

Spalding's Catchfly Management Plan

- (i) This is a combined synopsis/solicitation for commercial items prepared in accordance with the format in subpart 12.6 of the Federal Acquisition Regulation, as supplemented with additional information included in this notice. This announcement constitutes the only solicitation; proposals are being requested and a written solicitation will not be issued.
- (ii) This solicitation is issued as a Request for Quotation (RFQ).
- (iii) The solicitation document and incorporated provisions and clauses are those in effect through Federal Acquisition Circular 2023-04.
- (iv) This procurement is a 100% small business set-aside. The NAICS code is 541620 and the Small Business Size Standard is \$19 Million.

(v) Schedule of Items/Price Schedule

Schedule of Items

Project Description: _____

Vendor Name: _____ Vendor UEI: _____

Item	Supplies/Services	Qty	Unit of Issue	Unit Price	Total Price
0001	Spalding's catchfly Management Plan	1	Ea		

(vi) Description of Requirement (including a list of any attachments)

Project Title

Spalding's catchfly Management Plan

General Information

1.0 Background and Purpose

Spalding's catchfly is a white-flowered forb endemic to north central Idaho, as well as Washington, Oregon, Montana, and British Columbia. In Idaho, a stronghold for the species occurs on Mud Springs Ridge and Center Ridge on the Salmon River District.

The US Fish and Wildlife Service (USFWS) designated Spalding's catchfly as a threatened species in 2001, and recommended that it remain as threatened in a recent 5-year status review (USFWS 2020). The Recovery Plan for the catchfly (USFWS 2007) calls for development of habitat management plans for 27

Key Conservation Areas (KCAs), including the KCA at Mud Springs and Center Ridge. According to the Recovery Plan each KCA are subjected to monitoring, management and other factors that will display the species is stable or increasing. A habitat management plan is necessary part of fulfilling the recovery criteria outlined in the plan for each KCA. When all these factors are met, the species can be considered for delisting. A plan for managing the habitat of this KCA is needed for the process of recovery and delisting and will aid in the conservation of the species.

The purpose of this proposal is to work with multiple partners and stakeholders to develop a habitat management plan for Spalding's catchfly in the Mud Springs Ridge - Center Ridge Mountain KCA.

The objectives of this project are to obtain information from land managers, the Natural Heritage Program database, scientific literature, and other sources sufficient to develop a habitat management plan for Spalding's catchfly in the Mud Springs - Center Ridge KCA. This information will be used to effectively participate in the Spalding's catchfly Technical Team and other planning or management activities for Spalding's catchfly or other species.

Developing a habitat management plan for the Mud Springs - Center Ridge Mountain KCA is one of the steps toward recovery and delisting, per Delisting Criteria #4: Habitat management plans have been developed and implemented for all key conservation areas. Through this process, documentation of disturbances and potential conservation measures will be central to the plan. Information from IDFG's Natural Heritage Program, scientific literature, and other sources will be compiled and included as part of the final product.

2.0 Definitions

KCA – Key Conservation Area

USDWS – US Fish and Wildlife Service

IDFG – Idaho Fish and Game

Contractor Requirements

3.0 Technical Requirements / Tasks

The contractor shall prepare a management plan for the Spalding's catchfly in the Mud Springs Ridge/Center Ridge KCA that will aid the management of the area to ensure the persistence or enhancement of the species at the site. This effort must necessarily involve existing allotment plans sufficient to meet agency obligations. It will be necessary to involve local management, particularly the District Ranger, Range and weed personnel and Forest Botanist as needed.

The management plan shall include the following topics.

1. Identify needed protections
2. Reduction of identified threats
3. Pollinator protection
4. Identify monitoring strategies
5. Identify integrated pest management strategies

6. Identify appropriate fire management activities

The management plan must coordinate with existing allotment management plans and agency regulations concerning Research Natural Area's (RNAs).

4.0 Deliverable / Schedule

The Spalding's catchfly management plan shall be completed within 1 year from date of award.

Monthly status reports shall be delivered as outlined below (item no. 2) throughout the duration of the contract starting from the date of award through the contract completion date.

Key Deliverables

Item No.	Deliverable	Objective	Due
1	Management Plan	Management plan as outlined in task 3.0	Within 1 year from date of award
2	Monthly status report	Report monthly contract status, referencing work required in task 3.0	1 st Monday of the month, each month.

5.0 Government Furnished

The Government will provide allotment plans with maps of allotment and pasture boundaries sufficient to provide an appropriate framework to define the KCA in a management context. Occurrence and habitat maps of Spalding's catchfly will also be made available. The Government may provide information and assistance as desired by the contractor to aid in understanding allotment plans and developing recommendations and appropriate adaptive management.

6.0 Travel

Not Applicable

7.0 Contractor's Key Personnel

Key personnel must include a Spalding's catchfly (*Silene spaldingii*) specialist, with extensive experience writing, and documenting these species.

