper	16.94
09110 - Furniture Repairer Minor	19.26
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.62***
11060 - Elevator Operator	11.36***
11090 - Gardener	17.82
11122 - Housekeeping Aide	11.36***
11150 - Janitor	11.36***
11210 - Laborer Grounds Maintenance	13.78***
11240 - Maid or Houseman	11.02***
11260 - Pruner	12.57***
11270 - Tractor Operator	16.60
11330 - Trail Maintenance Worker	13.78***

11360 - Window Cleaner	12.46***
12000 - Health Occupations	
12010 - Ambulance Driver	19.56
12011 - Breath Alcohol Technician	19.56
12012 - Certified Occupational Therapist Assistant	26.84
12015 - Certified Physical Therapist Assistant	26.84
12020 - Dental Assistant	17.41
12025 - Dental Hygienist	43.00
12030 - EKG Technician	29.65
12035 - Electroneurodiagnostic Technologist	29.65
12040 - Emergency Medical Technician	19.56
12071 - Licensed Practical Nurse I	17.49
12072 - Licensed Practical Nurse II	19.56
12073 - Licensed Practical Nurse III	21.81
12100 - Medical Assistant	13.93***
12130 - Medical Laboratory Technician	18.63
12160 - Medical Record Clerk	16.13
12190 - Medical Record Technician	18.33
12195 - Medical Transcriptionist	17.49
12210 - Nuclear Medicine Technologist	43.00
12221 - Nursing Assistant I	11.97***
12222 - Nursing Assistant II	13.45***
12223 - Nursing Assistant III	14.67***
12224 - Nursing Assistant IV	16.47
12235 - Optical Dispenser	19.56
12236 - Optical Technician	17.49
12250 - Pharmacy Technician	14.75***
12280 - Phlebotomist	17.49
12305 - Radiologic Technologist	24.39
12311 - Registered Nurse I	24.61
12312 - Registered Nurse II	30.10
12313 - Registered Nurse II Specialist	30.10
12314 - Registered Nurse III	36.43
12315 - Registered Nurse III Anesthetist	36.43
12316 - Registered Nurse IV	43.65
12317 - Scheduler (Drug and Alcohol Testing)	24.24
12320 - Substance Abuse Treatment Counselor	26.98
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.72
13012 - Exhibits Specialist II	23.18
13013 - Exhibits Specialist III	28.37
13041 - Illustrator I	18.72
13042 - Illustrator II	23.18
13043 - Illustrator III	28.37
13047 - Librarian	25.68
13050 - Library Aide/Clerk	14.76***
13054 - Library Information Technology Systems Administrator	23.18
13058 - Library Technician	18.72
13061 - Media Specialist I	16.73
13062 - Media Specialist II	18.72
13063 - Media Specialist III	20.87
13071 - Photographer I	16.73
13072 - Photographer II	18.72
13073 - Photographer III	23.18
13074 - Photographer IV	28.37
13075 - Photographer V	34.32
13090 - Technical Order Library Clerk	18.72
13110 - Video Teleconference Technician	16.73
14000 - Information Technology Occupations	
14041 - Computer Operator I	11.80***
14042 - Computer Operator II	13.20***
14043 - Computer Operator III	14.72***
14044 - Computer Operator IV	19.77
14045 - Computer Operator V	21.45

14071 - Computer Programmer I	(see 1)	17.84
14072 - Computer Programmer II	(see 1)	19.77
14073 - Computer Programmer III	(see 1)	24.01
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.62
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		11.80***
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		21.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.09
15020 - Aircrew Training Devices Instructor (Rated)		29.15
15030 - Air Crew Training Devices Instructor (Pilot)		34.94
15050 - Computer Based Training Specialist / Instructor		26.62
15060 - Educational Technologist		29.19
15070 - Flight Instructor (Pilot)		34.94
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		34.94
15086 - Maintenance Test Pilot Rotary Wing		34.94
15088 - Non-Maintenance Test/Co-Pilot		34.94
15090 - Technical Instructor		19.09
15095 - Technical Instructor/Course Developer		22.64
15110 - Test Proctor		14.94***
15120 - Tutor		14.94***
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		12.16***
16030 - Counter Attendant		12.16***
16040 - Dry Cleaner		13.88***
16070 - Finisher Flatwork Machine		12.16***
16090 - Presser Hand		12.16***
16110 - Presser Machine Drycleaning		12.16***
16130 - Presser Machine Shirts		12.16***
16160 - Presser Machine Wearing Apparel Laundry		12.16***
16190 - Sewing Machine Operator		14.46***
16220 - Tailor		15.03
16250 - Washer Machine		12.73***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.29
19040 - Tool And Die Maker		31.49
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.37***
21030 - Material Coordinator		26.61
21040 - Material Expediter		26.61
21050 - Material Handling Laborer		13.73***
21071 - Order Filler		11.53***
21080 - Production Line Worker (Food Processing)		14.37***
21110 - Shipping Packer		16.82
21130 - Shipping/Receiving Clerk		16.82
21140 - Store Worker I		12.15***
21150 - Stock Clerk		16.34
21210 - Tools And Parts Attendant		14.37***
21410 - Warehouse Specialist		14.37***
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.38
23019 - Aircraft Logs and Records Technician		22.30
23021 - Aircraft Mechanic I		26.85
23022 - Aircraft Mechanic II		28.38
23023 - Aircraft Mechanic III		29.93
23040 - Aircraft Mechanic Helper		19.41
23050 - Aircraft Painter		25.29
23060 - Aircraft Servicer		22.30
23070 - Aircraft Survival Flight Equipment Technician		25.29
23080 - Aircraft Worker		23.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		23.71

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	26.85
II		
23110	- Appliance Mechanic	25.29
23120	- Bicycle Repairer	17.35
23125	- Cable Splicer	27.12
23130	- Carpenter Maintenance	21.48
23140	- Carpet Layer	23.71
23160	- Electrician Maintenance	31.82
23181	- Electronics Technician Maintenance I	23.71
23182	- Electronics Technician Maintenance II	25.29
23183	- Electronics Technician Maintenance III	26.85
23260	- Fabric Worker	22.30
23290	- Fire Alarm System Mechanic	26.85
23310	- Fire Extinguisher Repairer	20.85
23311	- Fuel Distribution System Mechanic	26.85
23312	- Fuel Distribution System Operator	20.85
23370	- General Maintenance Worker	18.48
23380	- Ground Support Equipment Mechanic	26.85
23381	- Ground Support Equipment Servicer	22.30
23382	- Ground Support Equipment Worker	23.71
23391	- Gunsmith I	20.85
23392	- Gunsmith II	23.71
23393	- Gunsmith III	26.85
23410	- Heating Ventilation And Air-Conditioning Mechanic	23.82
23411	- Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.28
23430	- Heavy Equipment Mechanic	26.85
23440	- Heavy Equipment Operator	19.36
23460	- Instrument Mechanic	26.85
23465	- Laboratory/Shelter Mechanic	25.29
23470	- Laborer	13.73***
23510	- Locksmith	25.29
23530	- Machinery Maintenance Mechanic	32.71
23550	- Machinist Maintenance	26.61
23580	- Maintenance Trades Helper	16.72
23591	- Metrology Technician I	26.85
23592	- Metrology Technician II	28.38
23593	- Metrology Technician III	29.93
23640	- Millwright	26.85
23710	- Office Appliance Repairer	25.29
23760	- Painter Maintenance	25.29
23790	- Pipefitter Maintenance	23.34
23810	- Plumber Maintenance	21.97
23820	- Pneudraulic Systems Mechanic	26.85
23850	- Rigger	26.85
23870	- Scale Mechanic	23.71
23890	- Sheet-Metal Worker Maintenance	26.85
23910	- Small Engine Mechanic	23.71
23931	- Telecommunications Mechanic I	25.51
23932	- Telecommunications Mechanic II	26.87
23950	- Telephone Lineman	26.85
23960	- Welder Combination Maintenance	20.68
23965	- Well Driller	26.85
23970	- Woodcraft Worker	26.85
23980	- Woodworker	20.85
24000	- Personal Needs Occupations	
24550	- Case Manager	14.37***
24570	- Child Care Attendant	10.04***
24580	- Child Care Center Clerk	12.83***
24610	- Chore Aide	11.19***
24620	- Family Readiness And Support Services Coordinator	14.37***
24630	- Homemaker	14.37***

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.85
25040 - Sewage Plant Operator	19.78
25070 - Stationary Engineer	26.85
25190 - Ventilation Equipment Tender	19.41
25210 - Water Treatment Plant Operator	19.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.30
27007 - Baggage Inspector	16.75
27008 - Corrections Officer	17.86
27010 - Court Security Officer	19.71
27030 - Detection Dog Handler	18.74
27040 - Detention Officer	17.86
27070 - Firefighter	18.57
27101 - Guard I	16.75
27102 - Guard II	18.74
27131 - Police Officer I	20.25
27132 - Police Officer II	22.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.19***
28042 - Carnival Equipment Repairer	13.09***
28043 - Carnival Worker	9.26***
28210 - Gate Attendant/Gate Tender	14.75***
28310 - Lifeguard	13.84***
28350 - Park Attendant (Aide)	16.50
28510 - Recreation Aide/Health Facility Attendant	12.69***
28515 - Recreation Specialist	17.46
28630 - Sports Official	13.15***
28690 - Swimming Pool Operator	20.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.71
29020 - Hatch Tender	23.71
29030 - Line Handler	23.71
29041 - Stevedore I	22.30
29042 - Stevedore II	25.29
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.26
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	14.03***
30022 - Archeological Technician II	17.45
30023 - Archeological Technician III	20.55
30030 - Cartographic Technician	20.55
30040 - Civil Engineering Technician	19.44
30051 - Cryogenic Technician I	21.59
30052 - Cryogenic Technician II	23.85
30061 - Drafter/CAD Operator I	14.03***
30062 - Drafter/CAD Operator II	17.45
30063 - Drafter/CAD Operator III	18.71
30064 - Drafter/CAD Operator IV	21.53
30081 - Engineering Technician I	12.50***
30082 - Engineering Technician II	14.03***
30083 - Engineering Technician III	17.45
30084 - Engineering Technician IV	20.55
30085 - Engineering Technician V	26.38
30086 - Engineering Technician VI	28.77
30090 - Environmental Technician	18.68
30095 - Evidence Control Specialist	19.49
30210 - Laboratory Technician	16.64
30221 - Latent Fingerprint Technician I	21.59
30222 - Latent Fingerprint Technician II	23.85
30240 - Mathematical Technician	20.55
30361 - Paralegal/Legal Assistant I	14.07***
30362 - Paralegal/Legal Assistant II	19.49
30363 - Paralegal/Legal Assistant III	23.85

