SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL PRODUCTS AND COMMERCIAL SERVICES

NOTE: OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24 & 30

1. REQUISITION NUMBER	PAGE 1 OF
F367115-26-2000006	27

2. CONTRACT NUMBER	3. AWARD/EFFECTIVE DATE	4. ORDER NUMBER	5. SOLICITATION NUMBER	6. SOLICITATION ISSUE DATE
			36C78626Q50210	06/26/2026

7. FOR SOLICITATION INFORMATION CALL:	a. NAME	b. TELEPHONE NUMBER (*No collect calls*)	8. OFFER DUE DATE / LOCAL TIME
	David Hester		07/10/2026 11:00

9. ISSUED BY — CODE 36C786
NATIONAL CEMETERY ADMIN (786)
NATIONAL CEMETERY ADMINISTRATION
DEPT OF VETERANS AFFAIRS
18434 JOPLIN RD.
TRIANGLE, VA 22172

10. THE ACQUISITION IS
- [ ] UNRESTRICTED OR
- [X] SET ASIDE: 100.00 % FOR
  - [ ] SMALL BUSINESS
  - [ ] HUBZONE SMALL BUSINESS
  - [X] SERVICE-DISALBED VETERAN-OWNED SMALL BUSINESS (SDVOSB)
  - [ ] WOMEN-OWNED SMALL BUSINESS (WOSB)
  - [ ] ECONOMICALLY DISADVANTAGED WOMEN-OWNED SMALL BUSINESS (EDWOSB)
  - [ ] 8(A)

NORTH AMERICAN INDUSTRY CLASSIFICATION STANDARD (NAICS): 561730
SIZE STANDARD: 9.5 million

11. DELIVERY FOR FREE ON BOARD (FOB) DESTINATION UNLESS BLOCK IS MARKED
- [ ] SEE SCHEDULE

12. DISCOUNT TERMS
0 Days: 0.00 %
0 Days: 0.00 %
0 Days: 0.00 %
0 Days: 0.00 %

- [ ] 13a. THIS CONTRACT IS RATED ORDER UNDER THE DEFENSE PRIORITIES AND ALLOCATIONS SYSTEM – DPAS (15 CFR 700)

13b. RATING

14. METHOD OF SOLICITATION
- [X] REQUEST FOR QUOTE (RFQ)
- [ ] INVITATION FOR BID (IFB)
- [ ] REQUEST FOR PROPOSAL (RFP)

15. DELIVER TO — CODE 367115
LITTLE ROCK NATIONAL CEMETARY (858)
DEPT OF VETERANS AFFAIRS (858)
LITTLE ROCK NATIONAL CEMETARY
522 GARLAND AVENUE
FORT SMITH, AR 72901

16. ADMINISTERED BY — CODE 36C786
NATIONAL CEMETERY ADMIN (786)
NATIONAL CEMETERY ADMINISTRATION
DEPT OF VETERANS AFFAIRS
18434 JOPLIN RD.
TRIANGLE, VA 22172

17a. CONTRACTOR/ OFFEROR — CODE ____ FACILITY CODE ____

TELEPHONE NUMBER

- [ ] 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER

18a. PAYMENT WILL BE MADE BY — CODE NCA-VACO
TUNGSTEN
http://www.tungsten-network.com/customer-campaigns/veterans-affairs/

18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a UNLESS BLOCK BELOW IS CHECKED
- [ ] SEE ADDENDUM

19. ITEM NUMBER	20. SCHEDULE OF SUPPLIES/SERVICES (*Use Reverse and/or Attach Additional Sheets as Necessary*)	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT

See Continuation Page (Section 1) Below

25. ACCOUNTING AND APPROPRIATION DATA	26. TOTAL AWARD AMOUNT (*For Government Use Only*)

- [ ] 27a. SOLICITATION INCORPORATES BY REFERENCE (FEDERAL ACQUISITION REGULATION) FAR 52.212-1, 52.212-4. FAR 52.212-3 AND 52.212-5 ARE ATTACHED. ADDENDA — [ ] 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 THE CONTRACTING OFFICER (*TYPE OR PRINT*)	31c. DATE SIGNED

19. ITEM NUMBER	20. SCHEDULE OF SUPPLIES/SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. 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 ☐ PARTIAL ☐ FINAL	34. VOUCHER NUMBER	35. AMOUNT VERIFIED CORRECT FOR	36. PAYMENT ☐ COMPLETE ☐ PARTIAL ☐ 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 *(Print)*	
41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER	41c. DATE	42b. RECEIVED AT *(Location)*	
		42c. DATE REC'D *(YY/MM/DD)*	42d. TOTAL CONTAINERS

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Section 1 - Continuation Sheet

Number	Supplies or Services	Qty	Unit	Unit Price	Total (Inc. disc., tax, and fees)	Quantity Price Break
0001	See Description Below PSC: S208 LANDSCAPING/ GROUNDSKEEPING SERVICES	5.000000	EA			
	Description: Large Tree Removal – height >40' AND DBH >24"; tree removal, stump removal, topsoil fill, cleanup and disposal of debris					
	Period of Performance: 08/20/2026 - 07/19/2027					
	Reference Line: F367115-26-2000006 - 0001					

Number	Supplies or Services	Qty	Unit	Unit Price	Total (Inc. disc., tax, and fees)	Quantity Price Break
0002	See Description Below PSC: S208 LANDSCAPING/ GROUNDSKEEPING SERVICES	5.000000	EA			
	Description: Large Tree Routine Pruning – height >40' AND DBH >24"; tree pruning, cleanup and disposal of debris					
	Period of Performance: 08/20/2026 - 07/19/2027					
	Reference Line: F367115-26-2000006 - 0002					

Number	Supplies or Services	Qty	Unit	Unit Price	Total (Inc. disc., tax, and fees)	Quantity Price Break
0003	See Description Below PSC: S208 LANDSCAPING/ GROUNDSKEEPING SERVICES	4.000000	EA			
	Description: Large Tree Deadwood Pruning 1 – height >40' AND DBH >24"; tree pruning, cleanup and disposal of debris					
	Period of Performance: 08/20/2026 - 07/19/2027					
	Reference Line: F367115-26-2000006 - 0003					

Number	Supplies or Services	Qty	Unit	Unit Price	Total (Inc. disc., tax, and fees)	Quantity Price Break
0004	See Description Below PSC: S208	1.000000	EA			

Number	Supplies or Services	Qty	Unit	Unit Price	Total (Inc. disc., tax, and fees)	Quantity Price Break
	LANDSCAPING/ GROUNDSKEEPING SERVICES					
	Description: Large Tree Deadwood Pruning 2 – height <40' AND DBH <24"; tree pruning, cleanup and disposal of debris					
	Period of Performance: 08/20/2026 - 07/19/2027					
	Reference Line: F367115-26-2000006 - 0004					

ADMINISTRATIVE GUIDANCE FOR OFFERORS

Site Visit:

A site visit is scheduled is 7/1/2026 @10 am, the meeting place is the Communal Shelter at Little Rock National Cemetery. Vendors are strongly encouraged to attend the site visit to ensure a full understanding of the requirements. No additional or repeat site visits will be scheduled.

Vendor Questions:

All vendor questions regarding this solicitation shall be submitted by email to the david.hester@va.gov no later 7/2/2026 9:00 am CT. Questions received after this deadline may not be addressed, and answers will be provided via amendment no later than 7/7/2026 on SAM.gov.

Late Quotes:

Late quotes will not be accepted. Vendors are responsible for ensuring that their complete quote is submitted prior to the solicitation closing date and time.

SAM Registration:

Only quotes submitted by vendors that are actively registered in SAM.gov at the time of quote submission and award will be considered. Quotes from vendors that are not actively registered in SAM.gov will be rejected as non-responsive.

Amendments:

Vendors are responsible for monitoring SAM.gov for all solicitation amendments up to the closing date. Failure to acknowledge or comply with amendments may result in the quote being deemed non-responsive.

Review of the Solicitation:

Vendors shall read the entire solicitation, including all sections, attachments, specifications, and amendments, prior to submitting a quote. Vendors are responsible for ensuring that all requirements are addressed in their submission.

Completeness of Quote:

The Government will evaluate only the information submitted. The Government will not make assumptions about vendor capabilities, technical approaches, or past performance not clearly documented in the quote. Vendors must provide complete, accurate, and detailed responses to all solicitation requirements.

(End of Document)

SCOPE OF WORK
National Cemetery Administration
Little Rock National Cemetery
Little Rock, AR 72206
Tree Pruning and Removal

A. GENERAL INFORMATION:

The Department of Veteran Affairs, National Cemetery Administration intends to award a **firm, fixed price** contract for the procurement of tree maintenance services at Little Rock National Cemetery and hereafter referred to as "Cemetery". The Contractor(s) gaining award shall provide all labor, tools, materials, and equipment necessary to accomplish tree and/or stump removal, pruning, trimming, cabling, cavity repair, root pruning, and the removal and disposal of resulting waste and debris for the National Cemeteries listed below, on a one-time basis. The contractor shall provide all professional advice/guidance, parts, materials, equipment, and personnel, to provide these services.

1. **LOCATION:**
   These services will be performed at the following location:

   Little Rock National Cemetery
   2523 Springer Blvd
   Little Rock, AR 72206

2. **SITE VISIT:**
   Offerors / quoters are required to inspect all sites where services are to be performed to verify the work involved and satisfy them regarding all general and local conditions that may affect the cost of contract performance. In no event shall failure to inspect the sites constitute grounds for a claim after contract award.
   Visits to the site by bidders may be made only by appointment with the COR or authorized designee of the Cemetery.

3. **WORK SUMMARY:**
   As indicated on the Tree Worksheet (Attachment A) and CLIN Sheet (Attachment B), work to be done to trees shall consist of one or more of the following; tree removal, pruning, trimming, stump removal, and removal and disposal of resulting waste and debris.
   - Five (5) large trees are to be removed.
   - Five (5) large trees are to receive routine pruning.
   - Four (4) large trees are to receive deadwood pruning 1.
   - One (1) large tree is to receive deadwood pruning 2.

4. **PERIOD OF PERFORMANCE:**
   The period of performance for this contract will be from award of contract and/or notice to proceed, until accepted completion by Government which will be no longer than a period of sixty (60) calendar days.

B. GENERAL REQUIREMENTS AND STATEMENT OF WORK:

1. **CERTIFIED ARBORIST**:
   A **"Certified Arborist"** shall serve as the **"site manager"** for this contract and will be provided by the Contractor work is being performed - other than trash and debris pick-up. The certified arborist must be certified by International Society of Arboriculture, or other acceptable national or state certifying agency, society, or association. The Contractor shall submit the arborist's current certificate to the COR prior to commencing work. The Certified Arborist must have at least three (3) years' experience as a direct supervisor of a commercial tree maintenance operation that included removal, trimming, and stump removal in commercial, industrial, or public sites. The Certified Arborist will ensure all specifications are being met, ensure contract work does not conflict with

ceremonies and funerals, and ensure employees are adequately supervised and proper conduct is maintained. Any proposed personnel change for the Certified Arborist shall be approved a minimum of ten (10) business days prior to any tree work.

2. **TREE MAINTENANCE CATEGORIES:**
Tree work is categorized into CLINs by size and maintenance categories.

a. **Size Categories:**
Small – Trees in this category are 25 feet or less in height AND 12 inches or less in DBH.

Medium – Trees in this category are between 25 and 40 feet in height OR their DBH is between 12 and 24 inches.

Large – Trees in this category exceed 40 feet in height OR 24 inches in DBH.

b. **Maintenance Categories:**
Deadwood Pruning 1 – Trees in this category will have any deadwood and/or broken branches removed that pose a potential risk that may result in personal injury or property damage. This category includes any trees that contain broken, hanging, dead, or otherwise potentially dangerous limbs generally greater than 4" in diameter or any trees with a significant number of dead branches that require removal. Deadwood pruning requires the removal of all deadwood present in the tree (4) inches in diameter and less.

Deadwood Pruning 2 – Trees in this category will require pruning to remove deadwood and broken branches or living branches to improve the structural integrity of the tree. This category includes any tree with broken, hanging, dead, or otherwise potentially dangerous limbs generally greater than 2" but less than 4" in diameter. Deadwood pruning requires the removal of all deadwood present in the tree (2) inches in diameter and less.

Routine Pruning – Trees in this category include any larger trees (over 20' in height) with minor amounts of deadwood less than 2" in diameter or with correctable structural problems. Any large trees whose growth pattern may obstruct or interfere with pedestrian or vehicular traffic clearance, traffic control devices, lines of sight, or overhead traffic lines are included in this category. Work under Routine Pruning shall remove 20 to 25% of the tree's total leaf area by means of one or combination of:

- *crown thinning*: the selective removal of dead, diseased, broken or weakly attached branches (Crown Cleaning); and the removal of branches to increase light penetration and air movement through the crown; thinning towards the branch tip to reduce the wind-sail effect of foliar clumps in the crown; and thinning to relieve the weight of heavy limbs.
- *crown cleaning*: The selective removal of dead, diseased, broken or weakly attached branches of any size, and aerial roots. This constitutes regular landscape maintenance pruning that will correct small growth problems before they become larger, more costly problems.
- *crown reduction*: Pruning to reduce the size of the tree and to provide a symmetrical shape to the tree crown.
- *crown raising*: The removal of the lower branch of a tree to provide clearance for buildings, signs, vehicles, pedestrians and vistas.

Training Pruning – Trees in this category include young or small trees less than 20' in height that are in need of training pruning to reduce future structural problems that are listed under routine pruning. Trees with growth patterns that will eventually obstruct or interfere with turf growth and health, pedestrian or vehicular traffic clearance, and, lines of sight are also included in this category.

Removal – Trees in this category are dead, dying, and diseased or have suffered extensive storm damage and require complete removal, to include stump removal.

Stump Removal - Tree has been removed but stump remains and requires removal.

3. **TREE REMOVAL/STUMP GRINDING**:
   a. Existing trees and stumps indicated on the Tree Work Sheet (See Attachment A) for removal shall be cut down under the instruction/guidance of a Contractor provided Certified Arborist.
   b. All trees shall be topped prior to falling and all limbs over 3 ½" in diameter must be lowered to the ground by ropes. The Contractor shall take every precaution to prevent any falling branches or trees from damaging any headstones, adjacent plant material or structures.
   c. The stumps are to be ground to a minimum of 6" and a maximum of 8" below soil level, or to the lateral roots, if reached before the specific depth. The Contractor shall never grind the stumps to the depth that would interfere with the roots of any adjacent tree(s) that the Government will retain. The cavity of the stump is to be filled with high quality, weed free topsoil and tamped to meet the existing grade.
   d. All wood, chip particles, and debris from the tree and stump removal shall be cleaned up thoroughly and removed from the cemetery grounds.
   e. Any damage or breakage during the performance of these services by the Contractor shall be repaired, replaced, given remedial and/or corrective treatment and cleaned up by the Contractor at the Government's satisfaction and at no additional cost to the Government.

4. **PRUNING/TRIMMING STANDARDS:**
   a. All work shall comply with: Best Management Practices: Tree Pruning (2018 ISA or latest edition) companion publication to the ANSI A300 (Part 1) -2017 or latest edition: Tree, Shrub, and Other Woody Plant Maintenance – Standard Practices, Pruning.
   b. The Contractor is responsible to ensure that all pruning cuts shall be made just outside the collar or shoulder ring (branch bark ridge/swollen trunk collar) close to parent stem so that healing can readily start under normal conditions.
   c. The Contractor is responsible to ensure that when reducing the tree height and spread, he/she shall retain the natural shape of the tree by removing the entire lateral branches back to their point of origin also known as drop crotching or thinning.
   d. The Contractor is responsible to ensure that all limbs one inch in diameter or over must be precut to prevent splitting. All branches and/or tree material 3 1/2" in diameter or larger shall be lowered by proper lowering methods, such as using ropes.
   e. The Contractor is responsible to ensure that all trees shall be pruned and shaped to retain the trees natural crown characteristics and patterns.
   f. The Contractor is responsible to ensure that all trees shall have the live branches removed to permit penetration of sunlight and circulation of air through the canopy in conjunction to the aesthetic appearance, natural crown characteristics, and growth patterns.
   g. The Contractor is responsible to ensure care when removing living and/or dead crossed or rubbing branches, where practicable, so the removal will not leave large holes in the aesthetic appearance, natural crown characteristics and growth patterns of the tree.
   h. The Contractor is responsible to ensure that, when pruning trees known to be diseased or susceptible to diseases, tools are disinfected with alcohol after each cut and between trees, where there is known to be danger of transmitting the disease on the tools.
   i. The Contractor is responsible for reporting to the COR all of the following conditions: when old scars are not healing properly; where callus growth is not already established; visible girdling roots, and when there are any structural weaknesses such as but not limited to decayed trunk or branches, and split trunk/branch crotches.
   j. The following methods of pruning are NOT acceptable therefore, the contractor is responsible to ensure that these methods are never performed: topping, heading-back, stubbing, de-horning, lion-tailing, and pollarding.
   k. The Contractor is responsible to ensure that in lifting the bottom branches of the trees for under

clearance, care shall be given to symmetrical appearance, esthetic appearance, natural crown characteristics and growth patterns of the trees.

l. In general, the Contractor shall ensure when reducing the size of a tree and with respect to retaining the tree's natural crown characteristics and patterns, not more than 1/4 of the total area shall be reduced at a single operation, unless instructed in writing to do so by the COR.

m. The Contractor is required to dispose of all debris and other waste materials generated by his/her work at a licensed off-site landfill or recycling center, unless otherwise directed in writing by the COR. NOTE: The Government shall NOT provide receptacle(s) for disposal of debris related to this contract.

n. The contractor will take all necessary precautions to prevent damage to trees while performing pruning. The use of climbing spikes is prohibited, unless prior permission is obtained from the COR in writing, and on a tree by tree basis. This permission will only be granted in cases where there are no other means to access the work to be performed, as determined by the COR.

C. WORK HOURS AND MEETINGS:

All work shall be performed during the normal working hours (8:00 a.m. to 4:30 p.m.), Monday through Friday, except with the written permission of the COR. All work shall be scheduled and coordinated with the COR. When emergency situations are caused by the Contractor, then he/she shall make arrangements with the COR to work on weekends to correct/eliminate the emergency in order to meet the period of performance. The Government shall not compensate the Contractor for emergency situations caused by the Contractor.

D. RECORD KEEPING AND REPORTING:

1. **REQUIRED DOCUMENTATION**: The Contractor shall be responsible for obtaining all necessary and current licenses, Arborist certification, permits, vehicular insurance and registration, Workman's Compensatory Liability Insurance, property liability insurance etc., prior to the start date of these services. The Contractor gaining award shall provide the Contracting Officer copies of these required documents immediately after award of contract.
2. **UTILITY LINES COMPLIANCE**: Where pruning/stump grinding/tree removal conflicts with existing utility/service lines (above ground/below ground), the corresponding utilities company/cemetery staff shall be notified and the Contractor shall obtain any necessary permits/ blue prints and cooperate with the utilities company/cemetery staff to avoid any damage or liability, and provide a safe work environment for his/her employees.
3. **INSPECTION:** At the completion of the work, the COR shall inspect the contracted tree maintenance in the company of the Contractor's site manager. Work determined by the COR to be incomplete shall be completed by the Contractor at no additional cost to the Government. Disputes arising regarding the status of the work will be reported to the CO for final resolution.

E. GENERAL CONDITIONS:

1. The Contractor is responsible to ensure that all work shall be done in a manner that safeguards all VA visitors, employees, and public. The Contractor shall be solely responsible for any and all actions initiated and/or completed by his/her employees. Furthermore, the Contractor and his/her employees shall have a clear understanding of, and be sensitive to, such environmental issues as ground water contamination, wetlands, etc., and be consistent and fully compliant with all applicable Federal, State, County and City laws, ordinances, Right-to-Know laws, EPA guidelines, and regulations.
2. The Contractor shall be responsible for cleaning any cemetery structures that are soiled or stained as a result of Contractor's performance. The Contractor shall wash-down with water all soiled or stained structures and grounds at the end of each workday. No hazardous chemicals are to be used at anytime on Government property. The Contractor shall bear all costs associated with washing and cleaning. Any such washing/cleaning shall be brought to the immediate attention of the COR prior to washing/cleaning.
3. At the end of each day the Contractor shall remove all debris from the cemetery site resulting from the work, unless otherwise specified by the COR. The Contractor shall ensure at all times that rubbish and trash generated by the Contractor is kept clear of vehicular and pedestrian traffic throughout the site. NOTE: The Government shall NOT provide receptacle(s) for disposal of debris related to this

contract.

4. Adequate warning devices, barricades, guards, flagmen or other necessary precautions shall be provided by the Contractor for the protection, safety, and warning of all pedestrians and vehicular traffic within the area.
5. The Government may undertake or award other contracts for additional work at or near the site of work for this contract. The Contractor shall fully cooperate with any other Contractors and with Government employees and shall carefully adapt scheduling and performance of work, needing any direction, it shall be provided by the COR. The Contractor is responsible for reporting to the COR any problems or questions that may arise with any other personnel on site during the period of performance of this contract. The Contractor shall not take it upon him or herself to resolve any problems or issues with other on-site Contractors or employees, but rather will leave it to the COR to resolve the issue.
6. The Contractor shall not operate trucks, tractors, and other heavy equipment on any turf area except when authorized in writing by the COR. Contractor shall "Board-in" and "board-out" when moving heavy equipment over turf. That is, the Contractor shall place plywood sheets or mud tracks to protect turf from damage from heavy equipment. Protection boards shall be removed from turf by the close of business each day to avoid damaging turf.
7. Due to the sensitive mission of the cemetery, the work often requires contact with, and exposure to, grieving individuals. Contractor personnel must exercise and exhibit absolute decorum, composure and stability at all times.
8. The Government shall not be responsible for any loss, damage, or theft of contractor items. Contractor shall be responsible for acceptable standards of housekeeping and custodial maintenance of Department of Veterans Affairs facilities used by Contractor's employees.
9. Electricity and water will be furnished by the Government.
10. The COR may designate an area for the Contractor to use to store a limited amount of supplies or equipment, if available.
11. The COR will designate an area for Contractor employees to take lunch and other breaks.

F. DAMAGE TO GOVERNMENT PROPERTY:

1. Contractors shall be responsible for replacement of any cemetery structure, to include: turf, curb, road pavement, headstone or marker, valve boxes, control markers, sprinkler heads, which is chipped, marred, damaged and/or ruined at the fault of the Contractor. The Contractor shall bear all costs associated with replacement and reinstallation. Any such damage shall be brought to the immediate attention of the appointed COR prior to repair/replacement/installation.

G. CONTRACTOR-FURNISHED ITEMS:

1. The Contractor is responsible for supplying all equipment, personnel, tools, supplies and materials to perform these services. All pruning tools shall be kept sharp and properly functioning.
2. The Contractor is responsible for ensuring that all of his/her motor vehicles and equipment meet State inspection, safety, licensing, registration, and insurance requirements.

H. CONTRACTOR CONDUCT: Contractor personnel shall:

1. Be required to adhere to the following standards of dress, conduct, supervision and training while performing work on Government property. It shall be subject to immediate enforcement action by the Contracting Officer if these standards are not adhered to during the period of performance of this contract. Contractor shall be responsible for training and safety precautions prescribed by OSHA regarding safety equipment and devices.
2. Be fully clothed at all times, to include upper garment to cover body from the waist to the neck and long pants or slacks. Garments, which have a message, or printing of any kind other than the Contractor's business attire, are prohibited. Uniforms are acceptable.
3. Maintain a neat and professional appearance throughout its workforce, vehicles, equipment, and maintenance areas. Uniforms are acceptable. If uniforms are used, they must be in unison among all employees.
4. The Contractor/personnel shall not engage in loud or boisterous behavior, angry outbursts or use

profane or abusive language at anytime on Government premises. Playing radios and/or electronic games/devices, shall only be done at lunchtime and in a designated break area. Due to the sensitive mission of the cemetery, Contractor employees will come into daily contact with grieving individuals, therefore Contractor employees will exercise and exhibit absolute decorum, courtesy, and respect while within the cemetery or at its perimeter or entrances. Inquiries from cemetery visitors shall be politely referred to Government cemetery staff. Gratuities of any kind are strictly prohibited.

5. Consume food and beverage only within areas designated by the COR. Intoxication, and violence or criminal acts of any kind will not be tolerated - and is cause for immediate removal from Government property. Use or sale of intoxicating beverages and/or drugs is strictly prohibited, and use of tobacco products is only allowed in specific areas designated by the COR.
6. Contractor employees shall only take breaks/rest periods and lunch breaks at the Contractor Staging Area, not in the field. Workers are to utilize contractor provided temporary chemical toilet facilities located only in the Contractor Staging Area. Misconduct shall form the basis for immediate contract enforcement action, to include immediate removal from the cemetery.
7. Worker parking: Parking is limited. The COR will designate an area for all contract employees to park. Workers are not allowed to park throughout the cemetery grounds, and violation of this requirement shall form the basis for immediate contract enforcement action, to include immediate removal from the cemetery.
8. The Contractor shall be responsible to ensure that his/her employees (including contractor's consultants, subcontractors, etc.) are aware of all the terms and conditions set forth above in this solicitation package regarding their performance and conduct during the performance period of this contract.

End of Scope of Work

ATTACHMENTS

Attachment A	Tree Worksheet for Little Rock National Cemetery
Attachment B	CLIN Sheet for Little Rock National Cemetery
Attachment C	Site Plan for Little Rock National Cemetery

Attachment A
Tree Worksheet for Little Rock National Cemetery

Individual Tree	Section	Location	Species	DBH (in)	Estimated Height (ft)	CLIN	Description	Notes
1	Shelter		willow oak	37	50+	001	Large Tree Removal	
2	18	3A	willow oak	36	50+	002	Large Tree Routine Pruning	
3	18	1A	willow oak	46	50+	001	Large Tree Removal	
4	18	2886	red oak	36	50+	001	Large Tree Removal	
5	18	366	red oak	36	50+	003	Large Tree Deadwood Pruning 1	
6	18	440	willow	38	50+	003	Large Tree Deadwood Pruning 1	
7	6	6282	red oak	38	50+	002	Large Tree Routine Pruning	
8	8	530	willow	34	50+	004	Large Tree Deadwood Pruning 2	Remove Mistletoe
9	8	7100	red oak	44	50+	001	Large Tree Removal	
10	11	5486	red oak	66	50+	003	Large Tree Deadwood Pruning 1	
11	2	1344	willow	50	50+	002	Large Tree Routine Pruning	
12	2	2025	willow	57	50+	003	Large Tree Deadwood Pruning 1	
13	3	2291	red oak	45	50+	002	Large Tree Routine Pruning	
14	15A	1855	water oak	36	50+	001	Large Tree Removal	
15	16	17	red oak	48	50+	002	Large Tree Routine Pruning	

Attachment B
CLIN Sheet for Little Rock National Cemetery

CLIN	**DESCRIPTION**	**QTY**	**UNIT**	**UNIT PRICE**	**AMOUNT**
001	**Large Tree Removal** – height >40' AND DBH >24"; tree removal, stump removal, topsoil fill, cleanup and disposal of debris	**5**	EA.	$_____	$_____
002	**Large Tree Routine Pruning** – height >40' AND DBH >24"; tree pruning, cleanup and disposal of debris	**5**	EA.	$_____	$_____
003	**Large Tree Deadwood Pruning 1** – height >40' AND DBH >24"; tree pruning, cleanup and disposal of debris	**4**	EA.	$_____	$_____
004	**Large Tree Deadwood Pruning 2** – height >40' AND DBH >24"; tree pruning, cleanup and disposal of debris	**1**	EA.	$_____	$_____
	TOTAL AMOUNT =				$_____

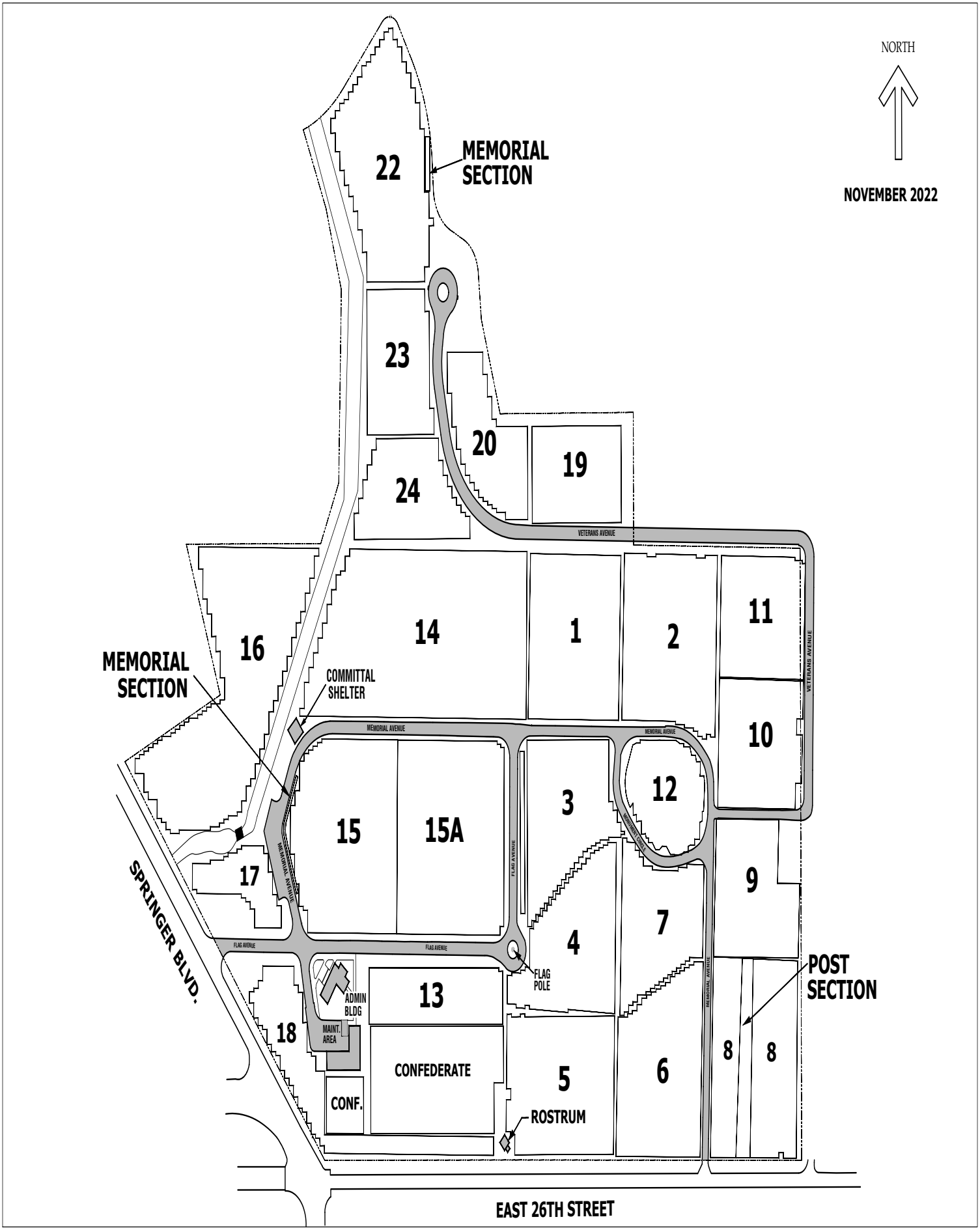
Attachment C
Site Plan for Little Rock National Cemetery

Tree maintenance approximate locations indicated.

Number (1,2,3…) indicates number of trees at location.

Letter indicates size: S = small; M = medium; L = large.

Color indicates maintenance required: red = removal; orange = stump removal; green = training pruning; pink = routine pruning; blue = deadwood pruning 2; purple = deadwood pruning 1.


NORTH
NOVEMBER 2022
MEMORIAL SECTION
22
23
20
19
24
VETERANS AVENUE
MEMORIAL SECTION
16
14
1
2
11
COMMITTAL SHELTER
MEMORIAL AVENUE
MEMORIAL AVENUE
VETERANS AVENUE
10
15
15A
3
12
17
MEMORIAL AVENUE
FLAG AVENUE
SPRINGER CIRCLE
9
SPRINGER BLVD.
FLAG AVENUE
FLAG AVENUE
4
7
FLAG POLE
POST SECTION
ADMIN BLDG
13
MEMORIAL AVENUE
18
MAINT. AREA
CONFEDERATE
5
6
8
8
CONF.
ROSTRUM
EAST 26TH STREET

Source Selection Plan / Evaluation Factors
Little Rock National Cemetery – Tree Maintenance

I. BACKGROUND

A. **Purpose**. The purpose of this Source Selection Plan is to set forth the process by which the NCA Contracting Office will evaluate offers received in response to the solicitation for Tree Maintenance at Little Rock National Cemetery.

B. **Source selection approach**. This plan covers the approach for soliciting and evaluating offers, provides the source selection organizational structure, and designates persons who will perform the evaluation.

II. BASIS OF AWARD: This procurement is being conducted pursuant to FAR Part 13 procedures. The Government intends to award a contract resulting from this solicitation to the responsible offeror who offers the lowest price, whose quoted price is found to be reasonable, and whose quote is found to be technically acceptable when considering the non-price evaluation factors described below. **Offerors who fail to meet any technical acceptability evaluation factors below will not be eligible to receive contract award.**

III. EVALUTION FACTORS

1) **Factor 1: Technical Approach and Understanding of the Work:** Proposal shall be evaluated in accordance with the criteria contained in the Statement of Work and on how well the technical approach meets the Government requirements. The proposal shall be more than restating the SOW. Technical approach will be evaluated for the following:
   a) Contractor-provided statements and/or literature that clearly explains their experience, approach and/or abilities to perform the tasks described in the Statement of Work (SOW).
   b) Arborist Certification from International Society of Arboriculture
   c) Resume for Certified Arborist demonstrating a minimum of three (3) years' experience as a direct supervisor of a commercial tree maintenance operation that included removal, trimming, and stump removal in commercial, industrial, or public sites.
2) **Factor 2: Past Performances:** Past performance shall be evaluated based on the Contractor's technical qualifications on projects within the last 5 years that are comparable in size, complexity, and scope. Past Performance information shall be obtained by the following methods.
   a) The Contracting Officer's knowledge of previous experience with the supply or service being acquired.
   b) Contractor's past performance descriptions of a minimum of 3 recent (within the last 5 years) projects of similar size and scope
   c) The Contractor Performance Assessment Reporting System (CPARS) at https://www.cpars.gov
   d) Any other reasonable basis.
3) **Factor 3: Price:** Proposed price will be evaluated for LPTA and completeness/accuracy in the provided CLIN structure.

Deliveries or Performance

Line Number/ Delivery Number	Delivery	Quantity	FOB Point	Address
0001/1		5.000000		LITTLE ROCK NATIONAL CEMETARY (858) DEPT OF VETERANS AFFAIRS (858) LITTLE ROCK NATIONAL CEMETARY 522 GARLAND AVENUE FORT SMITH, AR 72901
Line Number/ Delivery Number	Delivery	Quantity	FOB Point	Address
0002/1		5.000000		LITTLE ROCK NATIONAL CEMETARY (858) DEPT OF VETERANS AFFAIRS (858) LITTLE ROCK NATIONAL CEMETARY 522 GARLAND AVENUE FORT SMITH, AR 72901
Line Number/ Delivery Number	Delivery	Quantity	FOB Point	Address
0003/1		4.000000		LITTLE ROCK NATIONAL CEMETARY (858) DEPT OF VETERANS AFFAIRS (858) LITTLE ROCK NATIONAL CEMETARY 522 GARLAND AVENUE FORT SMITH, AR 72901
Line Number/ Delivery Number	Delivery	Quantity	FOB Point	Address
0004/1		1.000000		LITTLE ROCK NATIONAL CEMETARY (858) DEPT OF VETERANS AFFAIRS (858) LITTLE ROCK NATIONAL CEMETARY 522 GARLAND AVENUE FORT SMITH, AR 72901

PERIOD OF PERFORMANCE

ITEM	START	END
0001	08/20/2026	07/19/2027
0002	08/20/2026	07/19/2027
0003	08/20/2026	07/19/2027
0004	08/20/2026	07/19/2027

Section 3 - Documents, Exhibits, or Attachments

Title	Dates	Number of Pages
Wage Deternation 2015-5117.pdf	06/26/2026	

"

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5117
Revision No.: 30
Date Of Last Revision: 5/13/2026

State: Arkansas

Area: Arkansas Counties of Faulkner, Lonoke, Perry, Pulaski and Saline

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.97
01012 - Accounting Clerk II		19.05
01013 - Accounting Clerk III		21.31
01020 - Administrative Assistant		25.48
01035 - Court Reporter		20.76
01041 - Customer Service Representative I		14.91
01042 - Customer Service Representative II		16.27
01043 - Customer Service Representative III		18.26
01051 - Data Entry Operator I		15.00
01052 - Data Entry Operator II		16.37
01060 - Dispatcher, Motor Vehicle		21.87
01070 - Document Preparation Clerk		16.86
01090 - Duplicating Machine Operator		16.86
01111 - General Clerk I		14.70
01112 - General Clerk II		16.05
01113 - General Clerk III		18.01
01120 - Housing Referral Assistant		23.15
01141 - Messenger Courier		17.52
01191 - Order Clerk I		17.34
01192 - Order Clerk II		18.91
01261 - Personnel Assistant (Employment) I		18.43
01262 - Personnel Assistant (Employment) II		20.61
01263 - Personnel Assistant (Employment) III		22.98
01270 - Production Control Clerk		26.54
01290 - Rental Clerk		16.48
01300 - Scheduler, Maintenance		18.56
01311 - Secretary I		18.56
01312 - Secretary II		20.76
01313 - Secretary III		23.15
01320 - Service Order Dispatcher		19.55
01410 - Supply Technician		25.48
01420 - Survey Worker		18.63
01460 - Switchboard Operator/Receptionist		16.91
01531 - Travel Clerk I		18.44
01532 - Travel Clerk II		19.99
01533 - Travel Clerk III		21.07
01611 - Word Processor I		16.54
01612 - Word Processor II		18.56
01613 - Word Processor III		20.76
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.78
05010 - Automotive Electrician		21.37
05040 - Automotive Glass Installer		20.04
05070 - Automotive Worker		20.04
05110 - Mobile Equipment Servicer		17.62
05130 - Motor Equipment Metal Mechanic		22.70
05160 - Motor Equipment Metal Worker		20.04
05190 - Motor Vehicle Mechanic		22.70
05220 - Motor Vehicle Mechanic Helper		16.42
05250 - Motor Vehicle Upholstery Worker		18.84
05280 - Motor Vehicle Wrecker		20.04
05310 - Painter, Automotive		21.37
05340 - Radiator Repair Specialist		20.04
05370 - Tire Repairer		16.31
05400 - Transmission Repair Specialist		22.70
07000 - Food Preparation And Service Occupations		

07010 - Baker		13.99
07041 - Cook I		14.35
07042 - Cook II		16.32
07070 - Dishwasher		13.44
07130 - Food Service Worker		14.18
07210 - Meat Cutter		17.07
07260 - Waiter/Waitress		12.73
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		21.49
09040 - Furniture Handler		13.37
09080 - Furniture Refinisher		20.98
09090 - Furniture Refinisher Helper		16.12
09110 - Furniture Repairer, Minor		18.50
09130 - Upholsterer		20.46
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		13.67
11060 - Elevator Operator		14.06
11090 - Gardener		21.96
11122 - Housekeeping Aide		14.06
11150 - Janitor		14.06
11210 - Laborer, Grounds Maintenance		16.98
11240 - Maid or Houseman		13.33
11260 - Pruner		15.46
11270 - Tractor Operator		20.47
11330 - Trail Maintenance Worker		16.98
11360 - Window Cleaner		15.45
12000 - Health Occupations		
12010 - Ambulance Driver		19.38
12011 - Breath Alcohol Technician		22.61
12012 - Certified Occupational Therapist Assistant		37.99
12015 - Certified Physical Therapist Assistant		31.30
12020 - Dental Assistant		20.70
12025 - Dental Hygienist		40.17
12030 - EKG Technician		32.57
12035 - Electroneurodiagnostic Technologist		32.57
12040 - Emergency Medical Technician		19.38
12071 - Licensed Practical Nurse I		20.21
12072 - Licensed Practical Nurse II		22.61
12073 - Licensed Practical Nurse III		25.20
12100 - Medical Assistant		18.33
12130 - Medical Laboratory Technician		26.11
12160 - Medical Record Clerk		18.68
12190 - Medical Record Technician		21.08
12195 - Medical Transcriptionist		16.81
12210 - Nuclear Medicine Technologist		36.64
12221 - Nursing Assistant I		13.95
12222 - Nursing Assistant II		15.70
12223 - Nursing Assistant III		17.13
12224 - Nursing Assistant IV		19.23
12235 - Optical Dispenser		20.85
12236 - Optical Technician		18.32
12250 - Pharmacy Technician		17.70
12280 - Phlebotomist		18.51
12305 - Radiologic Technologist		29.04
12311 - Registered Nurse I		25.94
12312 - Registered Nurse II		31.72
12313 - Registered Nurse II, Specialist		31.72
12314 - Registered Nurse III		38.38
12315 - Registered Nurse III, Anesthetist		38.38
12316 - Registered Nurse IV		46.02
12317 - Scheduler (Drug and Alcohol Testing)		28.01
12320 - Substance Abuse Treatment Counselor		26.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.40
13012 - Exhibits Specialist II		26.52
13013 - Exhibits Specialist III		32.44
13041 - Illustrator I		21.40
13042 - Illustrator II		26.52
13043 - Illustrator III		32.44
13047 - Librarian		29.37
13050 - Library Aide/Clerk		15.56
13054 - Library Information Technology Systems Administrator		26.52
13058 - Library Technician		15.50
13061 - Media Specialist I		19.14
13062 - Media Specialist II		21.40
13063 - Media Specialist III		23.87
13071 - Photographer I		17.95
13072 - Photographer II		20.09
13073 - Photographer III		24.88
13074 - Photographer IV		30.44
13075 - Photographer V		36.83
13090 - Technical Order Library Clerk		19.54
13110 - Video Teleconference Technician		21.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.07
14042 - Computer Operator II		21.33
14043 - Computer Operator III		23.77
14044 - Computer Operator IV		26.42
14045 - Computer Operator V		29.26
14071 - Computer Programmer I	(see 1)	22.92
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 19.07
14160 - Personal Computer Support Technician 26.42
14170 - System Support Specialist 29.26

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor
(Non-Rated) 34.36
15020 - Aircrew Training Devices Instructor (Rated) 41.57
15030 - Air Crew Training Devices Instructor
(Pilot) 49.82
15050 - Computer Based Training Specialist /
Instructor 34.36
15060 - Educational Technologist 31.52
15070 - Flight Instructor (Pilot) 49.82
15080 - Graphic Artist 22.65
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 49.82
15086 - Maintenance Test Pilot, Rotary Wing 49.82
15088 - Non-Maintenance Test/Co-Pilot 49.82
15090 - Technical Instructor 21.70
15095 - Technical Instructor/Course Developer 26.54
15110 - Test Proctor 17.51
15120 - Tutor 17.51

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 13.66
16030 - Counter Attendant 13.66
16040 - Dry Cleaner 15.74
16070 - Finisher, Flatwork, Machine 13.66
16090 - Presser, Hand 13.66
16110 - Presser, Machine, Drycleaning 13.66
16130 - Presser, Machine, Shirts 13.66
16160 - Presser, Machine, Wearing Apparel, Laundry 13.66
16190 - Sewing Machine Operator 16.39
16220 - Tailor 17.05
16250 - Washer, Machine 14.37

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.82
19040 - Tool And Die Maker 27.19

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.19
21030 - Material Coordinator 26.54
21040 - Material Expediter 26.54
21050 - Material Handling Laborer 16.96
21071 - Order Filler 16.39
21080 - Production Line Worker (Food Processing) 22.19
21110 - Shipping Packer 19.46
21130 - Shipping/Receiving Clerk 19.46
21140 - Store Worker I 13.60
21150 - Stock Clerk 18.38
21210 - Tools And Parts Attendant 22.19
21410 - Warehouse Specialist 22.19

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.45
23019 - Aircraft Logs and Records Technician 24.70
23021 - Aircraft Mechanic I 29.75
23022 - Aircraft Mechanic II 31.45
23023 - Aircraft Mechanic III 33.16
23040 - Aircraft Mechanic Helper 21.52
23050 - Aircraft, Painter 28.01
23060 - Aircraft Servicer 24.70
23070 - Aircraft Survival Flight Equipment
Technician 28.01
23080 - Aircraft Worker 26.27
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 26.27
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 29.75
23110 - Appliance Mechanic 21.50
23120 - Bicycle Repairer 21.15
23125 - Cable Splicer 34.62
23130 - Carpenter, Maintenance 22.99
23140 - Carpet Layer 24.06
23160 - Electrician, Maintenance 23.59
23181 - Electronics Technician Maintenance I 26.29
23182 - Electronics Technician Maintenance II 28.04
23183 - Electronics Technician Maintenance III 29.78
23260 - Fabric Worker 22.62
23290 - Fire Alarm System Mechanic 23.05
23310 - Fire Extinguisher Repairer 21.15
23311 - Fuel Distribution System Mechanic 33.95
23312 - Fuel Distribution System Operator 26.36
23370 - General Maintenance Worker 19.93
23380 - Ground Support Equipment Mechanic 29.75
23381 - Ground Support Equipment Servicer 24.70
23382 - Ground Support Equipment Worker 26.27
23391 - Gunsmith I 21.15
23392 - Gunsmith II 24.06
23393 - Gunsmith III 27.25
23410 - Heating, Ventilation And Air-Conditioning
Mechanic 22.96
23411 - Heating, Ventilation And Air Contidioning

Mechanic (Research Facility)		24.27
23430 - Heavy Equipment Mechanic		30.21
23440 - Heavy Equipment Operator		22.29
23460 - Instrument Mechanic		26.20
23465 - Laboratory/Shelter Mechanic		25.66
23470 - Laborer		16.96
23510 - Locksmith		21.46
23530 - Machinery Maintenance Mechanic		28.79
23550 - Machinist, Maintenance		24.16
23580 - Maintenance Trades Helper		17.80
23591 - Metrology Technician I		26.20
23592 - Metrology Technician II		27.69
23593 - Metrology Technician III		29.20
23640 - Millwright		27.53
23710 - Office Appliance Repairer		21.71
23760 - Painter, Maintenance		20.67
23790 - Pipefitter, Maintenance		25.62
23810 - Plumber, Maintenance		24.12
23820 - Pneudraulic Systems Mechanic		27.25
23850 - Rigger		27.82
23870 - Scale Mechanic		24.06
23890 - Sheet-Metal Worker, Maintenance		21.72
23910 - Small Engine Mechanic		19.18
23931 - Telecommunications Mechanic I		26.76
23932 - Telecommunications Mechanic II		28.29
23950 - Telephone Lineman		26.66
23960 - Welder, Combination, Maintenance		22.80
23965 - Well Driller		27.25
23970 - Woodcraft Worker		27.25
23980 - Woodworker		21.15
24000 - Personal Needs Occupations		
24550 - Case Manager		20.77
24570 - Child Care Attendant		13.62
24580 - Child Care Center Clerk		16.97
24610 - Chore Aide		13.53
24620 - Family Readiness And Support Services Coordinator		20.77
24630 - Homemaker		20.77
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.42
25040 - Sewage Plant Operator		23.44
25070 - Stationary Engineer		25.42
25190 - Ventilation Equipment Tender		18.38
25210 - Water Treatment Plant Operator		23.44
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.96
27007 - Baggage Inspector		16.94
27008 - Corrections Officer		22.47
27010 - Court Security Officer		22.97
27030 - Detection Dog Handler		18.95
27040 - Detention Officer		22.47
27070 - Firefighter		23.60
27101 - Guard I		16.94
27102 - Guard II		18.95
27131 - Police Officer I		24.92
27132 - Police Officer II		27.70
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.65
28042 - Carnival Equipment Repairer		17.88
28043 - Carnival Worker		12.58
28210 - Gate Attendant/Gate Tender		17.20
28310 - Lifeguard		12.90
28350 - Park Attendant (Aide)		19.25
28510 - Recreation Aide/Health Facility Attendant		14.00
28515 - Recreation Specialist		23.76
28630 - Sports Official		15.27
28690 - Swimming Pool Operator		20.33
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.92
29020 - Hatch Tender		26.92
29030 - Line Handler		26.92
29041 - Stevedore I		25.31
29042 - Stevedore II		28.70
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		18.41
30022 - Archeological Technician II		20.59
30023 - Archeological Technician III		25.51
30030 - Cartographic Technician		25.51
30040 - Civil Engineering Technician		25.57
30051 - Cryogenic Technician I		28.25
30052 - Cryogenic Technician II		31.20
30061 - Drafter/CAD Operator I		18.41
30062 - Drafter/CAD Operator II		20.59
30063 - Drafter/CAD Operator III		22.95
30064 - Drafter/CAD Operator IV		28.25
30081 - Engineering Technician I		17.42

30082 - Engineering Technician II		19.58
30083 - Engineering Technician III		21.89
30084 - Engineering Technician IV		27.13
30085 - Engineering Technician V		33.18
30086 - Engineering Technician VI		40.15
30090 - Environmental Technician		21.87
30095 - Evidence Control Specialist		25.51
30210 - Laboratory Technician		20.86
30221 - Latent Fingerprint Technician I		25.20
30222 - Latent Fingerprint Technician II		27.83
30240 - Mathematical Technician		26.50
30361 - Paralegal/Legal Assistant I		21.30
30362 - Paralegal/Legal Assistant II		26.11
30363 - Paralegal/Legal Assistant III		31.94
30364 - Paralegal/Legal Assistant IV		38.64
30375 - Petroleum Supply Specialist		31.20
30390 - Photo-Optics Technician		25.51
30395 - Radiation Control Technician		31.20
30461 - Technical Writer I		29.01
30462 - Technical Writer II		35.48
30463 - Technical Writer III		42.93
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		28.25
30502 - Weather Forecaster II		34.36
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.95
30621 - Weather Observer, Senior	(see 2)	25.51
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		14.40
31030 - Bus Driver		19.91
31043 - Driver Courier		17.18
31260 - Parking and Lot Attendant		14.12
31290 - Shuttle Bus Driver		14.67
31310 - Taxi Driver		12.97
31361 - Truckdriver, Light		18.43
31362 - Truckdriver, Medium		19.71
31363 - Truckdriver, Heavy		27.04
31364 - Truckdriver, Tractor-Trailer		27.04
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.48
99050 - Desk Clerk		13.31
99095 - Embalmer		27.37
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		15.28
99252 - Laboratory Animal Caretaker II		16.40
99260 - Marketing Analyst		30.24
99310 - Mortician		27.37
99410 - Pest Controller		17.99
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		20.58
99711 - Recycling Specialist		24.80
99730 - Refuse Collector		18.73
99810 - Sales Clerk		14.12
99820 - School Crossing Guard		14.71
99830 - Survey Party Chief		24.32
99831 - Surveying Aide		16.09
99832 - Surveying Technician		22.11
99840 - Vending Machine Attendant		20.02
99841 - Vending Machine Repairer		24.43
99842 - Vending Machine Repairer Helper		20.02

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 $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
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))."""