This is a combined synopsis/solicitation for commercial items prepared in accordance with the format in Subpart 12.2 as supplemented with additional information in this notice. This announcement constitutes the only solicitation, quotes are being requested and a written solicitation will not be issued.

*****PLEASE READ THESE INSTRUCTIONS CAREFULLY*****

Solicitation number **W9127S26QA018** is hereby issued as a request for quotation (RFQ). The solicitation document and incorporated provisions and clauses are those in effect through Federal Acquisition Circular 2026-01.

Set Aside, NAICS Code & Size Standard: This solicitation is being procured as a 100% Small Business Set-Aside. The NAICS Code is 561730 Landscaping Services, which has an applicable size standard of $9.5M.

Description of requirements for the items to be acquired: non-personal services contract to provide boundary line maintenance services within the area of responsibility of the Mountain Home Project Office. Boundary line to be maintained is divided into (approximate) 10-mile work order segments. Objectives include locating and marking survey monuments; painting of the boundary line; setting monument and online posts as necessary; affixing witness post signage; identifying and logging all observed trespasses/encroachments with type and reference to nearest survey monument; clearing vegetation from the Troach area.

Place(s) and date(s) of performance:

- Services shall be performed within the area of responsibility of the Mountain Home Project Office
  - Project Office Address: 327 West 7th Street, Mountain Home, AR 72653
- Performance Periods will be as follows:
  - Base Period: Date of Contract Award – Jan 31, 2027
  - Option Period 1: Feb 1, 2027 – Jan 31, 2028
  - Option Period 2: Feb 1, 2028 – Jan 31, 2029
  - Option Period 3: Feb 1, 2029– Jan 31, 2030
  - Option Period 4: Feb 1, 2030 – Jan 31, 2031

Quotes are due no later than 10 July 2026, at 10:00 AM CST Only quotes submitted via email will be accepted. Submission format shall be **.pdf** and **emailed** to brandee.m.wright@usace.army.mil. Please ensure the solicitation number, W9127S26QA018, is written in the subject line of your email.

Required Documents to Submit:

1. Request for Quotation cover page (signed).
2. Completed (filled in) Provisions, as applicable.
3. Pricing Schedule with unit prices and total prices.
4. Technical proposal completed IAW FAR 52.212-2
5. Signed Amendments, as applicable.

Minimum Guarantee: This IDIQ has a guaranteed minimum of $2,500.00 on the base period. There is no guaranteed minimum on the option periods, if exercised.

This requirement is for *commercial services*, so please be cognizant of the following:

The provision at 52.212-1, Instructions to Offerors- Commercial, applies to this acquisition and a statement regarding any addenda to the provision.

The provision at 52.212-2, Evaluation- Commercial Items, ***is applicable*** to this solicitation. **Award will be made based on price and past performance.**

The clause at 52.212-4, Contract Terms and Conditions- Commercial Items, applies to this acquisition.
*Please see the Clauses Incorporated by Reference section for additional clauses applicable to this acquisition.

**RFO 4.203-1(b) states Offerors or quoters are required to have an active Federal Government contracts registration in SAM when they submit an offer or quotation.

Therefore, if your firm does not have an ***Active*** SAM account that is set to ***All Awards*** at the time of quote submission, your firm will be INELIGIBLE FOR AWARD.**

REQUEST FOR QUOTATION COVER PAGE

US Army Corps of Engineers, Little Rock District
Contracting Division, Attention: Brandee Wright
brandee.m.wright@usace.army.mil

W9127S26QA018

IDIQ Boundary Maintenance Services

Mountain Home Project Office

Quote Submitted by:

Offeror Name: _____

Offeror Address: _____

Offeror Telephone: _____

Offeror Email Address: _____

Offeror Point of Contact: _____

Offeror Tax Identification Number (TIN): _____

Offeror UEI: _____

Offeror Cage Code: _____

Offeror Signature: _____

Date: _____

**RFO 4.203-1(b) states Offerors or quoters are required to have an active Federal Government contracts registration in SAM when they submit an offer or quotation.

Therefore, if your firm does not have an ***Active*** SAM account that is set to ***All Awards*** at the time of quote submission, your firm will be **INELIGIBLE FOR AWARD**.**

Pricing Schedule
IDIQ Boundary Line Maintenance Services

Contractor shall furnish all necessary management, personnel, incidental trade materials, tools, equipment, and vehicles, except as otherwise provided for, required to perform Boundary Line Maintenance Services within the area of responsibility of the Mountain Home Project Offices as described in the Performance Work Statement.

Base Period: Date of award through January 31, 2027

CLIN#	Description	Quantity	Unit	Unit Price	Extended Price
0001	Boundary Maintenance Bull Shoals Lake	1,478,400	Linear Foot	$	$
0002	Boundary Maintenance Norfork Lake	580,800	Linear Foot	$	$
		Base Year Total			$

Option 1: February 1, 2027, through January 31, 2028

CLIN#	Description	Quantity	Unit	Unit Price	Extended Price
1001	Boundary Maintenance Bull Shoals Lake	1,478,400	Linear Foot	$	$
1002	Boundary Maintenance Norfork Lake	580,800	Linear Foot	$	$
		Option 1 Total			$

Option 2: February 1, 2028, through January 31, 2029

CLIN#	Description	Quantity	Unit	Unit Price	Extended Price
2001	Boundary Maintenance Bull Shoals Lake	1,478,400	Linear Foot	$	$
2002	Boundary Maintenance Norfork Lake	580,800	Linear Foot	$	$
		Option 2 Total			$

Option 3: February 1, 2029, through January 31, 2030

CLIN#	Description	Quantity	Unit	Unit Price	Extended Price
3001	Boundary Maintenance Bull Shoals Lake	1,478,400	Linear Foot	$	$
3002	Boundary Maintenance Norfork Lake	580,800	Linear Foot	$	$
		Option 3 Total			$

Option 4: February 1, 2030, through January 31, 2031

CLIN#	Description	Quantity	Unit	Unit Price	Extended Price
4001	Boundary Maintenance Bull Shoals Lake	1,478,400	Linear Foot	$	$
4002	Boundary Maintenance Norfork Lake	580,800	Linear Foot	$	$
		Option 4 Total			$

Contract Grand Total	**$**

Contract Clauses

FAR Clauses Incorporated by Reference

Number	Title	Effective Date	Alternate Deviation	Variation Effective Date
52.203-3	Gratuities.	1984-04		
52.203-6	Restrictions on Subcontractor Sales to the Government. (Alternate I)	2020-06	Alternate I	2021-11
52.203-19	Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements.	2017-01		
52.204-10	Reporting Executive Compensation and First-Tier Subcontract Awards. (Deviation)	2026-02		
52.204-13	System for Award Management-Maintenance. (Deviation)	2026-02		
52.209-6	Protecting the Government's Interest When Subcontracting With Contractors Debarred, Suspended, Proposed for Debarment, or Voluntarily Excluded. (Deviation)	2026-02		
52.209-9	Updates of Publicly Available Information Regarding Responsibility Matters. (Deviation)	2026-02		
52.212-4	Terms and Conditions-Commercial Products and Commercial Services. (Deviation)	2026-02		

52.219-6	Notice of Total Small Business Set-Aside. (Deviation)	2026-02
52.219-8	Utilization of Small Business Concerns. (Deviation)	2026-02
52.222-35	Equal Opportunity for Veterans. (Deviation)	2026-02
52.222-36	Equal Opportunity for Workers with Disabilities. (Deviation)	2026-02
52.222-37	Employment Reports on Veterans. (Deviation)	2026-02
52.222-40	Notification of Employee Rights Under the National Labor Relations Act. (Deviation)	2026-02
52.222-41	Service Contract Labor Standards. (Deviation)	2026-02
52.222-43	Fair Labor Standards Act and Service Contract Labor Standards-Price Adjustment (Multiple Year and Option Contracts). (Deviation)	2026-02
52.222-50	Combating Trafficking in Persons. (Deviation)	2026-02
52.222-54	Employment Eligibility Verification. (Deviation)	2026-02
52.222-55	Minimum Wages for Contractor Workers Under Executive Order 14026. (Deviation)	2026-02
52.222-62	Paid Sick Leave Under Executive	2026-02

	Order 13706. (Deviation)	
52.222-90	Addressing DEI Discrimination by Federal Contractors. (Deviation 2026-O0040, Revision 1)	2026-04
52.226-8	Encouraging Contractor Policies to Ban Text Messaging While Driving.	2024-05
52.229-12	Tax on Certain Foreign Procurements.	2021-02
52.232-33	Payment by Electronic Funds Transfer-System for Award Management.	2018-10
52.232-40	Providing Accelerated Payments to Small Business Subcontractors.	2023-03
52.233-3	Protest after Award. (Deviation)	2026-02
52.233-4	Applicable Law for Breach of Contract Claim. (Deviation)	2026-02

DFARS Clauses Incorporated by Reference

Number	Title	Effective Date	Alternate Deviation	Variation Effective Date
252.203-7000	Requirements Relating to Compensation of Former DoD Officials.	2011-09		
252.203-7002	Requirement to Inform	2022-12		

	Employees of Whistleblower Rights.	
252.204-7004	Antiterrorism Awareness Training for Contractors.	2023-01
252.205-7000	Provision of Information to Cooperative Agreement Holders.	2024-10
252.225-7012	Preference for Certain Domestic Commodities.	2022-04
252.232-7003	Electronic Submission of Payment Requests and Receiving Reports.	2018-12
252.232-7010	Levies on Contract Payments.	2006-12
252.243-7002	Requests for Equitable Adjustment.	2022-12
252.244-7000	Subcontracts for Commercial Products or Commercial Services.	2023-11
252.247-7023	Transportation of Supplies by Sea.	2024-10

FAR Clauses Incorporated by Full Text

Number	Title	Effective Date	Alternate Deviation	Variation Effective Date
52.219-14	Limitations on Subcontracting (DEVIATION 2021-O0008)	2026-02	Deviation 2021-O0008	2023-02

LIMITATIONS ON SUBCONTRACTING (FEB 2023) (DEVIATION 2021-O0008)

(a) This clause does not apply to the unrestricted portion of a partial set-aside.

(b) Definition. Similarly situated entity, as used in this clause, means a first-tier subcontractor, including an independent contractor, that--

(1) Has the same small business program status as that which qualified the prime contractor for the award (e.g., for a small business set-aside contract, any small business concern, without regard to its socioeconomic status); and

(2) Is considered small for the size standard under the North American Industry Classification System (NAICS) code the prime contractor assigned to the subcontract.

(c) Applicability. This clause applies only to--

(1) Contracts that have been set aside for any of the small business concerns identified in 19.000(a)(3);

(2) Part or parts of a multiple-award contract that have been set aside for any of the small business concerns identified in 19.000(a)(3);

(3) Contracts that have been awarded on a sole-source basis in accordance with subparts 19.8, 19.13, 19.14, and 19.15;

(4) Orders expected to exceed the simplified acquisition threshold and that are--

(i) Set aside for small business concerns under multiple-award contracts, as described in 8.405-5 and 16.505(b)(2)(i)(F); or

(ii) Issued directly to small business concerns under multiple-award contracts as described in 19.504(c)(1)(ii);

(5) Orders, regardless of dollar value, that are--

(i) Set aside in accordance with subparts 19.8, 19.13, 19.14, or 19.15 under multiple-award contracts, as described in 8.405-5 and 16.505(b)(2)(i)(F); or

(ii) Issued directly to concerns that qualify for the programs described in subparts 19.8, 19.13, 19.14, or 19.15 under multiple-award contracts, as described in 19.504(c)(1)(ii); and

(6) Contracts using the HUBZone price evaluation preference to award to a HUBZone small business concern unless the concern waived the evaluation preference.

(d) Independent contractors. An independent contractor shall be considered a subcontractor.

(e) Limitations on subcontracting. By submission of an offer and execution of a contract, the Contractor agrees that in performance of a contract assigned a North American Industry Classification System (NAICS) code for--

(1) Services (except construction), it will not pay more than 50 percent of the amount paid by the Government for contract performance, excluding certain other direct costs and certain work performed outside the United States (see paragraph (e)(1)(i)), to subcontractors that are not similarly situated entities. Any work that a similarly situated entity further subcontracts will count towards the prime contractor's 50 percent subcontract amount that cannot be exceeded. When a contract includes both services and supplies, the 50 percent limitation shall apply only to the service portion of the contract. The following services may be excluded from the 50 percent limitation:

(i) Other direct costs, to the extent they are not the principal purpose of the acquisition and small business concerns do not provide the service. Examples include airline travel, work performed by a transportation or disposal entity under a contract assigned the environmental remediation NAICS code 562910), cloud computing services, or mass media purchases.

(ii) Work performed outside the United States on awards made pursuant to the Foreign Assistance Act of 1961, or work performed outside the United States required to be performed by a local contractor.

(2) Supplies (other than procurement from a nonmanufacturer of such supplies), it will not pay more than 50 percent of the amount paid by the Government for contract performance, excluding the cost of materials, to subcontractors that are not similarly situated entities. Any work that a similarly situated entity further subcontracts will count towards the prime contractor's 50 percent subcontract amount that cannot be exceeded. When a contract includes both supplies and services, the 50 percent limitation shall apply only to the supply portion of the contract;

(3) General construction, it will not pay more than 85 percent of the amount paid by the Government for contract performance, excluding the cost of materials, to subcontractors that are not similarly situated entities. Any work that a similarly situated entity further subcontracts will count towards the prime contractor's 85 percent subcontract amount that cannot be exceeded; or

(4) Construction by special trade contractors, it will not pay more than 75 percent of the amount paid by the Government for contract performance, excluding the cost of materials, to subcontractors that are not similarly situated entities. Any work that a similarly situated entity further subcontracts will count towards the prime contractor's 75 percent subcontract amount that cannot be exceeded.

(f) The Contractor shall comply with the limitations on subcontracting as follows:

(1) For contracts, in accordance with paragraphs (c)(1), (2), (3) and (6) of this clause--

[Contracting Officer check as appropriate.]

[ ] By the end of the base term of the contract and then by the end of each subsequent option period; or

[X] By the end of the performance period for each order issued under the contract.

(2) For orders, in accordance with paragraphs (c)(4) and (5) of this clause, by the end of the performance period for the order.

(g) A joint venture agrees that, in the performance of the contract, the applicable percentage specified in paragraph (e) of this clause will be performed by the aggregate of the joint venture participants.

(1) In a joint venture comprised of a small business protégé and its mentor approved by the Small Business Administration, the small business protégé shall perform at least 40 percent of the work performed by the joint venture. Work performed by the small business protégé in the joint venture must be more than administrative functions.

(2) In an 8(a) joint venture, the 8(a) participant(s) shall perform at least 40 percent of the work performed by the joint venture. Work performed by the 8(a) participants in the joint venture must be more than administrative functions.

(End of clause)

52.219-28	Postaward Small Business Program Rerepresentation. (Deviation)	2026-02

Postaward Small Business Program Rerepresentation (Feb 2026) (Deviation)

(a) Definitions. As used in this clause-

Long-term contract means a contract of more than five years in duration, including options. However, the term does not include contracts that exceed five years in duration because the period of performance has been extended for a cumulative period not to exceed six months under the clause at 52.217-8, Option to Extend Services, or other appropriate authority.