8.0 Security Requirements

Not applicable

9.0 Data Rights

Not applicable

10.0 Section 508 - Electronic and Information Technology Standards

Not applicable

11.0 Performance Requirement Measures

Task	Performance Objective	Performance Standard	Acceptable Quality Levels (AQL)	Method of Surveillance
Task 3.0	Completed Management Plan	Management plan shall have included topics as outline in Task 3.0	All 6 topics are covered in detail.	Periodic Inspection / COR

Attachments:

Attachment 1: Wage Determination 2015-5511 REV 20

(vii) Date(s) and Place(s) of Delivery and Acceptance/Location

Delivery of management plan shall be within 1 year of contract award.

(viii) 52.212-1 Instructions to Offerors – Commercial Products and Commercial Services (MAR 2023) (Provision)

Addenda to provision 52.212-1:

Addenda to Provision 52.212-1:

For simplified acquisitions, the word quote or quoter is substituted in provision 52.212-1 for the word offer or offeror.

Addenda to Provision 52.212-1 paragraph (b) Submission of Offers:

1) Offerors must have an active entity registration in the System for Award Management in order to submit an offer. <https://www.sam.gov/SAM/>

2) Offers submitted in response to this solicitation shall include a technical capability narrative, a price proposal, and contractor representations and certifications.

a) Technical Capability – Provide a technical narrative of the personnel proposed to work on the contract, and show their extensive work with the species Spalding's catchfly (*silene spaldingii*)

b) Price Proposal – Include the following: 1) the completed Schedule of Items from Section B of this solicitation, and 2) acknowledgement of any amendments to this solicitation by following the instructions that accompany the amendment(s).

c) Representations and Certifications – Fill in the check boxes for provisions 52.204-24 and 52.212-3 found in paragraph x of this solicitation and include a copy with your offer.

3) Submit offer by email to Shawn.trout@usda.gov so that it is delivered into this inbox by the due date and time.

4) Questions for this RFQ are due by September 1st, 2023 to shawn.trout@usda.gov, questions received after this time may not be answered.

Addenda to Provision 52.212-1 paragraph (f) Late submissions:

Replace (f)(2)(i) with the following:

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 and the Contracting Officer determines that accepting the late offer would not unduly delay the acquisition. Delete 52.212-1 (f)(2)(i) paragraphs A, B, & C.

(ix) 52.212-2 Evaluation – Commercial Products and Commercial Services (NOV 2021) (Provision)

(a) The Government will award a contract resulting from this solicitation to the responsible offeror whose offer conforming to the solicitation will be most advantageous to the Government, price and other factors considered. The following factors shall be used to evaluate offers:

Technical capability and price.

(x) Representations and Certifications (complete highlighted items in this section and return with your offer)

VENDOR NAME: _____

VENDOR UEI: _____

52.204-24 Representation Regarding Certain Telecommunications and Video Surveillance Services or Equipment (NOV 2021) (Provision)

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 or 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) Representation. 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.

52.212-3 Offeror Representations and Certifications – Commercial Products and Commercial Services (DEC 2022) (DEVIATION DEC 2022) (DEVIATION NOV 2022) (Provision)

[If Offeror Representations and Certifications are not complete in SAM the offeror shall submit a completed copy of the provision at 52.212-3, Offeror Representations and

Certifications-Commercial Products and Commercial Services, with your offer. The full provision is available from <http://www.acquisition.gov/far/>.

If Offeror Representations and Certifications are complete in SAM, the offeror shall complete the following:]

(b)(1) *Annual Representations and Certifications.* Any changes provided by the Offeror in paragraph (b)(2) of this provision do not automatically change the representations and certifications in SAM.

(2) The offeror has completed the annual representations and certifications electronically in SAM accessed through <http://www.sam.gov>. After reviewing SAM information, the Offeror verifies by submission of this offer that the representations and certifications currently posted electronically at FAR [52.212-3](#), Offeror Representations and Certifications-Commercial Products and Commercial Services, have been entered or updated in the last 12 months, are current, accurate, complete, and applicable to this solicitation (including the business size standard(s) applicable to the NAICS code(s) referenced for this solicitation), at the time this offer is submitted and are incorporated in this offer by reference (see FAR [4.1201](#)), except for paragraphs [REDACTED].

[DEVIATION NOV 2022](#) *Offerors that are representing as joint ventures should submit their socio-economic status in the space provided above until such time that SAM.gov has been updated to include the joint venture representations contained within provision 52.212-3 paragraph (c).*

These amended representation(s) and/or certification(s) are also incorporated in this offer and are current, accurate, and complete as of the date of this offer.

Any changes provided by the offeror are applicable to this solicitation only, and do not result in an update to the representations and certifications posted electronically on SAM.]

(xi) 52.212-4 Contract Terms and Conditions – Commercial Products and Commercial Services (DEC 2022) ([DEVIATION 2017-1](#))

(xii) 52.212-5 Contract Terms and Conditions Required to Implement Statutes or Executive Orders– Commercial Products and Commercial Services (JUN 2023) ([DEVIATION 2017-1](#), [DEVIATION DEC 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) 52.232-40, Providing Accelerated Payments to Small Business Subcontractors (MAR 2023) (31 U.S.C.3903 and 10 U.S.C. 3801)

(6) 52.233-3, Protest After Award (Aug 1996) (31 U.S.C. 3553).

