

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS <i>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, AND 30</i>				1. REQUISITION NUMBER W81G6732703315		PAGE 1 OF 106	
2. CONTRACT NO.		3. AWARD/EFFECTIVE DATE	4. ORDER NUMBER		5. SOLICITATION NUMBER W912ES23Q0105		6. SOLICITATION ISSUE DATE 28-Sep-2023
7. FOR SOLICITATION INFORMATION CALL:		a. NAME JOHN P RIEDERER			b. TELEPHONE NUMBER (No Collect Calls) 651-290-5614	8. OFFER DUE DATE/LOCAL TIME 11:00 AM 17 Oct 2023	
9. ISSUED BY CONTRACTING DIVISION USACE, ST PAUL 332 MINNESOTA STREET SUITE E1500 ST PAUL MN 55101-1323 TEL: 651-290-5414 FAX:		CODE W912ES	10. THIS ACQUISITION IS <input checked="" type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> HUBZONE SMALL BUSINESS <input type="checkbox"/> SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESS		<input type="checkbox"/> UNRESTRICTED OR <input checked="" type="checkbox"/> SET ASIDE: <u>100</u> % FOR: <input type="checkbox"/> WOMEN-OWNED SMALL BUSINESS (WOSB) ELIGIBLE UNDER THE WOMEN-OWNED SMALL BUSINESS PROGRAM <input type="checkbox"/> EDWOSB <input type="checkbox"/> 8(A)	NAICS: 624190 SIZE STANDARD: \$16,000,000	
11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE		12. DISCOUNT TERMS		<input type="checkbox"/> 13a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700)	13b. RATING		
15. DELIVER TO U.S. ARMY CORPS OF ENGINEERS, 1ST NATL KEVIN P HENRICKS 332 MINNESOTA STREET NORTH ST PAUL MN 55101 TEL: 651-290-5414 FAX:		CODE 966323	16. ADMINISTERED BY		CODE		
17a. CONTRACTOR/OFFEROR TELEPHONE NO.		CODE	FACILITY CODE	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
SEE SCHEDULE							
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 checked="" type="checkbox"/> 28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN <u>2</u> 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)**

19. ITEM NO.	20. SCHEDULE OF SUPPLIES/ SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
<p>SEE SCHEDULE</p>					

32a. QUANTITY IN COLUMN 21 HAS BEEN
 RECEIVED INSPECTED 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
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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
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38. S/R ACCOUNT NUMBER	39. S/R VOUCHER NUMBER	40. PAID BY
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41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT	42a. RECEIVED BY (<i>Print</i>)		
41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER	41c. DATE	42b. RECEIVED AT (<i>Location</i>)	
		42c. DATE REC'D (<i>YY/MM/DD</i>)	42d. TOTAL CONTAINERS

Section SF 1449 - CONTINUATION SHEET

NOTES TO OFFEROR

PLEASE E-MAIL ALL QUESTIONS to John Riederer, Contract Specialist, at John.P.Riederer@USACE.Army.mil.

It is preferred that the quote be e-mailed to: John Riederer, Contract Specialist, John.P.Riederer@USACE.Army.mil

The offeror may also submit the quote by mail / courier to the following address:

USACE – St. Paul Contracting Division
Attn: John Riederer
332 Minnesota St, STE E1500
St. Paul, MN 55101

OFFEROR SHALL BE REGISTERED IN SAM (System for Award Management) <https://www.sam.gov> to include the FAR and DFARS Representations and Certifications (Reps & Certs) sections with the NAICS code applicable to the solicitation.

For assistance with SAM, please contact:

SAM by GSA
Hours of Operation: Monday – Friday 8am to 8pm ET,
U.S. Calls 866-606-8220
Service desk website: <http://www.fsd.gov/>

This solicitation is 100% set-aside for Small Businesses under NAICS 624190 with an SBA Size Standard of \$12,000,000.

Please include the names and contact information with your quote for at least one contracted mental health services provider able to provide in-person counseling sessions in each of the following areas: Minneapolis-St. Paul Metro; Bemidji – Leech Lake, MN (Headwaters Region); Fountain City & La Crosse, WI and Winona, MN area; Fargo, ND – Moorhead, MN Metro.

STATEMENT OF WORK

**EMPLOYEE ASSISTANCE PROGRAM SERVICES
AND CRITICAL INCIDENT RESPONSE SERVICES**

Scope of Work

1. SCOPE: The purpose of this contract is to provide a comprehensive Employee Assistance Program (EAP) to employees of the St. Paul District, U.S Army Corps of Engineers and their family members. For this purpose, "family member" is defined as an employee's spouse or domestic partner; children, including adopted children and the children of the employee's domestic partner; and parents of the employee or the employee's spouse or domestic partner who reside in the same household as the employee. The St. Paul District is an entity of the Federal Government employing approximately 600 civilian employees in a variety of "blue collar" and "white collar" occupations. Approximately half of these employees are located in downtown St. Paul, MN. About 50 employees are located elsewhere in the Minneapolis-St. Paul Metropolitan Area. The remainder of the Corps' employees are located at field sites in Minnesota, Wisconsin, Illinois, Iowa, Missouri, and North Dakota. The objective of the EAP is to enhance employee productivity, positive job performance, and retention by providing professional counseling services to assist employees in addressing personal concerns.

2. SERVICES PROVIDED BY THE CONTRACTOR:

- a. Each St. Paul District employee or family member may request services, at no personal cost. There is no predetermined limit on the number of times these services will be provided. These services include: Diagnostic services, Short-term counseling, and Referral services, plus case monitoring and follow-up services. Services may be requested for social, economic, vocational, or other personal concerns, including but not necessarily limited to: drug and alcohol dependency, marital and relationship problems, legal and financial problems, health problems, sexual harassment/assault response, parental and elder care issues, stress management, identification of suicidal thoughts/tendencies, and emotional/psychological/behavioral problems.
 - i. DIAGNOSTIC services include problem assessment visits with the employee or family member and initial counseling directed toward identifying and assessing the nature and complexity of employee or family member concerns.
 - ii. SHORT TERM COUNSELING services are performed by EAP staff counselors and are directed toward clients whose problems may be satisfactorily addressed in one to three counseling sessions per incident. The contractor shall quote an hourly rate for in person counseling.
 - iii. REFERRAL services include referral to competent care and follow-up directed toward appropriate (medical, legal, social, and the like) resources for employees and family members whose problems warrant specialized and/or longer-term counseling. In making referrals, the employee's financial circumstances, including the availability of insurance coverage, will be considered and any known or anticipated costs associated with a referral will be disclosed to the client.
- b. Counseling and information available to address post-deployment issues of employees returning from assignment to locations of overseas conflicts (to include Post Traumatic Stress Disorder; PTSD).
- c. Consultation with, and assistance to, supervisors and management about appropriate strategies for addressing employees' performance or conduct problems to include conflict resolution, effective communication, team building and effective confrontation skills . No limit on the number of consultations.
- d. Training sessions for supervisors on: available services the EAP can provide to employees; procedures for supervisory referral of employees to the EAP; and skills and techniques in managing employees with social, economic, vocational, or other personal concerns, to include identifying warning signs that may suggest employee problems, and strategies to facilitate management or resolution of those concerns. Contractor shall quote a per session rate for five 60-90 minute sessions per year at the St. Paul District Office or the Corps facility in Fountain City WI; More sessions or a change in location may be requested by the contracting officer at a price agreed upon by the contracting officer and the contractor.
- e. Diagnostic services, short-term counseling, and referral for treatment and education in accordance with the Corps of Engineers drug testing program (Engineer Pamphlet 600-1-3 or subsequent published guidance). If an employee is found through the drug testing program to have used illegal drugs or identifies himself or herself as a user of illegal drugs, the contractor will:
 - i. arrange for the employee to meet with a professional counselor licensed to diagnose and treat substance abuse within 72 hours of referral;
 - ii. consult with the District human resources staff and the employee's supervisor on immediate removal of the employee from his or her position;
 - iii. refer the employee to treatment as appropriate;
 - iv. monitor the employee's treatment and provide periodic updates as requested;
 - v. advise the supervisor or District human resources staff on the employee's completion of or failure to comply with the terms of his/her treatment program; and
 - vi. recommend follow up testing as appropriate.
- f. Seminars on wellness topics, including, but not limited to, physical and behavioral health. Contractor shall quote a per session rate for two seminars on different topics, at least one hour in length, per year at the St. Paul District Office or the Corps facility in Fountain City WI. More sessions or a change in location may be requested by the contracting officer at a price agreed upon by the contracting officer and the contractor.
- g. Traumatic incident response. At the request of the contracting officer or the District EAP coordinator, the contractor will provide services in response to traumatic events including, as needed, individual counseling, group briefings and other support.
- h. Mediation services in any location specified by the agency for the purpose of resolving employee complaints, improving working relationships, or assisting with other employment matters by a mediator qualified to assist in such matters. The contractor shall quote an hourly rate for mediation services. If the location specified for the mediation is more than 100 miles (one way) from the locations listed in section 5.h of this scope of work transportation costs shall be reimbursed in accordance with the Joint Travel Regulations (JTR).
- i. A comprehensive website maintained by the contractor that provides information, resources, self-assessments and training on a variety of topics, including but not necessarily limited to: drug and alcohol dependency, marital and relationship problems, legal and financial problems, health problems, parental and elder care

- issues, stress management, and emotional/psychological/behavioral problems. The website will provide online training on how to find and use EAP services, both online and in person.
- j. A readily available and accessible point of contact for District EAP Coordinator and/or the contracting officer to discuss and coordinate all aspects of the program.
3. Program Promotion and Publicity:
 - a. Within 30 days of contract initiation, the contractor will provide the District EAP coordinator at least 50 copies of a poster publicizing EAP services and contact information and at least 800 copies each of a brochure and wallet card informing employees of the program's existence, the services available, and how to access services to include contractor's name, toll-free telephone number, and web address. These items will be updated as needed throughout the contract period and additional copies will be provided without cost at the request of the District EAP coordinator.
 - b. At least annually after the start of the contract, the contractor will provide additional wallet cards (sufficient quantity for all District employees) and a different promotional poster (50 copies) to promote awareness and use of the EAP program.
 - c. At least monthly provide the District EAP coordinator with a pamphlet, bulletin or newsletter promoting and publicizing the program and addressing at least one program-related topic of interest to employees and family members in general (e.g. stress management, health maintenance and improvement, substance dependency, suicide prevention, etc). Monthly publication may be electronically sent to the District EAP coordinator.
 4. Reporting Requirements: Utilization reports will not identify employee or family member names or provide information that could reasonably lead to the identification of individual employees or family members using EAP services.
 - a. A quarterly utilization report will be furnished to the District EAP coordinator. Report shall include:
 - i. Number of new employees or family members using EAP services
 - ii. Number of new employee self-referrals
 - iii. Number of new supervisory referrals
 - iv. Number of new issues reported by type [Substance abuse/dependency, Family relationships, Emotional/mental health, Marital/couple issues, Stress management, Gambling, Other (specify)]
 - v. Total client sessions (in person, telephonic)
 - b. An annual detailed report will be furnished to the District EAP coordinator. Report shall include:
 - i. Number of assessments per month (year-to-date)
 - ii. Type and number of EAP client contacts
 - iii. Referral source
 - iv. Action taken
 - v. Referrals to other providers.
 5. Availability:
 - a. The contractor shall provide access to EAP 24 hours/day, 7 days/week, by toll-free phone number. A toll-free number will be provided for hearing impaired clients using a telephone device for the deaf. Calls (including emergency and after hours calls) are answered in person by a professional staff member (not by answering service or machine) with crisis capability on a 24-hour basis. Medical and other emergencies are forwarded to 911 or other emergency services in caller's local area as appropriate.
 - b. The contractor shall provide access to a current EAP webpage 24 hours/day, 7 days/week. The website will provide information on how to find and use EAP services online and in person, as well as information on basic response/coping skills for a variety of topics.
 - c. Client appointments take place within 48 hours of a request (exclusive of Sundays). In an emergency/crisis situation appointments happen the same day as the request, including Sundays.
 - d. Counseling shall be provided in person when possible. Telephonic counseling may be done when: the client's request can be easily obtained and provided over the phone; the client's work location or home is more than a one hour drive from an available counseling location; or where telephonic counseling is preferred by the client.
 - e. Onsite counseling locations shall be handicap accessible as that term is used for purposes of new construction under requirements of the Americans with Disabilities Act.
 - f. The contractor will provide interpreters for hearing-impaired employees; provide TTY phone options for telephonic counseling sessions, and any other necessary services for clients with disabilities.
 - g. Minneapolis-St. Paul Metropolitan Area-In-person assessment, short-term counseling, and referral services shall be available 5 days per week (Monday-Friday) between the hours of 9:00 am and 5:00 pm from at least one location within 10 miles of the District headquarters office building in downtown St. Paul. On-site counseling and after-hours services shall also available as needed.
 - h. Other locations in Minnesota, Wisconsin, North Dakota, Iowa, Illinois, and Missouri- In-person assessment, short-term counseling, and referral services, equivalent in quality to those provided in the Twin Cities area,

shall be made available in multiple locations by the Contractor (which may be through subcontractors or affiliated providers). Such services available as a minimum in Fargo, ND; Grand Rapids, MN; Red Wing, MN; Winona, MN; LaCrosse, WI; Superior, WI; Milwaukee, WI; and Green Bay, WI; Stevens Point, WI; Rock Island, IL; and St. Louis, MO. Services at these sites are available 5 days a week between the hours of 9:00 am and 5:00 pm; on-site counseling and after-hours services are also available as needed. Services provided by affiliates are coordinated and managed by EAP staff.

6. Confidentiality: Contractor will be responsible for maintaining a complete, individual case file for each covered employee or family member who becomes a client. The contractor shall abide by all applicable federal and state laws and regulations related to confidentiality and disclosure of client information obtained in performance of the contract or via referrals to other entities. Disclosure of confidential information, to include disclosures to management or supervisors of the St. Paul District, U.S. Army Corps of Engineers, will be limited to those authorized by law, such as where the client has provided written consent to the disclosure, or the disclosure has been authorized or required by a court of competent jurisdiction after application showing good cause therefore. It shall be the contractor's responsibility to determine applicable confidentiality requirements and disclosure limitations.
7. Responsibility Factors:
 - a. All counselors (at all locations) have as a minimum a master's degree and a current state license or state certification to practice as a mental health practitioner.
 - b. The EAP contractor has at least 5 years of experience administering and managing EAP programs for multiple-location organizations (which include locations outside the Twin Cities metro area), and for employees in a variety of "blue collar" and "white collar" occupations. Experience in suicide prevention and assessing PTSD is preferred.
 - c. The contractor employs, or has available through existing referral agreements, attorney(s), financial counselor(s) and psychiatrist(s), to provide appropriate diagnosis, counseling, assessment, and referral services, or to directly support those who provide such services.
 - d. The contractor is required to review the current edition of Engineer Regulation 690-1-710 (Civilian Personnel Employee Assistance Program Regulation, at http://www.publications.usace.army.mil/Portals/76/Publications/EngineerRegulations/ER_690-1-710.pdf) and Engineer Pamphlet 600-1-3 [USACE Drug Testing Procedures for the Army's Drug-Free Federal Workplace (DFW) Civilian Drug Testing Program, at http://www.publications.usace.army.mil/Portals/76/Publications/EngineerPamphlets/EP_600-1-3.pdf], and ensure that all requirements are satisfied throughout the terms of a contract
 - e. Unless otherwise specified in the scope of work travel and lodging costs for counselors, mediators, or other individuals who provide these services will be borne by the contractor except when expressly approved by the contracting officer.

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001	Employee Assistance Program - Base Year FFP EAP administration, hotline, website, and all work not covered under items 0002, 0003, 0004 and 0005. For the period beginning November 1, 2023 and ending October 31, 2024. FOB: Destination PURCHASE REQUEST NUMBER: W81G6732703315 PSC CD: Q526	12	Months		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002	In Person Counseling - Base Year FFP Per SOW para. 2a. Counseling shall be in person (face to face) unless tele-health services are specifically requested by employee. For the period beginning November 1, 2023 and ending October 31, 2024. FOB: Destination PURCHASE REQUEST NUMBER: W81G6732703315 PSC CD: Q526	100	Hours		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0003	Seminars on Wellness Topics - Base Year FFP Seminars on Wellness Topics as specified under section 2.f of the Statement of Work. For the period beginning November 1, 2023 and ending October 31, 2024. FOB: Destination PURCHASE REQUEST NUMBER: W81G6732703315 PSC CD: Q526	2	Each		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0004	Training for Supervisors - Base Year FFP Training Sessions for Supervisors, as specified under section 2.d of the Statement of Work. Conducted in-person at either St. Paul District Office or Fountain City, WI Service Base for the period beginning November 1, 2023 and ending October 31, 2024. FOB: Destination PURCHASE REQUEST NUMBER: W81G6732703315 PSC CD: Q526	5	Each		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0005	Mediation Services - Base Year FFP Mediation Services per SOW para. 2h. Hourly rate is for on-site services only. See SOW for travel info. For the period beginning November 1, 2023 and ending October 31, 2024. FOB: Destination PURCHASE REQUEST NUMBER: W81G6732703315 PSC CD: Q526	5	Hours		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
1001 OPTION	Employee Assistance Program - Opt Yr 1 FFP EAP administration, hotline, website and all work not covered under items 0002, 0003, 0004 and 0005. For the period beginning November 1, 2024 and ending October 31, 2025. FOB: Destination PSC CD: Q526	12	Months		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
1002 OPTION	In Person Counseling - Option Year 1 FFP Per SOW para. 2a. Counseling shall be in person (face to face) unless tele-health services are specifically requested by employee. For the period beginning November 1, 2024 and ending October 31, 2025. FOB: Destination PSC CD: Q526	100	Hours		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
1003 OPTION	Seminars on Wellness Topics - Opt Yr 1 FFP Seminars on Wellness Topics as specified under section 2.f of the Statement of Work. For the period beginning November 1, 2024 and ending October 31, 2025. FOB: Destination PSC CD: Q526	2	Each		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
1004		5	Each		
OPTION	Training for Supervisors - Option Year 1 FFP Training Sessions for Supervisors, as specified under section 2.d of the Statement of Work. Conducted in-person at either St. Paul District Office or Fountain City, WI Service Base for the period beginning November 1, 2024 and ending October 31, 2025. FOB: Destination PSC CD: Q526				