Small business concern-

(1) Means a concern, including its affiliates, that is independently owned and operated, not dominant in its field of operation, and qualified as a small business under the criteria in 13 CFR part 121 and the size standard in paragraph (c) of this clause.

(2) Affiliates, as used in this definition, means business concerns, one of whom directly or indirectly controls or has the power to control the others, or a third party or parties control or have the power to control the others. In determining whether affiliation exists, consideration is given to all appropriate factors including common ownership, common management, and contractual relationships. SBA determines affiliation based on the factors set forth at 13 CFR 121.103.

(b) If the Contractor represented that it was a small business concern, a small disadvantaged business concern, or a joint venture that was any of the small business concerns identified in 19.000(a)(3) prior to award of this contract, the Contractor shall rerepresent its size and socioeconomic status according to paragraph (e) of this clause or, if applicable, paragraph (g) of this clause, upon occurrence of any of the following:

(1) Within 30 days after execution of a novation agreement or within 30 days after modification of the contract to include this clause, if the novation agreement was executed prior to inclusion of this clause in the contract.

(2) Within 30 days after a merger or acquisition that does not require a novation or within 30 days after modification of the contract to include this clause, if the merger or acquisition occurred prior to inclusion of this clause in the contract.

(3) For long-term contracts-

(i) Within 60 to 120 days prior to the end of the fifth year of the contract; and

(ii) Within 60 to 120 days prior to the date specified in the contract for exercising any option thereafter.

(c) The Contractor shall rerepresent its size status in accordance with the size standard in effect at the time of this rerepresentation that corresponds to the North American Industry Classification System (NAICS) code(s) assigned to this contract. The small business size standard corresponding to this NAICS code(s) can be found at https://www.sba.gov/document /support--table-size-standards.

(d) The small business size standard for a Contractor providing an end item that it does not manufacture, process, or produce itself, for a contract other than a construction or service contract, is 500 employees, or 150 employees for information technology value-added resellers under NAICS code 541519, if the acquisition-

(1) Was set aside for small business and has a value above the simplified acquisition threshold;

(2) Used the HUBZone price evaluation preference regardless of dollar value, unless the Contractor waived the price evaluation preference; or

(3) Was an 8(a), HUBZone, service-disabled veteran-owned, economically disadvantaged women-owned, or women-owned small business set-aside or sole-source award regardless of dollar value.

(e) Except as provided in paragraph (g) of this clause, the Contractor shall make the representation(s) required by paragraph (b) of this clause by validating or updating all its representations in the Representations and Certifications section of the System for Award Management (SAM) and its other data in SAM, as necessary, to ensure that they reflect the

Contractor's current status. The Contractor shall notify the contracting officer in writing within the timeframes specified in paragraph (b) of this clause, that the data have been validated or updated, and provide the date of the validation or update.

(f) If the Contractor represented that it was other than a small business concern prior to award of this contract, the Contractor may, but is not required to, take the actions required by paragraphs (e) or (g) of this clause.

(g) If the Contractor does not have representations and certifications in SAM, or does not have a representation in SAM for the NAICS code applicable to this contract, the Contractor is required to complete the following rerepresentation and submit it to the contracting office, along with the contract number and the date on which the rerepresentation was completed:

(1) The Contractor represents that it [ ] is, [ ] is not a small business concern under ____NAICS Code assigned to ____contract number.

(2) [Complete only if the Contractor represented itself as a small business concern in paragraph (g)(1) of this clause.] The Contractor represents that it [ ] is, [ ] is not, a small disadvantaged business concern as defined in 13 CFR 124.1001.

(3) Women-owned small business (WOSB) joint venture eligible under the WOSB Program. The Contractor represents that it [ ] is, [ ] is not a joint venture that complies with the requirements of 13 CFR 127.506(a) through (c). [____The Contractor shall enter the name and unique entity identifier of each party to the joint venture: __.]

(4) Economically disadvantaged women-owned small business (EDWOSB) joint venture. The Contractor represents that it [ ] is, [ ] is not a joint venture that complies with the requirements of 13 CFR 127.506(a) through (c). [____The Contractor shall enter the name and unique entity identifier of each party to the joint venture: __ .]

(5) Service-disabled veteran-owned small business (SDVOSB) joint venture eligible under the SDVOSB Program. The Contractor represents that it [ ] is, [ ] is not an SDVOSB joint venture eligible under the SDVOSB Program that complies with the requirements of 13 CFR 128.402. [____The Contractor shall enter the name and unique entity identifier of each party to the joint venture: __.]

(6) HUBZone joint venture eligible under the HUBZone Program.[Complete only if the offeror is a HUBZone small business concern.] The offeror represents, as part of its offer, that It [ ] is, [ ] is not a HUBZone joint venture that complies with the requirements of 13 CFR 126.616(a)

through (c). [____The Contractor shall enter the name and unique entity identifier of each party to the joint venture: .] Each HUBZone small business concern participating in the HUBZone joint venture must be certified as a HUBZone concern. [____Contractor to sign and date and insert authorized signer's name and title.]

(End of clause)

52.222-42	Statement of Equivalent Rates for Federal Hires.	2014-05

Statement of Equivalent Rates for Federal Hires (May 2014)

In compliance with the Service Contract Labor Standards statute and the regulations of the Secretary of Labor (29 CFR Part 4), this clause identifies the classes of service employees expected to be employed under the contract and states the wages and fringe benefits payable to each if they were employed by the contracting agency subject to the provisions of 5 U.S.C. 5341 or 5332.

This Statement is for Information Only: It is not a Wage Determination

Employee Class	Monetary Wage-Fringe Benefits
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

(End of clause)

Addendum to Contract Clauses

FAR Clauses Incorporated by Reference

Number	Title	Effective Date	Alternate Deviation	Variation Effective Date
52.203-12	Limitation on Payments to Influence Certain Federal Transactions.	2020-06		
52.204-9	Personal Identity Verification of Contractor Personnel.	2011-01		
52.204-19	Incorporation by Reference of Representations and Certifications.	2014-12		
52.209-10	Prohibition on Contracting With Inverted Domestic Corporations. (Deviation 2026-O0038)	2026-02		
52.222-3	Convict Labor. (Deviation)	2026-02		
52.223-2	Reporting of Biobased Products Under Service and Construction Contracts. (Deviation)	2026-02		
52.223-5	Pollution Prevention and Right-to-Know Information.	2024-05		
52.226-7	Drug-Free Workplace.	2024-05		
52.228-5	Insurance-Work on a Government Installation.	1997-01		
52.232-23	Assignment of Claims.	2014-05		
52.232-39	Unenforceability of Unauthorized	2013-06		

	Obligations.	
52.237-2	Protection of Government Buildings, Equipment, and Vegetation.	1984-04
52.240-91	Security Prohibitions and Exclusions. (Deviation 2026-O0038)	2026-02
52.240-93	Basic Safeguarding of Covered Contractor Information Systems. (Deviation)	2026-02
52.242-13	Bankruptcy.	1995-07

DFARS Clauses Incorporated by Reference

Number	Title	Effective Date	Alternate Deviation	Variation Effective Date
252.201-7000	Contracting Officer's Representative.	1991-12		
252.204-7003	Control of Government Personnel Work Product.	1992-04		
252.209-7004	Subcontracting with Firms that are Owned or Controlled by the Government of a Country that is a State Sponsor of Terrorism.	2019-05		
252.222-7006	Restrictions on the Use of Mandatory Arbitration Agreements.	2023-01		
252.225-7048	Export-Controlled Items.	2013-06		

252.237-7010	Prohibition on Interrogation of Detainees by Contractor Personnel.	2023-01
252.243-7001	Pricing of Contract Modifications.	1991-12

FAR Clauses Incorporated by Full Text

Number	Title	Effective Date	Alternate Deviation	Variation Effective Date
52.216-18	Ordering.	2020-08		

Ordering (Aug 2020)

(a) Any supplies and services to be furnished under this contract shall be ordered by issuance of delivery orders or task orders by the individuals or activities designated in the Schedule. Such orders may be issued from date of award through 31 Jan 2031.

(b) All delivery orders or task orders are subject to the terms and conditions of this contract. In the event of conflict between a delivery order or task order and this contract, the contract shall control.

(c) A delivery order or task order is considered "issued" when-

(1) If sent by mail (includes transmittal by U.S. mail or private delivery service), the Government deposits the order in the mail;

(2) If sent by fax, the Government transmits the order to the Contractor's fax number; or

(3) If sent electronically, the Government either-

(i) Posts a copy of the delivery order or task order to a Government document access system, and notice is sent to the Contractor; or

(ii) Distributes the delivery order or task order via email to the Contractor's email address.

(d) Orders may be issued by methods other than those enumerated in this clause only if authorized in the contract.

(End of clause)

52.216-19 Order Limitations. 1995-10

Order Limitations (Oct 1995)

(a) *Minimum order*. When the Government requires supplies or services covered by this contract in an amount of less than $2500.00, the Government is not obligated to purchase, nor is the Contractor obligated to furnish, those supplies or services under the contract.

(b) *Maximum order*. The Contractor is not obligated to honor-

(1) Any order for a single item in excess of quantities available during a single ordering period;

(2) Any order for a combination of items in excess of quantities available during a single ordering period; or

(3) A series of orders from the same ordering office within 5 years days that together call for quantities exceeding the limitation in paragraph (b)(1) or (2) of this section.

(c) If this is a requirements contract (*i.e.,* includes the Requirements clause at subsection 52.216-21 of the Federal Acquisition Regulation (FAR)), the Government is not required to order a part of any one requirement from the Contractor if that requirement exceeds the maximum-order limitations in paragraph (b) of this section.

(d) Notwithstanding paragraphs (b) and (c) of this section, the Contractor shall honor any order exceeding the maximum order limitations in paragraph (b), unless that order (or orders) is returned to the ordering office within 7 days after issuance, with written notice stating the Contractor's intent not to ship the item (or items) called for and the reasons. Upon receiving this notice, the Government may acquire the supplies or services from another source.

(End of clause)

52.216-22 Indefinite Quantity. (Deviation) 2026-02

Indefinite Quantity (Feb 2026) (Deviation)

(a) This is an indefinite-quantity contract for the supplies or services specified, and effective for the period stated, in the Schedule. The quantities of supplies and services specified in the Schedule are estimates only and are not purchased by this contract.

(b) Delivery or performance shall be made only as authorized by orders issued in accordance with the Ordering clause. The Contractor shall furnish to the Government, when and if ordered, the supplies or services specified in the Schedule up to and including the quantity designated in the Schedule as the "maximum." The Government shall order at least the quantity of supplies or services designated in the Schedule as the "minimum."

(c) Except for any limitations on quantities in the Order Limitations clause or in the Schedule, there is no limit on the number of orders that may be issued. The Government may issue orders requiring delivery to multiple destinations or performance at multiple locations.

(d) Any order issued during the ordering period of this contract and not completed within that period shall be completed by the Contractor within the time specified in the order, which may include order options to be exercised after the ordering period of this contract but before the end of the period of performance of the order. The contract shall govern the Contractor's and Government's rights and obligations with respect to that order, including options exercised, to the same extent as if the order were completed during the contract's ordering period; provided, that the Contractor shall not be required to make any deliveries under this contract after the last day of performance of any task order IAW the ordering clause.

(End of clause)

52.217-9	Option to Extend the Term of the Contract.	2000-03

Option to Extend the Term of the Contract (Mar 2000)

(a) The Government may extend the term of this contract by written notice to the Contractor within 30 calendar days; provided that the Government gives the Contractor a preliminary written notice of its intent to extend at least 60 calendar 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 60 months.

(End of clause)

52.252-2	Clauses Incorporated by Reference.	1998-02

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):

www.acquisition.gov/far

(End of clause)

52.252-6 Authorized Deviations in Clauses. 2020-11

Authorized Deviations in Clauses (Nov 2020)

(a) The use in this solicitation or contract of any Federal Acquisition Regulation (48 CFR Chapter 1) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the date of the clause.

(b) The use in this solicitation or contract of any DFARS (48 CFR Chap 2) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

(End of clause)

Solicitation Provisions

FAR Provisions Incorporated by Reference

Number	Title	Effective Date	Alternate Deviation	Variation Effective Date
52.204-7	System for Award Management-Registration. (Deviation 2026-O0038)	2026-02		
52.212-1	Instructions to Offerors-Commercial Products and Commercial Services. (Deviation 2026-O0038)	2026-02		

DFARS Provisions Incorporated by Reference

Number	Title	Effective Date	Alternate Deviation	Variation Effective Date
252.203-7005	Representation Relating to Compensation of Former DoD Officials.	2022-09		

FAR Provisions Incorporated by Full Text

Number	Title	Effective Date	Alternate Deviation	Variation Effective Date
52.209-7	Information Regarding Responsibility Matters. (Deviation 2026-O0038)	2026-02		

Information Regarding Responsibility Matters (Feb 2026) (Deviation 2026-O0038)

(a) Definitions. As used in this provision-

Administrative proceeding means a non-judicial process that is adjudicatory in nature in order to make a determination of fault or liability (e.g., Securities and Exchange Commission Administrative Proceedings, Civilian Board of Contract Appeals Proceedings, and Armed Services Board of Contract Appeals Proceedings). This includes administrative proceedings at the Federal and State level but only in connection with performance of a Federal contract or grant. It does not include agency actions such as contract audits, site visits, corrective plans, or inspection of deliverables.

Federal contracts and grants with total value greater than $10,000,000 means-

(1) The total value of all current, active contracts and grants, including all priced options; and

(2) The total value of all current, active orders including all priced options under indefinite-delivery, indefinite-quantity, 8(a), or requirements contracts (including task and delivery and multiple-award Schedules).

Principal means an officer, director, owner, partner, or a person having primary management or supervisory responsibilities within a business entity (e.g., general manager; plant manager; head of a division or business segment; and similar positions).

(b) The offeror [ ] has [ ] does not have current active Federal contracts and grants with total value greater than $10,000,000.

(c) If the offeror checked "has" in paragraph (b) of this provision, the offeror represents, by submission of this offer, that the information it has entered in the Federal Awardee Performance and Integrity Information System (FAPIIS) is current, accurate, and complete as of the date of submission of this offer with regard to the following information:

(1) Whether the offeror, and/or any of its principals, has or has not, within the last five years, in connection with the award to or performance by the offeror of a Federal contract or grant, been the subject of a proceeding, at the Federal or State level that resulted in any of the following dispositions:

(i) In a criminal proceeding, a conviction.

(ii) In a civil proceeding, a finding of fault and liability that results in the payment of a monetary fine, penalty, reimbursement, restitution, or damages of $5,000 or more.

(iii) In an administrative proceeding, a finding of fault and liability that results in-

(A) The payment of a monetary fine or penalty of $5,000 or more; or

(B) The payment of a reimbursement, restitution, or damages in excess of $100,000.

(iv) In a criminal, civil, or administrative proceeding, a disposition of the matter by consent or compromise with an acknowledgment of fault by the Contractor if the proceeding could have led to any of the outcomes specified in paragraphs (c)(1)(i), (c)(1)(ii), or (c)(1)(iii) of this provision.

(2) If the offeror has been involved in the last five years in any of the occurrences listed in (c)(1) of this provision, whether the offeror has provided the requested information with regard to each occurrence.

