

<b>SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS</b> <i>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, AND 30</i>				1. REQUISITION NUMBER W59XQG30103109		PAGE 1 OF 27	
2. CONTRACT NO.		3. AWARD/EFFECTIVE DATE		4. ORDER NUMBER		5. SOLICITATION NUMBER W9128F23Q0023	
7. FOR SOLICITATION INFORMATION CALL:		a. NAME TINA L KEIMIG				b. TELEPHONE NUMBER (No Collect Calls) SEE E-MAIL	
8. OFFER DUE DATE/LOCAL TIME 02:00 PM 02 Feb 2023		9. ISSUED BY CODE W9128F  U.S. ARMY CORPS OF ENGINEERS, OMAHA DIST CONTRACTING OFFICE 1616 CAPITOL AVENUE OMAHA NE 68102-4901  TEL: FAX:		10. THIS ACQUISITION IS <input checked="" type="checkbox"/> UNRESTRICTED OR <input checked="" type="checkbox"/> SET ASIDE: 100 % FOR:  <input checked="" type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> WOMEN-OWNED SMALL BUSINESS (WOSB) <input type="checkbox"/> HUBZONE SMALL BUSINESS <input type="checkbox"/> ELIGIBLE UNDER THE WOMEN-OWNED SMALL BUSINESS PROGRAM <input type="checkbox"/> SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESS <input type="checkbox"/> EDWOSB NAICS: 238160 SIZE STANDARD: \$16,500,000			
11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE		12. DISCOUNT TERMS		13a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700) <input type="checkbox"/>		13b. RATING	
15. DELIVER TO CODE 966550 COE LOGISTICS MANAGEMENT OFFICE DAVID NUSS USAED OMAHACENWO-LM 9501 JOHN J. PERSHING DR OMAHA NE 68112 TEL: (402)995-2046 FAX:		16. ADMINISTERED BY CODE					
17a. CONTRACTOR/OFFEROR CODE FACILITY CODE		18a. PAYMENT WILL BE MADE BY CODE					
17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER <input type="checkbox"/>		18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a. UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM					
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/ SERVICES			21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	<b>SEE SCHEDULE</b>						
25. ACCOUNTING AND APPROPRIATION DATA						26. TOTAL AWARD AMOUNT (For Govt. Use Only)	
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							
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 2 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)  TEL: EMAIL:		31c. DATE SIGNED	

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS (CONTINUED)				PAGE 2 OF 27	
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/ SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	SEE SCHEDULE				
32a. QUANTITY IN COLUMN 21 HAS BEEN <input type="checkbox"/> RECEIVED <input type="checkbox"/> INSPECTED <input type="checkbox"/> ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED: _____					
32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE		32c. DATE	32d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE		
32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE			32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE		
			32g. E-MAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE		
33. SHIP NUMBER		34. VOUCHER NUMBER	35. AMOUNT VERIFIED CORRECT FOR	36. PAYMENT	
<input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL				<input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL	
38. S/R ACCOUNT NUMBER	39. S/R VOUCHER NUMBER	40. PAID BY			
41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT 41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER		41c. DATE	42a. RECEIVED BY <i>(Print)</i>		
			42b. RECEIVED AT <i>(Location)</i>		
			42c. DATE REC'D <i>(YY/MM/DD)</i>	42d. TOTAL CONTAINERS	

## Section SF 1449 - CONTINUATION SHEET

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001	WAREHOUSE BLDG 55 ROOF ASSESSMENT FFP Statement of Work is for the complete inspection and assessment of the existing standing seam metal roofing assembly at the Missouri River Project Office Warehouse building, as well as providing a report of findings and recommendations to address the condition of the roof. The standing seam metal roofing assembly consists of but is not limited to all of the interacting roof components and includes the roof coverings, clips and fasteners, all flashings, rake edge elements, eave elements, gutters, downspouts, sealants, roof sub-structure, roof insulation, and vapor retarder membrane. Final report is due 14 days after award.  NOTE: The awardee of this contract will become the government's consultant and, therefore, ineligible to bid on the resulting construction contract. FOB: Destination MILSTRIP: W59XQG30103109 PURCHASE REQUEST NUMBER: W59XQG30103109 PSC CD: R499	1	Job		

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PERFORMANCE WORK STATEMENT

## STATEMENT OF WORK SECTION

Inspect/Assess Existing Standing Seam Metal Roof Assembly at MRPO Warehouse

U.S Army Corps of Engineers  
Missouri River Project Office (MRPO), Omaha, NE

1.1 DESCRIPTION OF WORK: This Statement of Work is for the complete inspection and assessment of the existing standing seam metal roofing assembly at the MRPO Warehouse building, as well as providing a report of findings and recommendations to address the condition of the roof. The standing seam metal roofing assembly consists of but is not limited to all of the interacting roof components and includes the roof coverings, clips and fasteners, all flashings, rake edge elements, eave elements, gutters, downspouts, sealants, roof sub-structure, roof insulation, and vapor retarder membrane.

1.2 BACKGROUND: The existing building is a pre-engineered metal

building assembly manufactured by "Behlen Building Systems" constructed in 1987. The building footprint is 325 feet by 120 feet. The existing building's roof assembly consists of factory finished standing seam metal roofing panels, metal fascia on the rake edge, metal gutters and downspouts, metal eave and rake edge flashings, metal ridge cap, fiberglass batt insulation (R-19) on rigid steel structural frame, steel sub-purlins, and steel support members. The walls consist primarily of factory finished insulated metal wall panels w/liner panels on steel girts up to the eaves at 16'-3" above the floor or up to and following the rake edges. There are also portions of the exterior walls on the south/southeast and east/southeast sides of the building at administrative office locations that are constructed of concrete masonry units (CMU) up to 13'-10" above the floor. Above the CMU there are metal wall panels that extend up to the eaves or to the rake edge.

1.3 PURPOSE AND OBJECTIVES: The purpose of this Statement of Work is to provide a complete roofing inspection and assessment of the existing standing seam metal roof assembly and to provide early detection of roof problems. Provide a comprehensive evaluation of the standing seam metal roof assembly and transitions to exterior wall surfaces and include assessment of the exterior metal wall panel surfaces.

1.3.1 Determine if the roof assembly is performing according to the intended function.

1.3.2 Identify any problem areas, failing components, potential weaknesses, locations of deterioration, hazards, and all features requiring repair.

1.3.3 Prepare a report documenting the findings of the inspection/assessment and provide recommendations to address issues identified in the report.

#### 1.4 CONTRACTOR QUALIFICATIONS:

The contractor shall have not less than five (5) years' experience in the business of Roofing System Inspection. Three references of prior related work with brief descriptions of the scope of the work must be submitted to the Contracting Officer. The references shall include a point of contact, telephone number, and location of the work for verification purposes.

#### 1.5 SCOPE AND GENERAL APPROACH:

Contractor shall furnish all necessary labor, equipment, tools, parts, supplies, services, supervision, transportation, materials, and associated incidental items to perform all operations necessary to accomplish the roof inspection/assessment efforts in accordance with the Statement of Work. All work shall be scheduled and executed without exposing interior building areas to the effects of inclement weather. The existing building, its occupants, and contents shall be protected against any damage as a result of work performed under this contract. If the work cannot be completed in a single day, any affected components and any portions the roof assembly if removed or affected to perform the inspection/assessment

shall be made weathertight until the inspection work is completed. Any disturbed or damaged roofing or building components that are necessary to perform the inspection shall be returned to as-existing conditions and made weathertight.

1.5.1 Before performing the roof inspection/assessment, review the record drawings for the facility. The record drawings can be made available through the USACE Project Manager (PM).

1.5.2 Inspect the exterior standing seam metal roofing assembly including but not limited to roof covering and associated roof components, continuity of roof coverings, ridge cap, fascias, rake edges, flashings, sealants, roof penetrations, clips and fasteners, gutters, downspouts, and transitions from the roof to the wall surfaces (metal wall panels and concrete masonry units).

1.5.3 Inspect the underside of the roofing and insulation assembly for signs of water penetration associated with failed roofing components. Use infrared thermography to determine if moisture infiltration has occurred within the roof assembly. Obtain approval from the COR prior to any moisture detection procedures on any roof or wall assembly component that could result in damage. Provide infrared thermography to determine evidence of roof insulation moisture at a minimum of 36 roof locations. The thermographic images shall be taken at 12 locations along the eaves (6 on each side of the building), 8 locations along the rake edges (4 on each end of the building), 4 locations along the ridge, and 12 locations within the "field" of the roof insulation envelope including roof penetrations.

1.5.4 At the conclusion of the roof assembly inspection/assessment, provide a record of the findings and recommended courses of action in the form of a written report. Report any unsafe conditions or potential roof assembly failures. Include in the report photos with comments explaining defects or potential maintenance issues including infrared thermographic images, moisture readings, test data, inspection checklists, and recommended corrective actions and priorities for the roof assembly repair as applicable. Provide a sketch of the roof plan including north arrow, dimensions, roof materials, and identify locations and components requiring attention if applicable. Provide an estimated remaining life expectancy of the roof assembly

1.5.4.1 INSPECTION CHECKLIST: The roof inspection checklist shall include but not be limited to the following:

- a. General Roof Conditions
  - Debris on Roof
  - Drainage
  - Physical Damage
  - Structural Deformation
  - Other
- b. Sloped Roof

- Roof Material
- Condition of Surface and Finish
- Deformed Edges or Flashings
- Metal Corrosion
- Fasteners
- Flashings
- Sealants
- Other
- c. Roof Features
  - Fascia
  - Rake Edge
  - Soffit
  - Flashings
  - Gutters
  - Downspouts
  - Vents and Other Roof Penetrations
  - Other
- d. Underside of Roof Features
  - Insulation
  - Vapor Retarder Membrane
  - Evidence of Water Leaks
  - Other
- e. Exterior Wall Surfaces and Features
  - Transition conditions from roof to wall
  - Metal Wall Panels
  - Concrete Masonry Units
  - Deformed Surfaces and Finishes
  - Surface deterioration and corrosion
  - Trim and flashing deterioration and corrosion
  - Staining
  - Other
- f. Other Observations

1.5.5 Provide a rough order of magnitude of the costs of the recommended courses of action.

1.5.6 To perform the roof assembly inspection/assessment, the roof must be dry and free of snow. Avoid inspections during rain, high wind, and other weather events.

1.5.7 Follow all roof safety procedures when accessing the roof including all OSHA and EM 385-1-1 Safety Requirements including fall protection and roof safety.

END OF STATEMENT OF  
WORK

#### CLAUSES INCORPORATED BY FULL TEXT

#### Addendum; Instructions to Offerors—Commercial Items

Please provide the following information with your quotation:

Company's Name as it appears on SAM:

Company's Address as it appears on SAM:

CAGE CODE:

DUNS:

TIN:

(b) Submission of offers. Submit signed and dated offers to the office specified in this solicitation at or before the exact time specified in this solicitation. Offers may be submitted on the SF1449, letterhead stationary, or as otherwise specified in the solicitation. Offers must be submitted electronically, unless other arrangements have been made. **Send completed offers to Tina Keimig at [tina.l.keimig@usace.army.mil](mailto:tina.l.keimig@usace.army.mil).** As a minimum, offers must include with their quotation:

- (1) The solicitation number;
- (2) The name, address, federal tax identification, email, and telephone number of the offeror;
- (3) Names, title, email, and telephone number of persons authorize to negotiate and sign the proposal;\
- (4) Evidence of experience required in the Statement of Work, Paragraph 1.4.

(5) A statement specifying agreement will all terms, conditions and provisions included in the solicitation. Offers that fail to furnish required representations or information, or reject the terms and conditions of the solicitation may be excluded from consideration;

(6) Acknowledgement of Solicitation Amendments, if applicable;

(7) Reserved.

(8) Reserved.

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

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

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

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

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

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

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

Type	Amount
Aircraft Public and Passenger Liability Insurance	\$200,000 per person

Bodily Injury (other than passenger injury)	\$500,000 per occurrence
Property Damage	\$200,000 per occurrence

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

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

(o) State and Local Taxes:

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

## CLAUSES INCORPORATED BY REFERENCE

52.204-7	System for Award Management	OCT 2018
52.204-9	Personal Identity Verification of Contractor Personnel	JAN 2011
52.209-2	Prohibition on Contracting with Inverted Domestic Corporations--Representation	NOV 2015
52.212-3 Alt I	Offeror Representations and Certifications--Commercial Products and Commercial Services (OCT 2022) Alternate I	OCT 2014
52.212-4	Contract Terms and Conditions--Commercial Products and Commercial Services	NOV 2021
52.223-5	Pollution Prevention and Right-to-Know Information	MAY 2011
52.223-17	Affirmative Procurement of EPA-Designated Items in Service and Construction Contracts	AUG 2018
52.225-25	Prohibition on Contracting with Entities Engaging in Certain Activities or Transactions Relating to Iran-- Representation and Certifications.	JUN 2020
52.232-18	Availability Of Funds	APR 1984
52.232-39	Unenforceability of Unauthorized Obligations	JUN 2013
52.232-40	Providing Accelerated Payments to Small Business Subcontractors	NOV 2021
52.233-4	Applicable Law for Breach of Contract Claim	OCT 2004
52.237-2	Protection Of Government Buildings, Equipment, And Vegetation	APR 1984
252.203-7000	Requirements Relating to Compensation of Former DoD Officials	SEP 2011
252.203-7002	Requirement to Inform Employees of Whistleblower Rights	SEP 2013
252.203-7005	Representation Relating to Compensation of Former DoD Officials	SEP 2022
252.204-7003	Control Of Government Personnel Work Product	APR 1992
252.204-7012	Safeguarding Covered Defense Information and Cyber Incident Reporting	DEC 2019
252.209-7992 (Dev)	Representation by Corporations Regarding an Unpaid Delinquent Tax Liability or a Felony Conviction under any Federal Law - Fiscal Year 2015 Appropriations	DEC 2014
252.232-7003	Electronic Submission of Payment Requests and Receiving Reports	DEC 2018
252.232-7010	Levies on Contract Payments	DEC 2006



252.237-7010	Prohibition on Interrogation of Detainees by Contractor Personnel	JUN 2013
252.243-7001	Pricing Of Contract Modifications	DEC 1991

#### CLAUSES INCORPORATED BY FULL TEXT

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

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

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

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

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

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

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

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

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

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

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

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

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

\_\_\_ (5) [Reserved]

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

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

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

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

\_\_\_\_ (10) [Reserved]

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

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

\_\_\_\_ (13) [Reserved]

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

\_X\_ (27) 52.222-3, Convict Labor (JUN 2003) (E.O. 11755).

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

\_X\_ (29) 52.222-21, Prohibition of Segregated Facilities (APR 2015).

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(End of clause)

## 52.252-1 SOLICITATION PROVISIONS INCORPORATED BY REFERENCE (FEB 1998)

This solicitation incorporates one or more solicitation provisions by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. The offeror is cautioned that the listed provisions may include blocks that must be completed by the offeror and submitted with its quotation or offer. In lieu of submitting the full text of those provisions, the offeror may identify the provision by paragraph identifier and provide the appropriate information with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically at this/these address(es):

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

(End of provision)

#### 52.252-5 AUTHORIZED DEVIATIONS IN PROVISIONS (NOV 2020)

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

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

(End of provision)

#### 52.252-6 AUTHORIZED DEVIATIONS IN CLAUSES (NOV 2020)

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

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

(End of clause)

#### UAI 5115.504 AWARD TO SUCCESSFUL OFFEROR

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

AT/OPSEC

### **Antiterrorism (AT)/Operations Security (OPSEC) Provisions**

**1. 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.

**2. Antiterrorism (AT) Level I training:** All contract personnel requiring routine access to Army installations, facilities, and controlled access areas, or requiring network access shall complete initial and annual refresher AT Level I awareness training. Online AT Level I awareness training is available at <https://jko.jten.mil/> (website subject to change).

**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.

**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.

**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.

#### WAGE DETERMINATION

"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		Wage Determination No.: 2015-5005
Director		Revision No.: 19
Division of Wage Determinations		Date Of Last Revision: 12/27/2022

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

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

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

States: Iowa, Nebraska

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.05***
01012 - Accounting Clerk II		18.03
01013 - Accounting Clerk III		20.16
01020 - Administrative Assistant		28.87
01035 - Court Reporter		26.10
01041 - Customer Service Representative I		14.77***
01042 - Customer Service Representative II		16.12***
01043 - Customer Service Representative III		18.09
01051 - Data Entry Operator I		16.52
01052 - Data Entry Operator II		18.03
01060 - Dispatcher, Motor Vehicle		25.59
01070 - Document Preparation Clerk		19.11
01090 - Duplicating Machine Operator		19.11
01111 - General Clerk I		14.56***
01112 - General Clerk II		15.89***
01113 - General Clerk III		17.83
01120 - Housing Referral Assistant		22.11
01141 - Messenger Courier		13.90***
01191 - Order Clerk I		16.07***
01192 - Order Clerk II		17.53
01261 - Personnel Assistant (Employment) I		17.27
01262 - Personnel Assistant (Employment) II		19.34
01263 - Personnel Assistant (Employment) III		21.54
01270 - Production Control Clerk		20.35
01290 - Rental Clerk		13.53***
01300 - Scheduler, Maintenance		17.73
01311 - Secretary I		17.73
01312 - Secretary II		19.83
01313 - Secretary III		22.11
01320 - Service Order Dispatcher		22.87
01410 - Supply Technician		28.87
01420 - Survey Worker		14.40***
01460 - Switchboard Operator/Receptionist		15.04***
01531 - Travel Clerk I		18.18
01532 - Travel Clerk II		19.34
01533 - Travel Clerk III		20.53
01611 - Word Processor I		14.85***
01612 - Word Processor II		16.67
01613 - Word Processor III		18.64
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.47
05010 - Automotive Electrician		22.24
05040 - Automotive Glass Installer		21.11
05070 - Automotive Worker		21.11
05110 - Mobile Equipment Servicer		18.74
05130 - Motor Equipment Metal Mechanic		23.15
05160 - Motor Equipment Metal Worker		21.11
05190 - Motor Vehicle Mechanic		23.15
05220 - Motor Vehicle Mechanic Helper		17.53
05250 - Motor Vehicle Upholstery Worker		19.92
05280 - Motor Vehicle Wrecker		21.11
05310 - Painter, Automotive		22.24
05340 - Radiator Repair Specialist		21.11
05370 - Tire Repairer		13.97***
05400 - Transmission Repair Specialist		23.15
07000 - Food Preparation And Service Occupations		
07010 - Baker		14.27***
07041 - Cook I		14.99***
07042 - Cook II		16.89
07070 - Dishwasher		11.82***

07130 - Food Service Worker	13.64***
07210 - Meat Cutter	18.01
07260 - Waiter/Waitress	10.30***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.41
09040 - Furniture Handler	14.61***
09080 - Furniture Refinisher	21.41
09090 - Furniture Refinisher Helper	16.87
09110 - Furniture Repairer, Minor	19.18
09130 - Upholsterer	21.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.30***
11060 - Elevator Operator	14.06***
11090 - Gardener	22.42
11122 - Housekeeping Aide	14.06***
11150 - Janitor	14.06***
11210 - Laborer, Grounds Maintenance	18.16
11240 - Maid or Houseman	13.17***
11260 - Pruner	16.72
11270 - Tractor Operator	20.98
11330 - Trail Maintenance Worker	18.16
11360 - Window Cleaner	15.27***
12000 - Health Occupations	
12010 - Ambulance Driver	17.38
12011 - Breath Alcohol Technician	21.03
12012 - Certified Occupational Therapist Assistant	29.52
12015 - Certified Physical Therapist Assistant	27.73
12020 - Dental Assistant	19.75
12025 - Dental Hygienist	37.81
12030 - EKG Technician	27.48
12035 - Electroneurodiagnostic Technologist	27.48
12040 - Emergency Medical Technician	17.38
12071 - Licensed Practical Nurse I	18.79
12072 - Licensed Practical Nurse II	21.03
12073 - Licensed Practical Nurse III	23.44
12100 - Medical Assistant	18.37
12130 - Medical Laboratory Technician	28.03
12160 - Medical Record Clerk	20.44
12190 - Medical Record Technician	22.86
12195 - Medical Transcriptionist	19.50
12210 - Nuclear Medicine Technologist	36.44
12221 - Nursing Assistant I	12.28***
12222 - Nursing Assistant II	13.80***
12223 - Nursing Assistant III	15.06***
12224 - Nursing Assistant IV	16.92
12235 - Optical Dispenser	17.57
12236 - Optical Technician	18.23
12250 - Pharmacy Technician	17.90
12280 - Phlebotomist	18.03
12305 - Radiologic Technologist	29.26
12311 - Registered Nurse I	24.33
12312 - Registered Nurse II	29.76
12313 - Registered Nurse II, Specialist	29.76
12314 - Registered Nurse III	36.00
12315 - Registered Nurse III, Anesthetist	36.00
12316 - Registered Nurse IV	43.16
12317 - Scheduler (Drug and Alcohol Testing)	26.05
12320 - Substance Abuse Treatment Counselor	24.88
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.39
13012 - Exhibits Specialist II	27.73
13013 - Exhibits Specialist III	33.92
13041 - Illustrator I	20.94
13042 - Illustrator II	25.93
13043 - Illustrator III	31.73
13047 - Librarian	31.28
13050 - Library Aide/Clerk	11.64***
13054 - Library Information Technology Systems Administrator	28.24
13058 - Library Technician	16.37

13061 - Media Specialist I	20.39
13062 - Media Specialist II	22.80
13063 - Media Specialist III	25.41
13071 - Photographer I	15.70***
13072 - Photographer II	17.56
13073 - Photographer III	21.76
13074 - Photographer IV	26.62
13075 - Photographer V	32.20
13090 - Technical Order Library Clerk	15.74***
13110 - Video Teleconference Technician	19.91
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.13
14042 - Computer Operator II	21.40
14043 - Computer Operator III	23.86
14044 - Computer Operator IV	26.51
14045 - Computer Operator V	29.36
14071 - Computer Programmer I	(see 1) 24.18
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.13
14160 - Personal Computer Support Technician	26.51
14170 - System Support Specialist	29.36
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.60
15020 - Aircrew Training Devices Instructor (Rated)	34.46
15030 - Air Crew Training Devices Instructor (Pilot)	41.06
15050 - Computer Based Training Specialist / Instructor	30.60
15060 - Educational Technologist	36.46
15070 - Flight Instructor (Pilot)	41.06
15080 - Graphic Artist	24.10
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.06
15086 - Maintenance Test Pilot, Rotary Wing	41.06
15088 - Non-Maintenance Test/Co-Pilot	41.06
15090 - Technical Instructor	24.35
15095 - Technical Instructor/Course Developer	29.79
15110 - Test Proctor	19.66
15120 - Tutor	19.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.08***
16030 - Counter Attendant	11.08***
16040 - Dry Cleaner	12.66***
16070 - Finisher, Flatwork, Machine	11.08***
16090 - Presser, Hand	11.08***
16110 - Presser, Machine, Drycleaning	11.08***
16130 - Presser, Machine, Shirts	11.08***
16160 - Presser, Machine, Wearing Apparel, Laundry	11.08***
16190 - Sewing Machine Operator	13.38***
16220 - Tailor	14.17***
16250 - Washer, Machine	11.61***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.56
19040 - Tool And Die Maker	27.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.41
21030 - Material Coordinator	20.35
21040 - Material Expediter	20.35
21050 - Material Handling Laborer	16.05***
21071 - Order Filler	14.35***
21080 - Production Line Worker (Food Processing)	18.41
21110 - Shipping Packer	17.89
21130 - Shipping/Receiving Clerk	17.89
21140 - Store Worker I	13.91***
21150 - Stock Clerk	17.71
21210 - Tools And Parts Attendant	18.41
21410 - Warehouse Specialist	18.41
23000 - Mechanics And Maintenance And Repair Occupations	

23010 - Aerospace Structural Welder	28.28
23019 - Aircraft Logs and Records Technician	23.30
23021 - Aircraft Mechanic I	27.08
23022 - Aircraft Mechanic II	28.28
23023 - Aircraft Mechanic III	29.16
23040 - Aircraft Mechanic Helper	20.66
23050 - Aircraft, Painter	26.01
23060 - Aircraft Servicer	23.30
23070 - Aircraft Survival Flight Equipment Technician	26.01
23080 - Aircraft Worker	24.69
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.69
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.08
23110 - Appliance Mechanic	20.00
23120 - Bicycle Repairer	21.59
23125 - Cable Splicer	42.48
23130 - Carpenter, Maintenance	21.63
23140 - Carpet Layer	23.37
23160 - Electrician, Maintenance	28.05
23181 - Electronics Technician Maintenance I	24.06
23182 - Electronics Technician Maintenance II	25.34
23183 - Electronics Technician Maintenance III	26.38
23260 - Fabric Worker	22.95
23290 - Fire Alarm System Mechanic	23.57
23310 - Fire Extinguisher Repairer	21.59
23311 - Fuel Distribution System Mechanic	29.03
23312 - Fuel Distribution System Operator	24.44
23370 - General Maintenance Worker	22.40
23380 - Ground Support Equipment Mechanic	27.08
23381 - Ground Support Equipment Servicer	23.30
23382 - Ground Support Equipment Worker	24.69
23391 - Gunsmith I	21.59
23392 - Gunsmith II	24.32
23393 - Gunsmith III	26.67
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.37
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.49
23430 - Heavy Equipment Mechanic	28.30
23440 - Heavy Equipment Operator	24.22
23460 - Instrument Mechanic	26.67
23465 - Laboratory/Shelter Mechanic	25.62
23470 - Laborer	16.05***
23510 - Locksmith	23.45
23530 - Machinery Maintenance Mechanic	25.13
23550 - Machinist, Maintenance	22.96
23580 - Maintenance Trades Helper	16.12***
23591 - Metrology Technician I	26.67
23592 - Metrology Technician II	27.85
23593 - Metrology Technician III	28.72
23640 - Millwright	29.79
23710 - Office Appliance Repairer	22.26
23760 - Painter, Maintenance	18.37
23790 - Pipefitter, Maintenance	35.21
23810 - Plumber, Maintenance	33.81
23820 - Pneudraulic Systems Mechanic	26.67
23850 - Rigger	26.67
23870 - Scale Mechanic	24.32
23890 - Sheet-Metal Worker, Maintenance	28.88
23910 - Small Engine Mechanic	20.61
23931 - Telecommunications Mechanic I	29.09
23932 - Telecommunications Mechanic II	30.38
23950 - Telephone Lineman	25.15
23960 - Welder, Combination, Maintenance	22.60
23965 - Well Driller	23.23
23970 - Woodcraft Worker	26.67
23980 - Woodworker	21.59
24000 - Personal Needs Occupations	
24550 - Case Manager	16.46

24570 - Child Care Attendant	11.78***
24580 - Child Care Center Clerk	14.68***
24610 - Chore Aide	13.72***
24620 - Family Readiness And Support Services Coordinator	16.46
24630 - Homemaker	16.46
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.07
25040 - Sewage Plant Operator	26.33
25070 - Stationary Engineer	26.07
25190 - Ventilation Equipment Tender	19.74
25210 - Water Treatment Plant Operator	26.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.00
27007 - Baggage Inspector	16.47
27008 - Corrections Officer	22.85
27010 - Court Security Officer	27.29
27030 - Detection Dog Handler	18.42
27040 - Detention Officer	22.85
27070 - Firefighter	30.57
27101 - Guard I	16.47
27102 - Guard II	18.42
27131 - Police Officer I	32.88
27132 - Police Officer II	36.54
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.31***
28042 - Carnival Equipment Repairer	14.22***
28043 - Carnival Worker	10.61***
28210 - Gate Attendant/Gate Tender	15.37***
28310 - Lifeguard	11.34***
28350 - Park Attendant (Aide)	17.19
28510 - Recreation Aide/Health Facility Attendant	12.54***
28515 - Recreation Specialist	21.29
28630 - Sports Official	13.68***
28690 - Swimming Pool Operator	17.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.83
29020 - Hatch Tender	26.83
29030 - Line Handler	26.83
29041 - Stevedore I	25.32
29042 - Stevedore II	28.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.63
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.53
30021 - Archeological Technician I	18.80
30022 - Archeological Technician II	21.03
30023 - Archeological Technician III	26.06
30030 - Cartographic Technician	26.06
30040 - Civil Engineering Technician	23.75
30051 - Cryogenic Technician I	28.86
30052 - Cryogenic Technician II	31.88
30061 - Drafter/CAD Operator I	18.80
30062 - Drafter/CAD Operator II	21.03
30063 - Drafter/CAD Operator III	23.45
30064 - Drafter/CAD Operator IV	28.86
30081 - Engineering Technician I	16.00***
30082 - Engineering Technician II	17.95
30083 - Engineering Technician III	20.08
30084 - Engineering Technician IV	24.89
30085 - Engineering Technician V	30.45
30086 - Engineering Technician VI	36.83
30090 - Environmental Technician	26.06
30095 - Evidence Control Specialist	26.06
30210 - Laboratory Technician	28.62
30221 - Latent Fingerprint Technician I	25.75
30222 - Latent Fingerprint Technician II	28.44
30240 - Mathematical Technician	27.28
30361 - Paralegal/Legal Assistant I	19.64
30362 - Paralegal/Legal Assistant II	24.32

30363 - Paralegal/Legal Assistant III	29.75
30364 - Paralegal/Legal Assistant IV	35.99
30375 - Petroleum Supply Specialist	31.88
30390 - Photo-Optics Technician	26.06
30395 - Radiation Control Technician	31.88
30461 - Technical Writer I	24.88
30462 - Technical Writer II	30.44
30463 - Technical Writer III	36.81
30491 - Unexploded Ordnance (UXO) Technician I	26.39
30492 - Unexploded Ordnance (UXO) Technician II	31.93
30493 - Unexploded Ordnance (UXO) Technician III	38.27
30494 - Unexploded (UXO) Safety Escort	26.39
30495 - Unexploded (UXO) Sweep Personnel	26.39
30501 - Weather Forecaster I	28.86
30502 - Weather Forecaster II	35.10
30620 - Weather Observer, Combined Upper Air Or (see 2)	23.45
Surface Programs	
30621 - Weather Observer, Senior (see 2)	26.06
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.93
31020 - Bus Aide	18.04
31030 - Bus Driver	23.67
31043 - Driver Courier	17.19
31260 - Parking and Lot Attendant	13.75***
31290 - Shuttle Bus Driver	16.03***
31310 - Taxi Driver	13.68***
31361 - Truckdriver, Light	18.38
31362 - Truckdriver, Medium	21.01
31363 - Truckdriver, Heavy	24.40
31364 - Truckdriver, Tractor-Trailer	24.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.57***
99030 - Cashier	11.85***
99050 - Desk Clerk	12.75***
99095 - Embalmer	34.13
99130 - Flight Follower	26.39
99251 - Laboratory Animal Caretaker I	14.20***
99252 - Laboratory Animal Caretaker II	15.18***
99260 - Marketing Analyst	28.90
99310 - Mortician	34.13
99410 - Pest Controller	20.15
99510 - Photofinishing Worker	17.82
99710 - Recycling Laborer	19.67
99711 - Recycling Specialist	22.70
99730 - Refuse Collector	18.11
99810 - Sales Clerk	14.04***
99820 - School Crossing Guard	14.96***
99830 - Survey Party Chief	34.88
99831 - Surveying Aide	18.88
99832 - Surveying Technician	23.95
99840 - Vending Machine Attendant	16.37
99841 - Vending Machine Repairer	19.57
99842 - Vending Machine Repairer Helper	16.37

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

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees



with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

Any computer employee who meets the applicable compensation requirements and the

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**\*\* UNIFORM ALLOWANCE \*\***

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

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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