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
1005		5	Hours		
OPTION	Mediation Services - Option Year 1 FFP Mediation Services per SOW para. 2h. Hourly rate is for on-site services only. See SOW for travel info. For the period beginning November 1, 2024 and ending October 31, 2025. FOB: Destination PSC CD: Q526				

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
2001 OPTION	Employee Assistance Program - Opt Yr 2 FFP EAP administration, hotline, website and all work not covered under items 0002, 0003, 0004 and 0005. For the period beginning November 1, 2025 and ending October 31, 2026. FOB: Destination PSC CD: Q526	12	Months		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
2002 OPTION	In Person Counseling - Option Year 2 FFP Per SOW para. 2a. Counseling shall be in person (face to face) unless tele-health services are specifically requested by employee. For the period beginning November 1, 2025 and ending October 31, 2026. FOB: Destination PSC CD: Q526	100	Hours		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
2003 OPTION	Seminars on Wellness Topics - Opt Yr 2 FFP Seminars on Wellness Topics as specified under section 2.f of the Statement of Work. For the period beginning November 1, 2025 and ending October 31, 2026. FOB: Destination PSC CD: Q526	2	Each		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
2004 OPTION	Training for Supervisors - Option Year 2 FFP Training Sessions for Supervisors, as specified under section 2.d of the Statement of Work. Conducted in-person at either St. Paul District Office or Fountain City, WI Service Base for the period beginning November 1, 2025 and ending October 31, 2026. FOB: Destination PSC CD: Q526	5	Each		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
2005		5	Hours		
OPTION	Mediation Services - Option Year 2 FFP Mediation Services per SOW para. 2h. Hourly rate is for on-site services only. See SOW for travel info. For the period beginning November 1, 2025 and ending October 31, 2026. FOB: Destination PSC CD: Q526				

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
3001		12	Months		
OPTION	Employee Assistance Program - Opt Yr 3 FFP EAP administration, hotline, website and all work not covered under items 0002, 0003, 0004 and 0005. For the period beginning November 1, 2026 and ending October 31, 2027. FOB: Destination PSC CD: Q526				

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
3002	In Person Counseling - Option Year 3	100	Hours		
OPTION	FFP Per SOW para. 2a. Counseling shall be in person (face to face) unless tele-health services are specifically requested by employee. For the period beginning November 1, 2026 and ending October 31, 2027. FOB: Destination PSC CD: Q526				

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
3003	Seminars on Wellness Topics - Opt Yr 3	2	Each		
OPTION	FFP Seminars on Wellness Topics as specified under section 2.f of the Statement of Work. For the period beginning November 1, 2026 and ending October 31, 2027. FOB: Destination PSC CD: Q526				

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
3004		5	Each		
OPTION	Training for Supervisors - Option Year 3 FFP Training Sessions for Supervisors, as specified under section 2.d of the Statement of Work. Conducted in-person at either St. Paul District Office or Fountain City, WI Service Base for the period beginning November 1, 2026 and ending October 31, 2027. FOB: Destination PSC CD: Q526				

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
3005		5	Hours		
OPTION	Mediation Services - Option Year 3 FFP Mediation Services per SOW para. 2h. Hourly rate is for on-site services only. See SOW for travel info. For the period beginning November 1, 2026 and ending October 31, 2027. FOB: Destination PSC CD: Q526				

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
4001	Employee Assistance Program - Opt Yr 4	12	Months		
OPTION	FFP EAP administration, hotline, website and all work not covered under items 0002, 0003, 0004 and 0005. For the period beginning November 1, 2027 and ending October 31, 2028. FOB: Destination PSC CD: Q526				

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
4002	In Person Counseling - Option Year 4	100	Hours		
OPTION	FFP Per SOW para. 2a. Counseling shall be in person (face to face) unless tele-health services are specifically requested by employee. For the period beginning November 1, 2027 and ending October 31, 2028. FOB: Destination PSC CD: Q526				

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
4003 OPTION	Seminars on Wellness Topics - Opt Yr 4 FFP Seminars on Wellness Topics as specified under section 2.f of the Statement of Work. For the period beginning November 1, 2027 and ending October 31, 2028. FOB: Destination PSC CD: Q526	2	Each		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
4004 OPTION	Training for Supervisors - Option Year 4 FFP Training Sessions for Supervisors, as specified under section 2.d of the Statement of Work. Conducted in-person at either St. Paul District Office or Fountain City, WI Service Base for the period beginning November 1, 2027 and ending October 31, 2028. FOB: Destination PSC CD: Q526	5	Each		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
4005		5	Hours		
OPTION	Mediation Services - Option Year 4 FFP Mediation Services per SOW para. 2h. Hourly rate is for on-site services only. See SOW for travel info. For the period beginning November 1, 2027 and ending October 31, 2028. FOB: Destination PSC CD: Q526				

NET AMT

INSPECTION AND ACCEPTANCE TERMS

Supplies/services will be inspected/accepted at:

CLIN	INSPECT AT	INSPECT BY	ACCEPT AT	ACCEPT BY
0001	Destination	Government	Destination	Government
0002	Destination	Government	Destination	Government
0003	Destination	Government	Destination	Government
0004	Destination	Government	Destination	Government
0005	Destination	Government	Destination	Government
1001	Destination	Government	Destination	Government
1002	Destination	Government	Destination	Government
1003	Destination	Government	Destination	Government
1004	Destination	Government	Destination	Government
1005	Destination	Government	Destination	Government
2001	Destination	Government	Destination	Government
2002	Destination	Government	Destination	Government
2003	Destination	Government	Destination	Government
2004	Destination	Government	Destination	Government
2005	Destination	Government	Destination	Government
3001	Destination	Government	Destination	Government
3002	Destination	Government	Destination	Government
3003	Destination	Government	Destination	Government
3004	Destination	Government	Destination	Government
3005	Destination	Government	Destination	Government
4001	Destination	Government	Destination	Government
4002	Destination	Government	Destination	Government
4003	Destination	Government	Destination	Government
4004	Destination	Government	Destination	Government
4005	Destination	Government	Destination	Government

DELIVERY INFORMATION

CLIN	DELIVERY DATE	QUANTITY	SHIP TO ADDRESS	DODAAC / CAGE
0001	POP 01-NOV-2023 TO 31-OCT-2024	N/A	U.S. ARMY CORPS OF ENGINEERS, 1ST NATL KEVIN P HENRICKS 332 MINNESOTA STREET NORTH ST PAUL MN 55101 651-290-5414 FOB: Destination	966323
0002	POP 01-NOV-2023 TO 31-OCT-2024	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
0003	POP 01-NOV-2023 TO 31-OCT-2024	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
0004	POP 01-NOV-2023 TO 31-OCT-2024	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
0005	POP 01-NOV-2023 TO 31-OCT-2024	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
1001	POP 01-NOV-2024 TO 31-OCT-2025	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
1002	POP 01-NOV-2024 TO 31-OCT-2025	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
1003	POP 01-NOV-2024 TO 31-OCT-2025	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
1004	POP 01-NOV-2024 TO 31-OCT-2025	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
1005	POP 01-NOV-2024 TO 31-OCT-2025	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
2001	POP 01-NOV-2025 TO 31-OCT-2026	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
2002	POP 01-NOV-2025 TO 31-OCT-2026	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
2003	POP 01-NOV-2025 TO 31-OCT-2026	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323

2004	POP 01-NOV-2025 TO 31-OCT-2026	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
2005	POP 01-NOV-2025 TO 31-OCT-2026	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
3001	POP 01-NOV-2026 TO 31-OCT-2027	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
3002	POP 01-NOV-2026 TO 31-OCT-2027	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
3003	POP 01-NOV-2026 TO 31-OCT-2027	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
3004	POP 01-NOV-2026 TO 31-OCT-2027	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
3005	POP 01-NOV-2026 TO 31-OCT-2027	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
4001	POP 01-NOV-2027 TO 31-OCT-2028	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
4002	POP 01-NOV-2027 TO 31-OCT-2028	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
4003	POP 01-NOV-2027 TO 31-OCT-2028	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
4004	POP 01-NOV-2027 TO 31-OCT-2028	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323
4005	POP 01-NOV-2027 TO 31-OCT-2028	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	966323

CLAUSES INCORPORATED BY REFERENCE

52.204-7	System for Award Management	OCT 2018
52.204-13	System for Award Management Maintenance	OCT 2018
52.204-16	Commercial and Government Entity Code Reporting	AUG 2020
52.204-18	Commercial and Government Entity Code Maintenance	AUG 2020
52.212-1	Instructions to Offerors--Commercial Products and Commercial Services	SEP 2023
52.212-4	Contract Terms and Conditions--Commercial Products and Commercial Services	DEC 2022
52.217-5	Evaluation Of Options	JUL 1990
52.232-39	Unenforceability of Unauthorized Obligations	JUN 2013
52.232-40	Providing Accelerated Payments to Small Business Subcontractors	MAR 2023
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

252.203-7003	Agency Office of the Inspector General	AUG 2019
252.203-7005	Representation Relating to Compensation of Former DoD Officials	SEP 2022
252.204-7003	Control Of Government Personnel Work Product	APR 1992
252.204-7012	Safeguarding Covered Defense Information and Cyber Incident Reporting	JAN 2023
252.204-7015	Notice of Authorized Disclosure of Information for Litigation Support	JAN 2023
252.204-7018	Prohibition on the Acquisition of Covered Defense Telecommunications Equipment or Services	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
252.204-7022	Expediting Contract Closeout	MAY 2021
252.225-7048	Export-Controlled Items	JUN 2013
252.225-7055	Representation Regarding Business Operations with the Maduro Regime	MAY 2022
252.225-7056	Prohibition Regarding Business Operations with the Maduro Regime	JAN 2023
252.232-7003	Electronic Submission of Payment Requests and Receiving Reports	DEC 2018

CLAUSES INCORPORATED BY FULL TEXT

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

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

(a) Definitions. As used in this provision-

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

(b) Prohibition.

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

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

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

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

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

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

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

(d) Representations. The Offeror represents that--

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

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

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

(e) Disclosures.

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

(i) For covered equipment--

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

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

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

(ii) For covered services--

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

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

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

(i) For covered equipment--

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

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

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

(ii) For covered services--

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

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

(End of provision)

52.212-2 EVALUATION--COMMERCIAL PRODUCTS AND COMMERCIAL SERVICES (NOV 2021)

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

- i. Price
- ii. Past Performance

(b) Options. The Government will evaluate offers for award purposes by adding the total price for all options to the total price for the basic requirement. The Government may determine that an offer is unacceptable if the option prices are significantly unbalanced. Evaluation of options shall not obligate the Government to exercise the option(s).

(c) A written notice of award or acceptance of an offer, mailed or otherwise furnished to the successful offeror within the time for acceptance specified in the offer, shall result in a binding contract without further action by either

party. Before the offer's specified expiration time, the Government may accept an offer (or part of an offer), whether or not there are negotiations after its receipt, unless a written notice of withdrawal is received before award.

(End of provision)

52.212-3 OFFEROR REPRESENTATIONS AND CERTIFICATIONS--COMMERCIAL PRODUCTS AND COMMERCIAL SERVICES (SEP 2023) ALTERNATE I (OCT 2014)

The Offeror shall complete only paragraph (b) of this provision if the Offeror has completed the annual representations and certification electronically in the System for Award Management (SAM) accessed through <https://www.sam.gov>. If the Offeror has not completed the annual representations and certifications electronically, the Offeror shall complete only paragraphs (c) through (v) of this provision.

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

"Covered telecommunications equipment or services" has the meaning provided in the clause 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment.

"Economically disadvantaged women-owned small business (EDWOSB) concern" means a small business concern that is at least 51 percent directly and unconditionally owned by, and the management and daily business operations of which are controlled by, one or more women who are citizens of the United States and who are economically disadvantaged in accordance with 13 CFR part 127, and the concern is certified by SBA or an approved third-party certifier in accordance with 13 CFR 127.300. It automatically qualifies as a women-owned small business eligible under the WOSB Program.

"Forced or indentured child labor" means all work or service-

(1) Exacted from any person under the age of 18 under the menace of any penalty for its nonperformance and for which the worker does not offer himself voluntarily; or

(2) Performed by any person under the age of 18 pursuant to a contract the enforcement of which can be accomplished by process or penalties.

"Highest-level owner" means the entity that owns or controls an immediate owner of the offeror, or that owns or controls one or more entities that control an immediate owner of the offeror. No entity owns or exercises control of the highest level owner.

"Immediate owner" means an entity, other than the offeror, that has direct control of the offeror. Indicators of control include, but are not limited to, one or more of the following: Ownership or interlocking management, identity of interests among family members, shared facilities and equipment, and the common use of employees.

"Inverted domestic corporation" means a foreign incorporated entity that meets the definition of an inverted domestic corporation under 6 U.S.C. 395(b), applied in accordance with the rules and definitions of 6 U.S.C. 395(c).

"Manufactured end product" means any end product in product and service codes (PSCs) 1000-9999, except--

(1) PSC 5510, Lumber and Related Basic Wood Materials;

(2) Product or Service Group (PSG) 87, Agricultural Supplies;

(3) PSG 88, Live Animals;

(4) PSG 89, Subsistence;

- (5) PSC 9410, Crude Grades of Plant Materials;
- (6) PSC 9430, Miscellaneous Crude Animal Products, Inedible;
- (7) PSC 9440, Miscellaneous Crude Agricultural and Forestry Products;
- (8) PSC 9610, Ores;
- (9) PSC 9620, Minerals, Natural and Synthetic; and
- (10) PSC 9630, Additive Metal Materials.

"Place of manufacture" means the place where an end product is assembled out of components, or otherwise made or processed from raw materials into the finished product that is to be provided to the Government. If a product is disassembled and reassembled, the place of reassembly is not the place of manufacture.

"Predecessor" means an entity that is replaced by a successor and includes any predecessors of the predecessor.

"Reasonable inquiry" has the meaning provided in the clause 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment.

"Restricted business operations" means business operations in Sudan that include power production activities, mineral extraction activities, oil-related activities, or the production of military equipment, as those terms are defined in the Sudan Accountability and Divestment Act of 2007 (Pub. L. 110-174). Restricted business operations do not include business operations that the person (as that term is defined in Section 2 of the Sudan Accountability and Divestment Act of 2007) conducting the business can demonstrate--

- (1) Are conducted under contract directly and exclusively with the regional government of southern Sudan;
- (2) Are conducted pursuant to specific authorization from the Office of Foreign Assets Control in the Department of the Treasury, or are expressly exempted under Federal law from the requirement to be conducted under such authorization;
- (3) Consist of providing goods or services to marginalized populations of Sudan;
- (4) Consist of providing goods or services to an internationally recognized peacekeeping force or humanitarian organization;
- (5) Consist of providing goods or services that are used only to promote health or education; or
- (6) Have been voluntarily suspended.

"Sensitive technology"--

- (1) Means hardware, software, telecommunications equipment, or any other technology that is to be used specifically--
 - (i) To restrict the free flow of unbiased information in Iran; or
 - (ii) To disrupt, monitor, or otherwise restrict speech of the people of Iran; and
- (2) Does not include information or informational materials the export of which the President does not have the authority to regulate or prohibit pursuant to section 203(b)(3) of the International Emergency Economic Powers Act (50 U.S.C. 1702(b)(3)).

"Service-disabled veteran-owned small business concern"--

(1) Means a small business concern--

(i) Not less than 51 percent of which is owned by one or more service-disabled veterans or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more service-disabled veterans; and

(ii) The management and daily business operations of which are controlled by one or more service-disabled veterans or, in the case of a service-disabled veteran with permanent and severe disability, the spouse or permanent caregiver of such veteran.

(2) Service-disabled veteran means a veteran, as defined in 38 U.S.C. 101(2), with a disability that is service-connected, as defined in 38 U.S.C. 101(16).

"Small business concern"--

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

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

"Small disadvantaged business concern, consistent with 13 CFR 124.1001", means a small business concern under the size standard applicable to the acquisition, that--

(1) Is at least 51 percent unconditionally and directly owned (as defined at 13 CFR 124.105) by--

(i) One or more socially disadvantaged (as defined at 13 CFR 124.103) and economically disadvantaged (as defined at 13 CFR 124.104) individuals who are citizens of the United States; and

(ii) Each individual claiming economic disadvantage has a net worth not exceeding the threshold at 13 CFR 124.104(c)(2) after taking into account the applicable exclusions set forth at 13 CFR 124.104(c)(2); and

(2) The management and daily business operations of which are controlled (as defined at 13 CFR 124.106) by individuals, who meet the criteria in paragraphs (1)(i) and (ii) of this definition.

"Subsidiary" means an entity in which more than 50 percent of the entity is owned--

(1) Directly by a parent corporation; or

(2) Through another subsidiary of a parent corporation.

"Successor" means an entity that has replaced a predecessor by acquiring the assets and carrying out the affairs of the predecessor under a new name (often through acquisition or merger). The term "successor" does not include new offices/divisions of the same company or a company that only changes its name. The extent of the responsibility of the successor for the liabilities of the predecessor may vary, depending on State law and specific circumstances.

"Veteran-owned small business concern" means a small business concern--

(1) Not less than 51 percent of which is owned by one or more veterans (as defined at 38 U.S.C. 101(2)) or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more veterans; and

(2) The management and daily business operations of which are controlled by one or more veterans.

"Women-owned business concern" means a concern which is at least 51 percent owned by one or more women; or in the case of any publicly owned business, at least 51 percent of its stock is owned by one or more women; and whose management and daily business operations are controlled by one or more women.

"Women-owned small business concern" means a small business concern--

(1) That is at least 51 percent owned by one or more women; or, in the case of any publicly owned business, at least 51 percent of the stock of which is owned by one or more women; and

(2) Whose management and daily business operations are controlled by one or more women.

"Women-owned small business (WOSB) concern eligible under the WOSB Program" (in accordance with 13 CFR part 127), means a small business concern that is at least 51 percent directly and unconditionally owned by, and the management and daily business operations of which are controlled by, one or more women who are citizens of the United States, and the concern is certified by SBA or an approved third-party certifier in accordance with 13 CFR 127.300.

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

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

[Offeror to identify the applicable paragraphs at (c) through (v) of this provision that the offeror has completed for the purposes of this solicitation only, if any.

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

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

(c) Offerors must complete the following representations when the resulting contract is for supplies to be delivered or services to be performed in the United States or its outlying areas, or when the contracting officer has applied part 19 in accordance with 19.000(b)(1)(ii). Check all that apply.

(1) Small business concern. The offeror represents as part of its offer that--

(i) It [____] is, [____] is not a small business concern; or

(ii) It [____] is, [____] is not a small business joint venture that complies with the requirements of 13 CFR 121.103(h) and 13 CFR 125.8(a) and (b). [The offeror shall enter the name and unique entity identifier of each party to the joint venture: ____]

- (2) Veteran-owned small business concern. (Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents as part of its offer that it [___] is, [___] is not a veteran-owned small business concern.
- (3) Service-disabled veteran-owned small business concern. [Complete only if the offeror represented itself as a veteran-owned small business concern in paragraph (c)(2) of this provision.] The offeror represents as part of its offer that--
- (i) It [___] is, [___] is not a service-disabled veteran-owned small business concern; or
- (ii) It [___] is, [___] is not a joint venture that complies with the requirements of 13 CFR 125.18(b)(1) and (2). [The offeror shall enter the name and unique entity identifier of each party to the joint venture: ____ .] Each service-disabled veteran-owned small business concern participating in the joint venture shall provide representation of its service-disabled veteran-owned small business concern status.
- (4) Small disadvantaged business concern. (Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents that it [___] is, [___] is not a small disadvantaged business concern as defined in 13 CFR 124.1002.
- (5) Women-owned small business concern. (Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents that it [___] is, [___] is not a women-owned small business concern.
- (6) WOSB joint venture eligible under the WOSB Program. The offeror represents that it [___] is, [___] is not a joint venture that complies with the requirements of 13 CFR 127.506(a) through (c). [The offeror shall enter the name and unique entity identifier of each party to the joint venture: ____ .]
- (7) Economically disadvantaged women-owned small business (EDWOSB) joint venture. The offeror represents that it [___] is, [___] is not a joint venture that complies with the requirements of 13 CFR 127.506(a) through (c). [The offeror shall enter the name and unique entity identifier of each party to the joint venture: ____ .]
- (8) Women-owned business concern (other than small business concern). (Complete only if the offeror is a women-owned business concern and did not represent itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents that it (___) is, a women-owned business concern.
- (9) Tie bid priority for labor surplus area concerns. If this is an invitation for bid, small business offerors may identify the labor surplus areas in which costs to be incurred on account of manufacturing or production (by offeror or first-tier subcontractors) amount to more than 50 percent of the contract price: _____
- (10) HUBZone small business concern. [Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.] The offeror represents, as part of its offer, that--
- (i) It [___] is, [___] is not a HUBZone small business concern listed, on the date of this representation, as having been certified by SBA as a HUBZone small business concern in the Dynamic Small Business Search and SAM, and will attempt to maintain an employment rate of HUBZone residents of 35 percent of its employees during performance of a HUBZone contract (see 13 CFR 126.200(e)(1)); and
- (ii) It [___] is, [___] is not a HUBZone joint venture that complies with the requirements of 13 CFR 126.616(a) through (c). [The offeror shall enter the name and unique entity identifier of each party to the joint venture: ____ .] Each HUBZone small business concern participating in the HUBZone joint venture shall provide representation of its HUBZone status.
- (11) (Complete if the offeror has represented itself as disadvantaged in paragraph (c)(4) of this provision.)

___ Black American.

___ Hispanic American.

___ Native American (American Indians, Eskimos, Aleuts, or Native Hawaiians).

___ Asian-Pacific American (persons with origins from Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Japan, China, Taiwan, Laos, Cambodia (Kampuchea), Vietnam, Korea, The Philippines, Republic of Palau, Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru).

___ Subcontinent Asian (Asian-Indian) American (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal).

___ Individual/concern, other than one of the preceding.

(d) Certifications and representations required to implement provisions of Executive Order 11246--

(1) Previous Contracts and Compliance. The offeror represents that--

(i) It (___) has, (___) has not, participated in a previous contract or subcontract subject to the Equal Opportunity clause of this solicitation, and

(ii) It (___) has, (___) has not, filed all required compliance reports.

(2) Affirmative Action Compliance. The offeror represents that--

(i) It (___) has developed and has on file, (___) has not developed and does not have on file, at each establishment, affirmative action programs required by rules and regulations of the Secretary of Labor (41 CFR Subparts 60-1 and 60-2), or

(ii) It (___) has not previously had contracts subject to the written affirmative action programs requirement of the rules and regulations of the Secretary of Labor.

(e) Certification Regarding Payments to Influence Federal Transactions (31 U.S.C. 1352). (Applies only if the contract is expected to exceed \$150,000.) By submission of its offer, the offeror certifies to the best of its knowledge and belief that no Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress or an employee of a Member of Congress on his or her behalf in connection with the award of any resultant contract. If any registrants under the Lobbying Disclosure Act of 1995 have made a lobbying contact on behalf of the offeror with respect to this contract, the offeror shall complete and submit, with its offer, OMB Standard Form LLL, Disclosure of Lobbying Activities, to provide the name of the registrants. The offeror need not report regularly employed officers or employees of the offeror to whom payments of reasonable compensation were made.

(f) Buy American Certificate. (Applies only if the clause at Federal Acquisition Regulation (FAR) 52.225-1, Buy American --Supplies, is included in this solicitation.)

(1) (i) The Offeror certifies that each end product, except those listed in paragraph (f)(2) of this provision, is a domestic end product and that each domestic end product listed in paragraph (f)(3) of this provision contains a critical component.

(ii) The Offeror shall list as foreign end products those end products manufactured in the United States that do not qualify as domestic end products. For those foreign end products that do not consist wholly or predominantly of iron or steel or a combination of both, the Offeror shall also indicate whether these foreign end products exceed 55

percent domestic content, except for those that are COTS items. If the percentage of the domestic content is unknown, select "no".

(iii) The Offeror shall separately list the line item numbers of domestic end products that contain a critical component (see FAR 25.105).

(iv) The terms "commercially available off-the-shelf (COTS) item," "critical component," "domestic end product," "end product," "foreign end product," and "United States" are defined in the clause of this solicitation entitled "Buy American-Supplies."

(2) Foreign End Products:

Line Item No.	Country of origin	Exceeds 55% domestic content (yes/no)
---	---	---
---	---	---
---	---	---

[List as necessary]

(3) Domestic end products containing a critical component:

Line Item No.

[List as necessary]

(4) The Government will evaluate offers in accordance with the policies and procedures of FAR part 25.

(g)(1) Buy American--Free Trade Agreements--Israeli Trade Act Certificate. (Applies only if the clause at FAR 52.225-3, Buy American--Free Trade Agreements--Israeli Trade Act, is included in this solicitation.)

(i) (A) The Offeror certifies that each end product, except those listed in paragraph (g)(1)(ii) or (iii) of this provision, is a domestic end product and that each domestic end product listed in paragraph (g)(1)(iv) of this provision contains a critical component.

(B) The terms "Bahrainian, Moroccan, Omani, Panamanian, or Peruvian end product," "commercially available off-the-shelf (COTS) item," "critical component," "domestic end product," "end product," "foreign end product," "Free Trade Agreement country," "Free Trade Agreement country end product," "Israeli end product," and "United States" are defined in the clause of this solicitation entitled "Buy American--Free Trade Agreements--Israeli Trade Act."

(ii) The Offeror certifies that the following supplies are Free Trade Agreement country end products (other than Bahrainian, Moroccan, Omani, Panamanian, or Peruvian end products) or Israeli end products as defined in the clause of this solicitation entitled "Buy American--Free Trade Agreements--Israeli Trade Act."

Free Trade Agreement Country End Products (Other than Bahrainian, Moroccan, Omani, Panamanian, or Peruvian End Products) or Israeli End Products:

Line Item No.	Country of origin
---	---
---	---
---	---

[List as necessary]

(iii) The Offeror shall list those supplies that are foreign end products (other than those listed in paragraph (g)(1)(ii) of this provision) as defined in the clause of this solicitation entitled "Buy American--Free Trade Agreements--Israeli Trade Act." The Offeror shall list as other foreign end products those end products manufactured in the United States that do not qualify as domestic end products. For those foreign end products that do not consist wholly or predominantly of iron or steel or a combination of both, the Offeror shall also indicate whether these foreign end products exceed 55 percent domestic content, except for those that are COTS items. If the percentage of the domestic content is unknown, select "no".

Other Foreign End Products:

Line Item No.	Country of origin	Exceeds 55% domestic content (yes/no)
---	---	---
---	---	---
---	---	---

[List as necessary]

(iv) The Offeror shall list the line item numbers of domestic end products that contain a critical component (see FAR 25.105).

Line Item No.

[List as necessary]

(v) The Government will evaluate offers in accordance with the policies and procedures of FAR part 25.

(2) Buy American-Free Trade Agreements-Israeli Trade Act Certificate, Alternate II. If Alternate II to the clause at FAR 52.225-3 is included in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph (g)(1)(ii) of the basic provision:

(g)(1)(ii) The offeror certifies that the following supplies are Israeli end products as defined in the clause of this solicitation entitled "Buy American-Free Trade Agreements-Israeli Trade Act":

Israeli End Products:

Line Item No.

[List as necessary]

(3) Buy American--Free Trade Agreements--Israeli Trade Act Certificate, Alternate III. If Alternate III to the clause at FAR 52.225-3 is included in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph (g)(1)(ii) of the basic provision:

(g)(1)(ii) The offeror certifies that the following supplies are Free Trade Agreement country end products (other than Bahrainian, Korean, Moroccan, Omani, Panamanian, or Peruvian end products) or Israeli end products as defined in the clause of this solicitation entitled "Buy American --Free Trade Agreements--Israeli Trade Act":

Free Trade Agreement Country End Products (Other than Bahrainian, Korean, Moroccan, Omani, Panamanian, or Peruvian End Products) or Israeli End Products:

Line Item No.	Country of origin
---	---
---	---
---	---

[List as necessary]

(4) Trade Agreements Certificate. (Applies only if the clause at FAR 52.225-5, Trade Agreements, is included in this solicitation.)

(i) The offeror certifies that each end product, except those listed in paragraph (g)(4)(ii) of this provision, is a U.S.-made or designated country end product, as defined in the clause of this solicitation entitled "Trade Agreements".

(ii) The offeror shall list as other end products those end products that are not U.S.-made or designated country end products.

Other End Products:

Line Item No.	Country of origin
---------------	-------------------

___	___
___	___
___	___

[List as necessary]

(iii) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25. For line items covered by the WTO GPA, the Government will evaluate offers of U.S.-made or designated country end products without regard to the restrictions of the Buy American statute. The Government will consider for award only offers of U.S.-made or designated country end products unless the Contracting Officer determines that there are no offers for such products or that the offers for such products are insufficient to fulfill the requirements of the solicitation.

(h) Certification Regarding Responsibility Matters (Executive Order 12689). (Applies only if the contract value is expected to exceed the simplified acquisition threshold.) The offeror certifies, to the best of its knowledge and belief, that the offeror and/or any of its principals--

(1) [___] Are, [___] are not presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by any Federal agency;

(2) [___] Have, [___] have not, within a three-year period preceding this offer, been convicted of or had a civil judgment rendered against them for: commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a Federal, state or local government contract or subcontract; violation of Federal or state antitrust statutes relating to the submission of offers; or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, tax evasion, violating Federal criminal tax laws, or receiving stolen property;

(3) [___] Are, [___] are not presently indicted for, or otherwise criminally or civilly charged by a Government entity with, commission of any of these offenses enumerated in paragraph (h)(2) of this clause; and

(4) [___] Have, [___] have not, within a three-year period preceding this offer, been notified of any delinquent Federal taxes in an amount that exceeds the threshold at 9.104-5(a)(2) for which the liability remains unsatisfied.

(i) Taxes are considered delinquent if both of the following criteria apply:

(A) The tax liability is finally determined. The liability is finally determined if it has been assessed. A liability is not finally determined if there is a pending administrative or judicial challenge. In the case of a judicial challenge to the liability, the liability is not finally determined until all judicial appeal rights have been exhausted.

(B) The taxpayer is delinquent in making payment. A taxpayer is delinquent if the taxpayer has failed to pay the tax liability when full payment was due and required. A taxpayer is not delinquent in cases where enforced collection action is precluded.

(ii) Examples.

(A) The taxpayer has received a statutory notice of deficiency, under I.R.C. §6212, which entitles the taxpayer to seek Tax Court review of a proposed tax deficiency. This is not a delinquent tax because it is not a final tax liability.

Should the taxpayer seek Tax Court review, this will not be a final tax liability until the taxpayer has exercised all judicial appeal rights.

(B) The IRS has filed a notice of Federal tax lien with respect to an assessed tax liability, and the taxpayer has been issued a notice under I.R.C. §6320 entitling the taxpayer to request a hearing with the IRS Office of Appeals contesting the lien filing, and to further appeal to the Tax Court if the IRS determines to sustain the lien filing. In the course of the hearing, the taxpayer is entitled to contest the underlying tax liability because the taxpayer has had no prior opportunity to contest the liability. This is not a delinquent tax because it is not a final tax liability. Should the taxpayer seek tax court review, this will not be a final tax liability until the taxpayer has exercised all judicial appeal rights.

(C) The taxpayer has entered into an installment agreement pursuant to I.R.C. §6159. The taxpayer is making timely payments and is in full compliance with the agreement terms. The taxpayer is not delinquent because the taxpayer is not currently required to make full payment.

(D) The taxpayer has filed for bankruptcy protection. The taxpayer is not delinquent because enforced collection action is stayed under 11 U.S.C. §362 (the Bankruptcy Code).

(i) Certification Regarding Knowledge of Child Labor for *Listed End Products (Executive Order 13126)*. [The Contracting Officer must list in paragraph (i)(1) any end products being acquired under this solicitation that are included in the List of Products Requiring Contractor Certification as to Forced or Indentured Child Labor, unless excluded at 22.1503(b).]

(1) Listed end products.

Listed end product	Listed countries of origin
—	—
—	—
—	—

(2) Certification. [If the Contracting Officer has identified end products and countries of origin in paragraph (i)(1) of this provision, then the offeror must certify to either (i)(2)(i) or (i)(2)(ii) by checking the appropriate block.]

[] (i) The offeror will not supply any end product listed in paragraph (i)(1) of this provision that was mined, produced, or manufactured in the corresponding country as listed for that product.

[] (ii) The offeror may supply an end product listed in paragraph (i)(1) of this provision that was mined, produced, or manufactured in the corresponding country as listed for that product. The offeror certifies that it has made a good faith effort to determine whether forced or indentured child labor was used to mine, produce, or manufacture any such end product furnished under this contract. On the basis of those efforts, the offeror certifies that it is not aware of any such use of child labor.

(j) Place of manufacture. (Does not apply unless the solicitation is predominantly for the acquisition of manufactured end products.) For statistical purposes only, the offeror shall indicate whether the place of manufacture of the end products it expects to provide in response to this solicitation is predominantly—

(1) () In the United States (Check this box if the total anticipated price of offered end products manufactured in the United States exceeds the total anticipated price of offered end products manufactured outside the United States); or

(2) () Outside the United States.

(k) Certificates regarding exemptions from the application of the Service Contract Labor Standards. (Certification by the offeror as to its compliance with respect to the contract also constitutes its certification as to compliance by its subcontractor if it subcontracts out the exempt services.)

[The contracting officer is to check a box to indicate if paragraph (k)(1) or (k)(2) applies.]

[] (1) Maintenance, calibration, or repair of certain equipment as described in FAR 22.1003-4(c)(1). The offeror () does () does not certify that—

(i) The items of equipment to be serviced under this contract are used regularly for other than Governmental purposes and are sold or traded by the offeror (or subcontractor in the case of an exempt subcontract) in substantial quantities to the general public in the course of normal business operations;

(ii) The services will be furnished at prices which are, or are based on, established catalog or market prices (see FAR 22.1003-4(c)(2)(ii)) for the maintenance, calibration, or repair of such equipment; and

(iii) The compensation (wage and fringe benefits) plan for all service employees performing work under the contract will be the same as that used for these employees and equivalent employees servicing the same equipment of commercial customers.

[] (2) Certain services as described in FAR 22.1003-4(d)(1). The offeror () does () does not certify that—

(i) The services under the contract are offered and sold regularly to non-Governmental customers, and are provided by the offeror (or subcontractor in the case of an exempt subcontract) to the general public in substantial quantities in the course of normal business operations;

(ii) The contract services will be furnished at prices that are, or are based on, established catalog or market prices (see FAR 22.1003-4(d)(2)(iii));

(iii) Each service employee who will perform the services under the contract will spend only a small portion of his or her time (a monthly average of less than 20 percent of the available hours on an annualized basis, or less than 20 percent of available hours during the contract period if the contract period is less than a month) servicing the Government contract; and

(iv) The compensation (wage and fringe benefits) plan for all service employees performing work under the contract is the same as that used for these employees and equivalent employees servicing commercial customers.

(3) If paragraph (k)(1) or (k)(2) of this clause applies—

(i) If the offeror does not certify to the conditions in paragraph (k)(1) or (k)(2) and the Contracting Officer did not attach a Service Contract Labor Standards wage determination to the solicitation, the offeror shall notify the Contracting Officer as soon as possible; and

(ii) The Contracting Officer may not make an award to the offeror if the offeror fails to execute the certification in paragraph (k)(1) or (k)(2) of this clause or to contact the Contracting Officer as required in paragraph (k)(3)(i) of this clause.

(l) Taxpayer Identification Number (TIN) (26 U.S.C. 6109, 31 U.S.C. 7701). (Not applicable if the offeror is required to provide this information to SAM to be eligible for award.)

(1) All offerors must submit the information required in paragraphs (1)(3) through (1)(5) of this provision to comply with debt collection requirements of 31 U.S.C. 7701(c) and 3325(d), reporting requirements of 26 U.S.C. 6041, 6041A, and 6050M, and implementing regulations issued by the Internal Revenue Service (IRS).

(2) The TIN may be used by the Government to collect and report on any delinquent amounts arising out of the offeror's relationship with the Government (31 U.S.C. 7701(c)(3)). If the resulting contract is subject to the payment reporting requirements described in FAR 4.904, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror's TIN.

(3) Taxpayer Identification Number (TIN).

() TIN: -----.

() TIN has been applied for.

() TIN is not required because:

() Offeror is a nonresident alien, foreign corporation, or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;

() Offeror is an agency or instrumentality of a foreign government;

() Offeror is an agency or instrumentality of the Federal Government.

(4) Type of organization.

() Sole proprietorship;

() Partnership;

() Corporate entity (not tax-exempt);

() Corporate entity (tax-exempt);

() Government entity (Federal, State, or local);

() Foreign government;

() International organization per 26 CFR 1.6049-4;

() Other -----.

(5) Common parent.

() Offeror is not owned or controlled by a common parent;

() Name and TIN of common parent:

Name - ____ .

TIN - ____ .

(m) Restricted business operations in Sudan. By submission of its offer, the offeror certifies that the offeror does not conduct any restricted business operations in Sudan.

(n) Prohibition on Contracting with Inverted Domestic Corporations—

(1) Government agencies are not permitted to use appropriated (or otherwise made available) funds for contracts with either an inverted domestic corporation, or a subsidiary of an inverted domestic corporation, unless the exception at 9.108-2(b) applies or the requirement is waived in accordance with the procedures at 9.108-4.

(2) Representation. The Offeror represents that--

(i) It is not an inverted domestic corporation; and

(ii) It is not a subsidiary of an inverted domestic corporation.

(o) Prohibition on contracting with entities engaging in certain activities or transactions relating to Iran.

(1) The offeror shall e-mail questions concerning sensitive technology to the Department of State at CISADA106@state.gov.

(2) Representation and Certifications. Unless a waiver is granted or an exception applies as provided in paragraph (o)(3) of this provision, by submission of its offer, the offeror—

(i) Represents, to the best of its knowledge and belief, that the offeror does not export any sensitive technology to the government of Iran or any entities or individuals owned or controlled by, or acting on behalf or at the direction of, the government of Iran;

(ii) Certifies that the offeror, or any person owned or controlled by the offeror, does not engage in any activities for which sanctions may be imposed under section 5 of the Iran Sanctions Act; and

(iii) Certifies that the offeror, and any person owned or controlled by the offeror, does not knowingly engage in any transaction that exceeds the threshold at FAR 25.703-2(a)(2) with Iran's Revolutionary Guard Corps or any of its officials, agents, or affiliates, the property and interests in property of which are blocked pursuant to the International Emergency Economic Powers Act (50 U.S.C. 1701 et seq.) (see OFAC's Specially Designated Nationals and Blocked Persons List at <https://www.treasury.gov/resource-center/sanctions/SDN-List/Pages/default.aspx>).

(3) The representation and certification requirements of paragraph (o)(2) of this provision do not apply if—

(i) This solicitation includes a trade agreements certification (*e.g.*, [52.212-3\(g\)](#)) or a comparable agency provision); and

(ii) The offeror has certified that all the offered products to be supplied are designated country end products.

(p) Ownership or Control of Offeror. (Applies in all solicitations when there is a requirement to be registered in SAM or a requirement to have a unique entity identifier in the solicitation.

(1) The Offeror represents that it [____] has or [____] does not have an immediate owner. If the Offeror has more than one immediate owner (such as a joint venture), then the Offeror shall respond to paragraph (2) and if applicable, paragraph (3) of this provision for each participant in the joint venture.

(2) If the Offeror indicates “has” in paragraph (p)(1) of this provision, enter the following information:

Immediate owner CAGE code: ____

Immediate owner legal name: ____

(Do not use a “doing business as” name)

Is the immediate owner owned or controlled by another entity:

[____] Yes or [____] No.

(3) If the Offeror indicates “yes” in paragraph (p)(2) of this provision, indicating that the immediate owner is owned or controlled by another entity, then enter the following information:

Highest level owner CAGE code: ____

Highest level owner legal name: ____

(Do not use a “doing business as” name)

(q) Representation by Corporations Regarding Delinquent Tax Liability or a Felony Conviction under any Federal Law.

(1) As required by sections 744 and 745 of Division E of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235), and similar provisions, if contained in subsequent appropriations acts, the Government will not enter into a contract with any corporation that—

(i) Has any unpaid Federal tax liability that has been assessed, for which all judicial and administrative remedies have been exhausted or have lapsed, and that is not being paid in a timely manner pursuant to an agreement with the authority responsible for collecting the tax liability, where the awarding agency is aware of the unpaid tax liability, unless an agency has considered suspension or debarment of the corporation and made a determination that suspension or debarment is not necessary to protect the interests of the Government; or

(ii) Was convicted of a felony criminal violation under any Federal law within the preceding 24 months, where the awarding agency is aware of the conviction, unless an agency has considered suspension or debarment of the corporation and made a determination that this action is not necessary to protect the interests of the Government.

(2) The Offeror represents that--

(i) It is [____] is not [____] a corporation that has any unpaid Federal tax liability that has been assessed, for which all judicial and administrative remedies have been exhausted or have lapsed, and that is not being paid in a timely manner pursuant to an agreement with the authority responsible for collecting the tax liability; and

(ii) It is [____] is not [____] a corporation that was convicted of a felony criminal violation under a Federal law within the preceding 24 months.

(r) Predecessor of Offeror. (Applies in all solicitations that include the provision at 52.204-16, Commercial and Government Entity Code Reporting.)

(1) The Offeror represents that it [____] is or [____] is not a successor to a predecessor that held a Federal contract or grant within the last three years.

(2) If the Offeror has indicated "is" in paragraph (r)(1) of this provision, enter the following information for all predecessors that held a Federal contract or grant within the last three years (if more than one predecessor, list in reverse chronological order):

Predecessor CAGE code: ____ (or mark "Unknown").

Predecessor legal name: ____ .

(Do not use a "doing business as" name).

(s) [Reserved].

(t) Public Disclosure of Greenhouse Gas Emissions and Reduction Goals. Applies in all solicitations that require offerors to register in SAM (12.301(d)(1)).

(1) This representation shall be completed if the Offeror received \$7.5 million or more in contract awards in the prior Federal fiscal year. The representation is optional if the Offeror received less than \$7.5 million in Federal contract awards in the prior Federal fiscal year.

(2) Representation. [Offeror to check applicable block(s) in paragraph (t)(2)(i) and (ii)].

(i) The Offeror (itself or through its immediate owner or highest-level owner) [____] does, [____] does not publicly disclose greenhouse gas emissions, i.e., makes available on a publicly accessible website the results of a greenhouse gas inventory, performed in accordance with an accounting standard with publicly available and consistently applied criteria, such as the Greenhouse Gas Protocol Corporate Standard.

(ii) The Offeror (itself or through its immediate owner or highest-level owner) [____] does, [____] does not publicly disclose a quantitative greenhouse gas emissions reduction goal, i.e., make available on a publicly accessible website a target to reduce absolute emissions or emissions intensity by a specific quantity or percentage.

(iii) A publicly accessible website includes the Offeror's own website or a recognized, third-party greenhouse gas emissions reporting program.

(3) If the Offeror checked "does" in paragraphs (t)(2)(i) or (t)(2)(ii) of this provision, respectively, the Offeror shall provide the publicly accessible website(s) where greenhouse gas emissions and/or reduction goals are reported: ____ .

(u)(1) In accordance with 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), Government agencies are not permitted to use appropriated (or otherwise made available) funds for contracts with an entity that requires employees or subcontractors of such entity seeking to report waste, fraud, or abuse to sign internal confidentiality agreements or statements prohibiting or otherwise restricting such employees or subcontractors from lawfully reporting such waste, fraud, or abuse to a designated investigative or law enforcement representative of a Federal department or agency authorized to receive such information.

(2) The prohibition in paragraph (u)(1) of this provision does not contravene requirements applicable to Standard Form 312 (Classified Information Nondisclosure Agreement), Form 4414 (Sensitive Compartmented Information Nondisclosure Agreement), or any other form issued by a Federal department or agency governing the nondisclosure of classified information.

(3) Representation. By submission of its offer, the Offeror represents that it will not require its employees or subcontractors to sign or comply with internal confidentiality agreements or statements prohibiting or otherwise restricting such employees or subcontractors from lawfully reporting waste, fraud, or abuse related to the performance of a Government contract to a designated investigative or law enforcement representative of a Federal department or agency authorized to receive such information (e.g., agency Office of the Inspector General).

(v) Covered Telecommunications Equipment or Services--Representation. Section 889(a)(1)(A) and section 889 (a)(1)(B) of Public Law 115-232.

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

(2) The Offeror represents that--

(i) It [___] does, [___] does not provide covered telecommunications equipment or services as a part of its offered products or services to the Government in the performance of any contract, subcontract, or other contractual instrument.

(ii) After conducting a reasonable inquiry for purposes of this representation, that it [___] does, [___] does not use covered telecommunications equipment or services, or any equipment, system, or service that uses covered telecommunications equipment or services.

(End of provision)

52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS--COMMERCIAL PRODUCTS AND COMMERCIAL SERVICES (SEP 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.]

___ (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.)

XXX (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).

XXX (8) 52.204-27, Prohibition on a ByteDance Covered Application (JUN 2023) (Section 102 of Division R of Pub. L. 117-328).

XXX (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]

XXX (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 (SEP 2023) (15 U.S.C. 637(d)(2) and (3)).

___ (18)(i) 52.219-9, Small Business Subcontracting Plan (SEP 2023) (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 2023) 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).
- XXX (23) (i) 52.219-28, Post-Award Small Business Program Rerepresentation (SEP 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).
- XXX (28) 52.222-3, Convict Labor (JUN 2003) (E.O. 11755).
- XXX (29) 52.222-19, Child Labor--Cooperation with Authorities and Remedies (DEC 2022) (E.O. 13126).
- XXX (30) 52.222-21, Prohibition of Segregated Facilities (APR 2015).
- XXX (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.
- XXX (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).
- XXX (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.

XXX (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).

XXX (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.]

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

XXX (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).

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

XXX (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 (SEP 2023) (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) XXX (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)

52.217-8 OPTION TO EXTEND SERVICES (NOV 1999)

The Government may require continued performance of any services within the limits and at the rates specified in the contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed 6 months. The Contracting Officer may exercise the option by written notice to the Contractor within 14 days prior to contract end.

(End of clause)

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

(a) The Government may extend the term of this contract by written notice to the Contractor within 10 days of contract end date; provided that the Government gives the Contractor a preliminary written notice of its intent to extend at least 28 days before the contract expires. The preliminary notice does not commit the Government to an extension.

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

(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed 5 years and 3 months.

(End of clause)

52.222-49 SERVICE CONTRACT LABOR STANDARDS--PLACE OF PERFORMANCE UNKNOWN (MAY 2014)

(a) This contract is subject to the Service Contract Labor Standards statute, and the place of performance was unknown when the solicitation was issued. In addition to places or areas identified in wage determinations, if any, attached to the solicitation, wage determinations have also been requested for the following : None. The Contracting Officer will request wage determinations for additional places or areas of performance if asked to do so in writing by 4 full working days prior to solicitation close.

(b) Offerors who intend to perform in a place or area of performance for which a wage determination has not been attached or requested may nevertheless submit bids or proposals. However, a wage determination shall be requested and incorporated in the resultant contract retroactive to the date of contract award, and there shall be no adjustment in 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):

<https://www.acquisition.gov/>

(End of provision)

52.252-2 CLAUSES INCORPORATED BY REFERENCE (FEB 1998)

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

<https://www.acquisition.gov/>

(End of clause)

52.252-5 AUTHORIZED DEVIATIONS IN PROVISIONS (NOV 2020)

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

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

(End of provision)

52.252-6 AUTHORIZED DEVIATIONS IN CLAUSES (NOV 2020)

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

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

(End of clause)

AT/OPSEC 1: General Security Requirements and Guidance.

General security requirements and guidance: The security requirements described below apply to all contract personnel (including employees of the prime Contractor (“Contractor”) and all subcontractor employees) supporting the performance requirements of this contract. The Contractor is responsible for compliance with these security requirements. Questions regarding security matters shall be addressed to the designated Government representative (e.g., Contracting Officer Representative (COR), Requiring Activity (RA) representative, or Contracting Officer (if a COR or other RA representative is not appointed)). Contract personnel are critical to the overall security and safety of US Army Corps of Engineers (USACE) installations, facilities and activities, and security awareness training contributes to those efforts. The Department of Defense (DoD) and Army security training requirements specified below, if applicable, are performance requirements; all applicable contract personnel shall complete initial training within 30 days of contract award or the date new contract personnel begin performance on the contract. Within five business days from the completion of training, the Contractor shall provide written documentation (e.g., email or memorandum) to the Government representative. The documentation shall include the names of contract personnel trained and which training they completed; the Contractor shall maintain training records as part of their contract files and be prepared to provide copies of training certificates to the Government representative. Contractor personnel and vehicles are subject to search when entering federal installations. Additionally, all contract personnel shall comply with Force Protection Condition (FPCON) measures, Random Antiterrorism Measures (commonly referred to as “RAMs”), and Health Protection Condition (HPCON) measures. The Contractor is responsible for meeting performance requirements during elevated FPCON and/or HPCON levels in accordance with applicable RA plans and procedures - this includes identifying mission essential and non-mission essential personnel. In addition to the changes otherwise authorized by the changes clause of this contract, should the FPCON or HPCON levels at any individual facility or installation change, the Government may implement security changes that affect contract personnel. The Contractor shall ensure all contract personnel are aware of their security responsibilities, including any site-specific requirements identified in local policies or procedures.

AT/OPSEC 13: Will be escorted in areas where they may be exposed to classified and/or sensitive materials and/or sensitive or restricted areas.

All contract employees, including subcontractor employees who are not in possession of the appropriate security clearance or access privileges, will be escorted in areas where they may be exposed to classified and/or sensitive materials and/or sensitive or restricted areas.

AT/OPSEC 14: Pre-screen Candidates Using E-Verify Program.

Contractors shall comply with the requirements set forth in FAR clause 52.222-54 Employment Eligibility Verification and FAR Subpart 22.18 in using the E-Verify Program at (<https://www.e-verify.gov/>) (website subject to change) to meet the contract employment eligibility requirements. Contractors are encouraged to cooperate with Federal and State agencies responsible for enforcing labor requirements to include eligibility for employment under United States immigration laws in accordance with FAR 22.102-1(i). An initial list of verified/eligible candidates shall be provided to the COR no later than three business days after the initial contract award. When contracts are with individuals, the individuals will be required to complete a Form I-9, Employment Eligibility Verification, and submit it to the Contracting Officer to become part of the official contract file.

AT/OPSEC 3: Physical Security and Access Control Requirements

All contract personnel requiring physical access to a federal installation or facility shall comply with the access control procedures of that location. Contract personnel requiring unescorted access to meet contract performance requirements on a DoD installation in the US shall be vetted by the installation/facility Provost Marshal/Directorate of Emergency Services/Security Office using the National Crime Information Center-Interstate Identification Index (commonly referred to as “NCIC-III”) and Terrorist Screening Database (commonly referred to as “TSDB”). Contract personnel shall comply with all personal identity verification requirements specified in installation/facility policies and procedures. Contract personnel who do not meet requirements for unescorted access to USACE facilities shall coordinate escorted access with the Government representative, as needed. Contract personnel who receive keys, access cards, or lock combinations that provide access to government-owned property shall comply with key and lock control procedures of the RA.

AT/OPSEC 6: Suspicious Activity Reporting Training (e.g. iWATCH, CorpsWatch, or See Something, Say Something)

All contract personnel shall receive initial and annual refresher training from the RA representative on the local suspicious activity reporting program. This locally developed training provides contract personnel with general information on suspicious behavior, and guidance on reporting suspicious activity to the project manager, security representative or law enforcement entity.

WAGE DETERMINATIONS

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 Director	Division of Wage Determinations	Wage Determination No.: 2015-4945 Revision No.: 23 Date Of Last Revision: 06/30/2023
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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.

States: **Minnesota, Wisconsin**

Area: **Minnesota Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, Wright
Wisconsin Counties of Pierce, St Croix**

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06
01012 - Accounting Clerk II		21.41
01013 - Accounting Clerk III		23.94
01020 - Administrative Assistant		33.29
01035 - Court Reporter		33.97
01041 - Customer Service Representative I		18.15
01042 - Customer Service Representative II		19.80
01043 - Customer Service Representative III		22.22
01051 - Data Entry Operator I		16.27
01052 - Data Entry Operator II		17.75
01060 - Dispatcher, Motor Vehicle		25.63
01070 - Document Preparation Clerk		21.72
01090 - Duplicating Machine Operator		21.72
01111 - General Clerk I		17.58
01112 - General Clerk II		19.18
01113 - General Clerk III		21.53

01120 - Housing Referral Assistant	25.78
01141 - Messenger Courier	18.50
01191 - Order Clerk I	18.17
01192 - Order Clerk II	19.83
01261 - Personnel Assistant (Employment) I	20.70
01262 - Personnel Assistant (Employment) II	23.17
01263 - Personnel Assistant (Employment) III	25.82
01270 - Production Control Clerk	27.53
01290 - Rental Clerk	17.44
01300 - Scheduler, Maintenance	20.67
01311 - Secretary I	20.67
01312 - Secretary II	23.14
01313 - Secretary III	25.78
01320 - Service Order Dispatcher	22.91
01410 - Supply Technician	33.29
01420 - Survey Worker	22.81
01460 - Switchboard Operator/Receptionist	17.16
01531 - Travel Clerk I	20.18
01532 - Travel Clerk II	21.69
01533 - Travel Clerk III	23.29
01611 - Word Processor I	18.61
01612 - Word Processor II	20.89
01613 - Word Processor III	23.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.68
05010 - Automotive Electrician	23.29
05040 - Automotive Glass Installer	22.31
05070 - Automotive Worker	22.31
05110 - Mobile Equipment Servicer	20.10
05130 - Motor Equipment Metal Mechanic	24.26
05160 - Motor Equipment Metal Worker	22.31
05190 - Motor Vehicle Mechanic	24.26
05220 - Motor Vehicle Mechanic Helper	18.77
05250 - Motor Vehicle Upholstery Worker	21.41
05280 - Motor Vehicle Wrecker	22.31
05310 - Painter, Automotive	23.29
05340 - Radiator Repair Specialist	22.31
05370 - Tire Repairer	18.28
05400 - Transmission Repair Specialist	24.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.75
07041 - Cook I	18.45
07042 - Cook II	20.48
07070 - Dishwasher	14.36***
07130 - Food Service Worker	15.85***
07210 - Meat Cutter	21.31
07260 - Waiter/Waitress	12.71***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.58
09040 - Furniture Handler	16.13***
09080 - Furniture Refinisher	20.22
09090 - Furniture Refinisher Helper	18.07
09110 - Furniture Repairer, Minor	19.60
09130 - Upholsterer	23.28
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.65
11060 - Elevator Operator	17.26
11090 - Gardener	23.09
11122 - Housekeeping Aide	17.29
11150 - Janitor	17.29
11210 - Laborer, Grounds Maintenance	18.56
11240 - Maid or Houseman	16.52

11260 - Pruner	17.07
11270 - Tractor Operator	21.55
11330 - Trail Maintenance Worker	18.56
11360 - Window Cleaner	18.80
12000 - Health Occupations	
12010 - Ambulance Driver	22.24
12011 - Breath Alcohol Technician	24.46
12012 - Certified Occupational Therapist Assistant	28.18
12015 - Certified Physical Therapist Assistant	29.59
12020 - Dental Assistant	29.74
12025 - Dental Hygienist	40.70
12030 - EKG Technician	36.06
12035 - Electroneurodiagnostic Technologist	36.06
12040 - Emergency Medical Technician	22.24
12071 - Licensed Practical Nurse I	22.01
12072 - Licensed Practical Nurse II	24.61
12073 - Licensed Practical Nurse III	27.43
12100 - Medical Assistant	23.49
12130 - Medical Laboratory Technician	29.96
12160 - Medical Record Clerk	25.69
12190 - Medical Record Technician	28.73
12195 - Medical Transcriptionist	25.81
12210 - Nuclear Medicine Technologist	47.19
12221 - Nursing Assistant I	14.39***
12222 - Nursing Assistant II	16.18***
12223 - Nursing Assistant III	17.66
12224 - Nursing Assistant IV	19.83
12235 - Optical Dispenser	22.12
12236 - Optical Technician	18.59
12250 - Pharmacy Technician	21.68
12280 - Phlebotomist	20.76
12305 - Radiologic Technologist	37.67
12311 - Registered Nurse I	29.71
12312 - Registered Nurse II	36.35
12313 - Registered Nurse II, Specialist	36.35
12314 - Registered Nurse III	43.98
12315 - Registered Nurse III, Anesthetist	43.98
12316 - Registered Nurse IV	52.71
12317 - Scheduler (Drug and Alcohol Testing)	30.31
12320 - Substance Abuse Treatment Counselor	25.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.29
13012 - Exhibits Specialist II	26.39
13013 - Exhibits Specialist III	32.27
13041 - Illustrator I	24.98
13042 - Illustrator II	30.95
13043 - Illustrator III	37.86
13047 - Librarian	35.99
13050 - Library Aide/Clerk	21.44
13054 - Library Information Technology Systems Administrator	31.93
13058 - Library Technician	23.56
13061 - Media Specialist I	23.03
13062 - Media Specialist II	25.76
13063 - Media Specialist III	28.72
13071 - Photographer I	20.37
13072 - Photographer II	22.78
13073 - Photographer III	28.23
13074 - Photographer IV	34.52
13075 - Photographer V	41.77
13090 - Technical Order Library Clerk	26.94
13110 - Video Teleconference Technician	29.62

14000 - Information Technology Occupations	
14041 - Computer Operator I	22.62
14042 - Computer Operator II	25.30
14043 - Computer Operator III	28.20
14044 - Computer Operator IV	31.35
14045 - Computer Operator V	34.72
14071 - Computer Programmer I	(see 1)
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	22.62
14160 - Personal Computer Support Technician	31.35
14170 - System Support Specialist	35.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.38
15020 - Aircrew Training Devices Instructor (Rated)	42.80
15030 - Air Crew Training Devices Instructor (Pilot)	51.31
15050 - Computer Based Training Specialist / Instructor	35.38
15060 - Educational Technologist	37.44
15070 - Flight Instructor (Pilot)	51.31
15080 - Graphic Artist	30.47
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	51.31
15086 - Maintenance Test Pilot, Rotary Wing	51.31
15088 - Non-Maintenance Test/Co-Pilot	51.31
15090 - Technical Instructor	30.15
15095 - Technical Instructor/Course Developer	36.87
15110 - Test Proctor	24.33
15120 - Tutor	24.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	15.19***
16030 - Counter Attendant	15.19***
16040 - Dry Cleaner	17.35
16070 - Finisher, Flatwork, Machine	15.19***
16090 - Presser, Hand	15.19***
16110 - Presser, Machine, Drycleaning	15.19***
16130 - Presser, Machine, Shirts	15.19***
16160 - Presser, Machine, Wearing Apparel, Laundry	15.19***
16190 - Sewing Machine Operator	18.07
16220 - Tailor	18.99
16250 - Washer, Machine	15.91***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.60
19040 - Tool And Die Maker	29.88
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.86
21030 - Material Coordinator	27.53
21040 - Material Expediter	27.53
21050 - Material Handling Laborer	20.00
21071 - Order Filler	17.51
21080 - Production Line Worker (Food Processing)	22.86
21110 - Shipping Packer	20.77
21130 - Shipping/Receiving Clerk	20.77
21140 - Store Worker I	18.32
21150 - Stock Clerk	23.65
21210 - Tools And Parts Attendant	22.86
21410 - Warehouse Specialist	22.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.04
23019 - Aircraft Logs and Records Technician	33.04

23021 - Aircraft Mechanic I	37.44
23022 - Aircraft Mechanic II	39.04
23023 - Aircraft Mechanic III	40.52
23040 - Aircraft Mechanic Helper	28.96
23050 - Aircraft, Painter	35.95
23060 - Aircraft Servicer	33.04
23070 - Aircraft Survival Flight Equipment Technician	35.95
23080 - Aircraft Worker	34.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.43
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	37.44
23110 - Appliance Mechanic	26.39
23120 - Bicycle Repairer	25.06
23125 - Cable Splicer	49.96
23130 - Carpenter, Maintenance	29.53
23140 - Carpet Layer	32.45
23160 - Electrician, Maintenance	39.45
23181 - Electronics Technician Maintenance I	32.51
23182 - Electronics Technician Maintenance II	33.94
23183 - Electronics Technician Maintenance III	35.35
23260 - Fabric Worker	30.65
23290 - Fire Alarm System Mechanic	34.11
23310 - Fire Extinguisher Repairer	28.78
23311 - Fuel Distribution System Mechanic	39.87
23312 - Fuel Distribution System Operator	33.04
23370 - General Maintenance Worker	24.09
23380 - Ground Support Equipment Mechanic	37.44
23381 - Ground Support Equipment Servicer	33.04
23382 - Ground Support Equipment Worker	34.43
23391 - Gunsmith I	28.78
23392 - Gunsmith II	31.94
23393 - Gunsmith III	34.73
23410 - Heating, Ventilation And Air-Conditioning Mechanic	33.39
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	34.79
23430 - Heavy Equipment Mechanic	32.96
23440 - Heavy Equipment Operator	40.09
23460 - Instrument Mechanic	31.37
23465 - Laboratory/Shelter Mechanic	33.35
23470 - Laborer	20.00
23510 - Locksmith	26.85
23530 - Machinery Maintenance Mechanic	30.93
23550 - Machinist, Maintenance	27.32
23580 - Maintenance Trades Helper	18.26
23591 - Metrology Technician I	31.37
23592 - Metrology Technician II	32.70
23593 - Metrology Technician III	33.95
23640 - Millwright	33.28
23710 - Office Appliance Repairer	21.55
23760 - Painter, Maintenance	27.94
23790 - Pipefitter, Maintenance	42.80
23810 - Plumber, Maintenance	41.09
23820 - Pneudraulic Systems Mechanic	34.73
23850 - Rigger	41.54
23870 - Scale Mechanic	31.94
23890 - Sheet-Metal Worker, Maintenance	38.64
23910 - Small Engine Mechanic	23.36
23931 - Telecommunications Mechanic I	30.61
23932 - Telecommunications Mechanic II	31.89
23950 - Telephone Lineman	26.87

23960 - Welder, Combination, Maintenance	24.79
23965 - Well Driller	32.59
23970 - Woodcraft Worker	34.73
23980 - Woodworker	28.78
24000 - Personal Needs Occupations	
24550 - Case Manager	20.00
24570 - Child Care Attendant	14.69***
24580 - Child Care Center Clerk	18.31
24610 - Chore Aide	15.25***
24620 - Family Readiness And Support Services Coordinator	20.00
24630 - Homemaker	20.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.74
25040 - Sewage Plant Operator	32.27
25070 - Stationary Engineer	31.74
25190 - Ventilation Equipment Tender	24.55
25210 - Water Treatment Plant Operator	32.27
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.83
27007 - Baggage Inspector	17.75
27008 - Corrections Officer	28.78
27010 - Court Security Officer	23.32
27030 - Detection Dog Handler	19.85
27040 - Detention Officer	28.78
27070 - Firefighter	20.84
27101 - Guard I	17.75
27102 - Guard II	19.85
27131 - Police Officer I	35.88
27132 - Police Officer II	39.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.72
28042 - Carnival Equipment Repairer	17.91
28043 - Carnival Worker	13.23***
28210 - Gate Attendant/Gate Tender	21.10
28310 - Lifeguard	13.96***
28350 - Park Attendant (Aide)	23.60
28510 - Recreation Aide/Health Facility Attendant	17.22
28515 - Recreation Specialist	29.24
28630 - Sports Official	18.79
28690 - Swimming Pool Operator	20.26
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.67
29020 - Hatch Tender	31.67
29030 - Line Handler	31.67
29041 - Stevedore I	30.39
29042 - Stevedore II	33.06
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.71
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	32.21
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.48
30021 - Archeological Technician I	20.60
30022 - Archeological Technician II	23.05
30023 - Archeological Technician III	28.54
30030 - Cartographic Technician	29.12
30040 - Civil Engineering Technician	36.61
30051 - Cryogenic Technician I	30.18
30052 - Cryogenic Technician II	33.33
30061 - Drafter/CAD Operator I	20.60
30062 - Drafter/CAD Operator II	23.05
30063 - Drafter/CAD Operator III	25.69
30064 - Drafter/CAD Operator IV	31.62

30081 - Engineering Technician I	18.51
30082 - Engineering Technician II	21.39
30083 - Engineering Technician III	23.93
30084 - Engineering Technician IV	29.64
30085 - Engineering Technician V	31.93
30086 - Engineering Technician VI	39.73
30090 - Environmental Technician	27.64
30095 - Evidence Control Specialist	27.26
30210 - Laboratory Technician	26.51
30221 - Latent Fingerprint Technician I	33.22
30222 - Latent Fingerprint Technician II	36.69
30240 - Mathematical Technician	31.10
30361 - Paralegal/Legal Assistant I	22.06
30362 - Paralegal/Legal Assistant II	27.31
30363 - Paralegal/Legal Assistant III	33.42
30364 - Paralegal/Legal Assistant IV	40.44
30375 - Petroleum Supply Specialist	33.33
30390 - Photo-Optics Technician	29.64
30395 - Radiation Control Technician	33.33
30461 - Technical Writer I	27.12
30462 - Technical Writer II	33.18
30463 - Technical Writer III	40.15
30491 - Unexploded Ordnance (UXO) Technician I	29.69
30492 - Unexploded Ordnance (UXO) Technician II	35.92
30493 - Unexploded Ordnance (UXO) Technician III	43.06
30494 - Unexploded (UXO) Safety Escort	29.69
30495 - Unexploded (UXO) Sweep Personnel	29.69
30501 - Weather Forecaster I	31.62
30502 - Weather Forecaster II	38.47
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.69
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 28.54
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.92
31020 - Bus Aide	18.93
31030 - Bus Driver	25.08
31043 - Driver Courier	20.62
31260 - Parking and Lot Attendant	15.10***
31290 - Shuttle Bus Driver	19.41
31310 - Taxi Driver	16.74
31361 - Truckdriver, Light	22.10
31362 - Truckdriver, Medium	24.31
31363 - Truckdriver, Heavy	28.57
31364 - Truckdriver, Tractor-Trailer	28.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.51
99030 - Cashier	14.21***
99050 - Desk Clerk	15.71***
99095 - Embalmer	40.34
99130 - Flight Follower	29.69
99251 - Laboratory Animal Caretaker I	17.88
99252 - Laboratory Animal Caretaker II	19.15
99260 - Marketing Analyst	38.37
99310 - Mortician	40.34
99410 - Pest Controller	24.36
99510 - Photofinishing Worker	17.97
99710 - Recycling Laborer	25.59
99711 - Recycling Specialist	29.72
99730 - Refuse Collector	23.53
99810 - Sales Clerk	15.62***
99820 - School Crossing Guard	18.56
99830 - Survey Party Chief	38.00

99831 - Surveying Aide	25.24
99832 - Surveying Technician	29.02
99840 - Vending Machine Attendant	19.82
99841 - Vending Machine Repairer	23.56
99842 - Vending Machine Repairer Helper	19.82

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

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

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
	Wage Determination No.: 2015-4929 Revision No.: 23 Date Of Last Revision: 06/30/2023

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: 	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: 	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: **Wisconsin**

Area: **Wisconsin Counties of Barron, Buffalo, Clark, Crawford, Dunn, Jackson, Juneau, Monroe, Pepin, Trempealeau, Vernon**

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.17***
01012 - Accounting Clerk II		18.14
01013 - Accounting Clerk III		20.30
01020 - Administrative Assistant		27.72
01035 - Court Reporter		20.45
01041 - Customer Service Representative I		14.99***
01042 - Customer Service Representative II		16.36
01043 - Customer Service Representative III		18.37
01051 - Data Entry Operator I		15.98***
01052 - Data Entry Operator II		17.43
01060 - Dispatcher, Motor Vehicle		22.33
01070 - Document Preparation Clerk		16.29

01090 - Duplicating Machine Operator	16.29
01111 - General Clerk I	14.76***
01112 - General Clerk II	16.11***
01113 - General Clerk III	18.09
01120 - Housing Referral Assistant	22.81
01141 - Messenger Courier	13.68***
01191 - Order Clerk I	16.39
01192 - Order Clerk II	17.89
01261 - Personnel Assistant (Employment) I	17.24
01262 - Personnel Assistant (Employment) II	19.29
01263 - Personnel Assistant (Employment) III	21.50
01270 - Production Control Clerk	22.77
01290 - Rental Clerk	17.65
01300 - Scheduler, Maintenance	18.28
01311 - Secretary I	18.28
01312 - Secretary II	20.45
01313 - Secretary III	22.81
01320 - Service Order Dispatcher	19.96
01410 - Supply Technician	27.72
01420 - Survey Worker	18.82
01460 - Switchboard Operator/Receptionist	17.17
01531 - Travel Clerk I	16.19***
01532 - Travel Clerk II	16.84
01533 - Travel Clerk III	18.57
01611 - Word Processor I	16.29
01612 - Word Processor II	18.28
01613 - Word Processor III	20.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.32
05010 - Automotive Electrician	20.11
05040 - Automotive Glass Installer	19.26
05070 - Automotive Worker	18.13
05110 - Mobile Equipment Servicer	17.35
05130 - Motor Equipment Metal Mechanic	21.19
05160 - Motor Equipment Metal Worker	19.26
05190 - Motor Vehicle Mechanic	20.04
05220 - Motor Vehicle Mechanic Helper	16.36
05250 - Motor Vehicle Upholstery Worker	18.40
05280 - Motor Vehicle Wrecker	19.26
05310 - Painter, Automotive	20.11
05340 - Radiator Repair Specialist	19.26
05370 - Tire Repairer	17.71
05400 - Transmission Repair Specialist	21.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.58***
07041 - Cook I	16.44
07042 - Cook II	18.49
07070 - Dishwasher	10.21***
07130 - Food Service Worker	14.14***
07210 - Meat Cutter	18.69
07260 - Waiter/Waitress	9.81***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.41
09040 - Furniture Handler	14.24***
09080 - Furniture Refinisher	20.88
09090 - Furniture Refinisher Helper	16.50
09110 - Furniture Repairer, Minor	18.72
09130 - Upholsterer	21.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.45***
11060 - Elevator Operator	15.45***
11090 - Gardener	19.21

11122 - Housekeeping Aide	16.29
11150 - Janitor	16.29
11210 - Laborer, Grounds Maintenance	15.53***
11240 - Maid or Houseman	13.45***
11260 - Pruner	14.32***
11270 - Tractor Operator	18.00
11330 - Trail Maintenance Worker	15.53***
11360 - Window Cleaner	17.68
12000 - Health Occupations	
12010 - Ambulance Driver	14.94***
12011 - Breath Alcohol Technician	22.42
12012 - Certified Occupational Therapist Assistant	28.87
12015 - Certified Physical Therapist Assistant	28.74
12020 - Dental Assistant	20.63
12025 - Dental Hygienist	36.30
12030 - EKG Technician	33.57
12035 - Electroneurodiagnostic Technologist	33.57
12040 - Emergency Medical Technician	14.94***
12071 - Licensed Practical Nurse I	20.05
12072 - Licensed Practical Nurse II	22.42
12073 - Licensed Practical Nurse III	25.00
12100 - Medical Assistant	20.13
12130 - Medical Laboratory Technician	28.48
12160 - Medical Record Clerk	20.98
12190 - Medical Record Technician	23.46
12195 - Medical Transcriptionist	20.74
12210 - Nuclear Medicine Technologist	49.29
12221 - Nursing Assistant I	12.77***
12222 - Nursing Assistant II	14.36***
12223 - Nursing Assistant III	15.67***
12224 - Nursing Assistant IV	17.60
12235 - Optical Dispenser	18.03
12236 - Optical Technician	20.05
12250 - Pharmacy Technician	17.48
12280 - Phlebotomist	18.03
12305 - Radiologic Technologist	31.00
12311 - Registered Nurse I	25.42
12312 - Registered Nurse II	31.08
12313 - Registered Nurse II, Specialist	31.08
12314 - Registered Nurse III	37.60
12315 - Registered Nurse III, Anesthetist	37.60
12316 - Registered Nurse IV	45.08
12317 - Scheduler (Drug and Alcohol Testing)	27.79
12320 - Substance Abuse Treatment Counselor	27.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.33
13012 - Exhibits Specialist II	22.72
13013 - Exhibits Specialist III	27.79
13041 - Illustrator I	18.33
13042 - Illustrator II	22.72
13043 - Illustrator III	27.79
13047 - Librarian	25.33
13050 - Library Aide/Clerk	14.04***
13054 - Library Information Technology Systems Administrator	22.72
13058 - Library Technician	15.04***
13061 - Media Specialist I	16.39
13062 - Media Specialist II	18.33
13063 - Media Specialist III	20.44
13071 - Photographer I	16.44
13072 - Photographer II	18.40
13073 - Photographer III	22.79

13074 - Photographer IV	27.89
13075 - Photographer V	33.74
13090 - Technical Order Library Clerk	17.64
13110 - Video Teleconference Technician	19.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.48
14042 - Computer Operator II	21.79
14043 - Computer Operator III	24.43
14044 - Computer Operator IV	27.19
14045 - Computer Operator V	31.49
14071 - Computer Programmer I	(see 1) 23.02
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	19.48
14160 - Personal Computer Support Technician	27.19
14170 - System Support Specialist	31.76
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.29
15020 - Aircrew Training Devices Instructor (Rated)	39.07
15030 - Air Crew Training Devices Instructor (Pilot)	46.84
15050 - Computer Based Training Specialist / Instructor	32.29
15060 - Educational Technologist	36.36
15070 - Flight Instructor (Pilot)	46.84
15080 - Graphic Artist	22.32
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	46.84
15086 - Maintenance Test Pilot, Rotary Wing	46.84
15088 - Non-Maintenance Test/Co-Pilot	46.84
15090 - Technical Instructor	23.92
15095 - Technical Instructor/Course Developer	29.25
15110 - Test Proctor	19.30
15120 - Tutor	19.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	15.12***
16030 - Counter Attendant	15.12***
16040 - Dry Cleaner	17.34
16070 - Finisher, Flatwork, Machine	15.12***
16090 - Presser, Hand	15.12***
16110 - Presser, Machine, Drycleaning	15.12***
16130 - Presser, Machine, Shirts	15.12***
16160 - Presser, Machine, Wearing Apparel, Laundry	15.12***
16190 - Sewing Machine Operator	18.06
16220 - Tailor	18.78
16250 - Washer, Machine	15.90***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.84
19040 - Tool And Die Maker	27.22
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.12
21030 - Material Coordinator	22.77
21040 - Material Expediter	22.77
21050 - Material Handling Laborer	17.98
21071 - Order Filler	16.44
21080 - Production Line Worker (Food Processing)	24.12
21110 - Shipping Packer	19.86
21130 - Shipping/Receiving Clerk	19.86
21140 - Store Worker I	16.11***
21150 - Stock Clerk	20.68
21210 - Tools And Parts Attendant	24.12

21410 - Warehouse Specialist	24.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.58
23019 - Aircraft Logs and Records Technician	25.85
23021 - Aircraft Mechanic I	30.23
23022 - Aircraft Mechanic II	31.58
23023 - Aircraft Mechanic III	32.97
23040 - Aircraft Mechanic Helper	22.77
23050 - Aircraft, Painter	28.83
23060 - Aircraft Servicer	25.85
23070 - Aircraft Survival Flight Equipment Technician	28.83
23080 - Aircraft Worker	27.35
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.35
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.23
23110 - Appliance Mechanic	28.83
23120 - Bicycle Repairer	24.32
23125 - Cable Splicer	46.46
23130 - Carpenter, Maintenance	24.29
23140 - Carpet Layer	27.35
23160 - Electrician, Maintenance	29.93
23181 - Electronics Technician Maintenance I	27.35
23182 - Electronics Technician Maintenance II	28.83
23183 - Electronics Technician Maintenance III	30.23
23260 - Fabric Worker	25.85
23290 - Fire Alarm System Mechanic	30.23
23310 - Fire Extinguisher Repairer	24.32
23311 - Fuel Distribution System Mechanic	37.28
23312 - Fuel Distribution System Operator	30.10
23370 - General Maintenance Worker	22.30
23380 - Ground Support Equipment Mechanic	30.23
23381 - Ground Support Equipment Servicer	25.85
23382 - Ground Support Equipment Worker	27.35
23391 - Gunsmith I	24.32
23392 - Gunsmith II	27.35
23393 - Gunsmith III	30.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.31
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.39
23430 - Heavy Equipment Mechanic	28.38
23440 - Heavy Equipment Operator	30.44
23460 - Instrument Mechanic	30.23
23465 - Laboratory/Shelter Mechanic	28.83
23470 - Laborer	17.98
23510 - Locksmith	28.83
23530 - Machinery Maintenance Mechanic	27.28
23550 - Machinist, Maintenance	21.50
23580 - Maintenance Trades Helper	15.41***
23591 - Metrology Technician I	30.23
23592 - Metrology Technician II	31.58
23593 - Metrology Technician III	32.97
23640 - Millwright	30.05
23710 - Office Appliance Repairer	28.83
23760 - Painter, Maintenance	22.95
23790 - Pipefitter, Maintenance	30.64
23810 - Plumber, Maintenance	29.21
23820 - Pneudraulic Systems Mechanic	30.23
23850 - Rigger	30.23
23870 - Scale Mechanic	27.35
23890 - Sheet-Metal Worker, Maintenance	27.26

23910 - Small Engine Mechanic	18.46
23931 - Telecommunications Mechanic I	28.22
23932 - Telecommunications Mechanic II	29.48
23950 - Telephone Lineman	27.32
23960 - Welder, Combination, Maintenance	22.44
23965 - Well Driller	30.23
23970 - Woodcraft Worker	30.23
23980 - Woodworker	24.32
24000 - Personal Needs Occupations	
24550 - Case Manager	20.91
24570 - Child Care Attendant	12.41***
24580 - Child Care Center Clerk	15.47***
24610 - Chore Aide	13.99***
24620 - Family Readiness And Support Services Coordinator	20.91
24630 - Homemaker	20.91
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.89
25040 - Sewage Plant Operator	28.50
25070 - Stationary Engineer	29.89
25190 - Ventilation Equipment Tender	22.52
25210 - Water Treatment Plant Operator	28.50
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.77
27007 - Baggage Inspector	17.08
27008 - Corrections Officer	23.85
27010 - Court Security Officer	19.62
27030 - Detection Dog Handler	19.11
27040 - Detention Officer	23.85
27070 - Firefighter	17.50
27101 - Guard I	17.08
27102 - Guard II	19.11
27131 - Police Officer I	25.09
27132 - Police Officer II	27.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.64***
28042 - Carnival Equipment Repairer	15.63***
28043 - Carnival Worker	11.63***
28210 - Gate Attendant/Gate Tender	17.06
28310 - Lifeguard	11.34***
28350 - Park Attendant (Aide)	19.08
28510 - Recreation Aide/Health Facility Attendant	13.92***
28515 - Recreation Specialist	23.64
28630 - Sports Official	15.19***
28690 - Swimming Pool Operator	17.58
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.35
29020 - Hatch Tender	27.35
29030 - Line Handler	27.35
29041 - Stevedore I	25.85
29042 - Stevedore II	28.83
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	18.26
30022 - Archeological Technician II	20.42
30023 - Archeological Technician III	25.35
30030 - Cartographic Technician	25.35
30040 - Civil Engineering Technician	25.35
30051 - Cryogenic Technician I	28.02
30052 - Cryogenic Technician II	30.94

30061 - Drafter/CAD Operator I	18.26
30062 - Drafter/CAD Operator II	20.42
30063 - Drafter/CAD Operator III	22.81
30064 - Drafter/CAD Operator IV	28.07
30081 - Engineering Technician I	16.11***
30082 - Engineering Technician II	18.10
30083 - Engineering Technician III	20.24
30084 - Engineering Technician IV	25.07
30085 - Engineering Technician V	30.67
30086 - Engineering Technician VI	37.12
30090 - Environmental Technician	25.43
30095 - Evidence Control Specialist	25.30
30210 - Laboratory Technician	22.74
30221 - Latent Fingerprint Technician I	28.02
30222 - Latent Fingerprint Technician II	30.94
30240 - Mathematical Technician	25.35
30361 - Paralegal/Legal Assistant I	21.54
30362 - Paralegal/Legal Assistant II	26.68
30363 - Paralegal/Legal Assistant III	32.63
30364 - Paralegal/Legal Assistant IV	39.48
30375 - Petroleum Supply Specialist	30.94
30390 - Photo-Optics Technician	25.35
30395 - Radiation Control Technician	30.94
30461 - Technical Writer I	25.35
30462 - Technical Writer II	31.01
30463 - Technical Writer III	37.51
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	28.07
30502 - Weather Forecaster II	34.14
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.81
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.35
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.11
31020 - Bus Aide	15.11***
31030 - Bus Driver	20.40
31043 - Driver Courier	17.08
31260 - Parking and Lot Attendant	14.30***
31290 - Shuttle Bus Driver	15.99***
31310 - Taxi Driver	13.08***
31361 - Truckdriver, Light	18.24
31362 - Truckdriver, Medium	19.39
31363 - Truckdriver, Heavy	23.20
31364 - Truckdriver, Tractor-Trailer	23.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.14***
99030 - Cashier	13.52***
99050 - Desk Clerk	12.40***
99095 - Embalmer	34.95
99130 - Flight Follower	27.37
99251 - Laboratory Animal Caretaker I	14.01***
99252 - Laboratory Animal Caretaker II	14.96***
99260 - Marketing Analyst	27.00
99310 - Mortician	34.95
99410 - Pest Controller	25.15
99510 - Photofinishing Worker	14.38***
99710 - Recycling Laborer	22.62
99711 - Recycling Specialist	26.20

99730 - Refuse Collector	20.85
99810 - Sales Clerk	14.09***
99820 - School Crossing Guard	17.42
99830 - Survey Party Chief	29.57
99831 - Surveying Aide	17.29
99832 - Surveying Technician	22.70
99840 - Vending Machine Attendant	20.95
99841 - Vending Machine Repairer	25.16
99842 - Vending Machine Repairer Helper	20.95

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

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

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
Wage Determination No.: 2015-4943 Revision No.: 23 Date Of Last Revision: 06/30/2023	

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: 	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: 	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: **Wisconsin County of La Crosse**

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.59
01012 - Accounting Clerk II		18.61
01013 - Accounting Clerk III		20.82
01020 - Administrative Assistant		28.92
01035 - Court Reporter		20.00
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		15.82***
01052 - Data Entry Operator II		17.27
01060 - Dispatcher, Motor Vehicle		23.85
01070 - Document Preparation Clerk		15.92***
01090 - Duplicating Machine Operator		15.92***

01111 - General Clerk I	15.12***
01112 - General Clerk II	16.50
01113 - General Clerk III	18.53
01120 - Housing Referral Assistant	22.30
01141 - Messenger Courier	13.46***
01191 - Order Clerk I	15.05***
01192 - Order Clerk II	16.42
01261 - Personnel Assistant (Employment) I	16.39
01262 - Personnel Assistant (Employment) II	18.33
01263 - Personnel Assistant (Employment) III	20.44
01270 - Production Control Clerk	22.82
01290 - Rental Clerk	16.90
01300 - Scheduler, Maintenance	17.88
01311 - Secretary I	17.88
01312 - Secretary II	20.00
01313 - Secretary III	22.30
01320 - Service Order Dispatcher	21.33
01410 - Supply Technician	28.92
01420 - Survey Worker	19.54
01460 - Switchboard Operator/Receptionist	17.81
01531 - Travel Clerk I	16.19***
01532 - Travel Clerk II	16.84
01533 - Travel Clerk III	18.57
01611 - Word Processor I	15.92***
01612 - Word Processor II	17.88
01613 - Word Processor III	20.00
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.06
05010 - Automotive Electrician	21.51
05040 - Automotive Glass Installer	20.39
05070 - Automotive Worker	20.39
05110 - Mobile Equipment Servicer	18.18
05130 - Motor Equipment Metal Mechanic	22.60
05160 - Motor Equipment Metal Worker	20.39
05190 - Motor Vehicle Mechanic	22.60
05220 - Motor Vehicle Mechanic Helper	17.07
05250 - Motor Vehicle Upholstery Worker	19.28
05280 - Motor Vehicle Wrecker	20.39
05310 - Painter, Automotive	21.51
05340 - Radiator Repair Specialist	20.39
05370 - Tire Repairer	18.18
05400 - Transmission Repair Specialist	22.60
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.79***
07041 - Cook I	16.13***
07042 - Cook II	18.08
07070 - Dishwasher	11.13***
07130 - Food Service Worker	13.89***
07210 - Meat Cutter	18.81
07260 - Waiter/Waitress	12.19***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.02
09040 - Furniture Handler	15.77***
09080 - Furniture Refinisher	23.02
09090 - Furniture Refinisher Helper	18.27
09110 - Furniture Repairer, Minor	20.63
09130 - Upholsterer	23.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.37***
11060 - Elevator Operator	15.29***
11090 - Gardener	20.73
11122 - Housekeeping Aide	15.29***

11150 - Janitor	15.29***
11210 - Laborer, Grounds Maintenance	16.81
11240 - Maid or Houseman	14.20***
11260 - Pruner	15.50***
11270 - Tractor Operator	19.46
11330 - Trail Maintenance Worker	16.81
11360 - Window Cleaner	16.58
12000 - Health Occupations	
12010 - Ambulance Driver	19.94
12011 - Breath Alcohol Technician	22.31
12012 - Certified Occupational Therapist Assistant	26.79
12015 - Certified Physical Therapist Assistant	26.32
12020 - Dental Assistant	22.10
12025 - Dental Hygienist	37.20
12030 - EKG Technician	33.81
12035 - Electroneurodiagnostic Technologist	33.81
12040 - Emergency Medical Technician	19.94
12071 - Licensed Practical Nurse I	19.94
12072 - Licensed Practical Nurse II	22.31
12073 - Licensed Practical Nurse III	24.87
12100 - Medical Assistant	20.99
12130 - Medical Laboratory Technician	28.50
12160 - Medical Record Clerk	21.08
12190 - Medical Record Technician	23.59
12195 - Medical Transcriptionist	19.94
12210 - Nuclear Medicine Technologist	49.04
12221 - Nursing Assistant I	12.80***
12222 - Nursing Assistant II	14.39***
12223 - Nursing Assistant III	15.70***
12224 - Nursing Assistant IV	17.63
12235 - Optical Dispenser	18.26
12236 - Optical Technician	19.94
12250 - Pharmacy Technician	18.14
12280 - Phlebotomist	18.09
12305 - Radiologic Technologist	30.61
12311 - Registered Nurse I	26.23
12312 - Registered Nurse II	32.08
12313 - Registered Nurse II, Specialist	32.08
12314 - Registered Nurse III	38.81
12315 - Registered Nurse III, Anesthetist	38.81
12316 - Registered Nurse IV	46.53
12317 - Scheduler (Drug and Alcohol Testing)	27.64
12320 - Substance Abuse Treatment Counselor	22.78
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.04
13012 - Exhibits Specialist II	27.31
13013 - Exhibits Specialist III	33.40
13041 - Illustrator I	22.04
13042 - Illustrator II	27.31
13043 - Illustrator III	33.40
13047 - Librarian	30.24
13050 - Library Aide/Clerk	18.54
13054 - Library Information Technology Systems Administrator	27.31
13058 - Library Technician	18.61
13061 - Media Specialist I	19.71
13062 - Media Specialist II	22.04
13063 - Media Specialist III	24.57
13071 - Photographer I	16.23
13072 - Photographer II	18.16
13073 - Photographer III	22.49
13074 - Photographer IV	27.52

13075 - Photographer V	33.29
13090 - Technical Order Library Clerk	24.02
13110 - Video Teleconference Technician	19.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.71
14042 - Computer Operator II	19.81
14043 - Computer Operator III	22.21
14044 - Computer Operator IV	26.66
14045 - Computer Operator V	30.26
14071 - Computer Programmer I	(see 1) 19.27
14072 - Computer Programmer II	(see 1) 23.89
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	18.14
14160 - Personal Computer Support Technician	26.66
14170 - System Support Specialist	30.26
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.46
15020 - Aircrew Training Devices Instructor (Rated)	39.27
15030 - Air Crew Training Devices Instructor (Pilot)	47.08
15050 - Computer Based Training Specialist / Instructor	32.46
15060 - Educational Technologist	32.26
15070 - Flight Instructor (Pilot)	47.08
15080 - Graphic Artist	23.49
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	47.08
15086 - Maintenance Test Pilot, Rotary Wing	47.08
15088 - Non-Maintenance Test/Co-Pilot	47.08
15090 - Technical Instructor	23.88
15095 - Technical Instructor/Course Developer	29.23
15110 - Test Proctor	19.28
15120 - Tutor	19.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	15.12***
16030 - Counter Attendant	15.12***
16040 - Dry Cleaner	17.34
16070 - Finisher, Flatwork, Machine	15.12***
16090 - Presser, Hand	15.12***
16110 - Presser, Machine, Drycleaning	15.12***
16130 - Presser, Machine, Shirts	15.12***
16160 - Presser, Machine, Wearing Apparel, Laundry	15.12***
16190 - Sewing Machine Operator	18.06
16220 - Tailor	18.78
16250 - Washer, Machine	15.90***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.51
19040 - Tool And Die Maker	28.35
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.64
21030 - Material Coordinator	22.82
21040 - Material Expediter	22.82
21050 - Material Handling Laborer	19.90
21071 - Order Filler	14.87***
21080 - Production Line Worker (Food Processing)	19.64
21110 - Shipping Packer	18.37
21130 - Shipping/Receiving Clerk	18.37
21140 - Store Worker I	14.69***
21150 - Stock Clerk	18.79
21210 - Tools And Parts Attendant	19.64
21410 - Warehouse Specialist	19.64

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.20
23019 - Aircraft Logs and Records Technician	25.38
23021 - Aircraft Mechanic I	29.76
23022 - Aircraft Mechanic II	31.20
23023 - Aircraft Mechanic III	32.67
23040 - Aircraft Mechanic Helper	22.46
23050 - Aircraft, Painter	28.31
23060 - Aircraft Servicer	25.38
23070 - Aircraft Survival Flight Equipment Technician	28.31
23080 - Aircraft Worker	26.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.76
23110 - Appliance Mechanic	28.31
23120 - Bicycle Repairer	22.64
23125 - Cable Splicer	35.35
23130 - Carpenter, Maintenance	25.83
23140 - Carpet Layer	26.84
23160 - Electrician, Maintenance	36.40
23181 - Electronics Technician Maintenance I	26.84
23182 - Electronics Technician Maintenance II	28.31
23183 - Electronics Technician Maintenance III	29.76
23260 - Fabric Worker	25.38
23290 - Fire Alarm System Mechanic	29.76
23310 - Fire Extinguisher Repairer	23.92
23311 - Fuel Distribution System Mechanic	29.76
23312 - Fuel Distribution System Operator	23.92
23370 - General Maintenance Worker	22.03
23380 - Ground Support Equipment Mechanic	29.76
23381 - Ground Support Equipment Servicer	25.38
23382 - Ground Support Equipment Worker	26.84
23391 - Gunsmith I	23.92
23392 - Gunsmith II	26.84
23393 - Gunsmith III	29.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.08
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.55
23430 - Heavy Equipment Mechanic	29.64
23440 - Heavy Equipment Operator	34.38
23460 - Instrument Mechanic	29.76
23465 - Laboratory/Shelter Mechanic	28.31
23470 - Laborer	19.90
23510 - Locksmith	28.31
23530 - Machinery Maintenance Mechanic	27.07
23550 - Machinist, Maintenance	24.91
23580 - Maintenance Trades Helper	18.64
23591 - Metrology Technician I	29.76
23592 - Metrology Technician II	31.20
23593 - Metrology Technician III	32.67
23640 - Millwright	29.76
23710 - Office Appliance Repairer	25.56
23760 - Painter, Maintenance	19.99
23790 - Pipefitter, Maintenance	37.64
23810 - Plumber, Maintenance	35.83
23820 - Pneudraulic Systems Mechanic	29.76
23850 - Rigger	29.76
23870 - Scale Mechanic	26.84
23890 - Sheet-Metal Worker, Maintenance	30.47
23910 - Small Engine Mechanic	26.74

23931 - Telecommunications Mechanic I	28.16
23932 - Telecommunications Mechanic II	29.54
23950 - Telephone Lineman	29.76
23960 - Welder, Combination, Maintenance	23.30
23965 - Well Driller	29.76
23970 - Woodcraft Worker	29.76
23980 - Woodworker	23.92
24000 - Personal Needs Occupations	
24550 - Case Manager	22.28
24570 - Child Care Attendant	12.22***
24580 - Child Care Center Clerk	15.25***
24610 - Chore Aide	13.93***
24620 - Family Readiness And Support Services Coordinator	22.28
24630 - Homemaker	22.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.76
25040 - Sewage Plant Operator	28.30
25070 - Stationary Engineer	29.76
25190 - Ventilation Equipment Tender	22.46
25210 - Water Treatment Plant Operator	28.30
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.89
27007 - Baggage Inspector	15.96***
27008 - Corrections Officer	25.09
27010 - Court Security Officer	21.58
27030 - Detection Dog Handler	17.85
27040 - Detention Officer	25.09
27070 - Firefighter	19.25
27101 - Guard I	15.96***
27102 - Guard II	17.85
27131 - Police Officer I	26.36
27132 - Police Officer II	29.30
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.70***
28042 - Carnival Equipment Repairer	15.65***
28043 - Carnival Worker	11.70***
28210 - Gate Attendant/Gate Tender	16.06***
28310 - Lifeguard	12.95***
28350 - Park Attendant (Aide)	17.96
28510 - Recreation Aide/Health Facility Attendant	13.10***
28515 - Recreation Specialist	22.24
28630 - Sports Official	14.30***
28690 - Swimming Pool Operator	17.56
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.84
29020 - Hatch Tender	26.84
29030 - Line Handler	26.84
29041 - Stevedore I	25.38
29042 - Stevedore II	28.31
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.69
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70
30021 - Archeological Technician I	19.65
30022 - Archeological Technician II	21.98
30023 - Archeological Technician III	27.24
30030 - Cartographic Technician	27.24
30040 - Civil Engineering Technician	28.40
30051 - Cryogenic Technician I	30.16
30052 - Cryogenic Technician II	33.30
30061 - Drafter/CAD Operator I	19.65

30062 - Drafter/CAD Operator II	21.98
30063 - Drafter/CAD Operator III	24.50
30064 - Drafter/CAD Operator IV	30.16
30081 - Engineering Technician I	16.09***
30082 - Engineering Technician II	18.06
30083 - Engineering Technician III	20.22
30084 - Engineering Technician IV	25.04
30085 - Engineering Technician V	30.62
30086 - Engineering Technician VI	37.06
30090 - Environmental Technician	27.24
30095 - Evidence Control Specialist	27.24
30210 - Laboratory Technician	24.50
30221 - Latent Fingerprint Technician I	30.16
30222 - Latent Fingerprint Technician II	33.30
30240 - Mathematical Technician	27.24
30361 - Paralegal/Legal Assistant I	20.31
30362 - Paralegal/Legal Assistant II	25.16
30363 - Paralegal/Legal Assistant III	30.77
30364 - Paralegal/Legal Assistant IV	37.22
30375 - Petroleum Supply Specialist	33.30
30390 - Photo-Optics Technician	27.24
30395 - Radiation Control Technician	33.30
30461 - Technical Writer I	27.24
30462 - Technical Writer II	33.30
30463 - Technical Writer III	40.29
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	30.16
30502 - Weather Forecaster II	36.68
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.50
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.24
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.11
31020 - Bus Aide	17.98
31030 - Bus Driver	23.52
31043 - Driver Courier	18.15
31260 - Parking and Lot Attendant	15.84***
31290 - Shuttle Bus Driver	15.97***
31310 - Taxi Driver	13.20***
31361 - Truckdriver, Light	19.33
31362 - Truckdriver, Medium	20.50
31363 - Truckdriver, Heavy	27.63
31364 - Truckdriver, Tractor-Trailer	27.63
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.14***
99030 - Cashier	13.57***
99050 - Desk Clerk	13.68***
99095 - Embalmer	28.88
99130 - Flight Follower	27.37
99251 - Laboratory Animal Caretaker I	15.30***
99252 - Laboratory Animal Caretaker II	16.29
99260 - Marketing Analyst	27.96
99310 - Mortician	28.88
99410 - Pest Controller	22.69
99510 - Photofinishing Worker	14.38***
99710 - Recycling Laborer	18.55
99711 - Recycling Specialist	21.32
99730 - Refuse Collector	17.15

99810 - Sales Clerk	14.22***
99820 - School Crossing Guard	16.00***
99830 - Survey Party Chief	29.00
99831 - Surveying Aide	16.95
99832 - Surveying Technician	22.26
99840 - Vending Machine Attendant	20.09
99841 - Vending Machine Repairer	24.00
99842 - Vending Machine Repairer Helper	20.09

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

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

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
	Wage Determination No.: 2015-5385 Revision No.: 20 Date Of Last Revision: 07/25/2023

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: 	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: 	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: **North Dakota**

Area: **North Dakota Counties of Barnes, Benson, Cavalier, Dickey, Eddy, Foster, Griggs, La Moure, Logan, McIntosh, Ramsey, Rolette, Stutsman, Towner, Wells**

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.43
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.64
01020 - Administrative Assistant		25.51
01035 - Court Reporter		21.25
01041 - Customer Service Representative I		17.14
01042 - Customer Service Representative II		18.70
01043 - Customer Service Representative III		21.00
01051 - Data Entry Operator I		15.51***
01052 - Data Entry Operator II		16.92
01060 - Dispatcher, Motor Vehicle		23.33
01070 - Document Preparation Clerk		16.92

01090 - Duplicating Machine Operator	16.92
01111 - General Clerk I	16.43
01112 - General Clerk II	17.93
01113 - General Clerk III	20.12
01120 - Housing Referral Assistant	23.70
01141 - Messenger Courier	13.79***
01191 - Order Clerk I	15.51***
01192 - Order Clerk II	16.92
01261 - Personnel Assistant (Employment) I	18.99
01262 - Personnel Assistant (Employment) II	21.25
01263 - Personnel Assistant (Employment) III	23.70
01270 - Production Control Clerk	26.10
01290 - Rental Clerk	15.09***
01300 - Scheduler, Maintenance	18.99
01311 - Secretary I	18.99
01312 - Secretary II	21.25
01313 - Secretary III	23.70
01320 - Service Order Dispatcher	20.86
01410 - Supply Technician	25.51
01420 - Survey Worker	21.25
01460 - Switchboard Operator/Receptionist	15.92***
01531 - Travel Clerk I	13.07***
01532 - Travel Clerk II	13.77***
01533 - Travel Clerk III	15.50***
01611 - Word Processor I	16.92
01612 - Word Processor II	18.99
01613 - Word Processor III	21.25
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.69
05010 - Automotive Electrician	21.50
05040 - Automotive Glass Installer	20.02
05070 - Automotive Worker	20.02
05110 - Mobile Equipment Servicer	17.12
05130 - Motor Equipment Metal Mechanic	22.76
05160 - Motor Equipment Metal Worker	20.02
05190 - Motor Vehicle Mechanic	22.76
05220 - Motor Vehicle Mechanic Helper	15.62***
05250 - Motor Vehicle Upholstery Worker	18.57
05280 - Motor Vehicle Wrecker	20.02
05310 - Painter, Automotive	21.50
05340 - Radiator Repair Specialist	20.02
05370 - Tire Repairer	15.24***
05400 - Transmission Repair Specialist	22.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.37
07041 - Cook I	16.73
07042 - Cook II	19.56
07070 - Dishwasher	13.07***
07130 - Food Service Worker	12.07***
07210 - Meat Cutter	16.11***
07260 - Waiter/Waitress	12.58***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.36
09040 - Furniture Handler	13.89***
09080 - Furniture Refinisher	23.36
09090 - Furniture Refinisher Helper	17.27
09110 - Furniture Repairer, Minor	20.18
09130 - Upholsterer	23.36
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.95***
11060 - Elevator Operator	16.13***
11090 - Gardener	20.91

11122 - Housekeeping Aide	16.60
11150 - Janitor	16.60
11210 - Laborer, Grounds Maintenance	15.35***
11240 - Maid or Houseman	13.77***
11260 - Pruner	13.63***
11270 - Tractor Operator	19.07
11330 - Trail Maintenance Worker	15.35***
11360 - Window Cleaner	18.70
12000 - Health Occupations	
12010 - Ambulance Driver	18.13
12011 - Breath Alcohol Technician	22.19
12012 - Certified Occupational Therapist Assistant	30.45
12015 - Certified Physical Therapist Assistant	28.21
12020 - Dental Assistant	24.11
12025 - Dental Hygienist	38.19
12030 - EKG Technician	33.63
12035 - Electroneurodiagnostic Technologist	33.63
12040 - Emergency Medical Technician	18.13
12071 - Licensed Practical Nurse I	19.84
12072 - Licensed Practical Nurse II	22.19
12073 - Licensed Practical Nurse III	24.74
12100 - Medical Assistant	18.60
12130 - Medical Laboratory Technician	28.52
12160 - Medical Record Clerk	19.61
12190 - Medical Record Technician	21.93
12195 - Medical Transcriptionist	19.84
12210 - Nuclear Medicine Technologist	48.78
12221 - Nursing Assistant I	13.20***
12222 - Nursing Assistant II	14.84***
12223 - Nursing Assistant III	16.19***
12224 - Nursing Assistant IV	18.18
12235 - Optical Dispenser	18.35
12236 - Optical Technician	19.84
12250 - Pharmacy Technician	19.62
12280 - Phlebotomist	19.84
12305 - Radiologic Technologist	28.88
12311 - Registered Nurse I	23.13
12312 - Registered Nurse II	28.30
12313 - Registered Nurse II, Specialist	28.30
12314 - Registered Nurse III	34.23
12315 - Registered Nurse III, Anesthetist	34.23
12316 - Registered Nurse IV	41.03
12317 - Scheduler (Drug and Alcohol Testing)	27.50
12320 - Substance Abuse Treatment Counselor	28.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.19
13012 - Exhibits Specialist II	21.29
13013 - Exhibits Specialist III	26.03
13041 - Illustrator I	17.19
13042 - Illustrator II	21.29
13043 - Illustrator III	26.03
13047 - Librarian	23.57
13050 - Library Aide/Clerk	13.67***
13054 - Library Information Technology Systems Administrator	21.29
13058 - Library Technician	15.30***
13061 - Media Specialist I	15.36***
13062 - Media Specialist II	17.18
13063 - Media Specialist III	19.15
13071 - Photographer I	15.36***
13072 - Photographer II	17.18
13073 - Photographer III	21.29

13074 - Photographer IV	26.03
13075 - Photographer V	31.49
13090 - Technical Order Library Clerk	17.18
13110 - Video Teleconference Technician	15.87***
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.91
14042 - Computer Operator II	22.26
14043 - Computer Operator III	24.84
14044 - Computer Operator IV	27.60
14045 - Computer Operator V	30.56
14071 - Computer Programmer I (see 1)	18.90
14072 - Computer Programmer II (see 1)	22.00
14073 - Computer Programmer III (see 1)	26.91
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	25.35
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	19.91
14160 - Personal Computer Support Technician	28.32
14170 - System Support Specialist	33.91
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.34
15020 - Aircrew Training Devices Instructor (Rated)	29.45
15030 - Air Crew Training Devices Instructor (Pilot)	35.30
15050 - Computer Based Training Specialist / Instructor	25.60
15060 - Educational Technologist	30.93
15070 - Flight Instructor (Pilot)	35.30
15080 - Graphic Artist	23.23
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	35.30
15086 - Maintenance Test Pilot, Rotary Wing	35.30
15088 - Non-Maintenance Test/Co-Pilot	35.30
15090 - Technical Instructor	24.67
15095 - Technical Instructor/Course Developer	30.17
15110 - Test Proctor	19.92
15120 - Tutor	19.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.55***
16030 - Counter Attendant	10.55***
16040 - Dry Cleaner	12.30***
16070 - Finisher, Flatwork, Machine	10.55***
16090 - Presser, Hand	10.55***
16110 - Presser, Machine, Drycleaning	10.55***
16130 - Presser, Machine, Shirts	10.55***
16160 - Presser, Machine, Wearing Apparel, Laundry	10.55***
16190 - Sewing Machine Operator	12.91***
16220 - Tailor	13.49***
16250 - Washer, Machine	11.08***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.31
19040 - Tool And Die Maker	30.16
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.41
21030 - Material Coordinator	26.10
21040 - Material Expediter	26.10
21050 - Material Handling Laborer	19.01
21071 - Order Filler	15.63***
21080 - Production Line Worker (Food Processing)	24.41
21110 - Shipping Packer	21.99
21130 - Shipping/Receiving Clerk	21.99
21140 - Store Worker I	13.44***
21150 - Stock Clerk	18.62
21210 - Tools And Parts Attendant	24.41

21410 - Warehouse Specialist	24.41
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.67
23019 - Aircraft Logs and Records Technician	25.53
23021 - Aircraft Mechanic I	31.29
23022 - Aircraft Mechanic II	32.67
23023 - Aircraft Mechanic III	33.91
23040 - Aircraft Mechanic Helper	21.48
23050 - Aircraft, Painter	29.55
23060 - Aircraft Servicer	25.53
23070 - Aircraft Survival Flight Equipment Technician	29.55
23080 - Aircraft Worker	27.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.29
23110 - Appliance Mechanic	29.55
23120 - Bicycle Repairer	23.54
23125 - Cable Splicer	49.64
23130 - Carpenter, Maintenance	23.82
23140 - Carpet Layer	27.52
23160 - Electrician, Maintenance	30.86
23181 - Electronics Technician Maintenance I	29.28
23182 - Electronics Technician Maintenance II	31.44
23183 - Electronics Technician Maintenance III	33.29
23260 - Fabric Worker	25.53
23290 - Fire Alarm System Mechanic	31.29
23310 - Fire Extinguisher Repairer	23.54
23311 - Fuel Distribution System Mechanic	31.29
23312 - Fuel Distribution System Operator	23.54
23370 - General Maintenance Worker	21.66
23380 - Ground Support Equipment Mechanic	31.29
23381 - Ground Support Equipment Servicer	25.53
23382 - Ground Support Equipment Worker	27.52
23391 - Gunsmith I	23.54
23392 - Gunsmith II	27.52
23393 - Gunsmith III	31.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.24
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.07
23430 - Heavy Equipment Mechanic	29.47
23440 - Heavy Equipment Operator	25.81
23460 - Instrument Mechanic	31.29
23465 - Laboratory/Shelter Mechanic	29.55
23470 - Laborer	19.01
23510 - Locksmith	29.55
23530 - Machinery Maintenance Mechanic	29.33
23550 - Machinist, Maintenance	28.12
23580 - Maintenance Trades Helper	21.48
23591 - Metrology Technician I	31.29
23592 - Metrology Technician II	32.67
23593 - Metrology Technician III	33.91
23640 - Millwright	29.76
23710 - Office Appliance Repairer	29.16
23760 - Painter, Maintenance	26.51
23790 - Pipefitter, Maintenance	25.51
23810 - Plumber, Maintenance	24.09
23820 - Pneudraulic Systems Mechanic	31.29
23850 - Rigger	31.29
23870 - Scale Mechanic	27.52
23890 - Sheet-Metal Worker, Maintenance	29.01

23910 - Small Engine Mechanic	27.52
23931 - Telecommunications Mechanic I	36.39
23932 - Telecommunications Mechanic II	38.00
23950 - Telephone Lineman	31.29
23960 - Welder, Combination, Maintenance	28.60
23965 - Well Driller	31.29
23970 - Woodcraft Worker	31.29
23980 - Woodworker	23.54
24000 - Personal Needs Occupations	
24550 - Case Manager	20.64
24570 - Child Care Attendant	12.54***
24580 - Child Care Center Clerk	15.63***
24610 - Chore Aide	17.02
24620 - Family Readiness And Support Services Coordinator	20.64
24630 - Homemaker	20.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.56
25040 - Sewage Plant Operator	23.93
25070 - Stationary Engineer	28.56
25190 - Ventilation Equipment Tender	19.60
25210 - Water Treatment Plant Operator	23.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.67
27007 - Baggage Inspector	17.12
27008 - Corrections Officer	22.72
27010 - Court Security Officer	23.23
27030 - Detection Dog Handler	19.15
27040 - Detention Officer	22.72
27070 - Firefighter	24.04
27101 - Guard I	17.12
27102 - Guard II	19.15
27131 - Police Officer I	26.48
27132 - Police Officer II	29.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.68***
28042 - Carnival Equipment Repairer	17.18
28043 - Carnival Worker	11.20***
28210 - Gate Attendant/Gate Tender	20.66
28310 - Lifeguard	12.82***
28350 - Park Attendant (Aide)	23.10
28510 - Recreation Aide/Health Facility Attendant	16.85
28515 - Recreation Specialist	28.61
28630 - Sports Official	18.39
28690 - Swimming Pool Operator	20.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.52
29020 - Hatch Tender	27.52
29030 - Line Handler	27.52
29041 - Stevedore I	25.53
29042 - Stevedore II	29.55
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	16.28
30022 - Archeological Technician II	18.22
30023 - Archeological Technician III	22.56
30030 - Cartographic Technician	23.25
30040 - Civil Engineering Technician	27.62
30051 - Cryogenic Technician I	24.73
30052 - Cryogenic Technician II	27.31

