

|   |                         |                 |  |  |
|---|-------------------------|-----------------|--|--|
| <b>SOLICITATION/CONTRACT/ORDER<br/>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24 &amp; 30</b> |                         |                 | 1. REQUISITION NUMBER<br>FLSBCLERK22-0089            |  |
| 2. CONTRACT NO.   | 3. AWARD/EFFECTIVE DATE | 4. ORDER NUMBER | 5. SOLICITATION NUMBER<br>FLSBCLERK22-0004           | 6. SOLICITATION ISSUE DATE<br>09/15/2022                 |
| 7. FOR INFORMATION CALL:  | a. NAME<br>Melissa Long |                 | b. TELEPHONE NUMBER (No collect calls)<br>3055235642 | 8. OFFER DUE DATE / LOCAL TIME<br>09/23/2022<br>10:00:00 |

|   |      |        |     |          |
|---|------|--------|-----|----------|
| 9. ISSUED BY<br>U.S. District Court Procurement Services<br>Wilkie D. Ferguson, Jr. U.S. Courthouse<br>400 N. Miami Ave<br>Mail Room - Procurement<br>Miami, FL 33128 | CODE | FLS_DC | 10. | NOT USED |
|---|------|--------|-----|----------|

|  |                    |     |  |
|--|--------------------|-----|--|
| 11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED<br><input type="checkbox"/> SEE SCHEDULE | 12. DISCOUNT TERMS | 13. | 14. METHOD OF SOLICITATION<br><input checked="" type="checkbox"/> RFQ <input type="checkbox"/> RFP |
|--|--------------------|-----|--|

|  |      |         |   |      |
|--|------|---------|---|------|
| 15. DELIVER TO<br>U.S. Bankruptcy Court Procurement Services<br>C. Clyde Atkins U.S. Courthouse<br>301 N. Miami Ave<br>Room 396<br>Miami, FL 33128 | CODE | FLS_BCA | 16. ADMINISTERED BY (if other than Block 9) | CODE |
|--|------|---------|---|------|

|                         |      |               |  |      |         |
|-------------------------|------|---------------|--|------|---------|
| 17a. CONTRACTOR/OFFEROR | CODE | FACILITY CODE | 18a. PAYMENT WILL BE MADE BY<br>U.S. Bankruptcy Court Procurement Services<br>C. Clyde Atkins U.S. Courthouse<br>301 N. Miami Ave<br>Room 396<br>Miami, FL 33128 | CODE | FLS_BCA |
|-------------------------|------|---------------|--|------|---------|

Telephone No.

|  |   |
|--|---|
| <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"/> |
|--|---|

| 19. ITEM NO. | 20. SCHEDULE OF SUPPLIES/SERVICES<br><small>(Use Reverse and/or Attach Additional Sheets as Necessary)</small> | 21. QUANTITY | 22. UNIT | 23. UNIT PRICE | 24. AMOUNT |
|--------------|--|--------------|----------|----------------|------------|
| 0001         | Chambers Painting See Statement of Work  | 1.000000     | Job      |                |            |

|  |   |
|--|---|
| 25. ACCOUNTING AND APPROPRIATION DATA<br>2022-092000-B11FLSC-B11FLSC-2510-FLS-2022 | 26. TOTAL AWARD AMOUNT (For Govt. Use Only) |
|--|---|

27. Applicable terms and conditions are as stated in the continuation pages.

|   |   |
|---|---|
| <input checked="" type="checkbox"/> 28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN <u>1</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 THE CONTRACTING OFFICER (TYPE OR PRINT)             | 31c. DATE SIGNED |

AUTHORIZED FOR LOCAL REPRODUCTION  
PREVIOUS EDITION IS NOT USABLE

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

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 |
|--|-----------|---|

|  |   |
|--|---|
| 32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE | 32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE |
|  | 32g. E-MAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE           |

|  |                    |                                 |  |                  |
|--|--------------------|---------------------------------|--|------------------|
| 33. SHIP NUMBER<br><input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL | 34. VOUCHER NUMBER | 35. AMOUNT VERIFIED CORRECT FOR | 36. PAYMENT<br><input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL | 37. CHECK NUMBER |
|--|--------------------|---------------------------------|--|------------------|

|                        |                        |             |
|------------------------|------------------------|-------------|
| 38. S/R ACCOUNT NUMBER | 39. S/R VOUCHER NUMBER | 40. PAID BY |
|------------------------|------------------------|-------------|

|   |                                   |                                      |
|---|-----------------------------------|--------------------------------------|
| 41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT | 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> )  |

## Descriptions/Specifications/Statement of Work

SO1 Introduction

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### RFQ Number/Name: BPR2022/0004 – USBC MIA LMI Chambers Painting

Request Date: September 15, 2022

#### Introduction

The U.S. Bankruptcy Court, Southern District of Florida, is seeking a contractor for painting in the C. Clyde Atkins U.S. Courthouse 301 N. Miami Ave Miami, FL 33128

Please submit names to the COR for the Site Visit no later than, September 16, 2022, by 10:00am.