(d) The offeror shall post the information in paragraphs (c)(1)(i) through (c)(1)(iv) of this provision in FAPIIS as required through maintaining an active registration in the System for Award Management, which can be accessed via https://www.sam.gov (see 52.204-7).

(End of provision)

Evaluation - Commercial Products and Commercial Services

FAR Provisions Incorporated by Full Text

Number	Title	Effective Date	Alternate Deviation	Variation Effective Date
52.212-2	Evaluation-Commercial Products and Commercial Services. (Deviation 2026-O0038)	2026-02		

Evaluation-Commercial Products and Commercial Services (Feb 2026) (Deviation 2026-O0038)

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

RFO Part 12/ SAP Past Performance Factor

1. Basis of Evaluation

Past Performance will be evaluated on an Acceptable/Unacceptable basis. This factor is not rated or ranked and will not be traded off against price.

Award will be made to the firm whose quote:

a. Meets all solicitation requirements;

b. Is determined Acceptable for Past Performance; and

c. Offers the lowest evaluated price.

2. Submission Requirements

Firms shall submit up to three (3) recent and relevant projects performed in the last six (6) years.

For each contract/task order, provide:

a. Contract Information

i. Contract Number & Type

ii. Customer/Agency Name

iii. Period of Performance

iv. Total Dollar Value

b. Point of Contact

i. Name

ii. Title

iii. Email Address

iv. Phone Number

c. Description of Work Performed

Provide a concise description of the services performed, including relevance to boundary line maintenance-type work, such as:

i. Locating and marking survey monuments

ii. Setting monument and online posts

iii. Painting boundary lines

iv. Affixing witness post signage

v. Clearing vegetation from the Troach area

vi. Identifying and logging all observed trespasses/encroachments with type and reference to nearest survey monument

d. Performance Assessment

Describe:

i. Schedule performance

ii. Quality of work

iii. Management responsiveness

iv. Any performance issues encountered & how they were resolved

Additional Information:

Firms may submit CPARS or other past performance documentation, but this is not required.

The Government may consider any relevant information obtained from any source, including CPARS and other Government records.

The Government is not required to contact references.

If no past performance is submitted, the firm will be evaluated as Neutral.

3. Evaluation Criteria

a. Recency - Performance is from within the last six (6) years.

b. Relevance - Efforts will be considered relevant if they are similar in: i. Scope (e.g., service type) ii.Magnitude (size, dollar value, or complexity) iii.Contract Type /Performance Environment (e.g., IDIQ, remote area)

c. Quality of Performance

i. The Government may consider:

1. CPARS or other Government databases

2. Questionnaires or references

3. Other credible sources

ii. Focus areas include:

1. Schedule adherence

2. Cost control (if applicable)

3. Technical performance

4. Management responsiveness

5. Customer satisfaction

4. Ratings Definition

a. Acceptable - Based on the offeror's performance record, the Government has a reasonable expectation that the offeror will successfully perform the required effort, or the offeror's performance record is unknown.

i. In accordance with FAR 15.305(a)(2)(iv), an offeror without a record of relevant past performance or for whom information is not available shall not be evaluated favorably or unfavorably. Such vendors may be determined acceptable if no negative past performance information is identified.

b. Unacceptable - Based on the offeror's performance record, the Government does not have a reasonable expectation that the offeror will be able to successfully perform the required effort.

5. Basis of Award

The Government will award the resultant contract to the lowest-priced firm whose past performance is rated Acceptable. Firms rated Unacceptable for Past Performance will be ineligible for award.

(b) Options (if applicable). 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. The evaluation of options does not obligate the Government to exercise the option(s).

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

(End of provision)

Addendum to Solicitation Provisions

FAR Provisions Incorporated by Reference

Number	Title	Effective Date	Alternate Deviation	Variation Effective Date
52.203-11	Certification and Disclosure Regarding Payments to Influence Certain Federal Transactions.	2024-09		
52.203-18	Prohibition on Contracting with Entities that Require Certain Internal Confidentiality Agreements or Statements-Representation.	2017-01		
52.216-27	Single or Multiple Awards.	1995-10		
52.217-5	Evaluation of Options. (Deviation 2026-O0038)	2026-02		
52.233-2	Service of Protest. (Deviation)	2026-02		
52.237-10	Identification of Uncompensated Overtime.	2015-03		

DFARS Provisions Incorporated by Reference

Number	Title	Effective Date	Alternate Deviation	Variation Effective Date
252.215-7013	Supplies and Services Provided by Nontraditional Defense Contractors.	2023-01		

FAR Provisions Incorporated by Full Text

Number	Title	Effective Date	Alternate Deviation	Variation Effective Date
52.209-2	Prohibition on Contracting With Inverted Domestic Corporations-Representation. (Deviation 2026-O0038)	2026-02		

Prohibition on Contracting with Inverted Domestic Corporations-Representation (Feb 2026) (Deviation 2026-O0038)

(a) Definitions. As used in this clause-

Inverted domestic corporation means a foreign incorporated entity that meets the definition of an inverted domestic corporation under 6 U.S.C. 395(b), applied in accordance with the rules and definitions of 6 U.S.C. 395(c).

Subsidiary means an entity in which more than 50 percent of the entity is owned-

(1) Directly by a parent corporation; or

(2) Through another subsidiary of a parent corporation.

(b) Government agencies are not permitted to use appropriated (or otherwise made available) funds for contracts with either an inverted domestic corporation, or a subsidiary of an inverted domestic corporation, unless the exception at 9.108-3(b) applies or the requirement is waived in accordance with the procedures at 9.108-5.

(c) Representation. The Offeror represents that-

(1) It [ ] is, [ ] is not an inverted domestic corporation; and

(2) It [ ] is, [ ] is not a subsidiary of an inverted domestic corporation.

(End of provision)

52.209-5	Certification Regarding Responsibility Matters. (Deviation)	2026-02

Certification Regarding Responsibility Matters (Feb 2026) (Deviation)

(a)

(1) The Offeror certifies, to the best of its knowledge and belief, that-

(i) The Offeror and/or any of its Principals-

(A) Are [ ] are not [ ] presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by any Federal agency;

(B) Have [ ] have not [ ], within a three-year period preceding this offer, been convicted of or had a civil judgment rendered against them for: commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) contract or subcontract; violation of Federal or State antitrust statutes relating to the submission of offers; or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, tax evasion, violating Federal criminal tax laws, or receiving stolen property (if offeror checks "have", the offeror shall also see 52.209-7, if included in this solicitation);

(C) Are [ ] are not [ ] presently indicted for, or otherwise criminally or civilly charged by a governmental entity with, commission of any of the offenses enumerated in paragraph (a)(1)(i)(B) of this provision; and

(D) Have [ ], have not [ ], within a three-year period preceding this offer, been notified of any delinquent Federal taxes in an amount that exceeds the threshold at 9.104-5(a)(2) for which the

liability remains unsatisfied. Federal taxes are considered delinquent if both of the following criteria apply:

(1) The tax liability is finally determined. The liability is finally determined if it has been assessed. A liability is not finally determined if a pending administrative or judicial challenge remains. In the case of a judicial challenge to the liability, the liability is not finally determined until all judicial appeal rights have been exhausted.

(2) The taxpayer is delinquent in making payment. A taxpayer is delinquent if the taxpayer has failed to pay the tax liability when full payment was due and required. A taxpayer is not delinquent in cases where enforced collection action is precluded.

(ii) The Offeror has [ ] has not [ ], within a 3-year period preceding this offer, had one or more contracts terminated for default by any Federal agency.

(2) "Principal," for the purposes of this certification, means an officer, director, owner, partner, or a person having primary management or supervisory responsibilities within a business entity (e. g., general manager; plant manager; head of a division or business segment; and similar positions).

(b) The Offeror shall provide immediate written notice to the Contracting Officer if, at any time prior to contract award, the Offeror learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.

(c) A certification that any of the items in paragraph (a) of this provision exists will not necessarily result in withholding of an award under this solicitation. However, the Government will consider the certification in connection with a determination of the Offeror's responsibility. Failure of the Offeror to furnish a certification or provide such additional information as requested by the Contracting Officer may render the Offeror nonresponsible.

(d) This provision does not require establishment of a system of records in order to render, in good faith, the certification required by paragraph (a). The knowledge and information of an Offeror is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

(e) The certification in paragraph (a) of this provision is a material representation of fact upon which reliance was placed when making award. If the Government later determines that the Offeror knowingly rendered an erroneous certification, in addition to other remedies available to the Government, the Contracting Officer may terminate the contract resulting from this

solicitation for default.

(End of provision)

52.209-11	Representation by Corporations Regarding Delinquent Tax Liability or a Felony Conviction under any Federal Law. (Deviation 2026-O0038)	2026-02

Representation by Corporations Regarding Delinquent Tax Liability or a Felony Conviction under any Federal Law (Feb 2026) (Deviation 2026-O0038)

(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.

(b) The Offeror represents that-

(1) 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

(2) It is [ ] is not [ ] a corporation that was convicted of a felony criminal violation under a Federal law within the preceding 24 months.

(End of provision)

52.216-1	Type of Contract. (Deviation 2026-O0038)	2026-02

Type of Contract (Feb 2026) (Deviation 2026-O0038)

The Government contemplates award of a indefinite delivery indefinite quantity firm fixed price contract resulting from this solicitation.

(End of provision)

52.219-1	Small Business Program Representations. (Deviation)	2026-02

Small Business Program Representations (Feb 2026) (Deviation)

(a) Definitions. As used in this provision-

Economically disadvantaged women-owned small business (EDWOSB) concern means a small business concern that is at least 51 percent directly and unconditionally owned by, and the management and daily business operations of which are controlled by, one or more women who are citizens of the United States and who are economically disadvantaged in accordance with 13 CFR part 127, and the concern is certified by SBA or an approved third-party certifier in accordance with 13 CFR 127.300. It automatically qualifies as a women-owned small business concern eligible under the WOSB Program.

HUBZone small business concern means a small business concern that meets the requirements described in 13 CFR 126.200, is certified by the Small Business Administration (SBA) and designated by SBA as a HUBZone small business concern in the Small Business

Search (SBS) (13 CFR 126.103).

Service-disabled veteran-owned small business (SDVOSB) concern eligible under the SDVOSB Program means an SDVOSB concern that is designated in the System for Award Management (SAM) as certified by the Small Business Administration (SBA) in accordance with 13 CFR 128.300.

Small business concern-

(1) Means a concern, including its affiliates, that is independently owned and operated, not dominant in its field of operation, and qualified as a small business under the criteria in 13 CFR part 121 and the size standard in paragraph (b) of this provision.

(2) Affiliates, as used in this definition, means business concerns, one of whom directly or indirectly controls or has the power to control the others, or a third party or parties control or have the power to control the others. In determining whether affiliation exists, consideration is given to all appropriate factors including common ownership, common management, and contractual relationships. SBA determines affiliation based on the factors set forth at 13 CFR 121.103.

Small disadvantaged business concern means a small business concern that-

(1) Is at least 51 percent unconditionally and directly owned (as defined at 13 CFR 124.105) by one or more socially disadvantaged (as defined at 13 CFR 124.103) and economically disadvantaged (as defined at 13 CFR 124.104) individuals who are citizens of the United States, and

(2) The management and daily business operations of which are controlled (as defined at 13 CFR 124.106) by individuals who meet the criteria in paragraph (1) of this definition.

Women-owned small business (WOSB) concern eligible under the WOSB Program (in accordance with 13 CFR part 127) means a small business concern that is at least 51 percent directly and unconditionally owned by, and the management and daily business operations of which are controlled by, one or more women who are citizens of the United States, and the concern is certified by SBA or an approved third-party certifier in accordance with 13 CFR 127.300.

(b)

(1) The North American Industry Classification System (NAICS) code for this acquisition is ____ [insert NAICS code].

(2) The small business size standard is ____[insert size standard].

(3) The small business size standard for a concern that submits an offer, other than on a construction or service acquisition, but proposes to furnish an end item that it did not itself manufacture, process, or produce (i.e., nonmanufacturer), is 500 employees, or 150 employees for information technology value-added resellers under NAICS code 541519, if the acquisition-

(i) Is set aside for small business and has a value above the simplified acquisition threshold;

(ii) Uses the HUBZone price evaluation preference regardless of dollar value, unless the offeror waives the price evaluation preference; or

(iii) Is an 8(a), HUBZone, service-disabled veteran-owned, economically disadvantaged women-owned, or women-owned small business set-aside or sole-source award regardless of dollar value.

(c) Representations.

(1) The offeror represents as part of its offer that-

(i) it [ ] is, [ ] is not a small business concern; or

(ii) It [ ] is, [ ] is not a small business joint venture that complies with the requirements of 13 CFR 121.103(h) and 13 CFR 125.8(a) and (b). [_____The offeror shall enter the name and unique entity identifier of each party to the joint venture: __.]

(2) [Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.] The offeror represents that it [ ] is, [ ] is not a women-owned small disadvantage business concern.

(3) Women-owned small business (WOSB) joint venture eligible under the WOSB Program. The offeror represents as part of its offer that it [ ] is, [ ] is not a joint venture that complies with the requirements of 13 CFR 127.506(a) through (c). [____The offeror shall enter the name and unique entity identifier of each party to the joint venture: __.]

(4) Economically disadvantaged women-owned small business (EDWOSB) joint venture. The

offeror represents as part of its offer that it [ ] is, [ ] is not a joint venture that complies with the requirements of 13 CFR 127.506(a) through (c). [____The offeror shall enter the name and unique entity identifier of each party to the joint venture: __.]

(5) SDVOSB joint venture eligible under the SDVOSB Program. [Complete only if the offeror is certified as a SDVOSB concern]. The offeror represents as part of its offer that it [ ] is, [ ] is not a SDVOSB joint venture eligible under the SDVOSB Program that complies with the requirements of 13 CFR 128.402. [____The offeror shall enter the name and unique entity identifier of each party to the joint venture:__.]

(6) HUBZone joint venture eligible under the HUBZone Program. [Complete only if the offeror is a HUBZone small business concern.] The offeror represents, as part of its offer, that it [ ] is, [ ] is not a HUBZone joint venture that complies with the requirements of 13 CFR 126.616(a) through (c). [____The offeror shall enter the name and unique entity identifier of each party to the joint venture: __.] Each HUBZone small business concern participating in the HUBZone joint venture must be certified as a HUBZone concern.

(d) Notice. Under 15 U.S.C. 645(d), any person who misrepresents a firm's status as a business concern that is small, HUBZone small, small disadvantaged, service-disabled veteran-owned small, economically disadvantaged women-owned small, or women-owned small eligible under the WOSB Program in order to obtain a contract to be awarded under the preference programs established pursuant to section 8, 9, 15, 31, and 36 of the Small Business Act or any other provision of Federal law that specifically references section 8(d) for a definition of program eligibility, will be-

(1) Punished by imposition of fine, imprisonment, or both;

(2) Subject to administrative remedies, including suspension and debarment; and

(3) Ineligible for participation in programs conducted under the authority of the Act.

(End of provision)

52.229-11	Tax on Certain Foreign Procurements-Notice and Representation.	2020-06

Tax on Certain Foreign Procurements-Notice and Representation (Jun 2020)

(a) Definitions. As used in this provision-

Foreign person means any person other than a United States person.

