# 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:<br>Bureau of Reclamation-GP-WYAO<br>Wyoming Area Office<br>PO Box 1630<br>Mills WY 82644 US<br>Please see the attached for comprehensive<br>Continued...<br>*(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.<br>Delivery: 08/31/2027<br>Period of Performance: 09/01/2026 to 08/31/2027 | | | | |
| 00010 | WY Septic Pumping - Miracle Mile<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE<br><br>FOB: Destination | | | | |
| 00020 | WY Septic Pumping - Pilot Butte<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE<br><br>FOB: Destination | | | | |
| 00030 | WY Septic Pumping - Anchor<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE<br><br>FOB: Destination | | | | |
| 00040 | WY Septic Pumping - Miracle Mile OY1<br>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<br>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)<br>Anticipated Exercise Date 05/01/2027<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE<br>Period of Performance: 09/01/2027 to 08/31/2028 | | | | |
| 00050 | WY Septic Pumping - Pilot Butte OY 1<br>(Option Line Item)<br>Anticipated Exercise Date 05/01/2027<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE | | | | |
| 00060 | WY Septic Pumping - Anchor OY1<br>(Option Line Item)<br>Anticipated Exercise Date 05/01/2027<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE<br>Period of Performance: 09/01/2027 to 08/31/2028 | | | | |
| 00070 | WY Septic Pumping - Miracle Mile OY2<br>(Option Line Item)<br>Anticipated Exercise Date 05/01/2028<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE<br>Period of Performance: 09/01/2028 to 08/31/2029 | | | | |
| 00080 | WY Septic Pumping - Pilot Butte OY2<br>(Option Line Item)<br>Anticipated Exercise Date 05/01/2028<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE<br>Period of Performance: 09/01/2028 to 08/31/2029 | | | | |
| 00090 | WY Septic Pumping - Anchor OY2<br>Continued... | | | | |

NAME OF OFFEROR OR CONTRACTOR

| ITEM NO. (A) | SUPPLIES/SERVICES (B) | QUANTITY (C) | UNIT (D) | UNIT PRICE (E) | AMOUNT (F) |
|---|---|---|---|---|---|
| | (Option Line Item)<br>Anticipated Exercise Date 05/01/2028<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE<br>Period of Performance: 09/01/2028 to 08/31/2029 | | | | |
| 00100 | WY Septic Pumping - Miracle Mile OY3<br>(Option Line Item)<br>Anticipated Exercise Date 05/01/2029<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE<br>Period of Performance: 09/01/2029 to 08/31/2030 | | | | |
| 00110 | WY Septic Pumping - Pilot Butte OY3<br>(Option Line Item)<br>Anticipated Exercise Date 05/01/2029<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE<br>Period of Performance: 09/01/2029 to 08/31/2030 | | | | |
| 00120 | WY Septic Pumping - Anchor OY3<br>(Option Line Item)<br>Anticipated Exercise Date 05/01/2029<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE<br>Period of Performance: 09/01/2029 to 08/31/2030 | | | | |
| 00130 | WY Septic Pumping - Miracle Mile OY4<br>(Option Line Item)<br>Anticipated Exercise Date 05/01/2030<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE<br>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<br>(Option Line Item)<br>Anticipated Exercise Date 05/01/2030<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE<br>Period of Performance: 09/01/2030 to 08/31/2031 | | | | |
| 00150 | WY Septic Pumping - Anchor OY4<br>(Option Line Item)<br>Anticipated Exercise Date 05/01/2030<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE<br>Period of Performance: 09/01/2030 to 08/31/2031 | | | | |
| 00160 | WY Septic Pumping - Miracle Mile 52.217-8 OPTION<br>(Option Line Item)<br>Anticipated Exercise Date 05/01/2031<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE<br>Period of Performance: 09/01/2031 to 02/29/2032 | | | | |
| 00170 | WY Septic Pumping - Pilot Butte 52.217-8 OPTION<br>(Option Line Item)<br>Anticipated Exercise Date 05/01/2031<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>TREATMENT/STORAGE<br>Period of Performance: 09/01/2031 to 02/29/2032 | | | | |
| 00180 | WY Septic Pumping - Anchor 52.217-8 OPTION<br>(Option Line Item)<br>Anticipated Exercise Date 05/01/2031<br>Product/Service Code: S222<br>Product/Service Description: HOUSEKEEPING-WASTE<br>Continued... | | | | |

NAME OF OFFEROR OR CONTRACTOR

| ITEM NO. (A) | SUPPLIES/SERVICES (B) | QUANTITY (C) | UNIT (D) | UNIT PRICE (E) | AMOUNT (F) |
|---|---|---|---|---|---|
| | TREATMENT/STORAGE<br>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)<br>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) |

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|---|---|---|
| **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.**

i. 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).

ii. 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.

## 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.**

"

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

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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))""
"