AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

1. CONTRACT ID CODE	PAGE	OF	PAGES
	1		2

2. AMENDMENT/MODIFICATION NUMBER	3. EFFECTIVE DATE	4. REQUISITION/PURCHASE REQUISITION NUMBER	5. PROJECT NUMBER *(If applicable)*
0002	06/12/2026		

6. ISSUED BY CODE R60

Bureau of Reclamation
Missouri Basin Regional Office
2021 4th Avenue North
Billings MT 59101

7.ADMINISTERED BY *(If other than Item 6)* CODE

8. NAME AND ADDRESS OF CONTRACTOR *(Number, street, county, State and ZIP Code)*

CODE | FACILITY CODE

(X) 9A. AMENDMENT OF SOLICITATION NUMBER
140R6026Q0090

☒ 9B. DATED *(SEE ITEM 11)*
06/12/2026

☐ 10A. MODIFICATION OF CONTRACT/ORDER NUMBER

10B. DATED *(SEE ITEM 13)*

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

☒ The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☐ is extended. ☒ is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing items 8 and 15, and returning 1 copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA *(If required)*

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NUMBER AS DESCRIBED IN ITEM 14.

CHECK ONE	
☐	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: *(Specify authority)* THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NUMBER IN ITEM 10A.
☐	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES *(such as changes in paying office, appropriation data, etc.)* SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
☐	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
☐	D. OTHER *(Specify type of modification and authority)*

E. IMPORTANT: Contractor ☐ is not ☐ is required to sign this document and return _____ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (*Organized by UCF section headings, including solicitation/contract subject matter where feasible.)*

See continuation page

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER *(Type or print)*		16A. NAME AND TITLE OF CONTRACTING OFFICER *(Type or print)*	
		Alicia Dunn	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA	16C. DATE SIGNED
(Signature of person authorized to sign)		*(Signature of Contracting Officer)*	

NAME OF OFFEROR OR CONTRACTOR

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Updating the the solicitation package to include maps. The attached solicitation contains all information. Period of Performance: 09/01/2026 to 08/31/2027				

Description of Changes: The following changes are hereby incorporated into and made a part of this solicitation:

- Solicitation documentation showing maps.

Receipt of Quotes: The hour and date for receipt of the quotes has not changed.

Third Party: If you have given a copy of the solicitation to someone else, please forward this amendment accordingly.

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL PRODUCTS AND COMMERCIAL SERVICES

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

1. REQUISITION NUMBER: 0044049356

2. CONTRACT NUMBER:

3. AWARD/EFFECTIVE DATE:

4. ORDER NUMBER:

5. SOLICITATION NUMBER: 140R6026Q0090

6. SOLICITATION ISSUE DATE: 06/12/2026

7. FOR SOLICITATION INFORMATION CALL:

a. NAME: Melissa Parkison

b. TELEPHONE NUMBER *(No collect calls)*: 8015243879

8. OFFER DUE DATE/ LOCAL TIME: 07/10/2026 1200 MD

9. ISSUED BY CODE R60

Bureau of Reclamation
Missouri Basin Regional Office
2021 4th Avenue North
Billings MT 59101

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): 562991

SIZE STANDARD: $9

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 0011285713

See Schedule

16. ADMINISTERED BY CODE

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
	DELIVER TO: Bureau of Reclamation-GP-WYAO Wyoming Area Office PO Box 1630 Mills WY 82644 US Please see the attached for comprehensive 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)*: Alicia Dunn

31c. DATE SIGNED

19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	solicitation details. Delivery: 08/31/2027 Period of Performance: 09/01/2026 to 08/31/2027				
00010	WY Septic Pumping - Miracle Mile Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE FOB: Destination				
00020	WY Septic Pumping - Pilot Butte Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE FOB: Destination				
00030	WY Septic Pumping - Anchor Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE FOB: Destination				
00040	WY Septic Pumping - Miracle Mile OY1 Continued...				

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

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

NAME OF OFFEROR OR CONTRACTOR

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	(Option Line Item) Anticipated Exercise Date 05/01/2027 Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE Period of Performance: 09/01/2027 to 08/31/2028				
00050	WY Septic Pumping - Pilot Butte OY 1 (Option Line Item) Anticipated Exercise Date 05/01/2027 Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE				
00060	WY Septic Pumping - Anchor OY1 (Option Line Item) Anticipated Exercise Date 05/01/2027 Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE Period of Performance: 09/01/2027 to 08/31/2028				
00070	WY Septic Pumping - Miracle Mile OY2 (Option Line Item) Anticipated Exercise Date 05/01/2028 Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE Period of Performance: 09/01/2028 to 08/31/2029				
00080	WY Septic Pumping - Pilot Butte OY2 (Option Line Item) Anticipated Exercise Date 05/01/2028 Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE Period of Performance: 09/01/2028 to 08/31/2029				
00090	WY Septic Pumping - Anchor OY2 Continued...				

NAME OF OFFEROR OR CONTRACTOR

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	(Option Line Item) Anticipated Exercise Date 05/01/2028 Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE Period of Performance: 09/01/2028 to 08/31/2029				
00100	WY Septic Pumping - Miracle Mile OY3 (Option Line Item) Anticipated Exercise Date 05/01/2029 Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE Period of Performance: 09/01/2029 to 08/31/2030				
00110	WY Septic Pumping - Pilot Butte OY3 (Option Line Item) Anticipated Exercise Date 05/01/2029 Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE Period of Performance: 09/01/2029 to 08/31/2030				
00120	WY Septic Pumping - Anchor OY3 (Option Line Item) Anticipated Exercise Date 05/01/2029 Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE Period of Performance: 09/01/2029 to 08/31/2030				
00130	WY Septic Pumping - Miracle Mile OY4 (Option Line Item) Anticipated Exercise Date 05/01/2030 Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE Period of Performance: 09/01/2030 to 08/31/2031				

Continued...

NAME OF OFFEROR OR CONTRACTOR

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
00140	WY Septic Pumping - Pilot Butte OY4 (Option Line Item) Anticipated Exercise Date 05/01/2030 Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE Period of Performance: 09/01/2030 to 08/31/2031				
00150	WY Septic Pumping - Anchor OY4 (Option Line Item) Anticipated Exercise Date 05/01/2030 Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE Period of Performance: 09/01/2030 to 08/31/2031				
00160	WY Septic Pumping - Miracle Mile 52.217-8 OPTION (Option Line Item) Anticipated Exercise Date 05/01/2031 Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE Period of Performance: 09/01/2031 to 02/29/2032				
00170	WY Septic Pumping - Pilot Butte 52.217-8 OPTION (Option Line Item) Anticipated Exercise Date 05/01/2031 Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE TREATMENT/STORAGE Period of Performance: 09/01/2031 to 02/29/2032				
00180	WY Septic Pumping - Anchor 52.217-8 OPTION (Option Line Item) Anticipated Exercise Date 05/01/2031 Product/Service Code: S222 Product/Service Description: HOUSEKEEPING-WASTE Continued...				

NAME OF OFFEROR OR CONTRACTOR

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	TREATMENT/STORAGE Period of Performance: 09/01/2031 to 02/29/2032				

COMBINED SYNOPSIS/SOLICITATION
WY – SEPTIC PUMPING MIRACLE MILE, PILOT BUTTE, ANCHOR
Solicitation No. 140R6026Q0090

This is a combined synopsis/solicitation for commercial items prepared in accordance with the format in Subpart 12.6, as supplemented with additional information included in this notice. This announcement constitutes the only solicitation; quotes are being requested and a written solicitation will not be issued.

Solicitation No. 140R6026Q0090 is issued as a request for quotation (RFQ). The solicitation document and incorporated provisions and clauses are those in effect through **Federal Acquisition Circular FAC 2026 – 01 Effective 3/13/2026.** The NAICS: 562991 – *Septic tank pumping services* with an associated small business size standard of $9 million. This will be a total small business set aside.

OBJECTIVE

The objective of this contract is to acquire contractor services to perform vault toilet pumping services for 15 vault toilets at Miracle Mile, 1 vault toilet at Anchor Reservoir, and 3 vault toilets at Pilot Butte Reservoir, WY once a season.

PROPOSAL DUE DATE

Proposals, including all required documentation, ie, pricing tables, technical capabilities statements, pricing tables, and all other documents listed in this solicitation must be returned to the Contract Specialist (CS) via email, melissa_parkison@ios.doi.gov, no later than noon MDT on July 10, 2026.

BACKGROUND

Reclamation's WYAO Mills Office has a need to contract for vault toilet pumping services at Reclamation direct managed lands at Miracle Mile, Anchor Reservoir, Pilot Butte Reservoir, WY. There are currently 19 vault toilets requiring pumping services. Each vault toilet requires at least one annual pumping. Depending on visitation, some vault toilets may require an additional pumping annually. Work includes, but is not limited to, 1) removal of all vault waste, including trash, from (19) single user and double vault toilet units at Miracle Mile, Anchor Reservoir, Pilot Butte Reservoir, managed directly by the Bureau of Reclamations, Mills, WY office. Each vault is 1,000 or 2,000-gallons capacity. and 2) transportation and disposal of waste materials at an approved facility in compliance with State Sanitation Regulations.

Miracle Mile is a stretch of the North Platte River located between Pathfinder Reservoir and Seminoe Reservoir and roughly 35 miles northwest of Rawlins, Wyoming.

Anchor Reservoir is in Hot Springs County, Wyoming at approximately 43.6637° N, 108.8332° W and is about 35 miles west of Thermopolis.

Pilot Butte Reservoir is in Fremont County, Wyoming, approximately 25 miles west of Riverton.

All areas are accessible by paved and gravel roads. Location maps of the vault toilets are attached.

COMBINED SYNOPSIS/SOLICITATION
WY – SEPTIC PUMPING MIRACLE MILE, PILOT BUTTE, ANCHOR
Solicitation No. 140R6026Q0090

The Contractor shall furnish all necessary labor, materials, equipment, and supervision to pump and dispose of sewage and trash from vault toilet tanks. The objective of this contract is to provide the Wyoming Area Office in Mills, WY with highly professional, timely, responsive and environmentally responsible sewage pumping, removal and disposal services.

SCOPE

Work to be performed includes, but is not limited to:

1) Removal of all sewage waste from 19 single and double user vault toilet units, located at 19 separate sites within the Miracle Mile, Anchor Reservoir, Pilot Butte Reservoir, area managed by the Bureau of Reclamation and

2) Transportation and disposal of waste materials at an approved facility in compliance with State Sanitation Regulations. The timely and accurate performance of these services must be recognized as a mandatory requirement of this contract.

It is anticipated that the term of the contract shall be from September 1, 2026, through August 31, 2027, plus four 1-year option periods, as well as an optional 6-month extension. The exercising of such option periods will be made at Reclamation's discretion.

Sewage removal services shall be performed between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. Pumping is needed at the end of each recreation season, between September and October. All work shall be performed in accordance with the instructions listed below in Summary of Requirements.

The amount of work requested is the maximum estimated amount and will not be considered a fixed purchasing obligation on behalf of Reclamation. Visitor use will determine the contract requirements and locations; therefore, it is possible that only a portion of the contract could be required during the contract period. There is also a possibility that the number of required vaults to be pumped may extend beyond the maximum estimated amount, in which case, additional payments will be authorized at the quoted price for each respective area.

Throughout the life of this contract, the contractor is encouraged to continuously seek ways to incorporate innovative and emerging technologies that in the most economic and efficient manner improves mission performance.