Specified Federal procurement payment means any payment made pursuant to a contract with a foreign contracting party that is for goods, manufactured or produced, or services provided in a foreign country that is not a party to an international procurement agreement with the United States. For purposes of the prior sentence, a foreign country does not include an outlying area of the United States.

United States person as defined in 26 U.S.C. 7701(a)(30) means

(1) A citizen or resident of the United States;

(2) A domestic partnership;

(3) A domestic corporation;

(4) Any estate (other than a foreign estate, within the meaning of 26 U.S.C. 701(a)(31)); and

(5) Any trust if-

(i) A court within the United States is able to exercise primary supervision over the administration of the trust; and

(ii) One or more United States persons have the authority to control all substantial decisions of the trust.

(b) Unless exempted, there is a 2 percent tax of the amount of a specified Federal procurement payment on any foreign person receiving such payment. See 26 U.S.C. 5000C and its implementing regulations at 26 CFR 1.5000C-1 through 1.5000C-7.

(c) Exemptions from withholding under this provision are described at 26 CFR 1.5000C-1(d)(5) through (7). The Offeror may claim an exemption from the withholding by using the Department

of the Treasury Internal Revenue Service (IRS) Form W-14, Certificate of Foreign Contracting Party Receiving Federal Procurement Payments, available at www.irs.gov/w14. Any exemption claimed and self-certified on the IRS Form W-14 is subject to audit by the IRS. Any disputes regarding the imposition and collection of the 26 U.S.C. 5000C tax are adjudicated by the IRS as the 26 U.S.C. 5000C tax is a tax matter, not a contract issue. The IRS Form W-14 is provided to the acquiring agency rather than to the IRS.

(d) For purposes of withholding under 26 U.S.C. 5000C, the Offeror represents that

(1) It [ ] is [ ] is not a foreign person; and

(2) If the Offeror indicates "is" in paragraph (d)(1) of this provision, then the Offeror represents that-I am claiming on the IRS Form W-14 [ ] a full exemption, or [ ] partial or no exemption [Offeror must select one] from the excise tax.

(e) If the Offeror represents it is a foreign person in paragraph (d)(1) of this provision, then-

(1) The clause at FAR 52.229-12, Tax on Certain Foreign Procurements, will be included in any resulting contract; and

(2) The Offeror shall submit with its offer the IRS Form W-14. If the IRS Form W-14 is not submitted with the offer, exemptions will not be applied to any resulting contract and the Government will withhold a full 2 percent of each payment.

(f) If the Offeror selects "is" in paragraph (d)(1) and "partial or no exemption" in paragraph (d)(2) of this provision, the Offeror will be subject to withholding in accordance with the clause at FAR 52.229-12, Tax on Certain Foreign Procurements, in any resulting contract.

(g) A taxpayer may, for a fee, seek advice from the IRS as to the proper tax treatment of a transaction. This is called a private letter ruling. Also, the IRS may publish a revenue ruling, which is an official interpretation by the IRS of the Internal Revenue Code, related statutes, tax treaties, and regulations. A revenue ruling is the conclusion of the IRS on how the law is applied to a specific set of facts. For questions relating to the interpretation of the IRS regulations go to https://www.irs.gov/help/tax-law-questions.

(End of provision)

52.252-1	Solicitation Provisions Incorporated by Reference.	1998-02

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):

www.acquisition.gov/far

(End of provision)

52.252-5	Authorized Deviations in Provisions.	2020-11

Authorized Deviations in Provisions (Nov 2020)

(a) The use in this solicitation of any Federal Acquisition Regulation (48 CFR Chapter 1) provision with an authorized deviation is indicated by the addition of "(DEVIATION)" after the date of the provision.

(b) The use in this solicitation of any DFARS(48 CFR Chapter2) provision with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

(End of provision)

US Army Corps
Of Engineers
Little Rock District

Performance Work Statement

Boundary Line Maintenance

BULL SHOALS & NORFORK LAKES

Baxter, Marion, & Boone counties in Arkansas, & Ozark & Taney counties in Missouri

2026 - 2031

Description / Specifications / Work Statement

Boundary Line Maintenance Services

Mountain Home Project Office
Bull Shoals and Norfork Lakes

1. Part 1 - General Information.

2. Part 2 - Definitions and Acronyms.

    2.1 Definitions.

    2.2 Acronyms.

3. Part 3 - Government Furnished Property, Equipment, and Services.

4. Part 4 - Contractor Furnished Items and Services.

5. Part 5 – Performance Standards for Providing Boundary Line Maintenance Services.

6. Part 6 – Applicable Publications.

7. Part 7 - Technical Documents, Exhibits, And Other Attachments.

BOUNDARY MAINTENANCE SPECIFICATIONS

BULL SHOALS and NORFORK LAKES

Part 1

General Information

1. General: This is a non-personnel services contract to provide boundary maintenance for Bull Shoals Lake and Norfork Lake. The Government shall not exercise any supervision or control over the contract service providers performing the services herein. Such contract service providers shall be accountable solely to the Contractor who, in turn is responsible to the Government.

1.1 Description of Services/Introduction: The contractor shall provide all personnel, equipment, supplies, facilities, transportation, tools, materials, supervision, and other items and non-personal services necessary to perform boundary maintenance as defined in this Performance Work Statement except for those items specified as government furnished property and services. The contractor shall perform to the standards in this contract.

1.2 Background: All previously surveyed and marked boundary line is on a rotation in which all sections of marked line are maintained about once every five years. Boundary line to be maintained is divided into (approximate) 10-mile work order segments. **Bidders should be aware that portions of the boundary required to be maintained under this contract may not have been cut, painted, or had any maintenance performed for as many as 5 to 7 years, and may require considerable cutting of growth and/or re-growth of brush, vegetation, and trees as the previously cut troach line may not be visible.**

1.3 Objectives:

- Locating and marking survey monuments
- Painting of the boundary line
- Setting monument and online posts as necessary
- Affixing witness post signage
- Identifying and logging all observed trespasses/encroachments with type and reference to nearest survey monument
- Clearing vegetation from the Troach area

1.4 Scope: The Contractor shall furnish all labor, equipment, materials, tools, and supplies, except as otherwise provided for herein, required to perform clearing and marking of surveyed boundary lines of Government property surrounding **Bull Shoals and Norfork Lakes**. The contractor is required to identify and document any trespass encroachments found on Government property and all missing survey monuments as service is performed. All services shall be performed as specified and in strict accordance with all terms, conditions, general and special contract requirements, specifications, drawings, attachments, and exhibits contained herein or incorporated by reference.

1.4.1 Period of Performance: The period of performance shall be for one (1) Base year and four (4) option years. The Period of Performance reads as follows:

Base Year	– February 1, 2026/ (award date if later) - January 31, 2027
Option Year I	– February 1, 2027 - January 31, 2028
Option Year II	– February 1, 2028 - January 31, 2029
Option Year III	– February 1, 2029 - January 31, 2030
Option Year IV	– February 1, 2030 - January 31, 2031

1.4.2 Estimated Quantities: Estimated quantities shown on the bid schedules (Technical Exhibit 4) are approximate and are provided only for the Contractor's information to assist in preparation of bids. They are not guaranteed, and the actual quantities may be more or less than shown. Variations in these estimated quantities shall not be justification for a request for additional payment. **Bids are for each base year, option year and lake boundary as line items. The line items are for boundary maintenance which includes painting, setting posts, affixing witness post signage, locating, and marking monuments, logging trespasses/encroachments and clearing vegetation to create a four-foot-wide troach as described in Section 5 below.** After award, the contractor will be notified with each work order of the locations (monument numbers) for starting and finishing and the distances of the boundary line to be cleared and marked of the surveyed boundary lines. **The contractor will be paid at the rate bid for the distances of maintenance required**.

1.4.3: The services required in this contract are in addition to routine operation and maintenance performed by Government personnel, however, the Government reserves the right to perform any or all of the services described herein with its own personnel or volunteers.

1.5 Personnel:

1.5.1 Contract Manager: Contractor will provide a contract manager to be responsible for the performance of all work and with the authority to make on-site decisions on behalf of the contractor on contract matters. Provide in writing within 10 days after contract award the name of contract manager and alternate authorized to act for the contractor when the designated contract manager is absent.

1.5.2: Contractor personnel shall present a neat appearance and shall conduct themselves in a proper manner at all times while in the performance of this contract.

1.5.3 Contract Employees Conduct and Competency: All contract employees and subcontractors shall conduct themselves in a proper manner at all times. Since a significant portion of the work will be performed in the presence of the general public, the conduct of all employees and/or subcontractors is critical and will be closely monitored. Alcoholic or intoxicating beverages, illegal drugs, controlled substances, or drugs not prescribed by a physician shall not be possessed or consumed while on duty. The Contractor shall remove from the site any individual whose continued employment is deemed by the COR to be contrary to the public interest or inconsistent with the best interests of the U.S. Army Corps of Engineers.

1.5.4: A pre-work conference will be conducted at the Mountain Home Project Office, 324 West 7th Street, Mountain Home, AR., prior to the issuance of notice to proceed and will be attended by the contractor, contract manager and alternate.

1.5.5: The Contractor shall, prior to starting work, provide a list of names, addresses, telephone numbers and social security or work visa (if foreign national) numbers of those employees who will be performing work under this contract and provide an updated copy of the list prior to allowing new employees to perform work on this contract. All Contractor employees shall be sixteen (16) years of age or older.

1.5.6 Manpower Requirements:

1.5.7: The Contractor shall provide an adequate number of qualified personnel to perform the work specified herein and in the time frame specified. The Contractor shall include all labor, travel time and transportation costs to and from the work site, administrative costs, tools, overhead and profit. The Contractor will not be reimbursed for expendable supplies.

1.5.8 Qualifications: The Contractor must be able to read and understand Corps of Engineers survey sheets and segment maps and possess a general knowledge of land surveying practices, GPS waypoint practices, and real estate property lines. The work leader on site must possess these same abilities. The Contractor shall maintain a file containing the qualifications of each employee and subcontractor. These files shall be submitted to the Contracting Officers Representative (COR) and will be used as part of the basis for determining the qualifications of personnel. In the event the Contractor does not have a qualified employee to perform the specific work, the Contractor will be required to immediately provide qualified personnel or to subcontract the work to a specialist familiar with the type of work to be accomplished but see contract clause 52.219-14 LIMITATIONS ON SUBCONTRACTING.

1.6 General Information: Right of entry on government owned land in the lake area is available to the Contractor. The Contractor shall provide right of entry on any privately owned land as required. Bidders should be aware that portions of the boundary required to be maintained under this contract may not have been cut, painted, or had any maintenance performed for as many as 5 to 7 years, and may require considerable cutting of growth and/or re-growth of brush, vegetation and trees as the previously cut troach line may not be visible.

1.6.1 Quality Control: The contractor shall develop and maintain an effective quality control program to ensure services are performed in accordance with this PWS. The contractor shall develop and implement procedures to identify, prevent, and ensure non-recurrence of defective services. The contractor's quality control program is the means by which he assures himself that his work complies with the requirement of the contract. A copy of the contractors Quality Control Plan shall be provided to the Contracting Officer not later than ten days after award of contract. After acceptance of the quality control plan the contractor shall receive the contracting officer's acceptance in writing of any proposed change to his QC system. The Quality Control Plan shall provide for the production of a **daily report** for each day worked. A daily report will be used to document any missed workdays that the contractor will reference to extend the deadline of the contract period. The daily reports for missed workdays will be submitted in daily order with the regular daily reports. A daily report shall contain the date, starting and ending monument number, and Section, Township, and Range, daily weather information, number of workers in crew, number of miles cut, number of miles painted, number of gallons of paint used, number of monument marker posts set (referenced by monument number), number of in-line posts set (referenced by the nearest monument number). Missing monuments will be documented. The contractor is encouraged to use a GPS system in which Northern and Eastern 1927 State Plain Coordinates can be downloaded or typed in for navigation to or between monuments along the boundary line. Observed trespass and/or encroachments will be documented and closest monument number and type of trespass and/or encroachment will be reported. Trespasses and/or encroachments, i.e. may be observed as out buildings, portions of houses/trailers/decks, mowing, tree cutting, storage of personal property, areas of large vegetation removal, paths or roads that extend across the government boundary line. **The daily reports for the previous week's work will be delivered to the Project Office by noon every Monday.**

1.6.2 Quality Assurance: The government shall evaluate the contractor's performance under this contract in accordance with the Quality Assurance Surveillance Plan. This plan is primarily focused on what the Government must do to ensure that the contractor has performed in accordance with the performance standards. It defines how the performance standards will be applied, the frequency of surveillance, and the minimum acceptable defect rate(s). The Government reserves the right to inspect the contractor's performance using any reasonable inspection method. Government inspectors will inspect a minimum of ten (10) percent of the completed boundary line to ensure that all work has been properly completed. The area of inspection will be chosen at random by the government representative. Government inspection will take place when the contractor turns in an invoice for a work order. The contractor will not be allowed to proceed to the next work order until verbal permission from the COR is obtained. Any deficiencies found in the inspected area will be assumed to exist uniformly along the

entire length of the completed section. When an observation indicates defective performance, the COR will request the contractors representative initial the inspection report.

1.6.3 Recognized Holidays: The contractor is not required to work on the following federally observed holidays:

New Years Day	Labor Day	Martin Luther King Jr.'s Birthday
Columbus Day	Presidents Day	Veterans Day
Memorial Day	Thanksgiving Day	Juneteenth Day
Christmas Day	Independence Day	

1.6.4 Hours of Operation: The contractor is responsible for conducting business between the hours of 8:00 am and 4:30 p.m. Monday through Friday except Federal holidays or when the Government facility is closed due to local or national emergencies, administrative closings, or similar Government directed facility closings. No work will be performed on weekends or holidays except as approved in advance by the COR or Government representative. The Government will pay no premium pay surcharge for work completed outside normal work hours. For other than firm fixed price contracts, the contractor will not be reimbursed when the government facility is closed for the above reasons. The Contractor must at all times maintain an adequate workforce for the uninterrupted performance of all tasks defined within this PWS when the Government facility is not closed for the above reasons. When hiring personnel, the Contractor shall keep in mind that the stability and continuity of the workforce is essential.

1.6.5 Place of Performance: The work to be performed under this contract will be performed on the Bull Shoals Lake and Norfork Lake boundary line.

1.6.7 Security Requirements For Little Rock District Contracts

1. General Overview:

A. At a minimum, the Little Rock District U.S. Army Corps of Engineers will not grant any individual unescorted physical access to Federal property and/or the authorization to perform work or services on behalf of a federal agency without first verifying identity and citizenship, as well as vetting such individual against the National Crime Information Center Interstate identification Index (NCIC-III) and the Terrorism Screening Data Base (TSDB).

B. Individuals who (1) require issuance of a physical access key to federal property; (2) require unescorted physical access to Federal property or perform work or services on behalf of a Federal agency for a duration of longer than 6 consecutive months; (3) require access to government information systems and/or networks; or, (4) require issuance of a Common Access Card are must also undergo a Tier 1 background investigation through the Office of Personnel Management (OPM). This process is initiated by the Little Rock District Security Office, details located in paragraph 2b.