(7) 52.233-4, Applicable Law for Breach of Contract Claim (Oct 2004) (Public Laws 108-77 and 108-78 (19 U.S.C. 3805note)).

(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 (June 2020), with Alternate I (Nov 2021) (41 U.S.C. 4704 and 10 U.S.C. 4655).

☐ (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) 52.203-17, Contractor Employee Whistleblower Rights and Requirement to Inform Employees of Whistleblower Rights (Jun 2020) ([DEVIATION 2017-1](#)) ([Whistleblower Guidance to Contractor Employees](#))

☒ (5) 52.204-10, Reporting Executive Compensation and First-Tier Subcontract Awards (Jun 2020) (Pub. L. 109-282) (31 U.S.C. 6101 note).

☐ (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) 52.204-27, Prohibition on a ByteDance Covered Application (JUN 2023) (Section 102 of Division R of Pub. L. 117-328).

☐ (9) 52.209-6, Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment. (Nov 2021) (31 U.S.C. 6101note).

☐ (10) 52.209-9, Updates of Publicly Available Information Regarding Responsibility Matters (Oct 2018) (41 U.S.C. 2313).

☐ (11) [Reserved].

☐ (12) (i) 52.219-3, Notice of HUBZone Set-Aside or Sole-Source Award (Oct 2022) (15 U.S.C.657a).

- ☐ (13) (i) 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).
- ☐ (14) [Reserved]
- ☒ (15) (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.
- ☐ (16) (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.
- ☐ (17) 52.219-8, Utilization of Small Business Concerns (Oct 2022) (15 U.S.C. 637(d)(2) and (3)).([DEVIATION DEC 2022](#))
- ☐ (18) (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.
- ☐ (19) (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
- ☐ (20) 52.219-14, Limitations on Subcontracting (Oct 2022) (15 U.S.C.637s)
 - [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.
- ☐ (21) 52.219-16, Liquidated Damages-Subcontracting Plan (Sep 2021) (15 U.S.C. 637(d)(4)(F)(i)).
- ☐ (22) 52.219-27, Notice of Service-Disabled Veteran-Owned Small Business Set-Aside (Oct 2022) (15 U.S.C. 657f).
- ☒ (23) (i) 52.219-28, Post Award Small Business Program Rerepresentation (MAR 2023) (15 U.S.C. 632(a)(2)).
 - ☐ (ii) Alternate I (MAR 2020) of 52.219-28.
- ☐ (24) 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)).
- ☐ (25) 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)).
- ☐ (26) 52.219-32, Orders Issued Directly Under Small Business Reserves (Mar 2020) (15 U.S.C. 644(r)).
- ☐ (27) 52.219-33, Nonmanufacturer Rule (Sep 2021) (15 U.S.C. 637(a)(17)).
- ☒ (28) 52.222-3, Convict Labor (Jun 2003) (E.O.11755).
- ☐ (29) 52.222-19, Child Labor-Cooperation with Authorities and Remedies (Dec 2022) (E.O.13126).
- ☒ (30) 52.222-21, Prohibition of Segregated Facilities (Apr 2015).

- ☒ (31) (i) 52.222-26, Equal Opportunity (Sep 2016) (E.O.11246).
 - ☐ (ii) Alternate I (Feb 1999) of 52.222-26.
- ☐ (32) (i) 52.222-35, Equal Opportunity for Veterans (Jun 2020) (38 U.S.C. 4212).
 - ☐ (ii) Alternate I (Jul 2014) of 52.222-35.
- ☒ (33) (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.
- ☐ (34) 52.222-37, Employment Reports on Veterans (Jun 2020) (38 U.S.C. 4212).
- ☐ (35) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (Dec 2010) (E.O. 13496).
- ☒ (36) (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. chapter78 and E.O. 13627).
- ☐ (37) 52.222-54, Employment Eligibility Verification (May 2022). (Executive Order 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.)
- ☐ (38) (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.)
- ☐ (39) 52.223-11, Ozone-Depleting Substances and High Global Warming Potential Hydrofluorocarbons (Jun 2016) (E.O. 13693).
- ☐ (40) 52.223-12, Maintenance, Service, Repair, or Disposal of Refrigeration Equipment and Air Conditioners (Jun 2016) (E.O. 13693).
- ☐ (41) (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.
- ☐ (42) (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.
- ☐ (43) 52.223-15, Energy Efficiency in Energy-Consuming Products (May 2020) (42 U.S.C. 8259b).
- ☐ (44) (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.
- ☒ (45) 52.223-18, Encouraging Contractor Policies to Ban Text Messaging While Driving (Jun 2020) (E.O. 13513).
- ☐ (46) 52.223-20, Aerosols (Jun 2016) (E.O. 13693).
- ☐ (47) 52.223-21, Foams (Jun 2016) (E.O. 13693).
- ☐ (48) (i) 52.224-3 Privacy Training (Jan 2017) (5 U.S.C. 552 a).
 - ☐ (ii) Alternate I (Jan 2017) of 52.224-3.