APPLICABLE DOCUMENTS

The following instructions and guidance shall be followed in the performance of this contract:

COMBINED SYNOPSIS/SOLICITATION
WY – SEPTIC PUMPING MIRACLE MILE, PILOT BUTTE, ANCHOR
Solicitation No. 140R6026Q0090

Publications	Title
Wyoming Water Quality Rules & Regulations	Chapter 1 (Surface Water Standards) Chapter 3 (Wastewater/Disposal System Standards).
Federal Acquisition Regulation Part 23	Environment, Energy and Water Efficiency, Renewable Energy Technologies, Occupational Safety, and Drug-Free Workplace

SUMMARY OF REQUIREMENTS

Collection Requirements. The contractor shall provide the services of refuse collection and disposal as described below:

Listed below are the number of vault toilet units that will require pumping within each specific area. Location map is attached.

Location	# of Toilets
Miracle Mile/Needle Valve	15 (4 doubles + 11 singles)
Pilot Butte Reservoir (Morton, WY)	3 (doubles)
Anchor Reservoir	1 (double)

1. Remove sewage from vault toilet holding tanks. Vault tank pumping will be accomplished on an "as required" basis, with the number and location of the tanks to be pumped being at the discretion of the Quality Assurance Evaluator (QAE).
2. Vaults and holding tanks shall be pumped at appropriate intervals so that sewage does not reach a level that interferes with the operation of the vault toilet holding tank and does not interfere with use by employees and visitors.
3. Response time for vault pumping will be within two (2) days of notice.
4. All waste and trash will be removed from each vault, and the vault will be back flushed to ensure complete waste removal. After waste removal, 100 gallons of water will be added to each pumped vault.
5. All vault toilets will be left in a sanitary condition
6. Sewage and waste materials will be disposed of at an approved facility in compliance with State Sanitation Regulations. It is the Contractor's responsibility to make arrangements and pay any charges for using disposal sites.
7. Keep the premises free from debris and accumulation of waste.
8. Provide all labor, equipment, materials, and supplies necessary to meet the requirements of the contract.
9. Obtain and maintain necessary licenses and permits, and comply with and Federal, State, County, and municipal laws, codes, and regulations.
10. Immediately report all accidental spills of waste material to the Quality Assurance Evaluator (QAE)

Service Delivery Summary

Performance Objective	Performance Threshold
Sewage Removal Services	Timely removal of sewage
Sanitary Condition of Vault Toilets	No more than 3 documented customer complaints annually
Acceptable Condition of Sewage Vaults Holding Tanks	No more than 2 unacceptable inspections annually

GOVERNMENT FURNISHED EQUIPMENT / INFORMATION

Reclamation will not issue any Government property to the Contractor. The Contractor is responsible for providing all labor, equipment, materials, and supplies necessary to meet the requirements of the contract.

Reclamation will identify a Quality Assurance Evaluator (QAE) by a separate letter after contract award. The QAE will monitor all technical aspects of the contract and assist in contract administration. The QAE's responsibilities and limitations are described in the letter. The QAE will not be authorized to change any terms and conditions of the resulting contract.

COMPANY EXPERIENCE

Company experience is an objective criterion that determines whether the contractor has or has not performed similar work. Therefore, the contractor shall furnish a list (no more than five) of Federal, State, local government, or commercial projects similar in scope, complexity, and magnitude to the work required under this solicitation that the contractor has completed within the last three years. These projects must clearly demonstrate the contractor's successful ability to accomplish projects in a timely and satisfactory manner. The "Company Experience Reference List" is supplied as a recommended template for this information. At a minimum, the contractor shall provide the following information for each project:

- Name of the Customer (Government Agency or Commercial);
- Contract number, type, date, name of project;
- Description of the work;
- Initial contract amount and final contract amount; and
- Name, telephone number, and e-mail address of a point of contact for the customer that may be contacted to confirm and verify the information provided.

The Government may not evaluate references with incorrect or missing phone numbers and contact names, which may potentially result in a less favorable rating of the contractor's offer.

COMBINED SYNOPSIS/SOLICITATION
WY – SEPTIC PUMPING MIRACLE MILE, PILOT BUTTE, ANCHOR
Solicitation No. 140R6026Q0090

DOCUMENTATION

Please send the below required documentation within 10 calendar days from the due date in the following chart via email to the Quality Assurance Evaluator (QAE): Hailey Glarrow, hglarrow@usbr.gov and to the Contract Specialist (CS): Melissa Parkison, melissa_parkison@ios.doi.gov.

RSN	Clause Or Section Title	Submittals Required	Due date or delivery time	QAE/ CS
1	Quality Control Plan	Quality Control Manual	Prior to Contract Award and anytime the QA/QC procedures are modified or revised	1
2	Liability Insurance 1452.228-70	Acceptable Certificate of Liability Insurance	Within 10 calendar days of Contract Award	1
3	Licenses and Permits	Copy of License and Applicable Permits	Within 10 calendar days of Contract Award	1
4	Company Experience	Company Experience List	Provide with Quote	1

GOVERNMENT RESOURCES & RESPONSIBILITIES

The following definitions for Government resources are applicable to this plan:

Contracting Officer (CO) - A person duly appointed with the authority to enter into, administer or terminate contracts and make related determinations and findings on behalf of the Government.

Quality Assurance Evaluator (QAE) - An individual designated in writing by the Contracting Officer to act as his authorized representative to assist in the technical administration of a contract. The source and authority for a QAE is the CO. The QAE's limitations are contained in the written letter of designation.

The Government resources shall have responsibilities for the implementation of this QASP as follows:

Contracting Officer (CO) - The CO ensures performance of all necessary actions for effective contracting ensures compliance with the terms of the contract and safeguards the interests of the United States in the contractual relationship. It is the CO that assures the Contractor receives impartial, fair and equitable treatment under the contract. The CO is ultimately responsible for the final determination of the adequacy of the Contractor's performance.

Quality Assurance Evaluator (QAE) - The QAE is responsible for technical administration of the project and assures proper Government surveillance of the Contractor's performance. The QAE is not empowered to make any contractual commitments or to authorize any contractual changes on the Government's behalf. Any changes that the Contractor deems may affect contract, price, terms, or conditions shall be referred to the CO for action.

Performance Indicators / Measures

Quality Level - The QAE will determine whether the Contractor has consistently satisfied the expected quality level as per the contractual requirements. Quality Standards for all identified services to be performed is identified in the Performance Work Statement under Section IV – Summary of Requirements.

Frequencies - The QAE will determine whether tasks and frequencies conform to the tasks and frequency requirements accepted as a part of the Contractor's quote.

Management Responsiveness - The QAE will determine whether the Contractor provides satisfactory project management, adequate timely response to customer complaints, the quality of the management of customer complaints, quality accountability of complaints, the quality of the reporting of complaints and conformity to the Contractor's final Quality Control Plan.

METHODS

The below listed methods of surveillance shall be used in the administration of this QASP. In addition to specific instructions that may be mentioned, the appropriate and standardized form that is to be used for documentation of QA surveillance is the Surveillance Activity Checklist contained in this document.

100% Inspection - This level of inspection shall be accomplished by monitoring and documentation. For each request for pumping and disposal, the QAE shall document and enter summary results into the Surveillance Activity Checklist.

Random – This level of inspection shall be accomplished by monitoring and documentation. The QAE shall randomly select vault toilets or holding tanks to be inspected to meet acceptable requirements of marking, condition, and cleanliness.

Customer Complaint – The level of inspection shall be accomplished by documenting validated customer complaints. The QAE shall document all validated customer or visitor complaints and enter summary results into the Surveillance Activity Checklist.

GOVERNMENT REMEDIES

The deductions indicated below will in no way affect the Government's right under the "Default" clause of this contract.

All work shall be subject to inspection, approval and acceptance by the Government.

- Sewage Removal Services
- Sanitary Condition of Vault Toilets
- Acceptable Condition of Sewage Vault Holding Tanks

Work will be considered not to have been performed when any one of the following conditions exists:

- Contractor fails to respond to call for sewage pumping, removal and disposal. All or any portion of the tasks previously mentioned were not performed.
- The appropriate equipment and tools were not properly used; or were not in good operational condition for completing the requirement in a timely, satisfactory manner.
- The interior of the vault toilets was left in unsanitary condition following pumping services.
- Only a portion of the vault toilet holding tank was pumped out.

The Contractor shall employ an adequate number of personnel to ensure timely and safe pumping, removal, and disposal of sewage when requested.

Five percent (5%) of the total invoice will be deducted for every pump-out missed, only a portion of the sewage was removed, or sanitary conditions of the vault toilets were unsatisfactory due to pumping services.

DOCUMENTATION

The QAE will, in addition to providing documentation to the CO, maintain a complete Quality Assurance file. The file will contain copies of all reports, evaluations, recommendations, and any actions related to the Government's performance of the quality assurance function, including the originals of all Surveillance Activity Checklists. All such records will be retained for the life of this contract. The QAE shall forward these records to the CO at termination or completion of the contract.

CHECKLIST - SURVEILLANCE ACTIVITY CHECKLIST

Performance Requirement	Performance Standard	Method of Surveillance	Date Accomplished	Compliance (Fully, Delayed Delivery or Noncompliant)
Timeliness	Respond to call to pump, remove and dispose of sewage within 2 days	100% Inspection		
Cleanliness	Sanitary Condition of Vault Toilets	Customer Complaint		
Condition	Acceptable Condition of Sewage Vaults and Holding Tanks	Random Sampling		

Quality Assurance Evaluator Signature and Date:

_____

Appendix A – Location Map

COMBINED SYNOPSIS/SOLICITATION
WY – SEPTIC PUMPING MIRACLE MILE, PILOT BUTTE, ANCHOR
Solicitation No. 140R6026Q0090

Pricing

CLIN	Description	QTY	Total Amount
0010	WY Septic Pumping – Miracle Mile Base	1	
0020	WY Septic Pumping – Pilot Butte Base	1	
0030	WY Septic Pumping – Anchor Base	1	
0040	WY Septic Pumping – Miracle Mile – OY 1	1	
0050	WY Septic Pumping – Pilot Butte – OY 1	1	
0060	WY Septic Pumping – Anchor – OY 1	1	
0070	WY Septic Pumping – Miracle Mile – OY 2	1	
0080	WY Septic Pumping – Pilot Butte – OY 2	1	
0090	WY Septic Pumping – Anchor – OY 2	1	
0100	WY Septic Pumping – Miracle Mile – OY 3	1	
0110	WY Septic Pumping – Pilot Butte – OY 3	1	
0120	WY Septic Pumping – Anchor – OY 3	1	
0130	WY Septic Pumping – Miracle Mile – OY 4	1	
0140	WY Septic Pumping – Pilot Butte – OY 4	1	
0150	WY Septic Pumping – Anchor – OY 4	1	
0160	WY Septic Pumping – Miracle Mile – Optional 6 months	1	
0170	WY Septic Pumping – Pilot Butte – Optional 6 months	1	
0180	WY Septic Pumping – Anchor – Optional 6 months	1	

COMBINED SYNOPSIS/SOLICITATION
WY – SEPTIC PUMPING MIRACLE MILE, PILOT BUTTE, ANCHOR
Solicitation No. 140R6026Q0090

CLAUSES

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): FAR Clauses - https://acquisition.gov/far/

CLAUSE NUMBER	CLAUSE TITLE	CLAUSE 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.	(Deviation Mar 2026)
52.204-19	Incorporation by Reference of Representations and Certifications	(Deviation Mar 2026)
52.209-6	Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, Proposed for Debarment, or Voluntarily Excluded	(Jan 2025)
52.209-10	Prohibition on Contracting with Inverted Domestic Corporations	(Nov 2015)
52.212-4	Terms and Conditions – Commercial Products and Commercial Services	(Deviation Mar 2026)
52.219-6	Notice of Total Small Business Set-Aside	(Deviation Jan 2026)
52.219-28	Post award Small Business Program Representation	(Deviation Jan 2026)
52.222-3	Convict Labor	(June 2003)
52.222-19	Child Labor-Cooperation with Authorities and Remedies	(Mar 2026)
52.222-35	Equal Opportunity for Veterans	(Jun 2020)
52.222-36	Equal Opportunity for Workers with Disabilities	(Jun 2020)
52.222-37	Employment Reports on Veterans	(Jun 2020)
52.222-40	Notification of Employee Rights Under the National Labor Relations Act	(Dec 2010)

52.222-50	**Combating Trafficking in Persons**	**(Oct 2025)**
52.222-90	**Addressing DEI Discrimination by Federal Contractors**	**(Deviation April 2026)**
52.223-23	**Sustainable Products and Services**	**(May 2024)**
52.226-7	**Drug-Free Workplace.**	**(May 2024)**
52.227-1	**Authorization and Consent**	**(Jun 2020)**
52.226-8	**Encouraging Contractor Policies to Ban Text Messaging While Driving**	**(Deviation Mar 2026)**
52.232-33	**Payment by Electronic Funds Transfer – System for Award Management**	**(Oct 2018)**
52.232-39	**Unenforceability of Unauthorized Obligations.**	**(Jun 2013)**
52.232-40	**Providing Accelerated Payments to Small Business Subcontractors**	**(Mar 2023)**
52.233-1	**Disputes**	**(May 2014)**
52.233-3	**Protest after Award**	**(Aug 1996)**
52.233-4	**Applicable Law for Breach of Contract Claim**	**(Oct 2004)**
52.242-13	**Bankruptcy**	**(Jul 1995)**
52.249-8	**Default (Fixed-Price Supply and Service)**	**(Apr 1984)**
52.252-6	**Authorized Deviations in Clauses**	**(Nov 2020)**

52.217-8 OPTION TO EXTEND SERVICES (NOV 1999)

The Government may require continued performance of any services within the limits and at the rates specified in the contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed 6 months. The Contracting Officer may exercise the option by written notice to the Contractor within 30 days.

52.217-9 OPTION TO EXTEND THE TERM OF THE CONTRACT (MAR 2000)

(a) The Governmen70t may extend the term of this contract by written notice to the Contractor within 30 days; provided that the Government gives the Contractor a preliminary written notice of its intent to extend at least 60 days before the contract expires. The preliminary notice does not commit the Government to an extension.

(b) If the Government exercises this option, the extended contract shall be considered to include this option clause.

(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed 5 years 6 months.

WBR 1452.223-81 SAFETY AND HEALTH – BUREAU OF RECLAMATION (OCT 2022)

(a) The Contractor shall not require any person employed in the performance of this contract (including subcontracts) to work under conditions which are unsanitary, hazardous, or dangerous to an employee's health or safety.

(b) Contractor shall comply with the most current version of the Bureau of Reclamation's Reclamation Safety and Health Standards (RSHS) and, if incorporated, 52.236-13 Accident Prevention.

The RSHS manual shall be obtained at:

http://www.usbr.gov/safety/rshs/index.html

(c) Comply with the standards (29 CFR) issued by the Occupational Safety and Health Administration (OSHA), U.S. Department of Labor, www.osha.gov.

(d) In the event there is a conflict between the requirements contained in paragraphs (b) and (c) referenced herein, or in the Statement of Work (SOW) or Performance Work Statement (PWS), the more stringent requirement shall prevail.

(e) If required in the SOW or PWS, the Contractor shall submit a written proposed safety program as prescribed in the RSHS and the written specifications.

(f) The Contractor shall maintain an accurate record of and shall report to the Contracting Officer (or authorized representative) in the manner prescribed by the Contracting Officer, all cases of death, occupational diseases, or traumatic injury to employees or the public involved, and property damage in accordance with the RSHS and OSHA guidelines.

(g) If the contractor deems that an updated version of the RSHS constitutes a substantive change to the contract, affecting price or time (or both), the contractor may request a contract modification in accordance with the terms of the contract.

WBR 1452.237-80 SECURITY REQUIREMENTS -- BUREAU OF RECLAMATION (MAR 2022) – ALTERNATE III (MAR 2022)

(a) General Security Requirements:

(1) This clause addresses security requirements, including general procedural requirements, information security requirements, contractor employee suitability requirements, identification card requirements, site security requirements, vessel exclusion barriers, and information technology security requirements. Within this clause, COR means Contracting Officer's Representative. If there is no COR appointed and identified to the Contractor, the term instead will mean the Program Manager or any other authorized individual responsible for technical oversight under the contract. "Work site" means the Government

facility, office, construction site, and any other area within the Government office or facility that the Contractor must access to accomplish work under this contract.

(2) The work performed under this contract shall only be accomplished by individuals (in the employment of the Contractor or any subcontractors) whose conduct and behavior is consistent with the efficiency of the Federal Service and the requirements of this contract, and who are acceptable to the contracting officer. If Reclamation finds a Contractor employee to be unsuitable or unfit for his or her assigned duties, the contracting officer will direct the Contractor to remove the individual from the contract and access to the Federal facility at which the contract activities are occurring.

(3) The Contractor's employees governed by this contract may need access to sensitive information and/or sensitive areas. The Federal Government (Government) reserves the right, in its sole discretion, to determine suitability of Contractor personnel and deny access to any sensitive information or project specific area to any personnel for any cause.

(4) The Contractor is responsible for informing and ensuring compliance by its employees with any applicable security procedures of the Government facility where work may be performed under this contract.

(5) Any Contractor employee that will have access to a Federally controlled facility or information system will be required to have a Government-issued identification card, consisting of a Personal Identity Verification (PIV) Card, a temporary identification card, or a visitor badge. (Note: within the Department of the Interior this card is known as a DOI Access Card.) During performance of the contract, the Contractor shall keep the COR apprised of any changes in personnel, or changes in personnel access or duration, to ensure that performance is not delayed by compliance with credentialing processes.

(6) A Contractor employee will not be provided with access to a Government facility or information system until a Government PIV Card, temporary identification card, or visitor identification badge has been issued to the Contractor employee. For those individuals that will be receiving a PIV Card, the Government may, at its discretion, issue a temporary identification card or visitor identification badge after the electronic background investigation forms have been received and the investigation is initiated.

(7) All Contractor employees shall access the facility via the facility's entry screening system and visibly display the Government-issued PIV Card, temporary identification card, or visitor identification badge at all times. Contractor employees must visibly wear the Government-issued identification card at all times they are on Government facilities. Contractor employees are responsible for the safekeeping of all Government-issued identification cards, whether on-site or off-site. Cards that have been lost, damaged, or stolen must be reported to the COR and DOI Access Sponsor immediately, but not later than 24 hours. The Contractor shall return all identification cards and card keys and any other Government property and information upon completion of performance or when

personnel depart permanently or for a period of 7 days or more. The Contractor may be required to turn in access control cards or identification cards on a daily basis.

(8) Misuse or loss of access control or identification cards, or failure to comply with required surrender of such cards may, at Government discretion, result in Contractor personnel being denied access to the work site, at no cost to Government. The Contractor may be charged up to $500 for each occurrence for any required replacement of Government-issued access control or identification cards due to loss or misuse. At the end of contract performance, or when a Contractor employee is no longer working under this contract, the Contractor shall ensure that all access control and identification cards are returned to the COR.

(9) All Contractor personnel, including subcontractor personnel, with access to the work site shall be U.S. citizens or foreign individuals legally residing in, or legally admitted to, the U.S. For all non-U.S. citizens working under this contract, irrespective of length of time working on the contract, the Contractor shall provide to the COR, legible and valid copies of the individual's passport and visa (unless individual is on the Visa Waiver Program) a minimum of 14 calendar days prior to beginning work or arriving at the facility. A driver's license is not acceptable identification. In addition, a completed form I-94 shall be submitted to the COR upon the individual's arrival at the work facility and prior to beginning work.

(10) The Contractor shall report all contacts with entities, individuals, and counsel/representatives (including foreign entities and foreign nationals) who seek in any way to obtain unauthorized access to sensitive information or areas. The Contractor shall report any violations of contract provisions, laws, executive orders, regulations, and guidance to the contracting officer. The Contractor shall report any information raising a doubt as to whether an individual's eligibility for continued employment or access to sensitive information is consistent with the interests of National Security and the Public Trust.

(11) Unsanctioned, negligent, or willful inappropriate action on the part of the Contractor (or its employees) may result in termination of the contract or removal of some Contractor employees from Reclamation facilities at no cost to the Government. These actions include, but are not limited to, exploration of a sensitive system and/or information, introduction of unauthorized and/or malicious software, inappropriate release of sensitive information, or failure to follow prescribed access control policies and/or security procedures. Failure to comply with Reclamation policies, procedures, or other published security requirements may result in termination of the contract or removal of some contracted employees from Reclamation buildings and/or facilities at no cost to the Government.

(12) All provisions of this clause shall equally apply to all subcontractors. The Contractor shall incorporate the substance of this clause in all subcontracts.

(13) These security requirements apply to all sections of this Contract including Contract Drawings and other Contract Specifications as applicable. Related documents include other general provisions of Construction or Operations and Maintenance type Contracts, including FAR clauses by reference or as amended by related documents.

(b) Information Security Requirements.

(1) Sensitive Information. The term "sensitive information" means any information which warrants a degree of protection and administrative control as defined by Reclamation or that meets the criteria for exemption from public disclosure set forth under Sections 552 and 552a of Title 5, United States Code: The Freedom of Information Act and the Privacy Act. Sensitive information is generally categorized as CONTROLLED UNCLASSIFIED INFORMATION (CUI), but in some cases may include other unclassified information. (The protection of National Security information is beyond the scope of this clause. If any work on National Security information is required under this contract, it is addressed under other contract clauses.) The Contractor shall protect this type of information from unauthorized release into public domain, or to unauthorized persons, organizations, or subcontractors. Information which, either alone or in aggregate, is deemed sensitive by Reclamation shall be handled and protected in accordance with Reclamation Directives and Standards SLE 02-01 Identifying and Safeguarding Controlled Unclassified Information (CUI), which is available from the COR or at http://www.usbr.gov/recman/DandS.html#sle.

(i) Any Government-furnished information or material does not become the property of the Contractor and may be withdrawn at any time. Upon expiration or termination of the contract, all documents released to the Contractor and any material created using data from such documents shall be returned to the COR for final disposition. Government-furnished information residing on any electronic systems (laptops, servers, desktops, media) shall be deleted from those systems using a COR-approved data erasure solution. Only with prior authorization from the contracting officer may the Contractor retain the material. The Contractor or subcontractor shall not disclose or release the materials provided to the Contractor to any individuals of the Contractor's organization not directly engaged in providing services under the contract or that do not have a valid need-to-know. All technical data provided to the Contractor by the Government shall be protected from public or private disclosure in accordance with the markings printed on them. All other information relating to the items to be delivered or the services to be performed under this contract shall not be disclosed by any means without prior approval of the contracting officer. Prohibited dissemination or disclosure includes but is not limited to permitting access to such information by foreign nationals or by immigrant aliens who may be employed by the Contractor, publication of technical or scientific papers, advertising, disclosure to Contractor staff not investigated and deemed acceptable at the appropriate information sensitivity level, and any other public release. The Contractor shall maintain, and furnish upon request of the contracting officer, records of the names of individuals who have access to sensitive material in its

custody and the sensitive material to which the individuals had access. All questions regarding information security, access, and control shall be referred to the COR.

(ii) The Contractor shall not release to anyone outside the Contractor's organization any sensitive, or otherwise protected information, regardless of medium in which it is contained (for example, film, tape, document, electronic), pertaining to any part of this contract or any Reclamation program or activity, unless the contracting officer has given prior written approval. This includes, but is not limited to, news releases, marketing promotions, articles, interviews, reports, social media posts, and any other media releases. Requests for approval shall identify the specific information to be released, the medium to be used, the purpose for the release, and a description of the need-to-know. The Contractor shall submit its request to the contracting officer ten business days before the proposed date for release. Subcontractors shall submit requests for authorization to release through the prime Contractor to the contracting officer.

(iii) The Contractor shall notify the COR immediately when known or suspected loss/compromise of sensitive information or other documents, notes, drawings, sketches, reports, photographs, exposed film or similar information which may affect the security interests of Government has occurred. This requirement extends to employees and other personnel working on behalf of the Contractor, and expands responsibility to include prompt reporting of security issues, including observed or subsequently discovered efforts by unauthorized persons to gain unauthorized access to sensitive information.

(2) Classified Information.

(i) The disclosure of U.S. Government documents by third parties can result in damage to our national security. While this contract may not deal directly with classified information, each contractor is obligated to protect classified information pursuant to all applicable laws and to use Government information technology systems in accordance with agency procedures so that the integrity of such systems is not compromised.

(ii) Unauthorized disclosures of classified documents (whether in print, on a blog, or on websites, or other electronic or non-electronic media) do not alter the documents' classified status or automatically result in declassification of the documents. To the contrary, classified information, whether or not already posted on public websites or disclosed to the media, remains classified, and must be treated as such by Federal employees and contractors, until it is declassified by an appropriate U.S. Government authority. Executive Order 13526, Classified National Security Information (December 29, 2009), Section 1.1.(c) states, "Classified Information shall not be declassified automatically as a result of any unauthorized disclosure of identical or similar information." Although the Department has taken steps to prevent access to publicly disclosed classified materials from Departmental computers, it is important to understand our continuing duties and responsibilities in this regard.

(iii) Contractors (which include all employees of the contractor, as well as subcontractors and its employees performing work for the contractor) are reminded of the following obligations with respect to the treatment of classified information and the use of unclassified government information technology systems:

(iv) The contractor shall not, while using unclassified Government computers or other devices (such as phones or tablets) access documents that are marked classified (including classified documents made publicly available by a third party), as doing so risks that material still classified will be placed onto unclassified systems. This requirement does not restrict contractor access to unclassified, publicly available news reports (and other unclassified material) that may in turn discuss classified material, as distinguished from access to underlying documents that themselves are marked classified (including if the underlying classified documents are available on public web sites or otherwise in the public domain).

(v) For contracts that require access to classified information, the contractor is responsible for obtaining the required national security clearance through the Department of the Defense National Industrial Security Program Operating Manual (NISPOM). Any classified contracts will be coordinated through the Reclamation Chief Security Officer, or for IT requirements, the Bureau Chief Information Security Officer. No contractor shall access classified information unless proper clearances have been obtained and transmitted to Reclamation. For further information, refer to 443 DM 1 or DOD NISPOM 5220.22-M dated February 28, 2006 (incorporating change 2 dated May 18, 2016).

(vi) Classified information shall not be removed from official premises.

(vii) Classified information shall not be disclosed without proper authorization.

(c) Reserved
(d) Reserved

(e) Site Security Requirements

(1) General Description. This section provides provisions to ensure the full security integrity of the facility and personnel working at the facility. The work of this section may involve interfaces with a number of Government security personnel, normally coordinated through the designated COR. The Contractor is responsible for ensuring that activities are accomplished in a manner that complies fully with applicable security statutes, regulations, policies, directives, and standards.

(2) Government Security Personnel. When and where applicable, personnel may be assigned to control access, secure materials or activities at the work site, or escort

Contractor personnel in sensitive areas. Personnel may include security managers, security guards, security contractors acting as agents of the Government, law enforcement personnel, or other contractors or employees. These individuals may be used to ensure the overall security and integrity of the site or building and provide controlled access. These individuals may conduct inspections of all workers, vehicles, equipment, or materials entering, or re-entering the work site. The inspection may be done visually, with walk-through and/or hand-held metal detectors, or by other means as may be deemed necessary by Reclamation.

(3) Contractor Guard Force. At the Contractor's sole discretion, and at the Contractor's own expense, with prior written Government approval, a Contractor may be authorized to hire its own guards to secure Contractor-owned equipment and/or to protect Contractor employees or subcontractors. If such a relationship is permitted, the Contractor shall be exclusively liable for all guard activities to include action or inaction of Contractor's guard personnel. The Government will not offer nor provide any indemnification. Contractor shall be solely responsible for guards at all times to include any supervision, oversight, and for the development of local guard orders and/or procedures. The Contractor shall be responsible for coordinating all guard activities with the COR and shall develop and submit to the COR, for advance approval, any guard orders and/or guard procedures.

(4) Additional Security-Related Submittals

(i) Visitor List. The Contractor shall furnish to the COR, in advance, notification of visit of any Contractor-sponsored visitor to a Government-controlled facility. This notification should be in writing and must include the purpose or nature of the visit, the full name of the visitor, and the full name and phone number of the designated sponsor who will be physically responsible for escorting the visitor for the duration of the scheduled visit.

(ii) Delivery Schedule. The Contractor shall furnish to the COR, in advance, a schedule for all deliveries. This list shall include estimated delivery date, time, nature of the materials being delivered, and – where available – the name of delivery company and type of vehicle.

(iii) Explosives Security Plan. The Contractor shall furnish to the COR for approval, in advance, an explosives security plan at any work site where explosives will be stored or used.

(5) General Provisions.
(i) General. The Contractor shall comply with the Government's site security procedures as specified, and as requested subsequent to award of Contract. Failure of the Contractor to comply with required access controls, information handling procedures, or any other security controls or procedures, may result in revocation of Contractor personnel access to the work site. The Government reserves the right to modify or

clarify security provisions of this contract based on changing political and civil circumstances, and perceived threats to personnel or the facility.

(ii) Security Facilities and Equipment. The Contractor shall use security facilities and equipment only for the purposes intended and as directed by the contracting officer. The Contractor shall comply with the Government's instructions for use of secure storage areas, site enclosure and gates, temporary security lighting, building space enclosure, and lockup devices and systems established for detection, monitoring, signaling, and alarming field office facilities. Measures necessary to secure the integrity of materials, equipment, and tools installed or used in furtherance of this contract shall be at no cost to the Government.

(iii) Security Personnel Availability/Work Schedules. The Contractor shall notify the COR at least 48 hours in advance of any projected work which might impact on security or require the scheduling of extended security personnel support. The Contractor shall provide a weekly work schedule, such as anticipated delivery of materials, use of explosives or heavy machinery, and extra time needed for continuous or inherently lengthy construction or project specific operations (such as concrete placement).

(iv) Deliveries. The Contractor shall provide at least one day's advance notice of major deliveries, including time of arrival and trucks/carriers/documentation to be expected for arrival at work site. The Contractor shall provide reasonable advanced notice of deliveries which must be accommodated/accepted at times other than the Government's established working hours. Failure to provide adequate advanced notice may result in delivery delays at the Contractor's expense.

(v) Site Access. All Contractor personnel will be issued appropriate identification and must comply with all local access control procedures. The Government reserves the exclusive right to refuse or disallow any vehicular or pedestrian access to any Government-controlled facility, lands, or for any deliveries to the work site, regardless if access was scheduled or unscheduled.

(vi) Inspections and Searches. The Government reserves unqualified and unlimited rights at any time to conduct security-related inspections or searches of work, material, equipment, personnel, and temporary facilities at the work site. The Contractor shall afford unrestricted access to work and allow surveillance and inspection by any Government personnel as authorized by the COR. The Government reserves the right to conduct searches of articles and personal effects of all Contractor personnel, both at point of entry and exit from the work site or Government facility. All Contractor personnel entering and leaving the work site may be required to pass through a Walk-Through-Metal-Detector device and/or other detection devices.

(vii) After Duty Hours. No Contractor personnel shall be permitted access to the work site after the Government's established working hours without prior authorization from the Government. All personnel seeking access to the site after the Government's

established working hours may be required to sign in and out in a visitor's log that may be maintained by the on-duty security personnel (if any).

(viii) Access Procedures at Sensitive Areas. In some instances, the Contractor may be required to erect temporary security barriers and doors to isolate a sensitive area as instructed by the Government. The Contractor may be required to install locks and thereafter control access. The Contractor shall comply with the Government's requirement for limited and escorted access to the sensitive area. The Contractor shall notify the COR at least one day prior to each requested access to the sensitive area that is outside of the Government's established working hours.

(ix) Reported Violations. Where an indication, report, or observation of unauthorized access or performance of unauthorized work has occurred, the Government reserves the right to stop work and deny access until the circumstance and work can be investigated, inspected, tested, and resolved. The entire cost of such stoppages and resolutions shall be borne by Contractor, except when alleged violations of established security requirements, after investigation, are found not to be the fault of the Contractor.

(x) Briefings. Contractor personnel who will be assigned to this project, and who will have access to the work site, may be required to attend Government-conducted security briefings. The Government reserves the right to conduct security briefings for Contractor personnel and visitors at all levels of involvement in performance of work and maintenance of security. Required briefings may include, but are not limited to, the following: Information Security, Site Security Requirements and Procedures, Security Awareness, Delivery Methods and Inspections, Storage Requirements, Reporting Requirements, Supervisory Procedures, Contractor Employee Conduct, Visitor Control, and Threats.

(xi) Key Control. Control of keys/access codes and lock combinations is essential for the Government's project security. The Contractor shall not allow keys or access codes to be duplicated or removed from the work site, nor allow lock combinations to be divulged without specific written advanced authorization from the COR. Such loss of control, observed or suspected, may result in a requirement to change locks involved at the Contractor's expense. At the direction of the COR, the Contractor shall provide duplicate keys and lock combinations to Government security personnel when requested for the purpose of security inspections and emergency actions, including keys, combinations, and access codes needed for unrestricted access to every area and element of the project. The Contractor may be required to establish a key control program that is acceptable to the Government for Government-issued keys and for heavy machinery parked at the construction site (if this is a construction contract).

(xii) Vehicle Control. In general, parking of vehicles on the work site shall not be permitted, except for tractors, cranes, and similar equipment used directly in performance of work, for delivery of materials/supplies, and for removal of waste and surplus material. The Government may designate an approved contractor employee

parking area. Upon entering the work site, vehicles and drivers may be subject to search and inspection. The Contractor shall obtain authorization from the COR to park the Contractor's official vehicles and motorized vehicular construction equipment that are required/desired to be parked on the work site. Vehicles in violation may be towed off the work site at the Contractor's expense. Where Government-designated employee parking is not available, parking of construction employees' automobiles and similar transportation vehicles may be excluded from the work site. It is the Contractor's responsibility to arrange for suitable accommodation for these vehicles.

(xiii) Prohibited/Restricted Items. Prohibited/restricted items and activities on the work site include but are not limited to the following: firearms and other weapons, except as specifically authorized by the COR in compliance with state and Federal laws and regulations; drugs, including narcotics, barbiturates, marijuana, alcoholic beverages, and similar substances, except for use with valid medical prescription; and explosives.

(xiv) Exceptions for Explosives. When needed for use in specifically limited amounts and controlled circumstances for construction work, explosives may be brought onsite with written prior authorization from the COR. As a hazardous material, the Contractor shall treat the use of explosives in accordance with regulations and guidance provided by Federal, State, and local authorities. The storage of explosives shall be in accordance with requirements of the Bureau of Alcohol, Tobacco, and Firearms or the State in which they are stored. If onsite storage of explosives is necessary, explosives shall be stored at a pre-designated, secure site approved by the COR. Prior to Government approval of storage, the Contractor shall develop and submit to the COR a complete storage/security/retrieval plan for approval. The storage/security plan can be included in a "Blasting Safety Plan." The plan shall make accommodations for surveillance, detection, and response. Explosives firing systems shall be stored off-site and under no circumstances shall be stored together with explosives.

(xv) Photography. The use of photographic equipment and taking of photographs shall only be allowed as authorized by the COR.

(f) Reserved

DOI-AAAP-0028 Electronic Invoicing and Payment Requirements – Invoice Processing Platform (IPP) (APR 2013)

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.

It is highly recommended that the Contractor also submit an electronic copy of the IPP invoice to melissa_parkison@ios.doi.gov prior to the invoice being submitted to IPP. Failure to email the invoice may cause significant delay or possible rejection of your payment request.

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.

PROVISIONS

52.252-1 Solicitation Provisions Incorporated by Reference (FEB 1998)

This solicitation incorporates one or more solicitation provisions by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. The offeror is cautioned that the listed provisions may include blocks that must be completed by the offeror and submitted with its quotation or offer. In lieu of submitting the full text of those provisions, the offeror may identify the provision by paragraph identifier and provide the appropriate information with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically at this/these address(es):
Federal Acquisition Regulation: https://www.acquisition.gov/far
Department of the Interior Acquisition Regulation: https://www.acquisition.gov/diar

Provision Number	Provision Title	Provision Date
52.204-7	**System for Award Management**	**(Deviation Mar 2026)**
52.209-2	**Prohibition on Contracting with Inverted Domestic Corporations – Representation**	**(Nov 2015)**
52.212-1	**Instruction to Offerors – Commercial Products and Commercial Services**	**(Sep 2023)**

52.209-11 Representation by Corporations Regarding Delinquent Tax Liability or a Felony Conviction under any Federal Law (Feb 2016)

(a) The Government will not enter into a contract with any corporation that–

(1)Has any unpaid Federal tax liability that has been assessed, for which all judicial and administrative remedies have been exhausted or have lapsed, and that is not being paid in a timely manner pursuant to an agreement with the authority responsible for collecting the tax liability, where the awarding agency is aware of the unpaid tax liability, unless an agency has considered suspension or debarment of the corporation and made a determination that suspension or debarment is not necessary to protect the interests of the Government; or

(2) Was convicted of a felony criminal violation under any Federal law within the preceding 24 months, where the awarding agency is aware of the conviction, unless an agency has considered suspension or debarment of the corporation and made a determination that this action is not necessary to protect the interests of the Government.

(3) The Offeror represents that–

a. It is □ is not □ a corporation that has any unpaid Federal tax liability that has been assessed, for which all judicial and administrative remedies have been exhausted or have lapsed, and that is not being paid in a timely manner pursuant to an agreement with the authority responsible for collecting the tax liability; and

b. It is ☐ is not ☐ a corporation that was convicted of a felony criminal violation under a Federal law within the preceding 24 months.

52.212-2 Evaluation—Commercial Products and Commercial Services (Deviation Mar 2026)

i. 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. The following factors shall be used to evaluate offers:

To be considered for award, pricing of ALL line items in the price schedule shall be quoted and technical specification sheets shall be provided.

Factor 1: Technical
Factor 2: Past Performance
Factor 3: Price

Technical and past performance, when combined, are of equal importance, but less important than price.

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.

"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.

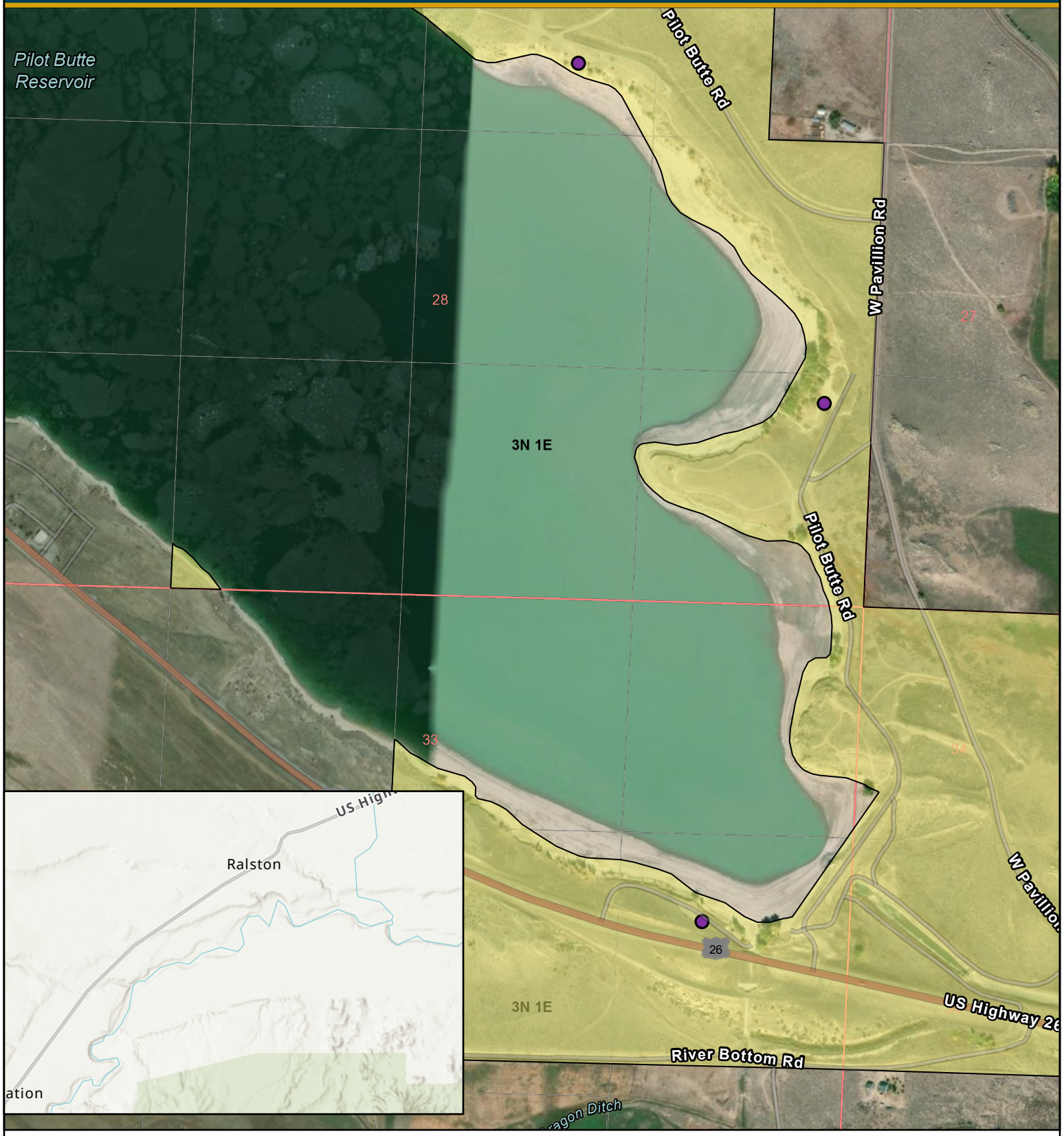
The Government reserves the right to not make award. The Government intends to only make one award.

ii. 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).

iii. 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.

PILOT BUTTE RESERVOIR VAULT RESTROOM

Fremont County, Wyoming



Data Attribution: USBR and Esri Basemaps

Legend

- Pilot Butte Reservoir Vault Restrooms
- Reclamation Land

DISCLAIMER: This map and data are provided as-is and are intended for general reference only. None of the parties involved in preparing this map or data contained herein warrant or represent information to be complete and accurate.

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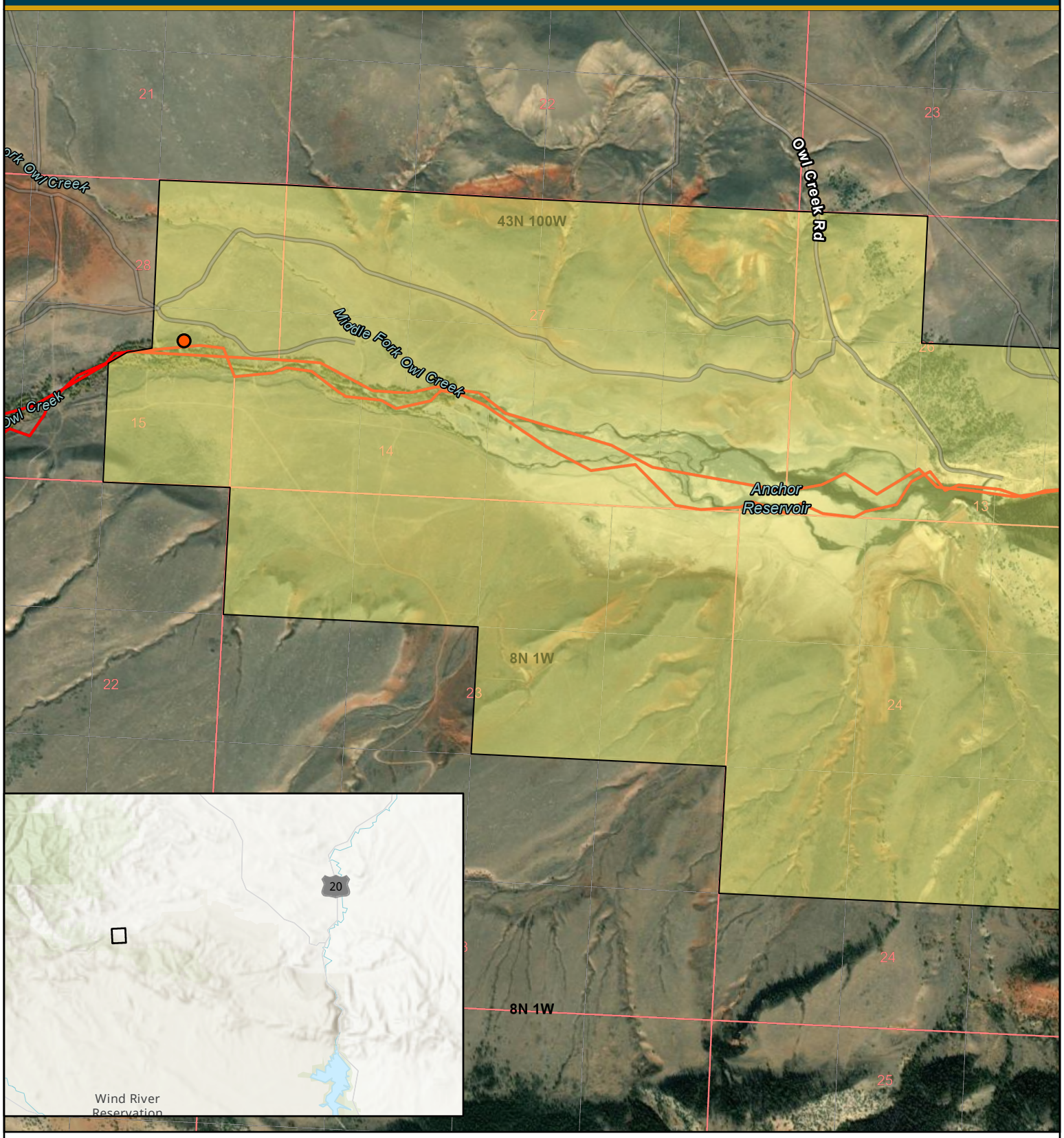
BUREAU OF RECLAMATION

ANCHOR VAULT RESTROOM

Fremont County, Wyoming



Data Attribution: USBR and Esri Basemaps

Legend

- Anchor Reservoir Vault Restroom
- Reclamation Land

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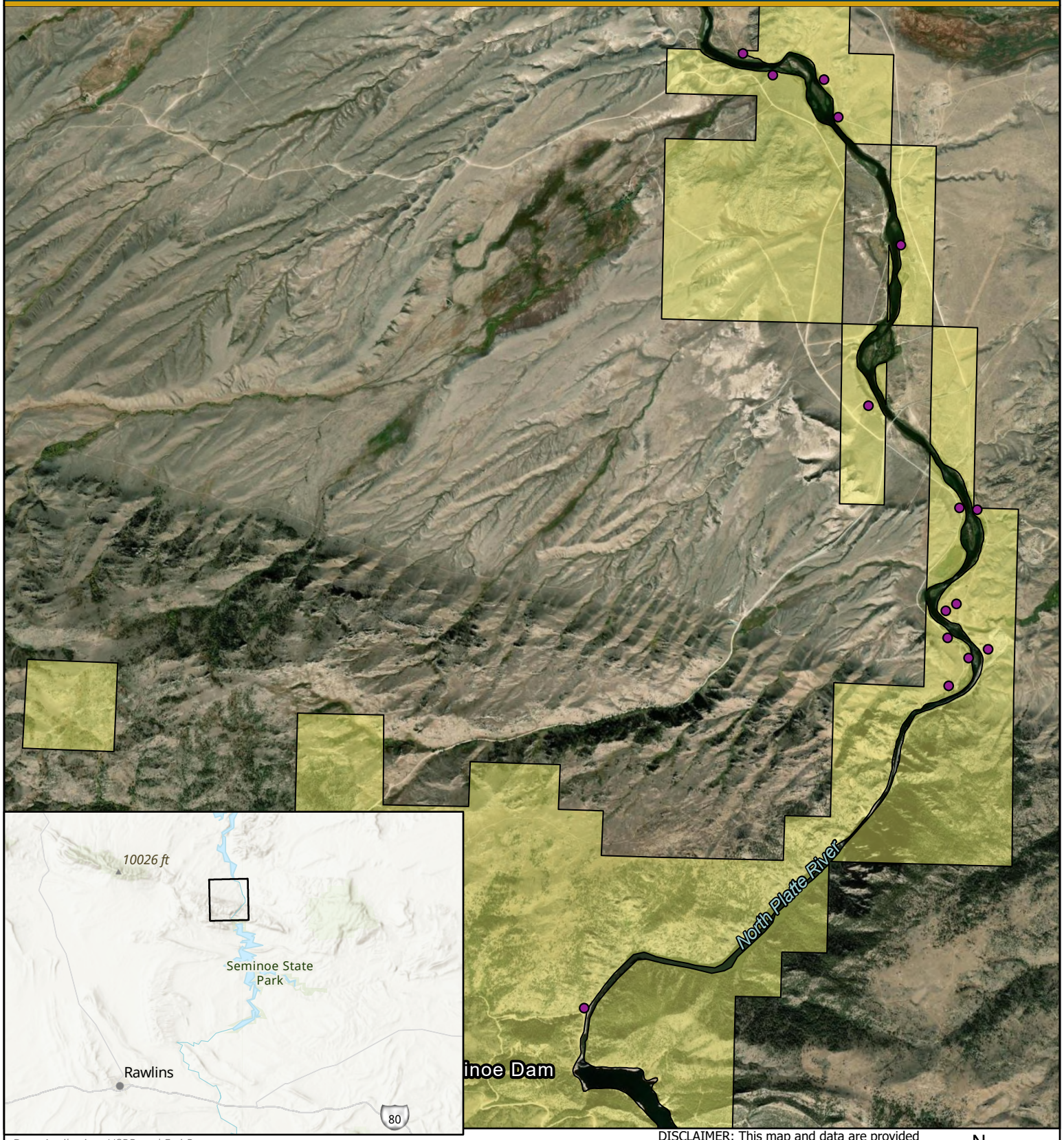
MIRACLE MILE VAULT RESTROOMS

Carbon County, Wyoming



Data Attribution: USBR and Esri Basemaps

Legend

- Miracle Mile Vault Restrooms
- Reclamation Land

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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.: 2015-5413
Revision No.: 28
Date Of Last Revision: 5/13/2026

State: Wyoming

Area: Wyoming Counties of Albany, Carbon, Converse, Goshen, Niobrara and Platte

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.30
01012 - Accounting Clerk II		19.43
01013 - Accounting Clerk III		21.73
01020 - Administrative Assistant		24.62
01035 - Court Reporter		20.99
01041 - Customer Service Representative I		15.18
01042 - Customer Service Representative II		16.57
01043 - Customer Service Representative III		18.60
01051 - Data Entry Operator I		15.95
01052 - Data Entry Operator II		17.40
01060 - Dispatcher, Motor Vehicle		22.42
01070 - Document Preparation Clerk		16.72
01090 - Duplicating Machine Operator		16.72
01111 - General Clerk I		16.98
01112 - General Clerk II		18.53
01113 - General Clerk III		20.80
01120 - Housing Referral Assistant		23.39
01141 - Messenger Courier		13.62
01191 - Order Clerk I		15.32
01192 - Order Clerk II		16.72
01261 - Personnel Assistant (Employment) I		18.77
01262 - Personnel Assistant (Employment) II		20.99
01263 - Personnel Assistant (Employment) III		23.39
01270 - Production Control Clerk		30.54
01290 - Rental Clerk		19.15
01300 - Scheduler, Maintenance		18.77
01311 - Secretary I		18.77
01312 - Secretary II		20.99
01313 - Secretary III		23.39
01320 - Service Order Dispatcher		21.70
01410 - Supply Technician		24.62
01420 - Survey Worker		18.87
01460 - Switchboard Operator/Receptionist		17.34
01531 - Travel Clerk I		15.85
01532 - Travel Clerk II		16.50
01533 - Travel Clerk III		19.25
01611 - Word Processor I		16.72
01612 - Word Processor II		18.77
01613 - Word Processor III		20.99
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.13
05010 - Automotive Electrician		24.72
05040 - Automotive Glass Installer		23.12
05070 - Automotive Worker		23.12
05110 - Mobile Equipment Servicer		19.97
05130 - Motor Equipment Metal Mechanic		26.27
05160 - Motor Equipment Metal Worker		23.12
05190 - Motor Vehicle Mechanic		26.27
05220 - Motor Vehicle Mechanic Helper		18.36
05250 - Motor Vehicle Upholstery Worker		21.54
05280 - Motor Vehicle Wrecker		23.12
05310 - Painter, Automotive		24.72
05340 - Radiator Repair Specialist		23.12
05370 - Tire Repairer		20.09
05400 - Transmission Repair Specialist		26.27
07000 - Food Preparation And Service Occupations		
07010 - Baker		15.35

07041 - Cook I		17.01
07042 - Cook II		19.70
07070 - Dishwasher		14.13
07130 - Food Service Worker		15.58
07210 - Meat Cutter		18.61
07260 - Waiter/Waitress		11.31
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		27.04
09040 - Furniture Handler		16.89
09080 - Furniture Refinisher		27.04
09090 - Furniture Refinisher Helper		20.45
09110 - Furniture Repairer, Minor		24.00
09130 - Upholsterer		27.04
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		15.74
11060 - Elevator Operator		16.78
11090 - Gardener		23.40
11122 - Housekeeping Aide		16.78
11150 - Janitor		16.78
11210 - Laborer, Grounds Maintenance		17.76
11240 - Maid or Houseman		14.29
11260 - Pruner		15.91
11270 - Tractor Operator		21.51
11330 - Trail Maintenance Worker		17.76
11360 - Window Cleaner		18.73
12000 - Health Occupations		
12010 - Ambulance Driver		19.78
12011 - Breath Alcohol Technician		27.39
12012 - Certified Occupational Therapist Assistant		37.53
12015 - Certified Physical Therapist Assistant		29.72
12020 - Dental Assistant		20.66
12025 - Dental Hygienist		38.55
12030 - EKG Technician		41.48
12035 - Electroneurodiagnostic Technologist		41.48
12040 - Emergency Medical Technician		19.78
12071 - Licensed Practical Nurse I		24.48
12072 - Licensed Practical Nurse II		27.39
12073 - Licensed Practical Nurse III		30.52
12100 - Medical Assistant		19.14
12130 - Medical Laboratory Technician		31.30
12160 - Medical Record Clerk		25.92
12190 - Medical Record Technician		28.99
12195 - Medical Transcriptionist		24.48
12210 - Nuclear Medicine Technologist		60.18
12221 - Nursing Assistant I		13.33
12222 - Nursing Assistant II		15.00
12223 - Nursing Assistant III		16.37
12224 - Nursing Assistant IV		18.37
12235 - Optical Dispenser		18.58
12236 - Optical Technician		24.48
12250 - Pharmacy Technician		22.23
12280 - Phlebotomist		18.42
12305 - Radiologic Technologist		36.66
12311 - Registered Nurse I		27.44
12312 - Registered Nurse II		33.56
12313 - Registered Nurse II, Specialist		33.56
12314 - Registered Nurse III		40.61
12315 - Registered Nurse III, Anesthetist		40.61
12316 - Registered Nurse IV		48.69
12317 - Scheduler (Drug and Alcohol Testing)		33.92
12320 - Substance Abuse Treatment Counselor		29.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.82
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		31.54
13041 - Illustrator I		20.82
13042 - Illustrator II		25.78
13043 - Illustrator III		31.54
13047 - Librarian		28.56
13050 - Library Aide/Clerk		15.00
13054 - Library Information Technology Systems Administrator		25.78
13058 - Library Technician		16.74
13061 - Media Specialist I		18.60
13062 - Media Specialist II		20.82
13063 - Media Specialist III		23.20
13071 - Photographer I		18.60
13072 - Photographer II		20.82
13073 - Photographer III		25.78
13074 - Photographer IV		31.54
13075 - Photographer V		38.16
13090 - Technical Order Library Clerk		18.83
13110 - Video Teleconference Technician		21.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.46
14042 - Computer Operator II		20.65
14043 - Computer Operator III		23.01
14044 - Computer Operator IV		25.58
14045 - Computer Operator V		28.33
14071 - Computer Programmer I	(see 1)	20.17
14072 - Computer Programmer II	(see 1)	25.00
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		18.46
14160 - Personal Computer Support Technician		25.58
14170 - System Support Specialist		31.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.67
15020 - Aircrew Training Devices Instructor (Rated)		41.94
15030 - Air Crew Training Devices Instructor (Pilot)		50.26
15050 - Computer Based Training Specialist / Instructor		34.67
15060 - Educational Technologist		34.56
15070 - Flight Instructor (Pilot)		50.26
15080 - Graphic Artist		20.68
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.26
15086 - Maintenance Test Pilot, Rotary Wing		50.26
15088 - Non-Maintenance Test/Co-Pilot		50.26
15090 - Technical Instructor		33.86
15095 - Technical Instructor/Course Developer		41.40
15110 - Test Proctor		27.32
15120 - Tutor		27.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.02
16030 - Counter Attendant		13.02
16040 - Dry Cleaner		14.87
16070 - Finisher, Flatwork, Machine		13.02
16090 - Presser, Hand		13.02
16110 - Presser, Machine, Drycleaning		13.02
16130 - Presser, Machine, Shirts		13.02
16160 - Presser, Machine, Wearing Apparel, Laundry		13.02
16190 - Sewing Machine Operator		15.49
16220 - Tailor		16.10
16250 - Washer, Machine		13.64
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		33.83
19040 - Tool And Die Maker		42.50
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		25.99
21030 - Material Coordinator		31.10
21040 - Material Expediter		31.10
21050 - Material Handling Laborer		18.23
21071 - Order Filler		18.52
21080 - Production Line Worker (Food Processing)		25.99
21110 - Shipping Packer		19.00
21130 - Shipping/Receiving Clerk		19.00
21140 - Store Worker I		14.06
21150 - Stock Clerk		19.36
21210 - Tools And Parts Attendant		25.99
21410 - Warehouse Specialist		25.99
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		43.34
23019 - Aircraft Logs and Records Technician		33.46
23021 - Aircraft Mechanic I		40.80
23022 - Aircraft Mechanic II		43.34
23023 - Aircraft Mechanic III		45.87
23040 - Aircraft Mechanic Helper		28.52
23050 - Aircraft, Painter		38.38
23060 - Aircraft Servicer		33.46
23070 - Aircraft Survival Flight Equipment Technician		38.38
23080 - Aircraft Worker		35.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		35.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		40.80
23110 - Appliance Mechanic		33.83
23120 - Bicycle Repairer		27.33
23125 - Cable Splicer		45.34
23130 - Carpenter, Maintenance		26.07
23140 - Carpet Layer		31.64
23160 - Electrician, Maintenance		36.63
23181 - Electronics Technician Maintenance I		31.71
23182 - Electronics Technician Maintenance II		33.88
23183 - Electronics Technician Maintenance III		36.02
23260 - Fabric Worker		29.48
23290 - Fire Alarm System Mechanic		35.96
23310 - Fire Extinguisher Repairer		27.33
23311 - Fuel Distribution System Mechanic		49.78
23312 - Fuel Distribution System Operator		37.85
23370 - General Maintenance Worker		20.92
23380 - Ground Support Equipment Mechanic		40.80
23381 - Ground Support Equipment Servicer		33.46
23382 - Ground Support Equipment Worker		35.92
23391 - Gunsmith I		27.33
23392 - Gunsmith II		31.64
23393 - Gunsmith III		35.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic		28.59
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.37

23430 - Heavy Equipment Mechanic		37.52
23440 - Heavy Equipment Operator		37.04
23460 - Instrument Mechanic		35.96
23465 - Laboratory/Shelter Mechanic		33.83
23470 - Laborer		18.23
23510 - Locksmith		33.83
23530 - Machinery Maintenance Mechanic		38.94
23550 - Machinist, Maintenance		35.32
23580 - Maintenance Trades Helper		19.66
23591 - Metrology Technician I		35.96
23592 - Metrology Technician II		38.19
23593 - Metrology Technician III		40.41
23640 - Millwright		35.61
23710 - Office Appliance Repairer		33.52
23760 - Painter, Maintenance		24.07
23790 - Pipefitter, Maintenance		31.59
23810 - Plumber, Maintenance		29.72
23820 - Pneudraulic Systems Mechanic		35.96
23850 - Rigger		35.96
23870 - Scale Mechanic		31.64
23890 - Sheet-Metal Worker, Maintenance		27.25
23910 - Small Engine Mechanic		31.36
23931 - Telecommunications Mechanic I		34.65
23932 - Telecommunications Mechanic II		36.80
23950 - Telephone Lineman		30.66
23960 - Welder, Combination, Maintenance		36.01
23965 - Well Driller		35.96
23970 - Woodcraft Worker		35.96
23980 - Woodworker		27.33
24000 - Personal Needs Occupations		
24550 - Case Manager		18.31
24570 - Child Care Attendant		13.25
24580 - Child Care Center Clerk		16.52
24610 - Chore Aide		15.75
24620 - Family Readiness And Support Services Coordinator		18.31
24630 - Homemaker		18.31
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		42.21
25040 - Sewage Plant Operator		26.47
25070 - Stationary Engineer		42.21
25190 - Ventilation Equipment Tender		29.51
25210 - Water Treatment Plant Operator		26.47
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.63
27007 - Baggage Inspector		17.19
27008 - Corrections Officer		23.65
27010 - Court Security Officer		24.54
27030 - Detection Dog Handler		19.23
27040 - Detention Officer		23.65
27070 - Firefighter		25.42
27101 - Guard I		17.19
27102 - Guard II		19.23
27131 - Police Officer I		27.38
27132 - Police Officer II		30.43
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.47
28042 - Carnival Equipment Repairer		17.91
28043 - Carnival Worker		12.18
28210 - Gate Attendant/Gate Tender		18.37
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		20.55
28510 - Recreation Aide/Health Facility Attendant		15.00
28515 - Recreation Specialist		25.46
28630 - Sports Official		16.37
28690 - Swimming Pool Operator		20.74
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.36
29020 - Hatch Tender		31.36
29030 - Line Handler		31.36
29041 - Stevedore I		29.22
29042 - Stevedore II		33.52
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		19.76
30022 - Archeological Technician II		22.11
30023 - Archeological Technician III		27.38
30030 - Cartographic Technician		27.38
30040 - Civil Engineering Technician		27.98
30051 - Cryogenic Technician I		30.33
30052 - Cryogenic Technician II		33.49
30061 - Drafter/CAD Operator I		19.76
30062 - Drafter/CAD Operator II		22.11
30063 - Drafter/CAD Operator III		24.64
30064 - Drafter/CAD Operator IV		30.33
30081 - Engineering Technician I		17.61
30082 - Engineering Technician II		19.76

30083 - Engineering Technician III		22.11
30084 - Engineering Technician IV		27.38
30085 - Engineering Technician V		33.49
30086 - Engineering Technician VI		40.52
30090 - Environmental Technician		23.15
30095 - Evidence Control Specialist		27.38
30210 - Laboratory Technician		24.05
30221 - Latent Fingerprint Technician I		30.33
30222 - Latent Fingerprint Technician II		33.49
30240 - Mathematical Technician		27.38
30361 - Paralegal/Legal Assistant I		23.63
30362 - Paralegal/Legal Assistant II		29.27
30363 - Paralegal/Legal Assistant III		35.80
30364 - Paralegal/Legal Assistant IV		43.31
30375 - Petroleum Supply Specialist		33.49
30390 - Photo-Optics Technician		27.38
30395 - Radiation Control Technician		33.49
30461 - Technical Writer I		27.38
30462 - Technical Writer II		33.49
30463 - Technical Writer III		40.52
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		30.33
30502 - Weather Forecaster II		36.89
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.64
30621 - Weather Observer, Senior	(see 2)	27.38
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		14.82
31030 - Bus Driver		21.06
31043 - Driver Courier		17.95
31260 - Parking and Lot Attendant		14.17
31290 - Shuttle Bus Driver		17.62
31310 - Taxi Driver		17.55
31361 - Truckdriver, Light		19.52
31362 - Truckdriver, Medium		21.06
31363 - Truckdriver, Heavy		29.76
31364 - Truckdriver, Tractor-Trailer		29.76
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.69
99050 - Desk Clerk		14.01
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.23
99252 - Laboratory Animal Caretaker II		18.74
99260 - Marketing Analyst		27.21
99310 - Mortician		29.28
99410 - Pest Controller		24.94
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		24.65
99711 - Recycling Specialist		29.85
99730 - Refuse Collector		22.08
99810 - Sales Clerk		14.68
99820 - School Crossing Guard		15.72
99830 - Survey Party Chief		33.43
99831 - Surveying Aide		24.44
99832 - Surveying Technician		30.34
99840 - Vending Machine Attendant		21.54
99841 - Vending Machine Repairer		27.13
99842 - Vending Machine Repairer Helper		21.54

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 8 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. (See 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))""
"

"

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.: 2015-5407
Revision No.: 28
Date Of Last Revision: 5/13/2026

State: Wyoming

Area: Wyoming Counties of Big Horn, Fremont, Hot Springs, Park and Washakie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.44
01012 - Accounting Clerk II		19.57
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		24.51
01035 - Court Reporter		21.44
01041 - Customer Service Representative I		15.87
01042 - Customer Service Representative II		17.32
01043 - Customer Service Representative III		19.44
01051 - Data Entry Operator I		17.19
01052 - Data Entry Operator II		18.76
01060 - Dispatcher, Motor Vehicle		22.84
01070 - Document Preparation Clerk		17.52
01090 - Duplicating Machine Operator		17.52
01111 - General Clerk I		15.83
01112 - General Clerk II		17.27
01113 - General Clerk III		19.40
01120 - Housing Referral Assistant		23.89
01141 - Messenger Courier		14.47
01191 - Order Clerk I		15.65
01192 - Order Clerk II		17.08
01261 - Personnel Assistant (Employment) I		19.17
01262 - Personnel Assistant (Employment) II		21.44
01263 - Personnel Assistant (Employment) III		23.89
01270 - Production Control Clerk		32.68
01290 - Rental Clerk		19.65
01300 - Scheduler, Maintenance		19.17
01311 - Secretary I		19.17
01312 - Secretary II		21.44
01313 - Secretary III		23.89
01320 - Service Order Dispatcher		20.42
01410 - Supply Technician		24.51
01420 - Survey Worker		18.12
01460 - Switchboard Operator/Receptionist		17.35
01531 - Travel Clerk I		17.56
01532 - Travel Clerk II		19.17
01533 - Travel Clerk III		21.44
01611 - Word Processor I		17.08
01612 - Word Processor II		19.17
01613 - Word Processor III		21.44
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.85
05010 - Automotive Electrician		21.78
05040 - Automotive Glass Installer		20.33
05070 - Automotive Worker		20.33
05110 - Mobile Equipment Servicer		17.58
05130 - Motor Equipment Metal Mechanic		23.21
05160 - Motor Equipment Metal Worker		20.33
05190 - Motor Vehicle Mechanic		23.21
05220 - Motor Vehicle Mechanic Helper		16.17
05250 - Motor Vehicle Upholstery Worker		18.96
05280 - Motor Vehicle Wrecker		20.33
05310 - Painter, Automotive		21.78
05340 - Radiator Repair Specialist		20.33
05370 - Tire Repairer		18.73
05400 - Transmission Repair Specialist		23.21
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.04

07041 - Cook I		17.65
07042 - Cook II		20.42
07070 - Dishwasher		14.06
07130 - Food Service Worker		16.50
07210 - Meat Cutter		21.49
07260 - Waiter/Waitress		11.21
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		25.61
09040 - Furniture Handler		15.70
09080 - Furniture Refinisher		25.61
09090 - Furniture Refinisher Helper		19.01
09110 - Furniture Repairer, Minor		22.29
09130 - Upholsterer		25.61
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		14.28
11060 - Elevator Operator		17.90
11090 - Gardener		23.88
11122 - Housekeeping Aide		17.90
11150 - Janitor		17.90
11210 - Laborer, Grounds Maintenance		18.13
11240 - Maid or Houseman		16.21
11260 - Pruner		16.13
11270 - Tractor Operator		21.96
11330 - Trail Maintenance Worker		18.13
11360 - Window Cleaner		20.13
12000 - Health Occupations		
12010 - Ambulance Driver		18.98
12011 - Breath Alcohol Technician		26.98
12012 - Certified Occupational Therapist Assistant		37.03
12015 - Certified Physical Therapist Assistant		28.99
12020 - Dental Assistant		21.20
12025 - Dental Hygienist		41.01
12030 - EKG Technician		40.91
12035 - Electroneurodiagnostic Technologist		40.91
12040 - Emergency Medical Technician		18.98
12071 - Licensed Practical Nurse I		24.12
12072 - Licensed Practical Nurse II		26.98
12073 - Licensed Practical Nurse III		30.10
12100 - Medical Assistant		18.29
12130 - Medical Laboratory Technician		32.96
12160 - Medical Record Clerk		21.93
12190 - Medical Record Technician		24.53
12195 - Medical Transcriptionist		24.12
12210 - Nuclear Medicine Technologist		59.31
12221 - Nursing Assistant I		14.06
12222 - Nursing Assistant II		15.82
12223 - Nursing Assistant III		17.27
12224 - Nursing Assistant IV		19.38
12235 - Optical Dispenser		18.25
12236 - Optical Technician		24.12
12250 - Pharmacy Technician		22.33
12280 - Phlebotomist		19.10
12305 - Radiologic Technologist		36.07
12311 - Registered Nurse I		26.38
12312 - Registered Nurse II		32.27
12313 - Registered Nurse II, Specialist		32.27
12314 - Registered Nurse III		39.04
12315 - Registered Nurse III, Anesthetist		39.04
12316 - Registered Nurse IV		46.81
12317 - Scheduler (Drug and Alcohol Testing)		33.44
12320 - Substance Abuse Treatment Counselor		31.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.48
13012 - Exhibits Specialist II		24.13
13013 - Exhibits Specialist III		29.52
13041 - Illustrator I		19.48
13042 - Illustrator II		24.13
13043 - Illustrator III		29.52
13047 - Librarian		26.73
13050 - Library Aide/Clerk		16.79
13054 - Library Information Technology Systems Administrator		24.13
13058 - Library Technician		15.67
13061 - Media Specialist I		17.41
13062 - Media Specialist II		19.48
13063 - Media Specialist III		21.73
13071 - Photographer I		18.41
13072 - Photographer II		20.60
13073 - Photographer III		25.53
13074 - Photographer IV		31.23
13075 - Photographer V		37.77
13090 - Technical Order Library Clerk		21.07
13110 - Video Teleconference Technician		18.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.20
14042 - Computer Operator II		21.46
14043 - Computer Operator III		23.95
14044 - Computer Operator IV		26.61
14045 - Computer Operator V		29.45
14071 - Computer Programmer I	(see 1)	24.09
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.20
14160 - Personal Computer Support Technician		26.61
14170 - System Support Specialist		30.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.94
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		38.74
15050 - Computer Based Training Specialist / Instructor		28.94
15060 - Educational Technologist		38.29
15070 - Flight Instructor (Pilot)		38.74
15080 - Graphic Artist		24.07
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		38.74
15086 - Maintenance Test Pilot, Rotary Wing		38.74
15088 - Non-Maintenance Test/Co-Pilot		38.74
15090 - Technical Instructor		30.33
15095 - Technical Instructor/Course Developer		37.09
15110 - Test Proctor		24.47
15120 - Tutor		24.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.10
16030 - Counter Attendant		11.10
16040 - Dry Cleaner		13.72
16070 - Finisher, Flatwork, Machine		11.10
16090 - Presser, Hand		11.10
16110 - Presser, Machine, Drycleaning		11.10
16130 - Presser, Machine, Shirts		11.10
16160 - Presser, Machine, Wearing Apparel, Laundry		11.10
16190 - Sewing Machine Operator		14.64
16220 - Tailor		15.44
16250 - Washer, Machine		12.06
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		30.97
19040 - Tool And Die Maker		38.64
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		26.76
21030 - Material Coordinator		32.68
21040 - Material Expediter		32.68
21050 - Material Handling Laborer		18.26
21071 - Order Filler		18.56
21080 - Production Line Worker (Food Processing)		26.76
21110 - Shipping Packer		21.24
21130 - Shipping/Receiving Clerk		21.24
21140 - Store Worker I		14.41
21150 - Stock Clerk		20.18
21210 - Tools And Parts Attendant		26.76
21410 - Warehouse Specialist		26.76
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.20
23019 - Aircraft Logs and Records Technician		25.58
23021 - Aircraft Mechanic I		31.31
23022 - Aircraft Mechanic II		33.20
23023 - Aircraft Mechanic III		35.13
23040 - Aircraft Mechanic Helper		21.81
23050 - Aircraft, Painter		29.38
23060 - Aircraft Servicer		25.58
23070 - Aircraft Survival Flight Equipment Technician		29.38
23080 - Aircraft Worker		27.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		31.31
23110 - Appliance Mechanic		27.44
23120 - Bicycle Repairer		24.99
23125 - Cable Splicer		47.56
23130 - Carpenter, Maintenance		28.32
23140 - Carpet Layer		28.90
23160 - Electrician, Maintenance		36.07
23181 - Electronics Technician Maintenance I		33.91
23182 - Electronics Technician Maintenance II		36.33
23183 - Electronics Technician Maintenance III		38.72
23260 - Fabric Worker		26.95
23290 - Fire Alarm System Mechanic		32.99
23310 - Fire Extinguisher Repairer		24.99
23311 - Fuel Distribution System Mechanic		45.65
23312 - Fuel Distribution System Operator		34.58
23370 - General Maintenance Worker		24.18
23380 - Ground Support Equipment Mechanic		31.31
23381 - Ground Support Equipment Servicer		25.58
23382 - Ground Support Equipment Worker		27.42
23391 - Gunsmith I		24.99
23392 - Gunsmith II		28.90
23393 - Gunsmith III		32.99
23410 - Heating, Ventilation And Air-Conditioning Mechanic		26.48
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		28.07

23430 - Heavy Equipment Mechanic		35.19
23440 - Heavy Equipment Operator		28.33
23460 - Instrument Mechanic		32.99
23465 - Laboratory/Shelter Mechanic		30.97
23470 - Laborer		18.26
23510 - Locksmith		30.97
23530 - Machinery Maintenance Mechanic		43.56
23550 - Machinist, Maintenance		29.51
23580 - Maintenance Trades Helper		17.73
23591 - Metrology Technician I		32.99
23592 - Metrology Technician II		34.99
23593 - Metrology Technician III		37.02
23640 - Millwright		32.99
23710 - Office Appliance Repairer		30.54
23760 - Painter, Maintenance		22.50
23790 - Pipefitter, Maintenance		31.49
23810 - Plumber, Maintenance		29.56
23820 - Pneudraulic Systems Mechanic		32.99
23850 - Rigger		32.99
23870 - Scale Mechanic		28.90
23890 - Sheet-Metal Worker, Maintenance		29.85
23910 - Small Engine Mechanic		28.90
23931 - Telecommunications Mechanic I		28.87
23932 - Telecommunications Mechanic II		30.62
23950 - Telephone Lineman		29.96
23960 - Welder, Combination, Maintenance		33.64
23965 - Well Driller		32.51
23970 - Woodcraft Worker		32.99
23980 - Woodworker		24.99
24000 - Personal Needs Occupations		
24550 - Case Manager		20.91
24570 - Child Care Attendant		14.17
24580 - Child Care Center Clerk		17.67
24610 - Chore Aide		15.71
24620 - Family Readiness And Support Services Coordinator		20.91
24630 - Homemaker		20.91
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		35.20
25040 - Sewage Plant Operator		29.06
25070 - Stationary Engineer		35.20
25190 - Ventilation Equipment Tender		24.52
25210 - Water Treatment Plant Operator		29.06
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.86
27007 - Baggage Inspector		18.37
27008 - Corrections Officer		25.16
27010 - Court Security Officer		25.05
27030 - Detection Dog Handler		20.55
27040 - Detention Officer		25.16
27070 - Firefighter		25.70
27101 - Guard I		18.37
27102 - Guard II		20.55
27131 - Police Officer I		27.15
27132 - Police Officer II		30.18
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.88
28042 - Carnival Equipment Repairer		19.44
28043 - Carnival Worker		13.13
28210 - Gate Attendant/Gate Tender		19.41
28310 - Lifeguard		14.41
28350 - Park Attendant (Aide)		21.71
28510 - Recreation Aide/Health Facility Attendant		15.84
28515 - Recreation Specialist		26.90
28630 - Sports Official		17.28
28690 - Swimming Pool Operator		22.49
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.90
29020 - Hatch Tender		28.90
29030 - Line Handler		28.90
29041 - Stevedore I		26.95
29042 - Stevedore II		30.97
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		19.37
30022 - Archeological Technician II		21.67
30023 - Archeological Technician III		26.85
30030 - Cartographic Technician		26.85
30040 - Civil Engineering Technician		25.75
30051 - Cryogenic Technician I		29.73
30052 - Cryogenic Technician II		32.84
30061 - Drafter/CAD Operator I		19.37
30062 - Drafter/CAD Operator II		21.67
30063 - Drafter/CAD Operator III		24.16
30064 - Drafter/CAD Operator IV		29.73
30081 - Engineering Technician I		18.28
30082 - Engineering Technician II		20.52

30083 - Engineering Technician III		22.95
30084 - Engineering Technician IV		28.44
30085 - Engineering Technician V		34.79
30086 - Engineering Technician VI		42.08
30090 - Environmental Technician		26.85
30095 - Evidence Control Specialist		26.85
30210 - Laboratory Technician		35.22
30221 - Latent Fingerprint Technician I		29.73
30222 - Latent Fingerprint Technician II		32.84
30240 - Mathematical Technician		26.85
30361 - Paralegal/Legal Assistant I		21.17
30362 - Paralegal/Legal Assistant II		26.22
30363 - Paralegal/Legal Assistant III		32.07
30364 - Paralegal/Legal Assistant IV		38.80
30375 - Petroleum Supply Specialist		32.84
30390 - Photo-Optics Technician		26.85
30395 - Radiation Control Technician		32.84
30461 - Technical Writer I		26.85
30462 - Technical Writer II		32.84
30463 - Technical Writer III		39.73
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		29.73
30502 - Weather Forecaster II		36.16
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.16
30621 - Weather Observer, Senior	(see 2)	26.85
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		17.88
31030 - Bus Driver		25.39
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		15.33
31290 - Shuttle Bus Driver		18.92
31310 - Taxi Driver		14.50
31361 - Truckdriver, Light		20.81
31362 - Truckdriver, Medium		22.44
31363 - Truckdriver, Heavy		28.52
31364 - Truckdriver, Tractor-Trailer		28.52
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.88
99050 - Desk Clerk		16.28
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		15.90
99252 - Laboratory Animal Caretaker II		17.28
99260 - Marketing Analyst		29.63
99310 - Mortician		29.28
99410 - Pest Controller		25.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		25.60
99711 - Recycling Specialist		31.01
99730 - Refuse Collector		22.77
99810 - Sales Clerk		15.95
99820 - School Crossing Guard		19.75
99830 - Survey Party Chief		30.59
99831 - Surveying Aide		22.35
99832 - Surveying Technician		27.75
99840 - Vending Machine Attendant		19.78
99841 - Vending Machine Repairer		24.87
99842 - Vending Machine Repairer Helper		19.78

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 8 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. (See 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))""
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