C. Proposed foreign contractors seeking to work on a USACE contract must be cleared through the Department of State prior to having site access. To obtain approval, each individual must complete and submit the appropriate documents for processing. The required procedure takes approximately 45 business days to process once all documentation is completed properly and submitted. In order to initiate this process, please call the Little Rock District Security Office at (501) 324-7138 as soon as possible.

D. The security provisions of this contract and/or applicable task order apply to all Contractor and Subcontractor Employees (CSEs).

E. The Little Rock District Security Office reserves the right to require additional information or upgrade the security requirement(s) of any contract and/or applicable task order; this includes upgrading the investigation standard for specific CSEs.

F. Prime Contractors are responsible for subcontractor compliance with the security provisions of this contract and shall coordinate all security requirements on the behalf of the subcontractors and their employees.

G. Prime Contractors will appoint ONE (1) point of contact (POC) who is responsible for communicating with and submitting all background investigation packages to the Little Rock District Security Office. The Little Rock District Security Office will not communicate directly with any contractor and subcontractor employee (CSE) other than the appointed point of contact.

H. Background Investigation packages will be submitted for each CSE at a minimum of fifteen (15) days prior to contract start. Investigation packages can be transmitted using any of the methods specified in paragraph 3.

I. CSEs working on this contract must always have a REAL ID ACT compliant driver's license or government issued identification card with them.

J. Any change in personnel (whether an addition or replacement) throughout the duration of the contract will require the new person or replacement person to be vetted and approved by the Little Rock District Security Office in accordance with the requirements contained herein, prior to being granted Work Authorization or Site Access.

K. Throughout the duration of this contract or any applicable task orders, the Little Rock District Security Office shall be notified of the arrest or conviction of any CSE. CSEs may be denied access upon the discovery of such information.

L. The CSE POC is responsible for contacting either the Contracting Officers Representative (COR) or the Little Rock District Security Office, prior to the first day of work, to receive a list of approved individuals to be onsite. CSEs must be aware that COR, USACE personnel, and/or Security Office personnel can and will conduct identification checks on all persons onsite at USACE property. Any person found onsite without proper identification or approval will be escorted offsite.

M. Applies to Powerplant Control Rooms only. A Little Rock District employee must always be present while a CSE is performing work inside the control room. CSEs will be required to sign-in to the control room daily.

2. Background Investigation Package Requirements:

A. All CSEs are required to provide the following documents to the Little Rock District Security Office.

(1) SWL form 487 dated 2016, Contractor Required Information Form. Form must be complete and clearly legible. This form can be obtained through the COR or the Little Rock District Security Office.

(2) A clearly legible COLOR copy of the CSE's REAL ID ACT compliant driver's license or government issued identification card. Photo must be clearly visible. If a CSE does not have a REAL ID ACT compliant driver's license or government issued identification card, he/she will be required to provide a clearly legible COLOR copy of his/her non-REAL ID ACT compliant driver's license or government issued identification card AND a clearly legible his/her proof of citizenship document or proof of authorization to work in the United States. Acceptable documents are:

(a) E-Verify Case Verification Form
(b) U.S. Birth Certificate
(c) U.S. Passport
(d) U.S. Certificate of Citizenship-INS
(e) U.S. Certification of Naturalization
(f) FS-545, Certificate of Birth Abroad
(g) U.S. Certificate of Report of Birth
(h) U.S. Consular Report of Birth Abroad
(i) Workers' Visa
(j) Permanent Resident Card

B. CSEs who (1) require issuance of a physical access key to federal property; (2) require unescorted physical access to Federal property or perform work or services on behalf of a Federal agency for a duration of longer than 6 consecutive months; (3) require access to government information systems and/or networks; or, (4) require issuance of a Common Access Card are also required to undergo a Tier 1 background investigation through the Office of Personnel Management (OPM). The Little Rock District Security Office must initiate this investigation for each CSE before they are granted work authorization or site access. To initiate such investigation, the following documents are required in addition to the requirements specified above:

(1) OF 306- Declaration for Federal Employment Form. Form must be complete and clearly legible. This form can be obtained through the COR or the Little Rock District Security Office.
(2) Fingerprints: electronically or manually using the FD258 card. Contact the Little Rock District Security Office (501-324-7138) to coordinate fingerprinting.

Note: After all the required documents have been received, the Little Rock District Security Office requests the Tier 1 through the Army Personnel Security Investigation - Center of Excellence (PSI-COE). CSEs will receive emails from the PSI-COE and an online database called "E-QIP." CSEs must complete and submit their electronic personnel form in E-QIP as soon as possible.

3. Background Investigation Package Transmission.

A. All methods must have a transmittal letter that contains the following information:
(1) Contract Number and Title
(2) Contracting Officer's Representative name, office number, and cellular number
(3) Prime Contractor contact information

B. If mailed- the investigation package will be transmitted in an opaque envelope.

Mailing Address:
USACE SWL
ATTN: Security Office
700 West Capitol Ave (Room 6116)
P.O. Box 867
Little Rock, AR 72201

C. If faxed- transmittal letter must be the first document, and it must also state: "Page(s) that contain PII follow." Fax number: (501) 324-5471.

D. If emailed- Documents must be password protected as they contain personally identifiable information. Passwords to documents must be sent in separate email. Email address: m4xslceswlcontracts@usace.army.mil

Note: Incomplete forms, illegible forms, etc., will be returned for correction and/ or completion and can delay the CSE from beginning work.

4. Background Investigation Disqualifying Factors:

A. Vetting that results in the discovery of any of the following derogatory information will result in an automatic denial:

(1) Being identified in the NCIC known or appropriately suspected terrorist (KST) file or TSDB report as known to be, or is suspected of being, a terrorist or belonging to an organization with known links to terrorism or support of terrorist activity.
(2) Being registered as a sex offender.
(3) Current arrest warrant, regardless of the offense or violation.
(4) Current bar from entry or access to a Federal installation or facility;
(5) Conviction of crimes encompassing sexual assault, armed robbery, rape, child molestation, production or possession of child pornography, trafficking in humans, or drug possession with intent to sell or distribute.
(6) Conviction for espionage, sabotage, sedition, treason, terrorism, or murder.
(7) Felony conviction within the last 10 years regardless of the offense or violation.
(8) Felony conviction for a firearms or explosives violation regardless of when the conviction occurred; or,
(9) Engaged in acts or activities designed to overthrow the U.S. Government by force.

B. Vetting that results in the discovery of other criminal arrest information that may present a threat to the good order, discipline, or health and safety of USACE will be reviewed by the Little Rock District Security Office and the adjudication authority is the Chief of Security and Law Enforcement. See Disqualifying Factors Table.

C. A waiver may be requested by a denied CSE. To submit a waiver, CSEs must obtain a certified copy of their complete criminal history to include all arrests and convictions and submit a letter requesting the denial be waived. CSEs will submit letters through the PC security POC to the SWL-DSO. The SWL-DSO will review the letter and forward to the Deputy Commander for decision. The letter will be

addressed to the Little Rock District Deputy Commander, must include all offenses, and an explanation why the conduct should not result in the denial of access.

5. IWATCH/ Corps Watch Suspicious Activity Reporting: This section must be provided to all CSEs.

A. Security is simply EVERYONE's responsibility. We owe it to our organization, our families, and ourselves to constantly be vigilant about what goes on around us. Trust your instincts. We rely on our senses every day of our lives. If a behavior or activity makes you feel uncomfortable, report it. If it does not look, sound, or smell right, report it. The simple rule is, "If you see something, say something!"

B. If you see something suspicious, provided below is the type of information to report:

(1) What you witnessed (the suspicious activity) including the date, time, and location.
(2) Description of who was involved
(3) Gender of person(s) involved
(4) Height, build, hair/skin color, and approx. age of person(s) involved
(5) Language spoken (if known)
(6) Vehicle description/ license number (if known)
(7) Have you seen this activity before?

C. How to report:

(1) In an emergency- call 911
(2) Notify your immediate supervisor and COR

Disqualifying Factors Table

CRIMINAL HISTORY/ CRIMINAL INFORMATION CHARGED* OR CONVICTED	< 5 Yrs.	< 10 Yrs.	> 10 Yrs.
Known/suspected terrorist or belongs to known/suspected terrorist organization (verified through terrorist watch list)	DENY	DENY	DENY
Registered Sex Offender	DENY	DENY	DENY
Active wants or warrants	DENY	DENY	DENY
Barred from any Federal installation or facility	DENY	DENY	DENY
Espionage, sabotage, treason, or terrorism (not terroristic threats); or conspiracy or attempt to commit offense	DENY	DENY	DENY
Knowingly/willfully engaged in acts or activities to overthrow the U.S. Government by force in any jurisdiction or any country; or conspiracy or attempt to commit offense	DENY	DENY	DENY
Sex crimes such as, but not limited to, rape, forcible sodomy, or sexual assault, or conspiracy or attempt to commit offense; Any sexual offense involving a minor or child, including child molestation, or child pornography; or conspiracy or attempt to commit offense	DENY	DENY	DENY
Any type of identity fraud or inability to verify claimed identity	DENY	DENY	DENY
Crimes against a person such as, but not limited to, kidnapping, hostage taking, human trafficking, or human smuggling, or conspiracy or attempt to commit offense; hate crimes; child abuse involving serious bodily injury to a child or minor; mayhem or maiming	DENY	DENY	DENY
Importation, manufacture, distribution of, or possession with intent to distribute a controlled substance, or conspiracy or attempt to commit offense	DENY	DENY	DENY
Computer/cybercrimes such as improperly accessing (or introducing a virus or other contaminant) a computer, system, or network; modifying, damaging, using, disclosing, copying, or taking programs or data	DENY	DENY	DENY
Illegal Weapons charges, to include but not limited to, illegal owning or possessing; armed robbery or burglary; armed violent crimes	DENY	DENY	DENY
Crimes involving unlawful distribution, sale, use, possession, or manufacture of and explosive, explosive device, or firearm; or conspiracy or attempt to commit offense	DENY	DENY	DENY
Criminal homicide, murder, manslaughter, or negligent homicide	DENY	DENY	DENY
Any Felony Charge (except those specifically identified in table)	DENY	DENY	ALLOW
Any type of violent crime such as, but not limited to, assault and domestic abuse	DENY	DENY	ALLOW
Any type of threat or disruption to the public or disturbing the peace (terroristic threat, inciting a riot, etc.)	DENY	DENY	ALLOW
Any type of arson, vandalism, or willful destruction of property	DENY	DENY	ALLOW
Any type of extortion, bribery, or fraud to include "hot checks"	DENY	DENY	ALLOW
Any type of burglary, robbery, theft, larceny, or conspiracy or attempt to commit offense	DENY	DENY	ALLOW
Any type of possession or distribution of stolen property	DENY	DENY	ALLOW
Illegal possession or use of a controlled substance	DENY	ALLOW	ALLOW
Operation of a motor vehicle while intoxicated by alcohol or drugs in any jurisdiction (1 conviction)	ALLOW	ALLOW	ALLOW
3 or more offenses for any crime (excluding minor traffic violations)	DENY	DENY	ALLOW

LEGEND/NOTES	
DENY	Individual(s) are not cleared to work on USACE property under any circumstance
ALLOW	Individuals MAY be cleared to work on USACE property pending final approval through SWL-DSO.

Individual must be finished through legal processes of being charged with a crime and will be required to provide documentation if record suggests otherwise.

1.6.7.1 Physical Security: The contractor shall be responsible for safeguarding all government equipment, information and property provided for contractor use. At the close of each work period, government facilities, equipment, and materials shall be secured.

1.6.7.2 Key Control: The Contractor shall establish and implement methods of making sure all keys/key cards issued to the Contractor by the Government are not lost or misplaced and are not used by unauthorized persons. NOTE: All references to keys include key cards. No keys issued to the Contractor by the Government shall be duplicated. The Contractor shall develop procedures covering key control that shall be included in the Quality Control Plan. Such procedures shall include turn-in of any issued keys by personnel who no longer require access to locked areas. The Contractor shall immediately report any occurrences of lost or duplicate keys/key cards to the Contracting Officer.

1.6.7.2.1: In the event keys, other than master keys, are lost or duplicated, the Contractor shall, upon direction of the Contracting Officer, re-key or replace the affected lock or locks; however, the Government, at its option, may replace the affected lock or locks or perform re-keying. When the replacement of locks or re-keying is performed by the Government, the total cost of re-keying or the replacement of the lock or locks shall be deducted from payment due the Contractor. In the event a master key is lost or duplicated, all locks and keys for that system shall be replaced by the Government and the total cost deducted from payment due the Contractor.

1.6.7.2.2: The Contractor shall prohibit the use of Government issued keys/key cards by any persons other than the Contractor's employees. The Contractor shall prohibit the opening of locked areas by Contractor employees to permit entrance of persons other than Contractor employees engaged in the performance of assigned work in those areas, or personnel authorized entrance by the Contracting Officer.

1.6.8 Special Qualifications: The Contractor must be able to read and understand Corps of Engineers survey sheets and segment maps and possess a general knowledge of land surveying practices, GPS waypoint practices, and real estate property lines. The work leader on site must possess these same abilities. The Contractor shall maintain a file containing the qualifications of each employee and subcontractor. These files shall be submitted to the Contracting Officers Representative (COR) and will be used as part of the basis for determining the qualifications of personnel. In the event the Contractor does not have a qualified employee to perform the specific work, the Contractor will be required to immediately provide qualified personnel or to subcontract the work to a specialist familiar with the type of work to be accomplished but see contract clause 52.219-14 LIMITATIONS ON SUBCONTRACTING.

1.6.9 Post Award Conference/Periodic Progress Meetings: The Contractor agrees to attend any post award conference convened by the contracting activity or contract administration office in accordance with Federal Acquisition Regulation Subpart 42.5. This pre-work conference will be conducted at the Mountain Home Project Office, 324 West 7th Street, Mountain Home, AR., prior to the issuance of notice to proceed and will be attended by the contractor, contract manager and alternate. The Contractor may be required to attend formal meetings at least weekly with the COR during the first month of the contract. Formal meetings thereafter will be as often as necessary as determined by the COR. A meeting will be held with the contractor whenever a Contract Deficiency Report is issued. The contracting officer, Contracting Officers Representative (COR), and other Government personnel, as appropriate, may meet periodically with the contractor to review the contractor's performance. At these meetings the contracting officer will apprise the contractor of how the government views the contractor's performance and the contractor will apprise the Government of problems, if any, being experienced. Appropriate action shall be taken to resolve outstanding issues. These meetings shall be at no additional cost to the government.

1.6.10 Contracting Officer Representative (COR): The (COR) will be identified by separate letter. The COR monitors all technical aspects of the contract and assists in contract administration The COR is authorized to perform the following functions: assure that the Contractor performs the technical requirements of the contract: perform inspections necessary in connection with contract performance: maintain written and oral communications with the Contractor concerning technical aspects of the contract: issue written interpretations of technical requirements, including Government drawings, designs, specifications: monitor Contractor's performance and notifies both the Contracting Officer and Contractor of any deficiencies; coordinate availability of government furnished property, and provide site entry of Contractor personnel. A letter of designation issued to the COR, a copy of which is sent to the Contractor, states the responsibilities and limitations of the COR, especially with regard to changes in cost or price, estimates or changes in delivery dates. The COR is not authorized to change any of the terms and conditions of the resulting order.