30061 - Drafter/CAD Operator I	16.28
30062 - Drafter/CAD Operator II	18.22
30063 - Drafter/CAD Operator III	20.31
30064 - Drafter/CAD Operator IV	24.99
30081 - Engineering Technician I	16.65
30082 - Engineering Technician II	18.70
30083 - Engineering Technician III	21.71
30084 - Engineering Technician IV	26.89
30085 - Engineering Technician V	32.90
30086 - Engineering Technician VI	39.41
30090 - Environmental Technician	23.25
30095 - Evidence Control Specialist	22.33
30210 - Laboratory Technician	20.09
30221 - Latent Fingerprint Technician I	24.73
30222 - Latent Fingerprint Technician II	27.31
30240 - Mathematical Technician	23.63
30361 - Paralegal/Legal Assistant I	20.28
30362 - Paralegal/Legal Assistant II	25.12
30363 - Paralegal/Legal Assistant III	30.73
30364 - Paralegal/Legal Assistant IV	37.19
30375 - Petroleum Supply Specialist	27.31
30390 - Photo-Optics Technician	23.75
30395 - Radiation Control Technician	27.31
30461 - Technical Writer I	22.33
30462 - Technical Writer II	27.31
30463 - Technical Writer III	33.05
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	24.99
30502 - Weather Forecaster II	30.41
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.31
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 22.56
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.11
31020 - Bus Aide	14.31***
31030 - Bus Driver	21.15
31043 - Driver Courier	18.26
31260 - Parking and Lot Attendant	13.63***
31290 - Shuttle Bus Driver	18.21
31310 - Taxi Driver	16.29
31361 - Truckdriver, Light	20.03
31362 - Truckdriver, Medium	21.70
31363 - Truckdriver, Heavy	23.54
31364 - Truckdriver, Tractor-Trailer	23.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.14***
99030 - Cashier	13.86***
99050 - Desk Clerk	14.10***
99095 - Embalmer	31.88
99130 - Flight Follower	27.37
99251 - Laboratory Animal Caretaker I	19.68
99252 - Laboratory Animal Caretaker II	21.57
99260 - Marketing Analyst	28.86
99310 - Mortician	31.88
99410 - Pest Controller	24.51
99510 - Photofinishing Worker	14.38***
99710 - Recycling Laborer	21.69
99711 - Recycling Specialist	26.96

99730 - Refuse Collector	19.26
99810 - Sales Clerk	15.00***
99820 - School Crossing Guard	14.73***
99830 - Survey Party Chief	21.05
99831 - Surveying Aide	14.14***
99832 - Surveying Technician	18.49
99840 - Vending Machine Attendant	16.59
99841 - Vending Machine Repairer	21.26
99842 - Vending Machine Repairer Helper	16.59

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

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

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure

to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
	Wage Determination No.: 2015-4969 Revision No.: 23 Date Of Last Revision: 06/30/2023

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: 	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: 	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: North Dakota

Area: **North Dakota County of Cass**

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.85
01012 - Accounting Clerk II		18.92
01013 - Accounting Clerk III		21.16
01020 - Administrative Assistant		28.00
01035 - Court Reporter		20.63
01041 - Customer Service Representative I		14.84***
01042 - Customer Service Representative II		16.19***
01043 - Customer Service Representative III		18.18
01051 - Data Entry Operator I		16.16***
01052 - Data Entry Operator II		17.63
01060 - Dispatcher, Motor Vehicle		25.33
01070 - Document Preparation Clerk		17.59
01090 - Duplicating Machine Operator		17.59

01111 - General Clerk I	17.25
01112 - General Clerk II	18.82
01113 - General Clerk III	21.14
01120 - Housing Referral Assistant	22.99
01141 - Messenger Courier	14.36***
01191 - Order Clerk I	17.17
01192 - Order Clerk II	18.74
01261 - Personnel Assistant (Employment) I	17.60
01262 - Personnel Assistant (Employment) II	19.68
01263 - Personnel Assistant (Employment) III	21.94
01270 - Production Control Clerk	27.20
01290 - Rental Clerk	15.96***
01300 - Scheduler, Maintenance	18.45
01311 - Secretary I	18.45
01312 - Secretary II	20.63
01313 - Secretary III	22.99
01320 - Service Order Dispatcher	22.65
01410 - Supply Technician	28.00
01420 - Survey Worker	17.49
01460 - Switchboard Operator/Receptionist	15.70***
01531 - Travel Clerk I	18.40
01532 - Travel Clerk II	19.40
01533 - Travel Clerk III	20.42
01611 - Word Processor I	16.42
01612 - Word Processor II	18.45
01613 - Word Processor III	20.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.35
05010 - Automotive Electrician	21.84
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	20.34
05110 - Mobile Equipment Servicer	17.40
05130 - Motor Equipment Metal Mechanic	23.13
05160 - Motor Equipment Metal Worker	20.34
05190 - Motor Vehicle Mechanic	23.13
05220 - Motor Vehicle Mechanic Helper	15.88***
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	20.34
05310 - Painter, Automotive	21.84
05340 - Radiator Repair Specialist	20.34
05370 - Tire Repairer	17.21
05400 - Transmission Repair Specialist	23.13
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40***
07041 - Cook I	16.84
07042 - Cook II	19.69
07070 - Dishwasher	13.43***
07130 - Food Service Worker	14.57***
07210 - Meat Cutter	18.55
07260 - Waiter/Waitress	11.57***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.65
09040 - Furniture Handler	13.53***
09080 - Furniture Refinisher	21.65
09090 - Furniture Refinisher Helper	15.85***
09110 - Furniture Repairer, Minor	18.70
09130 - Upholsterer	21.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.26***
11060 - Elevator Operator	15.26***
11090 - Gardener	25.46
11122 - Housekeeping Aide	15.83***

11150 - Janitor	15.83***
11210 - Laborer, Grounds Maintenance	18.69
11240 - Maid or Houseman	14.02***
11260 - Pruner	16.59
11270 - Tractor Operator	23.23
11330 - Trail Maintenance Worker	18.69
11360 - Window Cleaner	17.83
12000 - Health Occupations	
12010 - Ambulance Driver	17.69
12011 - Breath Alcohol Technician	21.58
12012 - Certified Occupational Therapist Assistant	29.20
12015 - Certified Physical Therapist Assistant	26.18
12020 - Dental Assistant	23.79
12025 - Dental Hygienist	37.17
12030 - EKG Technician	30.93
12035 - Electroneurodiagnostic Technologist	30.93
12040 - Emergency Medical Technician	17.69
12071 - Licensed Practical Nurse I	19.30
12072 - Licensed Practical Nurse II	21.58
12073 - Licensed Practical Nurse III	24.06
12100 - Medical Assistant	18.80
12130 - Medical Laboratory Technician	26.15
12160 - Medical Record Clerk	20.19
12190 - Medical Record Technician	26.00
12195 - Medical Transcriptionist	18.24
12210 - Nuclear Medicine Technologist	47.44
12221 - Nursing Assistant I	13.03***
12222 - Nursing Assistant II	14.65***
12223 - Nursing Assistant III	15.98***
12224 - Nursing Assistant IV	17.95
12235 - Optical Dispenser	18.58
12236 - Optical Technician	19.30
12250 - Pharmacy Technician	20.76
12280 - Phlebotomist	17.54
12305 - Radiologic Technologist	30.88
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09
12313 - Registered Nurse II, Specialist	30.09
12314 - Registered Nurse III	36.40
12315 - Registered Nurse III, Anesthetist	36.40
12316 - Registered Nurse IV	43.64
12317 - Scheduler (Drug and Alcohol Testing)	26.75
12320 - Substance Abuse Treatment Counselor	27.11
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.16
13012 - Exhibits Specialist II	28.70
13013 - Exhibits Specialist III	35.10
13041 - Illustrator I	23.16
13042 - Illustrator II	28.70
13043 - Illustrator III	35.10
13047 - Librarian	31.45
13050 - Library Aide/Clerk	14.55***
13054 - Library Information Technology Systems Administrator	27.78
13058 - Library Technician	18.29
13061 - Media Specialist I	20.32
13062 - Media Specialist II	22.71
13063 - Media Specialist III	25.32
13071 - Photographer I	17.96
13072 - Photographer II	20.10
13073 - Photographer III	24.88
13074 - Photographer IV	30.45

13075 - Photographer V	36.84
13090 - Technical Order Library Clerk	18.28
13110 - Video Teleconference Technician	23.63
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.53
14042 - Computer Operator II	21.84
14043 - Computer Operator III	24.34
14044 - Computer Operator IV	27.06
14045 - Computer Operator V	29.96
14071 - Computer Programmer I	(see 1) 21.89
14072 - Computer Programmer II	(see 1) 27.13
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	19.53
14160 - Personal Computer Support Technician	27.06
14170 - System Support Specialist	30.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.64
15020 - Aircrew Training Devices Instructor (Rated)	37.07
15030 - Air Crew Training Devices Instructor (Pilot)	44.43
15050 - Computer Based Training Specialist / Instructor	30.64
15060 - Educational Technologist	35.48
15070 - Flight Instructor (Pilot)	44.43
15080 - Graphic Artist	22.22
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.43
15086 - Maintenance Test Pilot, Rotary Wing	44.43
15088 - Non-Maintenance Test/Co-Pilot	44.43
15090 - Technical Instructor	24.15
15095 - Technical Instructor/Course Developer	29.53
15110 - Test Proctor	19.49
15120 - Tutor	19.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.55***
16030 - Counter Attendant	10.55***
16040 - Dry Cleaner	12.30***
16070 - Finisher, Flatwork, Machine	10.55***
16090 - Presser, Hand	10.55***
16110 - Presser, Machine, Drycleaning	10.55***
16130 - Presser, Machine, Shirts	10.55***
16160 - Presser, Machine, Wearing Apparel, Laundry	10.55***
16190 - Sewing Machine Operator	12.91***
16220 - Tailor	13.49***
16250 - Washer, Machine	11.08***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.32
19040 - Tool And Die Maker	32.56
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.54
21030 - Material Coordinator	27.20
21040 - Material Expediter	27.20
21050 - Material Handling Laborer	17.47
21071 - Order Filler	15.93***
21080 - Production Line Worker (Food Processing)	19.54
21110 - Shipping Packer	19.11
21130 - Shipping/Receiving Clerk	19.11
21140 - Store Worker I	13.44***
21150 - Stock Clerk	18.62
21210 - Tools And Parts Attendant	19.54
21410 - Warehouse Specialist	19.54

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.88
23019 - Aircraft Logs and Records Technician	24.12
23021 - Aircraft Mechanic I	29.57
23022 - Aircraft Mechanic II	30.88
23023 - Aircraft Mechanic III	32.06
23040 - Aircraft Mechanic Helper	20.30
23050 - Aircraft, Painter	27.93
23060 - Aircraft Servicer	24.12
23070 - Aircraft Survival Flight Equipment Technician	27.93
23080 - Aircraft Worker	26.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.57
23110 - Appliance Mechanic	27.32
23120 - Bicycle Repairer	20.82
23125 - Cable Splicer	48.02
23130 - Carpenter, Maintenance	23.24
23140 - Carpet Layer	23.12
23160 - Electrician, Maintenance	29.95
23181 - Electronics Technician Maintenance I	27.87
23182 - Electronics Technician Maintenance II	29.93
23183 - Electronics Technician Maintenance III	31.69
23260 - Fabric Worker	23.60
23290 - Fire Alarm System Mechanic	28.85
23310 - Fire Extinguisher Repairer	21.76
23311 - Fuel Distribution System Mechanic	28.93
23312 - Fuel Distribution System Operator	21.76
23370 - General Maintenance Worker	22.28
23380 - Ground Support Equipment Mechanic	29.57
23381 - Ground Support Equipment Servicer	24.12
23382 - Ground Support Equipment Worker	26.01
23391 - Gunsmith I	21.76
23392 - Gunsmith II	25.44
23393 - Gunsmith III	28.93
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.18
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.47
23430 - Heavy Equipment Mechanic	29.82
23440 - Heavy Equipment Operator	28.31
23460 - Instrument Mechanic	28.93
23465 - Laboratory/Shelter Mechanic	27.32
23470 - Laborer	17.47
23510 - Locksmith	26.12
23530 - Machinery Maintenance Mechanic	28.79
23550 - Machinist, Maintenance	25.71
23580 - Maintenance Trades Helper	19.86
23591 - Metrology Technician I	28.93
23592 - Metrology Technician II	30.21
23593 - Metrology Technician III	31.36
23640 - Millwright	29.00
23710 - Office Appliance Repairer	24.59
23760 - Painter, Maintenance	23.58
23790 - Pipefitter, Maintenance	30.51
23810 - Plumber, Maintenance	28.81
23820 - Pneudraulic Systems Mechanic	28.93
23850 - Rigger	28.93
23870 - Scale Mechanic	25.44
23890 - Sheet-Metal Worker, Maintenance	29.72
23910 - Small Engine Mechanic	25.16

23931 - Telecommunications Mechanic I	34.55
23932 - Telecommunications Mechanic II	36.08
23950 - Telephone Lineman	33.19
23960 - Welder, Combination, Maintenance	23.24
23965 - Well Driller	28.85
23970 - Woodcraft Worker	28.93
23980 - Woodworker	21.76
24000 - Personal Needs Occupations	
24550 - Case Manager	19.27
24570 - Child Care Attendant	12.51***
24580 - Child Care Center Clerk	15.60***
24610 - Chore Aide	15.61***
24620 - Family Readiness And Support Services Coordinator	19.27
24630 - Homemaker	19.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.60
25040 - Sewage Plant Operator	31.34
25070 - Stationary Engineer	25.60
25190 - Ventilation Equipment Tender	17.57
25210 - Water Treatment Plant Operator	31.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.81
27007 - Baggage Inspector	16.11***
27008 - Corrections Officer	24.10
27010 - Court Security Officer	23.34
27030 - Detection Dog Handler	18.02
27040 - Detention Officer	24.10
27070 - Firefighter	24.20
27101 - Guard I	16.11***
27102 - Guard II	18.02
27131 - Police Officer I	28.82
27132 - Police Officer II	32.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.71
28042 - Carnival Equipment Repairer	19.40
28043 - Carnival Worker	12.65***
28210 - Gate Attendant/Gate Tender	20.06
28310 - Lifeguard	12.75***
28350 - Park Attendant (Aide)	22.44
28510 - Recreation Aide/Health Facility Attendant	16.37
28515 - Recreation Specialist	27.80
28630 - Sports Official	17.86
28690 - Swimming Pool Operator	22.69
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.68
29020 - Hatch Tender	29.68
29030 - Line Handler	29.68
29041 - Stevedore I	27.53
29042 - Stevedore II	31.87
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.69
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70
30021 - Archeological Technician I	19.10
30022 - Archeological Technician II	21.36
30023 - Archeological Technician III	26.47
30030 - Cartographic Technician	26.47
30040 - Civil Engineering Technician	29.48
30051 - Cryogenic Technician I	29.31
30052 - Cryogenic Technician II	32.37
30061 - Drafter/CAD Operator I	19.10

30062 - Drafter/CAD Operator II	21.36
30063 - Drafter/CAD Operator III	23.81
30064 - Drafter/CAD Operator IV	29.31
30081 - Engineering Technician I	16.82
30082 - Engineering Technician II	18.89
30083 - Engineering Technician III	21.71
30084 - Engineering Technician IV	26.89
30085 - Engineering Technician V	32.90
30086 - Engineering Technician VI	39.41
30090 - Environmental Technician	25.01
30095 - Evidence Control Specialist	26.47
30210 - Laboratory Technician	23.81
30221 - Latent Fingerprint Technician I	29.31
30222 - Latent Fingerprint Technician II	32.37
30240 - Mathematical Technician	26.47
30361 - Paralegal/Legal Assistant I	19.09
30362 - Paralegal/Legal Assistant II	23.65
30363 - Paralegal/Legal Assistant III	28.93
30364 - Paralegal/Legal Assistant IV	35.01
30375 - Petroleum Supply Specialist	32.37
30390 - Photo-Optics Technician	26.47
30395 - Radiation Control Technician	32.37
30461 - Technical Writer I	26.47
30462 - Technical Writer II	32.37
30463 - Technical Writer III	39.16
30491 - Unexploded Ordnance (UXO) Technician I	27.37
30492 - Unexploded Ordnance (UXO) Technician II	33.11
30493 - Unexploded Ordnance (UXO) Technician III	39.69
30494 - Unexploded (UXO) Safety Escort	27.37
30495 - Unexploded (UXO) Sweep Personnel	27.37
30501 - Weather Forecaster I	29.31
30502 - Weather Forecaster II	35.65
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.81
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.47
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.11
31020 - Bus Aide	13.43***
31030 - Bus Driver	19.80
31043 - Driver Courier	20.09
31260 - Parking and Lot Attendant	12.82***
31290 - Shuttle Bus Driver	17.44
31310 - Taxi Driver	15.70***
31361 - Truckdriver, Light	22.01
31362 - Truckdriver, Medium	23.86
31363 - Truckdriver, Heavy	26.26
31364 - Truckdriver, Tractor-Trailer	26.26
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.14***
99030 - Cashier	13.82***
99050 - Desk Clerk	14.88***
99095 - Embalmer	32.76
99130 - Flight Follower	27.37
99251 - Laboratory Animal Caretaker I	14.99***
99252 - Laboratory Animal Caretaker II	16.38
99260 - Marketing Analyst	29.33
99310 - Mortician	32.76
99410 - Pest Controller	24.51
99510 - Photofinishing Worker	14.38***
99710 - Recycling Laborer	27.59
99711 - Recycling Specialist	34.28
99730 - Refuse Collector	24.49

99810 - Sales Clerk	14.90***
99820 - School Crossing Guard	14.73***
99830 - Survey Party Chief	28.03
99831 - Surveying Aide	18.82
99832 - Surveying Technician	24.61
99840 - Vending Machine Attendant	18.62
99841 - Vending Machine Repairer	23.86
99842 - Vending Machine Repairer Helper	18.62

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

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

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 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)).