

<b>SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS</b> <i>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, AND 30</i>				1. REQUISITION NUMBER W59XQG31734932		PAGE 1 OF 50	
2. CONTRACT NO.		3. AWARD/EFFECTIVE DATE		4. ORDER NUMBER		5. SOLICITATION NUMBER W9128F23Q0087	
6. SOLICITATION ISSUE DATE 18-Sep-2023		7. FOR SOLICITATION INFORMATION CALL:		a. NAME TINA L KEIMIG		b. TELEPHONE NUMBER (No Collect Calls) SEE E-MAIL	
8. OFFER DUE DATE/LOCAL TIME 02:00 PM 26 Sep 2023		9. ISSUED BY U.S. ARMY CORPS OF ENGINEERS, OMAHA DIST CONTRACTING OFFICE 1616 CAPITOL AVENUE OMAHA NE 68102-4901  TEL: FAX:		10. THIS ACQUISITION IS <input type="checkbox"/> UNRESTRICTED OR <input checked="" type="checkbox"/> SET ASIDE: 100 % FOR: <input checked="" type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> WOMEN-OWNED SMALL BUSINESS (WOSB) <input type="checkbox"/> HUBZONE SMALL BUSINESS <input type="checkbox"/> ELIGIBLE UNDER THE WOMEN-OWNED SMALL BUSINESS PROGRAM <input type="checkbox"/> SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESS <input type="checkbox"/> EDWOSB NAICS: 561730 SIZE STANDARD: \$9,500,000			
11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE		12. DISCOUNT TERMS		13a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700) <input type="checkbox"/>		13b. RATING	
						14. METHOD OF SOLICITATION <input checked="" type="checkbox"/> RFQ <input type="checkbox"/> IFB <input type="checkbox"/> RFP	
15. DELIVER TO  <b>SEE SCHEDULE</b>		16. ADMINISTERED BY		17a. CONTRACTOR/ OFFEROR CODE FACILITY CODE  TELEPHONE NO.		18a. PAYMENT WILL BE MADE BY CODE	
<input type="checkbox"/> 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER		18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a. UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM					
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/ SERVICES			21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	<b>SEE SCHEDULE</b>						
25. ACCOUNTING AND APPROPRIATION DATA						26. TOTAL AWARD AMOUNT (For Govt. Use Only)	
<input type="checkbox"/> 27a. SOLICITATION INCORPORATES BY REFERENCE FAR 52.212-1. 52.212-4. FAR 52.212-3. 52.212-5 ARE ATTACHED. ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED							
<input type="checkbox"/> 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED. ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED							
<input type="checkbox"/> 28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN 0 COPIES TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED.				<input type="checkbox"/> 29. AWARD OF CONTRACT: REF. OFFER DATED . YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS:			
30a. SIGNATURE OF OFFEROR/CONTRACTOR				31a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER)			
30b. NAME AND TITLE OF SIGNER (TYPE OR PRINT)		30c. DATE SIGNED		31b. NAME OF CONTRACTING OFFICER (TYPE OR PRINT)		31c. DATE SIGNED	
				TEL: EMAIL:			

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS (CONTINUED)				PAGE 2 OF 56	
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/ SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
SEE SCHEDULE					
32a. QUANTITY IN COLUMN 21 HAS BEEN <input type="checkbox"/> RECEIVED <input type="checkbox"/> INSPECTED <input type="checkbox"/> ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED: _____					
32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE		32c. DATE	32d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE		
32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE			32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE		
			32g. E-MAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE		
33. SHIP NUMBER <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL		34. VOUCHER NUMBER	35. AMOUNT VERIFIED CORRECT FOR	36. PAYMENT <input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL	
37. CHECK NUMBER					
38. S/R ACCOUNT NUMBER	39. S/R VOUCHER NUMBER	40. PAID BY			
41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT 41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER		41c. DATE	42a. RECEIVED BY <i>(Print)</i>		
			42b. RECEIVED AT <i>(Location)</i>		
			42c. DATE REC'D <i>(YY/MM/DD)</i>	42d. TOTAL CONTAINERS	

## Section SF 1449 - CONTINUATION SHEET

**Site Visit**

Date: 20 September 2023  
 Time: 10:00 AM CT, Site #1  
 11:45 AM CT, Site #2

Site #1 - Located on L-611-614 just south of Hwy 34 bridge over the Missouri River. The coordinates of the meeting point are 41.060147, -95.874736. These can be put into google earth or maps. Please enter to the East at the Iowa DNR access point off of Hwy 34 and proceed to levee.

Site #2 - Located along the upstream end of the L-575 Levee System. For this site exit I-29 at the McPaul exit and proceed west to L31 and take a left. Continue South on L31 over Plum Creek and take a right on the levee embankment. Proceed on the levee to the location. The coordinates of the meeting point are 40.807956, -95.828556.

Questions regarding directions may be directed to Nicholas Ramge at 402-971-9211, email [nicholas.ramge@usace.army.mil](mailto:nicholas.ramge@usace.army.mil). Please call to notify potential offeror will be there.

**Levee Seeding and Erosion Control Project**

BIDDING SCHEDULE				
ITEM NO.	DESCRIPTION	QUANTITY	UNIT	AMOUNT
BASIC ITEMS				
0001	L-550 Locations			
0001AA	All equipment, labor, and materials to plant 120.4 acres of smooth brome seed mix.	1	Job	\$ _____
0001AB	All equipment, labor, and materials to plant 0.06 acres of upland buffer seed mix.	1	Job	\$ _____
0001AC	Using GPS data create a kmz file for each levee system of the areas and total acres that were drill seeded, required erosion control blanket, and documentation of total amount of seed planted.	1	Job	\$ _____

0001AD	A record of each site visit shall be furnished, describing the maintenance work performed; areas repaired or reinstalled; and diagnosis for unsatisfactory stand of grass plants.	1	Job	\$ _____
0002	L-575 Locations			
0002AA	All equipment, labor, and materials to plant 74.1 acres of smooth brome seed.	1	Job	\$ _____
0002AB	All equipment, labor, and materials to plant 0.05 acres of native prairie seed mix.	1	Job	\$ _____
0002AC	Using GPS data create a kmz file for each levee system of the areas and total acres that were drill seeded, required erosion control blanket, and documentation of total amount of seed planted.	1	Job	\$ _____
0002AD	A record of each site visit shall be furnished, describing the maintenance work performed; areas repaired or reinstalled; and diagnosis for unsatisfactory stand of grass plants.	1	Job	\$ _____
0003	L-594 Locations			
0003AA	All equipment, labor, and materials to plant 8.6 acres of smooth brome seed.	1	Job	\$ _____
0003AB	Using GPS data create a kmz file for each levee system of the areas and total acres that were drill seeded, required erosion control blanket, and documentation of total amount of seed planted.	1	Job	\$ _____
0003AC	A record of each site visit shall be furnished, describing the maintenance work performed; areas repaired or reinstalled; and diagnosis for unsatisfactory stand of grass plants.	1	Job	\$ _____

0004	L611-613 Locations			
0004AA	All equipment, labor, and materials to plant 11.8 acres of smooth brome seed.	1	Job	\$ _____
0004AB	Using GPS data create a kmz file for each levee system of the areas and total acres that were drill seeded, required erosion control blanket, and documentation of total amount of seed planted.	1	Job	\$ _____
0004AC	A record of each site visit shall be furnished, describing the maintenance work performed; areas repaired or reinstalled; and diagnosis for unsatisfactory stand of grass plants.	1	Job	\$ _____
TOTAL AMOUNT \$ _____				

### Addendum; Instructions to Offerors—Commercial Items

Please provide the following information with your proposal:

Company's Name as it appears on SAM:

Company's Address as it appears on SAM:

CAGE CODE:

DUNS:

TIN:

(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 SF1449, letterhead stationary, or as otherwise specified in the solicitation. Offers must be submitted electronically, unless other arrangements have been made. Send completed offers to Tina Keimig at [tina.l.keimig@usace.army.mil](mailto:tina.l.keimig@usace.army.mil). As a minimum, offers must include with their quotation

- (1) The solicitation number;
- (2) The name, address, federal tax identification, email, and telephone number of the offeror;
- (3) Names, title, email, and telephone number of persons authorize to negotiate and sign the proposal;
- (4) n/a

(5) A statement specifying agreement will 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;

(6) Acknowledgement of Solicitation Amendments, if applicable;

(7) n/a

(8) n/a

(c) Period for acceptance of offers. The offeror agrees to hold the prices in its offer firm for 90 calendar days from the date specified for receipt of offers.

(d) Questions. All questions pertaining to this combined synopsis and solicitation shall be in writing, directed to the attention of Tina Keimig at [tina.l.keimig@usace.army.mil](mailto:tina.l.keimig@usace.army.mil). All questions shall be submitted not later than seven (7) calendar days prior to the proposal due date, in order to ensure adequate time is allotted for form an appropriate response and if needed, amend the solicitation. Offerors are requested to review the solicitation in its entirety for answers to questions, prior to submitting a new question.

(e) Insurance Required (FAR 52.228-5): In accordance with FAR 28.307-2, "Liability," the contractor shall procure the following minimum insurance:

Type	Amount
Workman's Compensation and Employer's Liability Insurance	\$100,000
General Liability Insurance	\$1,000,000 per occurrence

And, when automobiles are used in connection with performing the contract:

Type	Amount
Automobile Liability Insurance	\$200,000 per person
Bodily Injury	\$500,000 per occurrence
Property Damage	\$20,000 per occurrence

And, when aircraft is used in connection with performing the contract:

Type	Amount
Aircraft Public and Passenger Liability Insurance	\$200,000 per person
Bodily Injury (other than passenger injury)	\$500,000 per occurrence
Property Damage	\$200,000 per occurrence

Passenger Liability Bodily Injury \$200,000 multiplied by the number of seats or passengers, whichever is greater

And, when contract performance involves use of vessels, the Contracting Officer shall require, as determined by the agency, vessel collision liability and protection and indemnity insurance. The contractor is responsible for contacting the state for compliance with its workman's compensation laws.

(f) State and Local Taxes:

The U.S. Army Corps of Engineers is exempt from paying state and local taxes per Title 4 United States Code 104-107. The U.S. Army Corps of Engineers Tax ID Number is 62-1642142. Contractors performing services for the U.S. Army Corps of Engineers are not exempt from state and local taxes in transactions with vendors, suppliers or subcontractors.

This is a low price solicitation where award is made to the lowest responsible quotation.

## PERFORMANCE WORK STATEMENT (PWS)

### Missouri River Left Bank Levee Seeding

**1.0 Definitions.** The following definitions and descriptions apply wherever the word(s) or phrase(s) is/are stated in this PWS:

**Acceptable Level of Performance (ALP):** The maximum percent defective, the maximum number of defects per hundred units, or the number of defects in a lot considered satisfactory on the average. The allowable leeway or variance from a standard before the government will reject the specific service.

**Contracting Officer's Representative (COR):** An individual designated and authorized in writing by the Contracting Officer to perform specific technical or administrative functions.

**Performance-Based Contract (FAR 2.101):** Structuring all aspects of an acquisition around the purpose of the work to be performed with the contract requirements set forth in clear, specific, and objective terms with measurable outcomes as opposed to either the manner by which the work is to be performed or broad and imprecise.

**Performance Requirements Summary (PRS):** The PRS shows contract requirements, the component requirements related to each contract requirement, the price of each work requirement as a percentage of the associated contract requirement (Fixed Price Contracts), the standard of performance, and the acceptable level of performance (ALP) for each work requirement.

**Quality Assurance Surveillance Plan (QASP):** An organized written document used by the Government for quality assurance surveillance. Document contains sampling/evaluation guides, checklists, and the performance requirements summary (PRS).

**Activity Hazard Analysis (AHA):** An organized document used by the contractor to define the work to be performed, identify hazards, and establishes controls to reduce the hazards to acceptable levels of risk. This document is a living document that will change with varying site conditions or personal changes.

**Abbreviated Accident Prevention Plan (APP):** A safety and health policy and program document that is contract or job specific and is an integral part of the planning process.

## 2.0 General Information

**2.1 Background.** Previous seeding attempts during the 2019 flood repairs on the Missouri River Left Bank Levee Systems have failed in some areas, due to the grass cover not being established. This has exposed the clay surfaces of the levee systems to heightened levels of erosion. To bring the exposed areas into O&M manual compliance native prairie, upland buffer, and smooth brome seed mixtures will be planted at many locations across the L-611-614, L-594, L-575, and L-550 levee systems.

**2.2 Scope of Work.** This is a non-personal services contract to reseed approximately 61 individual areas, totaling 215.1 acres of the Missouri River Left Bank Levee System (see Attachment 2 and provided kmz). The areas include 11.8, 8.6, 74.1, and 120.5 acres at the L-611-614, L-594, L-575, and L-550 levee systems, respectively (see provided kmz). The work includes minor grading and/or surface preparation and no-till drill seeding of native prairie, upland buffer area, and smooth brome seed mixes. Approximately 215 acres of the total seeding area will be planted with smooth brome, while 0.1 acres, located in L-550 and L-575 levee systems, will be planted with native prairie and upland buffer area seed mixes. All seeding areas should be maintained throughout the establishment period and guaranteed through the one-year warranty period (see Attachment 1). This is a fixed price, performance-based acquisition where the government defines and measures desired outcomes, while contractor methods are generally not constrained or directed.

**2.3 Period of Performance.** The period of performance for planting shall be 60 days starting on October 15<sup>th</sup>, 2023. The period of performance for maintenance shall be 120 days starting on April 1<sup>st</sup>, 2024.

## 2.4 Contractor Personnel.



- 2.4.1** The contractor shall perform all work under this contract using their own forces except as provided in Paragraph 1.4.2 Subcontracting. Employees who perform this work shall be qualified persons on the contractor's own payroll.
- 2.4.2** Subcontracting. The contractor shall not subcontract any work without written approval of the COR. Compliance with the provisions of this contract by subcontractors shall be the responsibility of the contractor.

## **2.5 Quality Control**

- 2.5.1** The contractor shall designate, in writing, an employee who shall serve as the contact for matters involving quality and performance or nonperformance of the required work stated in this PWS. The employee(s) shall be qualified and fully competent with full authority to act for, and on behalf of, the contractor as necessary to ensure that the required work is performed in accordance with the standards contained herein. The contractor shall furnish the above written designation to the COR no later than the first day of work. The contractor shall include the name(s), address(s), and telephone number(s) of the responsible individual(s).

- 2.5.2** The Contracting Officer reserves the right to disapprove any individual whom he considers incompetent to perform the work required. The Contracting Officer will provide a written notice of any disapproval to the contractor.

- 2.6 Quality Assurance.** The government will use a Quality Assurance Surveillance Plan (QASP) to ensure that the Contractor is performing the services required by this PWS in an acceptable manner. The Government may use Quality Assurance Evaluators (QAE(s)) to provide assistance with the quality assurance methods.

- 2.6.1** See Attachment 1. The government has the right to inspect all services called for by the contract, to the extent practicable, at all times and places during the term of the contract. The government shall perform inspections in a manner that will not delay the work.

- 2.6.2** If any of the services do not conform to contract requirements, the government may require the contractor to perform the services in conformity with contract requirements and at no increase in cost. If the contract requirements are not met after a second attempt the government may (1) require the contractor to take necessary action to ensure that future performance conforms to contract requirements and (2) reduce the contract price to reflect the reduced value of the services performed.

- 2.6.2.1** Upon verification of a validated customer complaint or corrective action report, the COR will notify the contractor that they are required to re-perform specific services.

- 2.6.3** The government may take action, if the contractor fails to perform the services again or to take the necessary action to ensure future performance is in conformity with the contract requirements. The government may (1) by contract, or otherwise, perform the services and charge to the contractor any cost incurred by the government that related to the performance of such service or (2) terminate the contract in whole or in part.

- 2.6.4** The contractor is responsible to replace/repair any damage to government property due to negligence, at their own cost. The government may take action if the contractor fails to replace/repair any damage to government property. The government may (1) by contract, or otherwise, replace/repair damaged government property and charge to the contractor any cost incurred by the government to replace/repair any damage.

- 2.7 Access.** The contractor shall coordinate with COR to gain access to site via levee access points.

- 2.8 Pre-Work Meeting.** Prior to commencing any activities, the contractor shall arrange a Pre-work Meeting with the COR. The Meeting shall discuss the work requirements, scheduling, submittal process, review of the Activity Hazard Analysis (AHA), and Abbreviated Accident Prevention Plan (APP). At least one (1) week prior to commencing work, the Contractor shall coordinate their proposed work schedule with the COR.

**2.9 Submittals.** Prior to commencement of services, the Contractor shall submit the following documents to the COR for review and approval:

- a. Activity Hazard Analysis (AHA)
- b. Abbreviated Accident Prevention Plan (APP)
- c. Proof of Insurance for Contractors and Subcontractors
- d. Submittal requirements in Attachment 1

**2.10 Standards and Regulations.** The Contractor shall perform to the standards in the contract and comply with all Local, State, and Federal Regulations during the services performed. The Contractor is responsible for ascertaining the extent to which these regulations affect the operations resulting from this contract. The Contractor shall comply with all applicable regulations. Applicable regulations include, but are not limited to the following:

- a. Code of Federal Regulations (CFR), Title 36, Chapter III, Part 327, Rules and Regulations Governing Public Use on Corps of Engineers Water Resource Development Projects EP 1165-2-316 ([http://www.publications.usace.army.mil/Portals/76/Publications/EngineerPamphlets/EP\\_1165-2-316.pdf?ver=2013-08-22-104526-670](http://www.publications.usace.army.mil/Portals/76/Publications/EngineerPamphlets/EP_1165-2-316.pdf?ver=2013-08-22-104526-670))
- b. Engineering Manual (EM) 385-1-1 (USACE – Safety and Health Requirements Manual), dated November 2014; [http://www.publications.usace.army.mil/Portals/76/Publications/EngineerManuals/EM\\_385-1-1.pdf](http://www.publications.usace.army.mil/Portals/76/Publications/EngineerManuals/EM_385-1-1.pdf)
- c. Occupational Safety and Health Standards (29 CFR 1910);

**2.10.1 Activity Hazard Analysis (AHA).** The contractor shall prepare the AHA in accordance with Paragraph 01.A.14 or 01.A.15 of the EM 385-1-1. If using Paragraph 01.A.15, prepare the AHA IAW Figure 1-2. **Note:** Contractors and other individual employer's typically use Job Safety Analyses (JSAs), Job Hazard Analyses (JHAs), or similar Risk Management assessment tools. The government considers equivalent to, and acceptable substitutes for, the USACE's AHA provided the data collected is the same as that required by the AHA, commensurate with the type of services the contractor is performing.

**2.10.2 Abbreviated Accident Prevention Plan (APP).** EM 385-1-1 in its entirety may be too complex for the type of work performed under these contracts; contractors may reference Appendix A, for abbreviated Accident Prevention Plan (APP). The contractor shall only need to submit items in Appendix A that are pertinent to the contract. The contractor shall use a qualified person to prepare the site-specific abbreviated Accident Prevention Plan (APP). The contractor shall prepare the APP in accordance with the format and requirements of the EM 385-1-1 and supplemented herein. The contractor shall sign and submit the APP for approval prior to the start of work onsite.

## **2.11 Physical Security**

**2.11.1 Government Facilities, property, and materials.** N/A

**2.11.2 Key Control.** N/A

## **2.12 Antiterrorism/Operation Security Requirements.**

**2.12.1 Pre-screen candidates using E-Verify Program.** The Contractor must pre-screen candidates using the E-verify Program (<http://www.dhs.gov/E-Verify>) website to meet the established employment eligibility requirements. The vendor must ensure that the candidate has two valid forms of government issued identification to ensure the correct information is entered into the E-verify system. An initial list of verified/eligible candidates must be provided to the COR no later than three (3) business days after the initial contract award.

## **2.13 Payment.**

**2.13.1** The government will make payment upon completion of all services, after the government has inspected and accepted the services, and the government has reviewed, approved, and processed the contractor's invoice. The contractor shall submit the invoice to the COR and/or any other person that has been designated in the contract to receive the invoice.

**2.13.2** The contractor must provide the contractor's name, address, contract number, period of services completed (*i.e., for the month of January or for the period of performance of January 1 through February 23*), CLIN number and specific quantities and a kmz of work performed for each levee system (*i.e., 1 Month, 40 days, 100 acres, etc.*), and total requested, for an invoice to be considered proper. The contractor shall submit the invoice by the fifth (5<sup>th</sup>) of the month for services completed the previous month or submit the invoice upon completion of all services, in accordance with the period of performance stated in the CLIN.

### **3.0 Government Furnished Items and Services. N/A**

### **4.0 Contractor Furnished Items and Responsibilities**

**4.1 General.** The Contractor shall furnish all supplies, equipment, facilities and services required to perform work under this contract that are not listed under Section 3 of this PWS.

### **5.0 Specific Tasks**

**5.1 Basic Services.** See Attachment 1.

**6.0 Performance Requirements Summary.** 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.

<b>Performance Objective</b>	<b>Performance Standard</b>	<b>Performance Threshold</b>	<b>Method of Surveillance</b>
<b>PRS #1.</b> Work Plans and Submittals	Contractor shall deliver submittals and work plans on time and of quality deemed acceptable by review through the COR.	Zero Deviation from Standard	100% Inspection by COR, PDT Review
<b>PRS#2.</b> The contractor shall plant smooth brome seed mix on levees.	The contractor shall plant smooth brome grass seeds in accordance with section 5.1 of PWS at locations identified in KMZ files.	Zero Deviation from Standard	Direct Observation by COR, PDT and Project Engineer Field Oversight
<b>PRS#3.</b> The contractor shall plant native prairie seed mix or upland buffer area mix on levees.	The contractor shall plant native prairie seed mix or upland buffer seed mix in accordance with section 5.1 of PWS at locations identified in KMZ files.	Zero Deviation from Standard	Direct Observation by COR, PDT and Project Engineer Field Oversight

<b>PRS#4.</b> The contractor shall provide documentation for each levee system indicating total acres that were drill seeded, required erosion control blanket, and documentation of total amount of seed planted.	The contractor shall use GPS data to create a kmz file for each levee system of the areas and total acres that were drill seeded, required erosion control blanket, and documentation of total amount of seed planted.	Zero Deviation from Standard	100% Inspection by COR, PDT Review
<b>PRS#5.</b> The contractor shall provide a record of each site visit describing the maintenance work performed; areas repaired or reinstalled; and diagnosis for unsatisfactory strand of grass plants.	The contractor shall provide maintenance in accordance with section 5.1 of PWS.	Zero Deviation from Standard	100% Inspection by COR, PDT Review

## 7.0 Attachments

Attachment 1 – Technical Specifications

Attachment 2 – Drawing L-101, Overview Plan

## CLAUSES INCORPORATED BY REFERENCE

52.203-3	Gratuities	APR 1984
52.203-11	Certification And Disclosure Regarding Payments To Influence Certain Federal Transactions	SEP 2007
52.203-12	Limitation On Payments To Influence Certain Federal Transactions	JUN 2020
52.204-4	Printed or Copied Double-Sided on Postconsumer Fiber Content Paper	MAY 2011
52.204-7	System for Award Management	OCT 2018
52.204-9	Personal Identity Verification of Contractor Personnel	JAN 2011
52.204-27	Prohibition on a ByteDance Covered Application	JUN 2023
52.209-2	Prohibition on Contracting with Inverted Domestic Corporations--Representation	NOV 2015
52.209-5	Certification Regarding Responsibility Matters	AUG 2020
52.212-3 (Dev)	Offeror Representations and Certifications - Commercial Products and Commercial Services (Deviation 2023-O0002)	DEC 2022
52.212-4	Contract Terms and Conditions--Commercial Products and Commercial Services	DEC 2022
52.223-5	Pollution Prevention and Right-to-Know Information	MAY 2011
52.223-6	Drug-Free Workplace	MAY 2001
52.223-17	Affirmative Procurement of EPA-Designated Items in Service and Construction Contracts	AUG 2018
52.225-25	Prohibition on Contracting with Entities Engaging in Certain Activities or Transactions Relating to Iran-- Representation and Certifications.	JUN 2020
52.228-5	Insurance - Work On A Government Installation	JAN 1997
52.229-3	Federal, State And Local Taxes	FEB 2013
52.232-39	Unenforceability of Unauthorized Obligations	JUN 2013

52.232-40	Providing Accelerated Payments to Small Business Subcontractors	MAR 2023
52.233-4	Applicable Law for Breach of Contract Claim	OCT 2004
52.237-1	Site Visit	APR 1984
52.242-13	Bankruptcy	JUL 1995
52.245-1	Government Property	SEP 2021
252.203-7000	Requirements Relating to Compensation of Former DoD Officials	SEP 2011
252.203-7002	Requirement to Inform Employees of Whistleblower Rights	DEC 2022
252.203-7005	Representation Relating to Compensation of Former DoD Officials	SEP 2022
252.204-7003	Control Of Government Personnel Work Product	APR 1992
252.204-7008	Compliance With Safeguarding Covered Defense Information Controls	OCT 2016
252.204-7009	Limitations on the Use or Disclosure of Third-Party Contractor Reported Cyber Incident Information	JAN 2023
252.204-7012	Safeguarding Covered Defense Information and Cyber Incident Reporting	JAN 2023
252.204-7019	Notice of NIST SP 800-171 DoD Assessment Requirements	MAR 2022
252.204-7020	NIST SP 800-171 DoD Assessment Requirements	JAN 2023
252.209-7004	Subcontracting With Firms That Are Owned or Controlled By The Government of a Country that is a State Sponsor of Terrorism	MAY 2019
252.209-7992 (Dev)	Representation by Corporations Regarding an Unpaid Delinquent Tax Liability or a Felony Conviction under any Federal Law - Fiscal Year 2015 Appropriations	DEC 2014
252.232-7003	Electronic Submission of Payment Requests and Receiving Reports	DEC 2018
252.232-7010	Levies on Contract Payments	DEC 2006
252.237-7010	Prohibition on Interrogation of Detainees by Contractor Personnel	JAN 2023
252.243-7001	Pricing Of Contract Modifications	DEC 1991
252.243-7002	Requests for Equitable Adjustment	DEC 2022

#### CLAUSES INCORPORATED BY FULL TEXT

#### 52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS--COMMERCIAL PRODUCTS AND COMMERCIAL SERVICES (JUN 2023)

(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. 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.]

  X   (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. 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.)

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

  X   (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. 6101 note).

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

       (11) [Reserved]

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

       (13) 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]

  X   (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)).
- ☐ (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. 657s).
- ☐ (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. 657s).
- ☒ (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.

\_X\_ (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).

\_X\_ (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. chapter 78 and E.O. 13627).

\_\_\_\_ (37) 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.)

\_\_\_\_ (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.

\_X\_ (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. 552a).

\_\_\_ (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).

X (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).

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

(vi) 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.

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

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

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

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

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

(xii) 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.

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

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

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

(xv) 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.)

(xvi) 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)

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

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

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

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

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

(xxi) 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).

(xxii) 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.

(xxiii) 52.232-40, Providing Accelerated Payments to Small Business Subcontractors (MAR 2023) (31 U.S.C. 3903 and 10 U.S.C. 3801). Flow down required in accordance with paragraph (c) of 52.232-40.

(xxiv) 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)

#### 52.232-18 AVAILABILITY OF FUNDS (APR 1984)

Funds are not presently available for this contract. The Government's obligation under this contract is contingent upon the availability of appropriated funds from which payment for contract purposes can be made. No legal liability on the part of the Government for any payment may arise until funds are made available to the Contracting Officer for this contract and until the Contractor receives notice of such availability, to be confirmed in writing by the Contracting Officer.

(End of clause)

#### 52.237-2 PROTECTION OF GOVERNMENT BUILDINGS, EQUIPMENT, AND VEGETATION (APR 1984)

The Contractor shall use reasonable care to avoid damaging existing buildings, equipment, and vegetation on the Government installation. If the Contractor's failure to use reasonable care causes damage to any of this property, the Contractor shall replace or repair the damage at no expense to the Government as the Contracting Officer directs. If the Contractor fails or refuses to make such repair or replacement, the Contractor shall be liable for the cost, which may be deducted from the contract price.

(End of clause)

## 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):

<http://farsite.hill.af.mil>

(End of provision)

## 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 Chapter 2) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

(End of clause)

## UAI 5115.504 AWARD TO SUCCESSFUL OFFEROR

Only a warranted Contracting Officer (either a Procuring Contracting Officer (PCO) or an Administrative Contracting Officer (ACO)), acting within their appointed limits, has the authority to issue modifications or otherwise change the terms and conditions of this contract. If an individual other than the Contracting Officer attempts to make changes to the terms and conditions of this contract, you shall not proceed with the change and shall immediately notify the Contracting Officer. Proceeding with any work not authorized by the Contracting Officer will be at the Contractor's own risk.

WR - POTTAWATTAMIE & MILLS

"REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5005
Director	Wage Determinations	Revision No.: 20
		Date Of Last Revision: 07/06/2023

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](http://www.dol.gov/whd/govcontracts).

States: Iowa, Nebraska

Area: Iowa Counties of Harrison, Mills, Pottawattamie  
Nebraska Counties of Cass, Douglas, Sarpy, Saunders, Washington

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.21
01012 - Accounting Clerk II		19.33
01013 - Accounting Clerk III		21.62
01020 - Administrative Assistant		29.00
01035 - Court Reporter		28.71
01041 - Customer Service Representative I		14.83***
01042 - Customer Service Representative II		16.18***
01043 - Customer Service Representative III		18.17
01051 - Data Entry Operator I		16.52
01052 - Data Entry Operator II		18.03
01060 - Dispatcher, Motor Vehicle		25.59
01070 - Document Preparation Clerk		19.11
01090 - Duplicating Machine Operator		19.11
01111 - General Clerk I		14.56***
01112 - General Clerk II		15.89***
01113 - General Clerk III		17.83
01120 - Housing Referral Assistant		22.11
01141 - Messenger Courier		13.90***
01191 - Order Clerk I		17.29
01192 - Order Clerk II		18.86
01261 - Personnel Assistant (Employment) I		17.27
01262 - Personnel Assistant (Employment) II		19.34
01263 - Personnel Assistant (Employment) III		21.54
01270 - Production Control Clerk		22.08
01290 - Rental Clerk		13.83***

01300 - Scheduler, Maintenance	17.73
01311 - Secretary I	17.73
01312 - Secretary II	19.83
01313 - Secretary III	22.11
01320 - Service Order Dispatcher	22.87
01410 - Supply Technician	29.00
01420 - Survey Worker	14.97***
01460 - Switchboard Operator/Receptionist	16.54
01531 - Travel Clerk I	18.18
01532 - Travel Clerk II	19.34
01533 - Travel Clerk III	20.53
01611 - Word Processor I	15.43***
01612 - Word Processor II	17.33
01613 - Word Processor III	19.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.09
05010 - Automotive Electrician	22.24
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	18.74
05130 - Motor Equipment Metal Mechanic	23.15
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.15
05220 - Motor Vehicle Mechanic Helper	17.53
05250 - Motor Vehicle Upholstery Worker	19.92
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter, Automotive	22.24
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	14.12***
05400 - Transmission Repair Specialist	23.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.27***
07041 - Cook I	16.19***
07042 - Cook II	18.24
07070 - Dishwasher	12.94***
07130 - Food Service Worker	13.64***
07210 - Meat Cutter	18.01
07260 - Waiter/Waitress	11.33***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.41
09040 - Furniture Handler	14.61***
09080 - Furniture Refinisher	21.41
09090 - Furniture Refinisher Helper	16.87
09110 - Furniture Repairer, Minor	19.18
09130 - Upholsterer	21.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.45***
11060 - Elevator Operator	15.45***
11090 - Gardener	22.61
11122 - Housekeeping Aide	14.06***
11150 - Janitor	14.06***
11210 - Laborer, Grounds Maintenance	18.31
11240 - Maid or Houseman	14.10***
11260 - Pruner	16.86
11270 - Tractor Operator	21.16
11330 - Trail Maintenance Worker	18.31
11360 - Window Cleaner	15.27***
12000 - Health Occupations	
12010 - Ambulance Driver	17.38
12011 - Breath Alcohol Technician	21.92
12012 - Certified Occupational Therapist Assistant	29.52
12015 - Certified Physical Therapist Assistant	29.58
12020 - Dental Assistant	21.45
12025 - Dental Hygienist	37.91
12030 - EKG Technician	27.48
12035 - Electroneurodiagnostic Technologist	27.48
12040 - Emergency Medical Technician	17.38
12071 - Licensed Practical Nurse I	19.60
12072 - Licensed Practical Nurse II	21.92
12073 - Licensed Practical Nurse III	24.44

12100 - Medical Assistant	18.63
12130 - Medical Laboratory Technician	28.03
12160 - Medical Record Clerk	20.44
12190 - Medical Record Technician	22.86
12195 - Medical Transcriptionist	19.50
12210 - Nuclear Medicine Technologist	40.08
12221 - Nursing Assistant I	12.54***
12222 - Nursing Assistant II	14.09***
12223 - Nursing Assistant III	15.38***
12224 - Nursing Assistant IV	17.27
12235 - Optical Dispenser	17.64
12236 - Optical Technician	18.23
12250 - Pharmacy Technician	17.90
12280 - Phlebotomist	18.03
12305 - Radiologic Technologist	29.76
12311 - Registered Nurse I	25.10
12312 - Registered Nurse II	30.70
12313 - Registered Nurse II, Specialist	30.70
12314 - Registered Nurse III	37.14
12315 - Registered Nurse III, Anesthetist	37.14
12316 - Registered Nurse IV	44.52
12317 - Scheduler (Drug and Alcohol Testing)	27.17
12320 - Substance Abuse Treatment Counselor	25.00
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.39
13012 - Exhibits Specialist II	27.73
13013 - Exhibits Specialist III	33.92
13041 - Illustrator I	22.15
13042 - Illustrator II	27.45
13043 - Illustrator III	33.56
13047 - Librarian	31.28
13050 - Library Aide/Clerk	11.64***
13054 - Library Information Technology Systems Administrator	28.24
13058 - Library Technician	17.26
13061 - Media Specialist I	20.39
13062 - Media Specialist II	22.80
13063 - Media Specialist III	25.41
13071 - Photographer I	17.27
13072 - Photographer II	19.32
13073 - Photographer III	23.94
13074 - Photographer IV	29.28
13075 - Photographer V	35.42
13090 - Technical Order Library Clerk	15.74***
13110 - Video Teleconference Technician	21.90
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.56
14042 - Computer Operator II	22.99
14043 - Computer Operator III	25.63
14044 - Computer Operator IV	28.49
14045 - Computer Operator V	31.55
14071 - Computer Programmer I	(see 1) 26.16
14072 - Computer Programmer II	(see 1)
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	20.56
14160 - Personal Computer Support Technician	28.49
14170 - System Support Specialist	31.55
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.60
15020 - Aircrew Training Devices Instructor (Rated)	34.46
15030 - Air Crew Training Devices Instructor (Pilot)	41.06
15050 - Computer Based Training Specialist / Instructor	30.60
15060 - Educational Technologist	36.46
15070 - Flight Instructor (Pilot)	41.06
15080 - Graphic Artist	25.96
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.06



15086 - Maintenance Test Pilot, Rotary Wing	41.06
15088 - Non-Maintenance Test/Co-Pilot	41.06
15090 - Technical Instructor	25.51
15095 - Technical Instructor/Course Developer	31.19
15110 - Test Proctor	20.58
15120 - Tutor	20.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.81***
16030 - Counter Attendant	11.81***
16040 - Dry Cleaner	13.49***
16070 - Finisher, Flatwork, Machine	11.81***
16090 - Presser, Hand	11.81***
16110 - Presser, Machine, Drycleaning	11.81***
16130 - Presser, Machine, Shirts	11.81***
16160 - Presser, Machine, Wearing Apparel, Laundry	11.81***
16190 - Sewing Machine Operator	14.05***
16220 - Tailor	14.61***
16250 - Washer, Machine	12.37***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.56
19040 - Tool And Die Maker	27.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.41
21030 - Material Coordinator	22.08
21040 - Material Expediter	22.08
21050 - Material Handling Laborer	16.93
21071 - Order Filler	15.36***
21080 - Production Line Worker (Food Processing)	18.41
21110 - Shipping Packer	18.37
21130 - Shipping/Receiving Clerk	18.37
21140 - Store Worker I	14.57***
21150 - Stock Clerk	18.55
21210 - Tools And Parts Attendant	18.41
21410 - Warehouse Specialist	18.41
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.39
23019 - Aircraft Logs and Records Technician	24.22
23021 - Aircraft Mechanic I	28.15
23022 - Aircraft Mechanic II	29.39
23023 - Aircraft Mechanic III	30.31
23040 - Aircraft Mechanic Helper	21.32
23050 - Aircraft, Painter	27.04
23060 - Aircraft Servicer	24.22
23070 - Aircraft Survival Flight Equipment Technician	27.04
23080 - Aircraft Worker	25.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.15
23110 - Appliance Mechanic	20.00
23120 - Bicycle Repairer	23.01
23125 - Cable Splicer	46.73
23130 - Carpenter, Maintenance	22.09
23140 - Carpet Layer	23.37
23160 - Electrician, Maintenance	28.05
23181 - Electronics Technician Maintenance I	26.47
23182 - Electronics Technician Maintenance II	27.87
23183 - Electronics Technician Maintenance III	29.02
23260 - Fabric Worker	24.46
23290 - Fire Alarm System Mechanic	23.57
23310 - Fire Extinguisher Repairer	23.01
23311 - Fuel Distribution System Mechanic	31.93
23312 - Fuel Distribution System Operator	26.88
23370 - General Maintenance Worker	22.40
23380 - Ground Support Equipment Mechanic	28.15
23381 - Ground Support Equipment Servicer	24.22
23382 - Ground Support Equipment Worker	25.67
23391 - Gunsmith I	23.01
23392 - Gunsmith II	25.92
23393 - Gunsmith III	28.43

23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.37
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.49
23430 - Heavy Equipment Mechanic	30.25
23440 - Heavy Equipment Operator	24.22
23460 - Instrument Mechanic	28.43
23465 - Laboratory/Shelter Mechanic	27.31
23470 - Laborer	16.93
23510 - Locksmith	23.45
23530 - Machinery Maintenance Mechanic	27.64
23550 - Machinist, Maintenance	23.54
23580 - Maintenance Trades Helper	17.73
23591 - Metrology Technician I	28.43
23592 - Metrology Technician II	29.69
23593 - Metrology Technician III	30.62
23640 - Millwright	29.79
23710 - Office Appliance Repairer	22.26
23760 - Painter, Maintenance	19.19
23790 - Pipefitter, Maintenance	35.21
23810 - Plumber, Maintenance	33.81
23820 - Pneudraulic Systems Mechanic	28.43
23850 - Rigger	28.43
23870 - Scale Mechanic	25.92
23890 - Sheet-Metal Worker, Maintenance	28.88
23910 - Small Engine Mechanic	20.61
23931 - Telecommunications Mechanic I	32.00
23932 - Telecommunications Mechanic II	33.42
23950 - Telephone Lineman	25.15
23960 - Welder, Combination, Maintenance	22.60
23965 - Well Driller	24.82
23970 - Woodcraft Worker	28.43
23980 - Woodworker	23.01
24000 - Personal Needs Occupations	
24550 - Case Manager	16.46
24570 - Child Care Attendant	12.96***
24580 - Child Care Center Clerk	16.15***
24610 - Chore Aide	14.60***
24620 - Family Readiness And Support Services Coordinator	16.46
24630 - Homemaker	16.46
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.78
25040 - Sewage Plant Operator	26.33
25070 - Stationary Engineer	27.78
25190 - Ventilation Equipment Tender	21.04
25210 - Water Treatment Plant Operator	26.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.73
27007 - Baggage Inspector	16.47
27008 - Corrections Officer	23.31
27010 - Court Security Officer	27.29
27030 - Detection Dog Handler	18.42
27040 - Detention Officer	23.31
27070 - Firefighter	31.10
27101 - Guard I	16.47
27102 - Guard II	18.42
27131 - Police Officer I	34.21
27132 - Police Officer II	38.03
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.70***
28042 - Carnival Equipment Repairer	14.64***
28043 - Carnival Worker	10.92***
28210 - Gate Attendant/Gate Tender	16.13***
28310 - Lifeguard	11.34***
28350 - Park Attendant (Aide)	18.04
28510 - Recreation Aide/Health Facility Attendant	13.16***
28515 - Recreation Specialist	22.35
28630 - Sports Official	14.36***
28690 - Swimming Pool Operator	17.03

29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.51
29020 - Hatch Tender	29.51
29030 - Line Handler	29.51
29041 - Stevedore I	27.85
29042 - Stevedore II	31.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.44
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.96
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.99
30021 - Archeological Technician I	19.39
30022 - Archeological Technician II	21.69
30023 - Archeological Technician III	26.88
30030 - Cartographic Technician	26.88
30040 - Civil Engineering Technician	26.13
30051 - Cryogenic Technician I	29.76
30052 - Cryogenic Technician II	32.87
30061 - Drafter/CAD Operator I	19.39
30062 - Drafter/CAD Operator II	21.69
30063 - Drafter/CAD Operator III	24.18
30064 - Drafter/CAD Operator IV	29.76
30081 - Engineering Technician I	16.95
30082 - Engineering Technician II	19.03
30083 - Engineering Technician III	21.29
30084 - Engineering Technician IV	26.38
30085 - Engineering Technician V	32.26
30086 - Engineering Technician VI	39.03
30090 - Environmental Technician	26.06
30095 - Evidence Control Specialist	26.88
30210 - Laboratory Technician	28.62
30221 - Latent Fingerprint Technician I	27.02
30222 - Latent Fingerprint Technician II	29.84
30240 - Mathematical Technician	27.28
30361 - Paralegal/Legal Assistant I	19.97
30362 - Paralegal/Legal Assistant II	24.75
30363 - Paralegal/Legal Assistant III	30.26
30364 - Paralegal/Legal Assistant IV	36.62
30375 - Petroleum Supply Specialist	32.87
30390 - Photo-Optics Technician	26.88
30395 - Radiation Control Technician	32.87
30461 - Technical Writer I	25.79
30462 - Technical Writer II	31.54
30463 - Technical Writer III	38.16
30491 - Unexploded Ordnance (UXO) Technician I	27.61
30492 - Unexploded Ordnance (UXO) Technician II	33.40
30493 - Unexploded Ordnance (UXO) Technician III	40.04
30494 - Unexploded (UXO) Safety Escort	27.61
30495 - Unexploded (UXO) Sweep Personnel	27.61
30501 - Weather Forecaster I	29.76
30502 - Weather Forecaster II	36.20
30620 - Weather Observer, Combined Upper Air Or (see 2)	24.18
Surface Programs	
30621 - Weather Observer, Senior (see 2)	26.88
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.40
31020 - Bus Aide	18.96
31030 - Bus Driver	24.89
31043 - Driver Courier	17.80
31260 - Parking and Lot Attendant	14.88***
31290 - Shuttle Bus Driver	16.03***
31310 - Taxi Driver	13.68***
31361 - Truckdriver, Light	19.03
31362 - Truckdriver, Medium	21.01
31363 - Truckdriver, Heavy	26.84
31364 - Truckdriver, Tractor-Trailer	26.84
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.29
99030 - Cashier	13.04***
99050 - Desk Clerk	13.72***
99095 - Embalmer	34.13

99130 - Flight Follower	27.61
99251 - Laboratory Animal Caretaker I	14.20***
99252 - Laboratory Animal Caretaker II	15.18***
99260 - Marketing Analyst	29.08
99310 - Mortician	34.13
99410 - Pest Controller	20.15
99510 - Photofinishing Worker	17.82
99710 - Recycling Laborer	20.16
99711 - Recycling Specialist	23.30
99730 - Refuse Collector	18.57
99810 - Sales Clerk	14.10***
99820 - School Crossing Guard	15.46***
99830 - Survey Party Chief	34.88
99831 - Surveying Aide	18.88
99832 - Surveying Technician	23.95
99840 - Vending Machine Attendant	16.37
99841 - Vending Machine Repairer	19.57
99842 - Vending Machine Repairer Helper	16.37

\*\*\*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.

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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](http://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 8 years, 4 weeks after 15 years, and 5 weeks after 20 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))."

#### WR - FREMONT COUNTY

"REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-4997
Daniel W. Simms	Division of	Revision No.: 22
Director	Wage Determinations	Date Of Last Revision: 07/07/2023

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	Executive Order 14026 generally applies to	
after January 30, 2022, or the	the contract.	
contract is renewed or extended (e.g.,	The contractor must pay all covered workers	
an option is exercised) on or after	at least \$16.20 per hour (or the applicable	
January 30, 2022:	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	Executive Order 13658 generally applies to	
between January 1, 2015 and January 29,	the contract.	
2022, and the contract is not renewed	The contractor must pay all covered workers	
or extended on or after January 30,	at least \$12.15 per hour (or the applicable	
2022:	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](http://www.dol.gov/whd/govcontracts).

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State: Iowa

Area: Iowa Counties of Adams, Cass, Crawford, Fremont, Monona, Montgomery, Page, Shelby

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.51***
01012 - Accounting Clerk II		17.42
01013 - Accounting Clerk III		19.48
01020 - Administrative Assistant		25.37
01035 - Court Reporter		20.01
01041 - Customer Service Representative I		14.37***
01042 - Customer Service Representative II		15.68***
01043 - Customer Service Representative III		17.60
01051 - Data Entry Operator I		14.63***
01052 - Data Entry Operator II		15.96***
01060 - Dispatcher, Motor Vehicle		24.98
01070 - Document Preparation Clerk		15.93***
01090 - Duplicating Machine Operator		15.93***
01111 - General Clerk I		14.22***
01112 - General Clerk II		15.51***
01113 - General Clerk III		17.51
01120 - Housing Referral Assistant		22.30
01141 - Messenger Courier		12.99***
01191 - Order Clerk I		14.55***
01192 - Order Clerk II		15.88***
01261 - Personnel Assistant (Employment) I		17.28
01262 - Personnel Assistant (Employment) II		19.33
01263 - Personnel Assistant (Employment) III		21.55
01270 - Production Control Clerk		24.61
01290 - Rental Clerk		12.86***
01300 - Scheduler, Maintenance		17.89
01311 - Secretary I		17.89
01312 - Secretary II		20.01
01313 - Secretary III		22.30
01320 - Service Order Dispatcher		22.32
01410 - Supply Technician		25.37
01420 - Survey Worker		15.45***
01460 - Switchboard Operator/Receptionist		14.79***
01531 - Travel Clerk I		16.50
01532 - Travel Clerk II		17.55
01533 - Travel Clerk III		18.63
01611 - Word Processor I		15.93***
01612 - Word Processor II		17.89
01613 - Word Processor III		20.01
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.39
05010 - Automotive Electrician		19.92
05040 - Automotive Glass Installer		18.82
05070 - Automotive Worker		18.82
05110 - Mobile Equipment Servicer		16.99
05130 - Motor Equipment Metal Mechanic		20.94
05160 - Motor Equipment Metal Worker		18.82
05190 - Motor Vehicle Mechanic		20.94
05220 - Motor Vehicle Mechanic Helper		16.21
05250 - Motor Vehicle Upholstery Worker		18.08
05280 - Motor Vehicle Wrecker		18.82
05310 - Painter, Automotive		19.92
05340 - Radiator Repair Specialist		18.82
05370 - Tire Repairer		16.92



05400 - Transmission Repair Specialist	20.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.42***
07041 - Cook I	13.99***
07042 - Cook II	15.89***
07070 - Dishwasher	10.83***
07130 - Food Service Worker	12.26***
07210 - Meat Cutter	14.16***
07260 - Waiter/Waitress	10.00***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.33
09040 - Furniture Handler	13.54***
09080 - Furniture Refinisher	19.33
09090 - Furniture Refinisher Helper	15.39***
09110 - Furniture Repairer, Minor	17.14
09130 - Upholsterer	19.33
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.75***
11060 - Elevator Operator	13.90***
11090 - Gardener	18.10
11122 - Housekeeping Aide	15.68***
11150 - Janitor	15.68***
11210 - Laborer, Grounds Maintenance	14.45***
11240 - Maid or Houseman	13.04***
11260 - Pruner	13.22***
11270 - Tractor Operator	16.85
11330 - Trail Maintenance Worker	14.45***
11360 - Window Cleaner	17.14
12000 - Health Occupations	
12010 - Ambulance Driver	19.23
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	28.58
12015 - Certified Physical Therapist Assistant	25.10
12020 - Dental Assistant	22.50
12025 - Dental Hygienist	37.64
12030 - EKG Technician	31.56
12035 - Electroneurodiagnostic Technologist	31.56
12040 - Emergency Medical Technician	19.23
12071 - Licensed Practical Nurse I	18.62
12072 - Licensed Practical Nurse II	20.83
12073 - Licensed Practical Nurse III	23.22
12100 - Medical Assistant	17.48
12130 - Medical Laboratory Technician	24.81
12160 - Medical Record Clerk	17.39
12190 - Medical Record Technician	20.67
12195 - Medical Transcriptionist	19.25
12210 - Nuclear Medicine Technologist	45.78
12221 - Nursing Assistant I	12.67***
12222 - Nursing Assistant II	14.23***
12223 - Nursing Assistant III	15.53***
12224 - Nursing Assistant IV	17.45
12235 - Optical Dispenser	16.88
12236 - Optical Technician	18.62
12250 - Pharmacy Technician	17.53
12280 - Phlebotomist	15.30***
12305 - Radiologic Technologist	27.29
12311 - Registered Nurse I	24.93
12312 - Registered Nurse II	30.49
12313 - Registered Nurse II, Specialist	30.49
12314 - Registered Nurse III	36.89
12315 - Registered Nurse III, Anesthetist	36.89
12316 - Registered Nurse IV	44.22
12317 - Scheduler (Drug and Alcohol Testing)	25.81
12320 - Substance Abuse Treatment Counselor	23.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.43
13012 - Exhibits Specialist II	21.58
13013 - Exhibits Specialist III	26.39
13041 - Illustrator I	19.13
13042 - Illustrator II	23.71

13043 - Illustrator III	29.00
13047 - Librarian	23.91
13050 - Library Aide/Clerk	10.75***
13054 - Library Information Technology Systems Administrator	21.59
13058 - Library Technician	15.09***
13061 - Media Specialist I	15.58***
13062 - Media Specialist II	17.42
13063 - Media Specialist III	19.42
13071 - Photographer I	14.95***
13072 - Photographer II	16.73
13073 - Photographer III	20.72
13074 - Photographer IV	24.79
13075 - Photographer V	30.00
13090 - Technical Order Library Clerk	15.49***
13110 - Video Teleconference Technician	14.95***
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.50***
14042 - Computer Operator II	17.33
14043 - Computer Operator III	20.69
14044 - Computer Operator IV	22.16
14045 - Computer Operator V	24.58
14071 - Computer Programmer I	(see 1) 24.18
14072 - Computer Programmer II	(see 1)
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	15.50***
14160 - Personal Computer Support Technician	22.16
14170 - System Support Specialist	25.34
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.60
15020 - Aircrew Training Devices Instructor (Rated)	36.82
15030 - Air Crew Training Devices Instructor (Pilot)	44.14
15050 - Computer Based Training Specialist / Instructor	30.60
15060 - Educational Technologist	33.81
15070 - Flight Instructor (Pilot)	44.14
15080 - Graphic Artist	21.89
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.14
15086 - Maintenance Test Pilot, Rotary Wing	44.14
15088 - Non-Maintenance Test/Co-Pilot	44.14
15090 - Technical Instructor	23.52
15095 - Technical Instructor/Course Developer	28.76
15110 - Test Proctor	18.98
15120 - Tutor	18.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.37***
16030 - Counter Attendant	12.37***
16040 - Dry Cleaner	14.13***
16070 - Finisher, Flatwork, Machine	12.37***
16090 - Presser, Hand	12.37***
16110 - Presser, Machine, Drycleaning	12.37***
16130 - Presser, Machine, Shirts	12.37***
16160 - Presser, Machine, Wearing Apparel, Laundry	12.37***
16190 - Sewing Machine Operator	14.72***
16220 - Tailor	15.30***
16250 - Washer, Machine	12.96***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.03
19040 - Tool And Die Maker	26.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.05
21030 - Material Coordinator	24.61
21040 - Material Expediter	24.61
21050 - Material Handling Laborer	18.29
21071 - Order Filler	18.31
21080 - Production Line Worker (Food Processing)	20.05
21110 - Shipping Packer	18.04

21130 - Shipping/Receiving Clerk	18.04
21140 - Store Worker I	14.46***
21150 - Stock Clerk	18.82
21210 - Tools And Parts Attendant	20.05
21410 - Warehouse Specialist	20.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.11
23019 - Aircraft Logs and Records Technician	23.11
23021 - Aircraft Mechanic I	26.74
23022 - Aircraft Mechanic II	28.11
23023 - Aircraft Mechanic III	29.32
23040 - Aircraft Mechanic Helper	20.66
23050 - Aircraft, Painter	25.43
23060 - Aircraft Servicer	23.11
23070 - Aircraft Survival Flight Equipment Technician	25.43
23080 - Aircraft Worker	24.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.74
23110 - Appliance Mechanic	25.43
23120 - Bicycle Repairer	21.17
23125 - Cable Splicer	40.70
23130 - Carpenter, Maintenance	21.42
23140 - Carpet Layer	24.03
23160 - Electrician, Maintenance	24.66
23181 - Electronics Technician Maintenance I	25.44
23182 - Electronics Technician Maintenance II	26.92
23183 - Electronics Technician Maintenance III	28.30
23260 - Fabric Worker	22.59
23290 - Fire Alarm System Mechanic	26.74
23310 - Fire Extinguisher Repairer	21.17
23311 - Fuel Distribution System Mechanic	36.83
23312 - Fuel Distribution System Operator	29.16
23370 - General Maintenance Worker	21.67
23380 - Ground Support Equipment Mechanic	26.74
23381 - Ground Support Equipment Servicer	23.11
23382 - Ground Support Equipment Worker	24.03
23391 - Gunsmith I	21.17
23392 - Gunsmith II	24.03
23393 - Gunsmith III	26.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.83
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.09
23430 - Heavy Equipment Mechanic	22.74
23440 - Heavy Equipment Operator	23.17
23460 - Instrument Mechanic	26.74
23465 - Laboratory/Shelter Mechanic	25.43
23470 - Laborer	18.29
23510 - Locksmith	25.43
23530 - Machinery Maintenance Mechanic	24.84
23550 - Machinist, Maintenance	22.63
23580 - Maintenance Trades Helper	15.18***
23591 - Metrology Technician I	26.74
23592 - Metrology Technician II	28.11
23593 - Metrology Technician III	29.32
23640 - Millwright	26.74
23710 - Office Appliance Repairer	25.43
23760 - Painter, Maintenance	24.09
23790 - Pipefitter, Maintenance	26.19
23810 - Plumber, Maintenance	25.32
23820 - Pneudraulic Systems Mechanic	26.74
23850 - Rigger	26.74
23870 - Scale Mechanic	24.03
23890 - Sheet-Metal Worker, Maintenance	23.75
23910 - Small Engine Mechanic	19.94
23931 - Telecommunications Mechanic I	28.46
23932 - Telecommunications Mechanic II	29.92
23950 - Telephone Lineman	27.92

23960 - Welder, Combination, Maintenance	21.37
23965 - Well Driller	26.74
23970 - Woodcraft Worker	26.74
23980 - Woodworker	21.17
24000 - Personal Needs Occupations	
24550 - Case Manager	18.17
24570 - Child Care Attendant	10.83***
24580 - Child Care Center Clerk	13.50***
24610 - Chore Aide	14.83***
24620 - Family Readiness And Support Services Coordinator	18.17
24630 - Homemaker	18.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.09
25040 - Sewage Plant Operator	24.78
25070 - Stationary Engineer	27.09
25190 - Ventilation Equipment Tender	19.94
25210 - Water Treatment Plant Operator	24.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.43
27007 - Baggage Inspector	15.21***
27008 - Corrections Officer	25.65
27010 - Court Security Officer	24.42
27030 - Detection Dog Handler	18.06
27040 - Detention Officer	25.65
27070 - Firefighter	25.39
27101 - Guard I	15.21***
27102 - Guard II	18.06
27131 - Police Officer I	25.98
27132 - Police Officer II	28.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.82***
28042 - Carnival Equipment Repairer	14.84***
28043 - Carnival Worker	10.84***
28210 - Gate Attendant/Gate Tender	17.73
28310 - Lifeguard	12.52***
28350 - Park Attendant (Aide)	19.83
28510 - Recreation Aide/Health Facility Attendant	14.47***
28515 - Recreation Specialist	24.58
28630 - Sports Official	15.79***
28690 - Swimming Pool Operator	17.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.03
29020 - Hatch Tender	24.03
29030 - Line Handler	24.03
29041 - Stevedore I	22.59
29042 - Stevedore II	25.43
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.29
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.85
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.88
30021 - Archeological Technician I	20.31
30022 - Archeological Technician II	22.70
30023 - Archeological Technician III	28.13
30030 - Cartographic Technician	28.13
30040 - Civil Engineering Technician	29.43
30051 - Cryogenic Technician I	29.70
30052 - Cryogenic Technician II	32.80
30061 - Drafter/CAD Operator I	20.31
30062 - Drafter/CAD Operator II	22.70
30063 - Drafter/CAD Operator III	25.32
30064 - Drafter/CAD Operator IV	30.78
30081 - Engineering Technician I	17.60
30082 - Engineering Technician II	19.75
30083 - Engineering Technician III	22.09
30084 - Engineering Technician IV	27.38
30085 - Engineering Technician V	33.50
30086 - Engineering Technician VI	40.51
30090 - Environmental Technician	26.81
30095 - Evidence Control Specialist	26.81

30210 - Laboratory Technician	22.74
30221 - Latent Fingerprint Technician I	29.70
30222 - Latent Fingerprint Technician II	32.80
30240 - Mathematical Technician	27.95
30361 - Paralegal/Legal Assistant I	19.72
30362 - Paralegal/Legal Assistant II	24.43
30363 - Paralegal/Legal Assistant III	29.88
30364 - Paralegal/Legal Assistant IV	36.15
30375 - Petroleum Supply Specialist	32.80
30390 - Photo-Optics Technician	27.91
30395 - Radiation Control Technician	32.80
30461 - Technical Writer I	26.81
30462 - Technical Writer II	32.80
30463 - Technical Writer III	39.69
30491 - Unexploded Ordnance (UXO) Technician I	27.52
30492 - Unexploded Ordnance (UXO) Technician II	33.29
30493 - Unexploded Ordnance (UXO) Technician III	39.90
30494 - Unexploded (UXO) Safety Escort	27.52
30495 - Unexploded (UXO) Sweep Personnel	27.52
30501 - Weather Forecaster I	30.78
30502 - Weather Forecaster II	37.44
30620 - Weather Observer, Combined Upper Air Or (see 2)	25.32
Surface Programs	
30621 - Weather Observer, Senior (see 2)	27.80
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.29
31020 - Bus Aide	12.11***
31030 - Bus Driver	16.19***
31043 - Driver Courier	15.62***
31260 - Parking and Lot Attendant	12.67***
31290 - Shuttle Bus Driver	16.78
31310 - Taxi Driver	13.89***
31361 - Truckdriver, Light	16.78
31362 - Truckdriver, Medium	21.01
31363 - Truckdriver, Heavy	23.04
31364 - Truckdriver, Tractor-Trailer	23.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.23
99030 - Cashier	11.63***
99050 - Desk Clerk	11.12***
99095 - Embalmer	34.13
99130 - Flight Follower	27.52
99251 - Laboratory Animal Caretaker I	17.47
99252 - Laboratory Animal Caretaker II	17.92
99260 - Marketing Analyst	28.02
99310 - Mortician	34.13
99410 - Pest Controller	21.61
99510 - Photofinishing Worker	14.46***
99710 - Recycling Laborer	20.24
99711 - Recycling Specialist	23.58
99730 - Refuse Collector	18.54
99810 - Sales Clerk	13.39***
99820 - School Crossing Guard	15.90***
99830 - Survey Party Chief	26.90
99831 - Surveying Aide	14.56***
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	20.27
99841 - Vending Machine Repairer	24.73
99842 - Vending Machine Repairer Helper	20.27

\*\*\*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.

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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](http://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 8 years, 4 weeks after 15 years, and 5 weeks after 20 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))."

### WR - ATCHISON & HOLT COUNTIES

"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
		Wage Determination No.: 2015-5095
Daniel W. Simms	Division of	Revision No.: 22
Director	Wage Determinations	Date Of Last Revision: 07/12/2023

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](http://www.dol.gov/whd/govcontracts).

State: Missouri

Area: Missouri Counties of Adair, Atchison, Carroll, Chariton, Daviess, Gentry, Grundy, Harrison, Holt, Linn, Livingston, Macon, Mercer, Nodaway, Putnam, Schuyler, Sullivan, Worth

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.54***
01012 - Accounting Clerk II		17.45
01013 - Accounting Clerk III		19.55
01020 - Administrative Assistant		23.99
01035 - Court Reporter		18.32
01041 - Customer Service Representative I		14.08***
01042 - Customer Service Representative II		15.37***
01043 - Customer Service Representative III		17.26
01051 - Data Entry Operator I		15.09***
01052 - Data Entry Operator II		17.11
01060 - Dispatcher, Motor Vehicle		21.97
01070 - Document Preparation Clerk		14.48***

01090 - Duplicating Machine Operator	14.48***
01111 - General Clerk I	13.89***
01112 - General Clerk II	15.16***
01113 - General Clerk III	17.03
01120 - Housing Referral Assistant	20.79
01141 - Messenger Courier	12.25***
01191 - Order Clerk I	13.53***
01192 - Order Clerk II	15.29***
01261 - Personnel Assistant (Employment) I	17.35
01262 - Personnel Assistant (Employment) II	19.40
01263 - Personnel Assistant (Employment) III	21.63
01270 - Production Control Clerk	21.24
01290 - Rental Clerk	14.97***
01300 - Scheduler, Maintenance	16.26
01311 - Secretary I	16.26
01312 - Secretary II	18.18
01313 - Secretary III	20.79
01320 - Service Order Dispatcher	21.18
01410 - Supply Technician	23.99
01420 - Survey Worker	17.33
01460 - Switchboard Operator/Receptionist	13.87***
01531 - Travel Clerk I	14.52***
01532 - Travel Clerk II	15.69***
01533 - Travel Clerk III	17.98
01611 - Word Processor I	14.48***
01612 - Word Processor II	16.26
01613 - Word Processor III	18.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.30
05010 - Automotive Electrician	19.32
05040 - Automotive Glass Installer	18.59
05070 - Automotive Worker	18.59
05110 - Mobile Equipment Servicer	16.51
05130 - Motor Equipment Metal Mechanic	20.03
05160 - Motor Equipment Metal Worker	18.59
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	15.47***
05250 - Motor Vehicle Upholstery Worker	17.54
05280 - Motor Vehicle Wrecker	18.59
05310 - Painter, Automotive	19.32
05340 - Radiator Repair Specialist	18.59
05370 - Tire Repairer	15.18***
05400 - Transmission Repair Specialist	20.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.52***
07041 - Cook I	12.22***
07042 - Cook II	14.16***
07070 - Dishwasher	11.41***
07130 - Food Service Worker	11.63***
07210 - Meat Cutter	15.48***
07260 - Waiter/Waitress	11.33***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.17
09040 - Furniture Handler	15.75***
09080 - Furniture Refinisher	22.17
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer, Minor	19.56
09130 - Upholsterer	18.77
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.96***
11060 - Elevator Operator	14.01***
11090 - Gardener	20.62
11122 - Housekeeping Aide	14.01***
11150 - Janitor	14.01***
11210 - Laborer, Grounds Maintenance	15.41***
11240 - Maid or Houseman	11.99***
11260 - Pruner	14.22***
11270 - Tractor Operator	18.85
11330 - Trail Maintenance Worker	15.41***
11360 - Window Cleaner	15.73***

12000 - Health Occupations		
12010 - Ambulance Driver	18.64	
12011 - Breath Alcohol Technician	19.90	
12012 - Certified Occupational Therapist Assistant	26.41	
12015 - Certified Physical Therapist Assistant	28.49	
12020 - Dental Assistant	17.97	
12025 - Dental Hygienist	36.40	
12030 - EKG Technician	30.15	
12035 - Electroneurodiagnostic Technologist	30.15	
12040 - Emergency Medical Technician	18.64	
12071 - Licensed Practical Nurse I	17.79	
12072 - Licensed Practical Nurse II	19.90	
12073 - Licensed Practical Nurse III	22.18	
12100 - Medical Assistant	15.29***	
12130 - Medical Laboratory Technician	22.75	
12160 - Medical Record Clerk	16.54	
12190 - Medical Record Technician	18.81	
12195 - Medical Transcriptionist	17.79	
12210 - Nuclear Medicine Technologist	43.73	
12221 - Nursing Assistant I	12.33***	
12222 - Nursing Assistant II	13.86***	
12223 - Nursing Assistant III	15.12***	
12224 - Nursing Assistant IV	16.98	
12235 - Optical Dispenser	16.24	
12236 - Optical Technician	17.79	
12250 - Pharmacy Technician	15.44***	
12280 - Phlebotomist	16.41	
12305 - Radiologic Technologist	28.81	
12311 - Registered Nurse I	25.03	
12312 - Registered Nurse II	30.61	
12313 - Registered Nurse II, Specialist	30.61	
12314 - Registered Nurse III	37.03	
12315 - Registered Nurse III, Anesthetist	37.03	
12316 - Registered Nurse IV	44.40	
12317 - Scheduler (Drug and Alcohol Testing)	24.66	
12320 - Substance Abuse Treatment Counselor	17.80	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	20.11	
13012 - Exhibits Specialist II	27.35	
13013 - Exhibits Specialist III	29.94	
13041 - Illustrator I	18.65	
13042 - Illustrator II	22.33	
13043 - Illustrator III	27.90	
13047 - Librarian	30.95	
13050 - Library Aide/Clerk	11.41***	
13054 - Library Information Technology Systems Administrator	23.49	
13058 - Library Technician	14.72***	
13061 - Media Specialist I	17.03	
13062 - Media Specialist II	19.04	
13063 - Media Specialist III	21.24	
13071 - Photographer I	17.20	
13072 - Photographer II	19.24	
13073 - Photographer III	23.84	
13074 - Photographer IV	29.17	
13075 - Photographer V	35.29	
13090 - Technical Order Library Clerk	16.48	
13110 - Video Teleconference Technician	17.91	
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.63	
14042 - Computer Operator II	19.72	
14043 - Computer Operator III	21.99	
14044 - Computer Operator IV	25.18	
14045 - Computer Operator V	27.07	
14071 - Computer Programmer I	(see 1)	22.38
14072 - Computer Programmer II	(see 1)	26.04
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		17.63
14160 - Personal Computer Support Technician		25.18
14170 - System Support Specialist		27.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.26
15020 - Aircrew Training Devices Instructor (Rated)		37.81
15030 - Air Crew Training Devices Instructor (Pilot)		45.33
15050 - Computer Based Training Specialist / Instructor		31.26
15060 - Educational Technologist		26.64
15070 - Flight Instructor (Pilot)		45.33
15080 - Graphic Artist		25.30
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.92
15086 - Maintenance Test Pilot, Rotary Wing		44.92
15088 - Non-Maintenance Test/Co-Pilot		44.92
15090 - Technical Instructor		20.74
15095 - Technical Instructor/Course Developer		25.38
15110 - Test Proctor		17.30
15120 - Tutor		17.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.64***
16030 - Counter Attendant		13.64***
16040 - Dry Cleaner		15.73***
16070 - Finisher, Flatwork, Machine		13.64***
16090 - Presser, Hand		13.64***
16110 - Presser, Machine, Drycleaning		13.64***
16130 - Presser, Machine, Shirts		13.64***
16160 - Presser, Machine, Wearing Apparel, Laundry		13.64***
16190 - Sewing Machine Operator		16.39
16220 - Tailor		17.05
16250 - Washer, Machine		14.29***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.23
19040 - Tool And Die Maker		27.26
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.41
21030 - Material Coordinator		21.24
21040 - Material Expediter		21.24
21050 - Material Handling Laborer		16.19***
21071 - Order Filler		14.87***
21080 - Production Line Worker (Food Processing)		19.41
21110 - Shipping Packer		15.60***
21130 - Shipping/Receiving Clerk		15.60***
21140 - Store Worker I		15.04***
21150 - Stock Clerk		21.49
21210 - Tools And Parts Attendant		19.41
21410 - Warehouse Specialist		19.41
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.87
23019 - Aircraft Logs and Records Technician		21.78
23021 - Aircraft Mechanic I		24.88
23022 - Aircraft Mechanic II		25.87
23023 - Aircraft Mechanic III		26.77
23040 - Aircraft Mechanic Helper		19.23
23050 - Aircraft, Painter		23.93
23060 - Aircraft Servicer		21.78
23070 - Aircraft Survival Flight Equipment Technician		23.93
23080 - Aircraft Worker		23.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		23.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		24.88
23110 - Appliance Mechanic		23.09
23120 - Bicycle Repairer		18.88
23125 - Cable Splicer		39.36
23130 - Carpenter, Maintenance		26.43
23140 - Carpet Layer		25.78
23160 - Electrician, Maintenance		30.95
23181 - Electronics Technician Maintenance I		24.99
23182 - Electronics Technician Maintenance II		27.18

23183 - Electronics Technician Maintenance III	27.74
23260 - Fabric Worker	20.39
23290 - Fire Alarm System Mechanic	24.13
23310 - Fire Extinguisher Repairer	18.88
23311 - Fuel Distribution System Mechanic	25.39
23312 - Fuel Distribution System Operator	19.91
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	21.78
23382 - Ground Support Equipment Worker	23.09
23391 - Gunsmith I	18.88
23392 - Gunsmith II	21.87
23393 - Gunsmith III	24.13
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.80
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.71
23430 - Heavy Equipment Mechanic	23.02
23440 - Heavy Equipment Operator	23.00
23460 - Instrument Mechanic	24.13
23465 - Laboratory/Shelter Mechanic	23.09
23470 - Laborer	15.56***
23510 - Locksmith	23.09
23530 - Machinery Maintenance Mechanic	25.10
23550 - Machinist, Maintenance	22.01
23580 - Maintenance Trades Helper	17.26
23591 - Metrology Technician I	24.13
23592 - Metrology Technician II	25.07
23593 - Metrology Technician III	26.02
23640 - Millwright	25.77
23710 - Office Appliance Repairer	23.09
23760 - Painter, Maintenance	23.09
23790 - Pipefitter, Maintenance	33.08
23810 - Plumber, Maintenance	29.79
23820 - Pneudraulic Systems Mechanic	24.13
23850 - Rigger	24.13
23870 - Scale Mechanic	21.87
23890 - Sheet-Metal Worker, Maintenance	26.89
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	27.47
23932 - Telecommunications Mechanic II	28.59
23950 - Telephone Lineman	32.89
23960 - Welder, Combination, Maintenance	22.01
23965 - Well Driller	24.13
23970 - Woodcraft Worker	24.13
23980 - Woodworker	18.88
24000 - Personal Needs Occupations	
24550 - Case Manager	17.29
24570 - Child Care Attendant	12.45***
24580 - Child Care Center Clerk	15.52***
24610 - Chore Aide	12.22***
24620 - Family Readiness And Support Services Coordinator	17.29
24630 - Homemaker	17.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.16
25040 - Sewage Plant Operator	21.93
25070 - Stationary Engineer	25.16
25190 - Ventilation Equipment Tender	17.01
25210 - Water Treatment Plant Operator	21.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.02
27007 - Baggage Inspector	15.26***
27008 - Corrections Officer	18.89
27010 - Court Security Officer	20.41
27030 - Detection Dog Handler	17.06
27040 - Detention Officer	18.89
27070 - Firefighter	21.35
27101 - Guard I	15.26***
27102 - Guard II	17.06

27131 - Police Officer I	22.07
27132 - Police Officer II	24.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.93***
28042 - Carnival Equipment Repairer	17.41
28043 - Carnival Worker	11.58***
28210 - Gate Attendant/Gate Tender	19.16
28310 - Lifeguard	12.47***
28350 - Park Attendant (Aide)	21.42
28510 - Recreation Aide/Health Facility Attendant	15.63***
28515 - Recreation Specialist	26.54
28630 - Sports Official	17.06
28690 - Swimming Pool Operator	20.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.29
29020 - Hatch Tender	23.29
29030 - Line Handler	23.29
29041 - Stevedore I	21.62
29042 - Stevedore II	24.53
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	18.04
30022 - Archeological Technician II	20.18
30023 - Archeological Technician III	24.76
30030 - Cartographic Technician	25.01
30040 - Civil Engineering Technician	25.17
30051 - Cryogenic Technician I	23.90
30052 - Cryogenic Technician II	26.40
30061 - Drafter/CAD Operator I	18.04
30062 - Drafter/CAD Operator II	20.18
30063 - Drafter/CAD Operator III	22.51
30064 - Drafter/CAD Operator IV	27.69
30081 - Engineering Technician I	15.56***
30082 - Engineering Technician II	19.08
30083 - Engineering Technician III	21.95
30084 - Engineering Technician IV	24.41
30085 - Engineering Technician V	29.54
30086 - Engineering Technician VI	36.00
30090 - Environmental Technician	23.33
30095 - Evidence Control Specialist	21.58
30210 - Laboratory Technician	25.28
30221 - Latent Fingerprint Technician I	23.90
30222 - Latent Fingerprint Technician II	26.40
30240 - Mathematical Technician	25.01
30361 - Paralegal/Legal Assistant I	19.25
30362 - Paralegal/Legal Assistant II	23.97
30363 - Paralegal/Legal Assistant III	29.33
30364 - Paralegal/Legal Assistant IV	35.48
30375 - Petroleum Supply Specialist	26.40
30390 - Photo-Optics Technician	25.01
30395 - Radiation Control Technician	26.40
30461 - Technical Writer I	21.58
30462 - Technical Writer II	26.40
30463 - Technical Writer III	31.94
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	27.69
30502 - Weather Forecaster II	33.69
30620 - Weather Observer, Combined Upper Air Or (see 2)	22.51
Surface Programs	
30621 - Weather Observer, Senior (see 2)	25.01
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.11
31020 - Bus Aide	12.60***
31030 - Bus Driver	18.22

31043 - Driver Courier	15.87***
31260 - Parking and Lot Attendant	12.07***
31290 - Shuttle Bus Driver	15.77***
31310 - Taxi Driver	12.39***
31361 - Truckdriver, Light	17.35
31362 - Truckdriver, Medium	21.15
31363 - Truckdriver, Heavy	21.54
31364 - Truckdriver, Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.14***
99030 - Cashier	11.92***
99050 - Desk Clerk	11.97***
99095 - Embalmer	30.24
99130 - Flight Follower	27.37
99251 - Laboratory Animal Caretaker I	14.76***
99252 - Laboratory Animal Caretaker II	16.09***
99260 - Marketing Analyst	23.66
99310 - Mortician	30.24
99410 - Pest Controller	26.33
99510 - Photofinishing Worker	14.38***
99710 - Recycling Laborer	18.52
99711 - Recycling Specialist	22.69
99730 - Refuse Collector	16.50
99810 - Sales Clerk	13.42***
99820 - School Crossing Guard	17.21
99830 - Survey Party Chief	22.49
99831 - Surveying Aide	13.98***
99832 - Surveying Technician	19.14
99840 - Vending Machine Attendant	23.67
99841 - Vending Machine Repairer	29.91
99842 - Vending Machine Repairer Helper	23.67

\*\*\*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.

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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](http://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 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))."