1.6.11 Key Personnel: The following personnel are considered key personnel by the government: contract manager. The contractor shall provide a contract manager who shall be responsible for the performance of the work. The name of this person and an alternate who shall act for the contractor when the manager is absent shall be designated in writing to the contracting officer. The contract manager or alternate shall have full authority to act for the contractor on all contract matters relating to daily operation of this contract. The contract manager or alternate shall be available between 7:30 a.m. and 4:00 p.m., Monday thru Friday except Federal holidays or when the government facility is closed for administrative reasons. Qualifications for all key personnel are listed below:

1.6.12 Identification of Contractor Employees: All contract personnel attending meetings, answering Government telephones, and working in other situations where their contractor status is not obvious to third parties are required to identify themselves as such to avoid creating an impression in the minds of members of the public that they are Government officials. They must also ensure that all documents or reports produced by contractors are suitably marked as contractor products or that contractor participation is appropriately disclosed.

1.6.13 Contractor Travel: Not applicable.

1.6.14 Other Direct Costs: Not applicable.

1.6.15 Data Rights: The Government has unlimited rights to all documents/material s produced under this contract. All documents and materials, to include the source codes of any software, produced under this contract shall be Government owned and are the property of the Government with all rights and privileges of ownership/copyright belonging exclusively to the Government. These documents and materials may not be used or sold by the contractor without written permission from the Contracting Officer. All materials supplied to the Government shall be the sole property of the Government and may not be used for any other purpose. This right does not abrogate any other Government rights.

1.6.16 Organizational Conflict of Interest: Contractor and subcontractor personnel performing work under this contract may receive, have access to or participate in the development of proprietary or source selection information (e.g., cost or pricing information, budget information or analyses, specifications or work statements, etc.) or perform evaluation services which may create a current or subsequent Organizational Conflict of Interests (OCI) as defined in FAR Subpart 9.5. The Contractor shall notify the Contracting Officer immediately whenever it becomes aware that such access or participation may result in any actual or potential OCI and shall promptly submit a plan to the Contracting Officer to avoid or mitigate any such OCI. The Contractor’s mitigation plan will be determined to be acceptable solely at the discretion of the Contracting Officer and in the event the Contracting Officer unilaterally determines that any such OCI cannot be satisfactorily avoided or mitigated, the Contracting Officer may affect other remedies as he or she deems necessary, including prohibiting the Contractor from participation in subsequent contracted requirements which may be affected by the OCI.

1.6.17 PHASE IN /PHASE OUT PERIOD: Not applicable.

1.7 Deductions: All work specified within the contract will be completed within the period of performance after issuance of notice to proceed. Corps representatives may search for missing monuments that are documented by the contractor. If the COR locates a missing monument, documented by the contractor, within a15 minute search, the contractor's payment may be reduced by $100 per monument from the total price of the contract. If the COR locates a monument, not found by contractor, the Contractor will be required to clear and mark that section of boundary line at no additional cost to the government. Failure to place large rocks around each monument and/or paint these rocks or to replace broken or missing posts with a new painted post or to paint a witness or online tree as specified can result in reduction of payment by 10%. Failure to return and complete the work may result in a deduction of $100.00 per monument. Trees damaged by the contractor will be subject to deduction of payment based upon value of the tree. **Attention should be paid to marking the boundary line prior to cutting or painting the boundary line, as any damage to private property will be the responsibility of the contractor to restore the area to the satisfaction of the private property owner and the Corps representative.**

1.7.1 Non-Compliance Work: Should the Contractor fail to satisfactorily perform any routine service that is required on a daily basis or at a specific time, a Contract Deficiency Report (CDR) will be issued, see exhibit C.7.31. If the nature and the schedule of this type work does not afford an opportunity to re-perform the service, a deduction will be made for the non-compliance work.

1.7.2 Performance Evaluation Meetings: The Contractor may be required to attend formal meetings at least weekly with the COR during the first month of the contract. Formal meetings thereafter will be as often as necessary as determined by the COR. A meeting will be held with the contractor whenever a Contract Deficiency Report is issued.

1.7.3 Evaluation Rating: Upon completion of this contract, the Contractor will be rated either outstanding, satisfactory, marginal, or unsatisfactory in the following areas: (1) quality control, (2) timely performance, (3) effectiveness of management, (4) compliance with labor standards and (5) compliance with safety standards. The Contractor will be advised of any marginal or unsatisfactory rating, either in an individual element or in the overall rating prior to completion of the contract.

1.8 Weekly Communication: The contractor shall communicate weekly with Government program manager assigned to this contract between the hours of 7:30 and 8:00 am Monday through Friday, excluding Federal Holidays. Communications shall cover work accomplished, ongoing work and issuance of new orders. Weekly communications may be by telephone, although in person visits may be required in order to exchange or discuss paperwork associated with the performance of this contract.

1.9 Safety Requirements:

1.9.1: All work under this contract shall be performed in accordance with safety requirements set forth in the Corps of Engineers Manual, EM 385-1-1, entitled "Safety and Health Requirements Manual", current manual and interim changes thereto. The current manual and interim changes to EM 385-1-1 (as referenced in clause 52.236-13(c)), can be viewed at the following website: http://www.hq.usace.army.mil./soh/hqusace_soh.htm. When you get the website, click on "changes to EM". It will be the contractor's responsibility to view the changes posted. Before work begins, the contractor shall develop an Activity Hazard Analysis and an Accident Prevention Plan in accordance with the Safety Manual. Extreme caution shall be exercised when operating vehicles, to prevent accidents and injuries to the Contractor, contractor's employees, and private parties or damage to their property. The use of sharp-edged cutting tools should be considered a safety hazard, and it is recommended that no person work alone when brush cutting is being performed. All individuals involved in boundary maintenance shall be dressed neatly and fully to include shoes, pants, and shirt

(closed or buttoned). During all work, crew members shall wear a high visibility vest, shirt, or jacket at all times due to the high number of hunters in the woods on both public and private lands (reference EM 385-1-1-05.F.03). **At no time shall any person performing work in conjunction with this contract be under the influence of alcohol or illegal/illicit drugs. Failure to follow safety guidelines will result in written safety violations issued to the contractor each time a violation occurs. Repeated safety violations will be grounds for termination of the contract.** The Contractor shall not use an ATV on government property at any time.

1.9.2 Monthly Exposure Report: The total number of man-hours worked each month by the contractor, under this contract, shall be noted on Government furnished form SWD 743-J and shall be submitted at the end of each month. Payments due will not be processed without this completed SWD 743-J form.

1.9.3 Environmental Program: The Contractor shall comply with Federal, State, and local laws, regulations, and standards regarding environmental protection. All environmental protection matters shall be coordinated with the COR.

1.9.4 Permits and Licenses: The Contractor shall, at his/her own expense, obtain any licenses or permits required to perform the contract. The Contractor shall comply with all current federal, state, and local laws and regulations and shall comply with any subsequent changes.

2. Definitions and Acronyms:

2.1. Definitions:

2.1.1 ArcView: A geographical information system software product of Environmental systems Research Institute, Inc. (ESRI) in use at Mountain Home Project Office. Applications within ArcGIS include ArcCatalog, ArcMap, and ArcToolbox.

2.1.2 Boundary Line: The property line which separates privately owned land from land owned by the Government in fee simple title. This line is determined by drawing a straight line between two adjacent monuments.

2.1.3 Contract Line-Item Number (CLIN): An item of work described in Section B of the contract identifying service deliveries for which the Contractor will receive compensation. The unit price of the CLIN represents the value of service delivery, which is the basis for payment for satisfactory service delivery and the basis for deduction for unsatisfactory service delivery.

2.1.4 Contract Deficiency Report (CDR): A formal, written description of a Contractor's non-compliance or lack of performance for contracted work. A CDR, when issued by the Government, requires formal response by the contractor.

2.1.5 CONTRACTOR: A supplier or vendor having a contract to provide specific supplies or service to the government. The term used in this contract refers to the prime.

2.1.6 Contracting Officer: The Contracting Officer is a person with the authority to enter into, administer, and terminate contracts and make related determinations and findings. The term includes certain authorized representatives of the Contracting Officer (COR) acting within the limits of their authority as delegated by the Contracting Officer.

2.1.7. Contracting Officer's Representative (COR): An employee of the U.S. Government appointed by the contracting officer to administer the contract. Such appointment shall be in writing and shall state the scope of authority and limitations. This individual has authority to provide technical direction to the Contractor as long as that direction is within the scope of the contract, does not constitute a change, and has no funding implications. This individual does NOT have authority to change the terms and conditions of the contract.

2.1.8. Defective Service: A service output that does not meet the standard of performance associated with the Performance Work Statement.

2.1.9. Deliverable: Anything that can be physically delivered but may include non-physical things such as meeting minutes.

2.1.10 DBH: Diameter at breast height (approximately 4 ½ feet above ground level)

2.1.11 Easement Lands: Lands under a perpetual flowage easement purchased by the Corps of Engineers during acquisition proceedings. Such lands are within the flood pool of Bull Shoals Lake. Restrictions on these lands include the prohibition of homes, fills, and septic systems below the flowage easement elevation.

2.1.12 Fee Line: See Boundary Line.

2.1.13 GPS: GPS or Global Positioning System is navigation technology that utilizes satellites for precise positioning of features on the surface of the earth. GPS receivers utilize software to obtain longitude and latitude coordinates that can then be exported into a GIS system via special software.

2.1.14 Inspection: Government inspectors to ensure that all work has been properly completed will inspect a minimum ten (10) percent of the completed boundary line. The area of inspection will be chosen at random by the government representative. Any deficiencies found in the inspected area will be assumed to exist uniformly along the entire length of the completed section. Payment for incomplete or deficient services will be withheld until such time that work is performed satisfactorily.

2.1.15 Invoices: Invoices for work completed shall be submitted to the Mountain Home Project Office. An invoice for completed work segments will be for approximately ten (10) miles / 52,800 feet of boundary line. The invoice will contain foot/miles completed, a description of the completed boundary maintenance offered for payment by starting and ending monument number and Section, Township, Range, and County. A copy of the invoice for any paint purchased for this contract will be submitted to the COR at the time of purchase.

2.1.16. Key Personnel: Contractor personnel that are evaluated in a source selection process and that may be required to be used in the performance of a contract by the Key Personnel listed in the PWS. When key personnel are used as an evaluation factor in best value procurement, an offer can be rejected if it does not have a firm commitment from the persons that are listed in the proposal.

2.1.17 Monuments: Monuments are brass caps set at ground level along the fee line. The monuments are located at all turning points and occasionally on tangent. These caps are stamped and labeled with Corps of Engineers identification and a monument number. The first three or four digits of the monument number denote the tract acquisition number. The numbers following the tract number denote the course number or individual monument number.

2.1.18 Physical Security: Actions that prevent the loss or damage of Government property.

2.1.19 Program Manager: Government individual responsible for quality assurance surveillance and day-to-day tracking of contractor progress and contract delivery orders.

2.1.20 Quality Control: Action by the Contractor to ensure that products and services offered for delivery conforms to the requirements of the contract. Contractor methods and actions including performing daily inspections of work performed.

2.1.21 Quality Assurance: Action by the Government to verify that the quality of purchased goods and services received are acceptable in accordance with established standards and requirements of this contract. Those actions taken by the Government to evaluate service delivery to determine conformance to the requirements of the contract.

2.1.22. Subcontractor: One that enters into a contract with a prime contractor. The Government does not have privity of contract with the subcontractor.

2.1.23 Survey Sheets: Informational listing of monument numbers, course numbers, course bearings and distances for monuments in a specific area identified by section, township, and range.

2.1.24 Trespass and/or Encroachment: Any unauthorized activity on government fee or easement land. Trespass and/or encroachments include buildings and structures, roads, septic systems, personal property, and alteration of shoreline including mowing, clearing, under brushing, burning, paths, steps, etc.

2.1.25 Troach Line: Section of boundary line between monuments that must be cleared to a width of four feet (**all four feet shall be cleared from the center of the line onto the government side of the property line. No clearing should be done on the privately owned side of the line**) and to a height of seven feet above the ground.

2.1.26. Unit Price for Boundary Line Maintenance: The price contracted for to establish as needed, locating monuments, painting, repainting, setting posts, logging trespasses and/or encroachments, and clearing 4' of vegetation from the line on the government side of the boundary line up to 7' high for one Linear (1) foot of boundary line. The linear foot unit is calculated from the fee line distance indicated on the survey sheets

2.1.27. Workday: The number of hours per day the Contractor provides services in accordance with the contract.

2.1.28. Work Week: Is defined as Monday through Friday, unless specified otherwise.

2.2 Acronyms

AFARS	Army Federal Acquisition Regulation Supplement
AR	Army Regulation
CCE	Contracting Center of Excellence
CFR	Code of Federal Regulations
CONUS	Continental United States (excludes Alaska and Hawaii)
COR	Contracting Officer Representative
COTS	Commercial off the Shelf
DA	Department of the Army
DD250	Department of Defense Form 250 (Receiving Report)
DD254	Department of Defense Contract Security Requirement List
DFARS	Defense Federal Acquisition Regulation Supplement
DMDC	Defense Manpower Data Center
DOD	Department of Defense
FAR	Federal Acquisition Regulation
HIPAA	Health Insurance Portability and Accountability Act of 1996
KO	Contracting Officer
OCI	Organizational Conflict of Interest
OCONUS	Outside Continental United States (Incl. Alaska and Hawaii)
ODC	Other Direct Costs
PIPO	Phase In/Phase Out
POC	Point of Contact
PRS	Performance Requirements Summary
PWS	Performance Work Statement
QA	Quality Assurance
QAP	Quality Assurance Program
QASP	Quality Assurance Surveillance Plan
QC	Quality Control
QCP	Quality Control Program
QDR	Quality Deficiency Report
TE	Technical Exhibit

PART 3

Government Furnished Property, Equipment, and Services

3. <u>Government Furnished Items and Services</u>:

<u>3.1 Services:</u> Not Applicable.

<u>3.2 Facilities:</u> Not Applicable.

<u>3.3 Utilities:</u> Not Applicable.

<u>3.4 Equipment:</u> Not Applicable.

<u>3.5 Materials:</u> The Government will furnish a CD's containing boundary line information for Bull Shoals Lake and Norfork Lake. These will include boundary line and monuments in .kml (Google Earth) format. Survey Plats in PDF format indicating distance and angles between marked points will also be provided on a CD. Government will also furnish witness post signs to be affixed by contractor. Wire will not be provided but will be required to affix signs.

Part 4

Contractor Furnished Items and Services

4. <u>Contractor Furnished Items and Responsibilities</u>:

<u>4.1 General:</u> The Contractor shall furnish all supplies, equipment, facilities and services required to perform work under this contract that are not listed under Section 3 of this PWS. Right of entry onto Government owned land from the lakeside is available to the Contractor. If the Contractor chooses to enter public land from any point other than public, **the Contractor must obtain prior permission from the property owner before entering or crossing private property.** Gaining prior permission for land-based access is the responsibility of the Contractor. Right of Entry to private property should be obtained 48 hours in advance. The Contractor must specify to the property owner that they are contract workers. This contract in no way gives any rights to the contractor to trespass across private land to access government property. Access to the boundary line may be achieved by boat. A large portion of this contract is in remote areas where public or private access by land is frequently unavailable.