- ☐ (49)(i) 52.225-1, Buy American-Supplies (Oct 2022) (41 U.S.C. chapter 83).
 - ☐ (ii) Alternate I (Oct 2022) of 52.225-1
 - ☐ (50) (i) 52.225-3, Buy American-Free Trade Agreements-Israeli Trade Act (DEC 2022) (19 U.S.C. 3301 note, 19 U.S.C. 2112 note, 19 U.S.C. 3805 note, 19 U.S.C. 4001 note, 19 U.S.C. chapter 29 (sections 4501-4732), Public Law. 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 [Reserved]
 - ☐ (iii) Alternate II (Dec 2022) of 52.225-3.
 - ☐ (iv) Alternate III (Jan 2021) of 52.225-3.
 - ☐ (v) Alternate IV (Oct 2022) of 52.225-3.
 - ☐ (51) 52.225-5, Trade Agreements (Dec 2022) (19 U.S.C. 2501, et seq., 19 U.S.C. 3301 note).
 - ☒ (52) 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).
 - ☐ (53) 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. Subtitle A, Part V, Subpart G Note).
 - ☐ (54) 52.226-4, Notice of Disaster or Emergency Area Set-Aside (Nov 2007) (42 U.S.C. 5150).
 - ☐ (55) 52.226-5, Restrictions on Subcontracting Outside Disaster or Emergency Area (Nov 2007) (42 U.S.C. 5150).
 - ☐ (56) 52.229-12, Tax on Certain Foreign Procurements (Feb 2021).
 - ☐ (57) 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.3805).
 - ☐ (58) 52.232-30, Installment Payments for Commercial Products and Commercial Services (Nov 2021) (41 U.S.C.4505, 10 U.S.C.3805).
 - ☒ (59) 52.232-33, Payment by Electronic Funds Transfer-System for Award Management (Oct 2018) (31 U.S.C. 3332).
 - ☐ (60) 52.232-34, Payment by Electronic Funds Transfer-Other than System for Award Management (Jul 2013) (31 U.S.C.3332).
 - ☐ (61) 52.232-36, Payment by Third Party (May 2014) (31 U.S.C.3332).
 - ☐ (62) 52.239-1, Privacy or Security Safeguards (Aug 1996) (5 U.S.C. 552a).
 - ☐ (63) 52.242-5, Payments to Small Business Subcontractors (Jan 2017) (15 U.S.C. 637(d)(13)).
 - ☐ (64) (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).

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 [5 332](#).

This Statement is for Information Only: It is not a Wage Determination

Employee Class	Monetary Wage/Fringe Benefits
<i>30463 – Technical Writer III</i>	<i>GS-11 \$28.42 / hr plus 25% fringes</i>

- ☐ (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).
- ☒ (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) 52.204-27, Prohibition on a ByteDance Covered Application (JUN 2023) (Section 102 of Division R of Pub. L. 117-328)

(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 2015) (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 (Mar 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).

(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. Subtitle A, Part V, Subpart G 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) 52.232-40, Providing Accelerated Payments to Small Business Subcontractors (MAR 2023) (31 U.S.C. 3903 and 10 U.S.C. 3801)

(xxiii) 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.

(xiii) Additional Requirements/Terms and Conditions:

Clauses:

52.204-13 System for Award Management Maintenance (OCT 2018)

52.204-18 Commercial and Government Entity Code Maintenance (AUG 2020)

52.242-15 Stop-Work Order (AUG 1989)

52.242-17 Government Delay of Work (APR 1984)

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):

Federal Acquisition Regulation (FAR) Clauses:

<https://www.acquisition.gov/browse/index/far> (FAR clauses begin with 52)

Department of Agriculture Acquisition Regulation (AGAR) Clauses:

<https://www.acquisition.gov/agar> (AGAR clauses begin with 452)

FAR and AGAR Deviations to clauses may be viewed at: [Policies & Regulations | USDA](#)

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 Agriculture Acquisition Regulation (48 CFR 4) clause with an authorized deviation is indicated by the addition of “(DEVIATION)” after the name of the regulation.

452.204-70 Modification for Contract Closeout [\(DEVIATION JUL 2022\)](#)

Upon contract closeout for contracts utilizing Simplified Acquisition Procedures (SAP) according to FAR 13:

(a) If unobligated funds in the amount of \$1000 or less remain on the contract, the Contracting Officer (CO) shall issue a unilateral modification for deobligation. The contractor will receive a copy of the modification but will not be required to provide a signature. The CO shall immediately proceed with contract closeout upon completion of the period of performance, receipt and acceptance of supplies or services, and final payment.

(b) If unobligated funds of more than \$1000 remain on the contract, the CO shall issue a bilateral modification for deobligation. The contractor will receive a copy of the modification and will be required to provide a signature. (The CO may also request a Release of Claims be completed by the contractor, although not required for contract and orders using SAP procedures.) If the bilateral modification and Release of Claims are not returned to the CO within 60 days, the CO shall release the modification as unilateral and proceed with contract closeout upon completion of the period of performance, receipt and acceptance of supplies or services, and final payment.

452.211-74 Period of Performance (FEB 1988)

The period of performance of this contract is one year from date of award.

452.236-73 Archaeological or Historic Sites (FEB 1988)

If a previously unidentified archaeological or historic site(s) is encountered, the Contractor shall discontinue work in the general area of the site(s) and notify the Contracting Officer immediately.

452.237-74 Key Personnel (FEB 1988)

(a) The Contractor shall assign to this contract the following key personnel: Spalding's catchfly (*Silene spaldingii*) specialist.

(b) During the first ninety (90) days of performance, the Contractor shall make no substitutions of key personnel unless the substitution is necessitated by illness, death, or termination of employment. The Contractor shall notify the Contracting Officer within 15 calendar days after the occurrence of any of these events and provide the information required by paragraph (c) below. After the initial 90-day period, the Contractor shall submit the information required by paragraph (c) to the Contracting Officer at least 15 days prior to making any permanent substitutions.

(c) The Contractor shall provide a detailed explanation of the circumstances necessitating the proposed substitutions, complete resumes for the proposed substitutes, and any additional information requested by the Contracting Officer. Proposed substitutes should have comparable qualifications to those of the persons being replaced. The Contracting Officer will notify the Contractor within 15 calendar days after receipt of all required information of the decision on substitutions. The contract will be modified to reflect any approved changes of key personnel.

452.237-77 Progress Reporting (FEB 1988)

The Contractor shall submit a progress report monthly, covering work accomplished during that period of the contract performance. The progress report shall be brief and factual and shall be prepared in accordance with the following format:

(a) A cover page containing:

(1) Contract number and title;

(2) Type of report, sequence number of report, and period of performance being reported;

(3) Contractor's name and address;

(4) Author(s); and

(5) Date of report.

(b) Section I - An introduction covering the purpose and scope of the contract effort. This shall be limited to one paragraph in all but the first and final month's narrative.

(c) Section II - A description of overall progress plus a separate description of each task or other logical segment of work on which effort was expended during the report period. The description shall include pertinent data and/or graphs in sufficient detail to explain any significant results achieved.

(d) Section III - A description of current technical or substantive performance, and any problem(s) which may impede performance along with proposed corrective action.

(e) Section IV - A planning schedule shall be included with the first progress report for all assigned tasks required under the contract, along with the estimated starting and completion dates for each task. The planning schedule shall be updated and submitted with each subsequent technical progress report, including an explanation of any difference between actual progress and planned progress, why the differences have occurred, and - if behind planned progress - what corrective steps are planned.

(f) Section V - If applicable, financial information shall be submitted for each major task or line item cost.

Data shall include:

(1) The total estimated cost budgeted (fee excluded).

(2) The estimated cost expended during the current reporting period.

(3) Identification of direct labor hours of prime contractor and subcontractor(s) and/or consultant(s), if applicable.

(4) Total project to-date expenditures.

(5) Total remaining funds.

Provisions:

52.204-7 System for Award Management (OCT 2018)

52.204-16 Commercial and Government Entity Code Reporting (AUG 2020)

52.252-1 Solicitation Provisions Incorporated by Reference (FEB 1998)

This solicitation incorporates one or more solicitation provisions 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. The offeror is cautioned that the listed provisions may include blocks that must be completed by the offeror and submitted with its quotation or offer. In lieu of submitting the full text of those provisions, the offeror may identify the provision by paragraph identifier and provide the appropriate information with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically at this/these address(es):

Federal Acquisition Regulation (FAR) Provisions:

<https://www.acquisition.gov/browse/index/far> (FAR Provisions begin with 52)

Department of Agriculture Acquisition Regulation (AGAR) Provisions:

<https://www.acquisition.gov/agar> (AGAR Provisions begin with 452)

FAR and AGAR Deviations to provisions may be viewed at: [Policies & Regulations | USDA](#)

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 Agriculture Acquisition Regulation (48 CFR Chapter 4) provision with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

(xiv) Defense Priorities and Allocation System (DPAS) Rating: N/A

(xv) Date, Time, and Place Offers are due

Quotes for this solicitation are due by September 8th, 2023 at 09:00 EST. Please email quotes to shawn.trout@usda.gov

(xvi) Government Point of Contact

Contract Specialist – Shawn Trout at shawn.trout@usda.gov

Contracting Officer Representative (COR) – Jon Haupt at jon.haupt@usda.gov

"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.: 2015-5511 Revision No.: 20 Date Of Last Revision: 07/26/2023

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:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.
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:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

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 www.dol.gov/whd/govcontracts.

State: Idaho

Area: Idaho Counties of Benewah, Bonner, Boundary, Clearwater, Idaho, Latah, Lewis, Shoshone

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.92***
01012 - Accounting Clerk II		17.88
01013 - Accounting Clerk III		20.00
01020 - Administrative Assistant		23.86
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		14.44***
01042 - Customer Service Representative II		15.75***
01043 - Customer Service Representative III		17.69
01051 - Data Entry Operator I		14.03***
01052 - Data Entry Operator II		15.30***
01060 - Dispatcher, Motor Vehicle		21.04
01070 - Document Preparation Clerk		15.72***
01090 - Duplicating Machine Operator		15.72***
01111 - General Clerk I		13.55***
01112 - General Clerk II		14.78***

01113 - General Clerk III	16.59
01120 - Housing Referral Assistant	22.02
01141 - Messenger Courier	12.82***
01191 - Order Clerk I	14.76***
01192 - Order Clerk II	16.11***
01261 - Personnel Assistant (Employment) I	17.66
01262 - Personnel Assistant (Employment) II	19.75
01263 - Personnel Assistant (Employment) III	22.02
01270 - Production Control Clerk	23.24
01290 - Rental Clerk	14.95***
01300 - Scheduler, Maintenance	17.66
01311 - Secretary I	17.66
01312 - Secretary II	19.75
01313 - Secretary III	22.02
01320 - Service Order Dispatcher	18.82
01410 - Supply Technician	23.86
01420 - Survey Worker	17.69
01460 - Switchboard Operator/Receptionist	15.42***
01531 - Travel Clerk I	13.80***
01532 - Travel Clerk II	14.47***
01533 - Travel Clerk III	15.71***
01611 - Word Processor I	15.72***
01612 - Word Processor II	17.66
01613 - Word Processor III	19.75
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.29
05010 - Automotive Electrician	21.93
05040 - Automotive Glass Installer	20.70
05070 - Automotive Worker	20.70
05110 - Mobile Equipment Servicer	18.15
05130 - Motor Equipment Metal Mechanic	23.24
05160 - Motor Equipment Metal Worker	20.70
05190 - Motor Vehicle Mechanic	23.24
05220 - Motor Vehicle Mechanic Helper	16.82
05250 - Motor Vehicle Upholstery Worker	19.46
05280 - Motor Vehicle Wrecker	20.70
05310 - Painter, Automotive	21.93
05340 - Radiator Repair Specialist	20.70
05370 - Tire Repairer	17.61
05400 - Transmission Repair Specialist	23.24
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.21***
07041 - Cook I	13.59***
07042 - Cook II	15.49***
07070 - Dishwasher	11.06***
07130 - Food Service Worker	12.06***
07210 - Meat Cutter	18.25
07260 - Waiter/Waitress	10.19***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.76
09040 - Furniture Handler	15.30***
09080 - Furniture Refinisher	22.76
09090 - Furniture Refinisher Helper	18.12
09110 - Furniture Repairer, Minor	20.20
09130 - Upholsterer	22.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.34***
11060 - Elevator Operator	14.70***
11090 - Gardener	21.98
11122 - Housekeeping Aide	14.70***
11150 - Janitor	14.70***
11210 - Laborer, Grounds Maintenance	17.28
11240 - Maid or Houseman	12.78***
11260 - Pruner	15.86***
11270 - Tractor Operator	20.36

11330 - Trail Maintenance Worker	17.28
11360 - Window Cleaner	16.01***
12000 - Health Occupations	
12010 - Ambulance Driver	17.42
12011 - Breath Alcohol Technician	21.97
12012 - Certified Occupational Therapist Assistant	30.14
12015 - Certified Physical Therapist Assistant	27.25
12020 - Dental Assistant	17.95
12025 - Dental Hygienist	46.29
12030 - EKG Technician	33.29
12035 - Electroneurodiagnostic Technologist	33.29
12040 - Emergency Medical Technician	17.42
12071 - Licensed Practical Nurse I	19.64
12072 - Licensed Practical Nurse II	21.97
12073 - Licensed Practical Nurse III	24.49
12100 - Medical Assistant	19.48
12130 - Medical Laboratory Technician	25.23
12160 - Medical Record Clerk	18.11
12190 - Medical Record Technician	20.25
12195 - Medical Transcriptionist	19.64
12210 - Nuclear Medicine Technologist	48.29
12221 - Nursing Assistant I	12.09***
12222 - Nursing Assistant II	13.59***
12223 - Nursing Assistant III	14.83***
12224 - Nursing Assistant IV	16.66
12235 - Optical Dispenser	18.77
12236 - Optical Technician	19.64
12250 - Pharmacy Technician	19.49
12280 - Phlebotomist	18.04
12305 - Radiologic Technologist	31.75
12311 - Registered Nurse I	25.46
12312 - Registered Nurse II	31.14
12313 - Registered Nurse II, Specialist	31.14
12314 - Registered Nurse III	37.67
12315 - Registered Nurse III, Anesthetist	37.67
12316 - Registered Nurse IV	45.16
12317 - Scheduler (Drug and Alcohol Testing)	27.23
12320 - Substance Abuse Treatment Counselor	27.12
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.24
13012 - Exhibits Specialist II	21.35
13013 - Exhibits Specialist III	26.12
13041 - Illustrator I	17.24
13042 - Illustrator II	21.35
13043 - Illustrator III	26.12
13047 - Librarian	23.65
13050 - Library Aide/Clerk	13.70***
13054 - Library Information Technology Systems Administrator	21.35
13058 - Library Technician	16.22
13061 - Media Specialist I	15.41***
13062 - Media Specialist II	17.24
13063 - Media Specialist III	19.22
13071 - Photographer I	15.02***
13072 - Photographer II	16.84
13073 - Photographer III	20.81
13074 - Photographer IV	25.46
13075 - Photographer V	30.87
13090 - Technical Order Library Clerk	17.20
13110 - Video Teleconference Technician	18.11
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.16***
14042 - Computer Operator II	18.07
14043 - Computer Operator III	20.15
14044 - Computer Operator IV	22.55

14045 - Computer Operator V	24.79
14071 - Computer Programmer I (see 1)	18.65
14072 - Computer Programmer II (see 1)	23.10
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	16.16***
14160 - Personal Computer Support Technician	22.55
14170 - System Support Specialist	24.97
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.88
15020 - Aircrew Training Devices Instructor (Rated)	37.37
15030 - Air Crew Training Devices Instructor (Pilot)	44.78
15050 - Computer Based Training Specialist / Instructor	30.88
15060 - Educational Technologist	30.03
15070 - Flight Instructor (Pilot)	44.78
15080 - Graphic Artist	21.97
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.78
15086 - Maintenance Test Pilot, Rotary Wing	44.78
15088 - Non-Maintenance Test/Co-Pilot	44.78
15090 - Technical Instructor	22.69
15095 - Technical Instructor/Course Developer	27.75
15110 - Test Proctor	18.34
15120 - Tutor	18.34
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.80***
16030 - Counter Attendant	10.80***
16040 - Dry Cleaner	12.89***
16070 - Finisher, Flatwork, Machine	10.80***
16090 - Presser, Hand	10.80***
16110 - Presser, Machine, Drycleaning	10.80***
16130 - Presser, Machine, Shirts	10.80***
16160 - Presser, Machine, Wearing Apparel, Laundry	10.80***
16190 - Sewing Machine Operator	13.59***
16220 - Tailor	14.35***
16250 - Washer, Machine	11.31***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.09
19040 - Tool And Die Maker	31.70
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.25
21030 - Material Coordinator	23.24
21040 - Material Expediter	23.24
21050 - Material Handling Laborer	16.03***
21071 - Order Filler	15.08***
21080 - Production Line Worker (Food Processing)	20.25
21110 - Shipping Packer	17.64
21130 - Shipping/Receiving Clerk	17.64
21140 - Store Worker I	14.39***
21150 - Stock Clerk	18.63
21210 - Tools And Parts Attendant	20.25
21410 - Warehouse Specialist	20.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.57
23019 - Aircraft Logs and Records Technician	24.30
23021 - Aircraft Mechanic I	29.02
23022 - Aircraft Mechanic II	30.57
23023 - Aircraft Mechanic III	32.00
23040 - Aircraft Mechanic Helper	21.01
23050 - Aircraft, Painter	27.39
23060 - Aircraft Servicer	24.30
23070 - Aircraft Survival Flight Equipment Technician	27.39
23080 - Aircraft Worker	25.85

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.85
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.02
23110 - Appliance Mechanic	26.09
23120 - Bicycle Repairer	18.13
23125 - Cable Splicer	50.83
23130 - Carpenter, Maintenance	22.17
23140 - Carpet Layer	24.63
23160 - Electrician, Maintenance	26.33
23181 - Electronics Technician Maintenance I	24.63
23182 - Electronics Technician Maintenance II	26.09
23183 - Electronics Technician Maintenance III	27.65
23260 - Fabric Worker	23.15
23290 - Fire Alarm System Mechanic	27.65
23310 - Fire Extinguisher Repairer	21.60
23311 - Fuel Distribution System Mechanic	27.65
23312 - Fuel Distribution System Operator	21.60
23370 - General Maintenance Worker	20.23
23380 - Ground Support Equipment Mechanic	29.02
23381 - Ground Support Equipment Servicer	24.30
23382 - Ground Support Equipment Worker	25.85
23391 - Gunsmith I	21.60
23392 - Gunsmith II	24.63
23393 - Gunsmith III	27.65
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.09
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.33
23430 - Heavy Equipment Mechanic	24.38
23440 - Heavy Equipment Operator	24.55
23460 - Instrument Mechanic	27.65
23465 - Laboratory/Shelter Mechanic	26.09
23470 - Laborer	16.03***
23510 - Locksmith	26.09
23530 - Machinery Maintenance Mechanic	28.24
23550 - Machinist, Maintenance	23.41
23580 - Maintenance Trades Helper	14.34***
23591 - Metrology Technician I	27.65
23592 - Metrology Technician II	29.13
23593 - Metrology Technician III	30.48
23640 - Millwright	31.68
23710 - Office Appliance Repairer	26.09
23760 - Painter, Maintenance	19.45
23790 - Pipefitter, Maintenance	23.91
23810 - Plumber, Maintenance	21.51
23820 - Pneudraulic Systems Mechanic	27.65
23850 - Rigger	27.65
23870 - Scale Mechanic	24.63
23890 - Sheet-Metal Worker, Maintenance	26.53
23910 - Small Engine Mechanic	19.50
23931 - Telecommunications Mechanic I	28.92
23932 - Telecommunications Mechanic II	30.47
23950 - Telephone Lineman	27.65
23960 - Welder, Combination, Maintenance	20.86
23965 - Well Driller	26.66
23970 - Woodcraft Worker	27.65
23980 - Woodworker	21.60
24000 - Personal Needs Occupations	
24550 - Case Manager	18.43
24570 - Child Care Attendant	11.50***
24580 - Child Care Center Clerk	14.33***
24610 - Chore Aide	12.76***
24620 - Family Readiness And Support Services Coordinator	18.43

24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.96
25040 - Sewage Plant Operator	20.92
25070 - Stationary Engineer	24.96
25190 - Ventilation Equipment Tender	18.07
25210 - Water Treatment Plant Operator	20.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.47
27007 - Baggage Inspector	15.68***
27008 - Corrections Officer	21.26
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	17.54
27040 - Detention Officer	21.26
27070 - Firefighter	18.98
27101 - Guard I	15.68***
27102 - Guard II	17.54
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.76***
28042 - Carnival Equipment Repairer	17.30
28043 - Carnival Worker	12.14***
28210 - Gate Attendant/Gate Tender	17.67
28310 - Lifeguard	15.09***
28350 - Park Attendant (Aide)	19.76
28510 - Recreation Aide/Health Facility Attendant	14.42***
28515 - Recreation Specialist	24.49
28630 - Sports Official	15.73***
28690 - Swimming Pool Operator	20.02
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.63
29020 - Hatch Tender	24.63
29030 - Line Handler	24.63
29041 - Stevedore I	23.15
29042 - Stevedore II	26.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.69
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70
30021 - Archeological Technician I	19.53
30022 - Archeological Technician II	21.84
30023 - Archeological Technician III	27.07
30030 - Cartographic Technician	27.07
30040 - Civil Engineering Technician	27.07
30051 - Cryogenic Technician I	29.97
30052 - Cryogenic Technician II	33.10
30061 - Drafter/CAD Operator I	19.53
30062 - Drafter/CAD Operator II	21.84
30063 - Drafter/CAD Operator III	24.35
30064 - Drafter/CAD Operator IV	29.97
30081 - Engineering Technician I	17.39
30082 - Engineering Technician II	19.53
30083 - Engineering Technician III	21.84
30084 - Engineering Technician IV	27.07
30085 - Engineering Technician V	33.10
30086 - Engineering Technician VI	40.05
30090 - Environmental Technician	25.45
30095 - Evidence Control Specialist	27.07
30210 - Laboratory Technician	22.29
30221 - Latent Fingerprint Technician I	29.97
30222 - Latent Fingerprint Technician II	33.10
30240 - Mathematical Technician	27.07
30361 - Paralegal/Legal Assistant I	19.82
30362 - Paralegal/Legal Assistant II	24.56

30363 - Paralegal/Legal Assistant III	30.04
30364 - Paralegal/Legal Assistant IV	36.34
30375 - Petroleum Supply Specialist	33.10
30390 - Photo-Optics Technician	27.07
30395 - Radiation Control Technician	33.10
30461 - Technical Writer I	25.45
30462 - Technical Writer II	31.14
30463 - Technical Writer III	37.66
30491 - Unexploded Ordnance (UXO) Technician I	27.37
30492 - Unexploded Ordnance (UXO) Technician II	33.11
30493 - Unexploded Ordnance (UXO) Technician III	39.69
30494 - Unexploded (UXO) Safety Escort	27.37
30495 - Unexploded (UXO) Sweep Personnel	27.37
30501 - Weather Forecaster I	29.97
30502 - Weather Forecaster II	36.45
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.35
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.07
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.11
31020 - Bus Aide	16.15***
31030 - Bus Driver	22.02
31043 - Driver Courier	18.15
31260 - Parking and Lot Attendant	14.55***
31290 - Shuttle Bus Driver	14.87***
31310 - Taxi Driver	11.84***
31361 - Truckdriver, Light	19.61
31362 - Truckdriver, Medium	21.03
31363 - Truckdriver, Heavy	22.90
31364 - Truckdriver, Tractor-Trailer	22.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.14***
99030 - Cashier	12.71***
99050 - Desk Clerk	12.97***
99095 - Embalmer	27.37
99130 - Flight Follower	27.37
99251 - Laboratory Animal Caretaker I	14.72***
99252 - Laboratory Animal Caretaker II	15.88***
99260 - Marketing Analyst	26.69
99310 - Mortician	27.37
99410 - Pest Controller	23.38
99510 - Photofinishing Worker	14.38***
99710 - Recycling Laborer	20.29
99711 - Recycling Specialist	23.91
99730 - Refuse Collector	18.63
99810 - Sales Clerk	13.97***
99820 - School Crossing Guard	15.74***
99830 - Survey Party Chief	22.70
99831 - Surveying Aide	15.39***
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	20.20
99841 - Vending Machine Repairer	24.86
99842 - Vending Machine Repairer Helper	20.20

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 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: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 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))."