SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL PRODUCTS AND COMMERCIAL SERVICES

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

1. REQUISITION NUMBER

2. CONTRACT NUMBER

3. AWARD/EFFECTIVE DATE

4. ORDER NUMBER

5. SOLICITATION NUMBER
140D0426Q0505

6. SOLICITATION ISSUE DATE
06/15/2026

7. FOR SOLICITATION INFORMATION CALL:

a. NAME
Ann Woodall

b. TELEPHONE NUMBER *(No collect calls)*
0000000000

8. OFFER DUE DATE/ LOCAL TIME
06/22/2026 1200 ED

9. ISSUED BY CODE D55

Interior Business Center, AQD
Acquisition Services Directorate
381 Elden Street
Suite 2000A
Herndon VA 20170

10. THIS ACQUISITION IS ☐ UNRESTRICTED OR ☒ SET ASIDE: 100.00 % FOR:

☒ SMALL BUSINESS
☐ HUBZONE SMALL BUSINESS
☐ SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESS (SDVOSB)
☐ WOMEN-OWNED SMALL BUSINESS (WOSB)
☐ ECONOMICALLY DISADVANTAGED WOMEN-OWNED SMALL BUSINESS (EDWOSB)
☐ 8(A)

NORTH AMERICAN INDUSTRY CLASSIFICATION STANDARD (NAICS): 531320

SIZE STANDARD: $9.5

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

12. DISCOUNT TERMS

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

13b. RATING

14. METHOD OF SOLICITATION
☒ REQUEST FOR QUOTE (RFQ) ☐ INVITATION FOR BID (IFB) ☐ REQUEST FOR PROPOSAL (RFP)

15. DELIVER TO CODE
See Schedule

16. ADMINISTERED BY CODE D55
See Schedule

17a. CONTRACTOR/ OFFEROR CODE FACILITY CODE

TELEPHONE NUMBER

☐ 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER

18a. PAYMENT WILL BE MADE BY CODE

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

19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	ADMINISTERED BY: Interior Business Center, AQD Acquisition Services Directorate 381 Elden Street Suite 2000A Herndon VA 20170 USA Continued... *(Use Reverse and/or Attach Additional Sheets as Necessary)*				

25. ACCOUNTING AND APPROPRIATION DATA

26. TOTAL AWARD AMOUNT *(For Government Use Only)*

☒ 27a. SOLICITATION INCORPORATES BY REFERENCE (FEDERAL ACQUISITION REGULATION) FAR 52.212-1, 52.212-4. FAR 52.212-3 AND 52.212-5 ARE ATTACHED. ADDENDA ☐ ARE ☒ ARE NOT ATTACHED

☐ 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED. ADDENDA ☐ ARE ☐ ARE NOT ATTACHED

☒ 28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN 1 COPIES TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED

☐ 29. AWARD OF CONTRACT: REFERENCE _____ OFFER DATED. _____. YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS:

30a. SIGNATURE OF OFFEROR/CONTRACTOR

31a. UNITED STATES OF AMERICA *(SIGNATURE OF CONTRACTING OFFICER)*

30b. NAME AND TITLE OF SIGNER *(Type or print)*

30c. DATE SIGNED

31b. NAME OF CONTRACTING OFFICER *(Type or print)*
Jacqueline Hernandez

31c. DATE SIGNED

19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	The US Department of the Interior, Appraisal and Valuation Services Office, requirement for market valuation and appraisal report services for OS5_26_10. 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 agency solicitations. Contracting officers will not consider these representations when making award decisions or enforce requirements. Entities are not required to, nor are they able to, update their entity registration to remove these representations in SAM.				

32a. QUANTITY IN COLUMN 21 HAS BEEN

☐ RECEIVED ☐ INSPECTED ☐ ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED: _____

32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE	32c. DATE	32d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE

32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE	32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE 32g. EMAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE

33. SHIP NUMBER ☐ PARTIAL ☐ FINAL	34. VOUCHER NUMBER	35. AMOUNT VERIFIED CORRECT FOR	36. PAYMENT ☐ COMPLETE ☐ PARTIAL ☐ FINAL	37. CHECK NUMBER

STOCK RECORD (S/R)		40. PAID BY
38. S/R ACCOUNT NUMBER	39. S/R VOUCHER NUMBER	

41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT		42a. RECEIVED BY *(Print)*	
41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER	41c. DATE	42b. RECEIVED AT *(Location)*	
		42c. DATE RECEIVED *(MM/DD/YYYY)*	42d. TOTAL CONTAINERS

United States Department of the Interior

INTERIOR BUSINESS CENTER
Washington, DC 20240

TABLE OF CONTENTS

INSTRUCTIONS TO OFFERORS 4
TECHNICAL QUALIFICATION FOR REQUIREMENT 5
EVALUATION OF QUOTATIONS 6
SUBMISSION OF QUOTE 7

STATEMENT OF WORK **8**

PURCHASE ORDER CLAUSES **9**

PURCHASE ORDER PROVISIONS **16**

ATTACHMENTS **18**

INSTRUCTIONS TO OFFERORS:

PROPERTY DESCRIPTION

The Department of the Interior (DOI)/Interior Business Center (IBC), Acquisition Services Directorate (AQD) onbehalf of the Appraisal and Valuation Services Office (AVSO) is issuing a request for quotation for the appraisal report on:

1) Case Name: Parcel on The Nez Perce Reservation in Idaho (OS5_26_10)

SOLICITATION/AWARD PROCEDURES

This Request for Quote (RFQ) is issued in accordance with the Revolutionary Federal Acquisition Regulation (FAR) Overhaul (RFO) Part 12 - Acquisition of Commercial Products and Commercial Services.

ANTICIPATED AWARD TYPE

- 100% Total Small Business Set-Aside
- NAICS Code: 531320 "Offices of Real Estate Appraisers"
- PSC: R411 "Support-Professional: Real Property Appraisals"
- Type of Purchase Order: Firm-Fixed-Price (FFP)

SERVICE AND SUPPLIES

Requirements are provided in the Statements of Work (Attachment 1).

DELIVERY/PERIOD OF PERFORMANCE

The target period of performance is 160 calendar days from the date of the Purchase Order (PO) award. The initial appraisal target date is 205 calendar days from the date of award. Earlier delivery is preferable and will be given consideration but is not a requirement. See Section 3: Performance & Submission Requirements specified in Statement of Work (SOW).

LINE-ITEM PRICING

CLIN No.	Appraisal Service Description	Total Price
0010	**Case Name**: Parcel on The Nez Perce Reservation in Idaho (OS5_26_10)	

**As a FFP requirement, the pricing within an offeror's quotation shall reflect the cost to perform the assignment to include but not limited to any travel, fees, Government discounts granted.*

GENERAL REQUIREMENTS

Cover letter no more than one (1) page that includes:

- Tax Identification Number (TIN)
- Unique Entity Identifier (UEI) **UEI replaced DUNS on April 4, 2022*
- Complete Business Mailing Address
- Contact Name
- Contact Phone
- Contact Email Address
- Quotation Date
- Quotation Expiration date (60 days)

TECHNICAL QUALIFICATION FOR REQUIREMENT

A. FACTOR A: TECHNICAL QUALIFICATIONS

1. **State Certification:** The appraiser must hold a valid license as a Certified General Appraiser by the State of Idaho (ID), as demonstrated by a copy of the State Licensing Certificate, or have the ability to obtain a temporary practice permit in ID. If the appraiser is licensed in another state and applying for a license in the subject jurisdiction, he/she must provide a copy of his/her current state license. Historically, appraisers who are certified and who have performed appraisals in Idaho and within Indian Country provide a higher quality appraisal product than those who have not.

2. **Technical Acceptability:**
   - **a.** Experience for Assignment: Both geographical competency and technical competency will be considered. The contractor shall provide a standard Appraiser's Statement of Qualifications and a signed offer letter that describes and attests to the following:

     - **i.** Please provide a summary of your years of experience appraising vacant and improved agricultural use tracts and improved rural residential tracts similar to the subject tracts within the general market area, and/or similar market areas, to include site size range and improvement types.

     - **ii.** Please provide a summary of your years of experience appraising lands under USPAP guidelines. If none, please state such.

   - **b.** Qualifications of Associate Appraisers: Sub-contracting of this assignment is not permissible. Any associates expected to contribute to the appraisal must be identified in the quote and a statement of qualifications and a copy of their license must be provided.

   - **c.** Initial Delivery Date: Target date for initial delivery of the appraisal reports to the AVSO Reviewer is within 160 days from the date of engagement. Earlier delivery is preferable and will be given consideration but is not a requirement.

B. FACTOR B: PAST PERFORMANCE

- **a.** Submit a list of at least two (2) of the most recent USPAP-compliant appraisal reports completed. Include property type, size of property, date of value, location, and the client /contact information for reference purposes. If none have been completed, please state such.

- **b.** Submit a list of at least two (2) of the most recent appraisal reports completed for land with or without improvements within the general market area or similar market areas. Include property type, size of site, date of value, location, and the client contact information for reference purposes.

C. FACTOR C: PRICE

- **a.** The Quoter must provide a firm-fixed price quote with any and all discounts applied for all the work to complete the assignment described in the Statements of Work.

- **b.** Price quotes will be evaluated for completeness and reasonableness.

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EVALUATION OF QUOTATIONS

FAR 52.212-2 Evaluation-Commercial Products and Commercial Services (Nov 2021)

a) 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. Award of this Purchase Order will be made **on a Best Value/Trade Off basis.**

- **The following factors shall be used to evaluate offers:**
  - **A. Technical Qualifications,**
  - **B. Past Performance,**
  - **C. Price.**

Technical Qualifications and Past Performance when combined, are more important than cost or price.

(b) Options. The Government will evaluate offers for award purposes by adding the total price for all options to the total price for the basic requirement. The Government may determine that an offer is unacceptable if the option prices are significantly unbalanced. Evaluation of options shall not obligate the Government to exercise the option(s).

(c) A written notice of award or acceptance of an offer, mailed or otherwise 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)

Further past performance determinations in federal contracting shall be made through a review of relevant information listed within the System of Award Management (SAM) and the Contractor Performance Assessment Reporting System (CPARS).

All offerors are required to have an active Unique Entity Identifier (UEI) and be registered in www.SAM.gov prior to submission of quotation. **Note, the UEI replaced the DUNS number on April 4, 2022.

****SUBMISSION OF INTENT****

The Contractor is requested to notify Jacqueline Hernandez, Contracting Officer, at jacqueline_hernandez@ibc.doi.gov and Ann T. Woodall, Contract Specialist, via email at ann_woodall@ibc.doi.gov of their intent to submit a quote on this order **on or before 12:00 PM Eastern Time, June 18, 2026.** All submissions shall reference **"Quote – 140D0426Q0505"** included in the subject line.

SUBMISSION OF QUESTIONS

Submissions of Questions to this RFQ shall be sent to Jacqueline Hernandez, Contracting Officer, at jacqueline_hernandez@ibc.doi.gov and Ann T. Woodall, Contract Specialist, via email at ann_woodall@ibc.doi.gov, **on or before 12:00 PM Eastern Standard Time, June 18, 2026**. All submissions shall reference **"Quote – 140D0426Q0505"** and include in the subject line.

SUBMISSION OF QUOTE

Submissions of Quote to this RFQ shall be sent to Jacqueline Hernandez, Contracting Officer, at jacqueline_hernandez@ibc.doi.gov and Ann T. Woodall, Contract Specialist, at ann_woodall@ibc.doi.gov on or before **12:00 PM Eastern Time, June 22, 2026.** All submissions shall reference **"Quote - 140D0426Q0505"** and include in the subject line.

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STATEMENT OF WORK

See RFQ Attachment 1

[END OF STATEMENT OF WORK]

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PURCHASE ORDER CLAUSES

FAR 52.252-2 Clauses Incorporated by Reference (Feb 1998)
This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this/these address(es):
https://www.acquisition.gov
https://www.acguisition.gov/far-overhaul

(End clause)

FAR Section	FAR Section Title	Date
52.203-17	Contractor Employee Whistleblower Rights	Nov 2023
52.203-19	Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements	Jan 2017
52.204-13	System for Award Management Maintenance	Oct 2018
52.209-10	Prohibition on Contracting with Inverted Domestic Corporations	Nov 2015
52.212-4	Contract Terms and Conditions—Commercial Products and Commercial Services	Nov 2023
52.219-6	Notice of Total Small Business Set-Aside	Nov 2020
52.222-19	Child Labor—Cooperation with Authorities and Remedies	Mar 2026
52.222-3	Convict Labor	June 2003
52.222-36	Equal Opportunity for Workers with Disabilities	Jun 2020
52.222-41	Service Contract Labor Standards	Aug 2018
52.222-42	Statement of Equivalent Rates for Federal Hires	May 2014
52.222-44	Fair Labor Standards Act and Service Contract Labor Standards-Price Adjustment	May 2014
52.222-50	Combating Trafficking in Persons	Oct 2025
52.222-53	Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services-Requirements	May 2014
52.223-23	Sustainable Products and Services	May 2024
52.226-8	Encouraging Contractor Policies To Ban Text Messaging While Driving	May 2024

FAR Section	FAR Section Title	Date
52.232-33	Payment by Electronic Funds Transfer—System for Award Management	Oct 2018
52.232-40	Providing Accelerated Payments to Small Business Subcontractors	Mar 2023
52.233-4	Applicable Law for Breach of Contract Claim	Oct 2004

FAR 52.222-55 Minimum Wages for Contractor Workers Under Executive Order 14026. DEVIATION (Oct 2023)

(a) Definitions. As used in this clause—

United States means the 50 states, the District of Columbia, Puerto Rico, the Northern Mariana Islands, American Samoa, Guam, the U.S. Virgin Islands, Johnston Island, Wake Island, and the outer Continental Shelf as defined in the Outer Continental Shelf Lands Act (43 U.S.C. 1331, et seq.).

Worker –

(1)

(i) Means any person engaged in performing work on, or in connection with, a contract covered by Executive Order 14026, and–

(A) Whose wages under such contract are governed by the Fair Labor Standards Act (29 U.S.C. chapter 8), the Service Contract Labor Standards statute (41 U.S.C. chapter 67), or the Wage Rate Requirements (Construction) statute (40 U.S.C. chapter 31, subchapter IV);

(B) Other than individuals employed in a bona fide executive, administrative, or professional capacity, as those terms are defined in 29 CFR part 541; and

(C) Regardless of the contractual relationship alleged to exist between the individual and the employer.

(ii) Includes workers performing on, or in connection with, the contract whose wages are calculated pursuant to special certificates issued under 29 U.S.C. 214(c).

(iii) Also includes any person working on, or in connection with, the contract and individually registered in a bona fide apprenticeship or training program registered with the Department of Labor's Employment and Training Administration, Office of Apprenticeship, or with a State Apprenticeship Agency recognized by the Office of Apprenticeship.

(2)

(i) A worker performs on a contract if the worker directly performs the specific services called for by the contract; and

(ii) A worker performs in connection with a contract if the worker's work activities are necessary to the performance of a contract but are not the specific services called for by the contract.

(b) Executive Order Minimum wage rate.

(1) The Contractor shall pay to workers, while performing in the United States, and performing on, or in connection with, this contract, a minimum hourly wage rate of $15.00 per hour beginning January 30, 2022.

(2) The Contractor shall adjust the minimum wage paid, if necessary, beginning January 1, 2023, and annually thereafter, to meet the applicable annual E.O. minimum wage. The Administrator of the Department of Labor's Wage and Hour Division (the Administrator) will publish annual determinations in the Federal Register no later than 90 days before the effective date of the new E.O. minimum wage rate. The Administrator will also publish the applicable E.O. minimum wage on https://www.sam.gov (or any successor website), and a general notice on all wage determinations issued under the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute, that will provide information on the E.O. minimum wage and how to obtain annual updates. The applicable published E.O. minimum wage is incorporated by reference into this contract.

(3)

(i) The Contractor may request a price adjustment only after the effective date of the new annual E.O. minimum wage determination. Prices will be adjusted only for increased labor costs (including subcontractor labor costs) as a result of an increase in the annual E.O. minimum wage, and for associated labor costs (including those for subcontractors). Associated labor costs shall include increases or decreases that result from changes in social security and unemployment taxes and workers' compensation insurance, but will not otherwise include any amount for general and administrative costs, overhead, or profit.
(ii) Subcontractors may be entitled to adjustments due to the new minimum wage, pursuant to paragraph (b)(2). Contractors shall consider any subcontractor requests for such price adjustment.
(iii) The Contracting Officer will not adjust the contract price under this clause for any costs other than those identified in paragraph (b)(3)(i) of this clause, and will not provide duplicate price adjustments with any price adjustment under clauses implementing the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute.
(4) The Contractor warrants that the prices in this contract do not include allowance for any contingency to cover increased costs for which adjustment is provided under this clause.
(5) A pay period under this clause may not be longer than semi-monthly, but may be shorter to comply with any applicable law or other requirement under this contract establishing a shorter pay period. Workers shall be paid no later than one pay period following the end of the regular pay period in which such wages were earned or accrued.
(6) The Contractor shall pay, unconditionally to each worker, all wages due free and clear without subsequent rebate or kickback. The Contractor may make deductions that reduce a worker's wages below the E.O. minimum wage rate only if done in accordance with 29 CFR 23.230, Deductions.
(7) The Contractor shall not discharge any part of its minimum wage obligation under this clause by furnishing fringe benefits or, with respect to workers whose wages are governed by the Service Contract Labor Standards statute, the cash equivalent thereof.
(8) Nothing in this clause shall excuse the Contractor from compliance with any applicable Federal or State prevailing wage law or any applicable law or municipal ordinance or any applicable contract establishing a minimum wage higher than the E.O. 14026 minimum wage. However, wage increases under such other laws or municipal ordinances are not subject to price adjustment under this subpart.
(9) The Contractor shall pay the E.O. minimum wage rate whenever it is higher than any applicable collective bargaining agreement(s) wage rate.
(10) The Contractor shall follow the policies and procedures in 29 CFR 23.240(b) and 23.280 for treatment of workers engaged in an occupation in which they customarily and regularly receive more than $30 a month in tips.
(c)
(1) This clause applies to workers as defined in paragraph (a). As provided in that definition–
(i) Workers are covered regardless of the contractual relationship alleged to exist between the contractor or subcontractor and the worker;
(ii) Workers with disabilities whose wages are calculated pursuant to special certificates issued under 29 U.S.C. 214(c) are covered; and
(iii) Workers who are registered in a bona fide apprenticeship program or training program registered with the Department of Labor's Employment and Training Administration, Office of Apprenticeship, or with a State Apprenticeship Agency recognized by the Office of Apprenticeship, are covered.
(2) This clause does not apply to–
(i) Contracts or subcontracts to which the States of Texas, Louisiana, or Mississippi, including their agencies, are a party;
(ii) Fair Labor Standards Act (FLSA)-covered individuals performing in connection with contracts covered by the E.O., i.e. those individuals who perform duties necessary to the performance of the contract, but who are not directly engaged in performing the specific work called for by the contract, and

who spend less than 20 percent of their hours worked in a particular workweek performing in connection with such contracts;
(iii) Individuals exempted from the minimum wage requirements of the FLSA under 29 U.S.C. 213(a) and 214(a) and (b), unless otherwise covered by the Service Contract
Labor Standards statute, or the Wage Rate Requirements (Construction) statute. These individuals include but are not limited to-
(A) Learners, apprentices, or messengers whose wages are calculated pursuant to special certificates issued under 29 U.S.C. 214(a) ;
(B) Students whose wages are calculated pursuant to special certificates issued under 29 U.S.C. 214(b) ; and
(C) Those employed in a bona fide executive, administrative, or professional capacity (29 U.S.C. 213(a)(1) and 29 CFR part 541).
(d) Notice. The Contractor shall notify all workers performing work on, or in connection with, this contract of the applicable E.O. minimum wage rate under this clause. With respect to workers covered by the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute, the Contractor may meet this requirement by posting, in a prominent and accessible place at the worksite, the applicable wage determination under those statutes. With respect to workers whose wages are governed by the FLSA, the Contractor shall post notice, utilizing the poster provided by the Administrator, which can be obtained at www.dol.gov/agencies/whd/government-contracts, in a prominent and accessible place at the worksite. Contractors that customarily post notices to workers electronically may post the notice electronically provided the electronic posting is displayed prominently on any Web site that is maintained by the contractor, whether external or internal, and customarily used for notices to workers about terms and conditions of employment.
(e) Payroll Records.
(1) The Contractor shall make and maintain records, for three years after completion of the work, containing the following information for each worker:
(i) Name, address, and social security number;
(ii) The worker's occupation(s) or classification(s);
(iii) The rate or rates of wages paid;
(iv) The number of daily and weekly hours worked by each worker;
(v) Any deductions made; and
(vi) Total wages paid.
(2) The Contractor shall make records pursuant to paragraph (e)(1) of this clause available for inspection and transcription by authorized representatives of the Administrator. The Contractor shall also make such records available upon request of the Contracting Officer.
(3) The Contractor shall make a copy of the contract available, as applicable, for inspection or transcription by authorized representatives of the Administrator.
(4) Failure to comply with this paragraph (e) shall be a violation of 29 CFR 23.260 and this contract. Upon direction of the Administrator or upon the Contracting Officer's own action, payment shall be withheld until such time as the noncompliance is corrected.
(5) Nothing in this clause limits or otherwise modifies the Contractor's payroll and recordkeeping obligations, if any, under the Service Contract Labor Standards statute, the Wage Rate Requirements (Construction) statute, the Fair Labor Standards Act, or any other applicable law.
(f) Access. The Contractor shall permit authorized representatives of the Administrator to conduct investigations, including interviewing workers at the worksite during normal working hours.
(g) Withholding. The Contracting Officer, upon his or her own action or upon written request of the Administrator, will withhold funds or cause funds to be withheld, from the Contractor under this or any other Federal contract with the same Contractor, sufficient to pay workers the full amount of wages required by this clause.
(h) Disputes. Department of Labor has set forth in 29 CFR 23.510, Disputes concerning contractor compliance, the procedures for resolving disputes concerning a contractor's compliance with Department

of Labor regulations at 29 CFR part 23. Such disputes shall be resolved in accordance with those procedures and not the Disputes clause of this contract. These disputes include disputes between the Contractor (or any of its subcontractors) and the contracting agency, the Department of Labor, or the workers or their representatives.
(i) Antiretaliation. The Contractor shall not discharge or in any other manner discriminate against any worker because such worker has filed any complaint or instituted or caused to be instituted any proceeding under or related to compliance with the E.O. or this clause, or has testified or is about to testify in any such proceeding.
(j) Subcontractor compliance. The Contractor is responsible for subcontractor compliance with the requirements of this clause and may be held liable for unpaid wages due subcontractor workers.
(k) Subcontracts. The Contractor shall include the substance of this clause, including this paragraph (k) in all subcontracts, regardless of dollar value, that are subject to the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute, and are to be performed in whole or in part in the United States.

(End of clause)

FAR 52.252-6 Authorized Deviations in Clauses (Nov 2020)
(a)The use in this solicitation or contract of any Federal Acquisition Regulation (48 CFR Chapter 1) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the date of the clause.
(b)The use in this solicitation or contract of any Department of the Interior Acquisition Regulation (48 CFR Chapter 14) clause with an authorized deviation is indicated by the addition of “(Deviation)” after the name of the regulation.

(End of clause)

Revolutionary FAR Overhaul 52.222-90 Addressing DEI Discrimination by Federal Contractors (Deviation Date: Apr 2026)
(a) *Definitions*. As used in this clause—
Program participation means membership or participation in, or access or admission to: training, mentoring, or leadership development programs; educational opportunities; clubs; associations; or similar opportunities that are sponsored or established by the contractor or subcontractor.
Racially discriminatory diversity, equity, and inclusion (DEI) activities means disparate treatment based on race or ethnicity in the recruitment, employment (e.g., hiring, promotions), contracting (*e.g.*, vendor agreements), program participation, or allocation or deployment of an entity's resources.
(b) In connection with the performance of work under this contract, the Contractor agrees as follows:
(1) The Contractor will not engage in any racially discriminatory DEI activities;
(2) The Contractor will furnish all information and reports, including providing access to books, records, and accounts, as required by the Contracting Officer, for purposes of ascertaining compliance with this clause;
(3) In the event of the Contractor's or a subcontractor's noncompliance with this clause, this contract may be canceled, terminated, or suspended in whole or in part, and the Contractor or subcontractor may be declared ineligible for further Government contracts;
(4) The Contractor will report any subcontractor's known or reasonably knowable conduct that may violate this clause to the Contracting Officer and take any appropriate remedial actions directed by the Contracting Officer; and
(5) The Contractor will inform the Contracting Officer if a subcontractor sues the Contractor and the suit puts at issue, in any way, the validity of this clause.
(6) The Contractor recognizes that compliance with the requirements of this clause are material to the Government's payment decisions for purposes of 31 U.S.C. 3729(b)(4).

(c) The Contractor must include the substance of this clause, including this paragraph (c), in subcontracts at any tier, including those for commercial products and commercial services, except those where the place of delivery or performance is outside the United States.

(End of clause)

Disclosure of Information: Information made available to the Contractor by the Government for the performance or administration of this effort shall be used only for those purposes and shall not be used in any other way without the written agreement of the Contracting Officer.

The Contractor agrees to assume responsibility for protecting the confidentiality of Government records, which are not public information. Each Contractor or employee of the Contractor to whom information may be made available or disclosed shall be notified in writing by the Contractor that such information may be disclosed only for a purpose and to the extent authorized herein.

Release of Information: No news release (including photographs and films, public announcements, denial, or confirmation of same) on any part of the subject matter of this effort or any phase of any program hereunder shall be made without the prior written approval of the Contracting Officer.

The Contractor is prohibited from releasing to any source, other than the sponsoring activity, any interim, draft, and final reports or information pertaining to services performed under this contract until report approval or official review has been obtained. Furthermore, the Contractor shall insure that the cover of all interim, draft, and final reports contains the following statement: "The view, opinions, or findings contained in this report are those of the author(s) and should not be construed as an official Government position, policy, or decision, unless so designated by other documentation."

There shall be no dissemination or publication, except within and between the Contractor and any subcontractors, of information developed under this contract or contained in the reports to be furnished pursuant to this effort without prior written approval from the Contracting Officer.
Information made available to the Contractor by the Government for the performance or administration of this effort shall be used only for those purposes and shall not be used in any other way without the written agreement of the Contracting Officer.

The Contractor agrees to assume responsibility for protecting the confidentiality of Government records, which are not public information. Each Contractor or employee of the Contractor to whom information may be made available or disclosed shall be notified in writing by the Contractor that such information may be disclosed only for a purpose and to the extent authorized herein.

(a) The contractor agrees, in the performance of this contract, to keep the information furnished by the Government or acquired/developed by the contractor in performance of the contract and designated by the Contracting Officer or Contracting Officer's Representative, in the strictest confidence. The contractor also agrees not to publish or otherwise divulge such information, in whole or in part, in any manner or form, nor to authorize or permit others to do so, taking such reasonable measures as are necessary to restrict access to such information while in the contractor's possession, to those employees needing such information to perform the work described herein, i.e., on a “need to know” basis. The contractor agrees to immediately notify the Contracting Officer in writing in the event that the contractor determines or has reason to suspect a breach of this requirement has occurred.

(b) The contractor agrees that it will not disclose any information described in subsection (a) to any person unless prior written approval is obtained from the Contracting Officer. The contractor agrees to insert the substance of this clause in any consultant agreement or subcontract hereunder.

DOI-AAAP-0028 Electronic Invoicing and Payment Requirements – Invoice Processing Platform (IPP) (February 2021)
Payment requests must be submitted electronically through the U. S. Department of the Treasury's Invoice Processing Platform System (IPP).

"Payment request" means any request for contract financing payment or invoice payment by the Contractor. To constitute a proper invoice, the payment request must comply with the requirements identified in the applicable Prompt Payment clause included in the contract, or the clause 52.212-4 Contract Terms and Conditions – Commercial Items included in commercial item contracts. The IPP website address is: https://www.ipp.gov.

Under this contract, the following documents are required to be submitted as an attachment to the IPP invoice:

- Invoice Contents: Invoices will be paid upon approval and acceptance by the Government COR. Invoices must include, as a minimum, the following information:
  - Contractor name
  - Contractor address
  - Purchase Order No.
  - Invoice date and number
  - Billing Period for the services performed
  - FFP Deliverable (if FFP)
  - ODC Total with corresponding breakout (if applicable)
  - Additional supporting documentation MAY BE REQUESTED at the discretion of the COR.

The Contractor must use the IPP website to register, access and use IPP for submitting requests for payment. The Contractor Government Business Point of Contact (as listed in SAM) will receive enrollment instructions via email from the Federal Reserve Bank of St. Louis (FRBSTL) within 3 – 5 business days of the contract award date. Contractor assistance with enrollment can be obtained by contacting the IPP Production Helpdesk via email IPPCustomerSupport@fiscal.treasury.gov or phone (866) 973-3131.

If the Contractor is unable to comply with the requirement to use IPP for submitting invoices for payment, the Contractor must submit a waiver request in writing to the Contracting Officer with its proposal or quotation.

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PURCHASE ORDER PROVISIONS

FAR 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 completedby 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 appropriateinformation 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
https://www.acquisition.gov/far-overhaul

(End of provision)

FAR Provisions Incorporated by Reference:

FAR Section	FAR Section Title	Date
52.203-18	Prohibition on Contracting with Entities that Require Certain Internal Confidentiality Agreements or Statements-Representation	Jan 2017
52.204-16	Commercial and Government Entity Code Reporting	Aug 2020
52.204-17	Ownership or Control of Offeror	Aug 2020
52.204-7	System for Award Management	Nov 2024
52.209-11	Representation by Corporations Regarding Delinquent Tax Liability or a Felony Conviction under any Federal Law	Feb 2016
52.209-2	Prohibition on Contracting with Inverted Domestic Corporations-Representation	Nov 2015
52.219-1	Small Business Program Representations	Feb 2021
52.222-48	Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment-Certification	May 2014
52.222-52	Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services-Certification	May 2014

FAR 52.252-5 Authorized Deviations in Provisions (Nov 2020)
(a)The use in this solicitation of any Federal Acquisition Regulation (48 CFR Chapter 1) provision with an authorized deviation is indicated by the addition of "(DEVIATION)" after the date of the provision.
(b)The use in this solicitation of any Department of the Interior Acquisition Regulation (48 CFR Chapter 14) provision with an authorized deviation is indicated by the addition of “(Deviation)” after the name of the regulation.

(End of provision)

DIAR 1452.215-71 Use and Disclosure of Proposal Information—Department of the Interior (APR 1984)

(a) Definitions. For the purposes of this provision and the Freedom of Information Act (5 U.S.C. 552), the following terms shall have the meaning set forth below:

(1) "Trade Secret" means an unpatented, secret, commercially valuable plan, appliance, formula, or process, which is used for making, preparing, compounding, treating or processing articles or materials which are trade commodities.

(2) "Confidential commercial or financial information" means any business information (other than trade secrets) which is exempt from the mandatory disclosure requirement of the Freedom of Information Act, 5 U.S.C. 552. Exemptions from mandatory disclosure which may be applicable to business information contained in proposals include exemption (4), which covers "commercial and financial information obtained from a person and privileged or confidential," and exemption (9), which covers "geological and geophysical information, including maps, concerning wells."

(b) If the offeror, or its subcontractor(s), believes that the proposal contains trade secrets or confidential commercial or financial information exempt from disclosure under the Freedom of Information Act, (5 U.S.C. 552), the cover page of each copy of the proposal shall be marked with the following legend:

"The information specifically identified on pages _____ of this proposal constitutes trade secrets or confidential commercial and financial information which the offeror believes to be exempt from disclosure under the Freedom of Information Act. The offeror requests that this information not be disclosed to the public, except as may be required by law. The offeror also requests that this information not be used in whole or part by the government for any purpose other than to evaluate the proposal, except that if a contract is awarded to the offeror as a result of or in connection with the submission of the proposal, the Government shall have the right to use the information to the extent provided in the contract."

(c) The offeror shall also specifically identify trade secret information and confidential commercial and financial information on the pages of the proposal on which it appears and shall mark each such page with the following legend:

"This page contains trade secrets or confidential commercial and financial information which the offeror believes to be exempt from disclosure under the Freedom of Information Act and which is subject to the legend contained on the cover page of this proposal."

(d) Information in a proposal identified by an offeror as trade secret information or confidential commercial and financial information shall be used by the Government only for the purpose of evaluating the proposal, except that (i) if a contract is awarded to the offeror as a result of or in connection with submission of the proposal, the Government shall have the right to use the information as provided in the contract, and (ii) if the same information is obtained from another source without restriction it may be used without restriction.

(e) If a request under the Freedom of Information Act seeks access to information in a proposal identified as trade secret information or confidential commercial and financial information, full consideration will be given to the offeror's view that the information constitutes trade secrets or confidential commercial or financial information. The offeror will also be promptly notified of the request and given an opportunity to provide additional evidence and argument in support of its position, unless administratively unfeasible to do so. If it is determined that information claimed by the offeror to be trade secret information or confidential commercial or financial information is not exempt from disclosure under the Freedom of Information Act, the offeror will be notified of this determination prior to disclosure of the information.

(f) The Government assumes no liability for the disclosure or use of information contained in a proposal if not marked in accordance with paragraphs (b) and (c) of this provision. If a request under the Freedom of Information Act is made for information in a proposal not marked in accordance with paragraphs (b) and (c) of this provision, the offeror concerned shall be promptly notified of the request and given an opportunity to provide its position to the Government. However, failure of an offeror to

mark information contained in a proposal as trade secret information or confidential commercial or financial information will be treated by the Government as evidence that the information is not exempt from disclosure under the Freedom of Information Act, absent a showing that the failure to mark was due to unusual or extenuating circumstances, such as a showing that the offeror had intended to mark, but that markings were omitted from the offeror's proposal due to clerical error.

(End of provision)

ATTACHMENTS	
Attachment 1	SOW
Attachment 2	RFQ EX-01 Maps
Attachment 3	Wage Determination

END OF SOLICITATION

STATEMENT OF WORK (SOW)

Appraisal and Valuation Services Office (AVSO) - West Region

AVSO Contract Name: OS5_26_10

	AVIS Project Number	AVIS Case Number
1	P05-182-2024-00155	225352
2	P05-182-2024-00158	225357
3	P05-182-2024-00160	225362
4	P05-182-2024-00161	225363
5	P05-182-2024-00164	225366
6	P05-182-2025-00278	229952
7	P05-182-2025-00280	229955

7 AVIS cases; 7 appraisals

Appraiser Instructions

1. [redacted]
2. The Appraiser will be provided with the appropriate contact information included in the Appraisal Request, which will be the BIA, designated 638 tribe if applicable, property owner and/or the AVSO West Region Review Appraiser for this appraisal assignment (to be assigned upon report completion).

SECTION 1 – Subject Identification & General Information

Identification

	Efective Date of Value (DOD)	Tract #	Township, Range, Section	Intended Use	Property Type	Size (ac)	AVIS Project #	AVIS Case #	Lat./Long.
1	10/5/2022	182 365	035.00N, 004.00W, Sec. 27	Probate	Agricultural	110.75	P05-182-2024-00155	225352	46.351558, -116.82437
2	10/5/2022	182 578	036.00N, 003.00W, Sec. 22	Probate	Agricultural	80.00	P05-182-2024-00158	225357	46.453363, -116.690959
3	10/5/2022	182 614 -B	036.00N, 003.00W, Sec. 31	Probate	Agricultural	10.00	P05-182-2024-00160	225362	46.424954, -116.753358
4	10/5/2022	182 615	036.00N, 003.00W, Sec. 31	Probate	Agricultural	20.00	P05-182-2024-00161	225363	46.425718, -116.755904
5	10/5/2022	182 1359 -A	033.00N, 003.00E, Sec. 1	Probate	Mixed-Comm./Ag.	27.00	P05-182-2024-00164	225366	46.231162, -116.025861
6	10/5/2022	182 807	033.00N, 002.00W, Sec. 24	Probate	Agricultural	80.50	P05-182-2025-00278	229952	46.190567, -116.527806
7	10/5/2022	182 863	034.00N, 001.00W, Sec. 19 034.00N, 002.00W, Sec. 24	Probate	Agricultural	97.74	P05-182-2025-00280	229955	46.272964, -116.51147

Client The Department of Interior-Appraisal Valuation Services Office (AVSO).

Intended Users The US Department of Interior-Appraisal & Valuation Services Office-West Region (DOI-AVSO) on behalf of the Bureau of Indian Affairs (BIA), AVSO, and Landowner.

Intended Use For use by AVSO and the BIA Northern Idaho Agency for probate matters. It is not intended for any other use. The purpose of this appraisal is to have the Appraiser provide an opinion of supported Market Value of the subject per this Statement-of-Work (SOW) instructions as a part of the assignment.

Effective Date Of Value (DOD) 10/5/2022

Decedent Sandra Karen Pena

Property Description: The subject properties will be appraised as a/an vacant ☒ / improved ☐ parcel on the Nez Perce Reservation in Idaho. It is a Native Allotment held in trust status by the United States of America for the landowners per the BIA Title Status Report, which will be provided to the Appraiser. Any structural improvements are not to be appraised. These are appraisal requests of land only. If applicable, a timber statement for each tract with the potential for merchantable timber will be provided after award.

Property I.D.: See above list

Land Area: See above list.

As an aid to bidders, most allotments can be viewed via BIA Tract Viewer, a website for public use. https://biamaps.geoplatform.gov/biatracts/ Maps and aerial photographs will be provided by AVSO as needed, to the best of our ability.

Property Interest: The property interest appraised shall be the fee simple estate for the surface and subsurface, subject to the exceptions indicated in the BIA - Title Status Report and Reservations, if any. See Outstanding Rights section below.

The subject property shall be considered as if held in the fee simple estate, subject to existing encumbrances, liens, restrictions, etc. Any encumbrances recorded or not recorded, on the Title Status Report ("TSR") shall be discussed in the appraisal report. See the provided ownership documents and Title Status Report ("TSR") for specific details. The Appraiser must immediately notify the AVSO Review Appraiser of any indications of rights contrary to these described. This may result in amended instructions.

Outstanding Rights: The Bureau of Indian Affairs Title Status Report for each Allotment will be provided if available on award. Any recorded or unrecorded documents, conditions, agreements, easements and/or encumbrances discovered must be identified and discussed in the appraisal report in relation to their impact on value. The Appraiser must investigate for and promptly report additional or inaccurate encumbrances on the property to AVSO Review Appraiser.

Reservations	The property owner reserves **NO** rights to the property
Personal Property	None to be include
Physical Access	Varies
Parent Tract/Larger Parcel	NA
Ownership/Occupant	Ownership information is included within the TSR.
Tenancies	N/A

Owner Contact Information
Contact the AVSO Review Appraiser with any concerns specific to the site inspection of the subject property. The Review Appraiser will coordinate all contact between the Appraiser awarded the contract and the property owner(s) and-or residents.

SECTION 2 – Appraisal Requirements & Instructions

Appraisal Standards
The primary appraisal standards must be the current edition of the Uniform Standards of Professional Appraisal Practice (USPAP). The Appraisal Report must be presented in a narrative style appraisal report format and more specifically must comply with USPAP SR2-2(a). The Appraisal must also be compliant with any supplemental requirements contained in this SOW. A Restricted Appraisal Report is **not** allowed. The briefest narrative report is preferred.

Market Value
"*The most probable price, as of a specified date, in cash, or in terms equivalent to cash, or in other precisely revealed terms, for which the specified property rights should sell after reasonable exposure in a competitive market under all conditions requisite to a fair sale, with the buyer and seller each acting prudently, knowledgeably, and for self-interest, and assuming that neither is under undue duress."* (The Appraisal of Real Estate, 15th Edition)

Effective Date of Value
The Effective Date of value for these assignments are retrospective to the date of death (DOD). The AVSO Review Appraiser may approve in advance of other conditions in writing when appropriate.

Extraordinary Assumptions (EA's)
If the Appraiser determines Extraordinary Assumptions are necessary for the completion of the assignment, they must contact the AVSO Review Appraiser for prior written approval.

Hypothetical Conditions (HC's)
The following hypothetical condition is applicable to appraisal assignments involving properties in trust and restricted status.

- It is a hypothetical condition that the subject tract could be sold and purchased on the open market without any restrictions associated with Indian trust or restricted status.

- It is a hypothetical condition that the subject parcel has similar land use restrictions (zoning) and property tax load associated with surrounding private property as well as the comparable sales data used in the analysis.

For improved properties where the assignment is to value the land as though vacant, the Appraiser may use the following hypothetical condition.

- It is a hypothetical condition that subject property is vacant land available for development to its highest and best use.

Even though the assignment is to provide land value, the Appraiser must disclose and provide a general description of the improvements as of the date of value.

If the Appraiser determines that additional hypothetical conditions are necessary for the completion of the assignment, the Appraiser must contact AVSO for prior written approval.

The Appraiser must state their use of Hypothetical Conditions might have affected the assignment results.

Jurisdictional Exceptions (JE's)
None. If the Appraiser decides to invoke USPAP's Jurisdictional Exception Rule to comply with law, he/she must contact the AVSO Review Appraiser to obtain prior written approval.

Placement in Report
The Appraiser must clearly identify all Extraordinary Assumptions, Hypothetical Conditions, and Jurisdictional Exceptions wherever the final value conclusion is stated. These must also be communicated with any General Assumptions and Limiting Conditions.

Property Inspection
The Appraiser must personally inspect the subject property and verify all market data utilized in the value conclusions of the subject property unless the AVSO Review Appraiser has approved other conditions in writing. Requests for retrospective opinions of value do not require a personal inspection of the subject property.

Pre-Work Meeting
The Appraiser may be required to attend a pre-work meeting with the assigned AVSO Review Appraiser. The AVSO Review Appraiser will coordinate the date, time & place of the meeting. <u>If assignment conditions demand, or this is the first appraisal for AVSO, the Appraiser awarded the contract should contact the identified AVSO Review Appraiser to set up a pre-work meeting at the beginning of the appraisal process.</u> The purpose of the pre-work meeting will be to clarify any issues pertaining to the scope of work, appraisal report requirements, and other concerns specific to the appraisal assignment. The meeting can be either by teleconference or at the AVSO Regional field office.

Controversies/Issues
The Appraiser should **immediately** notify the identified AVSO Region Review Appraiser if issues are identified during the course of the assignment, including improper legal descriptions, trespass issues or possible environmental issues. Conflicts and/or controversies discovered by the Appraiser in the course of the project shall be reported to the AVSO Review Appraiser, in writing within five (5) working days from discovery. The Appraiser is not required to resolve title or possession conflicts but is required to report facts and professional opinions that may be relevant to the final value opinion.

Legal Instructions
None.

Special Appraisal Instructions

1. Even though communication is encouraged with the property owner and the client agency, **only** the assigned AVSO Review Appraiser or Supervisory Regional Lead Appraiser can modify appraisal instructions (in writing). The Appraiser may not accept any changes or additions from any source other than by modification to the contract/purchase order from the Contracting Officer. The identified AVSO Review Appraiser shall be contacted if a request for change occurs at the job site location.

2. The Appraiser will not communicate assignment results to any party except AVSO-West Region unless authorized to do so in writing by AVSO. The Appraiser agrees that his/her reports and conclusions are **confidential information** of the U.S. Government and that he/she will not disclose their conclusions, in whole or in part, or reveal the reports to any persons whatsoever, other than the client, BIA or other Intended Users listed in the Statement of Work. The client holds the Appraiser responsible for the appraiser-client relationship regarding confidential information. The client refers the Appraiser to the Confidentiality section of Ethics Rule in the Uniform Standards of Professional Appraisal Practice

3. <u>Any communication (verbal or written) with the Client Agency Realty Contact shall include the assigned AVSO Review Appraiser.</u>

General Appraisal Requirements & Instructions

1. The Appraiser must hold a valid license as a Certified General Appraiser and be in good standing in a licensed State. Temporary/Courtesy licenses will not be acceptable.

2. Experience: Appraiser shall have experience, market competency and geographic competency in appraising properties similar to the subject(s) and experience with the requirements, appraisal principles and procedures in USPAP. Specifically, the Appraiser shall have previous experience in the subject's market area or, the Appraiser shall develop market competency through interviews, research, and visits to the market area.

3. Court Testimony: The Appraiser agrees to provide his/her services if called upon to give testimony or be in attendance in United States Court on behalf of the Government. Prior

arrangements will be made with the Appraiser for such services if it is determined that such services will be needed. Any proposals submitted for this proposed contract are **not** to include estimated costs for court appearances.

4. All work shall be performed by, or under the direct supervision of, a State Certified General Real Estate Appraiser. **Direct supervision** means the State Certified General Appraiser will be on-site to supervise, aid in analyzing and writing of the applicable approaches to value and will perform the inspection of the subject and comparable sales, if inspections are required. All work performed by others shall be reviewed, approved, and signed by the Certified Appraiser awarded the contract prior to submission of the appraisal report. Each person contributing significant professional expertise and the Appraiser awarded the contract will sign and attach a certification to the report of their contribution, as well as include their qualifications and a copy of their Appraiser License. The Appraiser will interpret and reconcile the estimates of value stating the reason(s) why one or more of the conclusions reached are the best indications of a single final opinion of value. A value range is not acceptable, unless otherwise required by the Statement of Work.

5. Scope of Work Rule: The USPAP Scope of Work Rule states an appraiser's scope of work must be sufficient to produce a credible assignment for the type of appraisal requested. The burden of proof is on the appraiser. The Appraiser will fully disclose and justify within the appraisal report the decision to exclude any information or procedure that may appear relevant to the client, intended users, and reviewer. Compelling reasons shall be included in support of the scope of work decision. Gathering of factual information will be conducted with sufficient diligence to ensure market data having a material or significant effect on resulting opinions are discovered to confirm market data. Data will be analyzed with sufficient care to avoid errors that could have significant effect on resulting opinions and conclusions.

6. Each report shall adhere to USPAP Standards 1 and 2 and must be labeled as an Appraisal Report on the title page and the letter of transmittal. Restricted reports are not acceptable. The appraisal report(s) identified with this document are reviewed in accordance with the Statement of Work and USPAP Standards 1 and 2. The Appraiser shall deliver the appraisal reports to the AVSO Regional Office identified in this document.

7. A thorough detailed analysis and summary explanation will be given to the subject property description; the rationale and market factors used to determine highest and best use; the adjustments to sale data, which will be market derived. Each adjustment will be discussed/explained/illustrated/justified, using sale pairing or other recognized methods to derive adjustments. These would include adjustments for: Market conditions, location, size, access, water frontage, utilities, topography, vegetation, improvements, aesthetics, hazards or detriments, scenic and/or other recognized elements of comparison, when in comparison to the subject property. The analysis will include complete reconciliation and correlation of approaches to value. Each appraisal will reflect prevailing market conditions current to the effective date of value and will be performed based upon previous transactions from the competitive market area.

8. All three approaches to value, the Cost Approach, Income Approach, and Sales Comparison Approach, shall be analyzed, developed, and reported in the report, as applicable to the assignment. If an approach to value cannot be developed, the Appraiser shall explain why it cannot be used or why it is not applicable in the assignment. All details and data adjustments, as well as development procedures used for the adjustments made, will be shown in the body of the report in sufficient detail so that the reader/user/reviewer can adequately understand the procedures and adjustments, in a manner that is not misleading, and results in a credible report. The opinion of value will be determined and supported by comparable sales that result in a reasonable credible analysis and conclusion. The comparable sales should have a highest and best use the same as the subject property. The Appraiser will discuss the purpose and reason for the adjustments in the report.

9. The Appraiser shall verify as best as possible the legal description of the subject properties with supporting documents that may include a survey, map(s) and TSR, if available. Any discrepancies identified in the legal description(s) will be reported immediately to the identified AVSO Review Appraiser to obtain clarification prior to proceeding with the assignment.

10. Reports shall include a three-year history of the use and occupancy of the subject property. If any of the information cannot be determined, then the Appraiser shall explain why and report the existing facts. The Appraiser shall report the last sale of the property, regardless of the date. Report the rental history of the subject property, for at least the past three years, or explain the reasons the information cannot be obtained.

11. Reports shall include a copy of the Appraiser's State Certified General Appraiser License, statement of qualification detailing his/her appraisal education and experience with similar properties to the subject properties. Temporary/Courtesy Licenses are NOT acceptable.

12. Reports shall include a signed certification consistent with USPAP Standard Rule 2-3.

13. The Appraiser is required to conduct and use due diligence in market research in gathering, collecting, and verifying sales information for comparables in the subjects' market areas, at the local county or state courthouse(s) deed records, on or near the subject property, including areas outside and adjacent to the boundaries that would be considered within the market neighborhood. The opinion of value will be supported by recent sales in the general market of fee lands and Native Allotments (restricted fee).

14. Written sale sheets will be required in each report for all comparables utilized. The sales sheets will address/discuss, to the degree possible, the following as of the sale date:
    - Grantor and grantee
    - Sale date
    - Sale price
    - Terms of sale
    - Buyer/seller motivation
    - Exposure/marketing time
    - Legal description and size

- Type of instrument and reference of the deed by recording district, including book & page or document number
- Assessor's parcel number and taxes (if applicable)
- Present use
- Highest and best use
- Re-sale information if applicable
- Location (latitude & longitude in DMS) and relevant area/neighborhood information
- Legal and physical access
- Utilities availability to the property with estimated distance & direction & cost to obtain if applicable
- Identify water source, system or project, costs and rights (if applicable)
- Topography
- Water frontage: quantity and quality (if applicable)
- Zoning and other land use restrictions, e.g. Easements and encroachments
- Aesthetics
- Hazards or detriments
- Complete description of site or land improvements (wells, septic systems, fences, corrals, ponds, reservoirs, terraces, driveways, utility connections, roads, etc.) if applicable and, the estimated contribution of each improvement, if applicable
- Complete description of structures or buildings (items not considered site or land improvements), if applicable and, the estimated contribution of each structure or building, if applicable
- Non-fee contributions (leases, other)
- Applicable rental information and history
- Capitalization rate to be derived, illustrated, and fully explained by use of estimated or actual income/expenses, if applicable
- Rates of return to be derived and fully explained, if applicable
- Sale sheets shall include a brief narrative description of the sale property
- Copies of deeds, or, <u>at a minimum</u>, reference to the County, State and deed recording number and, if available, the excise document
- Photographs of the property and description, and the date of photograph (no "thumbnail" photographs may be included, the recommended size for photographs is 3" x 5").
- Plot map or sketch of each comparable property
- Comparable sales map showing the relative location of the comparable sales to the subject property
- AVSO-Northwest Region sales database index number (if applicable).

15. Each sale will be confirmed and supported by the county/municipality records and assessor data if applicable, (showing acres and/or improvements). Sale details should be independently substantiated with knowledgeable parties. While sources such as selling agent, buyer's agent, lender, attorney, appraiser, and title company are allowed, verifications with the buyer or seller are preferred. Source of sale data confirmation will be disclosed and identified with date verified, by whom and contact information. Distance and direction of a known community or town will be listed. Market sources may be supported, but not replaced by data published by federal, state or local agencies.

16. The elements or features of comparison and adjustments made shall be reliable, market extracted and supported by verified sales information. Quantitative analysis, when available through techniques such as paired sales or re-sales, etc., is required in each report. If the quantitative adjustments cannot be applied because the adjustments will not result in a credible report, then the qualitative analysis technique may be utilized. An adjustment based upon a statement such as “based upon my experience” is inadequate. Statistical Analysis or regression may be used **only in support** of the quantitative technique.

17. The Appraiser shall furnish and be responsible for payment of all labor, materials, transportation, equipment, tools, operating supplies, and incidentals to complete the work as specified. **All work shall be performed by the qualified, principal appraiser of this contract. The principal appraiser shall not sub-contract or re-assign the appraisal(s) to another appraiser.**

18. This report shall adhere to USPAP Standards.

19. It is required that reports include photographs of the subject property; date the photograph was taken and by whom, and description of the photograph (subject property). No “thumbnail” photographs may be included and the recommended size for photographs is at least 3” x 5”, delineated maps and color photographs with North arrow indication and photographer location of the subject and comparable sales. Maps recommended in each report include: (1) plat or area map of the comparable sales with sections and townships identified, (2) topographic including subject and adjacent sections, (3) aerial, (4) one single map identifying all comparable sales and the subject property, and (5) other illustrations or maps as needed to identify or clarify each property’s physical elements and condition. Photographs of the subject property are not required for appraisals developing a retrospective opinion of value.

20. It is required that each report page should have the following header and footer:

Illustrated: Header & Footer

[Header] AVIS Case #00230918
(Based on Case details, 00230918 is shown here as an example)
[Footer] Page # of #

21. The AVSO Statement of Work, other assignment instructions and engagement letter must be included within the Addenda to the appraisal report. If provided, the BIA Appraisal Request Form should be the final page of the Appraisal Report.

22. The Appraiser must appraise the subject property in its “As Is” condition unless authorized in writing by the AVSO Review Appraiser to do otherwise.

23. The appraisal report will be reviewed for compliance with the terms of this Statement of Work (including all cited standards). Any findings of inadequacy will require clarification and/or correction.

24. The Appraiser shall consider the appraisal report and all DOI internal documents furnished to the Appraiser to be confidential. Refer all requests for information concerning the appraisal to the AVSO Review Appraiser.

25. AVSO will not normally accept custody of confidential information. Should the Appraiser find it necessary to rely on confidential information, he/she will contact the AVSO Review Appraiser for instructions. The Review Appraiser will view the information and provide further instruction to the Appraiser regarding handling and storage of confidential information.

26. While the public is not an intended user of the appraisal report, the Freedom of Information Act (FOIA) and Agency policy may result in the release of all or part of the appraisal report to others.

27. If including any proprietary information in the appraisal, the Appraiser must gain concurrence from AVSO Review Appraiser and deliver the proprietary information in a separate binder.

28. The Appraiser must disclose if he/she has performed any services regarding the subject property within the three prior years.

29. The Appraisal Report will be reviewed in accordance with USPAP Standard 3 by AVSO prior to acceptance. The reviewer is an AVSO reviewer with a State Certified General Appraiser License. Each appraisal report will be reviewed in its entirety for compliance with the SOW and with applicable appraisal standards and rules, including USPAP. The Appraiser is responsible for any corrections and /or revisions to the report necessary for final approval.

30. All file material supplied to the Appraiser by the AVSO is considered and remains government property, it will be returned with the completed report or as requested by the identified AVSO Review Appraiser (When Applicable: specifically Request for Appraisal, Title Status Report, and maps specific to the property, etc.).

31. The Appraiser's work file and supporting documentation, upon request, will be provided to the reviewer.

SECTION 3 – Performance & Submission Requirements

The Appraiser must address any questions regarding appraisal instructions and/or technical requirements for the appraisal to the AVSO Review Appraiser.

The Target Period of Performance for the delivery of the initial appraisal report to the AVSO Review Appraiser should be determined between the Appraiser and the procuring party.

The Appraiser shall initially submit an encrypted pdf version of the subject appraisal report for review purposes. It will be transmitted to AVSO Region Appraisal Office via email on or before the due date to the following email addresses:

[redacted]

After review and approval of the appraisal report, the final electronic pdf version will be transmitted to the AVSO Regional Office (emails shown above). Simultaneous delivery to the non-Federal party or agency realty staff is **prohibited**.

All versions of the electronically transmitted pdf reports shall adhere to encrypted/password protected protocol to safeguard the confidentiality of the appraisal report. The versions of the encrypted PDF document shall be transmitted by separate email, with the password provided via a separate email from the appraisal report document.

Contract Exhibits
Request for Quote (RFQ) Exhibits:

The following documents are provided as part of the RFQ and are incorporated into this Statement of Work (SOW) by reference:

- RFQ EX-01 Maps

Post Award (AWD) Exhibits:

The following documents will be provided after award of the contract and are hereby incorporated into this SOW upon issuance:

1 AWD EX-01_OS5_26_10_182_365_(AVIS 225352)
2 AWD EX-02_OS5_26_10_182_578_(AVIS 225357)
3 AWD EX-03_OS5_26_10_182_614_B_(AVIS 225362)
4 AWD EX-04_OS5_26_10_182_615_(AVIS 225363)
5 AWD EX-05_OS5_26_10_182_1359_A_(AVIS 225366)
6 AWD EX-06_OS5_26_10_182_807_(AVIS 229952)
7 AWD EX-07_OS5_26_10_182_863_(AVIS 229955)

Deliverable/Task Schedule

REQUIRED DELIVERABLES	DELIVERY DATE
Pre-Work Meeting	*TBD (In person at AVSO office or via telephone).
Initial Appraisal Report	160 days after Award Submit on or before the end of assignment Period of Performance date: Due date of the appraisal may be in terms of number of days or a specific date as agreed upon between the non-Federal party and the Appraiser. One (1) Report to be submitted as a signed password protected encrypted pdf file.
Review Period & Comments Provided to Appraiser	30 days after the submission of the Appraisal.
Final Appraisal Report	15 days after the appraisal review and acceptance, the final edition as an encrypted pdf file must be submitted to the AVSO Review Appraiser.
Invoice Submission and Payment	60 days after final appraisal report acceptance by the Government
Closeout	60 days after final payment
Please note: The final invoice/request for payment is not to be submitted until the AVSO Review Appraiser is in receipt of the final copy of the appraisal report and has notified the Appraiser that the contract is complete. **Any adjustments to the above Deliverable/Task Schedule shall be submitted to the Contracting Officer (CO). The Contracting Officer will approve or reject the request by email.**	

182 365 Aerial Photo
110.75 Acres

9/11/2024

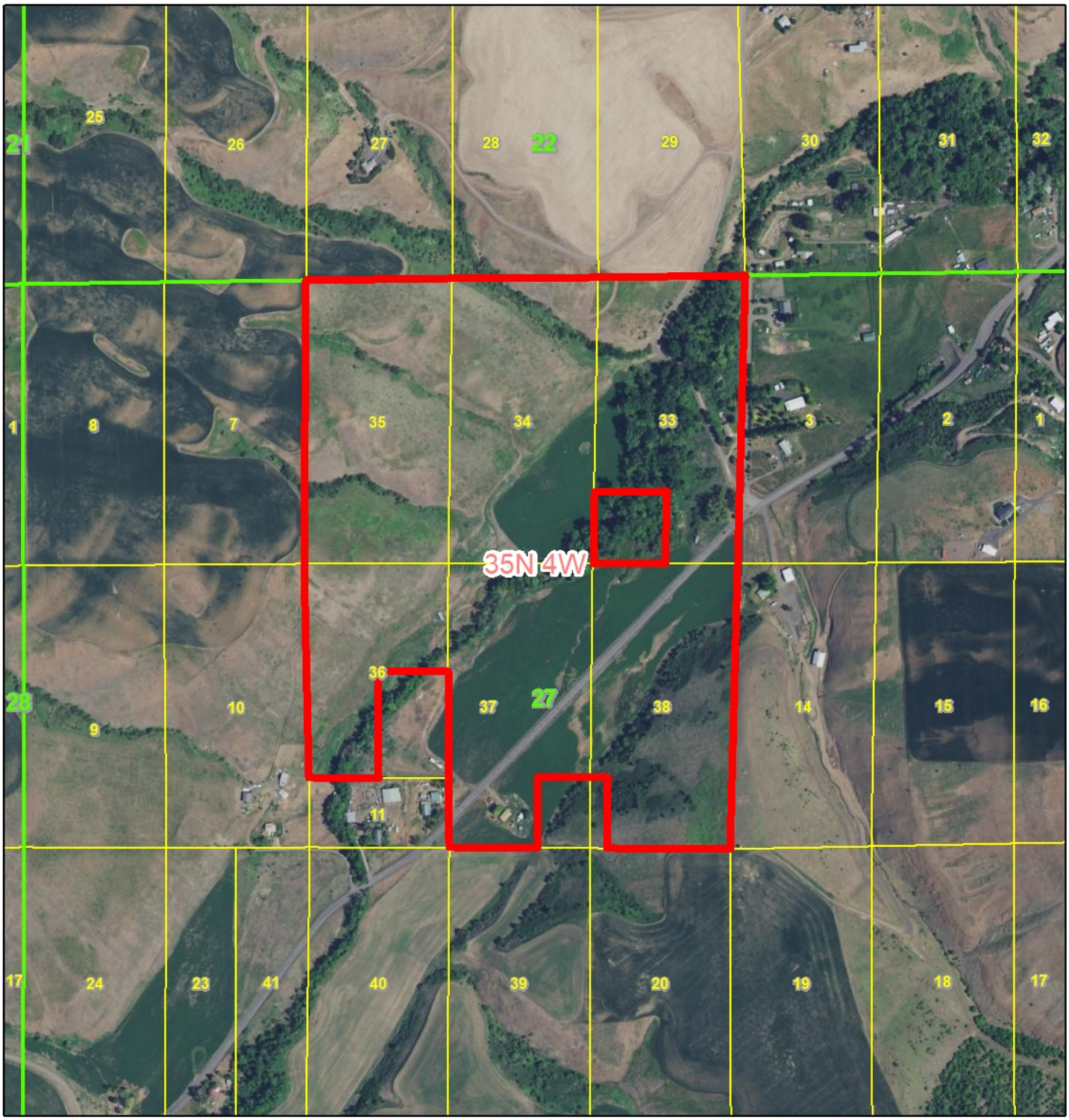

Image Credit: USA NAIP Imagery (Most Recent)

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0 0.085 0.17 0.255 Miles

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Appraisal and Valuation Services Office

182 365 Streets
110.75 Acres

9/11/2024

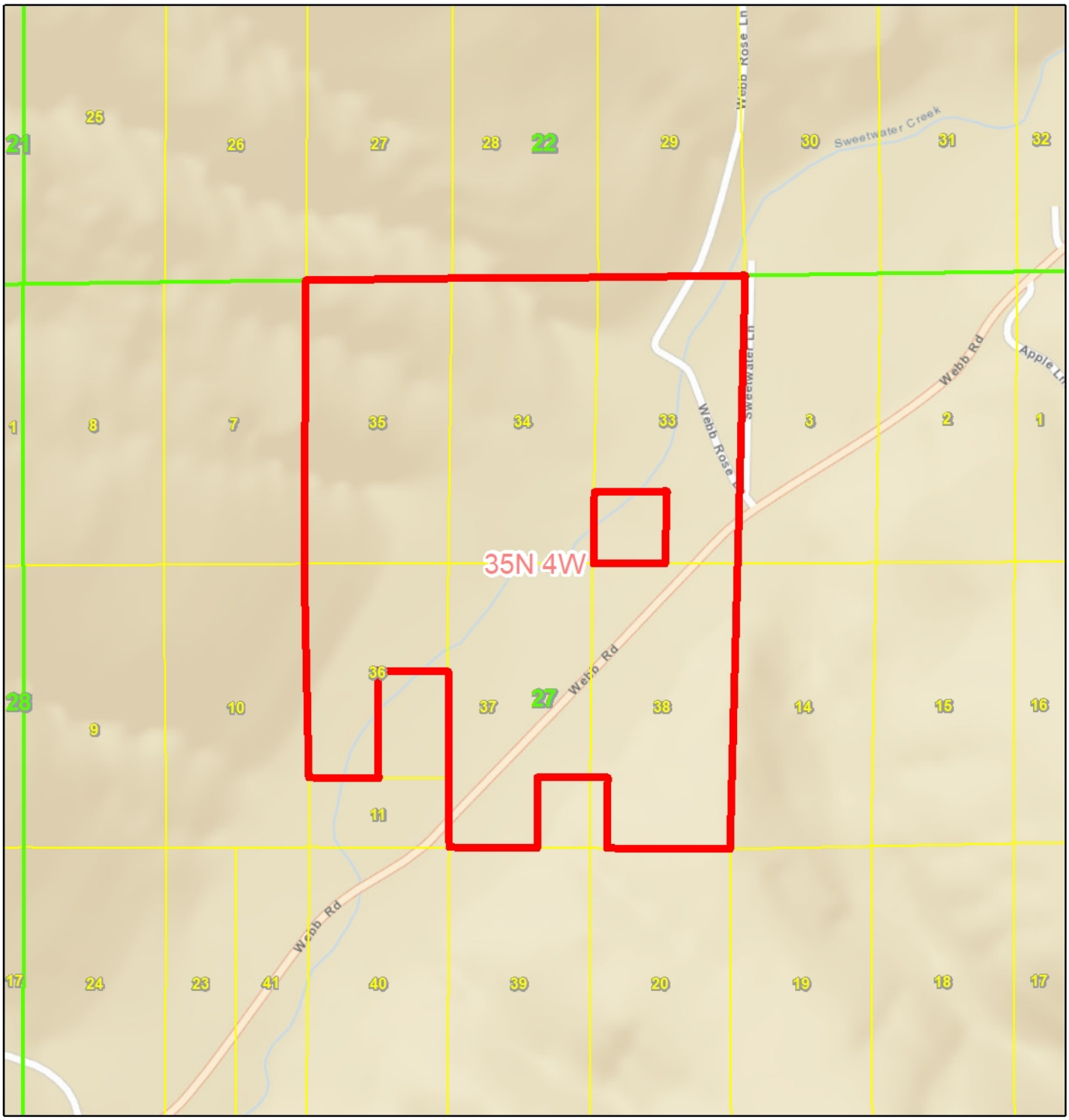

Image Credit: ESRI ArcGIS Online Map Service

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Appraisal and Valuation Services Office

N S E W

Miles

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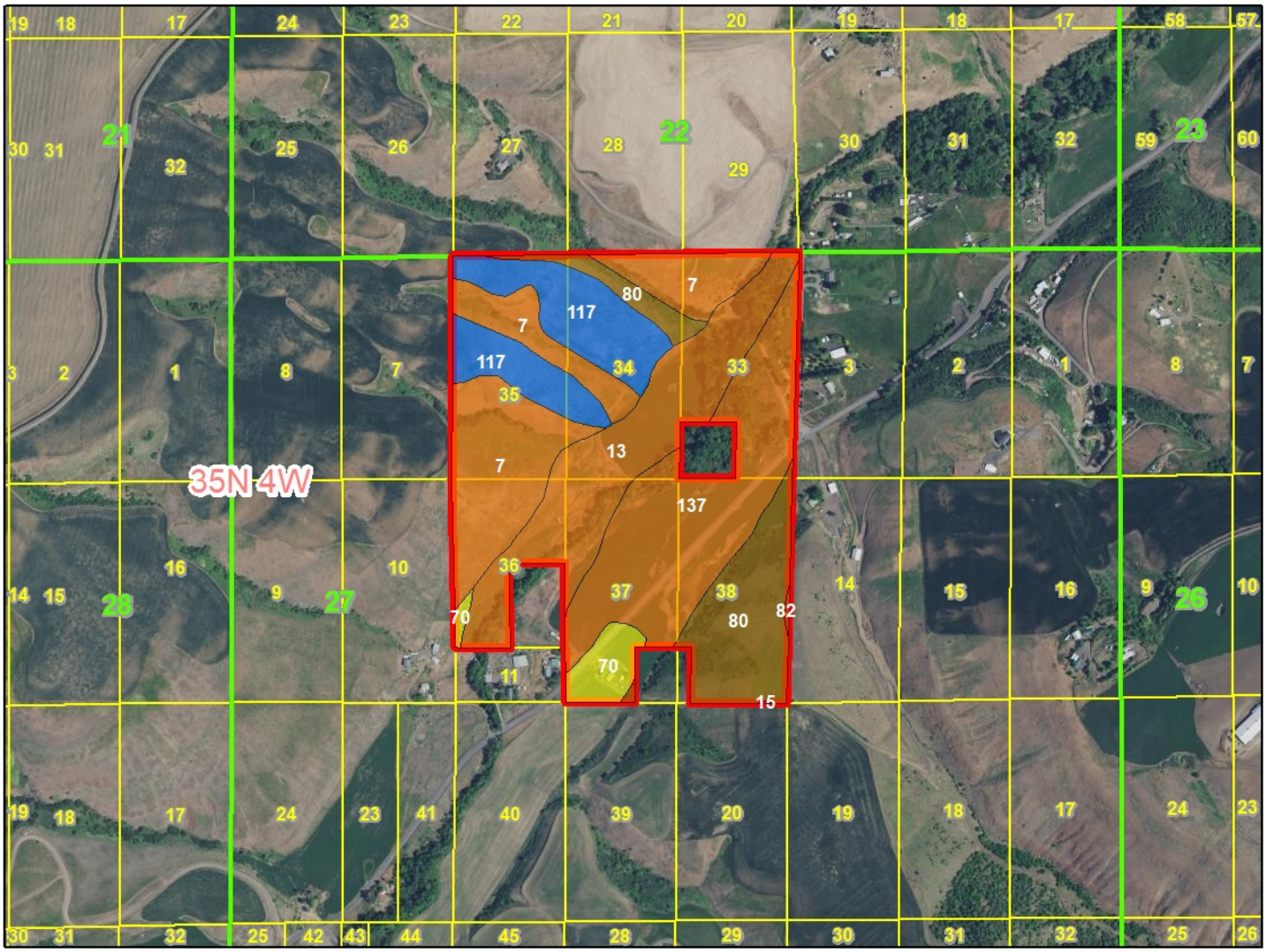
182 365 Soils
110.75 Acres

9/11/2024



Map Unit	Name	Capability Class	Percent Acres	Acres
117	Slickpoo-Broadax complex, 15 to 25 percent slopes	4	14.38 %	15.92
13	Bridgewater-Joseph complex, 1 to 3 percent slopes	6	20.26 %	22.44
137	Tombeall silt loam, 0 to 4 percent slopes	6	24.4 %	27.03
15	Broadax silt loam, 8 to 20 percent slopes	4	0.01 %	0.01
7	Alpowa-Lickskillet complex, 15 to 35 percent slopes	6	22.91 %	25.37
70	Lapwai-Bridgewater complex, 1 to 7 percent slopes	2	3.56 %	3.95
80	Linville silt loam, 40 to 70 percent slopes	7	14.35 %	15.9
82	Linville-Waha complex, 25 to 45 percent slopes	7	0.12 %	0.13

Miles
0 0.1 0.2 0.3

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182 578 Aerial Photo
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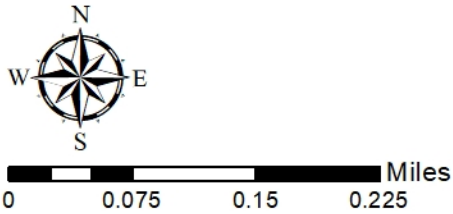
9/11/2024

Image Credit: USA NAIP Imagery (Most Recent)



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Appraisal and Valuation Services Office

182 578 Streets
80.0 Acres

9/11/2024

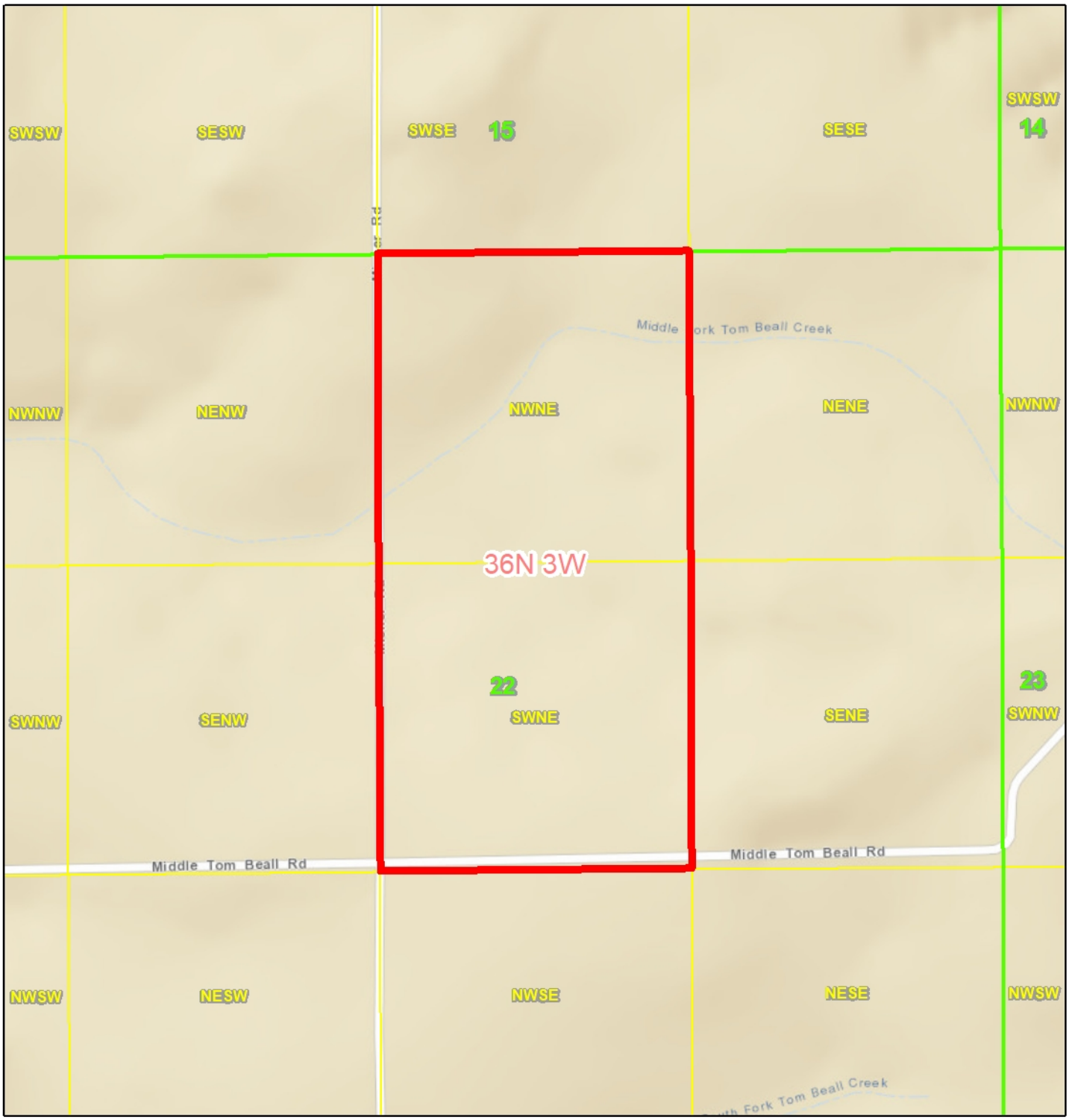
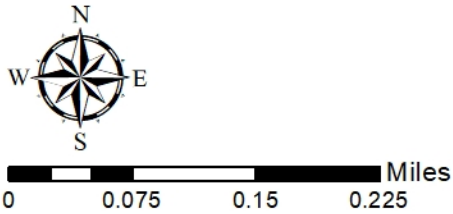


Image Credit: ESRI ArcGIS Online Map Service



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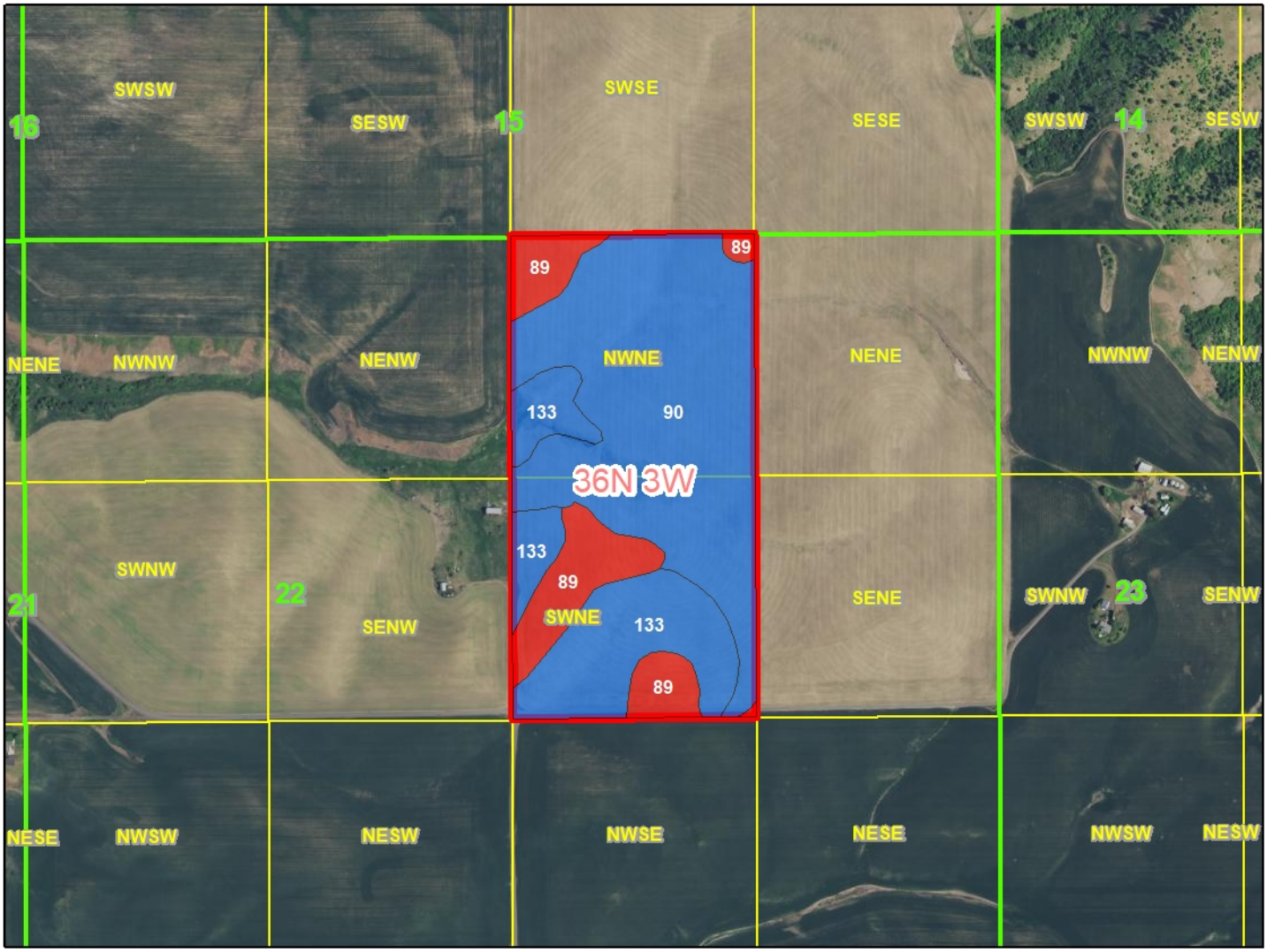
Appraisal and Valuation Services Office

182 578 Soils
80.0 Acres

9/11/2024



Map Unit	Name	Capability Class	Percent Acres	Acres
133	Thatuna-Naff complex, 10 to 25 percent slopes	4	25.33 %	20.27
89	Naff-Palouse complex, 2 to 8 percent slopes	3	16.87 %	13.5
90	Naff-Palouse complex, 8 to 20 percent slopes	4	57.79 %	46.24

Miles
0 0.1 0.2 0.3

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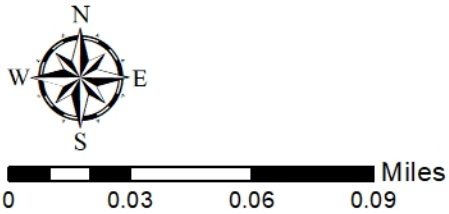
N W E S

Image Credit: USA NAIP Imagery (Most Recent)

182 614 -B Aerial Photo
10.0 Acres

9/11/2024

Image Credit: USA NAIP Imagery (Most Recent)



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Appraisal and Valuation Services Office

182 614 -B Streets
10.0 Acres

9/11/2024

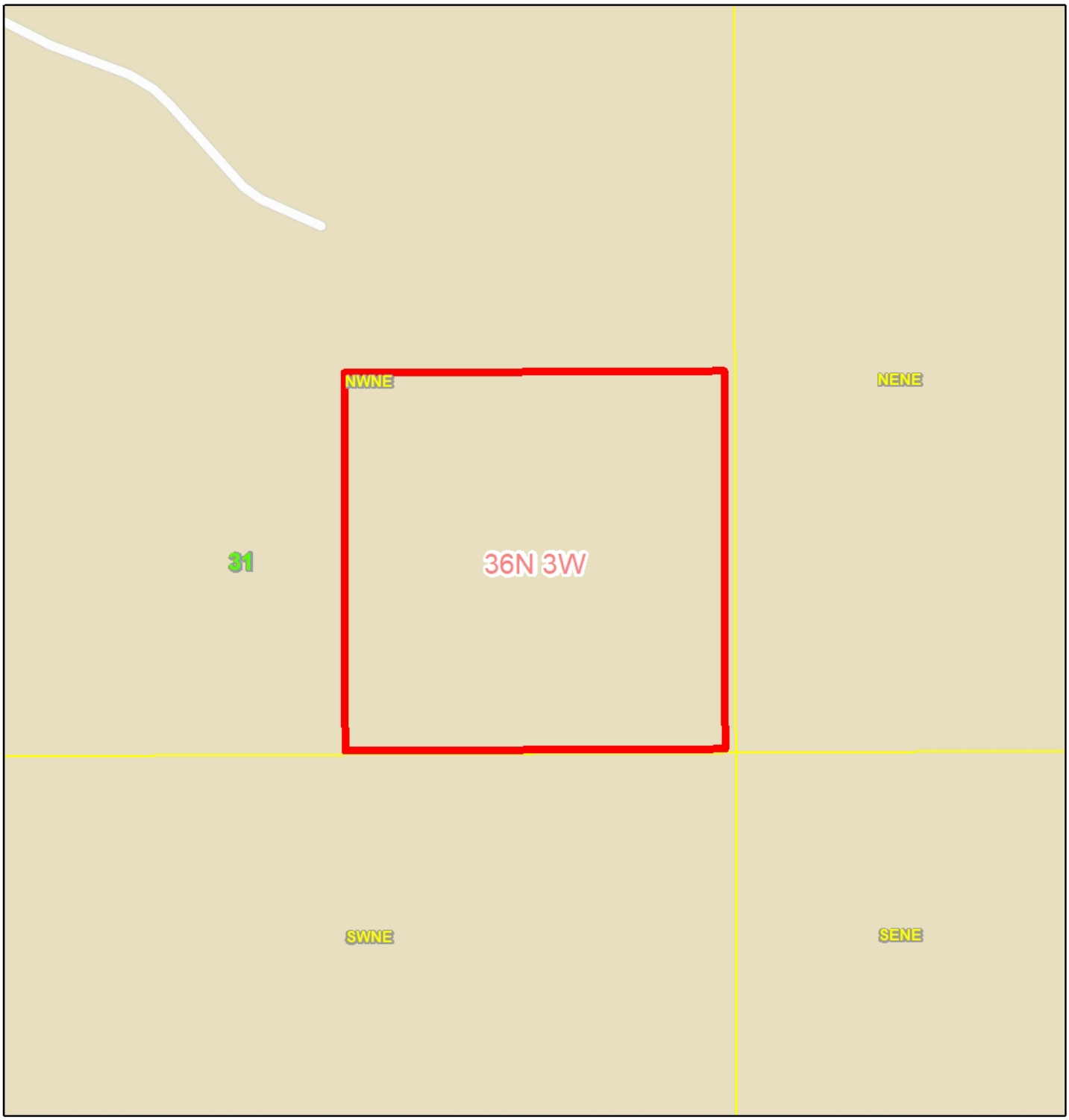
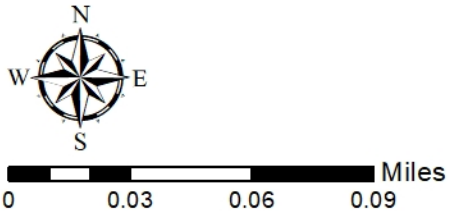


Image Credit: ESRI ArcGIS Online Map Service



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Appraisal and Valuation Services Office

182 614 -B Soils
10.0 Acres

9/11/2024

Map Unit	Name	Capability Class	Percent Acres	Acres
80	Linville silt loam, 40 to 70 percent slopes	7	100.0 %	10.0

Miles
0 0.04 0.08 0.12

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Appraisal and Valuation Services Office

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Image Credit: USA NAIP Imagery (Most Recent)

182 615 Aerial Photo
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9/11/2024

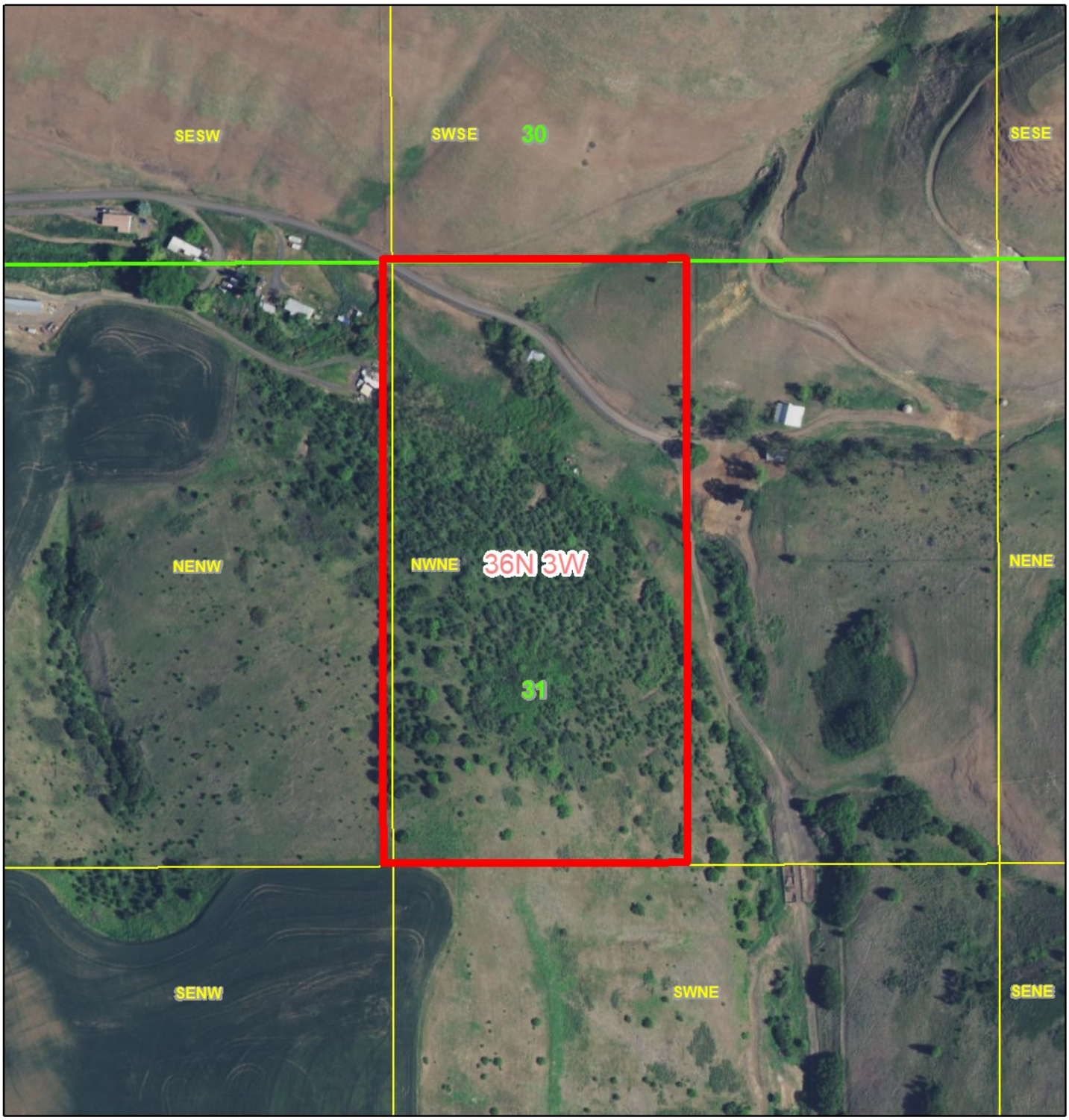
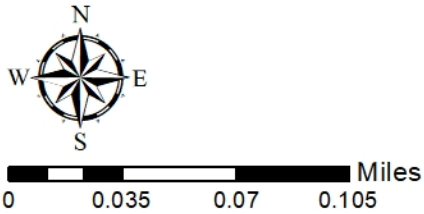


Image Credit: USA NAIP Imagery (Most Recent)



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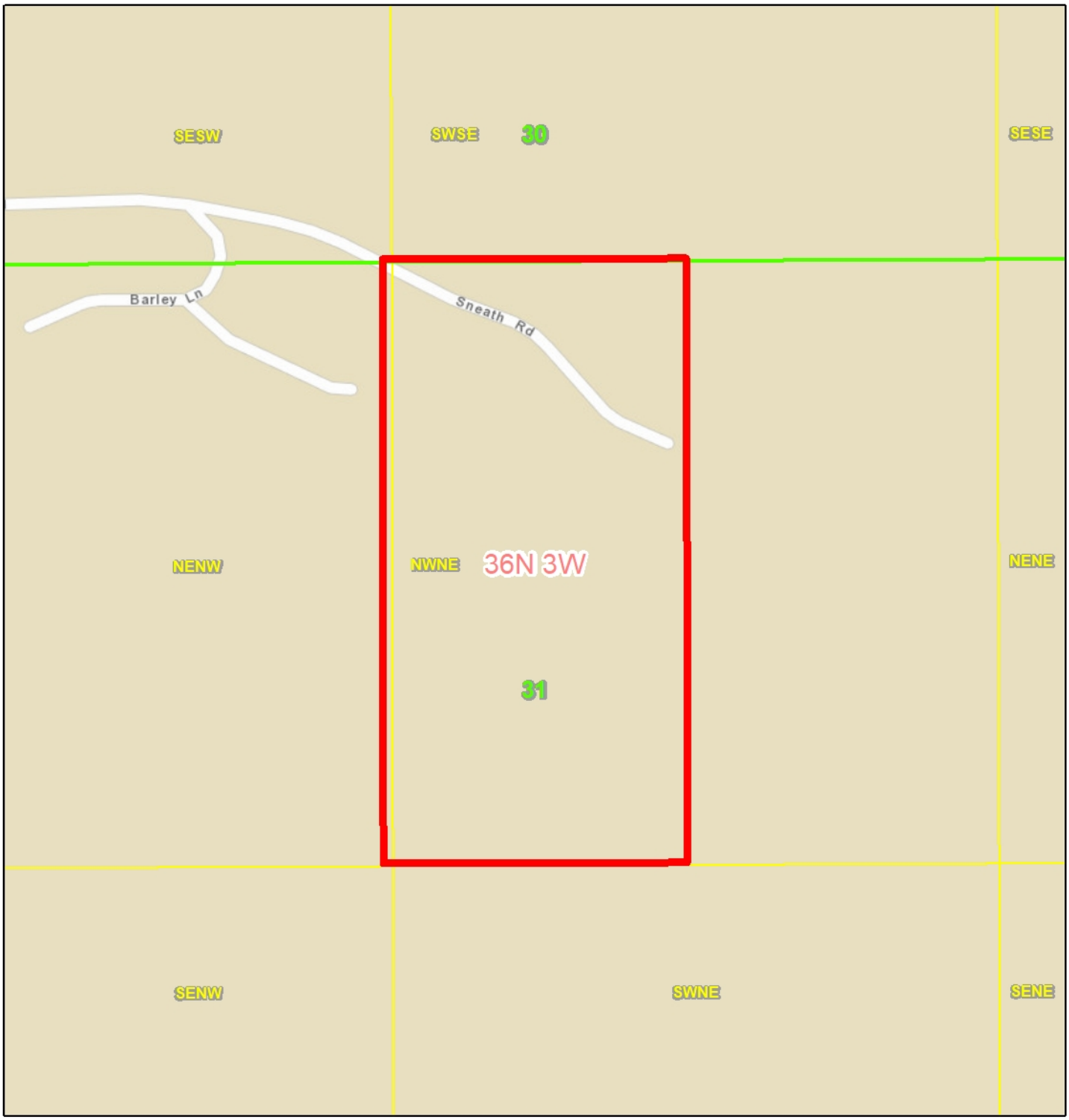
Appraisal and Valuation Services Office

182 615 Streets
20.0 Acres

9/11/2024



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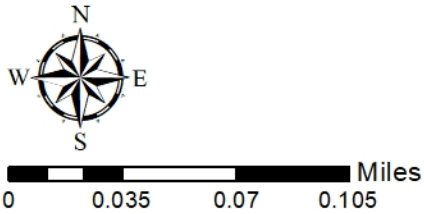

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Appraisal and Valuation Services Office

182 615 Soils
20.0 Acres

9/11/2024

Map Unit	Name	Capability Class	Percent Acres	Acres
57	Kettenbach-Gwin-Kettenbach, moist complex, 30 to 75 percent slopes	7	19.52 %	3.9
80	Linville silt loam, 40 to 70 percent slopes	7	80.48 %	16.1

Miles
0 0.06 0.12 0.18

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Appraisal and Valuation Services Office

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182 1359 -A Aerial Photo
27.0 Acres

9/11/2024

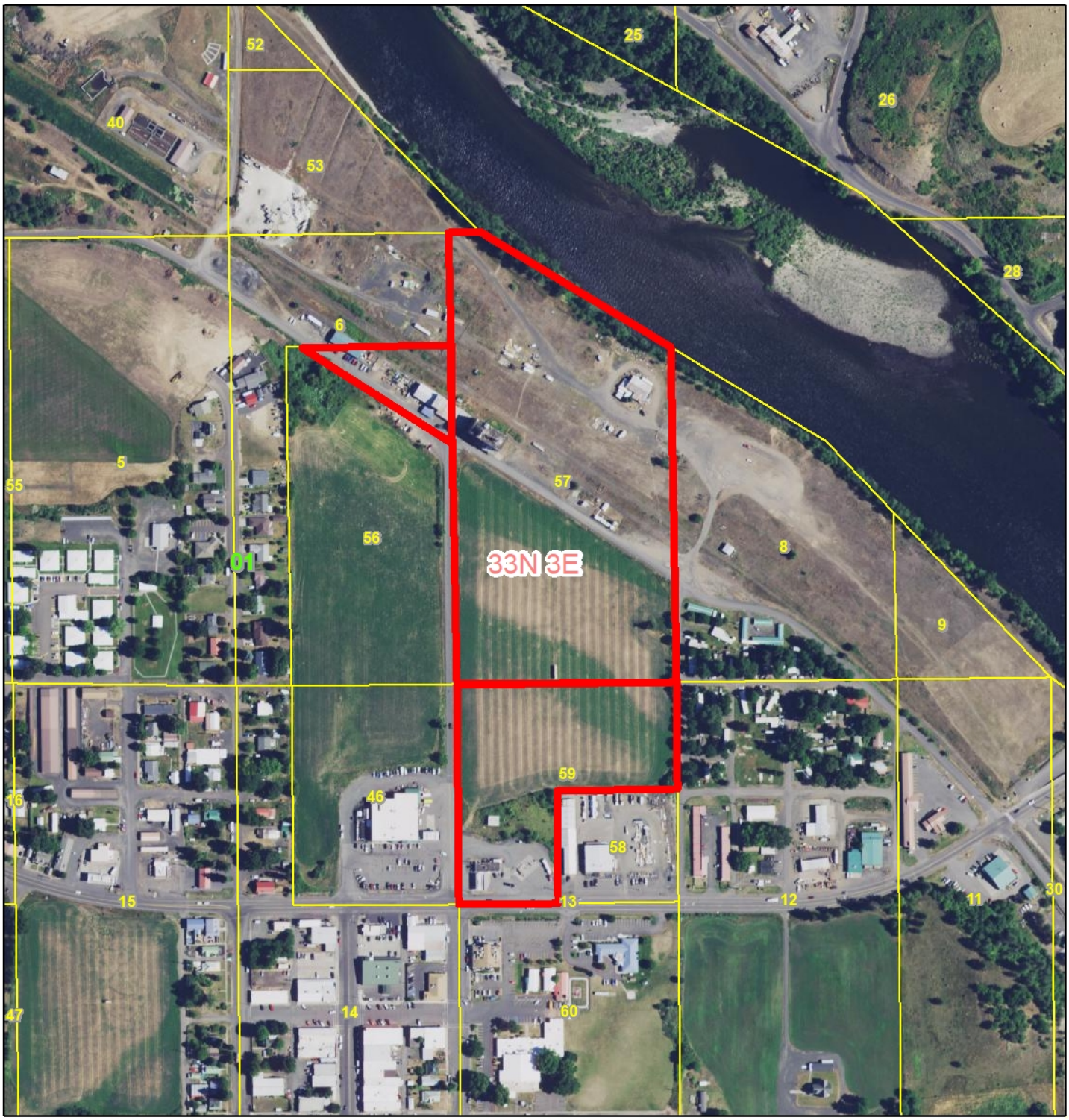

Image Credit: USA NAIP Imagery (Most Recent)

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Appraisal and Valuation Services Office

182 1359 -A Streets
27.0 Acres

9/11/2024

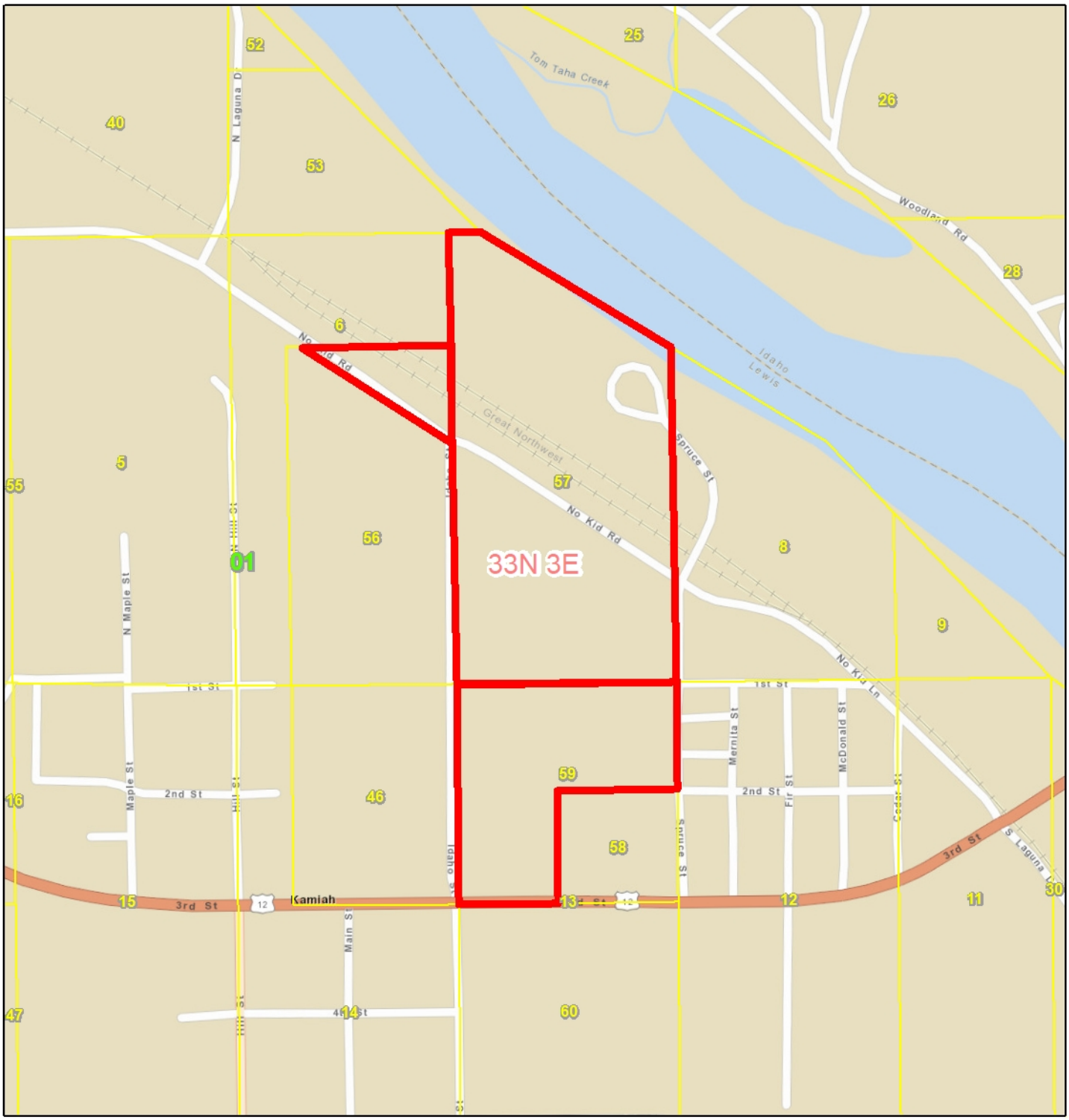
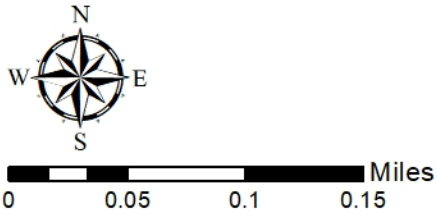


Image Credit: ESRI ArcGIS Online Map Service



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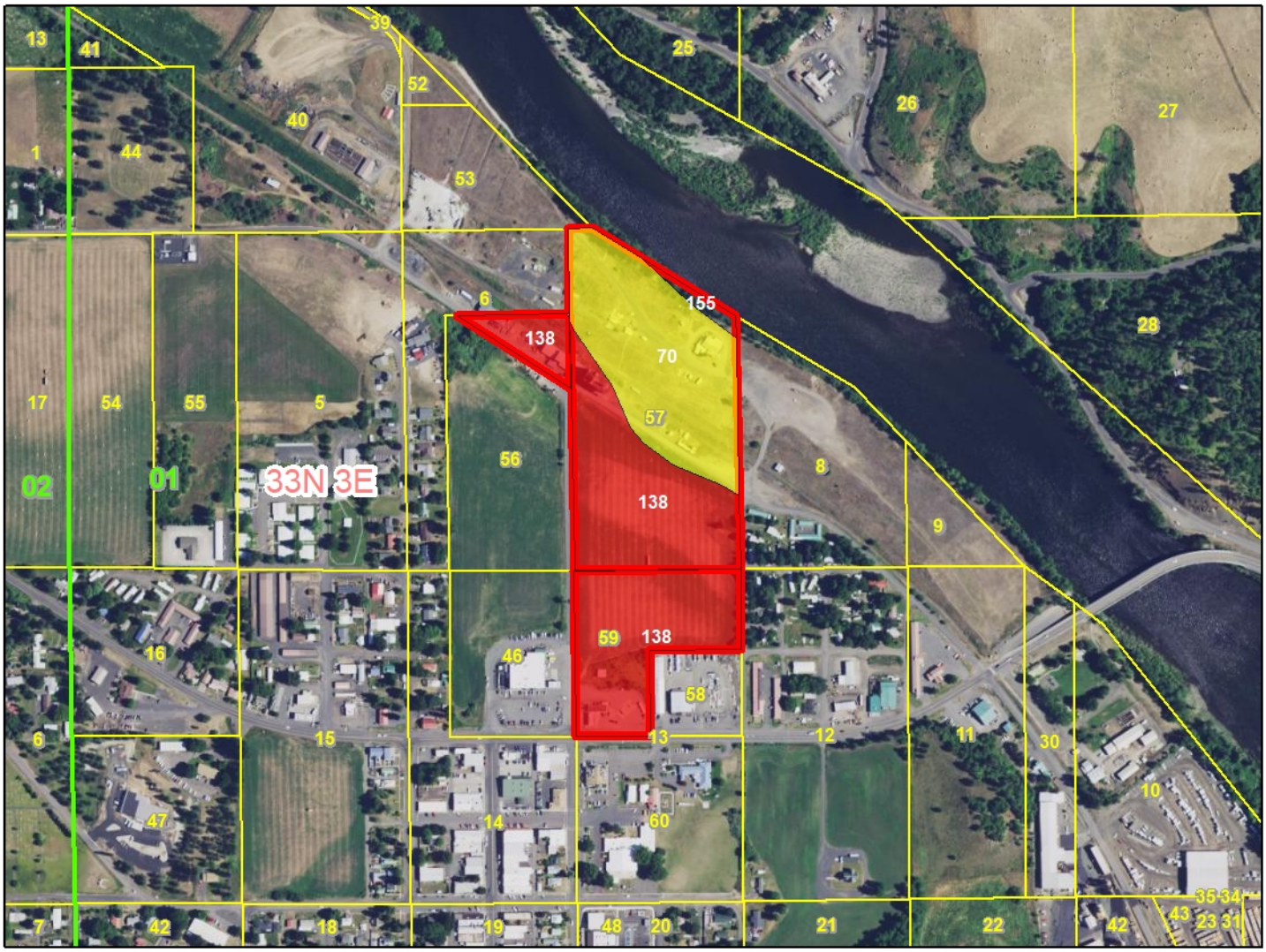
Appraisal and Valuation Services Office

182 1359 -A Soils
27.0 Acres

9/11/2024



Map Unit	Name	Capability Class	Percent Acres	Acres
138	Uhlig ashy silt loam, 2 to 8 percent slopes	3	62.64 %	16.91
155	Water	Null	1.75 %	0.47
70	Lapwai-Bridgewater complex, 1 to 7 percent slopes	2	35.62 %	9.62

Miles
0 0.085 0.17 0.255

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Image Credit: USA NAIP Imagery (Most Recent)

182 807 Aerial Photo
80.5 Acres

8/13/2025

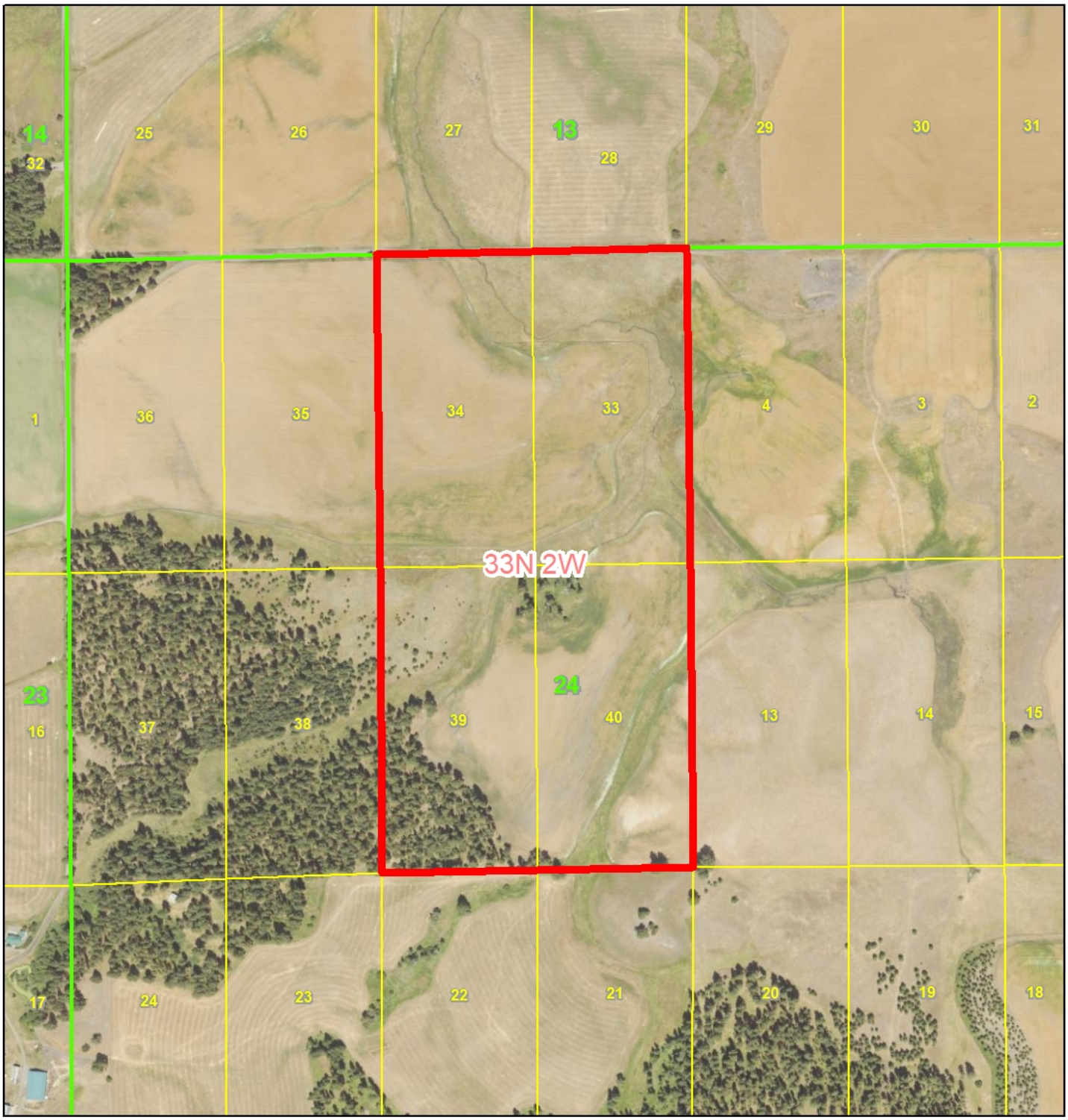

Image Credit:USA NAIP Imagery 2023

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Miles
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Appraisal and Valuation Services Office

182 807 Streets
80.5 Acres

8/13/2025

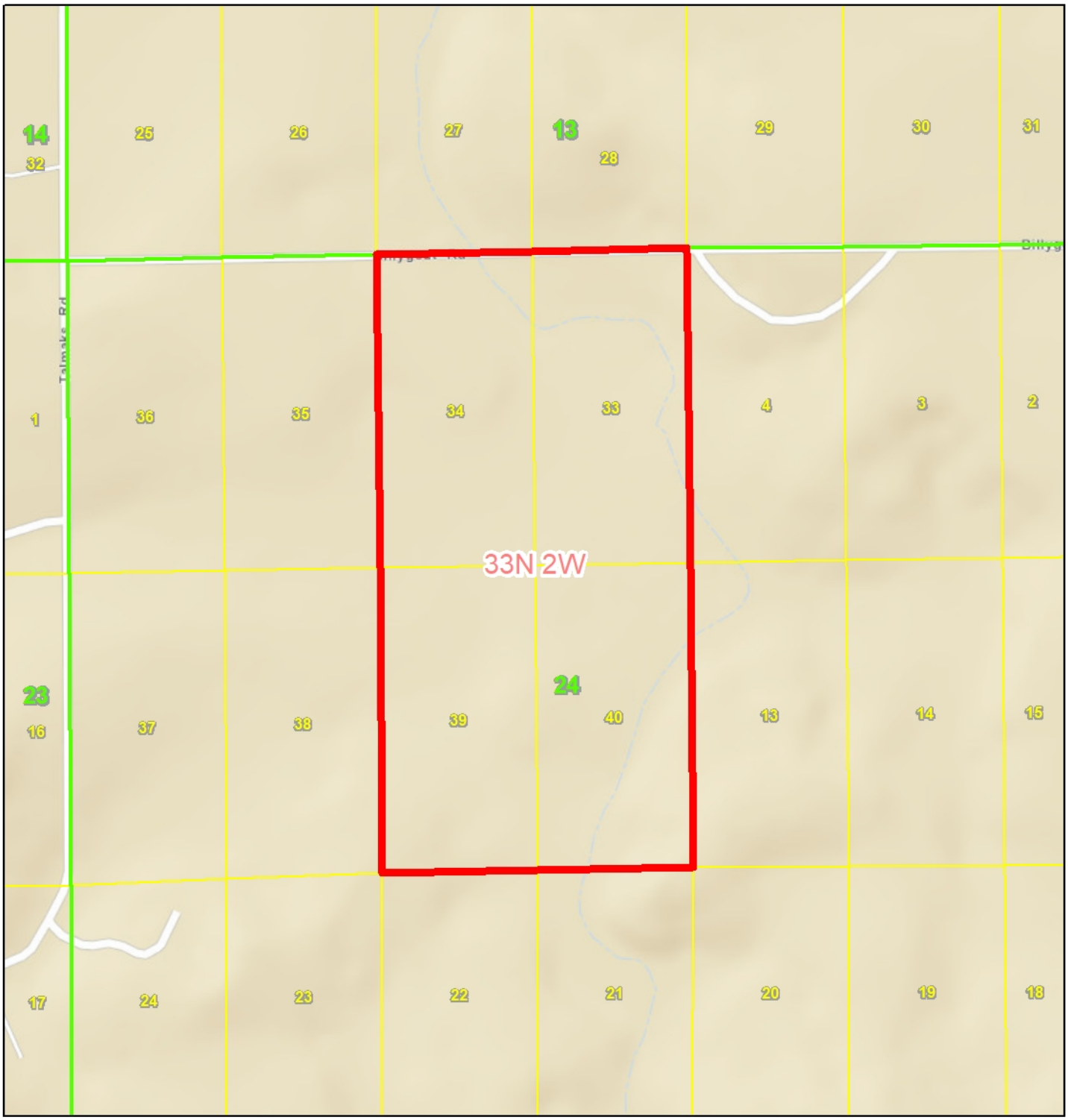
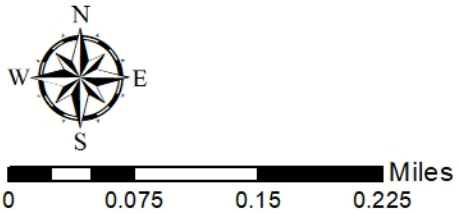


Image Credit:ESRI ArcGIS Online Map Service



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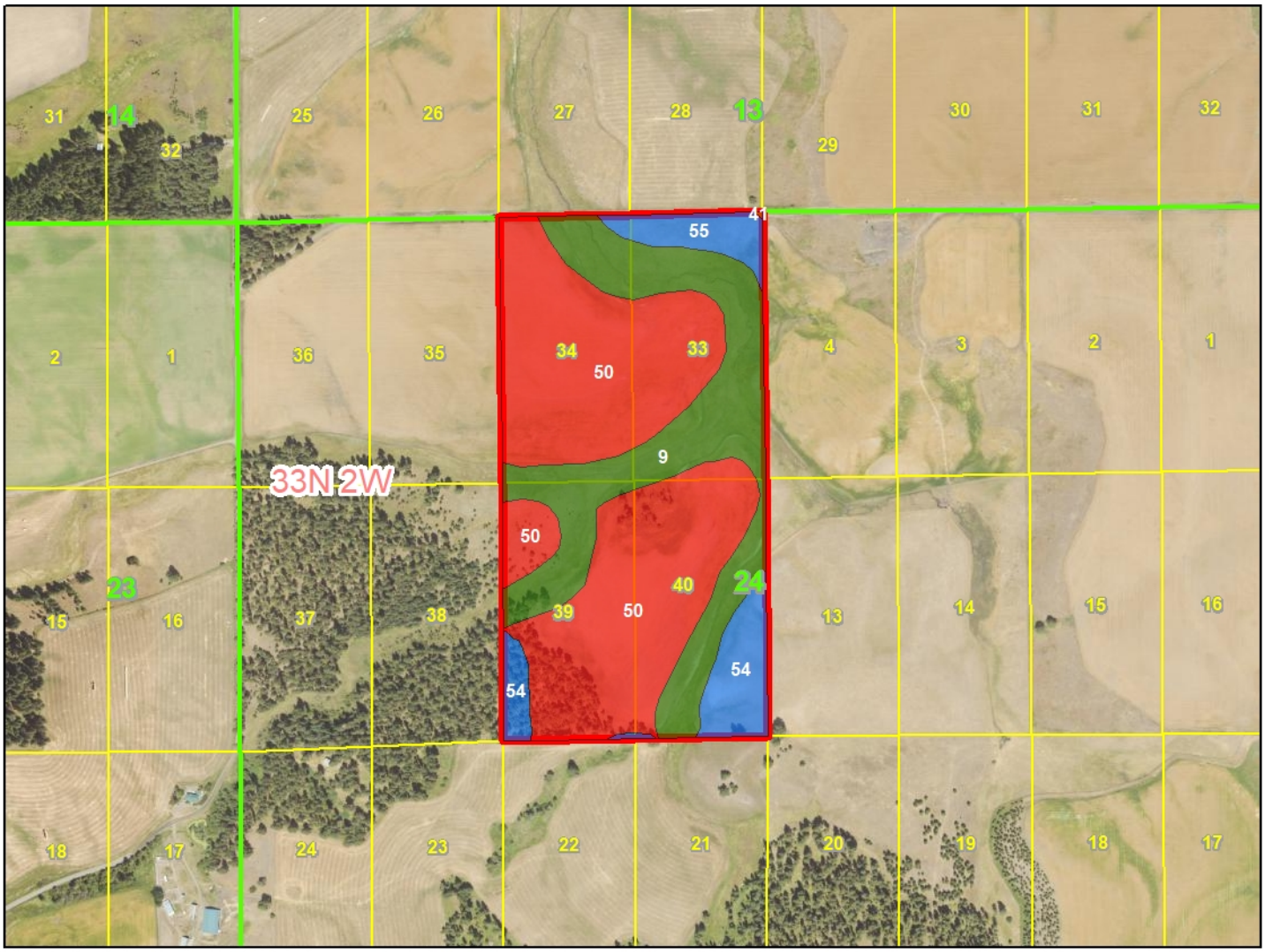
Appraisal and Valuation Services Office

182 807 Soils
80.5 Acres

8/13/2025



Map Unit	Name	Capability Class	Percent Acres	Acres
41	Gwin-Vollmer complex, 5 to 25 percent slopes	7	0.02 %	0.01
50	Joel-Setters complex, 2 to 10 percent slopes	3	58.03 %	46.71
54	Johnson-Kruse complex, 5 to 40 percent slopes	4	7.57 %	6.09
55	Johnson-Labuck complex, 15 to 35 percent slopes	4	4.19 %	3.37
9	Aquolls, nearly level	5	30.2 %	24.31

Miles
0 0.1 0.2 0.3

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Appraisal and Valuation Services Office

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Image Credit:USA NAIP Imagery 2023

182 863 Aerial Photo
97.74 Acres

8/13/2025

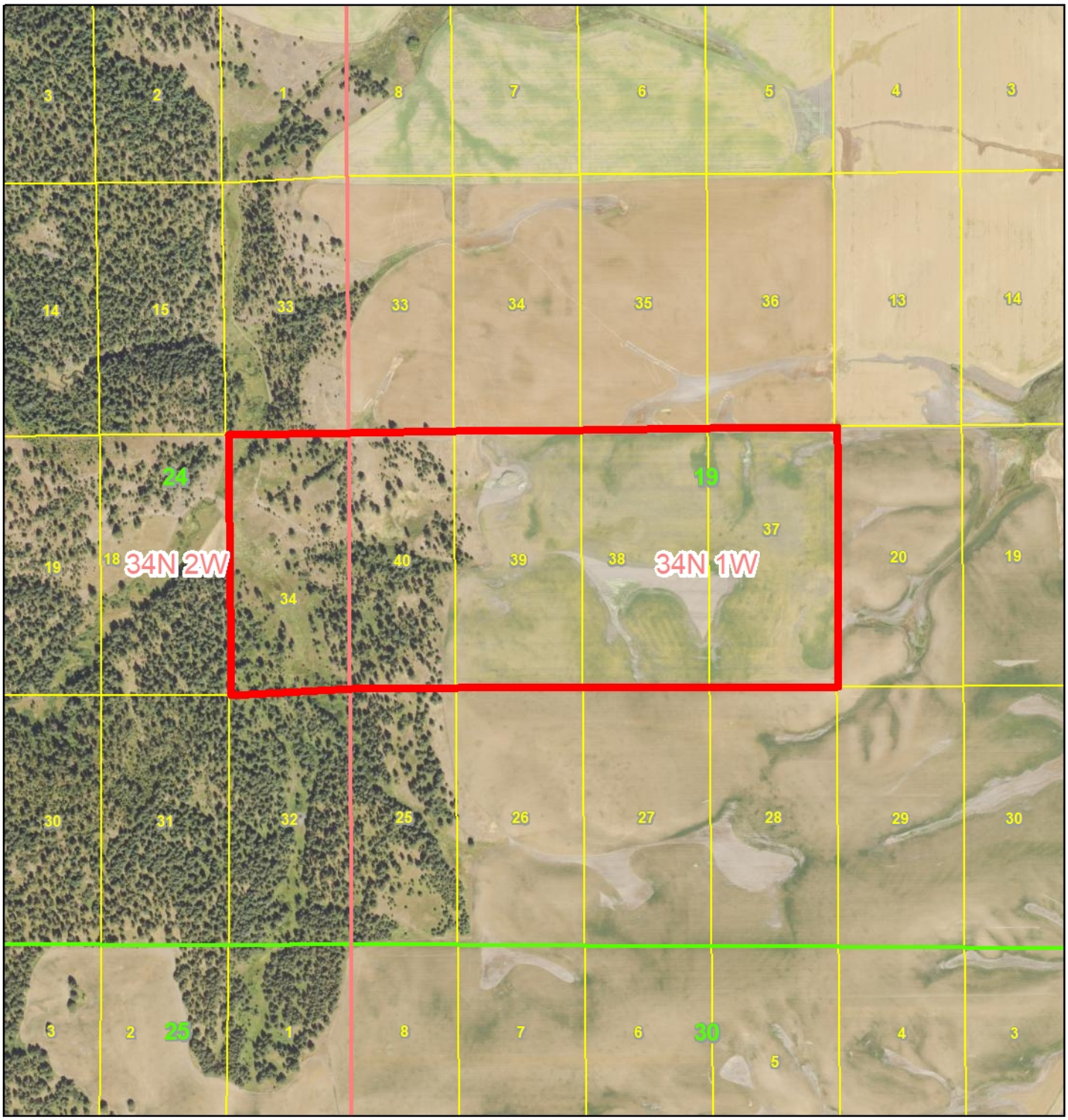

Image Credit:USA NAIP Imagery 2023

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Miles

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Appraisal and Valuation Services Office

182 863 Streets
97.74 Acres

8/13/2025

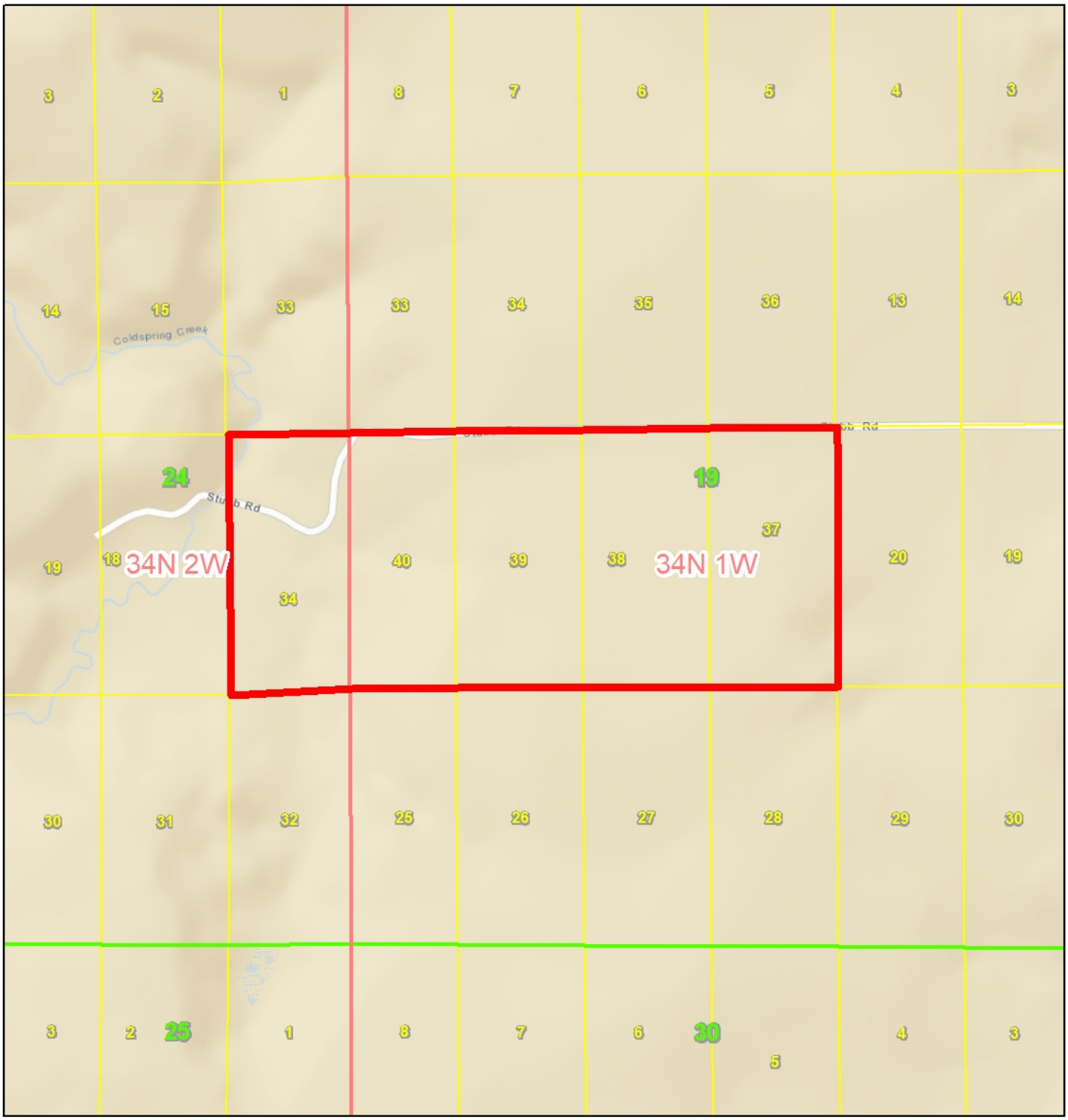

Image Credit:ESRI ArcGIS Online Map Service

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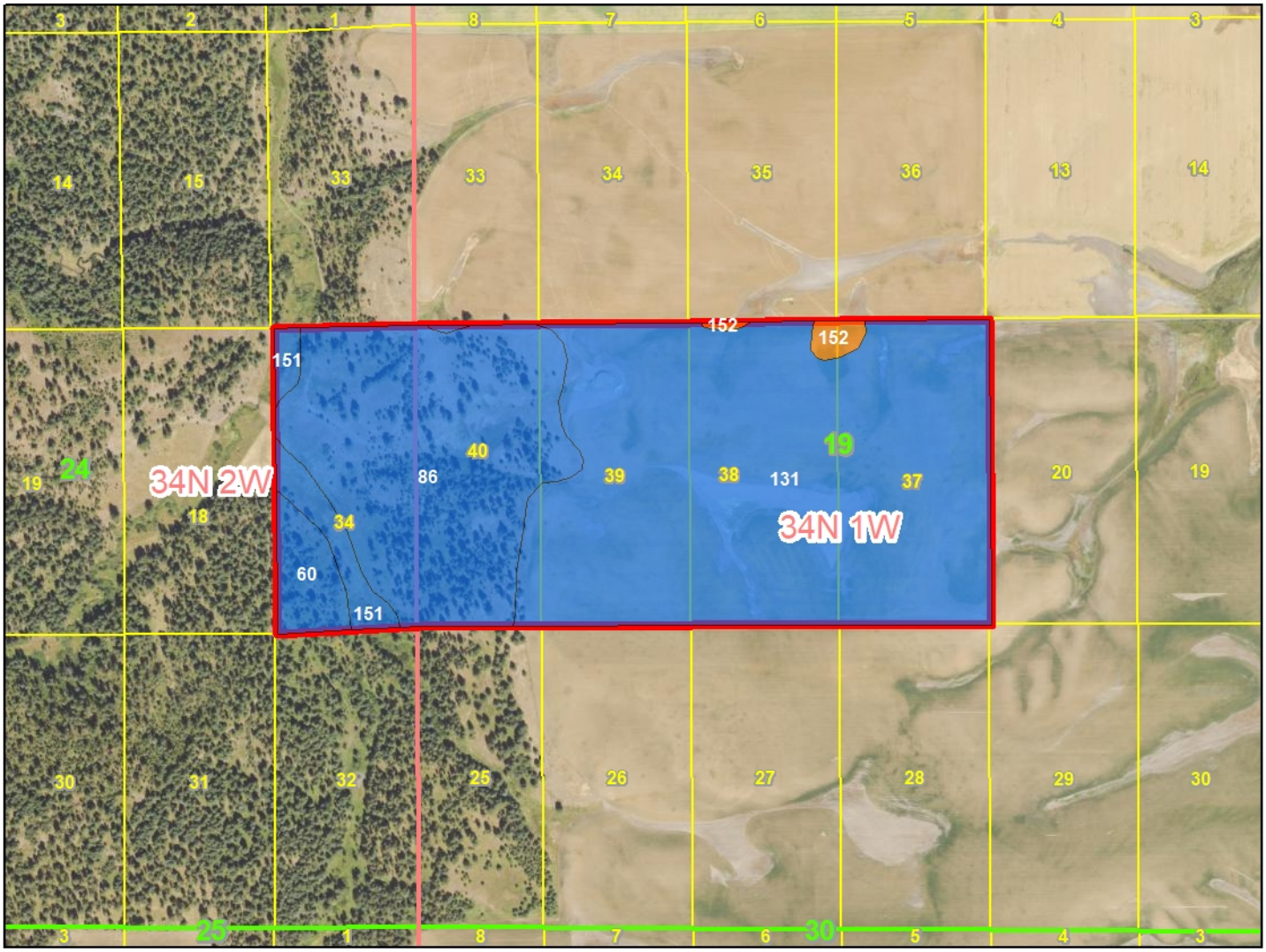
Appraisal and Valuation Services Office

182 863 Soils
97.74 Acres

8/13/2025



Map Unit	Name	Capability Class	Percent Acres	Acres
131	Taney-Setters complex, 3 to 8 percent slopes	4	61.65 %	60.25
151	Westlake-Latahco complex, 0 to 3 percent slopes	4	3.41 %	3.33
152	Wilkins silt loam, 0 to 5 percent slopes	6	0.95 %	0.93
60	Keuterville gravelly silt loam, 10 to 25 percent slopes	4	3.4 %	3.32
86	Meland-Keuterville complex, 10 to 35 percent slopes	4	30.6 %	29.91

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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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5519
Revision No.: 30
Date Of Last Revision: 5/13/2026

State: Idaho

Area: Idaho Counties of Nez Perce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.26
01012 - Accounting Clerk II		20.50
01013 - Accounting Clerk III		22.93
01020 - Administrative Assistant		29.76
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		15.71
01042 - Customer Service Representative II		17.14
01043 - Customer Service Representative III		19.24
01051 - Data Entry Operator I		15.95
01052 - Data Entry Operator II		17.40
01060 - Dispatcher, Motor Vehicle		25.12
01070 - Document Preparation Clerk		17.40
01090 - Duplicating Machine Operator		17.40
01111 - General Clerk I		16.06
01112 - General Clerk II		17.52
01113 - General Clerk III		19.67
01120 - Housing Referral Assistant		24.36
01141 - Messenger Courier		14.18
01191 - Order Clerk I		15.95
01192 - Order Clerk II		17.40
01261 - Personnel Assistant (Employment) I		19.53
01262 - Personnel Assistant (Employment) II		21.85
01263 - Personnel Assistant (Employment) III		24.36
01270 - Production Control Clerk		29.81
01290 - Rental Clerk		18.32
01300 - Scheduler, Maintenance		19.53
01311 - Secretary I		19.53
01312 - Secretary II		21.85
01313 - Secretary III		24.36
01320 - Service Order Dispatcher		22.46
01410 - Supply Technician		29.76
01420 - Survey Worker		19.58
01460 - Switchboard Operator/Receptionist		17.93
01531 - Travel Clerk I		15.42
01532 - Travel Clerk II		17.30
01533 - Travel Clerk III		19.01
01611 - Word Processor I		17.40
01612 - Word Processor II		19.53
01613 - Word Processor III		21.85
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.90
05010 - Automotive Electrician		22.70
05040 - Automotive Glass Installer		21.47
05070 - Automotive Worker		21.47
05110 - Mobile Equipment Servicer		19.03
05130 - Motor Equipment Metal Mechanic		23.90
05160 - Motor Equipment Metal Worker		21.47
05190 - Motor Vehicle Mechanic		23.90
05220 - Motor Vehicle Mechanic Helper		17.81
05250 - Motor Vehicle Upholstery Worker		20.24
05280 - Motor Vehicle Wrecker		21.47
05310 - Painter, Automotive		22.70
05340 - Radiator Repair Specialist		21.47
05370 - Tire Repairer		19.06
05400 - Transmission Repair Specialist		23.90
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.69

07041 - Cook I		17.63
07042 - Cook II		19.90
07070 - Dishwasher		16.08
07130 - Food Service Worker		16.34
07210 - Meat Cutter		18.92
07260 - Waiter/Waitress		14.37
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		24.99
09040 - Furniture Handler		18.39
09080 - Furniture Refinisher		24.99
09090 - Furniture Refinisher Helper		20.96
09110 - Furniture Repairer, Minor		22.50
09130 - Upholsterer		24.99
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		16.92
11060 - Elevator Operator		17.41
11090 - Gardener		22.75
11122 - Housekeeping Aide		17.41
11150 - Janitor		17.41
11210 - Laborer, Grounds Maintenance		18.70
11240 - Maid or Houseman		16.52
11260 - Pruner		17.78
11270 - Tractor Operator		21.30
11330 - Trail Maintenance Worker		18.70
11360 - Window Cleaner		18.24
12000 - Health Occupations		
12010 - Ambulance Driver		27.01
12011 - Breath Alcohol Technician		27.01
12012 - Certified Occupational Therapist Assistant		37.05
12015 - Certified Physical Therapist Assistant		35.10
12020 - Dental Assistant		21.97
12025 - Dental Hygienist		45.77
12030 - EKG Technician		40.91
12035 - Electroneurodiagnostic Technologist		40.91
12040 - Emergency Medical Technician		27.01
12071 - Licensed Practical Nurse I		24.15
12072 - Licensed Practical Nurse II		27.01
12073 - Licensed Practical Nurse III		30.10
12100 - Medical Assistant		21.00
12130 - Medical Laboratory Technician		26.02
12160 - Medical Record Clerk		20.93
12190 - Medical Record Technician		23.41
12195 - Medical Transcriptionist		24.15
12210 - Nuclear Medicine Technologist		59.35
12221 - Nursing Assistant I		13.52
12222 - Nursing Assistant II		15.21
12223 - Nursing Assistant III		16.60
12224 - Nursing Assistant IV		18.63
12235 - Optical Dispenser		27.01
12236 - Optical Technician		24.15
12250 - Pharmacy Technician		22.42
12280 - Phlebotomist		23.61
12305 - Radiologic Technologist		35.23
12311 - Registered Nurse I		27.40
12312 - Registered Nurse II		33.51
12313 - Registered Nurse II, Specialist		33.51
12314 - Registered Nurse III		40.54
12315 - Registered Nurse III, Anesthetist		40.54
12316 - Registered Nurse IV		48.61
12317 - Scheduler (Drug and Alcohol Testing)		33.45
12320 - Substance Abuse Treatment Counselor		32.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		16.28
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		13.42
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		14.95
13072 - Photographer II		16.76
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		20.44
13110 - Video Teleconference Technician		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.92
14042 - Computer Operator II		18.93
14043 - Computer Operator III		21.10
14044 - Computer Operator IV		23.45
14045 - Computer Operator V		25.97
14071 - Computer Programmer I	(see 1)	17.62
14072 - Computer Programmer II	(see 1)	22.88
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		16.92
14160 - Personal Computer Support Technician		23.45
14170 - System Support Specialist		25.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.89
15020 - Aircrew Training Devices Instructor (Rated)		43.41
15030 - Air Crew Training Devices Instructor (Pilot)		52.04
15050 - Computer Based Training Specialist / Instructor		35.89
15060 - Educational Technologist		26.82
15070 - Flight Instructor (Pilot)		52.04
15080 - Graphic Artist		25.55
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		52.04
15086 - Maintenance Test Pilot, Rotary Wing		52.04
15088 - Non-Maintenance Test/Co-Pilot		52.04
15090 - Technical Instructor		20.89
15095 - Technical Instructor/Course Developer		25.55
15110 - Test Proctor		16.87
15120 - Tutor		16.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.90
16030 - Counter Attendant		11.90
16040 - Dry Cleaner		14.21
16070 - Finisher, Flatwork, Machine		11.90
16090 - Presser, Hand		11.90
16110 - Presser, Machine, Drycleaning		11.90
16130 - Presser, Machine, Shirts		11.90
16160 - Presser, Machine, Wearing Apparel, Laundry		11.90
16190 - Sewing Machine Operator		14.98
16220 - Tailor		15.82
16250 - Washer, Machine		12.47
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		28.66
19040 - Tool And Die Maker		34.78
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		24.93
21030 - Material Coordinator		30.35
21040 - Material Expediter		30.35
21050 - Material Handling Laborer		18.60
21071 - Order Filler		18.71
21080 - Production Line Worker (Food Processing)		24.93
21110 - Shipping Packer		21.30
21130 - Shipping/Receiving Clerk		21.30
21140 - Store Worker I		17.98
21150 - Stock Clerk		21.09
21210 - Tools And Parts Attendant		24.93
21410 - Warehouse Specialist		24.93
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.72
23019 - Aircraft Logs and Records Technician		25.55
23021 - Aircraft Mechanic I		30.18
23022 - Aircraft Mechanic II		31.72
23023 - Aircraft Mechanic III		33.27
23040 - Aircraft Mechanic Helper		22.49
23050 - Aircraft, Painter		28.66
23060 - Aircraft Servicer		25.55
23070 - Aircraft Survival Flight Equipment Technician		28.66
23080 - Aircraft Worker		27.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		30.18
23110 - Appliance Mechanic		28.66
23120 - Bicycle Repairer		24.02
23125 - Cable Splicer		30.18
23130 - Carpenter, Maintenance		24.42
23140 - Carpet Layer		27.11
23160 - Electrician, Maintenance		37.30
23181 - Electronics Technician Maintenance I		32.14
23182 - Electronics Technician Maintenance II		33.97
23183 - Electronics Technician Maintenance III		35.77
23260 - Fabric Worker		25.55
23290 - Fire Alarm System Mechanic		30.18
23310 - Fire Extinguisher Repairer		24.02
23311 - Fuel Distribution System Mechanic		30.18
23312 - Fuel Distribution System Operator		24.02
23370 - General Maintenance Worker		22.50
23380 - Ground Support Equipment Mechanic		30.18
23381 - Ground Support Equipment Servicer		25.55
23382 - Ground Support Equipment Worker		27.11
23391 - Gunsmith I		24.02
23392 - Gunsmith II		27.11
23393 - Gunsmith III		30.18
23410 - Heating, Ventilation And Air-Conditioning Mechanic		26.43
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		27.79

23430 - Heavy Equipment Mechanic		31.36
23440 - Heavy Equipment Operator		29.99
23460 - Instrument Mechanic		30.18
23465 - Laboratory/Shelter Mechanic		28.66
23470 - Laborer		18.60
23510 - Locksmith		28.66
23530 - Machinery Maintenance Mechanic		33.43
23550 - Machinist, Maintenance		28.42
23580 - Maintenance Trades Helper		22.49
23591 - Metrology Technician I		30.18
23592 - Metrology Technician II		31.72
23593 - Metrology Technician III		33.27
23640 - Millwright		35.58
23710 - Office Appliance Repairer		28.66
23760 - Painter, Maintenance		21.38
23790 - Pipefitter, Maintenance		30.72
23810 - Plumber, Maintenance		29.17
23820 - Pneudraulic Systems Mechanic		30.18
23850 - Rigger		29.52
23870 - Scale Mechanic		27.11
23890 - Sheet-Metal Worker, Maintenance		30.18
23910 - Small Engine Mechanic		27.11
23931 - Telecommunications Mechanic I		30.43
23932 - Telecommunications Mechanic II		31.98
23950 - Telephone Lineman		30.18
23960 - Welder, Combination, Maintenance		27.98
23965 - Well Driller		30.18
23970 - Woodcraft Worker		30.18
23980 - Woodworker		24.02
24000 - Personal Needs Occupations		
24550 - Case Manager		22.97
24570 - Child Care Attendant		14.44
24580 - Child Care Center Clerk		18.00
24610 - Chore Aide		17.68
24620 - Family Readiness And Support Services Coordinator		22.97
24630 - Homemaker		22.34
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.18
25040 - Sewage Plant Operator		28.66
25070 - Stationary Engineer		30.18
25190 - Ventilation Equipment Tender		22.49
25210 - Water Treatment Plant Operator		28.66
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.91
27007 - Baggage Inspector		17.80
27008 - Corrections Officer		29.22
27010 - Court Security Officer		29.22
27030 - Detection Dog Handler		19.91
27040 - Detention Officer		29.22
27070 - Firefighter		29.22
27101 - Guard I		17.80
27102 - Guard II		19.91
27131 - Police Officer I		29.22
27132 - Police Officer II		32.48
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.44
28042 - Carnival Equipment Repairer		17.44
28043 - Carnival Worker		12.23
28210 - Gate Attendant/Gate Tender		19.37
28310 - Lifeguard		17.25
28350 - Park Attendant (Aide)		21.20
28510 - Recreation Aide/Health Facility Attendant		15.81
28515 - Recreation Specialist		25.95
28630 - Sports Official		17.25
28690 - Swimming Pool Operator		22.64
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.11
29020 - Hatch Tender		27.11
29030 - Line Handler		27.11
29041 - Stevedore I		25.55
29042 - Stevedore II		28.66
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		17.79
30022 - Archeological Technician II		20.76
30023 - Archeological Technician III		24.38
30030 - Cartographic Technician		24.39
30040 - Civil Engineering Technician		22.41
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		20.76
30063 - Drafter/CAD Operator III		21.94
30064 - Drafter/CAD Operator IV		25.54
30081 - Engineering Technician I		13.93
30082 - Engineering Technician II		15.62

30083 - Engineering Technician III		18.43
30084 - Engineering Technician IV		21.66
30085 - Engineering Technician V		26.49
30086 - Engineering Technician VI		30.94
30090 - Environmental Technician		22.32
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		20.26
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		24.45
30361 - Paralegal/Legal Assistant I		19.81
30362 - Paralegal/Legal Assistant II		24.54
30363 - Paralegal/Legal Assistant III		30.02
30364 - Paralegal/Legal Assistant IV		36.32
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		24.45
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		20.81
30462 - Technical Writer II		25.45
30463 - Technical Writer III		27.75
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		25.54
30502 - Weather Forecaster II		31.07
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.94
30621 - Weather Observer, Senior	(see 2)	23.97
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		19.08
31030 - Bus Driver		24.70
31043 - Driver Courier		21.37
31260 - Parking and Lot Attendant		17.64
31290 - Shuttle Bus Driver		17.33
31310 - Taxi Driver		15.75
31361 - Truckdriver, Light		22.81
31362 - Truckdriver, Medium		24.28
31363 - Truckdriver, Heavy		27.50
31364 - Truckdriver, Tractor-Trailer		27.50
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		16.38
99050 - Desk Clerk		16.70
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		22.66
99252 - Laboratory Animal Caretaker II		24.20
99260 - Marketing Analyst		25.81
99310 - Mortician		29.28
99410 - Pest Controller		25.74
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		21.82
99711 - Recycling Specialist		24.87
99730 - Refuse Collector		20.83
99810 - Sales Clerk		17.00
99820 - School Crossing Guard		18.98
99830 - Survey Party Chief		21.26
99831 - Surveying Aide		14.42
99832 - Surveying Technician		19.33
99840 - Vending Machine Attendant		22.66
99841 - Vending Machine Repairer		27.31
99842 - Vending Machine Repairer Helper		22.66

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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