<u>4.2 Secret Facility Clearance:</u> Not Applicable.

<u>4.3 Materials:</u> The Contractor shall provide all the necessary "tools of the trade" and expendable materials to accomplish the work issued by the delivery order. Past performances indicates that a minimum equipment list may include GPS units in which Northern and Eastern 1927 State Plain coordinates can be downloaded or typed in for navigation, compass, 300 ft. measuring tape, chain saw, brush cutters, metal detectors, steel brush with scraper, paint brush, and ARCGIS software. The contractor shall provide an acceptable means of communication between the contractor and his employees for routine and emergency purposes. Pagers, radios and cell phones have been used successfully in the past.

<u>4.4 Equipment:</u> The contractor shall furnish a sufficient number of vehicles suitable for the transportation of personnel, materials, and equipment for use in the performance of this contract. The contractor vehicles and equipment shall meet applicable state vehicle safety standards and shall be maintained in a serviceable and presentable condition. Qualified and competent personnel according to state and federal laws/regulations shall operate contractor equipment or vehicles. Contractor's vehicles shall be identified with permanent or magnetic signage of company name prominently displayed with minimum two-inch letters on the outside of both front doors of each vehicle in such a manner as to provide a readily visible means of identification. **<u>At no time will the contractor use an ATV on government property.</u>**

<u>4.5 Liability Insurance:</u> Liability insurance and proof thereof for all contractor employees is required prior to start of work.

Part 5

Specific Tasks

5. Specific Tasks:

5.1 Basic Services: The boundary line shall be maintained in accordance with the specifications below.

5.2 Locating and Marking Monuments: Existing monuments along the boundary line will be located and monument caps will be left uncovered, and free of dirt and paint. A diligent effort of at least 15 minutes will be made to locate each monument. The use of a GPS unit in which Northern and Eastern 1927 State Plain coordinates can be downloaded or typed in for navigation, a steel tape, or a metal detector may be necessary to locate the monuments. Use of a metal detector may require the marker post to be removed. If removed, the marker post must be correctly placed back in the ground when monument is located (monuments not found will be listed on the daily report). The Contractor will place three rocks around each monument. Each rock will be a minimum of 6 inches in diameter and painted white on a minimum of three-quarters (3/4) of the rock's top surface and placed in a circle around the monument for protection and identification.

5.3 Painting Boundary Line: The boundary line between monuments will be marked by painting witness trees and online trees. These trees will be four (4) inches or greater in diameter at breast height (dbh) along and adjacent to the boundary line and no more than 50 feet apart. All witness and online trees will be painted with a neat four (4) inch horizontal, white painted ring completely around the tree at dbh, and a white vertical stripe, twelve (12) inches long and four (4) inches wide, painted midway across the horizontal stripe of the tree. All previously painted trees on the Government side of the boundary line will be repainted. No trees on the private side of the boundary line will be painted or repainted.

5.3.1: Witness trees serve to assist in location of boundary monuments. The first tree, located within twenty-five (25) feet of the monument, will be painted to show the direction of the boundary line.

5.3.2: Online trees serve to assist in locating the boundary line between monuments. Online trees will be within four (4) feet of the boundary line. These trees will be along and adjacent to the boundary line, no more than **50** feet apart, so as to allow trees to be visible from any point along the line. The vertical stripe will face the boundary line.

5.3.3: Paint will be applied in a thick heavy coat so no bark color can be seen through the paint**. Rough and loose tree bark will be removed from the band and stripe area of the tree before painting. Special care will be exercised to ensure that bark is not removed into the cambium layer. No new paint will be applied to dead trees.** Power line poles, road signs, and other private property along the boundary line will not be painted. Paint will be Nelson Boundary Mark, brush type, in white, or equal. All paint types will be approved prior to the starting of work each year. Copies of receipts for purchased paint will be provided to the government upon purchase. Tree marking paint will not be thinned.

5.3.4 Post Painting: All steel marker or line posts will be heavy-duty steel fence posts painted with white paint. Paint will be the same type of paint used for tree marking as stated in the above paragraph. All existing posts will be cleaned and free of flaking paint, rust, or any debris on the post before painting.

5.4 Setting Posts: The Contractor will replace missing steel marker posts that were originally placed to indicate a monument and posts that are bent or broken and are less than 3' in height. There should be one (6 ft) steel heavy-duty post of standard size per monument. The missing posts are to be set approximately one foot from the survey marker or monument, between the monument and the lake, with the **fence post teeth pointing toward the monument**. The Contractor should assume that, on the average mile, four steel posts will be reset

on monuments during the contract. All fence posts will be driven to a depth of eighteen (18) inches, or until the spade is beneath ground level.

5.4.1 Online Posts: In those areas where no trees are available along or adjacent to the line, steel line posts will be set at a distance of one hundred (100) feet or less apart, in order to make the boundary clearly visible.

5.4.1.1 Witness Post Signage: Contractor will affix a boundary marker sign to each steel post. Sign shall be affixed to the post with metal wire, no more than 2 inches from the top of the post, and shall face toward private property.

5.4.2 Road Crossings: On public road crossings, both sides of a used roadway are to be marked by setting a steel marker post, on each side of the road, on the line, at the edge of the road right-of-way. New line posts will be set in line with the fence post teeth parallel to the line.

5.5 Logging trespasses and/or encroachments: All trespasses/encroachments observed will be documented (logged) and the closest monument number and type of trespass and/or encroachment will be reported. Trespasses and/or encroachments i.e. may be observed as out buildings, portions of houses/trailers/decks, mowing, tree cutting, storage of personal property, areas of large vegetation removal, or paths or roads that extend across the government boundary line.

5.6 Clearing Boundary Line: The Contractor shall clear the boundary line Troach of any growth and/or re-growth of weeds, woody vegetation, briers, existing brush piles and trees, to a width of four (4) feet (starting at the line and going onto the government side) and to a height of seven (7) feet above the ground. Trees up to six (6) inches (dbh) may be cut where necessary to establish a line of sight. All brush will be thrown clear of the Troach area to the Government side of the property line. All vegetation within the 4' width will be cut at or near ground level so that no protruding stumps remain that could endanger people or animals and in such a manner as to leave no sharp points on stumps. All trees that lay on / across the boundary line must be cut through to leave no less than a four (4) foot open path down the government side of the line. **No cuttings, brush, limbs, or other debris shall be thrown or placed on the private side of the property line.**

5.7 Trash Disposal: The Contractor must properly dispose of any litter generated by the contractor (including but not limited to; paint cans, lids, brushes, or food/beverage containers/wrappings). Any such litter found on public or private land will result in an assessment of one hundred dollars to be withheld from the Delivery Order payment. A repeat offense will result in the same assessment and could lead to immediate termination of the contract. Contractor is responsible for proper disposal of any hazardous waste generated by performance of the contract.

5.8 Conducting Work: The Contractor shall begin work within 10 working days after receipt of delivery order, but in no case prior to attending a pre-work conference. The Contractor shall complete work in an uninterrupted manner along the Government boundary from the designated starting point. Work shall be completed in increments as designated by the COR, proceeding from monument to monument. The contractor shall execute the work continuously and expeditiously, subject to weather or other excusable delays as listed on daily reports and agreed-to by the Contracting Officer, or his/her authorized representatives.

Part 6

Applicable Publications

6. Applicable Publications (Current Editions)

6.1: The Contractor must abide by all applicable regulations, publications, manuals, and local policies and procedures. All work under this contract shall be performed in accordance with safety requirements set forth in the Corps of Engineers Manual, EM 385-1-1, entitled "Safety and Health Requirements Manual", current manual and interim changes thereto. The current manual and interim changes to EM 385-1-1 (as referenced in clause 52.236-13(c)), can be viewed at the following website: http://www.hq.usace.army.mil./soh/hqusace_soh.htm. When you reach the website, click on "changes to EM". It will be the contractor's responsibility to view the changes posted. Before work begins, the contractor shall develop an Activity Hazard Analysis and an Accident Prevention Plan in accordance with the Safety Manual. Extreme caution shall be exercised when operating vehicles, to prevent accidents and injuries to the Contractor, contractor's employees, and private parties or damage to their property. The use of sharp-edged cutting tools should be considered a safety hazard, and it is recommended that no person work alone when brush cutting is being performed. All individuals involved in boundary maintenance shall be dressed neatly and fully to include shoes, pants, and shirt (closed or buttoned). During all work, crew members shall wear a high visibility vest, shirt, or jacket at all times due to the high number of hunters in the woods on both public and private lands (reference EM 385-1-1-05.F.03). **At no time shall any person performing work in conjunction with this contract be under the influence of alcohol or illegal/illicit drugs. Failure to follow safety guidelines will result in written safety violations issued to the contractor each time a violation occurs. Repeated safety violations will be grounds for termination of the contract.** The Contractor shall not use an ATV on government property.

Name	Edition	Description
EM-385-1-1	Current	Safety and Health Requirements Manual
CFR 29 Part 1910	Current	Occupational Safety & Health
Standards CFR 29 Part 1925	Current	Safety and Health Standards
Title 36 CFR	Current	Parks, Forestry, and Public Property
NFPA 70	Current	National Electric Code

6.2: Contractor shall comply with all local, State, and Federal environmental laws, rules, and regulation in the performance of this contract.

Part 7

Attachment/Technical Exhibit Listing

7. Attachment/Technical Exhibit List:

7.1 Technical Exhibit 1 – Performance Requirements Summary

7.2 Technical Exhibit 2 – Deliverables Schedule

7.3 Technical Exhibit 3 – Quality Assurance Surveillance Plan.

Technical Exhibit 1

Performance Requirements Summary

The contractor service requirements are summarized into performance objectives that relate directly to mission essential items. The performance threshold briefly describes the minimum acceptable levels of service required for each requirement. These thresholds are critical to mission success.

Performance Objective	Standard	Performance Threshold	Method of Surveillance	Remedy for Non-Compliance
PRS # 1. Clearing Vegetation from the Troach Area	Troach line is visibly cleared of brush, vegetation, and trees to a minimum specified width. Considerable regrowth is completely removed.	95% of the inspected lines meet the clearance standard.	Random Inspection of 10% of the completed work order segment	Deficiencies must be corrected at the contractor's expense. Failure may result in a payment deduction for the work order
PRS # 2 Painting of the Boundary Line	All required trees and posts are painted with a clear, visible mark (blaze) facing the line, using the specified color.	98% of required markings in the inspected area are present and correctly applied.	Random Inspection during the site visit.	Deficiencies must be corrected at the contractor's expense.
PRS # 3 Locating, Marking & Setting Monuments/Posts	Existing monuments are located. New monument/online posts are set securely and plumb where necessary. All missing survey monuments are documented.	100% of missing monuments are documented and reported. 98% of newly set posts are installed correctly.	100% Review of Missing Monument Log & Random Inspection of new posts.	Failure to report a missing monument is a critical deficiency. Incorrectly set posts must be re-set at the contractor's expense
PRS # 4 Affixing Witness Post Signage	All required witness posts have signage securely and correctly affixed.	99% of signs in the inspected area are correctly affixed.	Random Inspection during the site visit.	Incorrectly affixed signs must be corrected at the contractor's expense
PRS # 5 Identifying & Logging Trespasses	All observed trespasses/encroachments are identified, logged with type, and referenced to the nearest survey monument.	100% of observed trespasses are logged and reported to the COR within 24 hours of discovery.	100% Review of Trespass Log & COR observation during Random Inspection.	**CRITICAL TASK**. Failure to report an observed trespass will result in a Contract Discrepancy Report (CDR) and a significant payment deduction.

Technical Exhibit 2

Deliverables Schedule

Deliverable	Frequency	# of Copies	Medium/Format	Submit To
Quality Control Plan, PWS paragraph 1.6.1.	Within 10 days after award of contract.	1 original	Paper (hard copy) or electronic	U.S. Army Corps of Engineers ATTN: COR 324 W. 7th St. Mountain Home, AR 72653
Employee List and Information, PWS paragraph 1.5.5.	Pre-work meeting	1 original	Paper (hard copy)	U.S. Army Corps of Engineers ATTN: COR 324 W. 7th St. Mountain Home, AR 72653
AHA and Accident Prevention Plan, PWS paragraph 1.9.1.	Pre-work Meeting	1 original	Paper (hard copy)	U.S. Army Corps of Engineers ATTN: COR 324 W. 7th St. Mountain Home, AR 72653
Monthly Exposure Reports, PWS paragraph 1.9.2	By the 3rd day of each month.	1 copy	Paper (hard copy) or electronic	U.S. Army Corps of Engineers ATTN: COR 324 W. 7th St. Mountain Home, AR 72653
Daily Reports, PWS paragraph 1.6.1.	Created daily, turned in every Monday by 12:00 noon.	1 copy	Paper (hard copy)	U.S. Army Corps of Engineers ATTN: COR 324 W. 7th St. Mountain Home, AR 72653

Technical Exhibit 3

Quality Assurance Surveillance Plan (QASP)

1.0 Introduction

This Quality Assurance Surveillance Plan (QASP) is designed to provide an effective surveillance method for the boundary maintenance services at Bull Shoals and Norfork Lakes. Its purpose is to ensure the contractor's performance meets the standards set forth in the Performance Work Statement (PWS) and that the government pays only for the level of services received.

2.0 Roles and Responsibilities

Contracting Officer (CO): Holds ultimate responsibility for the contract, including any modifications, and is the only individual authorized to make changes to the contract terms.

Contracting Officer's Representative (COR): Responsible for the technical administration of the contract. The COR will conduct surveillance, verify contractor performance, review invoices, and serve as the primary point of contact for the contractor.

3.0 Methodologies to Monitor Performance

This section details how the surveillance outlined in the PRS will be conducted.

3.1 Inspection Process: Upon completion and submission of an invoice for a work order (approx. 10-mile segment), the government will perform an inspection. The COR will randomly select a minimum of ten percent (10%) of the boundary maintenance segment for a physical site inspection.

3.2 Performance Representation: The inspected parcel will be assumed to be representative of the entire work order segment. Any deficiencies noted in the sample area will be considered to exist proportionally throughout the entire segment.

3.3 Document Review: In addition to the physical inspection, the COR will perform a 100% review of all submitted documentation for the work order, including the Missing Monument Log and the Trespass/Encroachment Log, to ensure all reporting requirements have been met.

4.0 Deficiencies and Deductions

4.1 Corrective Action: The contractor shall be responsible for correcting all identified deficiencies to the satisfaction of the government and in accordance with contract specifications. All corrective work shall be at the contractor's expense.

4.2 Payment Deductions: If deficiencies are not corrected, or for critical failures, the government may make payment deductions from the invoice. The deduction will be calculated based on the severity and extent of the deficiencies found in the representative sample.

4.3 Work Progression: The contractor will not be allowed to proceed to the next work order until all deficiencies from the previous segment have been corrected and documented, and verbal permission from the COR is obtained.

"

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.: 2015-5123
Revision No.: 30
Date Of Last Revision: 5/13/2026

State: Arkansas

Area: Arkansas Counties of Baxter, Boone, Cleburne, Fulton, Independence, Izard, Jackson, Marion, Searcy, Sharp, Stone, Van Buren, White and Woodruff

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.14
01012 - Accounting Clerk II		18.12
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		22.81
01035 - Court Reporter		18.64
01041 - Customer Service Representative I		14.50
01042 - Customer Service Representative II		15.82
01043 - Customer Service Representative III		17.76
01051 - Data Entry Operator I		15.06
01052 - Data Entry Operator II		16.43
01060 - Dispatcher, Motor Vehicle		23.66
01070 - Document Preparation Clerk		14.84
01090 - Duplicating Machine Operator		14.84
01111 - General Clerk I		15.44
01112 - General Clerk II		16.85
01113 - General Clerk III		18.91
01120 - Housing Referral Assistant		20.77
01141 - Messenger Courier		12.63
01191 - Order Clerk I		18.71
01192 - Order Clerk II		20.42
01261 - Personnel Assistant (Employment) I		18.76
01262 - Personnel Assistant (Employment) II		20.98
01263 - Personnel Assistant (Employment) III		23.39
01270 - Production Control Clerk		22.81
01290 - Rental Clerk		15.08
01300 - Scheduler, Maintenance		16.66
01311 - Secretary I		16.66
01312 - Secretary II		18.64
01313 - Secretary III		20.77
01320 - Service Order Dispatcher		21.15
01410 - Supply Technician		22.81
01420 - Survey Worker		17.10
01460 - Switchboard Operator/Receptionist		14.94
01531 - Travel Clerk I		14.84
01532 - Travel Clerk II		16.66
01533 - Travel Clerk III		18.64
01611 - Word Processor I		14.84
01612 - Word Processor II		16.66
01613 - Word Processor III		18.64
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.14
05010 - Automotive Electrician		17.59
05040 - Automotive Glass Installer		15.52
05070 - Automotive Worker		15.52
05110 - Mobile Equipment Servicer		13.40
05130 - Motor Equipment Metal Mechanic		17.74
05160 - Motor Equipment Metal Worker		15.52
05190 - Motor Vehicle Mechanic		17.74
05220 - Motor Vehicle Mechanic Helper		12.42
05250 - Motor Vehicle Upholstery Worker		14.86
05280 - Motor Vehicle Wrecker		15.52
05310 - Painter, Automotive		16.63
05340 - Radiator Repair Specialist		15.52
05370 - Tire Repairer		15.85
05400 - Transmission Repair Specialist		17.74

07000 - Food Preparation And Service Occupations		
07010 - Baker		13.45
07041 - Cook I		13.94
07042 - Cook II		16.17
07070 - Dishwasher		12.23
07130 - Food Service Worker		13.00
07210 - Meat Cutter		16.87
07260 - Waiter/Waitress		12.55
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		22.75
09040 - Furniture Handler		13.72
09080 - Furniture Refinisher		22.52
09090 - Furniture Refinisher Helper		16.71
09110 - Furniture Repairer, Minor		19.58
09130 - Upholsterer		21.62
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		16.76
11060 - Elevator Operator		15.01
11090 - Gardener		19.35
11122 - Housekeeping Aide		13.70
11150 - Janitor		13.70
11210 - Laborer, Grounds Maintenance		14.50
11240 - Maid or Houseman		12.65
11260 - Pruner		13.02
11270 - Tractor Operator		17.81
11330 - Trail Maintenance Worker		14.50
11360 - Window Cleaner		15.25
12000 - Health Occupations		
12010 - Ambulance Driver		18.10
12011 - Breath Alcohol Technician		21.19
12012 - Certified Occupational Therapist Assistant		35.77
12015 - Certified Physical Therapist Assistant		33.49
12020 - Dental Assistant		17.51
12025 - Dental Hygienist		41.34
12030 - EKG Technician		32.58
12035 - Electroneurodiagnostic Technologist		32.58
12040 - Emergency Medical Technician		18.10
12071 - Licensed Practical Nurse I		18.95
12072 - Licensed Practical Nurse II		21.19
12073 - Licensed Practical Nurse III		23.62
12100 - Medical Assistant		17.38
12130 - Medical Laboratory Technician		22.22
12160 - Medical Record Clerk		17.33
12190 - Medical Record Technician		19.38
12195 - Medical Transcriptionist		18.95
12210 - Nuclear Medicine Technologist		46.57
12221 - Nursing Assistant I		12.82
12222 - Nursing Assistant II		14.42
12223 - Nursing Assistant III		15.74
12224 - Nursing Assistant IV		17.66
12235 - Optical Dispenser		19.82
12236 - Optical Technician		18.95
12250 - Pharmacy Technician		17.46
12280 - Phlebotomist		16.20
12305 - Radiologic Technologist		28.22
12311 - Registered Nurse I		28.77
12312 - Registered Nurse II		35.19
12313 - Registered Nurse II, Specialist		35.19
12314 - Registered Nurse III		42.58
12315 - Registered Nurse III, Anesthetist		42.58
12316 - Registered Nurse IV		51.05
12317 - Scheduler (Drug and Alcohol Testing)		26.25
12320 - Substance Abuse Treatment Counselor		29.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.29
13012 - Exhibits Specialist II		22.66
13013 - Exhibits Specialist III		27.72
13041 - Illustrator I		18.29
13042 - Illustrator II		22.66
13043 - Illustrator III		27.72
13047 - Librarian		25.09
13050 - Library Aide/Clerk		12.66
13054 - Library Information Technology Systems Administrator		22.66
13058 - Library Technician		14.71
13061 - Media Specialist I		16.35
13062 - Media Specialist II		18.29
13063 - Media Specialist III		20.40
13071 - Photographer I		16.35
13072 - Photographer II		18.29
13073 - Photographer III		22.66
13074 - Photographer IV		27.72
13075 - Photographer V		33.53
13090 - Technical Order Library Clerk		15.89
13110 - Video Teleconference Technician		17.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.06
14042 - Computer Operator II		17.97
14043 - Computer Operator III		20.02
14044 - Computer Operator IV		22.26
14045 - Computer Operator V		24.65
14071 - Computer Programmer I	(see 1)	21.44

14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.06
14160 - Personal Computer Support Technician		24.02
14170 - System Support Specialist		24.65
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.87
15020 - Aircrew Training Devices Instructor (Rated)		37.34
15030 - Air Crew Training Devices Instructor (Pilot)		44.76
15050 - Computer Based Training Specialist / Instructor		30.87
15060 - Educational Technologist		31.12
15070 - Flight Instructor (Pilot)		44.76
15080 - Graphic Artist		19.50
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.76
15086 - Maintenance Test Pilot, Rotary Wing		44.76
15088 - Non-Maintenance Test/Co-Pilot		44.76
15090 - Technical Instructor		20.60
15095 - Technical Instructor/Course Developer		25.20
15110 - Test Proctor		16.63
15120 - Tutor		16.63
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.66
16030 - Counter Attendant		13.66
16040 - Dry Cleaner		15.74
16070 - Finisher, Flatwork, Machine		13.66
16090 - Presser, Hand		13.66
16110 - Presser, Machine, Drycleaning		13.66
16130 - Presser, Machine, Shirts		13.66
16160 - Presser, Machine, Wearing Apparel, Laundry		13.66
16190 - Sewing Machine Operator		16.39
16220 - Tailor		17.05
16250 - Washer, Machine		14.37
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.97
19040 - Tool And Die Maker		23.83
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.14
21030 - Material Coordinator		22.81
21040 - Material Expediter		22.81
21050 - Material Handling Laborer		16.45
21071 - Order Filler		15.00
21080 - Production Line Worker (Food Processing)		22.14
21110 - Shipping Packer		18.74
21130 - Shipping/Receiving Clerk		18.74
21140 - Store Worker I		13.96
21150 - Stock Clerk		18.75
21210 - Tools And Parts Attendant		22.14
21410 - Warehouse Specialist		22.14
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.86
23019 - Aircraft Logs and Records Technician		20.65
23021 - Aircraft Mechanic I		25.35
23022 - Aircraft Mechanic II		26.86
23023 - Aircraft Mechanic III		28.42
23040 - Aircraft Mechanic Helper		17.60
23050 - Aircraft, Painter		23.76
23060 - Aircraft Servicer		20.65
23070 - Aircraft Survival Flight Equipment Technician		23.76
23080 - Aircraft Worker		22.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		22.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		25.35
23110 - Appliance Mechanic		23.71
23120 - Bicycle Repairer		19.08
23125 - Cable Splicer		38.55
23130 - Carpenter, Maintenance		19.66
23140 - Carpet Layer		22.13
23160 - Electrician, Maintenance		23.76
23181 - Electronics Technician Maintenance I		24.65
23182 - Electronics Technician Maintenance II		26.38
23183 - Electronics Technician Maintenance III		28.14
23260 - Fabric Worker		20.60
23290 - Fire Alarm System Mechanic		25.29
23310 - Fire Extinguisher Repairer		19.08
23311 - Fuel Distribution System Mechanic		37.19
23312 - Fuel Distribution System Operator		28.05
23370 - General Maintenance Worker		17.99
23380 - Ground Support Equipment Mechanic		25.35
23381 - Ground Support Equipment Servicer		20.65
23382 - Ground Support Equipment Worker		22.18
23391 - Gunsmith I		19.08
23392 - Gunsmith II		22.13
23393 - Gunsmith III		25.29
23410 - Heating, Ventilation And Air-Conditioning		

Mechanic		22.66
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		24.01
23430 - Heavy Equipment Mechanic		24.48
23440 - Heavy Equipment Operator		20.42
23460 - Instrument Mechanic		25.29
23465 - Laboratory/Shelter Mechanic		23.71
23470 - Laborer		16.45
23510 - Locksmith		23.71
23530 - Machinery Maintenance Mechanic		26.85
23550 - Machinist, Maintenance		22.38
23580 - Maintenance Trades Helper		17.57
23591 - Metrology Technician I		25.29
23592 - Metrology Technician II		26.80
23593 - Metrology Technician III		28.35
23640 - Millwright		27.17
23710 - Office Appliance Repairer		22.59
23760 - Painter, Maintenance		18.39
23790 - Pipefitter, Maintenance		23.39
23810 - Plumber, Maintenance		21.93
23820 - Pneudraulic Systems Mechanic		25.29
23850 - Rigger		25.29
23870 - Scale Mechanic		22.13
23890 - Sheet-Metal Worker, Maintenance		23.13
23910 - Small Engine Mechanic		18.43
23931 - Telecommunications Mechanic I		26.17
23932 - Telecommunications Mechanic II		27.56
23950 - Telephone Lineman		28.11
23960 - Welder, Combination, Maintenance		21.84
23965 - Well Driller		25.29
23970 - Woodcraft Worker		25.29
23980 - Woodworker		19.08
24000 - Personal Needs Occupations		
24550 - Case Manager		15.88
24570 - Child Care Attendant		12.84
24580 - Child Care Center Clerk		16.01
24610 - Chore Aide		12.81
24620 - Family Readiness And Support Services Coordinator		15.88
24630 - Homemaker		15.88
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.24
25040 - Sewage Plant Operator		17.83
25070 - Stationary Engineer		23.24
25190 - Ventilation Equipment Tender		16.26
25210 - Water Treatment Plant Operator		17.83
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.26
27007 - Baggage Inspector		17.80
27008 - Corrections Officer		19.46
27010 - Court Security Officer		18.85
27030 - Detection Dog Handler		19.92
27040 - Detention Officer		19.46
27070 - Firefighter		18.77
27101 - Guard I		17.80
27102 - Guard II		19.92
27131 - Police Officer I		18.40
27132 - Police Officer II		20.45
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.89
28042 - Carnival Equipment Repairer		19.45
28043 - Carnival Worker		13.03
28210 - Gate Attendant/Gate Tender		16.07
28310 - Lifeguard		14.32
28350 - Park Attendant (Aide)		17.98
28510 - Recreation Aide/Health Facility Attendant		13.12
28515 - Recreation Specialist		22.27
28630 - Sports Official		14.32
28690 - Swimming Pool Operator		22.55
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.17
29020 - Hatch Tender		22.17
29030 - Line Handler		22.17
29041 - Stevedore I		20.66
29042 - Stevedore II		23.74
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		17.52
30022 - Archeological Technician II		19.59
30023 - Archeological Technician III		24.28
30030 - Cartographic Technician		24.28
30040 - Civil Engineering Technician		24.24
30051 - Cryogenic Technician I		26.85
30052 - Cryogenic Technician II		29.65
30061 - Drafter/CAD Operator I		17.52
30062 - Drafter/CAD Operator II		19.59
30063 - Drafter/CAD Operator III		21.84

30064 - Drafter/CAD Operator IV		26.88
30081 - Engineering Technician I		15.60
30082 - Engineering Technician II		17.52
30083 - Engineering Technician III		19.59
30084 - Engineering Technician IV		24.28
30085 - Engineering Technician V		29.69
30086 - Engineering Technician VI		35.92
30090 - Environmental Technician		24.24
30095 - Evidence Control Specialist		24.24
30210 - Laboratory Technician		24.02
30221 - Latent Fingerprint Technician I		26.85
30222 - Latent Fingerprint Technician II		29.65
30240 - Mathematical Technician		24.28
30361 - Paralegal/Legal Assistant I		21.01
30362 - Paralegal/Legal Assistant II		26.04
30363 - Paralegal/Legal Assistant III		31.85
30364 - Paralegal/Legal Assistant IV		38.52
30375 - Petroleum Supply Specialist		29.65
30390 - Photo-Optics Technician		24.28
30395 - Radiation Control Technician		29.65
30461 - Technical Writer I		24.24
30462 - Technical Writer II		29.65
30463 - Technical Writer III		35.87
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		26.88
30502 - Weather Forecaster II		32.70
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.84
30621 - Weather Observer, Senior	(see 2)	24.28
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		12.12
31030 - Bus Driver		16.68
31043 - Driver Courier		16.23
31260 - Parking and Lot Attendant		11.87
31290 - Shuttle Bus Driver		13.62
31310 - Taxi Driver		10.42
31361 - Truckdriver, Light		17.64
31362 - Truckdriver, Medium		19.05
31363 - Truckdriver, Heavy		24.46
31364 - Truckdriver, Tractor-Trailer		24.46
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		12.84
99050 - Desk Clerk		13.23
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		13.99
99252 - Laboratory Animal Caretaker II		15.20
99260 - Marketing Analyst		25.07
99310 - Mortician		29.28
99410 - Pest Controller		17.58
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		19.03
99711 - Recycling Specialist		23.37
99730 - Refuse Collector		17.09
99810 - Sales Clerk		14.00
99820 - School Crossing Guard		15.08
99830 - Survey Party Chief		23.26
99831 - Surveying Aide		15.40
99832 - Surveying Technician		21.15
99840 - Vending Machine Attendant		20.63
99841 - Vending Machine Repairer		25.99
99842 - Vending Machine Repairer Helper		20.63

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5103
Revision No.: 28
Date Of Last Revision: 5/13/2026

State: Missouri

Area: Missouri Counties of Barry, Barton, Cedar, Dade, Lawrence, Stone, Taney and Vernon

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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		15.72
01012 - Accounting Clerk II		17.65
01013 - Accounting Clerk III		19.74
01020 - Administrative Assistant		23.85
01035 - Court Reporter		19.83
01041 - