

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, & 30				1. REQUISITION NUMBER 1160649		PAGE OF 1 7	
2. CONTRACT NO.		3. AWARD/ EFFECTIVE DATE	4. ORDER NUMBER 1240LR26P0019		5. SOLICITATION NUMBER 1240LR26Q0012		6. SOLICITATION ISSUE DATE 04/01/2026
7. FOR SOLICITATION INFORMATION CALL:		a. NAME ADAM KOEPKE		b. TELEPHONE NUMBER (No collect calls) 208-949-8864		8. OFFER DUE DATE/LOCAL TIME MT	
9. ISSUED BY USDA FOREST SERVICE REGION 4 UTAH ACQ SUPPORT CTR 1749 W 500 S SALT LAKE CITY UT 84104				10. THIS ACQUISITION IS ☒ SMALL BUSINESS ☐ HUBZONE SMALL BUSINESS ☐ SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESS (SDVOSB) ☐ UNRESTRICTED OR ☐ WOMEN-OWNED SMALL BUSINESS (WOSB) ☐ ECONOMICALLY DISADVANTAGED WOMEN-OWNED SMALL BUSINESS (EDWOSB) ☐ 8(A)		☒ SET ASIDE: 100.00 % FOR: NORTH AMERICAN INDUSTRY CLASSIFICATION STANDARD (NAICS): 561720 SIZE STANDARD: \$22	
11. DELIVERY FOR FREE ON BOARD (FOB) DESTINATION UNLESS BLOCK IS MARKED ☐ SEE SCHEDULE		12. DISCOUNT TERMS		13a. THIS CONTRACT IS A RATED ☐ ORDER UNDER THE DEFENSE PRIORITIES AND ALLOCATIONS SYSTEM - DPAS (15 CFR 700)		13b. RATING 14. METHOD OF SOLICITATION ☒ REQUEST FOR QUOTE (RFQ) ☐ INVITATION FOR BID (IFB) ☐ REQUEST FOR PROPOSAL (RFP)	
15. DELIVER TO USDA FOREST SERVICE HUMBOLT-TOIYABE NATIONAL FOREST 1200 FRANSLIN WAY SPARKS NV 89431		16. ADMINISTERED BY USDA FOREST SERVICE REGION 4 UTAH ACQ SUPPORT CTR 1749 W 500 S SALT LAKE CITY UT 84104		17a. CONTRACTOR/ OFFEROR J L ATTN JESSICA WILLIAMS 12955 THUNDERBOLT DRIVE RENO NV 89511-7711		18a. PAYMENT WILL BE MADE BY INVOICE PROCESSING PLATFORM IPP ALL INVOICES MUST BE SUBMITTED ELECTRONICALLY THROUGH THE INVOICE PROCESSING PLATFORM IPP VIA WWW IPP GOV	
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 ☐ SEE ADDENDUM			
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES			21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
0001	UEI: P441RBEYGCE4 Period of Performance: 06/08/2026 to 06/07/2031 Humboldt-Toiyabe National Forest Custodial Contract - Base Regular Monthly Service 5 days a week Janitorial per Technical Specs Contract Type: FIRM-FIXED-PRICE Product/Service Code: S201 Product/Service Description: HOUSEKEEPING-CUSTODIAL JANITORIAL Continued ... (Use Reverse and/or Attach Additional Sheets as Necessary)			12	MO	2,500.00	30,000.00
25. ACCOUNTING AND APPROPRIATION DATA See schedule						26. TOTAL AWARD AMOUNT (For Government Use Only) \$35,400.00	
☐ 27a. SOLICITATION INCORPORATES BY REFERENCE (FEDERAL ACQUISITION REGULATION) FAR 52.212-1, 52.212-4. FAR 52.212-3 ARE ARE NOT ATTACHED. ☒ 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED. ADDENDA ARE ARE NOT ATTACHED.							
☒ 28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN 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.				☐ 29. AWARD OF CONTRACT: REFERENCE OFFER DATED . YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS			
30a. SIGNATURE OF OFFEROR/CONTRACTOR				31a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER)			
30b. NAME AND TITLE OF SIGNER (Type or print)		30c. DATE SIGNED		31b. NAME OF CONTRACTING OFFICER (Type or print)		31c. DATE SIGNED	
				ADAM M. KOEPKE		06/10/2026	

19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	Delivery: 06/07/2027 Accounting Info: FMMI Account: FS00.0417FSOS1725 BOC: 2511 Funded: \$30,000.00 Period of Performance: 06/08/2026 to 06/07/2027				
0002	HTNF SO Janitorial Services Bi-Monthly Services per Technical Specs Contract Type: FIRM-FIXED-PRICE Product/Service Code: S201 Product/Service Description: HOUSEKEEPING- CUSTODIAL JANITORIAL Delivery: 06/07/2027 Accounting Info: FMMI Account: FS00.0417FSOS1725 BOC: 2511 Funded: \$1,800.00 Period of Performance: 06/08/2026 to 06/07/2027	6	EA	300.00	1,800.00
0003	HTNF Supervisor's Office Semi-Annual Window/Fixture Cleaning Contract Type: FIRM-FIXED-PRICE Product/Service Code: S201 Product/Service Description: HOUSEKEEPING- CUSTODIAL JANITORIAL Delivery: 06/07/2027 Accounting Info: Continued ...	2	EA	300.00	600.00

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	34. VOUCHER NUMBER	35. AMOUNT VERIFIED CORRECT FOR	36. PAYMENT	37. CHECK NUMBER
☐ PARTIAL ☐ FINAL			☐ COMPLETE ☐ PARTIAL ☐ 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			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 (YY/MM/DD)	42d. TOTAL CONTAINERS

NAME OF OFFEROR OR CONTRACTOR

J L

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	FMMI Account: FS00.0417FSOS1725 BOC: 2511 Funded: \$600.00 Period of Performance: 06/08/2026 to 06/07/2027				
0004	HTNF Supervisor's Office Semi-Annual Restorative Floor Cleaning + Waxing Contract Type: FIRM-FIXED-PRICE Product/Service Code: S201 Product/Service Description: HOUSEKEEPING- CUSTODIAL JANITORIAL Delivery: 06/07/2027 Accounting Info: FMMI Account: FS00.0417FSOS1725 BOC: 2511 Funded: \$3,000.00 Period of Performance: 06/08/2026 to 06/07/2027	2	EA	1,500.00	3,000.00
1001	HTNF Supervisor's Office Option Year 1 Regular Monthly Service 5 days a week Janitorial per Technical Specs Contract Type: FIRM-FIXED-PRICE Amount: \$30,900.00 (Option Line Item) Product/Service Code: S201 Product/Service Description: HOUSEKEEPING- CUSTODIAL JANITORIAL Delivery: 06/07/2028 Period of Performance: 06/08/2027 to 06/07/2028	12	EA	2,575.00	30,900.00
1002	HTNF Supervisor's Office Janitorial Option year 1 Bi-monthly services performed per technical specs in Item B Contract Type: FIRM-FIXED-PRICE Amount: \$1,800.00 (Option Line Item) Product/Service Code: S201 Product/Service Description: HOUSEKEEPING- CUSTODIAL JANITORIAL Delivery: 06/07/2028 Period of Performance: 06/08/2027 to 06/07/2028	6	EA	300.00	1,800.00
1003	HTNF Supervisor's Office Janitorial Option year 1 Semi-Annual Window/Fixture Cleaning Contract Type: FIRM-FIXED-PRICE Amount: \$600.00 (Option Line Item) Product/Service Code: S201 Product/Service Description: HOUSEKEEPING- Continued ...	2	EA	300.00	600.00

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	CUSTODIAL JANITORIAL Delivery: 06/07/2028 Period of Performance: 06/08/2027 to 06/07/2028				
1004	HTNF Supervisor's Office Option year 1 Semi-Annual Restorative Floor Cleaning + Waxing Contract Type: FIRM-FIXED-PRICE Amount: \$3,000.00 (Option Line Item) Product/Service Code: S201 Product/Service Description: HOUSEKEEPING-CUSTODIAL JANITORIAL Delivery: 06/07/2028 Period of Performance: 06/08/2027 to 06/07/2028	2	EA	1,500.00	3,000.00
2001	HTNF Supervisor's Office Janitorial Option Year 2 Regular Monthly Service 5 days/week Contract Type: FIRM-FIXED-PRICE Amount: \$31,800.00 (Option Line Item) Product/Service Code: S201 Product/Service Description: HOUSEKEEPING-CUSTODIAL JANITORIAL Delivery: 06/07/2029 Period of Performance: 06/08/2028 to 06/07/2029	12	EA	2,650.00	31,800.00
2002	HTNF Supervisor's Office Janitorial Option year 2 Bi-Monthly Services per Item B of Technical Specs Contract Type: FIRM-FIXED-PRICE Amount: \$1,800.00 (Option Line Item) Product/Service Code: S201 Product/Service Description: HOUSEKEEPING-CUSTODIAL JANITORIAL Delivery: 06/07/2029 Period of Performance: 06/08/2028 to 06/07/2029	6	EA	300.00	1,800.00
2003	Humboldt-Toiyabe National Forest Custodial Contract - Option Year 2 Semi-Annual Window/Fixture Cleaning Contract Type: FIRM-FIXED-PRICE Amount: \$600.00 (Option Line Item) Product/Service Code: S201 Product/Service Description: HOUSEKEEPING-CUSTODIAL JANITORIAL Continued ...	2	EA	300.00	600.00

NAME OF OFFEROR OR CONTRACTOR

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Delivery: 06/07/2029 Accounting Info: FMMI Account: FS00.0417FSOS1725 BOC: 2511 Funded: \$0.00 Period of Performance: 06/08/2028 to 06/07/2029				
2004	HTNF Supervisor's Office Option year 2 Semi-Annual Restorative Floor Cleaning + Waxing Contract Type: FIRM-FIXED-PRICE Amount: \$3,000.00 (Option Line Item) Product/Service Code: S201 Product/Service Description: HOUSEKEEPING-CUSTODIAL JANITORIAL Delivery: 06/07/2029 Period of Performance: 06/08/2028 to 06/07/2029	2	EA	1,500.00	3,000.00
3001	HTNF Supervisor's Office Janitorial Option Year 2 Regular Monthly Service 5 days/week Contract Type: FIRM-FIXED-PRICE Amount: \$32,700.00 (Option Line Item) Product/Service Code: S201 Product/Service Description: HOUSEKEEPING-CUSTODIAL JANITORIAL Delivery: 06/07/2030 Period of Performance: 06/08/2029 to 06/07/2030	12	EA	2,725.00	32,700.00
3002	HTNF Supervisor's Office Janitorial Option Year 3 Bi-Monthly services per Item B in Technical Specs Contract Type: FIRM-FIXED-PRICE Amount: \$1,800.00 (Option Line Item) Product/Service Code: S201 Product/Service Description: HOUSEKEEPING-CUSTODIAL JANITORIAL Delivery: 06/07/2030 Period of Performance: 06/08/2029 to 06/07/2030	6	EA	300.00	1,800.00
3003	HTNF Supervisor's Office Janitorial Option Year 3 Semi-Annual Window/Fixture Cleaning Contract Type: FIRM-FIXED-PRICE Amount: \$600.00 (Option Line Item) Product/Service Code: S201 Product/Service Description: HOUSEKEEPING-CUSTODIAL JANITORIAL Continued ...	2	EA	300.00	600.00

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
1240LR26P0019PAGE OF
6 7

NAME OF OFFEROR OR CONTRACTOR

J L

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
3004	Delivery: 06/07/2030 Period of Performance: 06/08/2029 to 06/07/2030 HTNF Supervisor's Office Janitorial Option Year 3 Semi-Annual Restorative Floor Cleaning + Waxing Contract Type: FIRM-FIXED-PRICE Amount: \$3,000.00 (Option Line Item) Product/Service Code: S201 Product/Service Description: HOUSEKEEPING-CUSTODIAL JANITORIAL Delivery: 06/07/2030 Period of Performance: 06/08/2029 to 06/07/2030	2	EA	1,500.00	3,000.00
4001	HTNF Supervisor's Office Janitorial Option Year 4 Regular Monthly Service 5 days/week Contract Type: FIRM-FIXED-PRICE Amount: \$33,600.00 (Option Line Item) Product/Service Code: S201 Product/Service Description: HOUSEKEEPING-CUSTODIAL JANITORIAL Delivery: 06/07/2031 Period of Performance: 06/08/2030 to 06/07/2031	12	EA	2,800.00	33,600.00
4002	HTNF Supervisor's Office Janitorial Option Year 4 Bi-Monthly services per Item B of the Technical Specs Contract Type: FIRM-FIXED-PRICE Amount: \$1,800.00 (Option Line Item) Product/Service Code: S201 Product/Service Description: HOUSEKEEPING-CUSTODIAL JANITORIAL Delivery: 06/07/2031 Period of Performance: 06/08/2030 to 06/07/2031	6	EA	300.00	1,800.00
4003	HTNF Supervisor's Office Janitorial Option Year 4 Semi-Annual Window/Fixture Cleaning Contract Type: FIRM-FIXED-PRICE Amount: \$600.00 (Option Line Item) Product/Service Code: S201 Product/Service Description: HOUSEKEEPING-CUSTODIAL JANITORIAL Delivery: 06/07/2031 Period of Performance: 06/08/2030 to 06/07/2031 Continued ...	2	EA	300.00	600.00

NAME OF OFFEROR OR CONTRACTOR

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
4004	HTNF Supervisor's Office Janitorial Option Year 4 Semi-Annual Restorative Floor Cleaning + Waxing Contract Type: FIRM-FIXED-PRICE Amount: \$3,000.00 (Option Line Item) Product/Service Code: S201 Product/Service Description: HOUSEKEEPING-CUSTODIAL JANITORIAL Delivery: 06/07/2031 Period of Performance: 06/08/2030 to 06/07/2031 The total amount of award: \$186,000.00. The obligation for this award is shown in box 26.	2	EA	1,500.00	3,000.00

Item	Description	Estimated Quantity (months)	Unit	Unit Price	Total Amount
	<u>BASE YEAR</u>				
0001 (base)	Regular Monthly Service Monday through Friday (Daily, weekly, monthly) services performed under Item A in the technical specifications	12	Month	\$ 2,500.00	\$ 30,000.00
0002	Bi-Monthly services performed as described in Item B of the Technical Specifications	6	EA	\$ 300.00	\$ 1,800.00
0003	Semi-Annual Window/fixture Cleaning	2	EA	\$ 300.00	\$ 600.00
0004	Semi-Annual Restorative Floor Cleaning + Waxing	2	EA	\$ 1,500.00	\$ 3,000.00
Base Year Subtotal (base only)					\$ 35,400.00

Item	Description	Estimated Quantity (months)	Unit	Unit Price	Total Amount
	<u>OPTION YEAR #1</u>				
1001	Regular Monthly Service Monday through Friday (Daily, weekly, monthly) services performed under Item A in the technical specifications	12	Month	\$ 2,575.00	\$ 30,900.00
1002	Bi-Monthly services performed as described in Item B of the Technical Specifications	6	EA	\$ 300.00	\$ 1,800.00
1003	Semi-Annual Window/fixture Cleaning	2	EA	\$ 300.00	\$ 600.00
1004	Semi-Annual Restorative Floor Cleaning + Waxing	2	EA	\$ 1,500.00	\$ 3,000.00
Option Year # 1 Total					\$ 36,300.00

Item	Description	Estimated Quantity (months)	Unit	Unit Price	Total Amount
	<u>OPTION YEAR #2</u>				
2001	Regular Monthly Service Monday through Friday (Daily, weekly, monthly) services performed under Item A in the technical specifications	12	Month	\$ 2,650.00	\$ 31,800.00
2002	Bi-Monthly services performed as described in Item B of the Technical Specifications	6	EA	\$ 300.00	\$ 1,800.00
2003	Semi-Annual Window/fixture Cleaning	2	EA	\$ 300.00	\$ 600.00
2004	Semi-Annual Restorative Floor Cleaning + Waxing	2	EA	\$ 1,500.00	\$ 3,000.00
Option Year # 2 Total					\$ 37,200.00

Item	Description	Estimated Quantity (months)	Unit	Unit Price	Total Amount
	<u>OPTION YEAR #3</u>				
3001	Regular Monthly Service Monday through Friday (Daily, weekly, monthly) services performed under Item A in the technical specifications	12	Month	\$ 2,725.00	\$ 32,700.00
3002	Bi-Monthly services performed as described in Item B of the Technical Specifications	6	EA	\$ 300.00	\$ 1,800.00
3003	Semi-Annual Window/fixture Cleaning	2	EA	\$ 300.00	\$ 600.00
3004	Semi-Annual Restorative Floor Cleaning + Waxing	2	EA	\$ 1,500.00	\$ 3,000.00
Option Year #3 Total					\$ 38,100.00

Item	Description	Estimated Quantity (months)	Unit	Unit Price	Total Amount
	<u>OPTION YEAR #4</u>				
4001	Regular Monthly Service Monday through Friday (Daily, weekly, monthly) services performed under Item A in the technical specifications	12	Month	\$ 2,800.00	\$ 33,600.00
4002	Bi-Monthly services performed as described in Item B of the Technical Specifications	6	EA	\$ 300.00	\$ 1,800.00
4003	Semi-Annual Window/fixture Cleaning	2	EA	\$ 300.00	\$ 600.00
4004	Semi-Annual Restorative Floor Cleaning + Waxing	2	EA	\$ 1,500.00	\$ 3,000.00
Option Year #4 Total					\$ 39,000.00

Federal Acquisition Regulation (FAR) and United States Department of Aquiculture Acquisition Regulation (AGAR) Clauses and Provisions

The clauses and provisions contained herein are applicable to any order awarded as a result of this solicitation. The terms and conditions set forth herein supersede all other terms and conditions. Acceptance of the order in accordance with (IAW) FAR 12.201-1(b)(2) constitutes acceptance of all terms and conditions contained herein.

As part of the Revolutionary FAR Overhaul (RFO), system updates may lag policy updates. The System for Award Management (SAM) may continue to require entities to complete representations based on provisions that are not included in this solicitation. Contracting officers will rely on representations from offers based on provisions in the solicitation. Entities are not required to, nor are they able to, update their entity registration to remove these representations in SAM.

52.252-2 Clauses Incorporated by Reference (Feb 1998)

This solicitation 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 the clause may be accessed electronically at Internet address <https://www.acquisition.gov/far-overhaul/far-part-deviation-guide/far-overhaul-part-52>

- 52.212-4 Terms and Conditions—Commercial Products and Commercial Services (Nov 2025)
 - ☐ Alternate I (Nov 2025) of 52.212-4
- 52.203-17 Contractor Employee Whistleblower Rights (Nov 2023)
- 52.203-19 Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (Jan 2017)
- 52.222-50 Combating Trafficking in Persons (Nov 2025)
 - ☐ Alternate I (Nov 2025) of 52.222-50
- 52.223-2 Reporting of Biobased Products Under Service and Construction Contracts (May 2024)
- 52.226-8 Encouraging Contractor Policies to Ban Text Messaging While Driving (May 2024)
- 52.232-40 Providing Accelerated Payments to Small Business Subcontractors (Mar 2023)
- 52.233-3 Protest After Award (Sep 2025)
- 52.233-4 Applicable Law for Breach of Contract Claim (Sep 2025)
- 52.240-91 Security Prohibitions and Exclusions (Nov 2025)
 - ☐ Alternate I (Nov 2025) of 52.240-91
- 52.244-6 Subcontracts for Commercial Products and Commercial Services (Nov 2025)

The following clauses are applicable if checked:

- ☒ 52.203-6 Restrictions on Subcontractor Sales to the Government (Jun 2020) with Alternate I (Nov 2021) of 52.203-6
- ☐ 52.203-13 Contractor Code of Business Ethics and Conduct (Nov 2021)
- ☒ 52.204-9 Personal Identity Verification of Contractor Personnel Jan 2011
- ☒ 52.204-13 System for Award Management—Maintenance (Nov 2025)
- ☐ 52.204-91 Contractor identification (Nov 2025)
- ☒ 52.209-6 Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment (Sep 2025)
- ☐ 52.209-9 Updates of Publicly Available Information Regarding Responsibility Matters (Sep 2025)
- ☒ 52.209-10 Prohibition on Contracting with Inverted Domestic Corporations (Sep 2025)
- ☐ 52.219-4 Notice of Price Evaluation Preference for HUBZone Small Business Concerns (Nov 2025)
- ☒ 52.219-6 Notice of Total Small Business Aside (Nov 2025)
 - ☐ Alternate I (Mar 2020).
- ☒ 52.219-8 Utilization of Small Business Concerns (Nov 2025)

- ☐ 52.219-9 Small Business Subcontracting Plan (Nov 2025)
 - ☐ Alternate III (Nov 2025) of 52.219-9.
 - ☐ Alternate IV (Nov 2025) of 52.219-9
- ☒ 52.219-14 Limitations on Subcontracting (Nov 2025)
- ☐ 52.219-16 Liquidated Damages—Subcontracting Plan(Nov 2025)
- ☐ 52.219-33 Nonmanufacturer Rule (Nov 2025)
- ☒ 52.222-3 Convict Labor (June 2003)
- ☐ 52.222-19 Child Labor—Cooperation with Authorities and Remedies (Nov 2025)
- ☒ 52.222-35 Equal Opportunity for Veterans (Nov 2025)
 - ☒ Alternate I (Jul 2014) of 52.222-35
- ☒ 52.222-36 Equal Opportunity for Workers with Disabilities (Nov 2025)
 - ☐ Alternate I (Jul 2014) of 52.222-36
- ☒ 52.222-37 Employment Reports on Veterans (Nov 2025)
- ☒ 52.222-40 Notification of Employee Rights Under the National Labor Relations Act (Dec 2010)
- ☒ 52.222-54 Employment Eligibility Verification (Nov 2025)
- ☒ 52.222-62 Paid Sick Leave Under Executive Order 13706 (Jan 2022)
- ☒ 52.222-90 Addressing DEI Discrimination by Federal Contractors (Apr 2026)
- ☒ 52.223-9 Estimate of Percentage of Recovered Material Content for EPA-Designated Items (May 2008)
 - ☐ Alternate I (May 2008) of 52.223-9
- ☐ 52.223-11 Ozone-Depleting Substances and High Global Warming Potential Hydrofluorocarbons (Nov 2025)
- ☐ 52.223-12 Maintenance, Service, Repair, or Disposal of Refrigeration Equipment and Air Conditioners (Nov 2025)
- ☒ 52.223-23 Sustainable Products and Services
- ☐ 52.224-3 Privacy Training (Jan 2017)
 - ☐ Alternate I (Jan 2017) of 52.224-3
- ☐ 52.225-1 Buy American-Supplies (Nov 2025)
 - ☐ Alternate I (Oct 2022) of 52.225-1
- ☐ 52.225-3 Buy American--Free Trade Agreements--Israeli Trade Act (Nov 2025)
 - ☐ Alternate II (Nov 2025) of 52.225-3.
 - ☐ Alternate III (Nov 2025) of 52.225-3.
 - ☐ Alternate IV (Oct 2022) of 52.225-3
- ☐ 52.225-5 Trade Agreements (Nov 2023)
- ☐ 52.225-19 Contractor Personnel in a Designated Operational Area or Supporting a Diplomatic or Consular Mission outside the United States (May 2020)
- ☐ 52.225-26 Contractors Performing Private Security Functions Outside the United States (Oct 2016)
- ☐ 52.226-4 Notice of Disaster or Emergency Area Set-Aside (Nov 2007)
- ☐ 52.226-5 Restrictions on Subcontracting Outside Disaster or Emergency Area (Aug 2025)
- ☐ 52.229-12 Tax on Certain Foreign Procurements
- ☐ 52.232-29 Terms for Financing of Purchases of Commercial Products and Commercial Services (Nov 2021)
- ☐ 52.232-30 Installment Payments for Commercial Products and Commercial Services (Nov 2021)
- ☒ 52.232-33 Payment by Electronic Funds Transfer— System for Award Management (Oct 2018)
- ☐ 52.232-34 Payment by Electronic Funds Transfer—Other Than System for Award Management (Jul 2013)
- ☐ 52.232-36 Payment by Third Party (Nov 2025)
- ☐ 52.240-92 Security Requirements (Nov 2025)

- ☐ 52.240-93 Basic Safeguarding of Covered Contractor Information Systems (No 2025)
- ☐ 52.247-64 Preference for Privately Owned U.S.-Flag Commercial Vessels (Nov 2025)
 - ☐ Alternate I (Apr 2023) of 52.247-64.
 - ☐ Alternate II (Nov 2021) of 52.247-64
- ☒ 52.222-41 Service Contract Labor Standards (Aug 2018)
- ☒ 52.222-42 Statement of Equivalent Rates for Federal Hires (May 2014)

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

Employee Class	Monetary Wage -- Fringe Benefits
Janitor/Custodial Worker	\$16.95 + Fringe

- ☒ 52.222-43 Fair Labor Standards Act and Service Contract Labor Standards -- Price Adjustment (Multiple Year and Option Contracts) (Aug 2018)
- ☐ 52.222-44 Fair Labor Standards Act and Service Contract Labor Standards -- Price Adjustment (May 2014)
- ☐ 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)
- ☐ 52.222-53 Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services-Requirements (Nov 2025)

Other Applicable Clauses

- 52.217-8 Option to Extend Services (Nov 1999)
30 calendar days prior to contract expiration
- 52.217-9 Option to Extend the Term of the Contract (Mar 2000)
(a) 30 Calendar days prior to contract expiration and 60 days
(c) five years and 6 months.
- 52.245-1 Government Property (Sep 2021)
☐ Alternate I (Sep 2021) of 52.245-1
- 52.245-9 Use and Charges

AGAR Clauses

452.203-71 Anti-Discrimination and Diversity, Equity, and Inclusion (DEI) Compliance (Dec 2025)

(a) By entering into this contract, the Contractor certifies that:

1. It is compliant with all applicable Federal anti-discrimination laws and the Equal Protection principles of the U.S. Constitution, and it will remain compliant for the duration of the contract.
2. Neither it nor any subcontractor or teaming partner operates or funds any program, policy, or initiative that promotes DEI in a manner that violates any applicable Federal anti-discrimination laws, including but not limited to Title VI and VII of the Civil Rights Act of 1964, or the Equal Protection principles of the U.S. Constitution, and the Contractor and any subcontractor or teaming partner will not do so for the duration of the contract.

(b) If the Contractor participates in, facilitates, or funds programs that implicate Title VI of the Civil Rights Act of 1964 or Title IX of the Education Amendments of 1972, as amended, including but not limited to grants to or for schools, colleges, universities, 4-H programs, non-governmental organization (NGO) programs, sports programs, and education-related grants to prisons or other detention facilities, the Contractor certifies that it will remain compliant with those laws, including the requirements set forth in Executive Order 14168, Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government, and Executive Order 14173, Ending Illegal Discrimination and Restoring Merit-Based Opportunity.

(c) The Contractor affirms that the above requirements are conditions of payment that go to the essence of the contract and are therefore material terms of the contract. Payments under the contract are predicated on compliance with the above requirements, and therefore the Contractor is not eligible for funding under the contract or to retain any funding under the contract absent compliance with the above requirements.

(d) This certification reflects a change in the Government's position regarding the materiality of the foregoing requirements and therefore any prior payment of similar claims does not reflect the materiality of the foregoing requirements to this contract.

(e) Submission of a knowing false statement relating to Contractor's compliance with the above requirements and/or eligibility for the contract may subject the Contractor to liability under the False Claims Act, 31 U.S.C. § 3729, and/or criminal liability, including under 18 U.S.C. §§ 287 and 1001.

(f) The Contractor must include the provisions of this clause in all subcontract solicitations.

(g) Failure on the part of the Contractor or its subcontractors to comply with the terms of this clause may be grounds for the Contracting Officer to terminate this contract for default.

(End of Clause)

452.204-70 Modification for Contract Closeout (Nov 2025)

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

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

(c) Upon contract closeout for contracts utilizing anything other than cost reimbursement, if unliquidated funds of more than \$1000 remain on the contract, the Contracting Officer shall issue a bilateral modification for deobligation. The contractor will receive a copy of the modification and a "Contractor Release of Claims" and will be required to provide a signature on both forms. If the bilateral modification and Release of Claims are not returned to the Contracting Officer within 120 days, the Contracting Officer shall release the modification as unilateral and proceed with contract closeout upon completion of the period of performance, receipt and acceptance of supplies or services, and final payment.

(End of Clause)

452.204-71 Personal Identity Verification of Contractor Employees (Nov 2025)

(a) The contractor shall comply with the personal identity verification (PIV) policies and procedures established by the United States Department of Agriculture (USDA) Directives 4620-002 series.

(b) Should the USDA Directives 4620-002 require the exclusion of a contractor's employee, the contracting officer will notify the contractor in writing. The contractor must appoint a representative to manage compliance with the PIV policies established by the USDA Directives 4620-002 and to maintain a list of employees eligible for a USDA LincPass required for performance of the work.

(c) The responsibility of maintaining a sufficient workforce remains with the contractor. Contractor employees may be barred by the Government from performance of work should they be found ineligible or to have lost eligibility for a USDA LincPass. Failure to maintain a sufficient workforce of employees

eligible for a USDA LincPass may be grounds for termination of the contract.

(d) The contractor shall insert this clause in all subcontracts when the subcontractor is required to have routine unaccompanied physical access to a Federally controlled facility and/or routine unaccompanied access to a Federally controlled information system.

(e) The PIV Sponsor for this contract is a designated program point of contact, which in most cases is the COR, unless otherwise specified in this contract. The PIV Sponsor will be available to receive contractor identity information from 10:00 am to 2:00 PM MST on Tuesdays and Thursdays at the DNF Supervisor's Office, 820 North Main Street, Cedar City, UT. The Government will notify the contractor if there is a change in the PIV Sponsor, the office address, or the office hours for registration; however, it is the contractor's responsibility to meet all aspects of paragraphs (c), (d), and (e).

(End of Clause)

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5595 Revision No.: 27 Date Of Last Revision: 12/03/2025

State: Nevada

Area: Nevada Counties of Storey, Washoe

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.80
01012 - Accounting Clerk II		22.22
01013 - Accounting Clerk III		24.86
01020 - Administrative Assistant		31.40
01035 - Court Reporter		21.51
01041 - Customer Service Representative I		15.93
01042 - Customer Service Representative II		17.38
01043 - Customer Service Representative III		19.51
01051 - Data Entry Operator I		17.79
01052 - Data Entry Operator II		19.41
01060 - Dispatcher, Motor Vehicle		23.12
01070 - Document Preparation Clerk		18.96
01090 - Duplicating Machine Operator		18.96
01111 - General Clerk I		18.16
01112 - General Clerk II		19.81
01113 - General Clerk III		22.24
01120 - Housing Referral Assistant		23.98
01141 - Messenger Courier		18.69
01191 - Order Clerk I		18.68
01192 - Order Clerk II		20.39
01261 - Personnel Assistant (Employment) I		18.57
01262 - Personnel Assistant (Employment) II		20.78
01263 - Personnel Assistant (Employment) III		23.17
01270 - Production Control Clerk		28.62
01290 - Rental Clerk		18.93
01300 - Scheduler, Maintenance		19.23

01311 - Secretary I	19.23
01312 - Secretary II	21.51
01313 - Secretary III	23.98
01320 - Service Order Dispatcher	20.67
01410 - Supply Technician	31.40
01420 - Survey Worker	21.08
01460 - Switchboard Operator/Receptionist	18.09
01531 - Travel Clerk I	20.06
01532 - Travel Clerk II	21.78
01533 - Travel Clerk III	23.59
01611 - Word Processor I	16.69
01612 - Word Processor II	18.73
01613 - Word Processor III	20.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.40
05010 - Automotive Electrician	23.87
05040 - Automotive Glass Installer	22.60
05070 - Automotive Worker	22.60
05110 - Mobile Equipment Servicer	20.06
05130 - Motor Equipment Metal Mechanic	25.20
05160 - Motor Equipment Metal Worker	22.60
05190 - Motor Vehicle Mechanic	25.20
05220 - Motor Vehicle Mechanic Helper	18.57
05250 - Motor Vehicle Upholstery Worker	21.38
05280 - Motor Vehicle Wrecker	22.60
05310 - Painter, Automotive	23.87
05340 - Radiator Repair Specialist	22.60
05370 - Tire Repairer	18.45
05400 - Transmission Repair Specialist	25.20
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.25
07041 - Cook I	19.19
07042 - Cook II	21.71
07070 - Dishwasher	15.10
07130 - Food Service Worker	15.89
07210 - Meat Cutter	23.07
07260 - Waiter/Waitress	11.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.96
09040 - Furniture Handler	15.27
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	17.71
09110 - Furniture Repairer, Minor	20.41
09130 - Upholsterer	21.74
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.14
11060 - Elevator Operator	16.95
11090 - Gardener	25.05
11122 - Housekeeping Aide	16.95

11150 - Janitor	16.95
11210 - Laborer, Grounds Maintenance	20.00
11240 - Maid or Houseman	18.04
11260 - Pruner	18.48
11270 - Tractor Operator	23.20
11330 - Trail Maintenance Worker	20.00
11360 - Window Cleaner	18.39
12000 - Health Occupations	
12010 - Ambulance Driver	21.33
12011 - Breath Alcohol Technician	32.68
12012 - Certified Occupational Therapist Assistant	38.39
12015 - Certified Physical Therapist Assistant	34.74
12020 - Dental Assistant	25.71
12025 - Dental Hygienist	51.65
12030 - EKG Technician	40.51
12035 - Electroneurodiagnostic Technologist	40.51
12040 - Emergency Medical Technician	21.33
12071 - Licensed Practical Nurse I	29.22
12072 - Licensed Practical Nurse II	32.68
12073 - Licensed Practical Nurse III	36.42
12100 - Medical Assistant	21.96
12130 - Medical Laboratory Technician	30.64
12160 - Medical Record Clerk	20.42
12190 - Medical Record Technician	22.84
12195 - Medical Transcriptionist	20.17
12210 - Nuclear Medicine Technologist	71.81
12221 - Nursing Assistant I	16.22
12222 - Nursing Assistant II	18.25
12223 - Nursing Assistant III	19.92
12224 - Nursing Assistant IV	22.36
12235 - Optical Dispenser	22.09
12236 - Optical Technician	27.10
12250 - Pharmacy Technician	23.40
12280 - Phlebotomist	20.98
12305 - Radiologic Technologist	42.80
12311 - Registered Nurse I	28.08
12312 - Registered Nurse II	35.14
12313 - Registered Nurse II, Specialist	35.14
12314 - Registered Nurse III	41.55
12315 - Registered Nurse III, Anesthetist	41.55
12316 - Registered Nurse IV	49.82
12317 - Scheduler (Drug and Alcohol Testing)	40.48
12320 - Substance Abuse Treatment Counselor	33.47
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.61
13012 - Exhibits Specialist II	32.97
13013 - Exhibits Specialist III	40.33
13041 - Illustrator I	26.61
13042 - Illustrator II	32.97

13043 - Illustrator III	40.33
13047 - Librarian	36.51
13050 - Library Aide/Clerk	22.38
13054 - Library Information Technology Systems Administrator	32.97
13058 - Library Technician	23.05
13061 - Media Specialist I	23.79
13062 - Media Specialist II	26.61
13063 - Media Specialist III	29.67
13071 - Photographer I	19.37
13072 - Photographer II	21.67
13073 - Photographer III	26.84
13074 - Photographer IV	32.83
13075 - Photographer V	39.72
13090 - Technical Order Library Clerk	27.82
13110 - Video Teleconference Technician	23.80
14000 - Information Technology Occupations	
14041 - Computer Operator I	22.29
14042 - Computer Operator II	24.93
14043 - Computer Operator III	27.79
14044 - Computer Operator IV	30.89
14045 - Computer Operator V	34.20
14071 - Computer Programmer I	(see 1) 25.57
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	22.29
14160 - Personal Computer Support Technician	30.89
14170 - System Support Specialist	34.94
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.17
15020 - Aircrew Training Devices Instructor (Rated)	40.13
15030 - Air Crew Training Devices Instructor (Pilot)	48.11
15050 - Computer Based Training Specialist / Instructor	33.17
15060 - Educational Technologist	34.68
15070 - Flight Instructor (Pilot)	48.11
15080 - Graphic Artist	24.47
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.11
15086 - Maintenance Test Pilot, Rotary Wing	48.11
15088 - Non-Maintenance Test/Co-Pilot	48.11
15090 - Technical Instructor	24.06
15095 - Technical Instructor/Course Developer	29.43
15110 - Test Proctor	19.42
15120 - Tutor	19.42
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	19.03

16030 - Counter Attendant	19.03
16040 - Dry Cleaner	21.75
16070 - Finisher, Flatwork, Machine	19.03
16090 - Presser, Hand	19.03
16110 - Presser, Machine, Drycleaning	19.03
16130 - Presser, Machine, Shirts	19.03
16160 - Presser, Machine, Wearing Apparel, Laundry	19.03
16190 - Sewing Machine Operator	22.66
16220 - Tailor	23.57
16250 - Washer, Machine	19.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.99
19040 - Tool And Die Maker	33.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.90
21030 - Material Coordinator	28.62
21040 - Material Expediter	28.62
21050 - Material Handling Laborer	20.40
21071 - Order Filler	19.27
21080 - Production Line Worker (Food Processing)	23.90
21110 - Shipping Packer	21.09
21130 - Shipping/Receiving Clerk	21.09
21140 - Store Worker I	17.71
21150 - Stock Clerk	21.79
21210 - Tools And Parts Attendant	23.90
21410 - Warehouse Specialist	23.90
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	42.33
23019 - Aircraft Logs and Records Technician	34.20
23021 - Aircraft Mechanic I	40.30
23022 - Aircraft Mechanic II	42.33
23023 - Aircraft Mechanic III	44.40
23040 - Aircraft Mechanic Helper	29.71
23050 - Aircraft, Painter	38.19
23060 - Aircraft Servicer	34.20
23070 - Aircraft Survival Flight Equipment Technician	38.19
23080 - Aircraft Worker	36.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	36.16
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	40.30
23110 - Appliance Mechanic	25.59
23120 - Bicycle Repairer	22.34
23125 - Cable Splicer	38.58
23130 - Carpenter, Maintenance	30.66
23140 - Carpet Layer	39.24
23160 - Electrician, Maintenance	30.63
23181 - Electronics Technician Maintenance I	30.35
23182 - Electronics Technician Maintenance II	32.06

23183 - Electronics Technician Maintenance III	33.83
23260 - Fabric Worker	28.46
23290 - Fire Alarm System Mechanic	29.29
23310 - Fire Extinguisher Repairer	26.70
23311 - Fuel Distribution System Mechanic	36.89
23312 - Fuel Distribution System Operator	29.39
23370 - General Maintenance Worker	23.87
23380 - Ground Support Equipment Mechanic	40.30
23381 - Ground Support Equipment Servicer	34.20
23382 - Ground Support Equipment Worker	36.16
23391 - Gunsmith I	26.70
23392 - Gunsmith II	30.10
23393 - Gunsmith III	33.55
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.37
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.84
23430 - Heavy Equipment Mechanic	36.20
23440 - Heavy Equipment Operator	36.15
23460 - Instrument Mechanic	33.55
23465 - Laboratory/Shelter Mechanic	31.78
23470 - Laborer	20.40
23510 - Locksmith	29.65
23530 - Machinery Maintenance Mechanic	32.80
23550 - Machinist, Maintenance	26.26
23580 - Maintenance Trades Helper	22.11
23591 - Metrology Technician I	33.55
23592 - Metrology Technician II	35.22
23593 - Metrology Technician III	36.95
23640 - Millwright	33.55
23710 - Office Appliance Repairer	24.54
23760 - Painter, Maintenance	25.34
23790 - Pipefitter, Maintenance	32.28
23810 - Plumber, Maintenance	30.59
23820 - Pneudraulic Systems Mechanic	33.55
23850 - Rigger	33.55
23870 - Scale Mechanic	30.10
23890 - Sheet-Metal Worker, Maintenance	30.93
23910 - Small Engine Mechanic	26.70
23931 - Telecommunications Mechanic I	33.41
23932 - Telecommunications Mechanic II	35.08
23950 - Telephone Lineman	28.53
23960 - Welder, Combination, Maintenance	25.52
23965 - Well Driller	32.13
23970 - Woodcraft Worker	33.55
23980 - Woodworker	26.70
24000 - Personal Needs Occupations	
24550 - Case Manager	21.02
24570 - Child Care Attendant	14.86

24580 - Child Care Center Clerk	18.52
24610 - Chore Aide	15.48
24620 - Family Readiness And Support Services Coordinator	21.02
24630 - Homemaker	21.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	36.89
25040 - Sewage Plant Operator	38.51
25070 - Stationary Engineer	36.89
25190 - Ventilation Equipment Tender	27.18
25210 - Water Treatment Plant Operator	38.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	31.77
27007 - Baggage Inspector	17.67
27008 - Corrections Officer	33.80
27010 - Court Security Officer	33.80
27030 - Detection Dog Handler	20.00
27040 - Detention Officer	33.80
27070 - Firefighter	32.39
27101 - Guard I	17.67
27102 - Guard II	20.00
27131 - Police Officer I	35.70
27132 - Police Officer II	39.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.18
28042 - Carnival Equipment Repairer	18.56
28043 - Carnival Worker	13.66
28210 - Gate Attendant/Gate Tender	17.15
28310 - Lifeguard	15.00
28350 - Park Attendant (Aide)	19.18
28510 - Recreation Aide/Health Facility Attendant	14.00
28515 - Recreation Specialist	23.76
28630 - Sports Official	15.28
28690 - Swimming Pool Operator	21.00
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.10
29020 - Hatch Tender	30.10
29030 - Line Handler	30.10
29041 - Stevedore I	28.46
29042 - Stevedore II	31.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.25
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.90
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.12
30021 - Archeological Technician I	23.33
30022 - Archeological Technician II	26.09
30023 - Archeological Technician III	32.33
30030 - Cartographic Technician	32.33
30040 - Civil Engineering Technician	33.48

30051 - Cryogenic Technician I	35.02
30052 - Cryogenic Technician II	39.55
30061 - Drafter/CAD Operator I	23.33
30062 - Drafter/CAD Operator II	26.09
30063 - Drafter/CAD Operator III	29.10
30064 - Drafter/CAD Operator IV	35.80
30081 - Engineering Technician I	17.05
30082 - Engineering Technician II	19.13
30083 - Engineering Technician III	21.40
30084 - Engineering Technician IV	26.51
30085 - Engineering Technician V	32.42
30086 - Engineering Technician VI	39.23
30090 - Environmental Technician	27.14
30095 - Evidence Control Specialist	32.33
30210 - Laboratory Technician	23.43
30221 - Latent Fingerprint Technician I	39.30
30222 - Latent Fingerprint Technician II	43.41
30240 - Mathematical Technician	32.33
30361 - Paralegal/Legal Assistant I	23.33
30362 - Paralegal/Legal Assistant II	28.90
30363 - Paralegal/Legal Assistant III	35.34
30364 - Paralegal/Legal Assistant IV	42.76
30375 - Petroleum Supply Specialist	39.55
30390 - Photo-Optics Technician	32.33
30395 - Radiation Control Technician	39.55
30461 - Technical Writer I	30.04
30462 - Technical Writer II	35.23
30463 - Technical Writer III	41.25
30491 - Unexploded Ordnance (UXO) Technician I	29.40
30492 - Unexploded Ordnance (UXO) Technician II	35.57
30493 - Unexploded Ordnance (UXO) Technician III	42.63
30494 - Unexploded (UXO) Safety Escort	29.40
30495 - Unexploded (UXO) Sweep Personnel	29.40
30501 - Weather Forecaster I	35.80
30502 - Weather Forecaster II	43.55
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 29.10
30621 - Weather Observer, Senior	(see 2) 32.33
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.57
31020 - Bus Aide	16.94
31030 - Bus Driver	22.64
31043 - Driver Courier	19.53
31260 - Parking and Lot Attendant	13.16
31290 - Shuttle Bus Driver	18.07
31310 - Taxi Driver	12.46
31361 - Truckdriver, Light	21.09
31362 - Truckdriver, Medium	22.51
31363 - Truckdriver, Heavy	30.06

31364 - Truckdriver, Tractor-Trailer	30.06
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.34
99030 - Cashier	14.66
99050 - Desk Clerk	16.24
99095 - Embalmer	27.37
99130 - Flight Follower	29.40
99251 - Laboratory Animal Caretaker I	17.85
99252 - Laboratory Animal Caretaker II	19.27
99260 - Marketing Analyst	31.61
99310 - Mortician	27.37
99410 - Pest Controller	21.49
99510 - Photofinishing Worker	15.45
99710 - Recycling Laborer	22.26
99711 - Recycling Specialist	25.82
99730 - Refuse Collector	24.45
99810 - Sales Clerk	17.05
99820 - School Crossing Guard	20.00
99830 - Survey Party Chief	45.11
99831 - Surveying Aide	30.42
99832 - Surveying Technician	33.07
99840 - Vending Machine Attendant	17.64
99841 - Vending Machine Repairer	21.48
99842 - Vending Machine Repairer Helper	17.64

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 per month*

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

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

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

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor

prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."