30364 - Paralegal/Legal Assistant IV	28.84
30375 - Petroleum Supply Specialist	23.85
30390 - Photo-Optics Technician	20.55
30395 - Radiation Control Technician	23.85
30461 - Technical Writer I	18.88
30462 - Technical Writer II	23.08
30463 - Technical Writer III	27.93
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	21.59
30502 - Weather Forecaster II	26.26
30620 - Weather Observer Combined Upper Air Or (see 2)	18.71
Surface Programs	
30621 - Weather Observer Senior (see 2)	20.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	12.94***
31030 - Bus Driver	17.82
31043 - Driver Courier	13.92***
31260 - Parking and Lot Attendant	11.79***
31290 - Shuttle Bus Driver	14.95***
31310 - Taxi Driver	13.41***
31361 - Truckdriver Light	14.95***
31362 - Truckdriver Medium	16.56
31363 - Truckdriver Heavy	20.85
31364 - Truckdriver Tractor-Trailer	20.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	11.00***
99050 - Desk Clerk	11.00***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	17.79
99252 - Laboratory Animal Caretaker II	19.10
99260 - Marketing Analyst	23.85
99310 - Mortician	26.22
99410 - Pest Controller	20.43
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	15.55
99711 - Recycling Specialist	18.73
99730 - Refuse Collector	14.18***
99810 - Sales Clerk	12.11***
99820 - School Crossing Guard	13.47***
99830 - Survey Party Chief	19.32
99831 - Surveying Aide	12.65***
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	17.79
99841 - Vending Machine Repairer	21.72
99842 - Vending Machine Repairer Helper	17.79

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour up to 40 hours per week or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour up to 40 hours per week or \$176.40 per week or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive administrative or professional capacity as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17) this wage determination may not include wage rates for all occupations within those job families. In such instances a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry and are not determinative of whether an employee is an exempt computer professional. To be exempt computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and

related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14 2006)). Accordingly this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5123 Revision No.: 20 Date Of Last Revision: 07/12/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Arkansas

Area: Arkansas Counties of Baxter Boone Cleburne Fulton Independence
Izard Jackson Marion Searcy Sharp Stone Van Buren White Woodruff

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.38
01012 - Accounting Clerk II		17.26
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		22.25
01035 - Court Reporter		15.52
01041 - Customer Service Representative I		13.12***
01042 - Customer Service Representative II		14.32***
01043 - Customer Service Representative III		16.07
01051 - Data Entry Operator I		12.70***
01052 - Data Entry Operator II		14.38***
01060 - Dispatcher Motor Vehicle		21.70
01070 - Document Preparation Clerk		12.36***
01090 - Duplicating Machine Operator		12.36***
01111 - General Clerk I		12.80***
01112 - General Clerk II		13.97***

01113 - General Clerk III	15.68
01120 - Housing Referral Assistant	17.30
01141 - Messenger Courier	12.63***
01191 - Order Clerk I	14.17***
01192 - Order Clerk II	15.46
01261 - Personnel Assistant (Employment) I	15.94
01262 - Personnel Assistant (Employment) II	17.83
01263 - Personnel Assistant (Employment) III	19.88
01270 - Production Control Clerk	22.19
01290 - Rental Clerk	13.11***
01300 - Scheduler Maintenance	13.87***
01311 - Secretary I	13.87***
01312 - Secretary II	15.52
01313 - Secretary III	17.30
01320 - Service Order Dispatcher	19.40
01410 - Supply Technician	22.25
01420 - Survey Worker	13.63***
01460 - Switchboard Operator/Receptionist	13.46***
01531 - Travel Clerk I	13.30***
01532 - Travel Clerk II	14.42***
01533 - Travel Clerk III	15.20
01611 - Word Processor I	12.36***
01612 - Word Processor II	13.87***
01613 - Word Processor III	15.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.00
05010 - Automotive Electrician	17.59
05040 - Automotive Glass Installer	15.52
05070 - Automotive Worker	15.52
05110 - Mobile Equipment Servicer	13.40***
05130 - Motor Equipment Metal Mechanic	17.74
05160 - Motor Equipment Metal Worker	15.52
05190 - Motor Vehicle Mechanic	17.74
05220 - Motor Vehicle Mechanic Helper	12.42***
05250 - Motor Vehicle Upholstery Worker	14.86***
05280 - Motor Vehicle Wrecker	15.52
05310 - Painter Automotive	16.63
05340 - Radiator Repair Specialist	15.52
05370 - Tire Repairer	15.85
05400 - Transmission Repair Specialist	17.74
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.95***
07041 - Cook I	11.13***
07042 - Cook II	12.88***
07070 - Dishwasher	11.01***
07130 - Food Service Worker	11.41***
07210 - Meat Cutter	13.84***
07260 - Waiter/Waitress	11.00***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.49
09040 - Furniture Handler	10.54***
09080 - Furniture Refinisher	16.92
09090 - Furniture Refinisher Helper	12.55***
09110 - Furniture Repairer Minor	14.71***
09130 - Upholsterer	16.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.97***
11060 - Elevator Operator	13.97***
11090 - Gardener	18.05
11122 - Housekeeping Aide	11.58***
11150 - Janitor	11.58***
11210 - Laborer Grounds Maintenance	13.51***
11240 - Maid or Houseman	11.17***
11260 - Pruner	12.09***
11270 - Tractor Operator	16.60

11330 - Trail Maintenance Worker	13.51***
11360 - Window Cleaner	12.94***
12000 - Health Occupations	
12010 - Ambulance Driver	18.10
12011 - Breath Alcohol Technician	18.35
12012 - Certified Occupational Therapist Assistant	32.52
12015 - Certified Physical Therapist Assistant	30.12
12020 - Dental Assistant	17.51
12025 - Dental Hygienist	36.79
12030 - EKG Technician	28.36
12035 - Electroneurodiagnostic Technologist	28.36
12040 - Emergency Medical Technician	18.10
12071 - Licensed Practical Nurse I	16.62
12072 - Licensed Practical Nurse II	18.58
12073 - Licensed Practical Nurse III	20.71
12100 - Medical Assistant	13.94***
12130 - Medical Laboratory Technician	17.91
12160 - Medical Record Clerk	15.80
12190 - Medical Record Technician	17.67
12195 - Medical Transcriptionist	17.47
12210 - Nuclear Medicine Technologist	40.83
12221 - Nursing Assistant I	11.78***
12222 - Nursing Assistant II	13.24***
12223 - Nursing Assistant III	14.44***
12224 - Nursing Assistant IV	16.23
12235 - Optical Dispenser	17.43
12236 - Optical Technician	16.62
12250 - Pharmacy Technician	14.00***
12280 - Phlebotomist	14.97***
12305 - Radiologic Technologist	24.24
12311 - Registered Nurse I	24.41
12312 - Registered Nurse II	29.86
12313 - Registered Nurse II Specialist	29.86
12314 - Registered Nurse III	36.12
12315 - Registered Nurse III Anesthetist	36.12
12316 - Registered Nurse IV	43.29
12317 - Scheduler (Drug and Alcohol Testing)	22.73
12320 - Substance Abuse Treatment Counselor	29.90
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.29
13012 - Exhibits Specialist II	22.66
13013 - Exhibits Specialist III	27.72
13041 - Illustrator I	18.29
13042 - Illustrator II	22.66
13043 - Illustrator III	27.72
13047 - Librarian	25.09
13050 - Library Aide/Clerk	11.13***
13054 - Library Information Technology Systems Administrator	22.66
13058 - Library Technician	12.15***
13061 - Media Specialist I	16.35
13062 - Media Specialist II	17.41
13063 - Media Specialist III	20.40
13071 - Photographer I	15.46
13072 - Photographer II	17.29
13073 - Photographer III	21.42
13074 - Photographer IV	26.20
13075 - Photographer V	31.71
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	17.16
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.69
14042 - Computer Operator II	17.55
14043 - Computer Operator III	19.57
14044 - Computer Operator IV	21.84

14045 - Computer Operator V	24.08
14071 - Computer Programmer I (see 1)	21.44
14072 - Computer Programmer II (see 1)	25.80
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	15.69
14160 - Personal Computer Support Technician	24.02
14170 - System Support Specialist	23.31
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.70
15020 - Aircrew Training Devices Instructor (Rated)	37.15
15030 - Air Crew Training Devices Instructor (Pilot)	44.52
15050 - Computer Based Training Specialist / Instructor	30.70
15060 - Educational Technologist	29.22
15070 - Flight Instructor (Pilot)	44.52
15080 - Graphic Artist	19.50
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.52
15086 - Maintenance Test Pilot Rotary Wing	44.52
15088 - Non-Maintenance Test/Co-Pilot	44.52
15090 - Technical Instructor	20.60
15095 - Technical Instructor/Course Developer	25.20
15110 - Test Proctor	16.63
15120 - Tutor	16.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.46***
16030 - Counter Attendant	12.46***
16040 - Dry Cleaner	14.28***
16070 - Finisher Flatwork Machine	12.46***
16090 - Presser Hand	12.46***
16110 - Presser Machine Drycleaning	12.46***
16130 - Presser Machine Shirts	12.46***
16160 - Presser Machine Wearing Apparel Laundry	12.46***
16190 - Sewing Machine Operator	14.87***
16220 - Tailor	15.46
16250 - Washer Machine	13.04***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.97
19040 - Tool And Die Maker	23.83
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.69
21030 - Material Coordinator	22.19
21040 - Material Expediter	22.19
21050 - Material Handling Laborer	13.86***
21071 - Order Filler	13.32***
21080 - Production Line Worker (Food Processing)	17.69
21110 - Shipping Packer	16.26
21130 - Shipping/Receiving Clerk	16.26
21140 - Store Worker I	11.95***
21150 - Stock Clerk	16.70
21210 - Tools And Parts Attendant	17.69
21410 - Warehouse Specialist	17.69
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.67
23019 - Aircraft Logs and Records Technician	19.79
23021 - Aircraft Mechanic I	24.23
23022 - Aircraft Mechanic II	25.67
23023 - Aircraft Mechanic III	27.16
23040 - Aircraft Mechanic Helper	16.88
23050 - Aircraft Painter	22.73
23060 - Aircraft Servicer	19.79
23070 - Aircraft Survival Flight Equipment Technician	22.73
23080 - Aircraft Worker	21.24

