Superior National Forest 2026 Non-Native Plant Herbicide Treatment
Solicitation Number: 12443926Q0143

Description

This solicitation is for commercial services prepared in accordance with the format in FAR Part 12. This announcement constitutes only solicitation. Quotations are being requested and a separate written solicitation will not be issued.

Solicitation number 12443926Q0143 is issued as a Request for Quotation (RFQ) for 2026 Non-Native Invasive Plant Herbicide Treatment on the Superior National Forest.

This acquisition is set-aside for small business concerns. The applicable North American Industry Classification Standard Code is 115310 The small business size standard is $11.5 million. This acquisition is a Total Small Business Set-Aside. All responsible sources may submit a quotation which will be considered by the agency.

Statement of Requirement

The intent of this contract is to use approved herbicides to treat approximately 121 acres of non-native invasive plant infestations spread along approximately 200 miles of roads and trails on National Forest System land at locations in St. Louis, Lake, and Cook Counties, Minnesota. Treatments will occur between July 13, 2026 and October 2, 2026.

Schedule of Items

Entity: _____ UEI#: _____

CLIN	Description	Acres	Unit Cost (per acre)	Total
0001	Non-Native Invasive Plant Herbicide Treatment Application	121		**$**
1001	Non-Native Invasive Plant Herbicide Treatment Application	121		**$**
2001	Non-Native Invasive Plant Herbicide Treatment Application	121		**$**
3001	Non-Native Invasive Plant Herbicide Treatment Application	121		**$**
4001	Non-Native Invasive Plant Herbicide Treatment Application	121		**$**
GRAND TOTAL				**$**

Technical Data

Technical data and supporting documentation associated with this solicitation are available through the following sources:

1. Solicitation Attachments
   The following documents are included as attachments to this solicitation and can be accessed via the "Attachments/Links" section of the posting.
   - Attachment 001 – Statement of Work
   - Attachment 002 – SNF Weed Spray Vicinity
   - Attachment 003 – EZ 2026 SNF Weed Spray Maps
   - Attachment 004 – WZ 2026 SNF Weed Spray Maps
   - Attachment 005 – SCA Wage Determination 2015-4939 Rev 29 / 2015-4959 Rev 29

Federal Acquisition Regulation (FAR) and United States Department of Agriculture 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
52.226-8	Encouraging Contractor Policies to Ban Text Messaging While Driving (May 2024)
52.232-39	Unenforceability of Unauthorized Obligations (Jun 2013)
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)

<u>The following clauses are applicable if checked:</u>

☐ 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
☒ 52.222-41 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
Landscaping and Ground Keeping	$19.13 + fringe benefits

☐ 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)
☐ 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)
☐ 52.223-2 Reporting of Biobased Products Under Service and Construction Contracts (Nov 2025)
☐ 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 (Nov 2025)
☐ 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)
☐ 52.237-2 Protection of Government Buildings, Equipment, and Vegetation (Apr 1984)
☐ 52.237-3 Continuity of Services (Jan 1991)
☐ 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

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.
52.245-1 Government Property (Sep 2021)
☐ Alternate I (Sep 2021) of 52.245-1
52.245-2 Government Property

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)

AGAR 452.203-72 Unenforceable Supplier Terms

(a) Definitions.

Supplier terms mean provisions customarily drafted by vendors of supplies or services and intended to create a binding legal obligation on the end user. The term applies:

(1) Regardless of the format or style of the document. For example, supplier terms may appear in standard terms of sale or lease, Terms of Service (TOS), End User License Agreement (EULA), or another similar legal instrument or agreement, and may be presented as part of a proposal or quotation responding to a solicitation for a contract or order or otherwise become effective after the contract date.

(2) Regardless of the media or delivery mechanism used. For example, supplier terms may be presented as one or more paper documents or may appear on a computer or other electronic

device screen during a purchase, software installation, other product delivery, registration for a service, or another transaction.

(b) Applicability. When any supply or service acquired under this contract is subject to supplier terms, the supplier terms are deemed part of the contract only to the extent they are consistent with this clause. Supplier terms that conflict with any part of this clause, the contract, or Federal law are void and will not be considered incorporated into a contract, even if they are physically present in a contract documentation or systems. In the event of any inconsistency between supplier terms and this contract, this clause and the terms of the Government contract shall govern and supersede any supplier terms in all cases.

(c) Authorization Required. Notwithstanding any other provision, no supplier terms shall be binding on the Government unless the term is expressly authorized on the USDA Supplier Terms Authorization Form signed by the Contracting Officer, and the completed Authorization Form has been incorporated into the contract.

(d) Unenforceable Terms. Any supplier terms that impose obligations or restrictions inconsistent with applicable Federal law are unenforceable against the Government and deemed stricken from the agreement. This includes, but is not limited to, any clause that:

(1) Requires the Government to pay future fees, penalties, interest, legal costs, early-termination fees, cancellation fees, minimum purchase commitments, true-up payments, seat-count minimums, usage minimums, continued-use charges, or any other financial obligation not expressly authorized by the contract.

(2) Requires the Government to indemnify the contractor or any other entity.

(3) Restricts the Government's ability to obtain similar supplies or services from another source.

(4) Imposes any penalty, financial or otherwise, based on the Government's decision not to exercise an option.

(5) Subjects the United States Government to the laws of any U.S. state, territory, district, municipality, or foreign nation, except where Federal law expressly permits such application.

(6) Requires dispute resolution in a forum or venue other than one prescribed by applicable Federal law.

(7) Establishes a period of limitations for bringing an action that differs from that provided by applicable Federal law.

(8) Grants the contractor rights to use, mine, access, aggregate, analyze, or otherwise exploit Government data, usage data, or metadata.

(9) Deems the Government to have accepted initial or revised terms based on silence, continued performance, or failure to object.

(10) Grants the supplier the right to audit Government facilities, systems, records, or use of the product or service, except as expressly authorized by the contract and applicable Federal law.

(11) Requires the Government to accept supplier security requirements, network access requirements, monitoring, penetration testing, or other technical or security measures.

(12) Permits the supplier to suspend, degrade, or terminate access to products or services based on alleged non-payment, alleged breach, automated security triggers.

(13) Limits the Government's right to use, install, access, test, evaluate, or transfer the licensed product or service in any manner consistent with the contract and Federal law.

(14) Requires the Government to store, process, maintain, or transmit data in a particular geographic location, or permits the supplier to transfer Government data outside the United States, except as expressly authorized by applicable Federal law.

(15) Authorizes the supplier to use the Government's name, seal, trademark, logo, or any reference to the Government as an end user or customer for marketing, publicity, promotional activities, press releases, or similar purposes.

(16) Incorporates by reference, or requires the Government to accept, terms or conditions imposed by any third party, subcontractor, or upstream service provider, unless such terms are expressly incorporated into the contract by bilateral modification.

(17) Limits, conditions, or negates the contractor's performance obligations, service levels, or remedies through a supplier-provided service level agreement (SLA).

(18) Uses Government data, usage data, metadata, prompts, content, or interactions to train, fine-tune, improve, or derive any artificial intelligence, machine learning, or automated decision-making model.

(19) Subjects the Government to automated decision-making, automated risk scoring, automated content moderation, or any algorithmic process that may affect access, performance, or rights under the contract.

(20) Utilizes artificial intelligence or algorithmic tools that produce decisions, recommendations, or outputs affecting contract performance without providing transparency, explainability, auditability, and bias-mitigation consistent with applicable Federal law and policy.

(21) Profiles, tracks, or analyzes Government user behavior, preferences, communications, or interactions for personalization, marketing, or algorithmic optimization purposes.

(e) Non-binding Actions. Neither the Government nor any Government authorized end user is deemed to have consented to any term, condition, or clause by virtue of its inclusion in the supplier agreement or through the use of clickwrap, browsewrap, "I agree" mechanisms, or similar means.

Execution of such mechanisms does not bind the Government or its authorized end users to any unenforceable terms.

(f) End user. The supplier agreement shall bind the ordering activity as the end user to the extent it does not conflict with the terms of this clause, but it shall not bind or impose personal liability on any Government employee or any person acting on behalf of the Government in their personal capacity.

(g) Law and disputes. The supplier agreement is governed by Federal law.

(h) Statutory exception. This clause does not apply to indemnification or any other payment by the Government that is expressly authorized by statute and specifically authorized under applicable agency regulations and procedures.

(i) Continued performance. The supplier or licensor shall not unilaterally revoke, terminate, or suspend any rights granted to the Government except as allowed by the contract. If the supplier or licensor believes the ordering activity to be in breach of the supplier agreement, it shall pursue its rights under the Contract Disputes Act or other applicable Federal statute while proceeding diligently with performance, pending final resolution of any dispute in accordance with the Disputes Clause at FAR 52.212-4(d) or FAR 52.233-1, as applicable.

(j) Arbitration. Binding arbitration shall not be used unless specifically authorized by agency guidance.

(k) Equitable or injunctive relief. Equitable or injunctive relief, including the award of attorney fees, costs, or interest, may be awarded against the United States Government only when explicitly provided by statute (e.g., the Prompt Payment Act or the Equal Access to Justice Act).

(l) Revisions to supplier agreements. Any revisions to the supplier agreement must be incorporated into the contract using a bilateral modification. Unilateral revisions are not binding on the Government.

(m) No automatic renewals. If any license or service tied to periodic payment is provided under the supplier agreement (e.g., annual software maintenance or annual lease term), such license or service shall not renew automatically upon expiration of its current term without prior express written consent from an authorized Government representative.

(n) Indemnification. Any clause of the supplier agreement requiring the supplier or licensor to defend or indemnify the end user is amended to provide that the U.S. Department of Justice has the sole right to represent the United States in any such action, in accordance with 28 U.S.C. 516.

(o) Taxes or surcharges. Any taxes or surcharges which the supplier or licensor seeks to pass along to the Government as end user will be governed by the terms of the associated Government contract or order and must be submitted to the Contracting Officer for a determination of applicability prior to invoicing unless specifically agreed otherwise.

(p) Non-assignment. The supplier agreement may not be assigned, nor may any rights or obligations thereunder be delegated, without the Government's prior approval, except as expressly permitted by FAR 52.212-4(b) or FAR 52.232-23, as applicable.

(q) Confidential information. If the supplier agreement includes a confidentiality clause, such clause is amended to state that neither the agreement nor the contract price list, as applicable, shall be deemed "confidential information." Issues regarding release of "unit pricing" will be resolved consistent with the Freedom of Information Act. Notwithstanding anything in the supplier agreement to the contrary, the Government may retain any confidential information as required by law, regulation, or its internal document retention procedures for legal, regulatory, or compliance purposes; provided, however, that all such retained confidential information will continue to be subject to the confidentiality obligations of the supplier agreement.

(r) Conflict with Federal law. If any other language, provision, or clause of the supplier agreement conflicts or is inconsistent with Federal law or the terms and conditions of this contract, such language, provisions, or clauses will be considered null and void and will not be binding on the United States Government.

(End of Clause)

452.204–70 Modification for Contract Closeout (Apr 2026)
(a) If unliquidated funds in the amount of $1000 or less remain on the contract, the Contracting Officer (Contracting Officer) may issue a unilateral modification for deobligation. The contractor will receive a copy of the modification but is not required to provide a signature. The Contracting Officer will immediately proceed with contract closeout upon completion of the period of performance, receipt and acceptance of supplies or services, and final payment.

(b) For commercial contracts not exceeding the simplified acquisition procedure threshold under FAR 12.001(c), if more than $1,000 in unliquidated funds remain at closeout, the Contracting Officer will issue a bilateral deobligation modification. Only the modification requires the contractor's signature, though a Release of Claims may be requested. If the required documents are not returned within 60 days, the Contracting Officer will issue a unilateral modification and proceed with closeout once performance is complete, acceptance is confirmed, and final payment is made.

(c) For all other non-commercial or non–cost-reimbursement contracts, if more than $1,000 in unliquidated funds remain at closeout, the Contracting Officer will issue a bilateral deobligation modification and a Release of Claims, both requiring contractor signature. If these documents are not returned within 120 days, the Contracting Officer will issue a unilateral modification u and proceed with closeout upon completion of performance, acceptance, and final payment.
(End of Clause)

NOTICE FOR FILING AGENCY PROTESTS
United States Department of Agriculture (USDA) Ombudsman Program

The USDA is committed to issuing solicitations and awarding contracts in a fair and prompt manner. The Ombudsman Program for Agency Protests (OPAP) was established to address protest issues within the agency, providing an alternative to costly and time-consuming litigation. Operating independently, OPAP offers relief comparable to that granted by the Government Accountability Office (GAO). Interested parties are encouraged to resolve concerns through USDA's internal Alternative Dispute Resolution (ADR) process before pursuing external forums such as the GAO. Concerns may be addressed informally or through a formal agency protest filed with either the Contracting Officer or the Ombudsman.

Informal Forum with the Ombudsman

1. Initial Point of Contact: Interested parties who believe a specific USDA procurement is unfair or otherwise defective should first direct their concerns to the applicable Contracting Officer.
2. Escalation: If the Contracting Officer is unable to address their concerns, interested parties are encouraged to contact the USDA Ombudsman for Agency Protests. Under this informal process, the agency is not required to suspend contract award performance. Utilization of the informal forum does not suspend any time requirement for filing a formal protest with the agency or other forums.
3. Required Information: To ensure a timely response, interested parties should provide the following information to the Ombudsman: solicitation/contract number, contracting office, Contracting Officer, and solicitation closing date (if applicable).

Formal Agency Protest with the Ombudsman

1. Effort to Resolve: Prior to submitting a formal agency protest, protesters must first use their best efforts to resolve their concerns with the Contracting Officer through open and frank Discussions.
2. Independent Review: If the protester's concern remains unresolved, an Independent Review is available by the Ombudsman. The protester may file a formal agency protest with either the Contracting Officer or, alternatively, with the Ombudsman under the OPAP program. Contract awards or performance will be suspended during the protest period unless justified in writing for urgent and compelling reasons or determined in writing to be in the best interest of the Government.
3. Resolution Timeline: The agency's goal is to resolve protests within 35 calendar days from the date of filing.
4. Required Information: Protests shall include the information set forth in FAR 33.104(a)(3). Failure to submit the required information may result in a delay or dismissal of the protest.
5. Timeliness: Protests must be filed within the timeframes specified in FAR 33.104.
6. Submission: Formal protests under the OPAP program should be submitted electronically to SPE.inquiry@usda.gov and the Contracting Officer.

Election of Forum. By initiating a protest with the USDA, the protester agrees not to pursue the same matter with the Government Accountability Office (GAO) or any other external forum while the agency protest is pending. If a protest is filed externally, the agency protest will be dismissed

Solicitation Information

The intent of this contract is to use approved herbicides to treat approximately 121 acres of non-native invasive plant infestations spread along approximately 200 miles of roads and trails on National Forest System land at locations in St. Louis, Lake, and Cook Counties, Minnesota. Treatments will occur between July 13, 2026 and October 2, 2026.

Anticipated start date: July 13, 2026

Award Type

It is anticipated that a Firm Fixed Price Contract will be awarded as a result of this solicitation.

The Government intends to make one award from this solicitation. Therefore, to be considered responsive, contractors must submit pricing for all items.

Evaluation and Basis for Award

Responses to the Request for Proposals would be evaluated on the basis of the following criteria. These criteria are listed in descending order of importance.

Price:
The offeror shall provide pricing as requested in the Schedule of Items on page **1** of this Request for Quote. Failure to propose pricing for all individual line items may result in a quotation being excluded from further consideration. The offeror's quotation will be evaluated in accordance with FAR 12.204, to determine if it is fair and reasonable.

Past Performance:
The Government may utilize any references provided by the Contractor, along with information available from past contracts/orders with the USDA and any information found using sources such as Federal Government sources or the Contractor Performance Assessment Reporting System (CPARS) to determine if the Contractor has acceptable or neutral Past Performance. Past Performance will be evaluated using the following rating system:

- Acceptable: The contractor shows a demonstrated ability to meet contract requirements in prior or current contracts, including quality of work, timeliness, cost control, business relations, and adherence to contract terms.

- Neutral: Offeror does not have a past performance record.

- Unacceptable: The contractor has a documented history of failing to meet contract requirements, including poor quality, missed deadlines, cost overruns, lack of responsiveness, or unethical behavior.

Evaluation Method:
All quotations will be evaluated to determine whether it is fair and reasonable. Past performance will also be assessed to ensure it is acceptable or neutral.

Award will be made to the offeror whose proposal is determined to be the highest technically rated, provided that:
- The proposed price is fair and reasonable, and
- Past performance is assessed as acceptable or neutral.

Award will not necessarily be made to the lowest-priced offeror. Tradeoffs will not be conducted.

FAR 52.212-2 Evaluation - Commercial Products and Commercial Services (Nov 2025)

(a) Evaluation factors. The Government will award a contract resulting from this solicitation to the responsible Offeror whose offer conforming to the solicitation will be most advantageous to the Government, price and other factors considered.

(b) Notice of award. A written notice of award or acceptance of an offer furnished to the successful Offeror within the time for acceptance specified in the offer, shall result in a binding contract without further action by either party. Before the offer's specified expiration time, the Government may accept an offer (or part of an offer), whether or not there are negotiations after its receipt, unless a written notice of withdrawal is received before award.
(End of provision)

Delivery Information

F.o.b. destination, is requested as the F.O.B. point for all deliverables.
All offers will be considered F.O.B. Destination unless F.O.B. origin is specified AND estimated shipping costs are included.

The USDA requires the completion of all field work by October 2, 2026. All application records and required application location information must be turned in by October 30, 2026.

Service Contract Labor Standards -

The Service Contract Labor Standards could apply to any contracts awarded through this solicitation. In accordance with (IAW) FAR 22.1002-3(a)(2), the place of performance for this contract is St. Louis and Lake Counties, MN. The Contracting Officer has included Wage Determinations for each place as an attachment to this solicitation.

52.252-1 Solicitation Provisions Incorporated by Reference Feb 1998
This solicitation incorporates one or more solicitation provisions by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. The offeror is cautioned that the listed provisions may include blocks that must be completed by the offeror and submitted with its quotation or offer. In lieu of submitting the full text of those provisions, the offeror may identify the provision by paragraph identifier and provide the appropriate information with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically at this/these address(es): https://www.acquisition.gov/far-overhaul/far-part-deviation-guide/far-overhaul-part-52

52.212-1 Instructions to Offerors - Commercial Products and Commercial Services (Nov 2025)

Period for acceptance of offers.
The Offeror agrees to hold the prices in its offer firm for **90 calendar days** from the date specified for receipt of offers.

Questions
Questions shall be submitted via email to Chandria.Fulghum@usda.gov and are due no later than July 2, 2026, at 12:00 PM Eastern Time. This will ensure enough time to respond before the solicitation period ends. Please include the solicitation name and number as the subject line of the email.

52.203-18 Prohibition on Contracting with Entities that Require Certain Internal Confidentiality Agreements or Statements-Representation (Jan 2017)
52.209-2 Prohibition on Contracting with Inverted Domestic Corporations - Representation (Sep 2025)
52.209-11 Representation by Corporations Regarding Delinquent Tax Liability or a Felony Conviction under any Federal Law (Sep 2025)
52.240-90 Security Prohibitions and Exclusions Representations and Certifications (Nov 2025)

The following provisions are applicable if checked:

☐ 52.203-11 Certification and Disclosure Regarding Payments to Influence Certain Federal Transactions (Sep 2024)
☒ 52.204-7 System for Award Management—Registration (Nov 2025)
☐ Alternate I (Nov 2025) to 52.204-7
☒ 52.204-90 Offeror Identification (Nov 2025)
☐ 52.207-6 Solicitation of Offers from Small Business Concerns and Small Business Teaming Arrangements or Joint Ventures (Multiple-Award Contracts) (Aug 2024)
☐ 52.209-12 Certification Regarding Tax Matters (Oct 2025)
☐ 52.219-2 Equal Low Bids (Nov 2025)
☐ 52.222-18 Certification Regarding Knowledge of Child Labor for Listed End Products (Feb 2021)

☐ 52.222-48 Exemption from Application of the Service Contract Labor Standards for Maintenance, Calibration, or Repair of Certain Equipment–Certification (Nov 2025)
☐ 52.222-52 Exemption from Application of the Service Contract Labor Standards for Certain Services-Certification (Nov 2025)
☐ 52.222-56 Certification Regarding Trafficking in Persons Compliance Plan (Oct 2020)
☐ 52.223-4 Recovered Material Certification (May 2008)
☐ 52.225-2 Buy American Certificate (Oct 2022)
☐ 52.225-4 Buy American-Free Trade Agreements-Israeli Trade Act Certificate (Nov 2025)
☐ 52.225-6 Trade Agreements-Certificate (Feb 2021)
☐ 52.226-3 Disaster or Emergency Area Representation (Nov 2007)
☐ 52.229-11 Tax on Certain Foreign Procurements—Notice and Representation (Jul 2025)

Other Applicable FAR Provisions

52.216-31 Time and Materials/Labor Hour Proposal Requirements - Commercial Acquisition (Nov 2021)
52.217-5 Evaluation of Options (Nov 2025)
52.225-18 Place of Manufacture (Aug 2018)
52.233-2 Service of Protest (Sep 2025)
52.237-1 Site Visits (Apr 1984)

AGAR Provisions

452.203-70 Anti-Discrimination and Diversity, Equity, and Inclusion (DEI) Certification (Dec 2025)

(a) By submission of its offer, the offeror certifies that:

(3) It is compliant with all applicable Federal anti-discrimination laws and the Equal Protection principles of the U.S. Constitution.
(4) Neither it nor any proposed 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.

(b) If the offeror 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, by submission of its offer, the offeror certifies that it is 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 offeror 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 offeror will not be 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 offeror's compliance with the above requirements and/or eligibility for the contract may subject the offeror 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) Failure on the part of the offeror or its subcontractors to comply with the terms of this clause may be grounds for the Contracting Officer to terminate the contract for default.
(End of Provision)

NOTICE FOR FILING AGENCY PROTESTS
United States Department of Agriculture (USDA) Ombudsman Program

The USDA is committed to issuing solicitations and awarding contracts in a fair and prompt manner. The Ombudsman Program for Agency Protests (OPAP) was established to address protest issues within the agency, providing an alternative to costly and time-consuming litigation. Operating independently, OPAP offers relief comparable to that granted by the Government Accountability Office (GAO). Interested parties are encouraged to resolve concerns through USDA's internal Alternative Dispute Resolution (ADR) process before pursuing external forums such as the GAO. Concerns may be addressed informally or through a formal agency protest filed with either the Contracting Officer or the Ombudsman.

Informal Forum with the Ombudsman

1. **Initial Point of Contact:** Interested parties who believe a specific USDA procurement is unfair or otherwise defective should first direct their concerns to the applicable Contracting Officer.
2. **Escalation:** If the Contracting Officer is unable to address their concerns, interested parties are encouraged to contact the USDA Ombudsman for Agency Protests. Under this informal process, the agency is not required to suspend contract award performance. Utilization of the informal forum does not suspend any time requirement for filing a formal protest with the agency or other forums.
3. **Required Information:** To ensure a timely response, interested parties should provide the following information to the Ombudsman: solicitation/contract number, contracting office, Contracting Officer, and solicitation closing date (if applicable).

Formal Agency Protest with the Ombudsman

1. **Effort to Resolve:** Prior to submitting a formal agency protest, protesters must first use their best efforts to resolve their concerns with the Contracting Officer through open and frank discussions.
2. **Independent Review:** If the protester's concerns remain unresolved, an Independent Review is available by the Ombudsman. The protester may file a formal agency protest with either the Contracting Officer or, alternatively, with the Ombudsman under the OPAP program. Contract awards or performance will be suspended during the protest period unless justified in writing for urgent and compelling reasons or determined in writing to be in the best interest of the Government.
3. **Resolution Timeline:** The agency's goal is to resolve protests within 35 calendar days from the date of filing.
4. **Required Information:** Protests shall include the information set forth in FAR 33.104(a)(3). Failure to submit the required information may result in a delay or dismissal of the protest.
5. **Timeliness:** Protests must be filed within the timeframes specified in FAR 33.104.
6. **Submission:** Formal protests under the OPAP program should be submitted electronically to SPE.inquiry@usda.gov and the Contracting Officer.

Election of Forum. By initiating a protest with the USDA, the protester agrees not to pursue the same matter with the Government Accountability Office (GAO) or any other external forum while the agency protest is pending. If a protest is filed externally, the agency protest will be dismissed.

2026 Non-Native Invasive Plant Herbicide Treatment
Superior National Forest
St. Louis, Lake, and Cook County

DESCRIPTION/SPECIFICATIONS/STATEMENT OF WORK

BACKGROUND

The intent of this contract is to use approved herbicides to treat approximately 121 acres of non-native invasive plant infestations spread along approximately 200 miles of roads and trails on National Forest System land at locations in St. Louis, Lake, and Cook Counties, Minnesota. Treatments will occur between July 13, 2026 and October 2, 2026.

DESCRIPTION AND LOCATION

Treatment areas are within the Superior National Forest boundary and are found on all five Ranger Districts. Types of sites include: right-of-way of designated roads and trails, gravel pits, and helispots. All the weed sites are accessible by pick up or ATV.

PERFORMANCE PERIOD

The Contractor shall be required to a) commence work under this contract no sooner than July 13, 2026, b) prosecute the work diligently, c) complete all field work by October 2, 2026, and d) turn in application records and required application location information by October 30, 2026.

PRE-WORK CONFERENCE

Prior to commencement of work, the Contracting Officer (CO) or the Contracting Officer Representative (COR) will schedule a meeting with the contractor to discuss the contract terms, work requirements and schedule. At the conference, the Contractor shall designate, in writing, the name and phone number of the Contractor's on-site representative and their contract responsibilities and authority.

GOVERNMENT FURNISHED ITEMS

The Government will provide the following items to the Contractor at the pre-work conference or at a mutually agreeable time thereafter but in any case prior to field work. The only item that needs to be returned is the Forest Service gate key. The Contractor shall be liable for loss or damage to the Forest Service key until it has been returned. Completion and final acceptance of work required under this contract will be contingent on the return of the Forest Service key in serviceable condition. The Contractor will be charged by a reduction in contract payments the replacement cost of the Forest Service key if it is lost or damaged to the extent of becoming unserviceable.

1) Superior National Forest map.
2) GIS shapefile showing GPS locations of target weed infestations or georeferenced Avenza PDF maps of treatment sites
3) Hard copy map of treatment sites
4) Forest Service key

QUALIFICATIONS OF CONTRACTOR OR EMPLOYEES

The Contractor must provide at least two employees that both possess a current Minnesota commercial pesticide applicators license at the time of the treatment or be covered by a reciprocity agreement under a neighboring state license.

The Contractor and all treatment staff must be able to identify spotted knapweed, Canada thistle, bull thistle, common tansy, wild parsnip, and St. Johnswort in the field, with and without flowers present.

TASKS

The Contractor is required to treat all infestations of Canada thistle, bull thistle, spotted knapweed, tansy, wild parsnip, and St. Johnswort along the roads, gravel pits, etc., specified on the map, up to but not exceeding 121 acres of weeds (determined by sprayer calibration). This includes weed infestations that have been mapped by the Forest Service as well as new infestations that do not show up on the map and that are found by the Contractor. The Contractor will treat a total of approximately 121 acres. A summary of species to be treated and acreage to be treated is shown below in Table 1. Acreages are approximate. Most infestations sites are small.

Table 1 – Noxious weed acreage summary	
Species	Acres using tank mix of Milestone and Escort
Spotted knapweed	21.4
Common tansy	48.3
St. Johnswort	9.1
Wild parsnip	0.4
Canada thistle	33.9
Bull thistle	7.9
Total	**121**

Most roadside clearing limits along forest roads are 5-15 feet. However, there are approximately 3 miles of roads with a 30-40 foot clearing limit.

Most of the target roads can be treated with a sprayer mounted in a pick up truck. However, there are approximately 15 miles of target areas that may require a sprayer on an ATV or UTV. These are areas along designated ATV trails, snowmobile trails, or closed roads with boulders placed such that ATVs/UTVs can pass but not pick ups. Specific locations will be provided.

The following herbicides shall be used:

- Milestone (chemical name = aminopyralid) – for spotted knapweed, bull thistle, and Canada thistle.
- Escort (chemical name = metsulfuron methyl) – for common tansy, wild parsnip, and St. Johnswort. See Table 3 for application rates
- Milestone and Escort could be combined in a tank mix for treatment of the above named invasive plants.
- The Contractor will include a dye in the tank to allow for easy identification of where spraying occurred.

Table 3 – Application rate for Milestone and Escort		
Date	Milestone Application Rate	Escort Application Rate
July 13 – August 15	7 fl. oz/ac	2 oz/ac
August 16 – October 2	5 fl. oz/ac	1 oz/ac

All herbicide application will be foliar spray using a hand gun connected to an ATV or truck-mounted tank or a backpack sprayer. The sprayer will be calibrated to approximately 30 – 100 gallons/acre.

All herbicide formulations must be approved by the Contracting Officer's Representative (COR) prior to use. Surfactants should be used when not included in the herbicide formulation.

The Contractor and any employees must follow all applicable herbicide label directions.

The Contractor must record the GPS location of all application sites. Application sites must be recorded as a point or line feature in UTM (NAD83), Zone 15N. A shapefile of all application sites must be provided to the Forest Service upon completion of spraying with an attribute table including the following: spatial location, species treated, acres, herbicide mix and rate, certified applicator name, and pesticide applicator license number.

Contractor will be required to begin work on the Laurentian district then proceed to complete all treatments on the West Zone before moving to treat East Zone sites unless discussed and approved by COR.

The contractor must possess a working cell phone to be able to contact the Forest Service as needed and emergency personnel if necessary.

The contractor shall furnish all labor, equipment, herbicides, dyes, surfactants, supervision, transportation, supplies, and incidentals (except those designated as government-furnished property listed below).

Once the Contractor commences work, the Contractor must report treatment progress to the COR every weekday (telephone or text check-in suffices).

At the completion of spraying activities, the Contractor is required to provide the Forest Service with herbicide use and application records.

Motor vehicles associated with NNIP treatment shall not be operated in wetlands while the ground surface is inundated or saturated, or in forested areas where the equipment is not capable of passage without damage to overstory (canopy) trees.

Equipment refueling and herbicide mixing will not be done in wetlands, poorly drained soil, filter strips, or riparian management zones.

Herbicide application will only occur when wind speeds are less than 10 mph, or according to label direction, to minimize herbicide drift.

Weather forecasts will be obtained prior to herbicide treatment. Treatment activities will be halted, if necessary, to prevent runoff during heavy rain events.

Rinse water for cleaning or rinsing actions in conjunction with herbicide treatment will be disposed of according to label instructions.

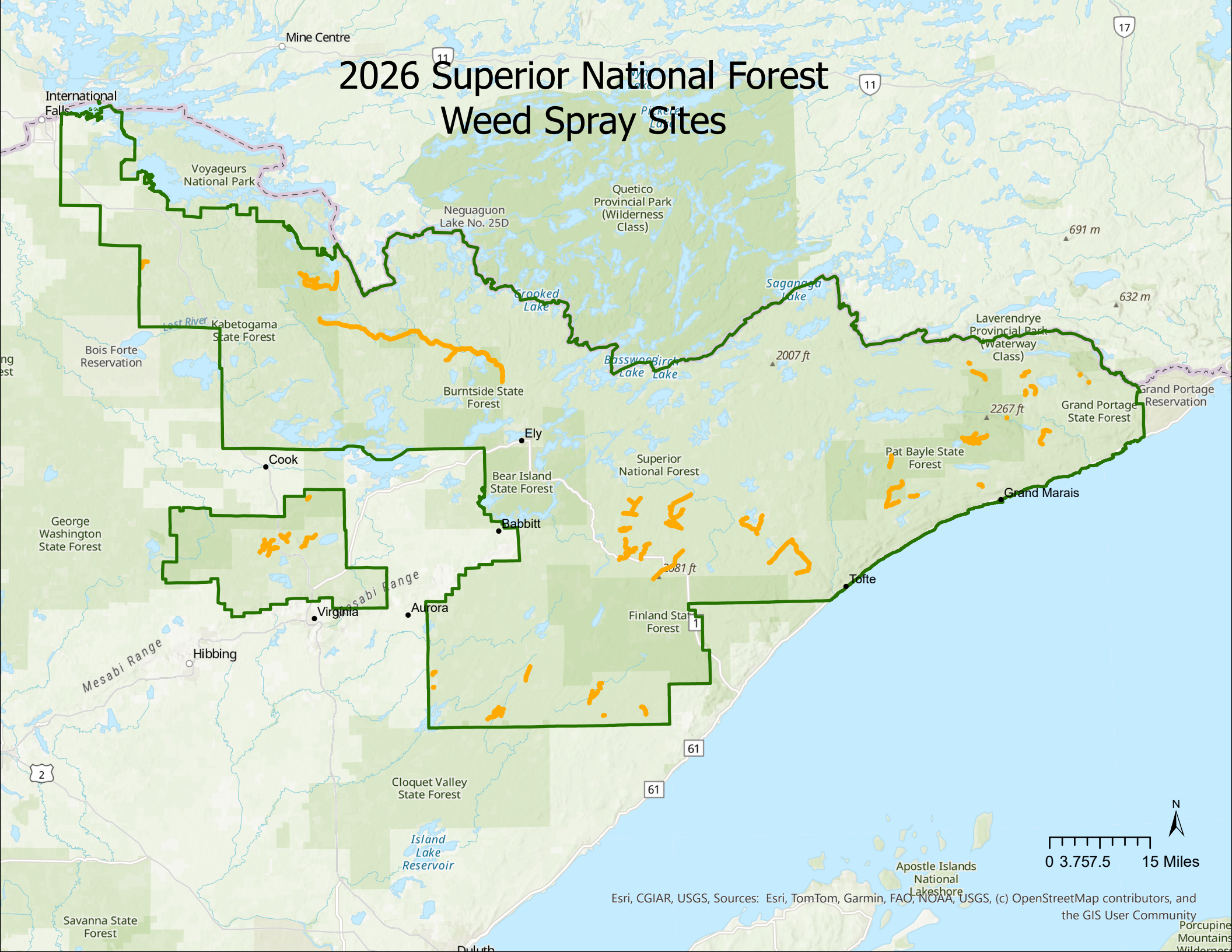
INSPECTION AND ACCEPTANCE

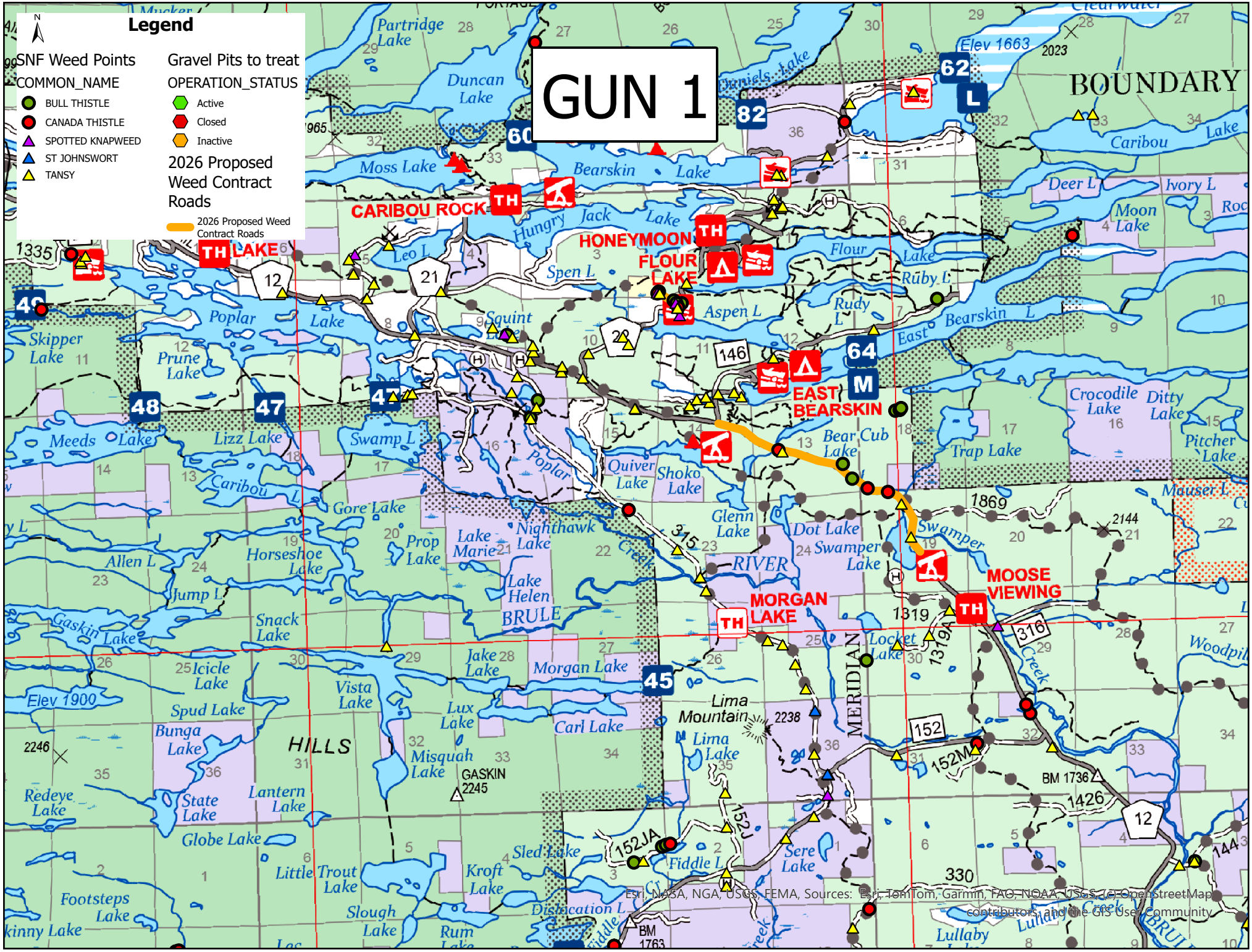
The Contractor shall progressively accomplish the work at a rate that will result in completion of the contract within the time specified.

The Contracting Officer's Representative will also regularly monitor the effectiveness of the Contractor's weed treatments, typically after two weeks or longer post treatment.

For the Contractor's work to be accepted, herbicide effectiveness on average over all the treatment sites must be 80% or higher. For any individual sites that fall below 50% treatment effectiveness, re-treatments would be required.

2026 Superior National Forest Weed Spray Sites




GUN 1
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
CARIBOU ROCK
HONEYMOON
FLOUR LAKE
EAST BEARSKIN
MOOSE VIEWING
MORGAN LAKE
BOUNDARY
MERIDIAN
RIVER
BRULE
HILLS
Bearskin Lake
Moss Lake
Hungry Jack Lake
Spen L
Aspen L
Flour Lake
Ruby L
Rudy L
East Bearskin L
Bear Cub Lake
Trap Lake
Crocodile Lake
Ditty Lake
Pitcher Lake
Mauser L
Caribou Lake
Deer L
Ivory L
Moon Lake
Poplar Lake
Squint L
Quiver Lake
Shoko Lake
Glenn Lake
Dot Lake
Swamper Lake
Swamper Creek
Nighthawk Lake
Lake Marie
Lake Helen
Prop Lake
Horseshoe Lake
Lizz Lake
Swamp L
Meeds Lake
Skipper Lake
Prune Lake
Gore Lake
Allen L
Jump L
Gaskin Lake
Snack Lake
Icicle Lake
Spud Lake
Bunga Lake
Redeye Lake
State Lake
Lantern Lake
Globe Lake
Vista Lake
Jake Lake
Morgan Lake
Carl Lake
Lux Lake
Misquah Lake
Lima Mountain
Lima Lake
Locket Lake
Sled Lake
Kroft Lake
Fiddle L
Sere Lake
Little Trout Lake
Slough Lake
Rum Lake
Footsteps Lake
Dislocation L
Lullaby
Elev 1663
Elev 1900
GASKIN
BM 1736
BM 1763
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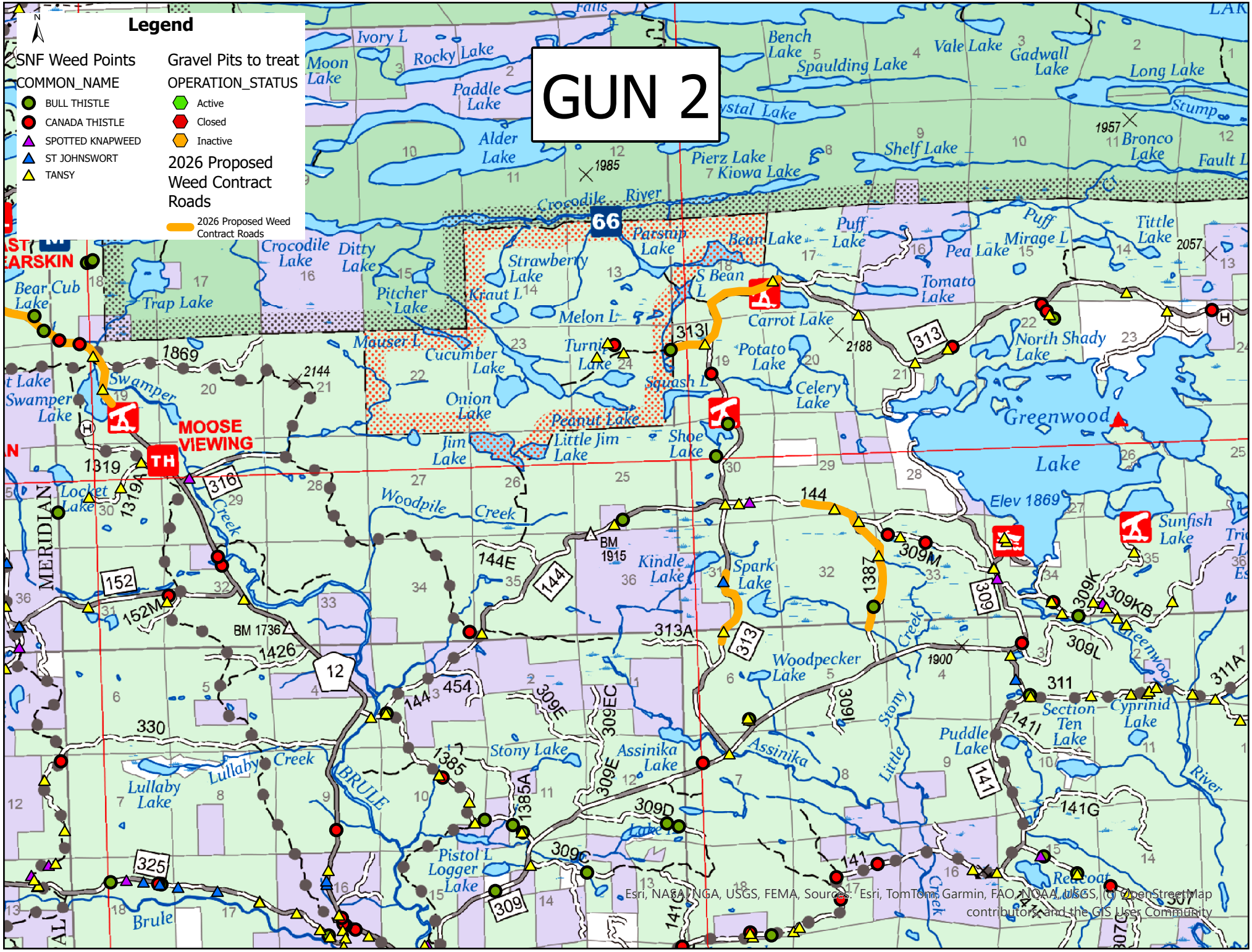
GUN 2
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
MOOSE VIEWING
TH
Greenwood Lake
Elev 1869
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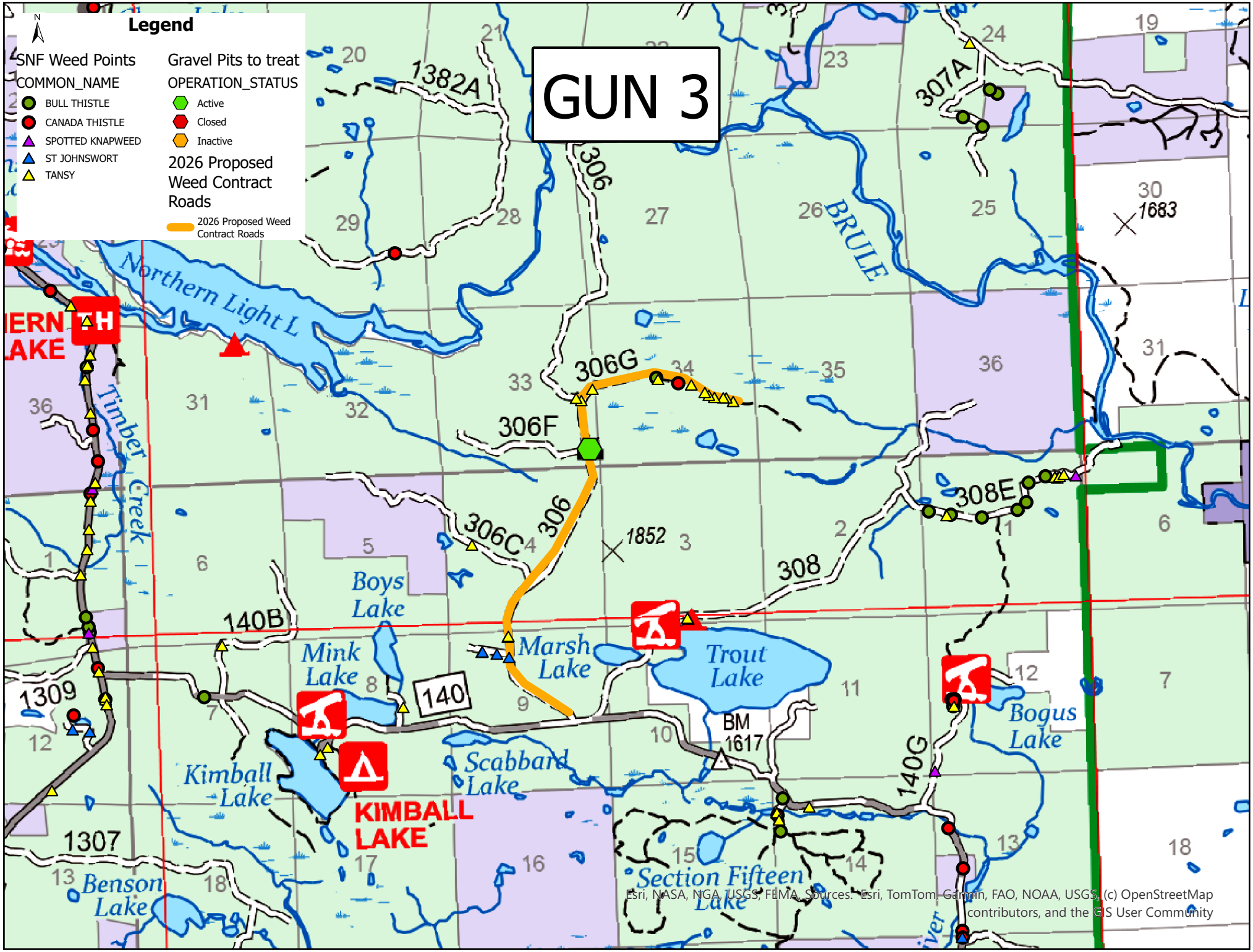
GUN 3
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
Northern Light L
Timber Creek
BRULE
Boys Lake
Mink Lake
Marsh Lake
Trout Lake
Bogus Lake
Kimball Lake
Scabbard Lake
Benson Lake
Section Fifteen Lake
KIMBALL LAKE
1382A
306
306G
306F
306C
308
308E
307A
140B
140
140G
1309
1307
BM 1617
1852
1683
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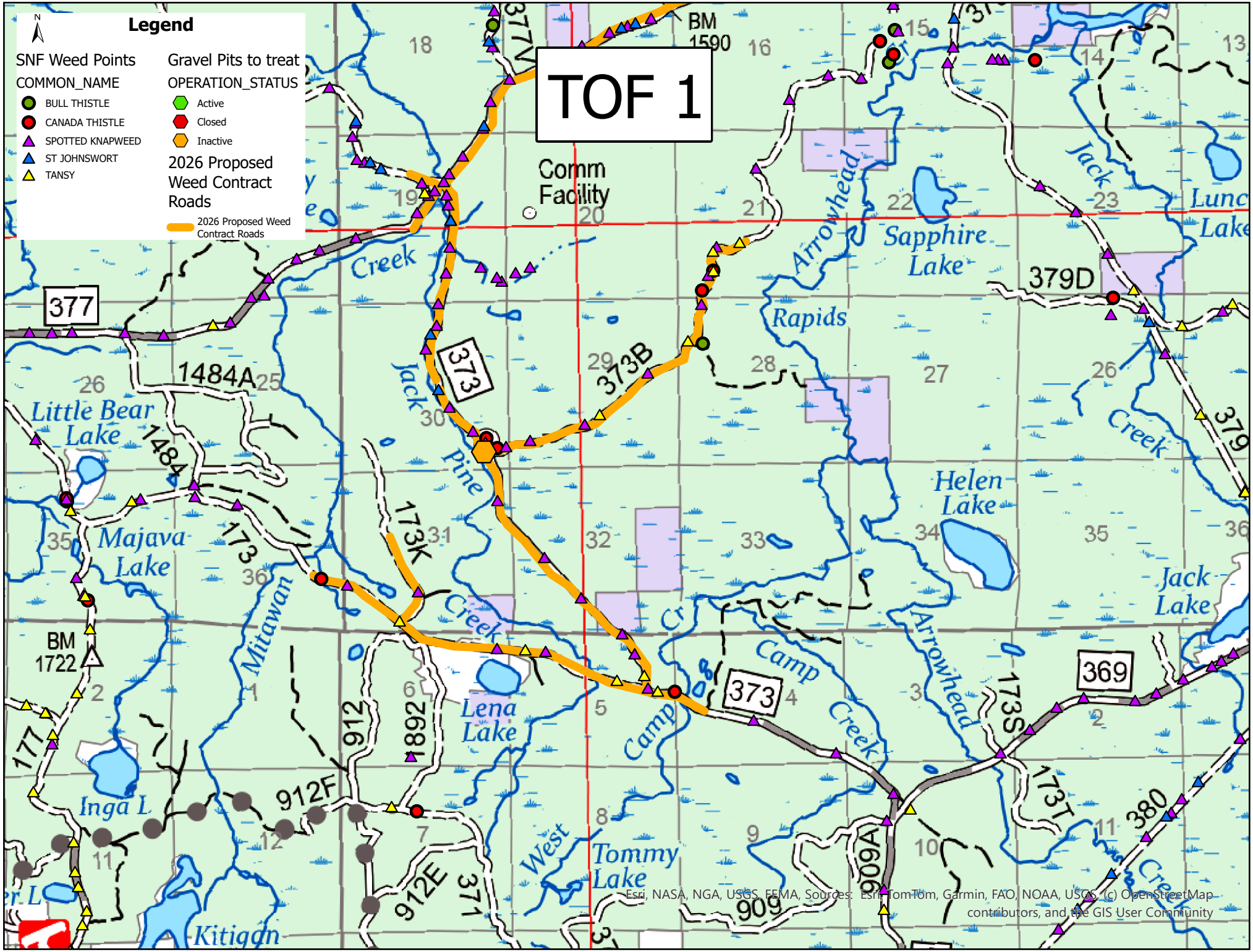
TOF 1
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
Comm Facility
BM 1590
BM 1722
Sapphire Lake
Little Bear Lake
Majava Lake
Helen Lake
Jack Lake
Lena Lake
Tommy Lake
Inga L.
Kitigan
Arrowhead
Rapids
Jack Creek
Pine Creek
Mitawan
Camp Creek
West Camp Cr
377
373
373B
379D
379
1484A
1484
173
173K
173S
173T
369
380
912
912F
912E
1892
371
909
909A
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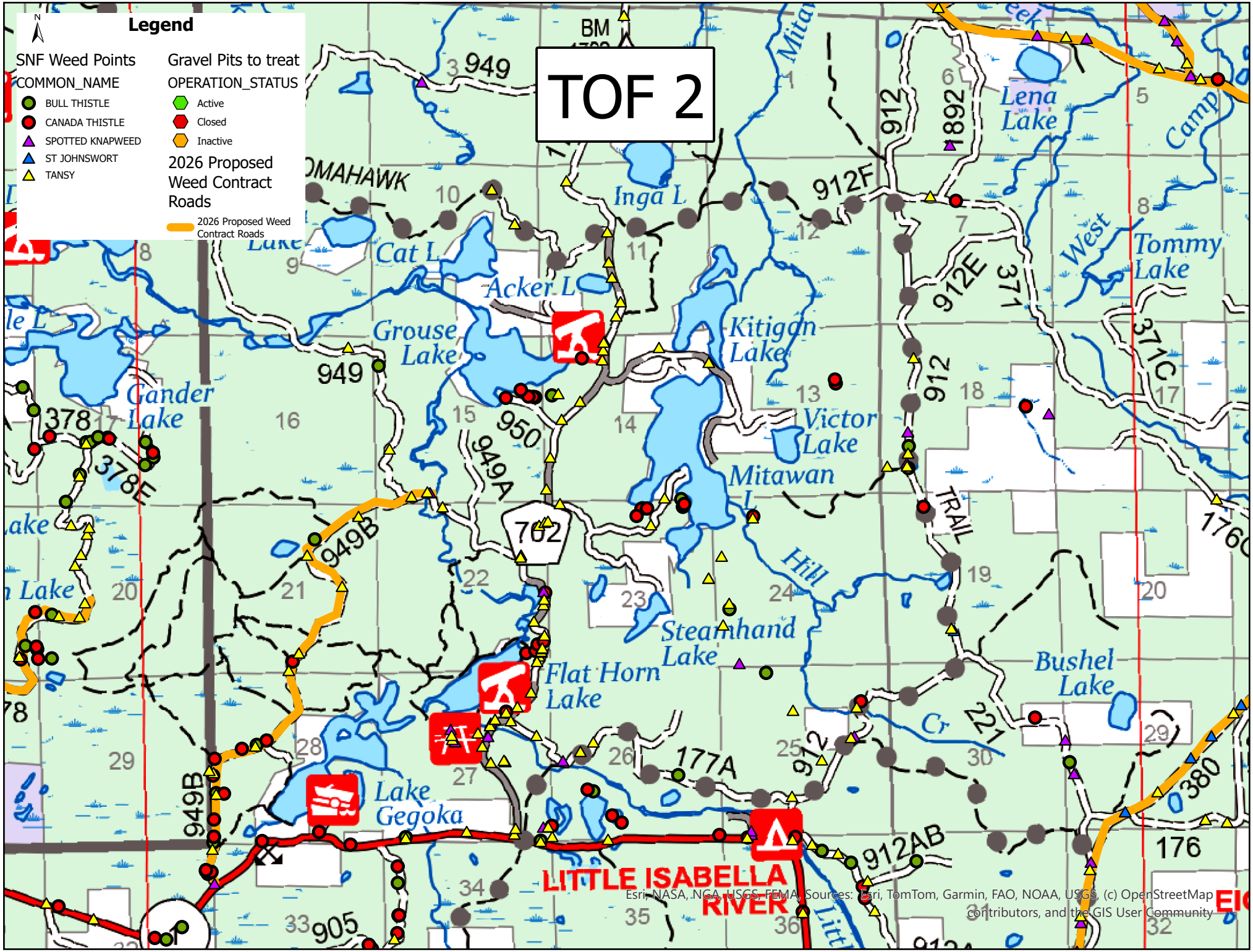
TOF 2
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
Lena Lake
Inga L.
Cat L.
Acker L.
Grouse Lake
Kitigan Lake
Gander Lake
Victor Lake
Mitawan L.
Steamhand Lake
Flat Horn Lake
Lake Gegoka
Bushel Lake
Tommy Lake
West
Hill
Cr
LITTLE ISABELLA RIVER
OMAHAWK
TRAIL
949
912
912F
912E
371
371C
378
378E
949A
949B
950
702
177A
912AB
176
380
905
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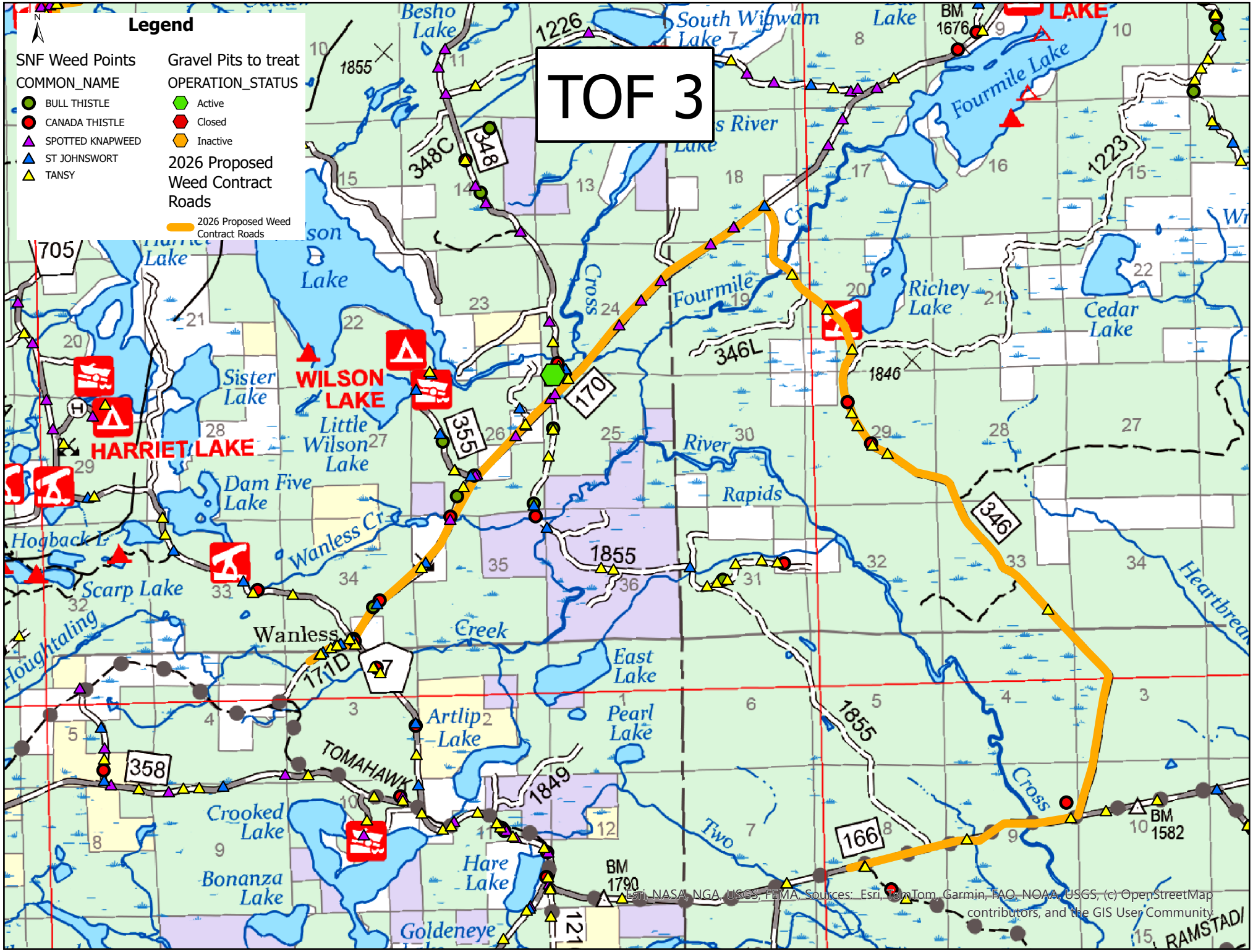
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COMMON_NAME
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CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
WILSON LAKE
HARRIET LAKE
Wanless
Besho Lake
South Wigwam Lake
Fourmile Lake
Richey Lake
Cedar Lake
Sister Lake
Little Wilson Lake
Dam Five Lake
Hogback L
Scarp Lake
Houghtaling
Wanless Cr
Cross
Fourmile
River
Rapids
Creek
East Lake
Pearl Lake
Artlip Lake
Crooked Lake
Bonanza Lake
Hare Lake
Goldeneye
Two
Heartbrea
RAMSTAD
TOMAHAWK
BM 1676
BM 1582
BM 1790
1226
1855
348C
348
705
1223
346L
1846
170
355
346
1855
171D
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1849
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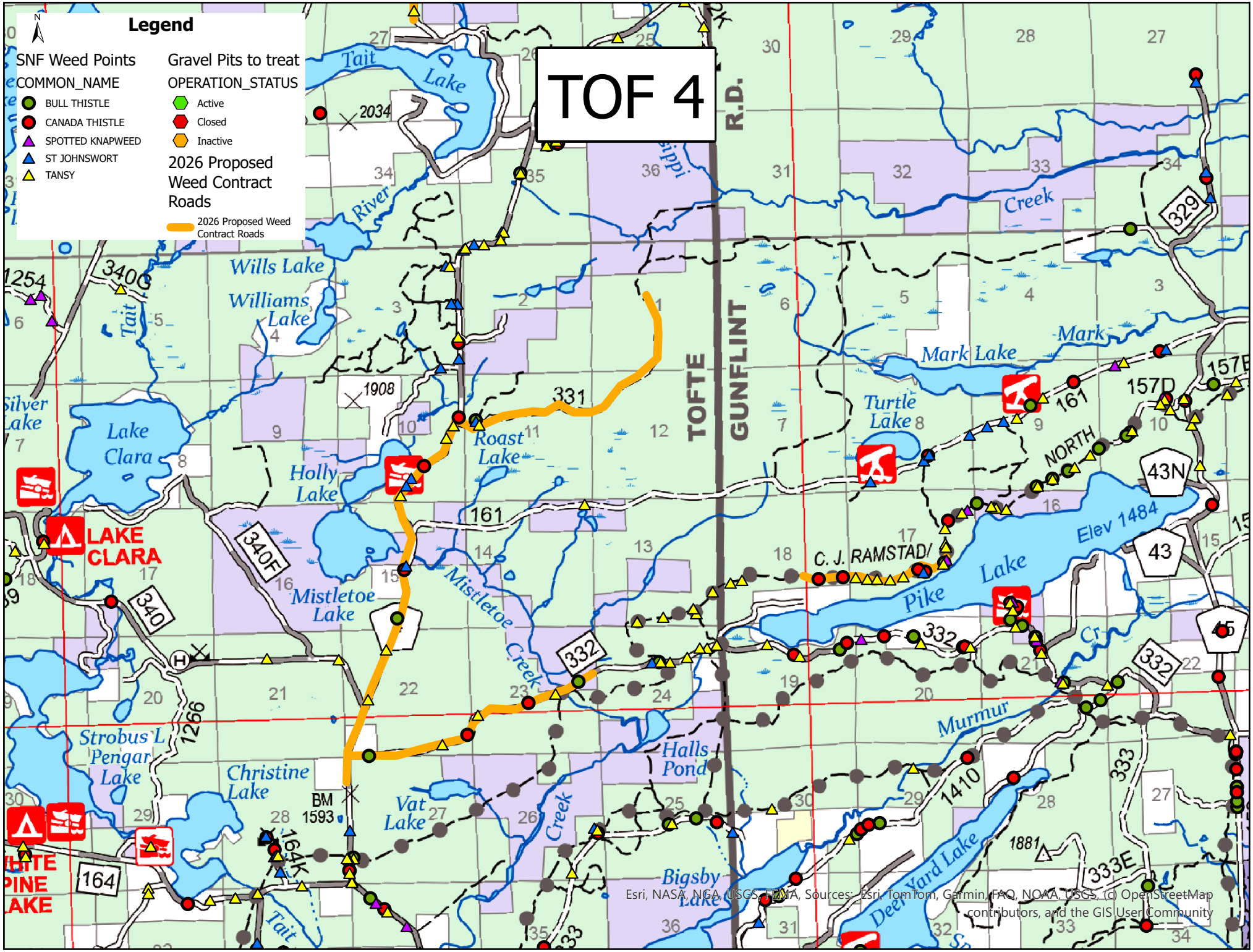
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COMMON_NAME
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CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
Tait Lake
River
Wills Lake
Williams Lake
Lake Clara
Holly Lake
Roast Lake
Mistletoe Lake
Mistletoe Creek
Strobus L
Pengar Lake
Christine Lake
Vat Lake
Halls Pond
Bigsby Lake
Deer Yard Lake
Murmur
Pike Lake
Elev 1484
Turtle Lake
Mark Lake
Mark
Creek
TOFTE
GUNFLINT
R.D.
C. J. RAMSTAD/
NORTH
LAKE CLARA
WHITE PINE LAKE
BM 1593
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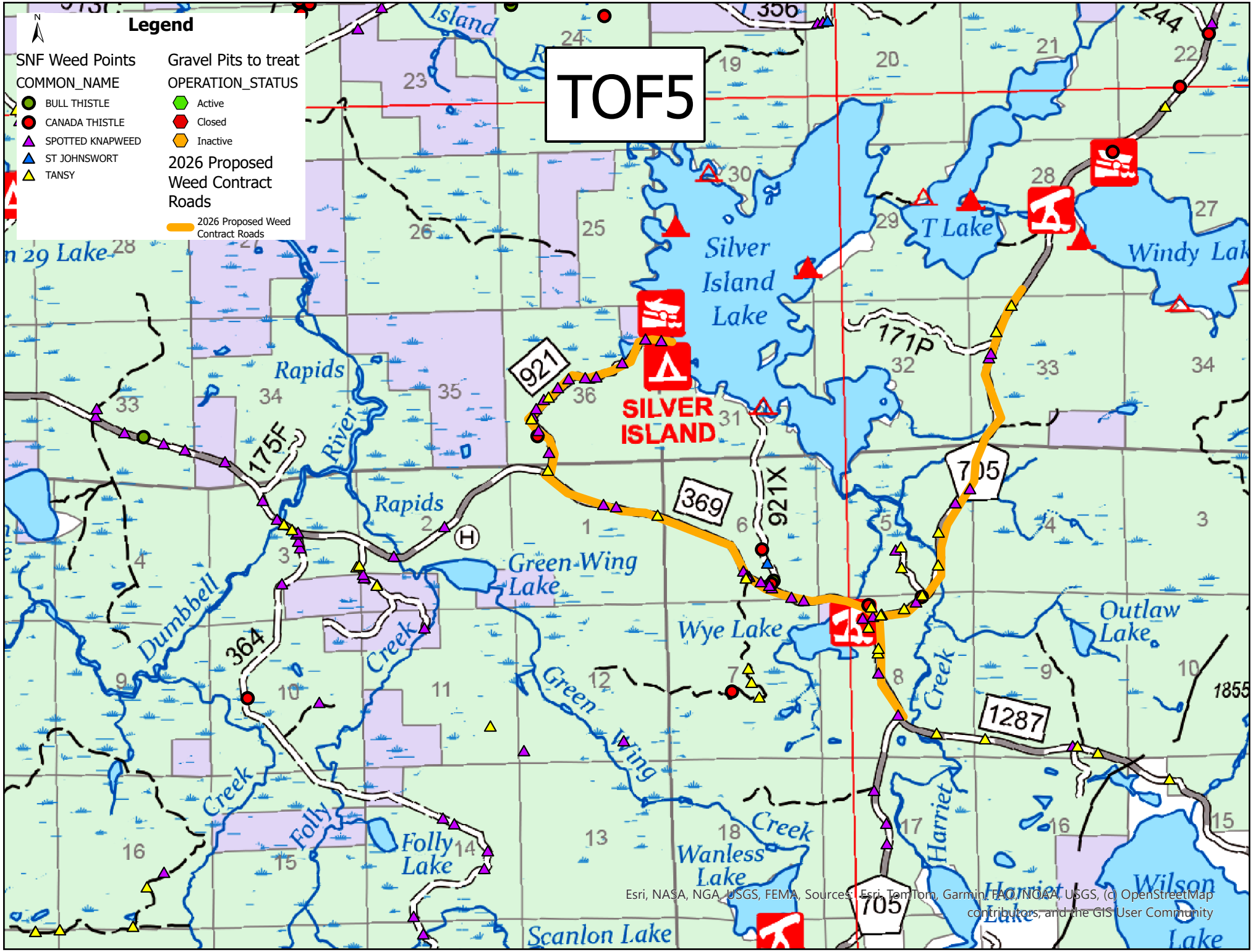
TOF5
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SNF Weed Points
COMMON_NAME
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CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
Silver Island Lake
SILVER ISLAND
T Lake
Windy Lake
Rapids
Rapids River
Green Wing Lake
Wye Lake
Outlaw Lake
Dumbbell Creek
Folly Creek
Folly Lake
Green Wing Creek
Wanless Lake
Harriet Creek
Harriet Lake
Wilson Lake
Scanlon Lake
921
369
921X
175F
364
171P
705
1287
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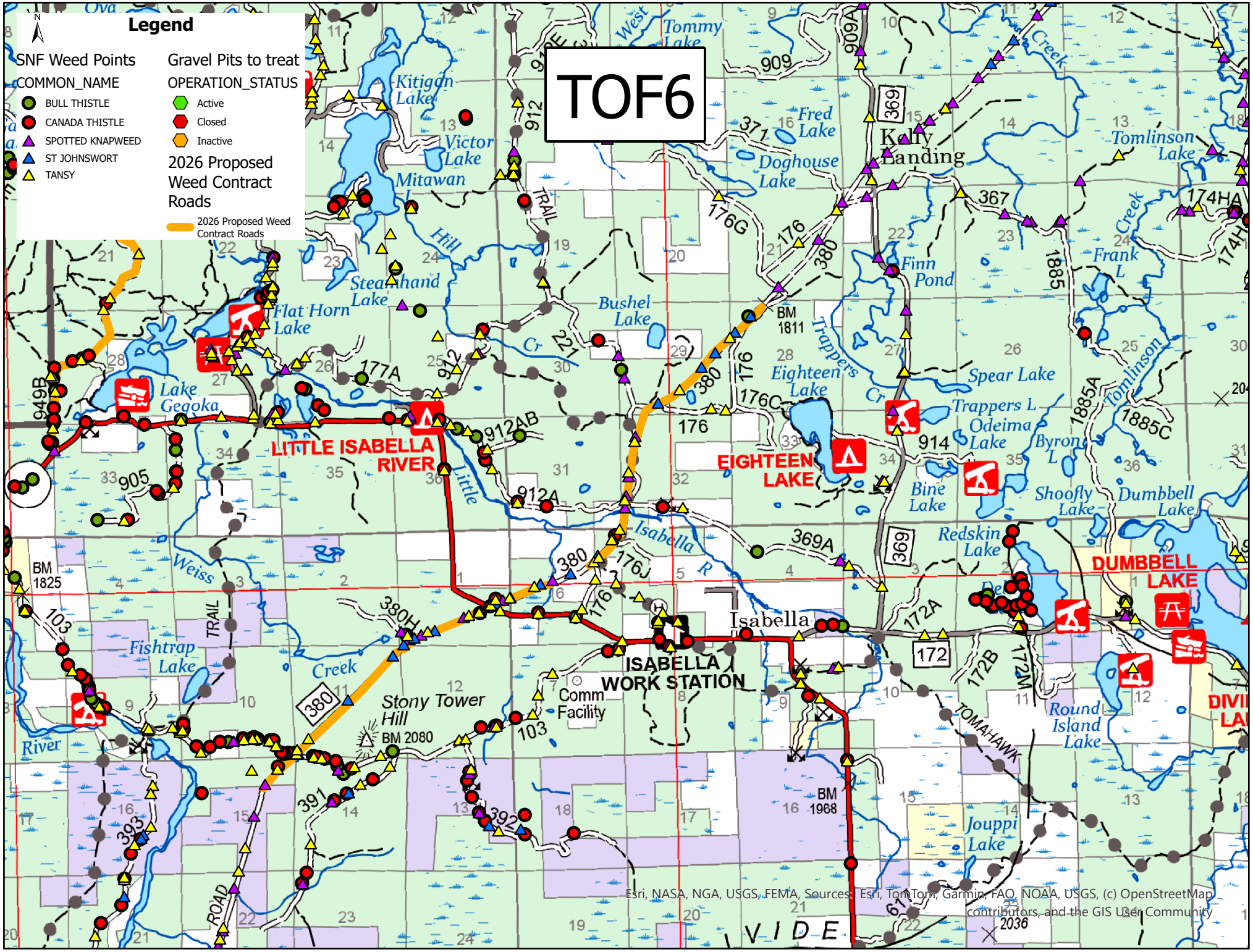
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COMMON_NAME
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CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
LITTLE ISABELLA RIVER
EIGHTEEN LAKE
DUMBBELL LAKE
ISABELLA WORK STATION
Isabella
Kelly Landing
Lake Gegoka
Flat Horn Lake
Steamhand Lake
Mitawan L
Victor Lake
Kitigan Lake
Tommy Lake
Fred Lake
Doghouse Lake
Finn Pond
Bushel Lake
Eighteen Lake
Spear Lake
Trappers L
Odeima Lake
Byron L
Bine Lake
Shoofly Lake
Dumbbell Lake
Redskin Lake
Tomlinson Lake
Frank L
Fishtrap Lake
Stony Tower Hill
BM 2080
Comm Facility
BM 1811
BM 1825
BM 1968
Round Island Lake
Jouppi Lake
Isabella R
Little Isabella R
Weiss Creek
Trappers Cr
Tomlinson Creek
TRAIL
ROAD
TOMAHAWK
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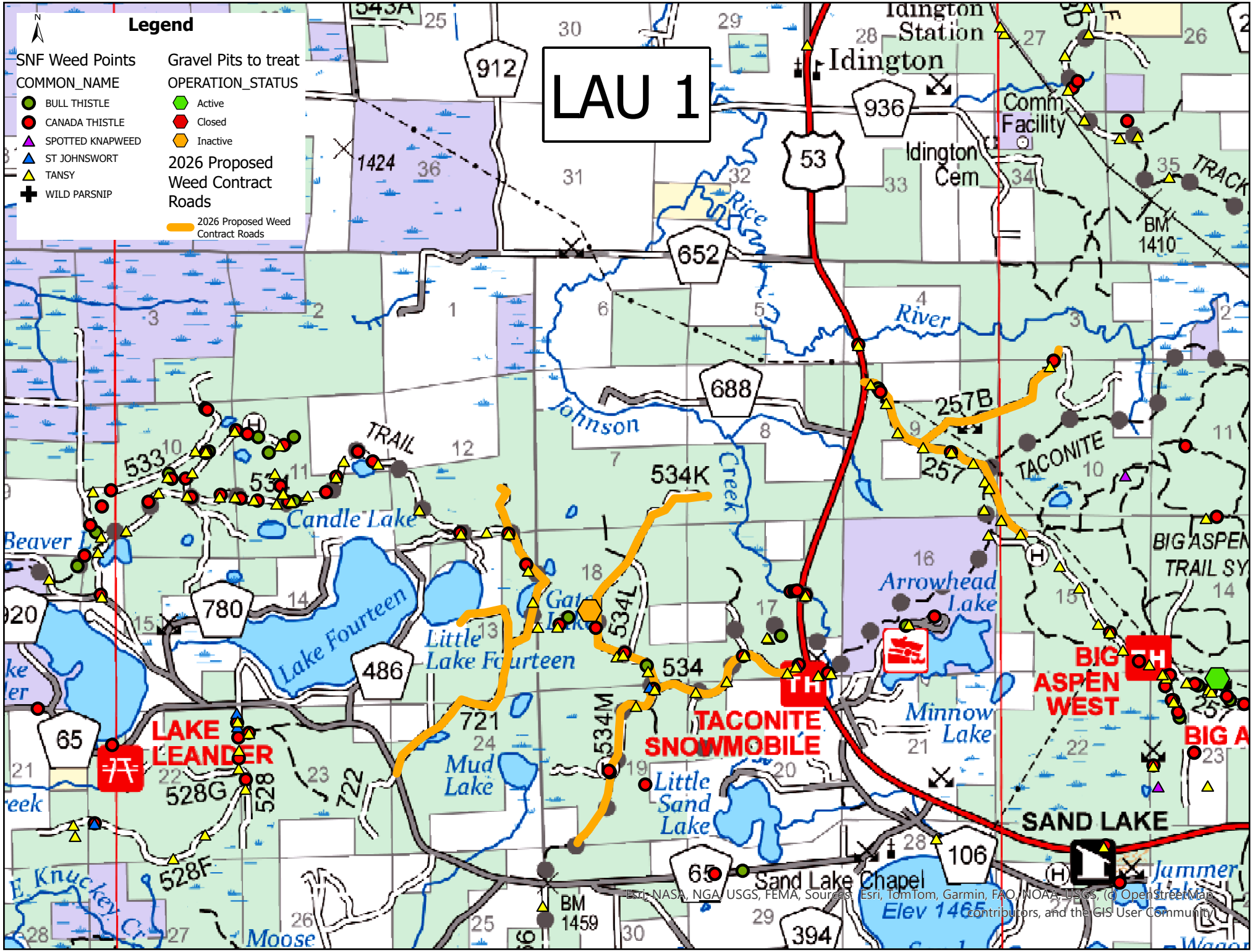
LAU 1
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
WILD PARSNIP
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
Idington Station
Idington
Comm Facility
Idington Cem
Rice
River
Johnson
Creek
TRAIL
TACONITE
BIG ASPEN TRAIL SY
Candle Lake
Beaver
Lake Fourteen
Little Lake Fourteen
Gate Lake
Arrowhead Lake
Minnow Lake
Mud Lake
Little Sand Lake
Moose
E Knuckey Cr
LAKE LEANDER
TACONITE SNOWMOBILE
BIG ASPEN WEST
BIG A
SAND LAKE
Sand Lake Chapel
Elev 1465
Jammer
BM 1410
BM 1459
912
936
53
652
688
257B
257
533
534K
534L
534
534M
721
722
528G
528
528F
780
486
65
106
394
1424
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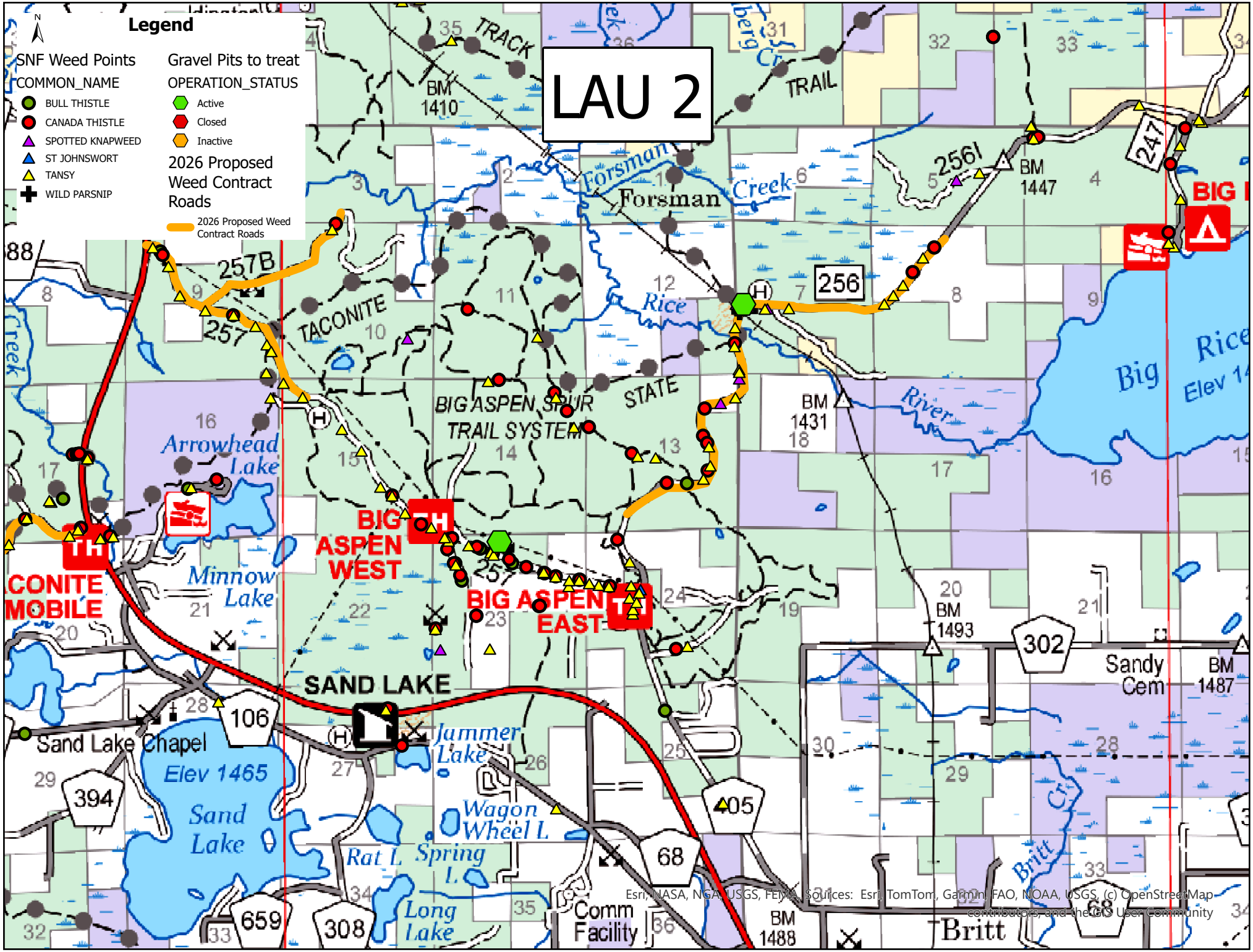
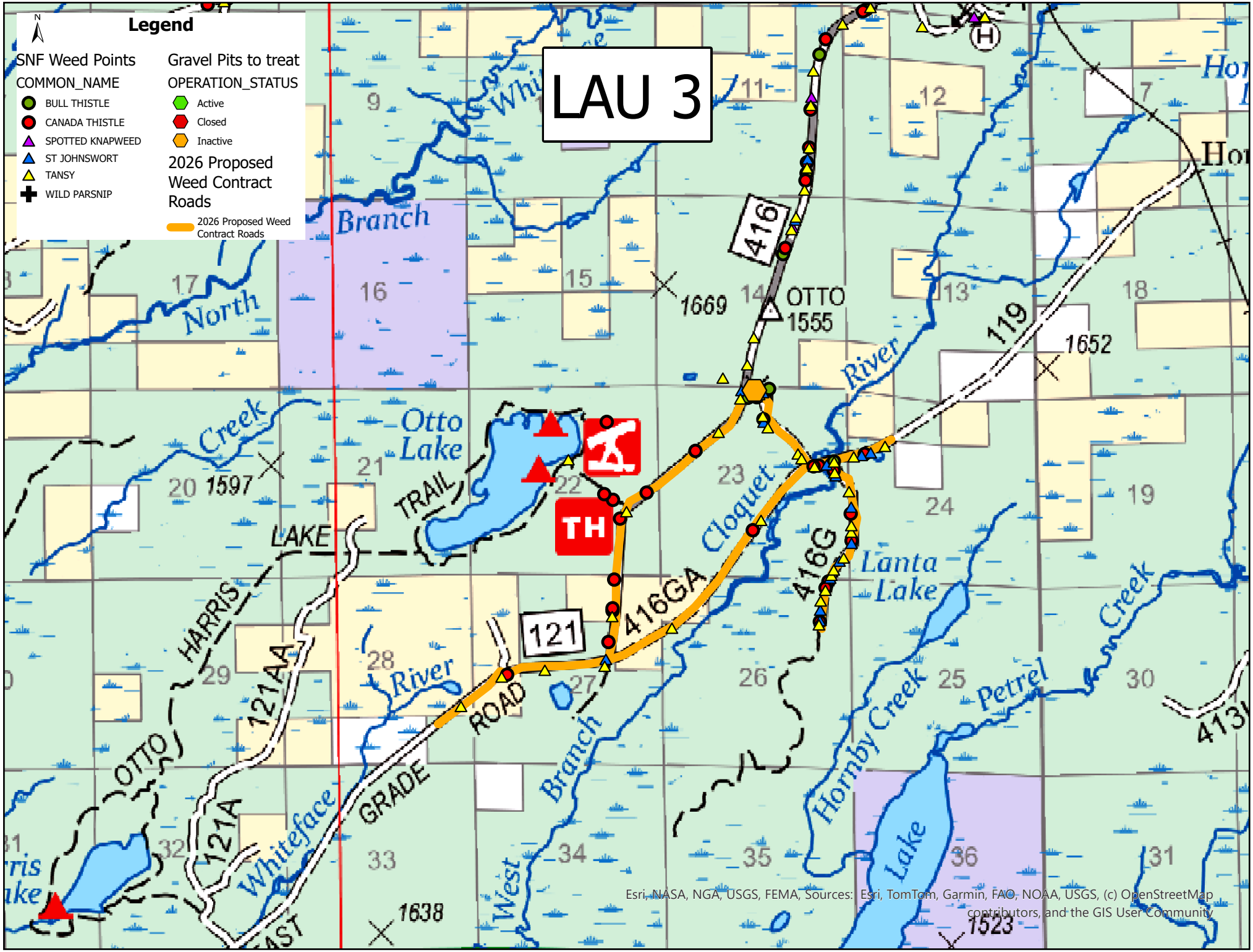

LAU 2
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
WILD PARSNIP
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
TRACK
TRAIL
BM 1410
Forsman
Forsman Creek
256
256I
BM 1447
247
BIG
257B
257
TACONITE
Rice
STATE
BIG ASPEN SPUR TRAIL SYSTEM
BM 1431
River
Big Rice
Elev 14
Arrowhead Lake
Minnow Lake
BIG ASPEN WEST
BIG ASPEN EAST
CONITE MOBILE
SAND LAKE
Sand Lake Chapel
Elev 1465
Sand Lake
Jammer Lake
Wagon Wheel L.
Rat L.
Spring L.
Long Lake
Comm Facility
BM 1488
Britt
Britt Cr
BM 1493
302
Sandy Cem
BM 1487
106
394
405
68
659
308
Esri, NASA, NGA, USGS, FEMA, Sources: Esri, TomTom, Garmin, FAO, NOAA, USGS, (c) OpenStreetMap contributors, and the GIS User Community


LAU 3
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
WILD PARSNIP
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
OTTO
1555
416
119
121
416GA
416G
121AA
121A
TH
Otto Lake
Lanta Lake
Cloquet River
Whiteface River
Hornby Creek
Petrel Creek
North Branch
West Branch
LAKE TRAIL
HARRIS
OTTO GRADE
ROAD
1669
1652
1597
1638
1523
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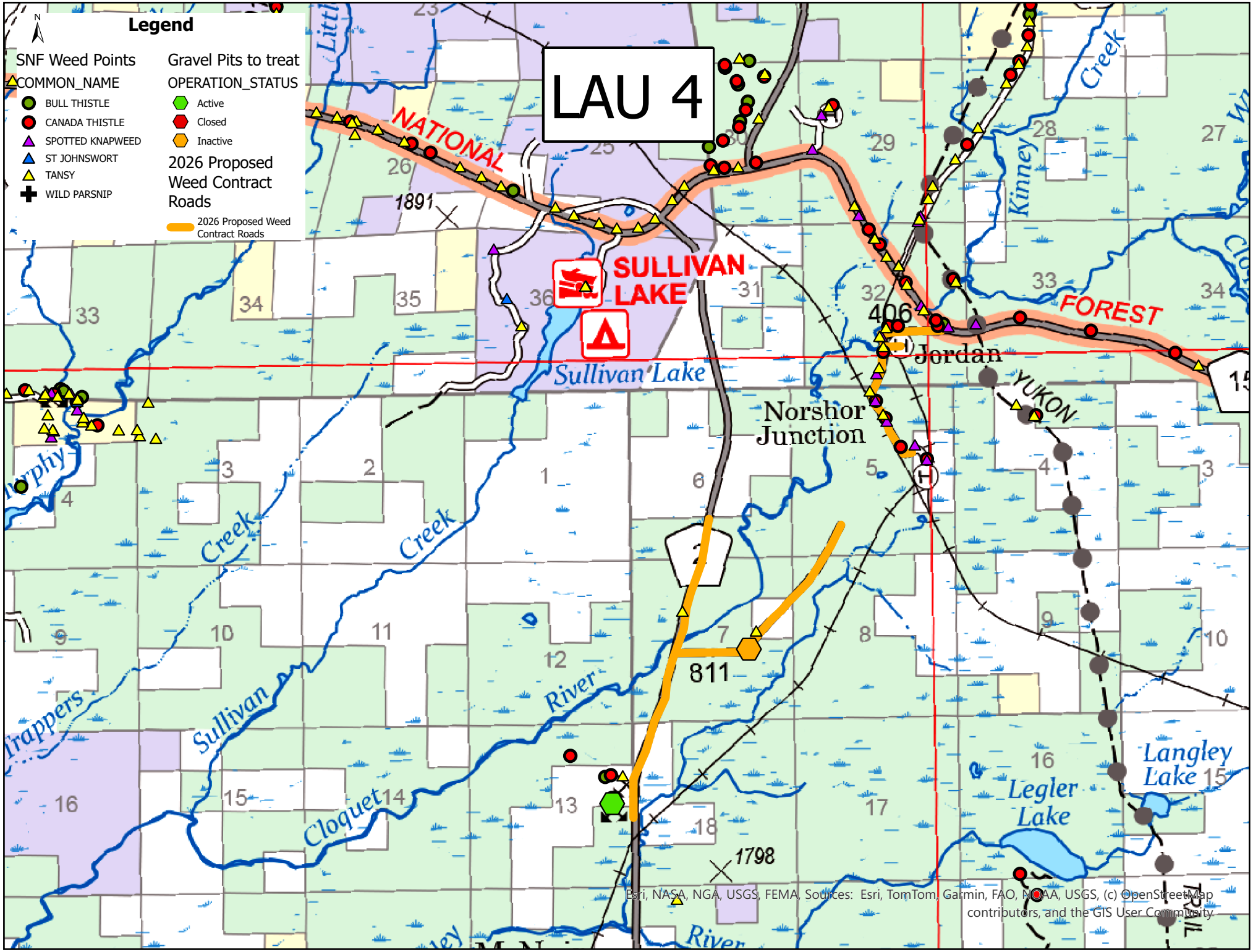
LAU 4
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
WILD PARSNIP
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
NATIONAL
FOREST
SULLIVAN LAKE
Sullivan Lake
Norshor Junction
Jordan
YUKON
Kinney Creek
Sullivan River
Cloquet Creek
Legler Lake
Langley Lake
1891
406
811
1798
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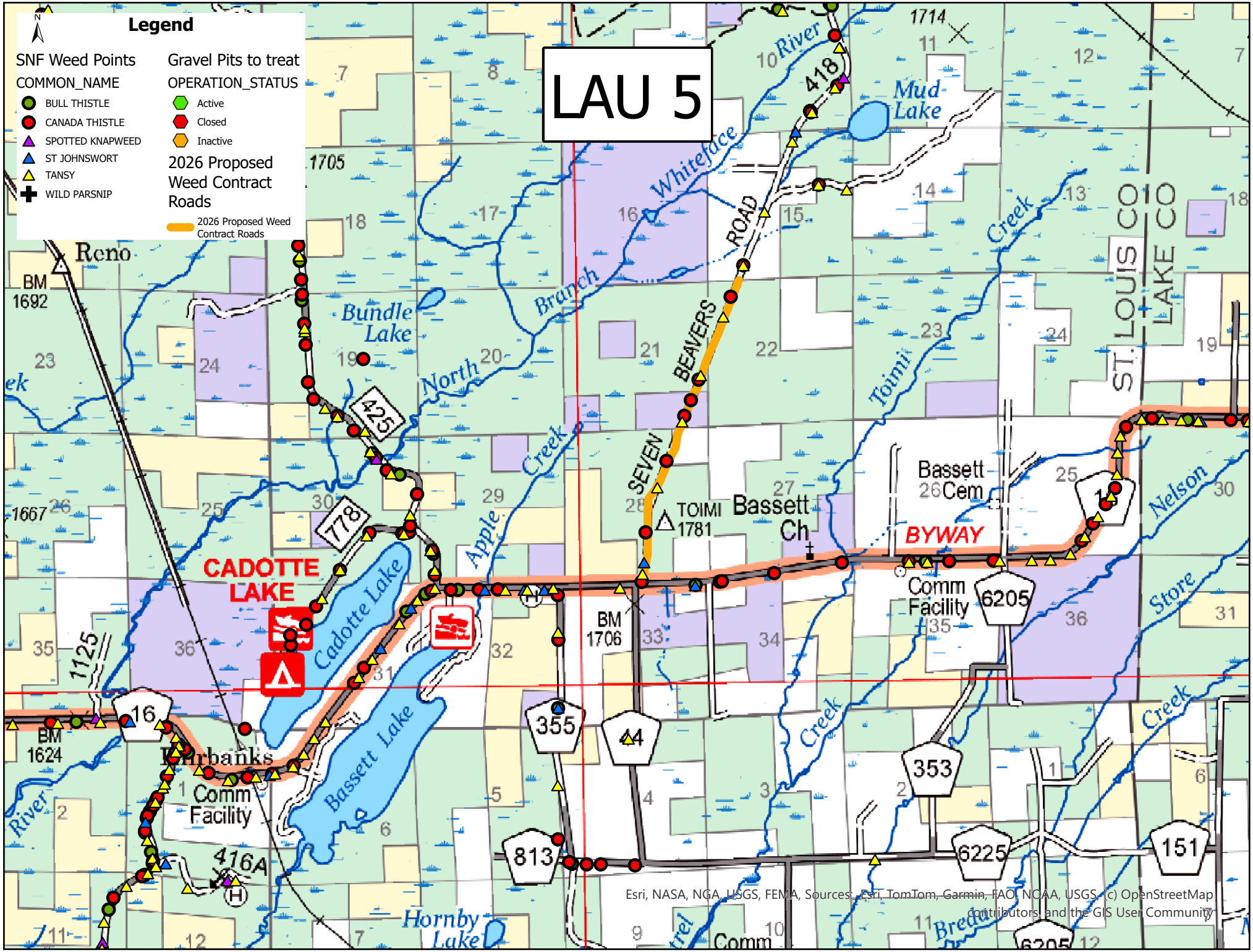
LAU 5
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
WILD PARSNIP
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
CADOTTE LAKE
BYWAY
Reno
Bundle Lake
Mud Lake
Cadotte Lake
Bassett Lake
Hornby Lake
Bassett Ch
Bassett Cem
TOIMI 1781
BM 1692
BM 1706
BM 1624
Comm Facility
Comm Facility
Comm
Fairbanks
ST. LOUIS CO
LAKE CO
Whiteface River
North Branch
Apple Creek
Toimi Creek
Nelson Creek
Store Creek
BEAVERS ROAD
SEVEN
418
425
778
1125
416A
16
355
44
813
353
6205
6225
151
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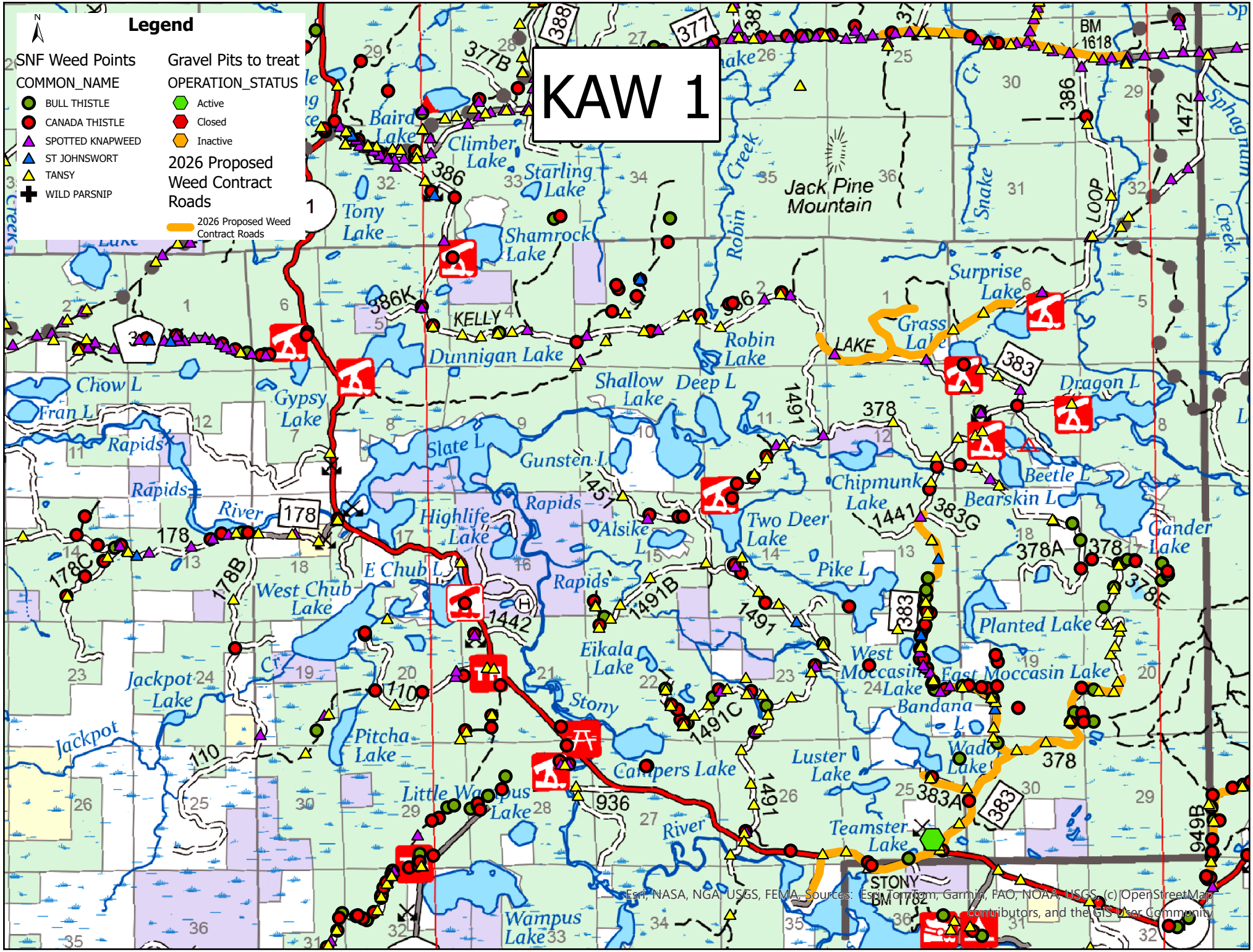
KAW 1
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
WILD PARSNIP
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
Jack Pine Mountain
Baird Lake
Climber Lake
Starling Lake
Tony Lake
Shamrock Lake
Dunnigan Lake
Robin Lake
Surprise Lake
Grass Lake
Chow L
Fran L
Gypsy Lake
Shallow Lake
Deep L
Dragon L
Slate L
Gunsten L
Chipmunk Lake
Beetle L
Bearskin L
Highlife Lake
Alsike L
Two Deer Lake
Gander Lake
E Chub L
West Chub Lake
Pike L
Planted Lake
Eikala Lake
West Moccasin Lake
East Moccasin Lake
Bandana L
Jackpot Lake
Stony
Pitcha Lake
Campers Lake
Luster Lake
Wado Lake
Little Wampus Lake
Teamster Lake
Wampus Lake
STONY
BM 1618
BM 1762
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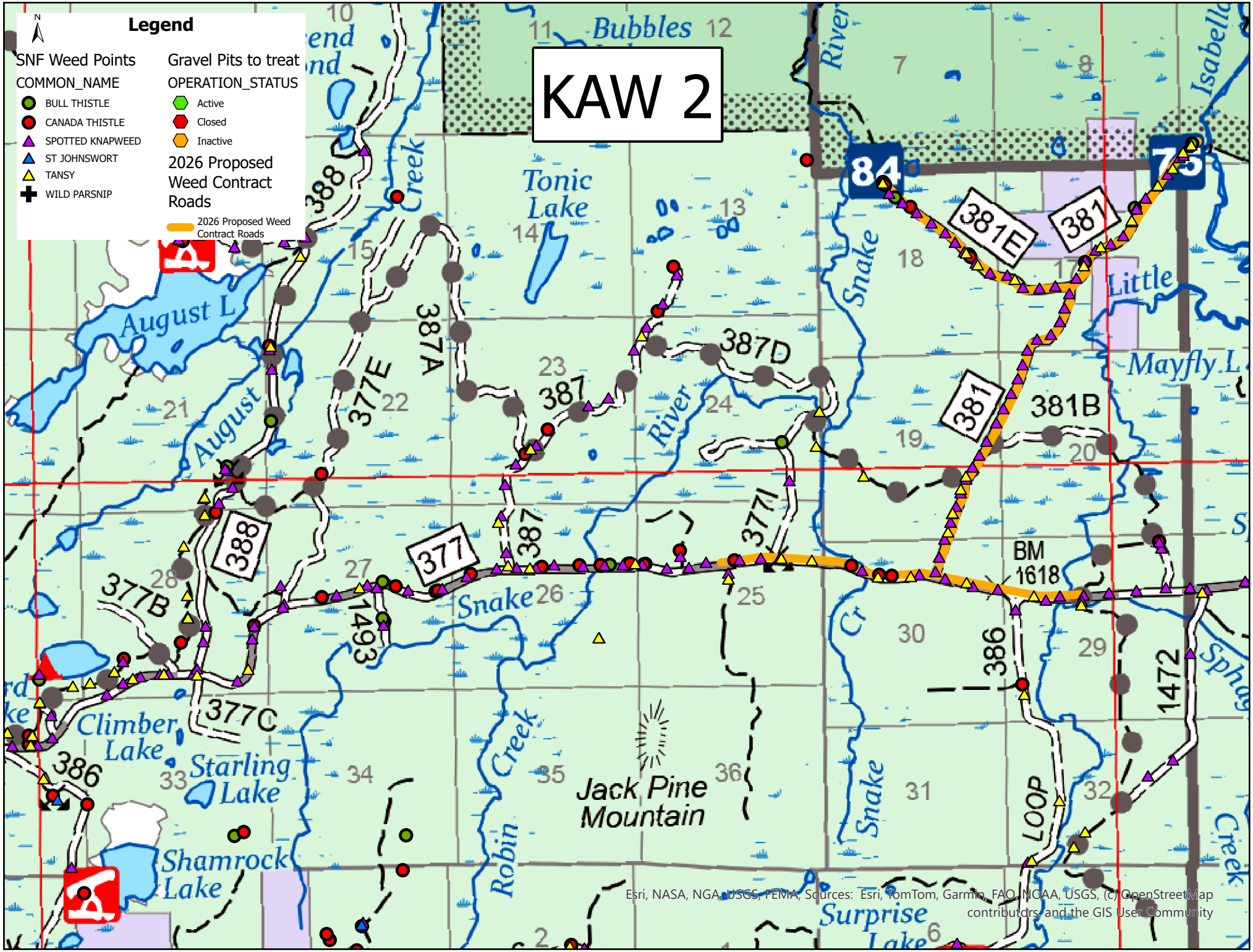
KAW 2
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
WILD PARSNIP
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
Bubbles
Tonic Lake
August L
August
Climber Lake
Starling Lake
Shamrock Lake
Jack Pine Mountain
Snake
Little
Mayfly L
Surprise Lake
Robin Creek
84
75
381E
381
381B
387D
387A
387
377E
377
377I
377B
377C
388
386
1493
1472
BM 1618
LOOP
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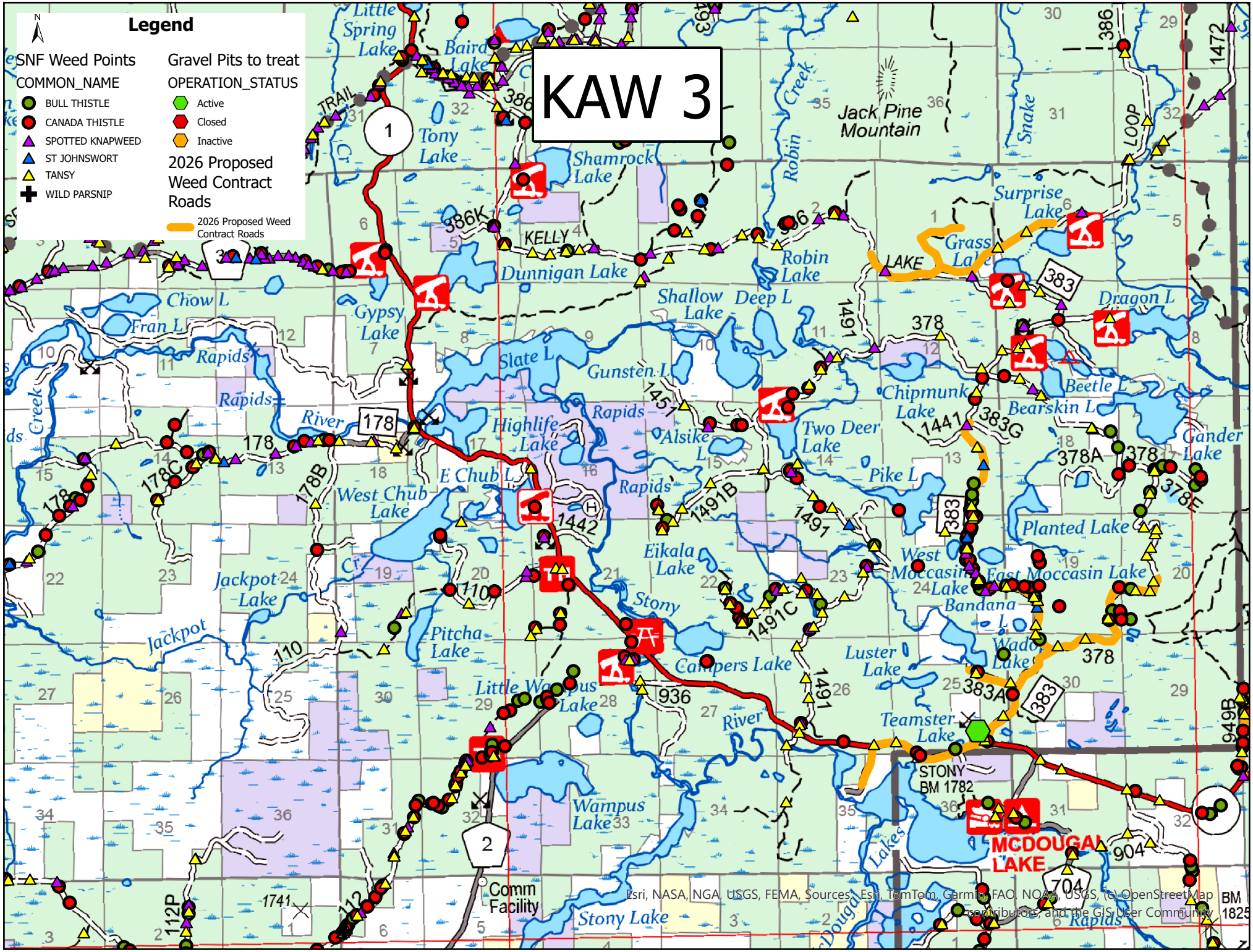
KAW 3
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
WILD PARSNIP
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
Little Spring Lake
Baird Lake
Tony Lake
Shamrock Lake
Jack Pine Mountain
Robin Creek
Snake
LOOP
Surprise Lake
Grass Lake
Dunnigan Lake
Robin Lake
Shallow Lake
Deep L
Dragon L
Chow L
Fran L
Gypsy Lake
Slate L
Gunsten L
Chipmunk Lake
Beetle L
Bearskin L
Rapids
Highlife Lake
Alsike L
Two Deer Lake
Gander Lake
E Chub L
West Chub Lake
Pike L
Planted Lake
Eikala Lake
West Moccasin Lake
East Moccasin Lake
Bandana L
Jackpot Lake
Stony
Pitcha Lake
Campers Lake
Luster Lake
Wado Lake
Little Wampus Lake
Teamster Lake
Wampus Lake
Stony Lake
STONY BM 1782
MCDOUGAL LAKE
Comm Facility
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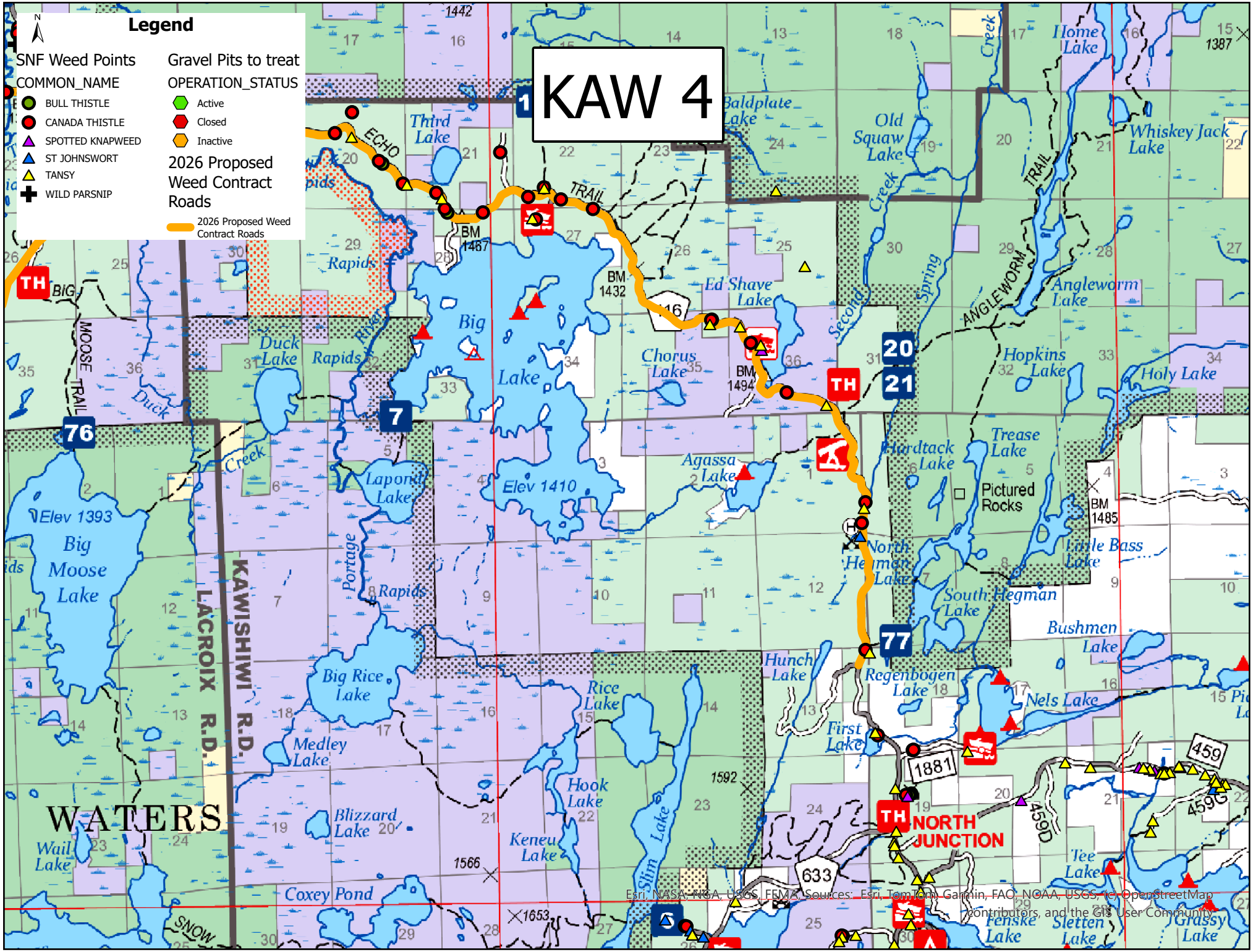
KAW 4
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
WILD PARSNIP
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
WATERS
NORTH JUNCTION
Pictured Rocks
Big Moose Lake
Big Lake
Duck Lake
Third Lake
Baldplate Lake
Old Squaw Lake
Home Lake
Whiskey Jack Lake
Angleworm Lake
Hopkins Lake
Holy Lake
Ed Shave Lake
Chorus Lake
Agassa Lake
Hardtack Lake
Trease Lake
North Hegman Lake
South Hegman Lake
Little Bass Lake
Bushmen Lake
Regenbogen Lake
Nels Lake
First Lake
Hunch Lake
Big Rice Lake
Rice Lake
Medley Lake
Hook Lake
Blizzard Lake
Keneu Lake
Slim Lake
Coxey Pond
Wail Lake
Tee Lake
Fenske Lake
Sletten Lake
Grassy Lake
Lapond Lake
Elev 1410
Elev 1393
Portage Rapids
Duck Rapids
Rapids
Creek
Second Creek
Spring Creek
ECHO TRAIL
MOOSE TRAIL
ANGLEWORM TRAIL
LACROIX R.D.
KAWISHIWI R.D.
SNOW
BM 1467
BM 1432
BM 1494
BM 1485
1442
1387
1592
1566
1653
1881
633
459
459D
459G
1
7
76
77
20
21
16
TH
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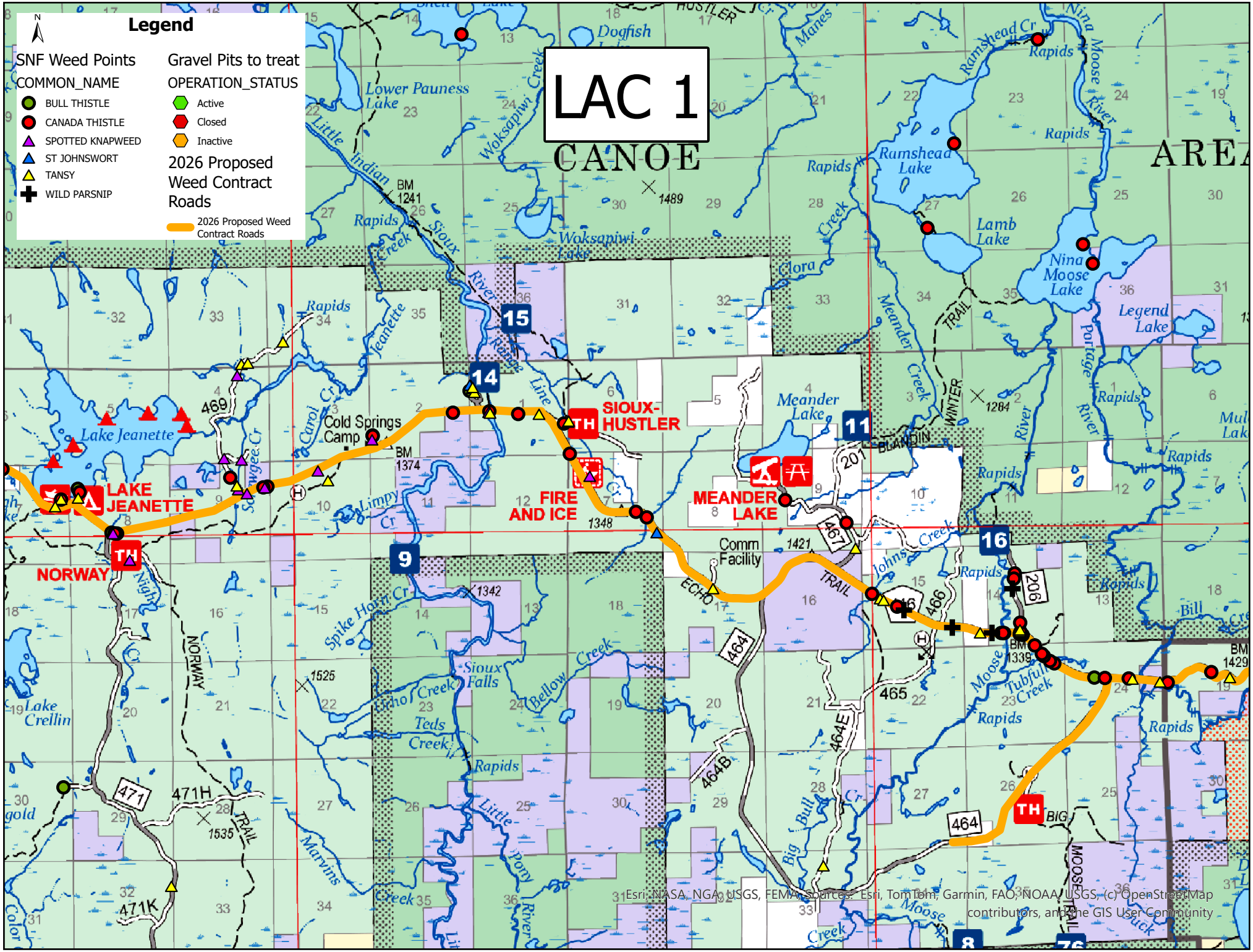
LAC 1
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
WILD PARSNIP
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
CANOE
AREA
LAKE JEANETTE
NORWAY
FIRE AND ICE
SIOUX-HUSTLER
MEANDER LAKE
Lake Jeanette
Lower Pauness Lake
Ramshead Lake
Lamb Lake
Nina Moose Lake
Legend Lake
Meander Lake
Cold Springs Camp
Comm Facility
Sioux Falls
Lake Crellin
Rapids
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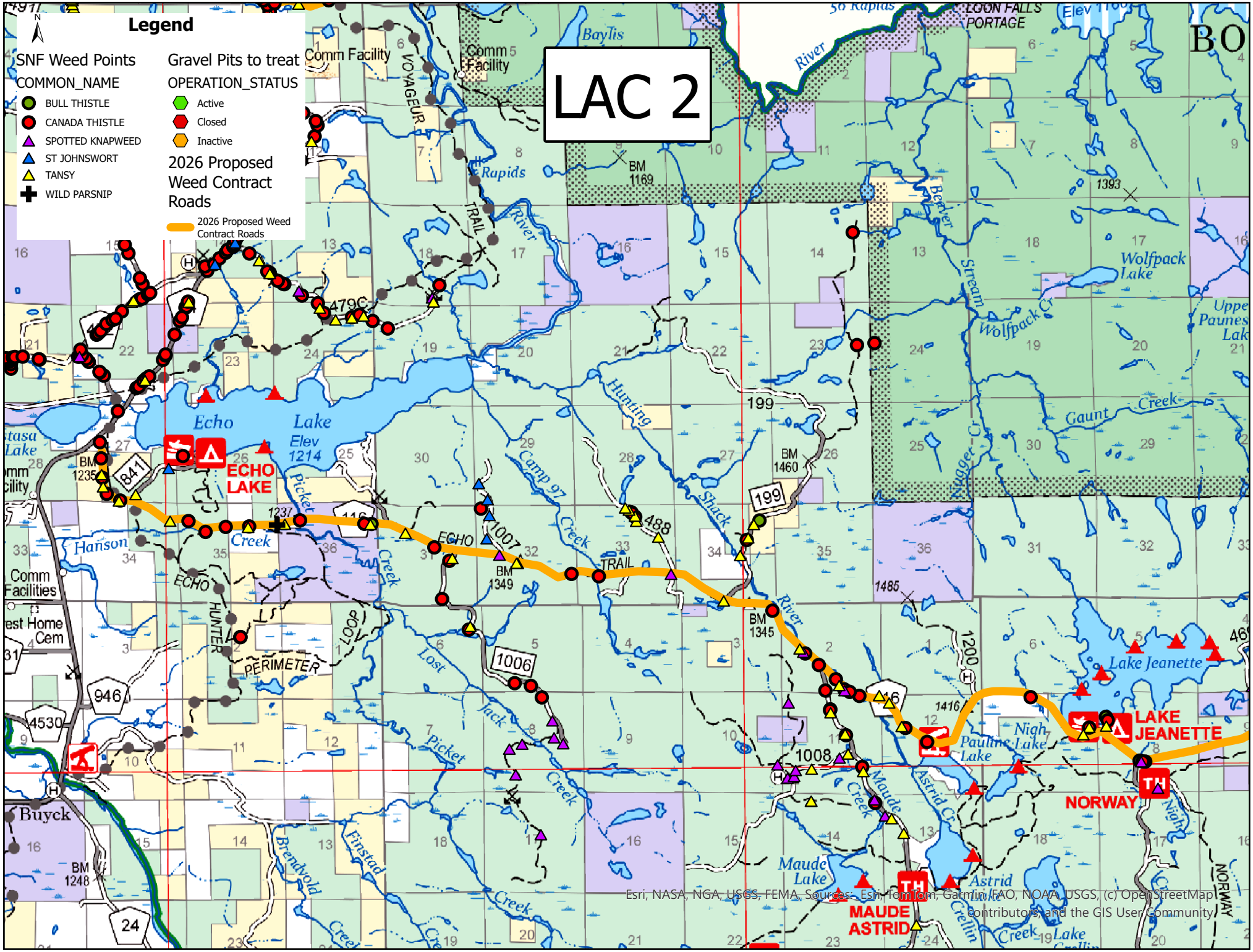

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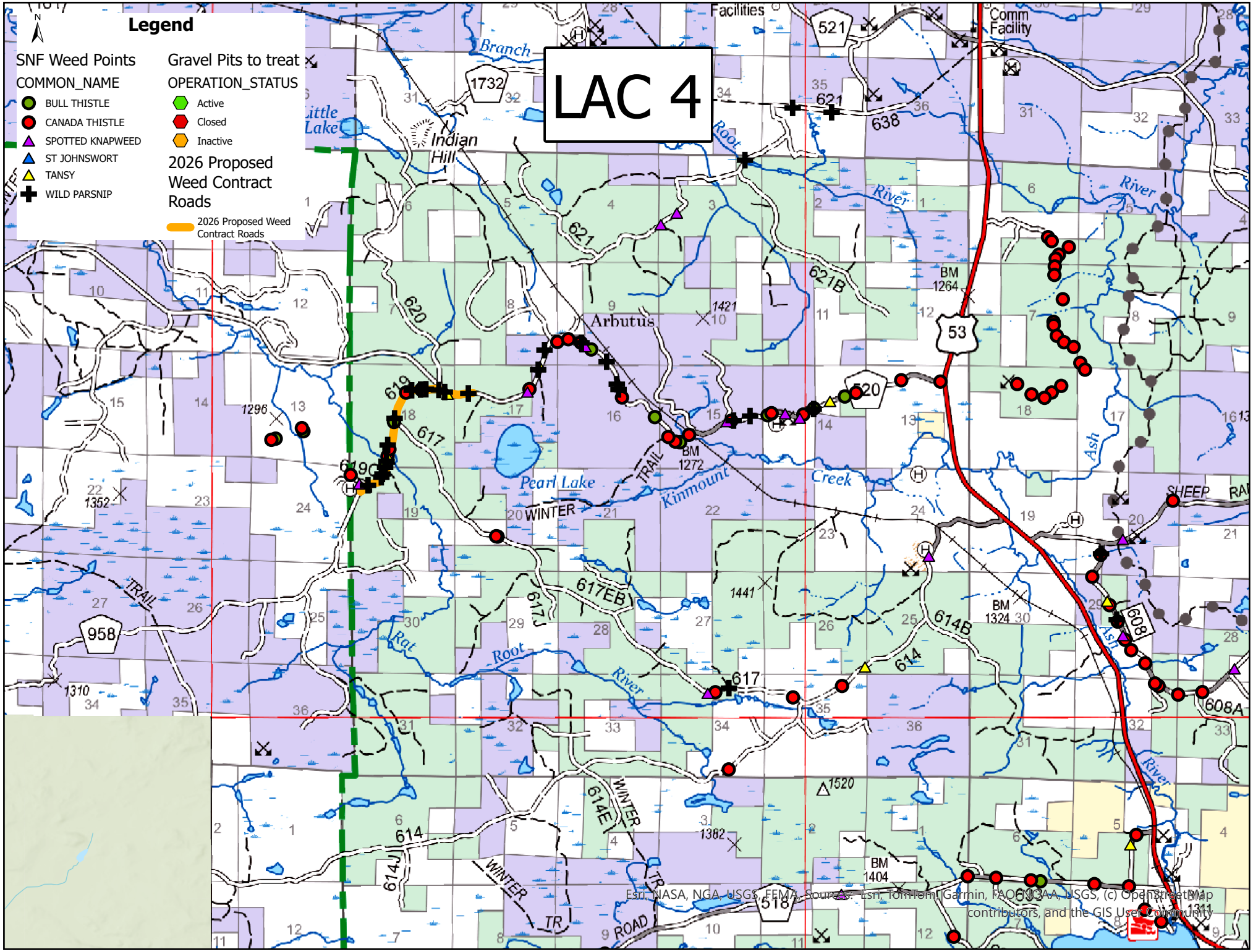
LAC 3
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
WILD PARSNIP
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
Elev 1119
Indian Island
Crane Lake
East Bay
Rollick Bay
Baylis Island
Bear Island
Vermilion Gorge
River
Rapids
Crane Lake Ranger Sta (VNP)
Crane Lake
Crane Lake Chapel
VERMILION FALLS
ECHO RIVER
TH
BAYLIS
BM 1224
Comm Facility
Creek
Echo
Fork
491E
207B
207
1382
491
487
Esri, NASA, NGA, USGS, FEMA, Sources: Esri, TomTom, Garmin, FAO, NOAA, USGS, (c) OpenStreetMap contributors, and the GIS User Community


LAC 4
Legend
SNF Weed Points
COMMON_NAME
BULL THISTLE
CANADA THISTLE
SPOTTED KNAPWEED
ST JOHNSWORT
TANSY
WILD PARSNIP
Gravel Pits to treat
OPERATION_STATUS
Active
Closed
Inactive
2026 Proposed Weed Contract Roads
2026 Proposed Weed Contract Roads
Facilities
Comm Facility
Indian Hill
Arbutus
Pearl Lake
Kinmount
Creek
Root River
Rat Root River
Ash River
WINTER TRAIL
SHEEP
Esri, NASA, NGA, USGS, FEMA, Sources: Esri, TomTom, Garmin, FAO, NOAA, USGS, (c) OpenStreetMap contributors, and the GIS User Community

"

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.: 2015-4939
Revision No.: 29
Date Of Last Revision: 5/13/2026

State: Minnesota, Wisconsin

Area: Minnesota Counties of Carlton and St Louis

Wisconsin Counties of Douglas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.55
01012 - Accounting Clerk II		20.82
01013 - Accounting Clerk III		23.29
01020 - Administrative Assistant		31.91
01035 - Court Reporter		22.15
01041 - Customer Service Representative I		17.44
01042 - Customer Service Representative II		19.03
01043 - Customer Service Representative III		21.36
01051 - Data Entry Operator I		12.33
01052 - Data Entry Operator II		13.46
01060 - Dispatcher, Motor Vehicle		26.03
01070 - Document Preparation Clerk		20.28
01090 - Duplicating Machine Operator		20.28
01111 - General Clerk I		18.03
01112 - General Clerk II		19.67
01113 - General Clerk III		22.08
01120 - Housing Referral Assistant		24.70
01141 - Messenger Courier		16.31
01191 - Order Clerk I		16.17
01192 - Order Clerk II		17.64
01261 - Personnel Assistant (Employment) I		19.81
01262 - Personnel Assistant (Employment) II		22.15
01263 - Personnel Assistant (Employment) III		24.70
01270 - Production Control Clerk		33.42
01290 - Rental Clerk		19.12
01300 - Scheduler, Maintenance		19.80
01311 - Secretary I		19.80
01312 - Secretary II		22.15
01313 - Secretary III		24.70
01320 - Service Order Dispatcher		23.25
01410 - Supply Technician		31.91
01420 - Survey Worker		20.13
01460 - Switchboard Operator/Receptionist		16.42
01531 - Travel Clerk I		16.34
01532 - Travel Clerk II		18.02
01533 - Travel Clerk III		20.43
01611 - Word Processor I		17.64
01612 - Word Processor II		19.80
01613 - Word Processor III		22.15
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.94

05010 - Automotive Electrician	23.92
05040 - Automotive Glass Installer	22.88
05070 - Automotive Worker	22.88
05110 - Mobile Equipment Servicer	20.79
05130 - Motor Equipment Metal Mechanic	24.86
05160 - Motor Equipment Metal Worker	22.88
05190 - Motor Vehicle Mechanic	24.86
05220 - Motor Vehicle Mechanic Helper	19.67
05250 - Motor Vehicle Upholstery Worker	21.87
05280 - Motor Vehicle Wrecker	22.88
05310 - Painter, Automotive	23.92
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	18.20
05400 - Transmission Repair Specialist	24.86
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.88
07041 - Cook I	18.52
07042 - Cook II	20.38
07070 - Dishwasher	13.87
07130 - Food Service Worker	15.87
07210 - Meat Cutter	21.07
07260 - Waiter/Waitress	11.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.54
09040 - Furniture Handler	18.68
09080 - Furniture Refinisher	25.54
09090 - Furniture Refinisher Helper	21.01
09110 - Furniture Repairer, Minor	23.35
09130 - Upholsterer	25.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.34
11060 - Elevator Operator	17.45
11090 - Gardener	21.68
11122 - Housekeeping Aide	17.45
11150 - Janitor	17.45
11210 - Laborer, Grounds Maintenance	18.24
11240 - Maid or Houseman	16.37
11260 - Pruner	17.07
11270 - Tractor Operator	20.51
11330 - Trail Maintenance Worker	18.24
11360 - Window Cleaner	18.65
12000 - Health Occupations	
12010 - Ambulance Driver	19.41
12011 - Breath Alcohol Technician	24.81
12012 - Certified Occupational Therapist Assistant	30.34
12015 - Certified Physical Therapist Assistant	30.24
12020 - Dental Assistant	28.18
12025 - Dental Hygienist	40.92
12030 - EKG Technician	40.83
12035 - Electroneurodiagnostic Technologist	40.83
12040 - Emergency Medical Technician	19.41
12071 - Licensed Practical Nurse I	22.18
12072 - Licensed Practical Nurse II	24.81
12073 - Licensed Practical Nurse III	27.65
12100 - Medical Assistant	22.33
12130 - Medical Laboratory Technician	31.38
12160 - Medical Record Clerk	21.43
12190 - Medical Record Technician	23.97
12195 - Medical Transcriptionist	24.68
12210 - Nuclear Medicine Technologist	54.52
12221 - Nursing Assistant I	15.02
12222 - Nursing Assistant II	16.90
12223 - Nursing Assistant III	18.44
12224 - Nursing Assistant IV	20.70
12235 - Optical Dispenser	20.43
12236 - Optical Technician	22.18
12250 - Pharmacy Technician	21.52
12280 - Phlebotomist	19.80
12305 - Radiologic Technologist	36.23
12311 - Registered Nurse I	27.05
12312 - Registered Nurse II	33.08
12313 - Registered Nurse II, Specialist	33.08
12314 - Registered Nurse III	40.03
12315 - Registered Nurse III, Anesthetist	40.03
12316 - Registered Nurse IV	47.99
12317 - Scheduler (Drug and Alcohol Testing)	30.73
12320 - Substance Abuse Treatment Counselor	24.62

13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.02
13012 - Exhibits Specialist II		32.24
13013 - Exhibits Specialist III		39.44
13041 - Illustrator I		26.02
13042 - Illustrator II		32.24
13043 - Illustrator III		39.44
13047 - Librarian		35.70
13050 - Library Aide/Clerk		16.92
13054 - Library Information Technology Systems Administrator		32.24
13058 - Library Technician		24.06
13061 - Media Specialist I		23.26
13062 - Media Specialist II		26.02
13063 - Media Specialist III		29.02
13071 - Photographer I		23.26
13072 - Photographer II		26.02
13073 - Photographer III		32.24
13074 - Photographer IV		39.44
13075 - Photographer V		47.71
13090 - Technical Order Library Clerk		21.24
13110 - Video Teleconference Technician		22.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.26
14042 - Computer Operator II		24.90
14043 - Computer Operator III		27.76
14044 - Computer Operator IV		30.85
14045 - Computer Operator V		34.16
14071 - Computer Programmer I	(see 1)	24.95
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		22.26
14160 - Personal Computer Support Technician		30.85
14170 - System Support Specialist		34.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.25
15020 - Aircrew Training Devices Instructor (Rated)		41.44
15030 - Air Crew Training Devices Instructor (Pilot)		49.69
15050 - Computer Based Training Specialist / Instructor		34.25
15060 - Educational Technologist		35.52
15070 - Flight Instructor (Pilot)		49.69
15080 - Graphic Artist		24.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.69
15086 - Maintenance Test Pilot, Rotary Wing		49.69
15088 - Non-Maintenance Test/Co-Pilot		49.69
15090 - Technical Instructor		27.82
15095 - Technical Instructor/Course Developer		34.02
15110 - Test Proctor		22.46
15120 - Tutor		22.46
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.88
16030 - Counter Attendant		17.88
16040 - Dry Cleaner		20.44
16070 - Finisher, Flatwork, Machine		17.88
16090 - Presser, Hand		17.88
16110 - Presser, Machine, Drycleaning		17.88
16130 - Presser, Machine, Shirts		17.88
16160 - Presser, Machine, Wearing Apparel, Laundry		17.88
16190 - Sewing Machine Operator		21.29
16220 - Tailor		22.14
16250 - Washer, Machine		18.74
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		34.24
19040 - Tool And Die Maker		39.53
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.86
21030 - Material Coordinator		33.42
21040 - Material Expediter		33.42

21050 - Material Handling Laborer	19.73
21071 - Order Filler	16.49
21080 - Production Line Worker (Food Processing)	22.86
21110 - Shipping Packer	21.58
21130 - Shipping/Receiving Clerk	21.58
21140 - Store Worker I	20.50
21150 - Stock Clerk	24.88
21210 - Tools And Parts Attendant	22.86
21410 - Warehouse Specialist	22.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.93
23019 - Aircraft Logs and Records Technician	29.76
23021 - Aircraft Mechanic I	33.83
23022 - Aircraft Mechanic II	34.93
23023 - Aircraft Mechanic III	36.18
23040 - Aircraft Mechanic Helper	26.77
23050 - Aircraft, Painter	32.55
23060 - Aircraft Servicer	29.76
23070 - Aircraft Survival Flight Equipment Technician	32.55
23080 - Aircraft Worker	31.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.14
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.83
23110 - Appliance Mechanic	34.24
23120 - Bicycle Repairer	29.77
23125 - Cable Splicer	49.23
23130 - Carpenter, Maintenance	29.02
23140 - Carpet Layer	32.76
23160 - Electrician, Maintenance	40.37
23181 - Electronics Technician Maintenance I	37.76
23182 - Electronics Technician Maintenance II	39.47
23183 - Electronics Technician Maintenance III	41.02
23260 - Fabric Worker	31.30
23290 - Fire Alarm System Mechanic	30.44
23310 - Fire Extinguisher Repairer	29.77
23311 - Fuel Distribution System Mechanic	36.53
23312 - Fuel Distribution System Operator	30.80
23370 - General Maintenance Worker	25.59
23380 - Ground Support Equipment Mechanic	33.83
23381 - Ground Support Equipment Servicer	29.76
23382 - Ground Support Equipment Worker	31.14
23391 - Gunsmith I	29.77
23392 - Gunsmith II	32.76
23393 - Gunsmith III	35.59
23410 - Heating, Ventilation And Air-Conditioning Mechanic	34.88
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	35.99
23430 - Heavy Equipment Mechanic	33.71
23440 - Heavy Equipment Operator	35.03
23460 - Instrument Mechanic	35.59
23465 - Laboratory/Shelter Mechanic	34.24
23470 - Laborer	19.73
23510 - Locksmith	34.24
23530 - Machinery Maintenance Mechanic	39.13
23550 - Machinist, Maintenance	28.76
23580 - Maintenance Trades Helper	19.50
23591 - Metrology Technician I	35.59
23592 - Metrology Technician II	36.74
23593 - Metrology Technician III	38.06
23640 - Millwright	36.30
23710 - Office Appliance Repairer	24.35
23760 - Painter, Maintenance	32.11
23790 - Pipefitter, Maintenance	42.31
23810 - Plumber, Maintenance	40.71
23820 - Pneudraulic Systems Mechanic	35.59
23850 - Rigger	35.59
23870 - Scale Mechanic	32.76
23890 - Sheet-Metal Worker, Maintenance	36.00
23910 - Small Engine Mechanic	24.56
23931 - Telecommunications Mechanic I	30.48
23932 - Telecommunications Mechanic II	31.47
23950 - Telephone Lineman	35.59
23960 - Welder, Combination, Maintenance	27.68
23965 - Well Driller	35.59
23970 - Woodcraft Worker	35.59
23980 - Woodworker	29.77

24000 - Personal Needs Occupations
24550 - Case Manager 21.29
24570 - Child Care Attendant 13.70
24580 - Child Care Center Clerk 17.08
24610 - Chore Aide 17.31
24620 - Family Readiness And Support Services Coordinator 21.29
24630 - Homemaker 21.29

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 35.05
25040 - Sewage Plant Operator 31.17
25070 - Stationary Engineer 35.05
25190 - Ventilation Equipment Tender 27.74
25210 - Water Treatment Plant Operator 31.17

27000 - Protective Service Occupations
27004 - Alarm Monitor 28.50
27007 - Baggage Inspector 18.08
27008 - Corrections Officer 28.75
27010 - Court Security Officer 24.69
27030 - Detection Dog Handler 20.22
27040 - Detention Officer 28.75
27070 - Firefighter 22.81
27101 - Guard I 18.08
27102 - Guard II 20.22
27131 - Police Officer I 33.62
27132 - Police Officer II 37.37

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.72
28042 - Carnival Equipment Repairer 18.72
28043 - Carnival Worker 14.74
28210 - Gate Attendant/Gate Tender 20.90
28310 - Lifeguard 15.24
28350 - Park Attendant (Aide) 23.36
28510 - Recreation Aide/Health Facility Attendant 17.05
28515 - Recreation Specialist 28.95
28630 - Sports Official 18.61
28690 - Swimming Pool Operator 20.61

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.98
29020 - Hatch Tender 33.98
29030 - Line Handler 33.98
29041 - Stevedore I 32.47
29042 - Stevedore II 35.52

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 20.38
30022 - Archeological Technician II 22.80
30023 - Archeological Technician III 28.25
30030 - Cartographic Technician 28.25
30040 - Civil Engineering Technician 37.50
30051 - Cryogenic Technician I 31.28
30052 - Cryogenic Technician II 34.55
30061 - Drafter/CAD Operator I 20.38
30062 - Drafter/CAD Operator II 22.80
30063 - Drafter/CAD Operator III 25.42
30064 - Drafter/CAD Operator IV 31.28
30081 - Engineering Technician I 18.09
30082 - Engineering Technician II 20.30
30083 - Engineering Technician III 22.71
30084 - Engineering Technician IV 28.13
30085 - Engineering Technician V 34.40
30086 - Engineering Technician VI 41.62
30090 - Environmental Technician 27.23
30095 - Evidence Control Specialist 28.25
30210 - Laboratory Technician 34.56
30221 - Latent Fingerprint Technician I 31.28
30222 - Latent Fingerprint Technician II 34.55
30240 - Mathematical Technician 28.25
30361 - Paralegal/Legal Assistant I 22.62
30362 - Paralegal/Legal Assistant II 28.02
30363 - Paralegal/Legal Assistant III 34.28

30364 - Paralegal/Legal Assistant IV		41.46
30375 - Petroleum Supply Specialist		34.55
30390 - Photo-Optics Technician		28.25
30395 - Radiation Control Technician		34.55
30461 - Technical Writer I		28.25
30462 - Technical Writer II		34.55
30463 - Technical Writer III		41.80
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		31.28
30502 - Weather Forecaster II		38.05
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.42
30621 - Weather Observer, Senior	(see 2)	28.25
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		19.40
31030 - Bus Driver		24.27
31043 - Driver Courier		20.51
31260 - Parking and Lot Attendant		14.70
31290 - Shuttle Bus Driver		17.49
31310 - Taxi Driver		16.99
31361 - Truckdriver, Light		21.68
31362 - Truckdriver, Medium		22.80
31363 - Truckdriver, Heavy		28.57
31364 - Truckdriver, Tractor-Trailer		28.57
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.49
99050 - Desk Clerk		16.12
99095 - Embalmer		36.24
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		18.32
99252 - Laboratory Animal Caretaker II		19.36
99260 - Marketing Analyst		31.37
99310 - Mortician		36.24
99410 - Pest Controller		29.31
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		26.71
99711 - Recycling Specialist		30.03
99730 - Refuse Collector		24.98
99810 - Sales Clerk		16.10
99820 - School Crossing Guard		21.94
99830 - Survey Party Chief		33.21
99831 - Surveying Aide		22.30
99832 - Surveying Technician		29.17
99840 - Vending Machine Attendant		21.53
99841 - Vending Machine Repairer		24.00
99842 - Vending Machine Repairer Helper		21.65

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 contract from May 11, 2026, through December 31, 2026. The applicable 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."""

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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

Wage Determination No.: 2015-4959
Revision No.: 29
Date Of Last Revision: 5/13/2026

Daniel W. Simms
Director

Division of
Wage Determinations

State: Minnesota

Area: Minnesota Counties of Aitkin, Cook, Itasca, Kanabec, Koochiching, Lake and Pine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.39
01012 - Accounting Clerk II		20.64
01013 - Accounting Clerk III		23.09
01020 - Administrative Assistant		31.09
01035 - Court Reporter		22.43
01041 - Customer Service Representative I		16.03
01042 - Customer Service Representative II		17.49
01043 - Customer Service Representative III		19.63
01051 - Data Entry Operator I		16.37
01052 - Data Entry Operator II		17.87
01060 - Dispatcher, Motor Vehicle		25.29
01070 - Document Preparation Clerk		17.87
01090 - Duplicating Machine Operator		17.87
01111 - General Clerk I		16.81
01112 - General Clerk II		18.34
01113 - General Clerk III		20.58
01120 - Housing Referral Assistant		25.00
01141 - Messenger Courier		14.55
01191 - Order Clerk I		16.37
01192 - Order Clerk II		17.87
01261 - Personnel Assistant (Employment) I		20.30
01262 - Personnel Assistant (Employment) II		22.71
01263 - Personnel Assistant (Employment) III		25.31
01270 - Production Control Clerk		32.86
01290 - Rental Clerk		16.41
01300 - Scheduler, Maintenance		20.05
01311 - Secretary I		20.05
01312 - Secretary II		22.43
01313 - Secretary III		25.00
01320 - Service Order Dispatcher		22.61
01410 - Supply Technician		31.09
01420 - Survey Worker		18.94
01460 - Switchboard Operator/Receptionist		17.26
01531 - Travel Clerk I		17.87
01532 - Travel Clerk II		20.05
01533 - Travel Clerk III		22.43
01611 - Word Processor I		17.87
01612 - Word Processor II		20.05
01613 - Word Processor III		22.43
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.39
05010 - Automotive Electrician		22.74

05040 - Automotive Glass Installer	21.75
05070 - Automotive Worker	21.75
05110 - Mobile Equipment Servicer	19.76
05130 - Motor Equipment Metal Mechanic	23.63
05160 - Motor Equipment Metal Worker	21.75
05190 - Motor Vehicle Mechanic	23.63
05220 - Motor Vehicle Mechanic Helper	18.70
05250 - Motor Vehicle Upholstery Worker	20.79
05280 - Motor Vehicle Wrecker	21.75
05310 - Painter, Automotive	22.74
05340 - Radiator Repair Specialist	21.75
05370 - Tire Repairer	19.76
05400 - Transmission Repair Specialist	23.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.59
07041 - Cook I	18.86
07042 - Cook II	20.75
07070 - Dishwasher	14.01
07130 - Food Service Worker	15.33
07210 - Meat Cutter	22.96
07260 - Waiter/Waitress	11.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	30.19
09040 - Furniture Handler	22.08
09080 - Furniture Refinisher	30.19
09090 - Furniture Refinisher Helper	24.83
09110 - Furniture Repairer, Minor	27.60
09130 - Upholsterer	30.19
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.41
11060 - Elevator Operator	17.57
11090 - Gardener	23.06
11122 - Housekeeping Aide	17.57
11150 - Janitor	17.57
11210 - Laborer, Grounds Maintenance	19.40
11240 - Maid or Houseman	16.84
11260 - Pruner	18.15
11270 - Tractor Operator	21.82
11330 - Trail Maintenance Worker	19.40
11360 - Window Cleaner	18.78
12000 - Health Occupations	
12010 - Ambulance Driver	21.13
12011 - Breath Alcohol Technician	24.31
12012 - Certified Occupational Therapist Assistant	33.35
12015 - Certified Physical Therapist Assistant	33.35
12020 - Dental Assistant	28.34
12025 - Dental Hygienist	45.43
12030 - EKG Technician	36.82
12035 - Electroneurodiagnostic Technologist	36.82
12040 - Emergency Medical Technician	21.13
12071 - Licensed Practical Nurse I	21.73
12072 - Licensed Practical Nurse II	24.31
12073 - Licensed Practical Nurse III	27.09
12100 - Medical Assistant	21.67
12130 - Medical Laboratory Technician	30.79
12160 - Medical Record Clerk	23.76
12190 - Medical Record Technician	26.58
12195 - Medical Transcriptionist	21.73
12210 - Nuclear Medicine Technologist	53.41
12221 - Nursing Assistant I	14.61
12222 - Nursing Assistant II	16.43
12223 - Nursing Assistant III	17.93
12224 - Nursing Assistant IV	20.13
12235 - Optical Dispenser	22.28
12236 - Optical Technician	21.73
12250 - Pharmacy Technician	22.99
12280 - Phlebotomist	21.73
12305 - Radiologic Technologist	37.59
12311 - Registered Nurse I	28.03
12312 - Registered Nurse II	34.28
12313 - Registered Nurse II, Specialist	34.28
12314 - Registered Nurse III	41.48
12315 - Registered Nurse III, Anesthetist	41.48
12316 - Registered Nurse IV	49.73
12317 - Scheduler (Drug and Alcohol Testing)	30.11
12320 - Substance Abuse Treatment Counselor	27.75

13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.75
13012 - Exhibits Specialist II		25.70
13013 - Exhibits Specialist III		31.44
13041 - Illustrator I		20.75
13042 - Illustrator II		25.70
13043 - Illustrator III		31.44
13047 - Librarian		28.47
13050 - Library Aide/Clerk		15.68
13054 - Library Information Technology Systems Administrator		25.70
13058 - Library Technician		19.60
13061 - Media Specialist I		18.55
13062 - Media Specialist II		20.75
13063 - Media Specialist III		23.13
13071 - Photographer I		18.15
13072 - Photographer II		20.75
13073 - Photographer III		25.70
13074 - Photographer IV		31.44
13075 - Photographer V		38.04
13090 - Technical Order Library Clerk		19.92
13110 - Video Teleconference Technician		18.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.28
14042 - Computer Operator II		26.04
14043 - Computer Operator III		29.03
14044 - Computer Operator IV		32.26
14045 - Computer Operator V		35.73
14071 - Computer Programmer I	(see 1)	19.66
14072 - Computer Programmer II	(see 1)	24.35
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		23.28
14160 - Personal Computer Support Technician		32.26
14170 - System Support Specialist		35.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.96
15020 - Aircrew Training Devices Instructor (Rated)		35.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.96
15060 - Educational Technologist		36.35
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		31.35
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.44
15086 - Maintenance Test Pilot, Rotary Wing		40.44
15088 - Non-Maintenance Test/Co-Pilot		40.44
15090 - Technical Instructor		27.85
15095 - Technical Instructor/Course Developer		34.06
15110 - Test Proctor		22.48
15120 - Tutor		22.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.88
16030 - Counter Attendant		17.88
16040 - Dry Cleaner		20.44
16070 - Finisher, Flatwork, Machine		17.88
16090 - Presser, Hand		17.88
16110 - Presser, Machine, Drycleaning		17.88
16130 - Presser, Machine, Shirts		17.88
16160 - Presser, Machine, Wearing Apparel, Laundry		17.88
16190 - Sewing Machine Operator		21.29
16220 - Tailor		22.14
16250 - Washer, Machine		18.74
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		33.49
19040 - Tool And Die Maker		38.66
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.12
21030 - Material Coordinator		32.86
21040 - Material Expediter		32.86
21050 - Material Handling Laborer		19.27

21071 - Order Filler	16.65
21080 - Production Line Worker (Food Processing)	23.12
21110 - Shipping Packer	22.10
21130 - Shipping/Receiving Clerk	22.10
21140 - Store Worker I	20.50
21150 - Stock Clerk	24.88
21210 - Tools And Parts Attendant	23.12
21410 - Warehouse Specialist	23.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.93
23019 - Aircraft Logs and Records Technician	30.61
23021 - Aircraft Mechanic I	34.80
23022 - Aircraft Mechanic II	35.93
23023 - Aircraft Mechanic III	37.22
23040 - Aircraft Mechanic Helper	27.54
23050 - Aircraft, Painter	33.49
23060 - Aircraft Servicer	30.61
23070 - Aircraft Survival Flight Equipment Technician	33.49
23080 - Aircraft Worker	32.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.80
23110 - Appliance Mechanic	33.49
23120 - Bicycle Repairer	29.11
23125 - Cable Splicer	49.70
23130 - Carpenter, Maintenance	28.91
23140 - Carpet Layer	32.04
23160 - Electrician, Maintenance	37.70
23181 - Electronics Technician Maintenance I	32.04
23182 - Electronics Technician Maintenance II	33.49
23183 - Electronics Technician Maintenance III	34.80
23260 - Fabric Worker	30.61
23290 - Fire Alarm System Mechanic	34.80
23310 - Fire Extinguisher Repairer	29.11
23311 - Fuel Distribution System Mechanic	34.80
23312 - Fuel Distribution System Operator	29.11
23370 - General Maintenance Worker	25.03
23380 - Ground Support Equipment Mechanic	34.80
23381 - Ground Support Equipment Servicer	30.61
23382 - Ground Support Equipment Worker	32.04
23391 - Gunsmith I	29.11
23392 - Gunsmith II	32.04
23393 - Gunsmith III	34.80
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.38
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.32
23430 - Heavy Equipment Mechanic	33.97
23440 - Heavy Equipment Operator	31.16
23460 - Instrument Mechanic	34.80
23465 - Laboratory/Shelter Mechanic	33.49
23470 - Laborer	19.27
23510 - Locksmith	33.49
23530 - Machinery Maintenance Mechanic	39.13
23550 - Machinist, Maintenance	28.49
23580 - Maintenance Trades Helper	27.54
23591 - Metrology Technician I	34.80
23592 - Metrology Technician II	35.93
23593 - Metrology Technician III	37.22
23640 - Millwright	36.70
23710 - Office Appliance Repairer	33.49
23760 - Painter, Maintenance	33.49
23790 - Pipefitter, Maintenance	36.99
23810 - Plumber, Maintenance	35.59
23820 - Pneudraulic Systems Mechanic	34.80
23850 - Rigger	34.80
23870 - Scale Mechanic	32.04
23890 - Sheet-Metal Worker, Maintenance	34.80
23910 - Small Engine Mechanic	32.04
23931 - Telecommunications Mechanic I	34.80
23932 - Telecommunications Mechanic II	35.93
23950 - Telephone Lineman	28.36
23960 - Welder, Combination, Maintenance	26.10
23965 - Well Driller	34.80
23970 - Woodcraft Worker	34.80
23980 - Woodworker	29.11
24000 - Personal Needs Occupations	

24550 - Case Manager		22.65
24570 - Child Care Attendant		14.63
24580 - Child Care Center Clerk		18.24
24610 - Chore Aide		17.39
24620 - Family Readiness And Support Services Coordinator		22.65
24630 - Homemaker		22.65
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		29.55
25040 - Sewage Plant Operator		27.92
25070 - Stationary Engineer		29.55
25190 - Ventilation Equipment Tender		23.58
25210 - Water Treatment Plant Operator		27.92
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.28
27007 - Baggage Inspector		18.12
27008 - Corrections Officer		30.75
27010 - Court Security Officer		25.41
27030 - Detection Dog Handler		20.25
27040 - Detention Officer		30.75
27070 - Firefighter		21.66
27101 - Guard I		18.12
27102 - Guard II		20.25
27131 - Police Officer I		31.69
27132 - Police Officer II		35.21
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.49
28042 - Carnival Equipment Repairer		19.55
28043 - Carnival Worker		15.33
28210 - Gate Attendant/Gate Tender		21.88
28310 - Lifeguard		16.82
28350 - Park Attendant (Aide)		24.47
28510 - Recreation Aide/Health Facility Attendant		17.86
28515 - Recreation Specialist		30.31
28630 - Sports Official		19.49
28690 - Swimming Pool Operator		21.52
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.04
29020 - Hatch Tender		32.04
29030 - Line Handler		32.04
29041 - Stevedore I		30.61
29042 - Stevedore II		33.49
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	50.23
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	34.64
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	38.15
30021 - Archeological Technician I		18.10
30022 - Archeological Technician II		20.24
30023 - Archeological Technician III		25.08
30030 - Cartographic Technician		25.08
30040 - Civil Engineering Technician		27.78
30051 - Cryogenic Technician I		27.77
30052 - Cryogenic Technician II		30.67
30061 - Drafter/CAD Operator I		18.10
30062 - Drafter/CAD Operator II		20.24
30063 - Drafter/CAD Operator III		22.56
30064 - Drafter/CAD Operator IV		27.77
30081 - Engineering Technician I		16.11
30082 - Engineering Technician II		18.10
30083 - Engineering Technician III		20.24
30084 - Engineering Technician IV		25.08
30085 - Engineering Technician V		30.67
30086 - Engineering Technician VI		37.12
30090 - Environmental Technician		25.08
30095 - Evidence Control Specialist		25.08
30210 - Laboratory Technician		22.56
30221 - Latent Fingerprint Technician I		27.77
30222 - Latent Fingerprint Technician II		30.67
30240 - Mathematical Technician		25.08
30361 - Paralegal/Legal Assistant I		21.68
30362 - Paralegal/Legal Assistant II		26.86
30363 - Paralegal/Legal Assistant III		32.86
30364 - Paralegal/Legal Assistant IV		39.77

30375 - Petroleum Supply Specialist		30.67
30390 - Photo-Optics Technician		25.08
30395 - Radiation Control Technician		30.67
30461 - Technical Writer I		25.08
30462 - Technical Writer II		30.67
30463 - Technical Writer III		37.12
30491 - Unexploded Ordnance (UXO) Technician I		31.92
30492 - Unexploded Ordnance (UXO) Technician II		38.62
30493 - Unexploded Ordnance (UXO) Technician III		46.29
30494 - Unexploded (UXO) Safety Escort		31.92
30495 - Unexploded (UXO) Sweep Personnel		31.92
30501 - Weather Forecaster I		27.77
30502 - Weather Forecaster II		33.79
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.56
30621 - Weather Observer, Senior	(see 2)	25.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		38.62
31020 - Bus Aide		18.44
31030 - Bus Driver		23.05
31043 - Driver Courier		20.74
31260 - Parking and Lot Attendant		17.26
31290 - Shuttle Bus Driver		17.70
31310 - Taxi Driver		17.70
31361 - Truckdriver, Light		21.92
31362 - Truckdriver, Medium		23.05
31363 - Truckdriver, Heavy		28.29
31364 - Truckdriver, Tractor-Trailer		28.29
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.83
99030 - Cashier		13.94
99050 - Desk Clerk		16.23
99095 - Embalmer		31.92
99130 - Flight Follower		31.92
99251 - Laboratory Animal Caretaker I		25.51
99252 - Laboratory Animal Caretaker II		26.94
99260 - Marketing Analyst		28.41
99310 - Mortician		31.92
99410 - Pest Controller		29.31
99510 - Photofinishing Worker		16.78
99710 - Recycling Laborer		24.06
99711 - Recycling Specialist		27.05
99730 - Refuse Collector		22.50
99810 - Sales Clerk		16.19
99820 - School Crossing Guard		21.94
99830 - Survey Party Chief		23.99
99831 - Surveying Aide		16.12
99832 - Surveying Technician		21.07
99840 - Vending Machine Attendant		26.37
99841 - Vending Machine Repairer		30.67
99842 - Vending Machine Repairer Helper		26.37

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 contract from May 11, 2026, through December 31, 2026. The applicable
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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."""