**Site Visit:** Wednesday, September 21, 2022, at 9:00am

**Questions Due Date:** Thursday, September 22, 2022, at 10:00am

**Proposal Due Date:** Friday, September 23, 2022, at 10:00am

**Delivery Schedule:** TBD

Questions: Vendors must submit all questions in writing to the Contracting Officer via email. Answers to all questions submitted will be provided in writing to all vendors on the bidder's list for this acquisition.

This is a request for **Open Market pricing**. A **firm-fixed price** award will be made from this RFQ based on the **lowest priced, technically acceptable** (LPTA) offer.

The Contracting Officer (CO): Melissa Long Phone: (305) 523-5642

Email: melissa\_long@flsd.uscourts.gov

The Contracting Officer's Representative (COR): Andrew Abreu

(305)714-1837

Email: andrew\_abreu@flsb.uscourts.gov

SOW Statement of Work

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The U.S. Bankruptcy Court, Southern District of Florida, is seeking a contractor for patching damaged walls and re-painting in the C. Clyde Atkins U.S. Courthouse 301 N. Miami Ave Miami, FL 33128. All the work shall comply with the U.S. Courts Design Guide, GSA facilities standards P100, and the latest requirements of the State or local Environmental Codes, National Fire Protection Association, the National Electrical Code and the most restrictive of all applicable Federal, State and/or local Codes.

#### 1.1 Site work/General

1. All personnel on site will be subject to a security background check as per USMS and GSA.
2. All personnel on site will be subject to a temperature screening, required to wear a mask, and must produce a COVID vaccine card or negative COVID test. No gaiter's, bandanas, or masks with a vent are authorized.
3. Protect all existing construction, equipment, surfaces, and areas that could be affected by this new construction, including but not limited to wall, ceiling, floor finishes, millwork, and any other court property.
4. Any damage done by the contractor to the existing construction, furniture, equipment and/or finishes will be repaired by the contractor at no cost to the government.
5. Entire work area including furniture and equipment shall be thoroughly vacuumed and dusted after each day of work until work is complete.
6. Site is to be kept clean daily. Debris removal is to be coordinated with the U.S. Marshal's Service and GSA. Dumpsters are not allowed to remain overnight at the courthouse. If a dumpster is required it must be delivered, filled, and removed from the premises on the same day between 8:00 am and 5:00 pm. This

must be coordinated with the U.S. Marshal's Service.

7. Deliveries of supplies and materials to the site need to be coordinated with the U.S. Marshal's Service and GSA a minimum of 72 hours in advance of receipt. The name of the company as well as vehicle and driver information will be required for all deliveries.
8. All work will be conducted during regular business hours between the hours of 9:00 A.M. and 5:00 P.M. Monday through Friday except for federal holidays. The installation schedule shall be coordinated with the U.S. Bankruptcy Court.
9. Contractor to provide a plan that will demonstrate a time frame for project start through completion. Contractor will complete work within a maximum of two days from start to finish. Contractor will dedicate a group to complete the project within this time frame.
10. Any work that is disruptive to the court's operation will need to be performed during off hours or scheduled with management to not disrupt. Be advised that there may be active trials in session at other areas or floors in the building that may be affected by the work and should be scheduled in advance.
11. Contractor's general liability insurance policy shall specify GSA as the insured party.
12. Contractor to provide samples for options to the U.S. District Court for selection at start of project. **Start of project (meeting with schedule plan and samples) will commence on or before September 30, 2022.**

## 1.2 Demolition

1. Move furniture away from walls. Remove pictures. Items will be placed back after painting is complete.
2. Remove any screws/nails from wall. Patch any holes in the walls.

## 1.3 Paint

1. All walls, door frames, and molding identified on the floor plan shall be patched as required and painted with two coats of satin latex paint (no primer required on previously painted surfaces). Painted surfaces to have a smooth, even finish. Color(s) to be selected by U.S. Bankruptcy Court. All paint used shall be zero VOC emissions latex paint.

## Applicable Clauses

CT-4 Judiciary Open Market Clauses (Services) NOV 2014

This award incorporates the following Judiciary clauses:

1. Clause B-5, Clauses Incorporated by Reference (SEP 2010) (DEVIATION)

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 address: <http://www.uscourts.gov/procurement.aspx>. The following clauses apply as indicated:

| No.                | Title   | Date     |
|--------------------|---|----------|
| [ X ] Clause 3-3   | Provisions, Clauses, Terms and Conditions - Small Purchases   | JUN 2014 |
| [ ] Clause 3-175   | Fair Labor Standards Act and Service Contract Act – Price Adjustment<br>Multiple Year and Option Contracts  | JUN 2012 |
| [ X ] Clause 3-300 | Registration in the System for Award Management (SAM)   | APR 2013 |
| [ X ] Clause 3-305 | Payment by Electronic Funds Transfer – System for Award Management<br>(SAM) Registration  | APR 2013 |
| [ X ] Clause 3-310 | Payment by Electronic Funds Transfer – Other Than System for Award<br>Management (SAM) Registration<br>(applies only if Clauses 3-300 and 3-305 do not apply) | APR 2013 |
| [X ] Clause 6-20   | Insurance – Work on or Within a Judiciary Facility  | APR 2011 |
| [ ] Clause 7-55    | Contractor Use of Judiciary Networks  | JUN 2014 |

[X ] Clause 7-65 Protection of Judiciary Buildings, Equipment and Vegetation  
 [ ] Clause 7-115 Availability of Funds

APR 2013  
 JAN 2003

2. The following full text clauses apply if indicated:

\_\_\_\_ Clause 2-90C, Option to Extend Services (APR 2013)

The judiciary 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 no later than \_\_\_\_ calendar days prior to the contract's current expiration date *[insert the period of time within which the contracting officer may exercise the option]*.

(END)

\_\_\_\_ Clause 2-90D Option to Extend the Term of the Contract (APR 2013)

(a) The judiciary may extend the term of this contract by written notice to the contractor no later than \_\_\_\_ calendar days prior to the contract's current expiration date *[insert the period of time within which the contracting officer may exercise the option]*; provided that the judiciary gives the contractor a preliminary written notice of its intent to extend at least \_\_\_\_ calendar days [60 days unless a different number of days is inserted] before the contract expires. The preliminary notice does not commit the judiciary to an extension.

(b) If the judiciary 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 \_\_\_\_\_ *(months) (years)*.

(END)

#### J01 List of Attachments

1. Wage Determination No.: 2015-4543. Revision No.: 22. Date of Last Revision: 06/27/2022.
2. Floor Plan

#### **Instructions to Offerors or Respondents**

#### B-1 Solicitation Provisions Incorporated by Reference

OCT 2010

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 address:

<http://www.uscourts.gov/procurement.aspx>.

(END)

#### 4-1 Type of Contract

JAN 2003

The judiciary plans to award a firm fixed price - lowest price, technically acceptable type of contract under this solicitation, and all offers shall be submitted on this basis. Alternate offers based on other contract types will not be considered.

(END)

2-70 Site Visit

JAN 2003

Offerors or quoters are urged and expected to inspect the site where services are to be performed and to satisfy themselves regarding all general and local conditions that may affect the cost of contract performance, to the extent that the information is reasonably obtainable. In no event will failure to inspect the site constitute grounds for a claim after contract award.

(END)

|   |  |
|---|--|
| <p>"REGISTER OF WAGE DETERMINATIONS UNDER<br/>THE SERVICE CONTRACT ACT<br/>By direction of the Secretary of Labor</p> | <p>U.S. DEPARTMENT OF LABOR<br/>EMPLOYMENT STANDARDS ADMINISTRATION<br/>WAGE AND HOUR DIVISION<br/>WASHINGTON D.C. 20210</p> |
| <p>Daniel W. Simms<br/>Director</p>   | <p>Division of<br/>Wage Determinations</p>   |
| <p>Wage Determination No.: 2015-4543<br/>Revision No.: 22<br/>Date Of Last Revision: 06/27/2022</p>                   |  |

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.

|   |  |
|---|--|
| <p> If the contract is entered into on or<br/> after January 30 2022 or the<br/> contract is renewed or extended (e.g.<br/> an option is exercised) on or after<br/> January 30 2022:</p> | <p> With certain exceptions Executive Order<br/> 14026 applies to the contract.<br/> The contractor must pay all covered workers<br/> at least \$15.00 per hour (or the applicable<br/> wage rate listed on this wage determination<br/> if it is higher) for all hours spent<br/> performing on the contract in 2022.</p> |
| <p> If the contract is entered into on or<br/> after January 30 2022 or the<br/> 2022 and the contract is not renewed<br/> or extended on or after January 30<br/> 2022:</p>              | <p> With certain exceptions Executive Order<br/> 13658 applies to the contract.<br/> The contractor must pay all covered workers<br/> at least \$11.25 per hour (or the applicable<br/> wage rate listed on this wage determination<br/> if it is higher) for all hours spent<br/> performing on the contract in 2022.</p> |

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Florida

Area: Florida County of Dade

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

| OCCUPATION CODE - TITLE                                 | FOOTNOTE | RATE     |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations |          |          |
| 01011 - Accounting Clerk I                              |          | 15.84    |
| 01012 - Accounting Clerk II                             |          | 17.79    |
| 01013 - Accounting Clerk III                            |          | 19.89    |
| 01020 - Administrative Assistant                        |          | 28.29    |
| 01035 - Court Reporter                                  |          | 19.31    |
| 01041 - Customer Service Representative I               |          | 14.30*** |
| 01042 - Customer Service Representative II              |          | 15.60    |
| 01043 - Customer Service Representative III             |          | 17.51    |
| 01051 - Data Entry Operator I                           |          | 14.62*** |
| 01052 - Data Entry Operator II                          |          | 15.95    |
| 01060 - Dispatcher Motor Vehicle                        |          | 18.13    |

|       |  |          |
|-------|--|----------|
| 01070 | - Document Preparation Clerk                   | 16.46    |
| 01090 | - Duplicating Machine Operator                 | 16.46    |
| 01111 | - General Clerk I                              | 14.69*** |
| 01112 | - General Clerk II                             | 16.03    |
| 01113 | - General Clerk III                            | 18.01    |
| 01120 | - Housing Referral Assistant                   | 22.61    |
| 01141 | - Messenger Courier                            | 14.99*** |
| 01191 | - Order Clerk I                                | 15.11    |
| 01192 | - Order Clerk II                               | 16.49    |
| 01261 | - Personnel Assistant (Employment) I           | 18.35    |
| 01262 | - Personnel Assistant (Employment) II          | 20.53    |
| 01263 | - Personnel Assistant (Employment) III         | 22.89    |
| 01270 | - Production Control Clerk                     | 22.58    |
| 01290 | - Rental Clerk                                 | 14.93*** |
| 01300 | - Scheduler Maintenance                        | 18.13    |
| 01311 | - Secretary I                                  | 18.13    |
| 01312 | - Secretary II                                 | 20.28    |
| 01313 | - Secretary III                                | 22.61    |
| 01320 | - Service Order Dispatcher                     | 16.21    |
| 01410 | - Supply Technician                            | 28.29    |
| 01420 | - Survey Worker                                | 20.30    |
| 01460 | - Switchboard Operator/Receptionist            | 14.49*** |
| 01531 | - Travel Clerk I                               | 18.34    |
| 01532 | - Travel Clerk II                              | 19.93    |
| 01533 | - Travel Clerk III                             | 21.35    |
| 01611 | - Word Processor I                             | 16.42    |
| 01612 | - Word Processor II                            | 18.43    |
| 01613 | - Word Processor III                           | 20.62    |
| 05000 | - Automotive Service Occupations               |          |
| 05005 | - Automobile Body Repairer Fiberglass          | 22.53    |
| 05010 | - Automotive Electrician                       | 20.92    |
| 05040 | - Automotive Glass Installer                   | 19.52    |
| 05070 | - Automotive Worker                            | 19.52    |
| 05110 | - Mobile Equipment Servicer                    | 16.52    |
| 05130 | - Motor Equipment Metal Mechanic               | 22.31    |
| 05160 | - Motor Equipment Metal Worker                 | 19.52    |
| 05190 | - Motor Vehicle Mechanic                       | 22.31    |
| 05220 | - Motor Vehicle Mechanic Helper                | 15.00    |
| 05250 | - Motor Vehicle Upholstery Worker              | 18.07    |
| 05280 | - Motor Vehicle Wrecker                        | 19.52    |
| 05310 | - Painter Automotive                           | 20.92    |
| 05340 | - Radiator Repair Specialist                   | 19.52    |
| 05370 | - Tire Repairer                                | 15.15    |
| 05400 | - Transmission Repair Specialist               | 22.31    |
| 07000 | - Food Preparation And Service Occupations     |          |
| 07010 | - Baker  | 14.25*** |
| 07041 | - Cook I                                       | 13.85*** |
| 07042 | - Cook II                                      | 16.37    |
| 07070 | - Dishwasher                                   | 11.49*** |
| 07130 | - Food Service Worker                          | 14.16*** |
| 07210 | - Meat Cutter                                  | 18.08    |
| 07260 | - Waiter/Waitress                              | 11.37*** |
| 09000 | - Furniture Maintenance And Repair Occupations |          |
| 09010 | - Electrostatic Spray Painter                  | 18.13    |
| 09040 | - Furniture Handler                            | 10.14*** |
| 09080 | - Furniture Refinisher                         | 17.99    |
| 09090 | - Furniture Refinisher Helper                  | 13.34*** |
| 09110 | - Furniture Repairer Minor                     | 15.57    |
| 09130 | - Upholsterer                                  | 18.77    |
| 11000 | - General Services And Support Occupations     |          |

|  |          |
|--|----------|
| 11030 - Cleaner Vehicles                                     | 13.39*** |
| 11060 - Elevator Operator                                    | 11.83*** |
| 11090 - Gardener   | 20.13    |
| 11122 - Housekeeping Aide                                    | 11.83*** |
| 11150 - Janitor  | 11.83*** |
| 11210 - Laborer Grounds Maintenance                          | 14.49*** |
| 11240 - Maid or Houseman                                     | 12.56*** |
| 11260 - Pruner   | 12.63*** |
| 11270 - Tractor Operator                                     | 18.28    |
| 11330 - Trail Maintenance Worker                             | 14.49*** |
| 11360 - Window Cleaner                                       | 13.57*** |
| 12000 - Health Occupations                                   |          |
| 12010 - Ambulance Driver                                     | 16.87    |
| 12011 - Breath Alcohol Technician                            | 20.79    |
| 12012 - Certified Occupational Therapist Assistant           | 32.71    |
| 12015 - Certified Physical Therapist Assistant               | 30.26    |
| 12020 - Dental Assistant                                     | 19.16    |
| 12025 - Dental Hygienist                                     | 37.45    |
| 12030 - EKG Technician                                       | 23.82    |
| 12035 - Electroneurodiagnostic Technologist                  | 23.82    |
| 12040 - Emergency Medical Technician                         | 16.87    |
| 12071 - Licensed Practical Nurse I                           | 18.59    |
| 12072 - Licensed Practical Nurse II                          | 20.79    |
| 12073 - Licensed Practical Nurse III                         | 23.17    |
| 12100 - Medical Assistant                                    | 17.97    |
| 12130 - Medical Laboratory Technician                        | 25.82    |
| 12160 - Medical Record Clerk                                 | 17.42    |
| 12190 - Medical Record Technician                            | 20.47    |
| 12195 - Medical Transcriptionist                             | 17.92    |
| 12210 - Nuclear Medicine Technologist                        | 37.86    |
| 12221 - Nursing Assistant I                                  | 12.52*** |
| 12222 - Nursing Assistant II                                 | 14.07*** |
| 12223 - Nursing Assistant III                                | 15.35    |
| 12224 - Nursing Assistant IV                                 | 17.23    |
| 12235 - Optical Dispenser                                    | 20.85    |
| 12236 - Optical Technician                                   | 15.24    |
| 12250 - Pharmacy Technician                                  | 17.78    |
| 12280 - Phlebotomist   | 17.48    |
| 12305 - Radiologic Technologist                              | 29.50    |
| 12311 - Registered Nurse I                                   | 26.32    |
| 12312 - Registered Nurse II                                  | 31.00    |
| 12313 - Registered Nurse II Specialist                       | 31.00    |
| 12314 - Registered Nurse III                                 | 37.51    |
| 12315 - Registered Nurse III Anesthetist                     | 37.51    |
| 12316 - Registered Nurse IV                                  | 44.95    |
| 12317 - Scheduler (Drug and Alcohol Testing)                 | 25.76    |
| 12320 - Substance Abuse Treatment Counselor                  | 28.72    |
| 13000 - Information And Arts Occupations                     |          |
| 13011 - Exhibits Specialist I                                | 21.30    |
| 13012 - Exhibits Specialist II                               | 26.39    |
| 13013 - Exhibits Specialist III                              | 32.28    |
| 13041 - Illustrator I  | 22.97    |
| 13042 - Illustrator II                                       | 28.47    |
| 13043 - Illustrator III                                      | 34.82    |
| 13047 - Librarian  | 31.86    |
| 13050 - Library Aide/Clerk                                   | 14.18*** |
| 13054 - Library Information Technology Systems Administrator | 28.75    |
| 13058 - Library Technician                                   | 18.27    |
| 13061 - Media Specialist I                                   | 19.77    |

|       |   |               |
|-------|---|---------------|
| 13062 | - Media Specialist II                                   | 22.28         |
| 13063 | - Media Specialist III                                  | 24.85         |
| 13071 | - Photographer I  | 17.44         |
| 13072 | - Photographer II                                       | 19.52         |
| 13073 | - Photographer III                                      | 24.18         |
| 13074 | - Photographer IV                                       | 29.57         |
| 13075 | - Photographer V  | 35.78         |
| 13090 | - Technical Order Library Clerk                         | 17.80         |
| 13110 | - Video Teleconference Technician                       | 23.32         |
| 14000 | - Information Technology Occupations                    |               |
| 14041 | - Computer Operator I                                   | 19.14         |
| 14042 | - Computer Operator II                                  | 21.41         |
| 14043 | - Computer Operator III                                 | 23.87         |
| 14044 | - Computer Operator IV                                  | 26.53         |
| 14045 | - Computer Operator V                                   | 29.38         |
| 14071 | - Computer Programmer I                                 | (see 1) 25.60 |
| 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                         | 19.14         |
| 14160 | - Personal Computer Support Technician                  | 26.53         |
| 14170 | - System Support Specialist                             | 29.38         |
| 15000 | - Instructional Occupations                             |               |
| 15010 | - Aircrew Training Devices Instructor (Non-Rated)       | 31.72         |
| 15020 | - Aircrew Training Devices Instructor (Rated)           | 38.37         |
| 15030 | - Air Crew Training Devices Instructor (Pilot)          | 46.00         |
| 15050 | - Computer Based Training Specialist / Instructor       | 31.72         |
| 15060 | - Educational Technologist                              | 30.61         |
| 15070 | - Flight Instructor (Pilot)                             | 46.00         |
| 15080 | - Graphic Artist  | 25.96         |
| 15085 | - Maintenance Test Pilot Fixed Jet/Prop                 | 44.78         |
| 15086 | - Maintenance Test Pilot Rotary Wing                    | 44.78         |
| 15088 | - Non-Maintenance Test/Co-Pilot                         | 44.78         |
| 15090 | - Technical Instructor                                  | 24.91         |
| 15095 | - Technical Instructor/Course Developer                 | 30.47         |
| 15110 | - Test Proctor  | 20.11         |
| 15120 | - Tutor   | 20.11         |
| 16000 | - Laundry Dry-Cleaning Pressing And Related Occupations |               |
| 16010 | - Assembler   | 11.21***      |
| 16030 | - Counter Attendant                                     | 11.21***      |
| 16040 | - Dry Cleaner   | 13.52***      |
| 16070 | - Finisher Flatwork Machine                             | 11.21***      |
| 16090 | - Presser Hand  | 11.21***      |
| 16110 | - Presser Machine Drycleaning                           | 11.21***      |
| 16130 | - Presser Machine Shirts                                | 11.21***      |
| 16160 | - Presser Machine Wearing Apparel Laundry               | 11.21***      |
| 16190 | - Sewing Machine Operator                               | 14.37***      |
| 16220 | - Tailor  | 15.24         |
| 16250 | - Washer Machine  | 11.77***      |
| 19000 | - Machine Tool Operation And Repair Occupations         |               |
| 19010 | - Machine-Tool Operator (Tool Room)                     | 21.19         |
| 19040 | - Tool And Die Maker                                    | 26.95         |
| 21000 | - Materials Handling And Packing Occupations            |               |
| 21020 | - Forklift Operator                                     | 18.41         |
| 21030 | - Material Coordinator                                  | 22.58         |
| 21040 | - Material Expediter                                    | 22.58         |
| 21050 | - Material Handling Laborer                             | 14.43***      |

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| 21071 - Order Filler  | 14.18*** |
| 21080 - Production Line Worker (Food Processing)                              | 18.41    |
| 21110 - Shipping Packer   | 16.71    |
| 21130 - Shipping/Receiving Clerk  | 16.71    |
| 21140 - Store Worker I  | 11.14*** |
| 21150 - Stock Clerk   | 17.02    |
| 21210 - Tools And Parts Attendant   | 18.41    |
| 21410 - Warehouse Specialist  | 18.41    |
| 23000 - Mechanics And Maintenance And Repair Occupations                      |          |
| 23010 - Aerospace Structural Welder   | 34.69    |
| 23019 - Aircraft Logs and Records Technician                                  | 26.42    |
| 23021 - Aircraft Mechanic I   | 32.59    |
| 23022 - Aircraft Mechanic II  | 34.69    |
| 23023 - Aircraft Mechanic III   | 36.75    |
| 23040 - Aircraft Mechanic Helper  | 21.91    |
| 23050 - Aircraft Painter  | 29.23    |
| 23060 - Aircraft Servicer   | 26.42    |
| 23070 - Aircraft Survival Flight Equipment Technician                         | 29.23    |
| 23080 - Aircraft Worker   | 28.58    |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I                      | 28.58    |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II                     | 32.59    |
| 23110 - Appliance Mechanic  | 20.87    |
| 23120 - Bicycle Repairer  | 15.19    |
| 23125 - Cable Splicer   | 29.22    |
| 23130 - Carpenter Maintenance   | 22.42    |
| 23140 - Carpet Layer  | 20.01    |
| 23160 - Electrician Maintenance   | 23.31    |
| 23181 - Electronics Technician Maintenance I                                  | 24.51    |
| 23182 - Electronics Technician Maintenance II                                 | 26.23    |
| 23183 - Electronics Technician Maintenance III                                | 27.97    |
| 23260 - Fabric Worker   | 19.39    |
| 23290 - Fire Alarm System Mechanic  | 22.93    |
| 23310 - Fire Extinguisher Repairer  | 17.76    |
| 23311 - Fuel Distribution System Mechanic                                     | 24.22    |
| 23312 - Fuel Distribution System Operator                                     | 17.93    |
| 23370 - General Maintenance Worker  | 18.11    |
| 23380 - Ground Support Equipment Mechanic                                     | 32.59    |
| 23381 - Ground Support Equipment Servicer                                     | 26.42    |
| 23382 - Ground Support Equipment Worker                                       | 28.58    |
| 23391 - Gunsmith I  | 17.76    |
| 23392 - Gunsmith II   | 20.99    |
| 23393 - Gunsmith III  | 23.98    |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic                     | 22.66    |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 24.11    |
| 23430 - Heavy Equipment Mechanic  | 24.94    |
| 23440 - Heavy Equipment Operator  | 22.76    |
| 23460 - Instrument Mechanic   | 23.98    |
| 23465 - Laboratory/Shelter Mechanic   | 22.49    |
| 23470 - Laborer   | 14.43*** |
| 23510 - Locksmith   | 18.77    |
| 23530 - Machinery Maintenance Mechanic  | 23.69    |
| 23550 - Machinist Maintenance   | 22.95    |
| 23580 - Maintenance Trades Helper   | 15.02    |
| 23591 - Metrology Technician I  | 23.98    |
| 23592 - Metrology Technician II   | 25.51    |
| 23593 - Metrology Technician III  | 27.03    |

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| 23640 - Millwright   | 23.31    |
| 23710 - Office Appliance Repairer                            | 18.50    |
| 23760 - Painter Maintenance                                  | 17.95    |
| 23790 - Pipefitter Maintenance                               | 24.84    |
| 23810 - Plumber Maintenance                                  | 23.29    |
| 23820 - Pneudraulic Systems Mechanic                         | 23.98    |
| 23850 - Rigger   | 24.18    |
| 23870 - Scale Mechanic                                       | 20.99    |
| 23890 - Sheet-Metal Worker Maintenance                       | 22.42    |
| 23910 - Small Engine Mechanic                                | 20.50    |
| 23931 - Telecommunications Mechanic I                        | 30.36    |
| 23932 - Telecommunications Mechanic II                       | 32.31    |
| 23950 - Telephone Lineman                                    | 23.54    |
| 23960 - Welder Combination Maintenance                       | 21.25    |
| 23965 - Well Driller   | 23.72    |
| 23970 - Woodcraft Worker                                     | 23.98    |
| 23980 - Woodworker   | 17.76    |
| 24000 - Personal Needs Occupations                           |          |
| 24550 - Case Manager   | 18.51    |
| 24570 - Child Care Attendant                                 | 12.68*** |
| 24580 - Child Care Center Clerk                              | 16.86    |
| 24610 - Chore Aide   | 11.57*** |
| 24620 - Family Readiness And Support Services<br>Coordinator | 18.51    |
| 24630 - Homemaker  | 18.51    |
| 25000 - Plant And System Operations Occupations              |          |
| 25010 - Boiler Tender  | 31.21    |
| 25040 - Sewage Plant Operator                                | 25.43    |
| 25070 - Stationary Engineer                                  | 31.21    |
| 25190 - Ventilation Equipment Tender                         | 20.98    |
| 25210 - Water Treatment Plant Operator                       | 25.43    |
| 27000 - Protective Service Occupations                       |          |
| 27004 - Alarm Monitor  | 28.78    |
| 27007 - Baggage Inspector                                    | 13.72*** |
| 27008 - Corrections Officer                                  | 27.97    |
| 27010 - Court Security Officer                               | 31.35    |
| 27030 - Detection Dog Handler                                | 18.11    |
| 27040 - Detention Officer                                    | 27.97    |
| 27070 - Firefighter  | 33.91    |
| 27101 - Guard I  | 13.72*** |
| 27102 - Guard II   | 18.11    |
| 27131 - Police Officer I                                     | 33.97    |
| 27132 - Police Officer II                                    | 37.76    |
| 28000 - Recreation Occupations                               |          |
| 28041 - Carnival Equipment Operator                          | 16.17    |
| 28042 - Carnival Equipment Repairer                          | 17.81    |
| 28043 - Carnival Worker                                      | 11.17*** |
| 28210 - Gate Attendant/Gate Tender                           | 17.24    |
| 28310 - Lifeguard  | 17.34    |
| 28350 - Park Attendant (Aide)                                | 19.29    |
| 28510 - Recreation Aide/Health Facility Attendant            | 14.08*** |
| 28515 - Recreation Specialist                                | 23.90    |
| 28630 - Sports Official                                      | 15.36    |
| 28690 - Swimming Pool Operator                               | 21.05    |
| 29000 - Stevedoring/Longshoremen Occupational Services       |          |
| 29010 - Blocker And Bracer                                   | 31.06    |
| 29020 - Hatch Tender   | 31.06    |
| 29030 - Line Handler   | 31.06    |
| 29041 - Stevedore I  | 28.72    |
| 29042 - Stevedore II   | 33.25    |

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| 30000 | - Technical Occupations                                      |               |
| 30010 | - Air Traffic Control Specialist Center (HF0) (see 2)        | 43.96         |
| 30011 | - Air Traffic Control Specialist Station (HF0) (see 2)       | 30.31         |
| 30012 | - Air Traffic Control Specialist Terminal (HF0) (see 2)      | 33.38         |
| 30021 | - Archeological Technician I                                 | 19.73         |
| 30022 | - Archeological Technician II                                | 22.06         |
| 30023 | - Archeological Technician III                               | 27.33         |
| 30030 | - Cartographic Technician                                    | 27.33         |
| 30040 | - Civil Engineering Technician                               | 28.38         |
| 30051 | - Cryogenic Technician I                                     | 29.66         |
| 30052 | - Cryogenic Technician II                                    | 32.77         |
| 30061 | - Drafter/CAD Operator I                                     | 19.73         |
| 30062 | - Drafter/CAD Operator II                                    | 22.06         |
| 30063 | - Drafter/CAD Operator III                                   | 24.59         |
| 30064 | - Drafter/CAD Operator IV                                    | 30.27         |
| 30081 | - Engineering Technician I                                   | 17.93         |
| 30082 | - Engineering Technician II                                  | 21.92         |
| 30083 | - Engineering Technician III                                 | 24.53         |
| 30084 | - Engineering Technician IV                                  | 27.90         |
| 30085 | - Engineering Technician V                                   | 34.13         |
| 30086 | - Engineering Technician VI                                  | 41.29         |
| 30090 | - Environmental Technician                                   | 21.84         |
| 30095 | - Evidence Control Specialist                                | 26.79         |
| 30210 | - Laboratory Technician                                      | 22.08         |
| 30221 | - Latent Fingerprint Technician I                            | 27.22         |
| 30222 | - Latent Fingerprint Technician II                           | 30.07         |
| 30240 | - Mathematical Technician                                    | 28.45         |
| 30361 | - Paralegal/Legal Assistant I                                | 21.78         |
| 30362 | - Paralegal/Legal Assistant II                               | 26.97         |
| 30363 | - Paralegal/Legal Assistant III                              | 32.99         |
| 30364 | - Paralegal/Legal Assistant IV                               | 39.92         |
| 30375 | - Petroleum Supply Specialist                                | 32.77         |
| 30390 | - Photo-Optics Technician                                    | 27.33         |
| 30395 | - Radiation Control Technician                               | 32.77         |
| 30461 | - Technical Writer I   | 26.13         |
| 30462 | - Technical Writer II  | 31.97         |
| 30463 | - Technical Writer III                                       | 38.67         |
| 30491 | - Unexploded Ordnance (UX0) Technician I                     | 27.94         |
| 30492 | - Unexploded Ordnance (UX0) Technician II                    | 33.80         |
| 30493 | - Unexploded Ordnance (UX0) Technician III                   | 40.51         |
| 30494 | - Unexploded (UX0) Safety Escort                             | 27.94         |
| 30495 | - Unexploded (UX0) Sweep Personnel                           | 27.94         |
| 30501 | - Weather Forecaster I                                       | 30.27         |
| 30502 | - Weather Forecaster II                                      | 36.07         |
| 30620 | - Weather Observer Combined Upper Air Or<br>Surface Programs | (see 2) 24.59 |
| 30621 | - Weather Observer Senior                                    | (see 2) 27.33 |
| 31000 | - Transportation/Mobile Equipment Operation Occupations      |               |
| 31010 | - Airplane Pilot   | 33.80         |
| 31020 | - Bus Aide   | 14.32***      |
| 31030 | - Bus Driver   | 22.01         |
| 31043 | - Driver Courier   | 16.41         |
| 31260 | - Parking and Lot Attendant                                  | 11.10***      |
| 31290 | - Shuttle Bus Driver   | 16.45         |
| 31310 | - Taxi Driver  | 14.08***      |
| 31361 | - Truckdriver Light  | 18.10         |
| 31362 | - Truckdriver Medium   | 19.79         |
| 31363 | - Truckdriver Heavy  | 21.22         |
| 31364 | - Truckdriver Tractor-Trailer                                | 21.22         |
| 99000 | - Miscellaneous Occupations                                  |               |

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| 99020 - Cabin Safety Specialist         | 16.48    |
| 99030 - Cashier                         | 11.08*** |
| 99050 - Desk Clerk                      | 13.82*** |
| 99095 - Embalmer                        | 24.52    |
| 99130 - Flight Follower                 | 27.94    |
| 99251 - Laboratory Animal Caretaker I   | 14.40*** |
| 99252 - Laboratory Animal Caretaker II  | 15.86    |
| 99260 - Marketing Analyst               | 29.95    |
| 99310 - Mortician                       | 29.67    |
| 99410 - Pest Controller                 | 17.70    |
| 99510 - Photofinishing Worker           | 16.47    |
| 99710 - Recycling Laborer               | 26.36    |
| 99711 - Recycling Specialist            | 33.25    |
| 99730 - Refuse Collector                | 22.97    |
| 99810 - Sales Clerk                     | 13.63*** |
| 99820 - School Crossing Guard           | 14.95*** |
| 99830 - Survey Party Chief              | 22.64    |
| 99831 - Surveying Aide                  | 12.33*** |
| 99832 - Surveying Technician            | 20.21    |
| 99840 - Vending Machine Attendant       | 14.14*** |
| 99841 - Vending Machine Repairer        | 18.35    |
| 99842 - Vending Machine Repairer Helper | 14.14*** |

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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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 E0 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 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**

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))."