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.23
23110 - Appliance Mechanic	20.83
23120 - Bicycle Repairer	16.78
23125 - Cable Splicer	36.54
23130 - Carpenter Maintenance	17.87
23140 - Carpet Layer	19.44
23160 - Electrician Maintenance	20.42
23181 - Electronics Technician Maintenance I	22.41
23182 - Electronics Technician Maintenance II	23.98
23183 - Electronics Technician Maintenance III	25.58
23260 - Fabric Worker	18.12
23290 - Fire Alarm System Mechanic	22.22
23310 - Fire Extinguisher Repairer	16.78
23311 - Fuel Distribution System Mechanic	30.92
23312 - Fuel Distribution System Operator	23.40
23370 - General Maintenance Worker	17.49
23380 - Ground Support Equipment Mechanic	24.23
23381 - Ground Support Equipment Servicer	19.79
23382 - Ground Support Equipment Worker	21.24
23391 - Gunsmith I	16.78
23392 - Gunsmith II	19.44
23393 - Gunsmith III	22.22
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.58
23430 - Heavy Equipment Mechanic	22.25
23440 - Heavy Equipment Operator	18.63
23460 - Instrument Mechanic	22.22
23465 - Laboratory/Shelter Mechanic	20.83
23470 - Laborer	13.86***
23510 - Locksmith	20.83
23530 - Machinery Maintenance Mechanic	22.96
23550 - Machinist Maintenance	20.03
23580 - Maintenance Trades Helper	17.35
23591 - Metrology Technician I	22.22
23592 - Metrology Technician II	23.54
23593 - Metrology Technician III	24.90
23640 - Millwright	22.71
23710 - Office Appliance Repairer	20.83
23760 - Painter Maintenance	17.90
23790 - Pipefitter Maintenance	19.52
23810 - Plumber Maintenance	18.69
23820 - Pneudraulic Systems Mechanic	22.22
23850 - Rigger	22.22
23870 - Scale Mechanic	19.44
23890 - Sheet-Metal Worker Maintenance	21.03
23910 - Small Engine Mechanic	18.43
23931 - Telecommunications Mechanic I	26.17
23932 - Telecommunications Mechanic II	27.56
23950 - Telephone Lineman	25.55
23960 - Welder Combination Maintenance	17.66
23965 - Well Driller	22.22
23970 - Woodcraft Worker	22.22
23980 - Woodworker	16.78
24000 - Personal Needs Occupations	
24550 - Case Manager	14.53***
24570 - Child Care Attendant	11.00***
24580 - Child Care Center Clerk	13.72***
24610 - Chore Aide	11.21***
24620 - Family Readiness And Support Services Coordinator	14.53***

24630 - Homemaker	15.14
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.13
25040 - Sewage Plant Operator	17.67
25070 - Stationary Engineer	21.13
25190 - Ventilation Equipment Tender	14.78***
25210 - Water Treatment Plant Operator	17.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.62***
27007 - Baggage Inspector	16.18
27008 - Corrections Officer	17.86
27010 - Court Security Officer	17.64
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	17.86
27070 - Firefighter	18.44
27101 - Guard I	16.18
27102 - Guard II	18.11
27131 - Police Officer I	17.92
27132 - Police Officer II	19.92
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.11
28042 - Carnival Equipment Repairer	16.44
28043 - Carnival Worker	11.01***
28210 - Gate Attendant/Gate Tender	14.50***
28310 - Lifeguard	12.47***
28350 - Park Attendant (Aide)	16.21
28510 - Recreation Aide/Health Facility Attendant	11.54***
28515 - Recreation Specialist	19.45
28630 - Sports Official	12.60***
28690 - Swimming Pool Operator	19.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.44
29020 - Hatch Tender	19.44
29030 - Line Handler	19.44
29041 - Stevedore I	18.12
29042 - Stevedore II	20.83
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	17.38
30022 - Archeological Technician II	19.44
30023 - Archeological Technician III	22.65
30030 - Cartographic Technician	24.09
30040 - Civil Engineering Technician	21.75
30051 - Cryogenic Technician I	24.09
30052 - Cryogenic Technician II	26.61
30061 - Drafter/CAD Operator I	17.38
30062 - Drafter/CAD Operator II	19.44
30063 - Drafter/CAD Operator III	21.68
30064 - Drafter/CAD Operator IV	26.67
30081 - Engineering Technician I	15.21
30082 - Engineering Technician II	17.07
30083 - Engineering Technician III	19.09
30084 - Engineering Technician IV	23.66
30085 - Engineering Technician V	28.94
30086 - Engineering Technician VI	35.01
30090 - Environmental Technician	21.75
30095 - Evidence Control Specialist	21.75
30210 - Laboratory Technician	20.97
30221 - Latent Fingerprint Technician I	24.09
30222 - Latent Fingerprint Technician II	26.61
30240 - Mathematical Technician	24.09
30361 - Paralegal/Legal Assistant I	18.27
30362 - Paralegal/Legal Assistant II	22.04

30363 - Paralegal/Legal Assistant III	26.36
30364 - Paralegal/Legal Assistant IV	31.88
30375 - Petroleum Supply Specialist	26.61
30390 - Photo-Optics Technician	24.09
30395 - Radiation Control Technician	26.61
30461 - Technical Writer I	21.75
30462 - Technical Writer II	26.61
30463 - Technical Writer III	32.20
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	26.67
30502 - Weather Forecaster II	32.45
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 21.68
30621 - Weather Observer Senior	(see 2) 24.09
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	12.12***
31030 - Bus Driver	16.59
31043 - Driver Courier	13.14***
31260 - Parking and Lot Attendant	11.05***
31290 - Shuttle Bus Driver	13.33***
31310 - Taxi Driver	10.42***
31361 - Truckdriver Light	14.12***
31362 - Truckdriver Medium	15.25
31363 - Truckdriver Heavy	18.40
31364 - Truckdriver Tractor-Trailer	18.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	11.05***
99050 - Desk Clerk	11.00***
99095 - Embalmer	26.66
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	11.56***
99252 - Laboratory Animal Caretaker II	12.56***
99260 - Marketing Analyst	21.55
99310 - Mortician	26.66
99410 - Pest Controller	14.51***
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	15.81
99711 - Recycling Specialist	19.43
99730 - Refuse Collector	14.15***
99810 - Sales Clerk	11.78***
99820 - School Crossing Guard	13.38***
99830 - Survey Party Chief	19.04
99831 - Surveying Aide	12.60***
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	18.38
99841 - Vending Machine Repairer	23.16
99842 - Vending Machine Repairer Helper	18.38

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour up to 40 hours per week or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour up to 40 hours per week or \$176.40 per week or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive administrative or professional capacity as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17) this wage determination may not include wage rates for all occupations within those job families. In such instances a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry and are not determinative of whether an employee is an exempt computer professional. To be exempt computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or

modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14 2006)). Accordingly this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5133 Revision No.: 20 Date Of Last Revision: 07/12/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Arkansas

Area: Arkansas Counties of Arkansas Ashley Bradley Calhoun Chicot Dallas Desha Drew Ouachita Union

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.00***
01012 - Accounting Clerk II		15.71
01013 - Accounting Clerk III		17.58
01020 - Administrative Assistant		22.67
01035 - Court Reporter		15.56
01041 - Customer Service Representative I		12.79***
01042 - Customer Service Representative II		13.95***
01043 - Customer Service Representative III		15.66
01051 - Data Entry Operator I		12.91***
01052 - Data Entry Operator II		14.09***
01060 - Dispatcher Motor Vehicle		18.38
01070 - Document Preparation Clerk		12.39***
01090 - Duplicating Machine Operator		12.39***
01111 - General Clerk I		12.79***
01112 - General Clerk II		13.95***

01113 - General Clerk III	15.66
01120 - Housing Referral Assistant	17.35
01141 - Messenger Courier	10.11***
01191 - Order Clerk I	11.65***
01192 - Order Clerk II	12.71***
01261 - Personnel Assistant (Employment) I	15.03
01262 - Personnel Assistant (Employment) II	16.81
01263 - Personnel Assistant (Employment) III	18.75
01270 - Production Control Clerk	23.24
01290 - Rental Clerk	13.42***
01300 - Scheduler Maintenance	13.91***
01311 - Secretary I	13.91***
01312 - Secretary II	15.56
01313 - Secretary III	17.35
01320 - Service Order Dispatcher	17.51
01410 - Supply Technician	22.67
01420 - Survey Worker	13.46***
01460 - Switchboard Operator/Receptionist	13.40***
01531 - Travel Clerk I	13.30***
01532 - Travel Clerk II	14.42***
01533 - Travel Clerk III	15.20
01611 - Word Processor I	12.39***
01612 - Word Processor II	13.91***
01613 - Word Processor III	15.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.69
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	16.14
05070 - Automotive Worker	16.14
05110 - Mobile Equipment Servicer	14.55***
05130 - Motor Equipment Metal Mechanic	18.09
05160 - Motor Equipment Metal Worker	16.14
05190 - Motor Vehicle Mechanic	18.09
05220 - Motor Vehicle Mechanic Helper	13.31***
05250 - Motor Vehicle Upholstery Worker	16.14
05280 - Motor Vehicle Wrecker	16.14
05310 - Painter Automotive	17.15
05340 - Radiator Repair Specialist	16.14
05370 - Tire Repairer	14.46***
05400 - Transmission Repair Specialist	18.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.36
07041 - Cook I	12.17***
07042 - Cook II	13.96***
07070 - Dishwasher	11.32***
07130 - Food Service Worker	11.21***
07210 - Meat Cutter	14.44***
07260 - Waiter/Waitress	11.00***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.14
09040 - Furniture Handler	12.73***
09080 - Furniture Refinisher	18.14
09090 - Furniture Refinisher Helper	14.61***
09110 - Furniture Repairer Minor	16.31
09130 - Upholsterer	18.14
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.87***
11060 - Elevator Operator	11.30***
11090 - Gardener	15.25
11122 - Housekeeping Aide	11.30***
11150 - Janitor	11.30***
11210 - Laborer Grounds Maintenance	12.56***
11240 - Maid or Houseman	11.13***
11260 - Pruner	11.68***
11270 - Tractor Operator	14.42***

11330 - Trail Maintenance Worker	12.56***
11360 - Window Cleaner	12.16***
12000 - Health Occupations	
12010 - Ambulance Driver	17.23
12011 - Breath Alcohol Technician	17.81
12012 - Certified Occupational Therapist Assistant	24.44
12015 - Certified Physical Therapist Assistant	32.22
12020 - Dental Assistant	14.88***
12025 - Dental Hygienist	37.36
12030 - EKG Technician	27.00
12035 - Electroneurodiagnostic Technologist	27.00
12040 - Emergency Medical Technician	17.23
12071 - Licensed Practical Nurse I	15.92
12072 - Licensed Practical Nurse II	17.81
12073 - Licensed Practical Nurse III	19.86
12100 - Medical Assistant	14.31***
12130 - Medical Laboratory Technician	21.58
12160 - Medical Record Clerk	15.09
12190 - Medical Record Technician	17.58
12195 - Medical Transcriptionist	15.86
12210 - Nuclear Medicine Technologist	39.15
12221 - Nursing Assistant I	12.04***
12222 - Nursing Assistant II	13.53***
12223 - Nursing Assistant III	14.76***
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	17.73
12236 - Optical Technician	15.92
12250 - Pharmacy Technician	15.96
12280 - Phlebotomist	14.31***
12305 - Radiologic Technologist	22.96
12311 - Registered Nurse I	23.42
12312 - Registered Nurse II	28.65
12313 - Registered Nurse II Specialist	28.65
12314 - Registered Nurse III	34.65
12315 - Registered Nurse III Anesthetist	34.65
12316 - Registered Nurse IV	41.55
12317 - Scheduler (Drug and Alcohol Testing)	22.07
12320 - Substance Abuse Treatment Counselor	24.91
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.79
13012 - Exhibits Specialist II	20.98
13013 - Exhibits Specialist III	26.91
13041 - Illustrator I	17.79
13042 - Illustrator II	20.98
13043 - Illustrator III	26.91
13047 - Librarian	24.38
13050 - Library Aide/Clerk	14.16***
13054 - Library Information Technology Systems Administrator	22.02
13058 - Library Technician	16.74
13061 - Media Specialist I	15.88
13062 - Media Specialist II	17.76
13063 - Media Specialist III	19.81
13071 - Photographer I	15.13
13072 - Photographer II	17.79
13073 - Photographer III	21.05
13074 - Photographer IV	26.94
13075 - Photographer V	31.04
13090 - Technical Order Library Clerk	16.93
13110 - Video Teleconference Technician	15.88
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.28***
14042 - Computer Operator II	15.97
14043 - Computer Operator III	17.81
14044 - Computer Operator IV	20.36

14045 - Computer Operator V	22.54
14071 - Computer Programmer I (see 1)	19.55
14072 - Computer Programmer II (see 1)	23.93
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	14.28***
14160 - Personal Computer Support Technician	21.75
14170 - System Support Specialist	23.30
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.12
15020 - Aircrew Training Devices Instructor (Rated)	35.22
15030 - Air Crew Training Devices Instructor (Pilot)	42.23
15050 - Computer Based Training Specialist / Instructor	29.12
15060 - Educational Technologist	29.98
15070 - Flight Instructor (Pilot)	42.23
15080 - Graphic Artist	24.39
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.23
15086 - Maintenance Test Pilot Rotary Wing	42.23
15088 - Non-Maintenance Test/Co-Pilot	42.23
15090 - Technical Instructor	20.99
15095 - Technical Instructor/Course Developer	25.67
15110 - Test Proctor	16.94
15120 - Tutor	16.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.46***
16030 - Counter Attendant	12.46***
16040 - Dry Cleaner	14.28***
16070 - Finisher Flatwork Machine	12.46***
16090 - Presser Hand	12.46***
16110 - Presser Machine Drycleaning	12.46***
16130 - Presser Machine Shirts	12.46***
16160 - Presser Machine Wearing Apparel Laundry	12.46***
16190 - Sewing Machine Operator	14.87***
16220 - Tailor	15.46
16250 - Washer Machine	13.04***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.79
19040 - Tool And Die Maker	25.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.33
21030 - Material Coordinator	23.24
21040 - Material Expediter	23.24
21050 - Material Handling Laborer	14.39***
21071 - Order Filler	12.35***
21080 - Production Line Worker (Food Processing)	17.33
21110 - Shipping Packer	16.35
21130 - Shipping/Receiving Clerk	16.35
21140 - Store Worker I	14.27***
21150 - Stock Clerk	18.07
21210 - Tools And Parts Attendant	17.33
21410 - Warehouse Specialist	17.33
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.09
23019 - Aircraft Logs and Records Technician	21.36
23021 - Aircraft Mechanic I	24.93
23022 - Aircraft Mechanic II	26.09
23023 - Aircraft Mechanic III	27.20
23040 - Aircraft Mechanic Helper	19.12
23050 - Aircraft Painter	23.74
23060 - Aircraft Servicer	21.36
23070 - Aircraft Survival Flight Equipment Technician	23.74
23080 - Aircraft Worker	22.54

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.93
23110 - Appliance Mechanic	23.74
23120 - Bicycle Repairer	19.09
23125 - Cable Splicer	37.36
23130 - Carpenter Maintenance	22.01
23140 - Carpet Layer	22.54
23160 - Electrician Maintenance	22.55
23181 - Electronics Technician Maintenance I	28.53
23182 - Electronics Technician Maintenance II	30.02
23183 - Electronics Technician Maintenance III	31.44
23260 - Fabric Worker	21.36
23290 - Fire Alarm System Mechanic	24.93
23310 - Fire Extinguisher Repairer	20.22
23311 - Fuel Distribution System Mechanic	26.49
23312 - Fuel Distribution System Operator	21.53
23370 - General Maintenance Worker	18.48
23380 - Ground Support Equipment Mechanic	24.93
23381 - Ground Support Equipment Servicer	21.36
23382 - Ground Support Equipment Worker	22.54
23391 - Gunsmith I	20.22
23392 - Gunsmith II	22.54
23393 - Gunsmith III	24.93
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.87
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.11
23430 - Heavy Equipment Mechanic	24.77
23440 - Heavy Equipment Operator	17.63
23460 - Instrument Mechanic	24.93
23465 - Laboratory/Shelter Mechanic	23.74
23470 - Laborer	14.39***
23510 - Locksmith	23.74
23530 - Machinery Maintenance Mechanic	24.40
23550 - Machinist Maintenance	24.61
23580 - Maintenance Trades Helper	13.94***
23591 - Metrology Technician I	24.93
23592 - Metrology Technician II	26.09
23593 - Metrology Technician III	27.20
23640 - Millwright	28.75
23710 - Office Appliance Repairer	21.86
23760 - Painter Maintenance	19.05
23790 - Pipefitter Maintenance	22.69
23810 - Plumber Maintenance	21.66
23820 - Pneudraulic Systems Mechanic	24.93
23850 - Rigger	24.93
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker Maintenance	23.99
23910 - Small Engine Mechanic	21.82
23931 - Telecommunications Mechanic I	23.11
23932 - Telecommunications Mechanic II	24.19
23950 - Telephone Lineman	28.75
23960 - Welder Combination Maintenance	18.78
23965 - Well Driller	24.93
23970 - Woodcraft Worker	24.93
23980 - Woodworker	20.22
24000 - Personal Needs Occupations	
24550 - Case Manager	14.36***
24570 - Child Care Attendant	11.00***
24580 - Child Care Center Clerk	13.87***
24610 - Chore Aide	11.19***
24620 - Family Readiness And Support Services Coordinator	14.36***

24630 - Homemaker	14.36***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.21
25040 - Sewage Plant Operator	18.04
25070 - Stationary Engineer	21.21
25190 - Ventilation Equipment Tender	15.73
25210 - Water Treatment Plant Operator	18.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.91***
27007 - Baggage Inspector	14.76***
27008 - Corrections Officer	15.76
27010 - Court Security Officer	16.46
27030 - Detection Dog Handler	15.73
27040 - Detention Officer	15.76
27070 - Firefighter	15.80
27101 - Guard I	14.76***
27102 - Guard II	15.73
27131 - Police Officer I	18.16
27132 - Police Officer II	20.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.58***
28042 - Carnival Equipment Repairer	14.35***
28043 - Carnival Worker	11.00***
28210 - Gate Attendant/Gate Tender	14.75***
28310 - Lifeguard	11.95***
28350 - Park Attendant (Aide)	16.50
28510 - Recreation Aide/Health Facility Attendant	12.04***
28515 - Recreation Specialist	19.68
28630 - Sports Official	13.14***
28690 - Swimming Pool Operator	17.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.87
29020 - Hatch Tender	22.87
29030 - Line Handler	22.87
29041 - Stevedore I	21.70
29042 - Stevedore II	24.06
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	16.39
30022 - Archeological Technician II	18.85
30023 - Archeological Technician III	22.71
30030 - Cartographic Technician	22.71
30040 - Civil Engineering Technician	22.71
30051 - Cryogenic Technician I	25.84
30052 - Cryogenic Technician II	28.54
30061 - Drafter/CAD Operator I	16.39
30062 - Drafter/CAD Operator II	18.85
30063 - Drafter/CAD Operator III	20.58
30064 - Drafter/CAD Operator IV	25.16
30081 - Engineering Technician I	14.60***
30082 - Engineering Technician II	16.39
30083 - Engineering Technician III	18.34
30084 - Engineering Technician IV	22.71
30085 - Engineering Technician V	27.78
30086 - Engineering Technician VI	33.61
30090 - Environmental Technician	22.61
30095 - Evidence Control Specialist	23.34
30210 - Laboratory Technician	25.05
30221 - Latent Fingerprint Technician I	25.84
30222 - Latent Fingerprint Technician II	28.54
30240 - Mathematical Technician	22.71
30361 - Paralegal/Legal Assistant I	17.39
30362 - Paralegal/Legal Assistant II	21.55

30363 - Paralegal/Legal Assistant III	26.36
30364 - Paralegal/Legal Assistant IV	31.88
30375 - Petroleum Supply Specialist	28.54
30390 - Photo-Optics Technician	22.61
30395 - Radiation Control Technician	28.54
30461 - Technical Writer I	22.71
30462 - Technical Writer II	27.78
30463 - Technical Writer III	33.61
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	25.84
30502 - Weather Forecaster II	31.44
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 20.58
30621 - Weather Observer Senior	(see 2) 22.71
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	13.74***
31030 - Bus Driver	18.65
31043 - Driver Courier	13.02***
31260 - Parking and Lot Attendant	12.53***
31290 - Shuttle Bus Driver	13.01***
31310 - Taxi Driver	13.41***
31361 - Truckdriver Light	13.76***
31362 - Truckdriver Medium	15.23
31363 - Truckdriver Heavy	19.60
31364 - Truckdriver Tractor-Trailer	19.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	11.04***
99050 - Desk Clerk	11.00***
99095 - Embalmer	26.35
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	16.58
99252 - Laboratory Animal Caretaker II	17.81
99260 - Marketing Analyst	27.68
99310 - Mortician	26.35
99410 - Pest Controller	17.32
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	14.83***
99711 - Recycling Specialist	17.02
99730 - Refuse Collector	13.79***
99810 - Sales Clerk	12.11***
99820 - School Crossing Guard	15.59
99830 - Survey Party Chief	19.57
99831 - Surveying Aide	12.81***
99832 - Surveying Technician	17.53
99840 - Vending Machine Attendant	19.23
99841 - Vending Machine Repairer	22.67
99842 - Vending Machine Repairer Helper	19.23

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour up to 40 hours per week or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour up to 40 hours per week or \$176.40 per week or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive administrative or professional capacity as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17) this wage determination may not include wage rates for all occupations within those job families. In such instances a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry and are not determinative of whether an employee is an exempt computer professional. To be exempt computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or

modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14 2006)). Accordingly this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5135 Revision No.: 20 Date Of Last Revision: 07/12/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Arkansas

Area: Arkansas Counties of Columbia Hempstead Howard Lafayette Nevada Sevier

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.00***
01012 - Accounting Clerk II		15.71
01013 - Accounting Clerk III		17.58
01020 - Administrative Assistant		22.67
01035 - Court Reporter		19.24
01041 - Customer Service Representative I		12.79***
01042 - Customer Service Representative II		13.95***
01043 - Customer Service Representative III		15.66
01051 - Data Entry Operator I		13.19***
01052 - Data Entry Operator II		14.39***
01060 - Dispatcher Motor Vehicle		19.59
01070 - Document Preparation Clerk		12.39***
01090 - Duplicating Machine Operator		12.39***
01111 - General Clerk I		12.79***
01112 - General Clerk II		13.95***

01113 - General Clerk III	15.66
01120 - Housing Referral Assistant	17.35
01141 - Messenger Courier	10.11***
01191 - Order Clerk I	12.81***
01192 - Order Clerk II	13.98***
01261 - Personnel Assistant (Employment) I	15.03
01262 - Personnel Assistant (Employment) II	16.81
01263 - Personnel Assistant (Employment) III	18.75
01270 - Production Control Clerk	23.24
01290 - Rental Clerk	13.68***
01300 - Scheduler Maintenance	13.91***
01311 - Secretary I	13.91***
01312 - Secretary II	15.56
01313 - Secretary III	17.35
01320 - Service Order Dispatcher	17.51
01410 - Supply Technician	22.67
01420 - Survey Worker	14.02***
01460 - Switchboard Operator/Receptionist	13.40***
01531 - Travel Clerk I	13.30***
01532 - Travel Clerk II	14.42***
01533 - Travel Clerk III	15.20
01611 - Word Processor I	13.43***
01612 - Word Processor II	15.15
01613 - Word Processor III	16.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.29
05010 - Automotive Electrician	19.87
05040 - Automotive Glass Installer	17.89
05070 - Automotive Worker	17.89
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal Mechanic	20.91
05160 - Motor Equipment Metal Worker	17.89
05190 - Motor Vehicle Mechanic	20.91
05220 - Motor Vehicle Mechanic Helper	15.27
05250 - Motor Vehicle Upholstery Worker	17.57
05280 - Motor Vehicle Wrecker	17.89
05310 - Painter Automotive	19.87
05340 - Radiator Repair Specialist	17.89
05370 - Tire Repairer	14.57***
05400 - Transmission Repair Specialist	20.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.21***
07041 - Cook I	11.21***
07042 - Cook II	12.50***
07070 - Dishwasher	11.32***
07130 - Food Service Worker	11.21***
07210 - Meat Cutter	14.44***
07260 - Waiter/Waitress	11.00***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.87
09040 - Furniture Handler	12.73***
09080 - Furniture Refinisher	19.87
09090 - Furniture Refinisher Helper	15.27
09110 - Furniture Repairer Minor	17.57
09130 - Upholsterer	19.87
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.87***
11060 - Elevator Operator	11.30***
11090 - Gardener	15.25
11122 - Housekeeping Aide	11.30***
11150 - Janitor	11.30***
11210 - Laborer Grounds Maintenance	12.56***
11240 - Maid or Houseman	11.13***
11260 - Pruner	11.68***
11270 - Tractor Operator	14.42***

11330 - Trail Maintenance Worker	12.56***
11360 - Window Cleaner	12.16***
12000 - Health Occupations	
12010 - Ambulance Driver	16.55
12011 - Breath Alcohol Technician	17.81
12012 - Certified Occupational Therapist Assistant	24.44
12015 - Certified Physical Therapist Assistant	32.22
12020 - Dental Assistant	15.20
12025 - Dental Hygienist	37.36
12030 - EKG Technician	27.00
12035 - Electroneurodiagnostic Technologist	27.00
12040 - Emergency Medical Technician	16.55
12071 - Licensed Practical Nurse I	15.92
12072 - Licensed Practical Nurse II	17.81
12073 - Licensed Practical Nurse III	19.86
12100 - Medical Assistant	14.31***
12130 - Medical Laboratory Technician	21.58
12160 - Medical Record Clerk	14.81***
12190 - Medical Record Technician	17.58
12195 - Medical Transcriptionist	15.86
12210 - Nuclear Medicine Technologist	39.15
12221 - Nursing Assistant I	12.04***
12222 - Nursing Assistant II	13.53***
12223 - Nursing Assistant III	14.76***
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	20.89
12236 - Optical Technician	15.92
12250 - Pharmacy Technician	15.96
12280 - Phlebotomist	13.79***
12305 - Radiologic Technologist	22.96
12311 - Registered Nurse I	23.42
12312 - Registered Nurse II	28.65
12313 - Registered Nurse II Specialist	28.65
12314 - Registered Nurse III	34.65
12315 - Registered Nurse III Anesthetist	34.65
12316 - Registered Nurse IV	41.55
12317 - Scheduler (Drug and Alcohol Testing)	22.07
12320 - Substance Abuse Treatment Counselor	24.91
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.10
13012 - Exhibits Specialist II	21.88
13013 - Exhibits Specialist III	25.92
13041 - Illustrator I	17.10
13042 - Illustrator II	21.88
13043 - Illustrator III	25.92
13047 - Librarian	23.46
13050 - Library Aide/Clerk	13.48***
13054 - Library Information Technology Systems Administrator	21.19
13058 - Library Technician	16.74
13061 - Media Specialist I	15.29
13062 - Media Specialist II	17.10
13063 - Media Specialist III	19.07
13071 - Photographer I	15.13
13072 - Photographer II	16.93
13073 - Photographer III	20.98
13074 - Photographer IV	25.65
13075 - Photographer V	31.04
13090 - Technical Order Library Clerk	16.93
13110 - Video Teleconference Technician	15.49
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.68***
14042 - Computer Operator II	16.43
14043 - Computer Operator III	19.08
14044 - Computer Operator IV	20.40

14045 - Computer Operator V	22.54
14071 - Computer Programmer I (see 1)	19.55
14072 - Computer Programmer II (see 1)	24.21
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	14.68***
14160 - Personal Computer Support Technician	23.14
14170 - System Support Specialist	23.30
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.12
15020 - Aircrew Training Devices Instructor (Rated)	35.22
15030 - Air Crew Training Devices Instructor (Pilot)	42.23
15050 - Computer Based Training Specialist / Instructor	29.12
15060 - Educational Technologist	29.98
15070 - Flight Instructor (Pilot)	42.23
15080 - Graphic Artist	22.87
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.23
15086 - Maintenance Test Pilot Rotary Wing	42.23
15088 - Non-Maintenance Test/Co-Pilot	42.23
15090 - Technical Instructor	20.99
15095 - Technical Instructor/Course Developer	25.67
15110 - Test Proctor	16.94
15120 - Tutor	16.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.46***
16030 - Counter Attendant	12.46***
16040 - Dry Cleaner	14.28***
16070 - Finisher Flatwork Machine	12.46***
16090 - Presser Hand	12.46***
16110 - Presser Machine Drycleaning	12.46***
16130 - Presser Machine Shirts	12.46***
16160 - Presser Machine Wearing Apparel Laundry	12.46***
16190 - Sewing Machine Operator	14.87***
16220 - Tailor	15.46
16250 - Washer Machine	13.04***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.79
19040 - Tool And Die Maker	25.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.33
21030 - Material Coordinator	23.24
21040 - Material Expediter	23.24
21050 - Material Handling Laborer	14.39***
21071 - Order Filler	13.50***
21080 - Production Line Worker (Food Processing)	17.33
21110 - Shipping Packer	16.35
21130 - Shipping/Receiving Clerk	16.35
21140 - Store Worker I	14.27***
21150 - Stock Clerk	18.07
21210 - Tools And Parts Attendant	17.33
21410 - Warehouse Specialist	17.33
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.09
23019 - Aircraft Logs and Records Technician	21.36
23021 - Aircraft Mechanic I	24.93
23022 - Aircraft Mechanic II	26.09
23023 - Aircraft Mechanic III	27.20
23040 - Aircraft Mechanic Helper	19.12
23050 - Aircraft Painter	23.74
23060 - Aircraft Servicer	21.36
23070 - Aircraft Survival Flight Equipment Technician	23.74
23080 - Aircraft Worker	22.54

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.93
23110 - Appliance Mechanic	23.74
23120 - Bicycle Repairer	20.22
23125 - Cable Splicer	37.49
23130 - Carpenter Maintenance	22.01
23140 - Carpet Layer	22.54
23160 - Electrician Maintenance	22.55
23181 - Electronics Technician Maintenance I	28.53
23182 - Electronics Technician Maintenance II	30.24
23183 - Electronics Technician Maintenance III	32.81
23260 - Fabric Worker	21.36
23290 - Fire Alarm System Mechanic	24.93
23310 - Fire Extinguisher Repairer	20.22
23311 - Fuel Distribution System Mechanic	26.49
23312 - Fuel Distribution System Operator	21.93
23370 - General Maintenance Worker	17.52
23380 - Ground Support Equipment Mechanic	24.93
23381 - Ground Support Equipment Servicer	21.36
23382 - Ground Support Equipment Worker	22.54
23391 - Gunsmith I	20.22
23392 - Gunsmith II	22.54
23393 - Gunsmith III	24.93
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.14
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.19
23430 - Heavy Equipment Mechanic	25.05
23440 - Heavy Equipment Operator	19.17
23460 - Instrument Mechanic	24.93
23465 - Laboratory/Shelter Mechanic	23.74
23470 - Laborer	14.39***
23510 - Locksmith	23.74
23530 - Machinery Maintenance Mechanic	24.40
23550 - Machinist Maintenance	24.61
23580 - Maintenance Trades Helper	15.27
23591 - Metrology Technician I	24.93
23592 - Metrology Technician II	26.09
23593 - Metrology Technician III	27.20
23640 - Millwright	28.75
23710 - Office Appliance Repairer	21.91
23760 - Painter Maintenance	19.92
23790 - Pipefitter Maintenance	22.69
23810 - Plumber Maintenance	21.66
23820 - Pneudraulic Systems Mechanic	24.93
23850 - Rigger	24.93
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker Maintenance	23.99
23910 - Small Engine Mechanic	21.82
23931 - Telecommunications Mechanic I	23.11
23932 - Telecommunications Mechanic II	24.19
23950 - Telephone Lineman	28.75
23960 - Welder Combination Maintenance	19.17
23965 - Well Driller	24.93
23970 - Woodcraft Worker	24.93
23980 - Woodworker	20.22
24000 - Personal Needs Occupations	
24550 - Case Manager	14.53***
24570 - Child Care Attendant	11.00***
24580 - Child Care Center Clerk	13.87***
24610 - Chore Aide	11.19***
24620 - Family Readiness And Support Services Coordinator	14.53***

24630 - Homemaker	14.53***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.80
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	23.80
25190 - Ventilation Equipment Tender	17.26
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88***
27007 - Baggage Inspector	13.19***
27008 - Corrections Officer	17.31
27010 - Court Security Officer	17.74
27030 - Detection Dog Handler	14.76***
27040 - Detention Officer	17.31
27070 - Firefighter	18.39
27101 - Guard I	13.19***
27102 - Guard II	14.76***
27131 - Police Officer I	18.32
27132 - Police Officer II	20.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.58***
28042 - Carnival Equipment Repairer	14.35***
28043 - Carnival Worker	11.00***
28210 - Gate Attendant/Gate Tender	14.44***
28310 - Lifeguard	11.70***
28350 - Park Attendant (Aide)	16.15
28510 - Recreation Aide/Health Facility Attendant	11.79***
28515 - Recreation Specialist	19.68
28630 - Sports Official	12.87***
28690 - Swimming Pool Operator	16.00
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.38
29020 - Hatch Tender	23.82
29030 - Line Handler	24.38
29041 - Stevedore I	23.09
29042 - Stevedore II	25.64
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	17.64
30022 - Archeological Technician II	19.73
30023 - Archeological Technician III	24.44
30030 - Cartographic Technician	24.44
30040 - Civil Engineering Technician	23.34
30051 - Cryogenic Technician I	25.84
30052 - Cryogenic Technician II	28.54
30061 - Drafter/CAD Operator I	17.64
30062 - Drafter/CAD Operator II	19.73
30063 - Drafter/CAD Operator III	22.00
30064 - Drafter/CAD Operator IV	27.08
30081 - Engineering Technician I	14.86***
30082 - Engineering Technician II	19.06
30083 - Engineering Technician III	21.32
30084 - Engineering Technician IV	26.42
30085 - Engineering Technician V	32.32
30086 - Engineering Technician VI	38.24
30090 - Environmental Technician	23.34
30095 - Evidence Control Specialist	23.34
30210 - Laboratory Technician	27.48
30221 - Latent Fingerprint Technician I	25.84
30222 - Latent Fingerprint Technician II	28.54
30240 - Mathematical Technician	24.44
30361 - Paralegal/Legal Assistant I	17.39
30362 - Paralegal/Legal Assistant II	21.55

30363 - Paralegal/Legal Assistant III	26.36
30364 - Paralegal/Legal Assistant IV	31.88
30375 - Petroleum Supply Specialist	28.54
30390 - Photo-Optics Technician	24.44
30395 - Radiation Control Technician	28.54
30461 - Technical Writer I	24.44
30462 - Technical Writer II	31.19
30463 - Technical Writer III	37.52
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	25.84
30502 - Weather Forecaster II	31.44
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.00
30621 - Weather Observer Senior	(see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	14.64***
31030 - Bus Driver	18.65
31043 - Driver Courier	13.02***
31260 - Parking and Lot Attendant	12.30***
31290 - Shuttle Bus Driver	13.16***
31310 - Taxi Driver	11.79***
31361 - Truckdriver Light	13.76***
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	19.92
31364 - Truckdriver Tractor-Trailer	19.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	11.04***
99050 - Desk Clerk	11.00***
99095 - Embalmer	26.09
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	12.88***
99252 - Laboratory Animal Caretaker II	13.62***
99260 - Marketing Analyst	27.68
99310 - Mortician	26.09
99410 - Pest Controller	16.62
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	14.83***
99711 - Recycling Specialist	17.02
99730 - Refuse Collector	13.79***
99810 - Sales Clerk	12.21***
99820 - School Crossing Guard	15.59
99830 - Survey Party Chief	20.87
99831 - Surveying Aide	12.79***
99832 - Surveying Technician	17.53
99840 - Vending Machine Attendant	19.23
99841 - Vending Machine Repairer	22.67
99842 - Vending Machine Repairer Helper	19.23

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour up to 40 hours per week or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour up to 40 hours per week or \$176.40 per week or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive administrative or professional capacity as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17) this wage determination may not include wage rates for all occupations within those job families. In such instances a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry and are not determinative of whether an employee is an exempt computer professional. To be exempt computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or

modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14 2006)). Accordingly this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5137 Revision No.: 20 Date Of Last Revision: 07/12/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Arkansas

Area: Arkansas Counties of Conway Hot Spring Montgomery Pope Yell

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.00***
01012 - Accounting Clerk II		15.71
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		22.83
01035 - Court Reporter		15.56
01041 - Customer Service Representative I		13.21***
01042 - Customer Service Representative II		14.87***
01043 - Customer Service Representative III		16.23
01051 - Data Entry Operator I		12.88***
01052 - Data Entry Operator II		14.38***
01060 - Dispatcher Motor Vehicle		20.45
01070 - Document Preparation Clerk		12.39***
01090 - Duplicating Machine Operator		12.39***
01111 - General Clerk I		12.81***
01112 - General Clerk II		13.98***
01113 - General Clerk III		15.69

01120 - Housing Referral Assistant	17.35
01141 - Messenger Courier	11.92***
01191 - Order Clerk I	11.36***
01192 - Order Clerk II	12.39***
01261 - Personnel Assistant (Employment) I	15.94
01262 - Personnel Assistant (Employment) II	17.83
01263 - Personnel Assistant (Employment) III	19.88
01270 - Production Control Clerk	27.53
01290 - Rental Clerk	13.31***
01300 - Scheduler Maintenance	13.91***
01311 - Secretary I	13.91***
01312 - Secretary II	15.56
01313 - Secretary III	17.35
01320 - Service Order Dispatcher	19.43
01410 - Supply Technician	22.83
01420 - Survey Worker	13.92***
01460 - Switchboard Operator/Receptionist	13.53***
01531 - Travel Clerk I	13.30***
01532 - Travel Clerk II	14.42***
01533 - Travel Clerk III	15.20
01611 - Word Processor I	12.39***
01612 - Word Processor II	13.91***
01613 - Word Processor III	15.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.21
05010 - Automotive Electrician	17.59
05040 - Automotive Glass Installer	15.36
05070 - Automotive Worker	15.36
05110 - Mobile Equipment Servicer	13.51***
05130 - Motor Equipment Metal Mechanic	17.40
05160 - Motor Equipment Metal Worker	15.36
05190 - Motor Vehicle Mechanic	17.43
05220 - Motor Vehicle Mechanic Helper	12.58***
05250 - Motor Vehicle Upholstery Worker	14.86***
05280 - Motor Vehicle Wrecker	15.36
05310 - Painter Automotive	16.38
05340 - Radiator Repair Specialist	15.36
05370 - Tire Repairer	13.57***
05400 - Transmission Repair Specialist	17.43
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.59***
07041 - Cook I	11.21***
07042 - Cook II	12.75***
07070 - Dishwasher	11.14***
07130 - Food Service Worker	11.46***
07210 - Meat Cutter	13.99***
07260 - Waiter/Waitress	11.00***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.21
09040 - Furniture Handler	13.73***
09080 - Furniture Refinisher	17.21
09090 - Furniture Refinisher Helper	13.95***
09110 - Furniture Repairer Minor	15.92
09130 - Upholsterer	17.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.78***
11060 - Elevator Operator	13.78***
11090 - Gardener	16.07
11122 - Housekeeping Aide	11.30***
11150 - Janitor	11.30***
11210 - Laborer Grounds Maintenance	12.43***
11240 - Maid or Houseman	11.16***
11260 - Pruner	11.33***
11270 - Tractor Operator	14.96***
11330 - Trail Maintenance Worker	12.43***

11360 - Window Cleaner	12.39***
12000 - Health Occupations	
12010 - Ambulance Driver	16.73
12011 - Breath Alcohol Technician	18.82
12012 - Certified Occupational Therapist Assistant	25.82
12015 - Certified Physical Therapist Assistant	29.13
12020 - Dental Assistant	17.96
12025 - Dental Hygienist	38.22
12030 - EKG Technician	28.52
12035 - Electroneurodiagnostic Technologist	28.52
12040 - Emergency Medical Technician	15.95
12071 - Licensed Practical Nurse I	16.83
12072 - Licensed Practical Nurse II	18.82
12073 - Licensed Practical Nurse III	20.98
12100 - Medical Assistant	14.05***
12130 - Medical Laboratory Technician	22.51
12160 - Medical Record Clerk	13.78***
12190 - Medical Record Technician	15.31
12195 - Medical Transcriptionist	16.83
12210 - Nuclear Medicine Technologist	41.36
12221 - Nursing Assistant I	11.60***
12222 - Nursing Assistant II	13.04***
12223 - Nursing Assistant III	14.23***
12224 - Nursing Assistant IV	15.97
12235 - Optical Dispenser	19.23
12236 - Optical Technician	16.83
12250 - Pharmacy Technician	14.01***
12280 - Phlebotomist	14.17***
12305 - Radiologic Technologist	22.88
12311 - Registered Nurse I	24.41
12312 - Registered Nurse II	29.86
12313 - Registered Nurse II Specialist	29.86
12314 - Registered Nurse III	36.12
12315 - Registered Nurse III Anesthetist	36.12
12316 - Registered Nurse IV	43.29
12317 - Scheduler (Drug and Alcohol Testing)	23.32
12320 - Substance Abuse Treatment Counselor	21.27
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.13
13012 - Exhibits Specialist II	23.69
13013 - Exhibits Specialist III	28.98
13041 - Illustrator I	19.13
13042 - Illustrator II	23.69
13043 - Illustrator III	28.98
13047 - Librarian	26.24
13050 - Library Aide/Clerk	12.64***
13054 - Library Information Technology Systems Administrator	23.69
13058 - Library Technician	19.08
13061 - Media Specialist I	17.09
13062 - Media Specialist II	19.13
13063 - Media Specialist III	21.33
13071 - Photographer I	17.09
13072 - Photographer II	19.13
13073 - Photographer III	23.69
13074 - Photographer IV	28.98
13075 - Photographer V	35.06
13090 - Technical Order Library Clerk	17.04
13110 - Video Teleconference Technician	17.16
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.69
14042 - Computer Operator II	17.55
14043 - Computer Operator III	19.57
14044 - Computer Operator IV	21.84
14045 - Computer Operator V	24.08

14071 - Computer Programmer I	(see 1)	21.44
14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.02
14170 - System Support Specialist		22.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.78
15020 - Aircrew Training Devices Instructor (Rated)		35.88
15030 - Air Crew Training Devices Instructor (Pilot)		41.37
15050 - Computer Based Training Specialist / Instructor		29.78
15060 - Educational Technologist		29.34
15070 - Flight Instructor (Pilot)		41.37
15080 - Graphic Artist		21.45
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.37
15086 - Maintenance Test Pilot Rotary Wing		41.37
15088 - Non-Maintenance Test/Co-Pilot		41.37
15090 - Technical Instructor		20.87
15095 - Technical Instructor/Course Developer		25.53
15110 - Test Proctor		16.85
15120 - Tutor		16.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		12.46***
16030 - Counter Attendant		12.46***
16040 - Dry Cleaner		14.28***
16070 - Finisher Flatwork Machine		12.46***
16090 - Presser Hand		12.46***
16110 - Presser Machine Drycleaning		12.46***
16130 - Presser Machine Shirts		12.46***
16160 - Presser Machine Wearing Apparel Laundry		12.46***
16190 - Sewing Machine Operator		14.87***
16220 - Tailor		15.46
16250 - Washer Machine		13.04***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.04
19040 - Tool And Die Maker		27.46
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.48
21030 - Material Coordinator		27.53
21040 - Material Expediter		27.53
21050 - Material Handling Laborer		14.39***
21071 - Order Filler		13.63***
21080 - Production Line Worker (Food Processing)		17.48
21110 - Shipping Packer		16.69
21130 - Shipping/Receiving Clerk		16.69
21140 - Store Worker I		12.15***
21150 - Stock Clerk		16.34
21210 - Tools And Parts Attendant		17.48
21410 - Warehouse Specialist		17.48
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.78
23019 - Aircraft Logs and Records Technician		19.17
23021 - Aircraft Mechanic I		23.45
23022 - Aircraft Mechanic II		24.78
23023 - Aircraft Mechanic III		26.13
23040 - Aircraft Mechanic Helper		16.74
23050 - Aircraft Painter		22.08
23060 - Aircraft Servicer		19.17
23070 - Aircraft Survival Flight Equipment Technician		22.08
23080 - Aircraft Worker		20.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		20.38

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	23.45
II		
23110	- Appliance Mechanic	22.04
23120	- Bicycle Repairer	18.18
23125	- Cable Splicer	36.85
23130	- Carpenter Maintenance	17.83
23140	- Carpet Layer	20.67
23160	- Electrician Maintenance	25.78
23181	- Electronics Technician Maintenance I	29.72
23182	- Electronics Technician Maintenance II	31.70
23183	- Electronics Technician Maintenance III	33.67
23260	- Fabric Worker	19.44
23290	- Fire Alarm System Mechanic	23.41
23310	- Fire Extinguisher Repairer	18.18
23311	- Fuel Distribution System Mechanic	30.00
23312	- Fuel Distribution System Operator	26.06
23370	- General Maintenance Worker	17.26
23380	- Ground Support Equipment Mechanic	23.45
23381	- Ground Support Equipment Servicer	19.17
23382	- Ground Support Equipment Worker	20.38
23391	- Gunsmith I	18.18
23392	- Gunsmith II	20.67
23393	- Gunsmith III	23.41
23410	- Heating Ventilation And Air-Conditioning Mechanic	20.33
23411	- Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.48
23430	- Heavy Equipment Mechanic	22.77
23440	- Heavy Equipment Operator	17.87
23460	- Instrument Mechanic	23.41
23465	- Laboratory/Shelter Mechanic	22.04
23470	- Laborer	14.39***
23510	- Locksmith	22.04
23530	- Machinery Maintenance Mechanic	26.61
23550	- Machinist Maintenance	18.12
23580	- Maintenance Trades Helper	14.11***
23591	- Metrology Technician I	23.41
23592	- Metrology Technician II	24.75
23593	- Metrology Technician III	26.09
23640	- Millwright	22.36
23710	- Office Appliance Repairer	22.04
23760	- Painter Maintenance	17.04
23790	- Pipefitter Maintenance	19.32
23810	- Plumber Maintenance	18.69
23820	- Pneudraulic Systems Mechanic	23.41
23850	- Rigger	23.41
23870	- Scale Mechanic	20.67
23890	- Sheet-Metal Worker Maintenance	18.74
23910	- Small Engine Mechanic	20.67
23931	- Telecommunications Mechanic I	25.82
23932	- Telecommunications Mechanic II	27.28
23950	- Telephone Lineman	30.77
23960	- Welder Combination Maintenance	18.42
23965	- Well Driller	23.41
23970	- Woodcraft Worker	23.41
23980	- Woodworker	18.18
24000	- Personal Needs Occupations	
24550	- Case Manager	14.28***
24570	- Child Care Attendant	11.00***
24580	- Child Care Center Clerk	13.72***
24610	- Chore Aide	11.20***
24620	- Family Readiness And Support Services Coordinator	14.28***
24630	- Homemaker	15.14

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.56
25040 - Sewage Plant Operator	18.15
25070 - Stationary Engineer	22.56
25190 - Ventilation Equipment Tender	16.40
25210 - Water Treatment Plant Operator	18.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.26***
27007 - Baggage Inspector	14.82***
27008 - Corrections Officer	18.09
27010 - Court Security Officer	17.96
27030 - Detection Dog Handler	16.70
27040 - Detention Officer	18.09
27070 - Firefighter	18.44
27101 - Guard I	14.82***
27102 - Guard II	16.70
27131 - Police Officer I	17.94
27132 - Police Officer II	19.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.75***
28042 - Carnival Equipment Repairer	15.84
28043 - Carnival Worker	11.17***
28210 - Gate Attendant/Gate Tender	14.50***
28310 - Lifeguard	11.34***
28350 - Park Attendant (Aide)	16.21
28510 - Recreation Aide/Health Facility Attendant	11.54***
28515 - Recreation Specialist	18.70
28630 - Sports Official	12.60***
28690 - Swimming Pool Operator	18.01
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.67
29020 - Hatch Tender	20.67
29030 - Line Handler	20.67
29041 - Stevedore I	19.44
29042 - Stevedore II	22.04
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	18.22
30022 - Archeological Technician II	20.38
30023 - Archeological Technician III	24.92
30030 - Cartographic Technician	25.23
30040 - Civil Engineering Technician	23.69
30051 - Cryogenic Technician I	25.70
30052 - Cryogenic Technician II	28.39
30061 - Drafter/CAD Operator I	18.22
30062 - Drafter/CAD Operator II	20.38
30063 - Drafter/CAD Operator III	22.71
30064 - Drafter/CAD Operator IV	27.95
30081 - Engineering Technician I	16.22
30082 - Engineering Technician II	18.22
30083 - Engineering Technician III	20.38
30084 - Engineering Technician IV	25.23
30085 - Engineering Technician V	30.88
30086 - Engineering Technician VI	37.35
30090 - Environmental Technician	20.54
30095 - Evidence Control Specialist	23.21
30210 - Laboratory Technician	23.96
30221 - Latent Fingerprint Technician I	25.70
30222 - Latent Fingerprint Technician II	28.39
30240 - Mathematical Technician	25.23
30361 - Paralegal/Legal Assistant I	17.42
30362 - Paralegal/Legal Assistant II	21.58
30363 - Paralegal/Legal Assistant III	25.64

30364 - Paralegal/Legal Assistant IV	29.85
30375 - Petroleum Supply Specialist	28.39
30390 - Photo-Optics Technician	25.23
30395 - Radiation Control Technician	28.39
30461 - Technical Writer I	23.69
30462 - Technical Writer II	28.98
30463 - Technical Writer III	35.06
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	27.95
30502 - Weather Forecaster II	34.00
30620 - Weather Observer Combined Upper Air Or (see 2)	22.71
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	12.22***
31030 - Bus Driver	16.78
31043 - Driver Courier	13.14***
31260 - Parking and Lot Attendant	11.13***
31290 - Shuttle Bus Driver	13.63***
31310 - Taxi Driver	12.48***
31361 - Truckdriver Light	13.99***
31362 - Truckdriver Medium	14.97***
31363 - Truckdriver Heavy	18.53
31364 - Truckdriver Tractor-Trailer	18.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	11.07***
99050 - Desk Clerk	11.00***
99095 - Embalmer	23.85
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	13.64***
99252 - Laboratory Animal Caretaker II	14.65***
99260 - Marketing Analyst	29.10
99310 - Mortician	23.85
99410 - Pest Controller	16.60
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	16.27
99711 - Recycling Specialist	19.59
99730 - Refuse Collector	14.84***
99810 - Sales Clerk	11.47***
99820 - School Crossing Guard	13.47***
99830 - Survey Party Chief	22.29
99831 - Surveying Aide	14.72***
99832 - Surveying Technician	20.24
99840 - Vending Machine Attendant	17.79
99841 - Vending Machine Repairer	21.72
99842 - Vending Machine Repairer Helper	17.79

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour up to 40 hours per week or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour up to 40 hours per week or \$176.40 per week or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive administrative or professional capacity as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17) this wage determination may not include wage rates for all occupations within those job families. In such instances a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry and are not determinative of whether an employee is an exempt computer professional. To be exempt computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and

related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14 2006)). Accordingly this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5139 Revision No.: 20 Date Of Last Revision: 07/12/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Arkansas

Area: Arkansas Counties of Franklin Johnson Logan Polk Scott

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.00***
01012 - Accounting Clerk II		15.71
01013 - Accounting Clerk III		17.58
01020 - Administrative Assistant		22.83
01035 - Court Reporter		15.56
01041 - Customer Service Representative I		13.21***
01042 - Customer Service Representative II		14.87***
01043 - Customer Service Representative III		16.23
01051 - Data Entry Operator I		12.88***
01052 - Data Entry Operator II		14.05***
01060 - Dispatcher Motor Vehicle		21.74
01070 - Document Preparation Clerk		12.39***
01090 - Duplicating Machine Operator		12.39***
01111 - General Clerk I		12.81***
01112 - General Clerk II		13.98***
01113 - General Clerk III		15.69

01120 - Housing Referral Assistant	17.35
01141 - Messenger Courier	10.45***
01191 - Order Clerk I	11.36***
01192 - Order Clerk II	12.39***
01261 - Personnel Assistant (Employment) I	15.94
01262 - Personnel Assistant (Employment) II	17.83
01263 - Personnel Assistant (Employment) III	19.88
01270 - Production Control Clerk	26.73
01290 - Rental Clerk	13.31***
01300 - Scheduler Maintenance	13.91***
01311 - Secretary I	13.91***
01312 - Secretary II	15.56
01313 - Secretary III	17.35
01320 - Service Order Dispatcher	19.39
01410 - Supply Technician	22.83
01420 - Survey Worker	12.83***
01460 - Switchboard Operator/Receptionist	13.53***
01531 - Travel Clerk I	13.30***
01532 - Travel Clerk II	14.42***
01533 - Travel Clerk III	15.20
01611 - Word Processor I	12.39***
01612 - Word Processor II	13.91***
01613 - Word Processor III	15.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.21
05010 - Automotive Electrician	16.38
05040 - Automotive Glass Installer	15.36
05070 - Automotive Worker	15.36
05110 - Mobile Equipment Servicer	13.51***
05130 - Motor Equipment Metal Mechanic	17.40
05160 - Motor Equipment Metal Worker	15.36
05190 - Motor Vehicle Mechanic	17.40
05220 - Motor Vehicle Mechanic Helper	12.74***
05250 - Motor Vehicle Upholstery Worker	14.45***
05280 - Motor Vehicle Wrecker	15.36
05310 - Painter Automotive	16.38
05340 - Radiator Repair Specialist	15.36
05370 - Tire Repairer	13.57***
05400 - Transmission Repair Specialist	17.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.48
07041 - Cook I	11.46***
07042 - Cook II	13.04***
07070 - Dishwasher	11.14***
07130 - Food Service Worker	11.46***
07210 - Meat Cutter	13.99***
07260 - Waiter/Waitress	11.00***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.21
09040 - Furniture Handler	11.68***
09080 - Furniture Refinisher	17.21
09090 - Furniture Refinisher Helper	13.62***
09110 - Furniture Repairer Minor	15.55
09130 - Upholsterer	17.21
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.78***
11060 - Elevator Operator	13.78***
11090 - Gardener	16.07
11122 - Housekeeping Aide	11.30***
11150 - Janitor	11.30***
11210 - Laborer Grounds Maintenance	12.43***
11240 - Maid or Houseman	11.16***
11260 - Pruner	11.33***
11270 - Tractor Operator	14.96***
11330 - Trail Maintenance Worker	12.43***

11360 - Window Cleaner	12.39***
12000 - Health Occupations	
12010 - Ambulance Driver	15.77
12011 - Breath Alcohol Technician	18.82
12012 - Certified Occupational Therapist Assistant	25.82
12015 - Certified Physical Therapist Assistant	30.81
12020 - Dental Assistant	17.96
12025 - Dental Hygienist	38.22
12030 - EKG Technician	28.52
12035 - Electroneurodiagnostic Technologist	28.52
12040 - Emergency Medical Technician	15.77
12071 - Licensed Practical Nurse I	16.83
12072 - Licensed Practical Nurse II	18.82
12073 - Licensed Practical Nurse III	20.98
12100 - Medical Assistant	14.05***
12130 - Medical Laboratory Technician	22.51
12160 - Medical Record Clerk	13.18***
12190 - Medical Record Technician	15.03
12195 - Medical Transcriptionist	16.83
12210 - Nuclear Medicine Technologist	41.36
12221 - Nursing Assistant I	11.60***
12222 - Nursing Assistant II	13.04***
12223 - Nursing Assistant III	14.23***
12224 - Nursing Assistant IV	15.97
12235 - Optical Dispenser	19.23
12236 - Optical Technician	16.83
12250 - Pharmacy Technician	16.07
12280 - Phlebotomist	13.86***
12305 - Radiologic Technologist	22.85
12311 - Registered Nurse I	23.80
12312 - Registered Nurse II	29.11
12313 - Registered Nurse II Specialist	29.11
12314 - Registered Nurse III	35.21
12315 - Registered Nurse III Anesthetist	35.21
12316 - Registered Nurse IV	42.21
12317 - Scheduler (Drug and Alcohol Testing)	23.32
12320 - Substance Abuse Treatment Counselor	21.27
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.13
13012 - Exhibits Specialist II	23.69
13013 - Exhibits Specialist III	28.98
13041 - Illustrator I	19.13
13042 - Illustrator II	23.69
13043 - Illustrator III	28.98
13047 - Librarian	26.24
13050 - Library Aide/Clerk	13.75***
13054 - Library Information Technology Systems Administrator	23.69
13058 - Library Technician	19.13
13061 - Media Specialist I	17.09
13062 - Media Specialist II	19.13
13063 - Media Specialist III	21.33
13071 - Photographer I	17.09
13072 - Photographer II	19.13
13073 - Photographer III	23.69
13074 - Photographer IV	28.98
13075 - Photographer V	35.06
13090 - Technical Order Library Clerk	17.04
13110 - Video Teleconference Technician	17.09
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.82***
14042 - Computer Operator II	16.58
14043 - Computer Operator III	18.49
14044 - Computer Operator IV	20.55
14045 - Computer Operator V	22.75

14071 - Computer Programmer I	(see 1)	18.65
14072 - Computer Programmer II	(see 1)	20.79
14073 - Computer Programmer III	(see 1)	26.85
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.82***
14160 - Personal Computer Support Technician		20.55
14170 - System Support Specialist		22.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		34.52
15030 - Air Crew Training Devices Instructor (Pilot)		41.37
15050 - Computer Based Training Specialist / Instructor		28.53
15060 - Educational Technologist		29.34
15070 - Flight Instructor (Pilot)		41.37
15080 - Graphic Artist		17.45
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.37
15086 - Maintenance Test Pilot Rotary Wing		41.37
15088 - Non-Maintenance Test/Co-Pilot		41.37
15090 - Technical Instructor		20.87
15095 - Technical Instructor/Course Developer		25.53
15110 - Test Proctor		16.85
15120 - Tutor		16.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		12.46***
16030 - Counter Attendant		12.46***
16040 - Dry Cleaner		14.28***
16070 - Finisher Flatwork Machine		12.46***
16090 - Presser Hand		12.46***
16110 - Presser Machine Drycleaning		12.46***
16130 - Presser Machine Shirts		12.46***
16160 - Presser Machine Wearing Apparel Laundry		12.46***
16190 - Sewing Machine Operator		14.87***
16220 - Tailor		15.46
16250 - Washer Machine		13.04***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.61
19040 - Tool And Die Maker		24.43
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.48
21030 - Material Coordinator		26.73
21040 - Material Expediter		26.73
21050 - Material Handling Laborer		14.39***
21071 - Order Filler		13.63***
21080 - Production Line Worker (Food Processing)		17.48
21110 - Shipping Packer		16.69
21130 - Shipping/Receiving Clerk		16.69
21140 - Store Worker I		12.15***
21150 - Stock Clerk		16.34
21210 - Tools And Parts Attendant		17.48
21410 - Warehouse Specialist		17.48
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.41
23019 - Aircraft Logs and Records Technician		19.17
23021 - Aircraft Mechanic I		23.09
23022 - Aircraft Mechanic II		24.41
23023 - Aircraft Mechanic III		25.73
23040 - Aircraft Mechanic Helper		16.70
23050 - Aircraft Painter		21.75
23060 - Aircraft Servicer		19.17
23070 - Aircraft Survival Flight Equipment Technician		21.75
23080 - Aircraft Worker		20.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		20.38

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	23.09
II		
23110	- Appliance Mechanic	22.04
23120	- Bicycle Repairer	18.18
23125	- Cable Splicer	37.21
23130	- Carpenter Maintenance	17.73
23140	- Carpet Layer	20.67
23160	- Electrician Maintenance	25.78
23181	- Electronics Technician Maintenance I	29.72
23182	- Electronics Technician Maintenance II	31.82
23183	- Electronics Technician Maintenance III	33.67
23260	- Fabric Worker	19.44
23290	- Fire Alarm System Mechanic	23.41
23310	- Fire Extinguisher Repairer	18.18
23311	- Fuel Distribution System Mechanic	30.36
23312	- Fuel Distribution System Operator	25.05
23370	- General Maintenance Worker	17.26
23380	- Ground Support Equipment Mechanic	23.09
23381	- Ground Support Equipment Servicer	19.17
23382	- Ground Support Equipment Worker	20.38
23391	- Gunsmith I	18.18
23392	- Gunsmith II	20.67
23393	- Gunsmith III	23.41
23410	- Heating Ventilation And Air-Conditioning Mechanic	20.08
23411	- Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.21
23430	- Heavy Equipment Mechanic	22.77
23440	- Heavy Equipment Operator	17.87
23460	- Instrument Mechanic	23.41
23465	- Laboratory/Shelter Mechanic	22.04
23470	- Laborer	14.39***
23510	- Locksmith	22.04
23530	- Machinery Maintenance Mechanic	26.61
23550	- Machinist Maintenance	18.12
23580	- Maintenance Trades Helper	14.11***
23591	- Metrology Technician I	23.41
23592	- Metrology Technician II	24.75
23593	- Metrology Technician III	26.09
23640	- Millwright	22.36
23710	- Office Appliance Repairer	22.04
23760	- Painter Maintenance	17.04
23790	- Pipefitter Maintenance	18.98
23810	- Plumber Maintenance	17.87
23820	- Pneudraulic Systems Mechanic	23.41
23850	- Rigger	23.41
23870	- Scale Mechanic	20.67
23890	- Sheet-Metal Worker Maintenance	18.74
23910	- Small Engine Mechanic	20.67
23931	- Telecommunications Mechanic I	25.82
23932	- Telecommunications Mechanic II	27.28
23950	- Telephone Lineman	30.77
23960	- Welder Combination Maintenance	18.42
23965	- Well Driller	23.41
23970	- Woodcraft Worker	23.41
23980	- Woodworker	18.18
24000	- Personal Needs Occupations	
24550	- Case Manager	14.28***
24570	- Child Care Attendant	11.00***
24580	- Child Care Center Clerk	13.72***
24610	- Chore Aide	11.20***
24620	- Family Readiness And Support Services Coordinator	14.28***
24630	- Homemaker	14.28***

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.02
25040 - Sewage Plant Operator	18.15
25070 - Stationary Engineer	23.02
25190 - Ventilation Equipment Tender	16.31
25210 - Water Treatment Plant Operator	18.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.26***
27007 - Baggage Inspector	14.15***
27008 - Corrections Officer	17.57
27010 - Court Security Officer	17.96
27030 - Detection Dog Handler	15.83
27040 - Detention Officer	17.57
27070 - Firefighter	17.86
27101 - Guard I	14.15***
27102 - Guard II	15.83
27131 - Police Officer I	17.94
27132 - Police Officer II	19.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.75***
28042 - Carnival Equipment Repairer	15.84
28043 - Carnival Worker	11.17***
28210 - Gate Attendant/Gate Tender	14.00***
28310 - Lifeguard	11.34***
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.10***
28515 - Recreation Specialist	18.70
28630 - Sports Official	12.47***
28690 - Swimming Pool Operator	18.01
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.67
29020 - Hatch Tender	20.67
29030 - Line Handler	20.67
29041 - Stevedore I	19.44
29042 - Stevedore II	22.04
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	17.09
30022 - Archeological Technician II	19.13
30023 - Archeological Technician III	23.69
30030 - Cartographic Technician	23.69
30040 - Civil Engineering Technician	23.69
30051 - Cryogenic Technician I	25.70
30052 - Cryogenic Technician II	28.39
30061 - Drafter/CAD Operator I	17.09
30062 - Drafter/CAD Operator II	19.13
30063 - Drafter/CAD Operator III	21.33
30064 - Drafter/CAD Operator IV	26.24
30081 - Engineering Technician I	15.33
30082 - Engineering Technician II	18.00
30083 - Engineering Technician III	20.00
30084 - Engineering Technician IV	25.18
30085 - Engineering Technician V	27.53
30086 - Engineering Technician VI	36.95
30090 - Environmental Technician	23.69
30095 - Evidence Control Specialist	23.21
30210 - Laboratory Technician	24.70
30221 - Latent Fingerprint Technician I	25.70
30222 - Latent Fingerprint Technician II	28.39
30240 - Mathematical Technician	23.69
30361 - Paralegal/Legal Assistant I	17.42
30362 - Paralegal/Legal Assistant II	21.58
30363 - Paralegal/Legal Assistant III	26.40

30364 - Paralegal/Legal Assistant IV	31.94
30375 - Petroleum Supply Specialist	28.39
30390 - Photo-Optics Technician	24.17
30395 - Radiation Control Technician	28.39
30461 - Technical Writer I	23.69
30462 - Technical Writer II	28.98
30463 - Technical Writer III	35.06
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	27.95
30502 - Weather Forecaster II	34.00
30620 - Weather Observer Combined Upper Air Or (see 2)	21.33
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.69
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	12.22***
31030 - Bus Driver	16.78
31043 - Driver Courier	13.03***
31260 - Parking and Lot Attendant	11.13***
31290 - Shuttle Bus Driver	13.63***
31310 - Taxi Driver	12.48***
31361 - Truckdriver Light	13.99***
31362 - Truckdriver Medium	14.97***
31363 - Truckdriver Heavy	18.95
31364 - Truckdriver Tractor-Trailer	18.95
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	11.07***
99050 - Desk Clerk	11.00***
99095 - Embalmer	23.85
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	13.92***
99252 - Laboratory Animal Caretaker II	14.75***
99260 - Marketing Analyst	29.10
99310 - Mortician	23.85
99410 - Pest Controller	16.60
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	16.27
99711 - Recycling Specialist	19.59
99730 - Refuse Collector	14.84***
99810 - Sales Clerk	11.47***
99820 - School Crossing Guard	13.47***
99830 - Survey Party Chief	22.30
99831 - Surveying Aide	14.72***
99832 - Surveying Technician	20.24
99840 - Vending Machine Attendant	17.79
99841 - Vending Machine Repairer	21.72
99842 - Vending Machine Repairer Helper	17.79

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour up to 40 hours per week or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour up to 40 hours per week or \$176.40 per week or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive administrative or professional capacity as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17) this wage determination may not include wage rates for all occupations within those job families. In such instances a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry and are not determinative of whether an employee is an exempt computer professional. To be exempt computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and

related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14 2006)). Accordingly this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."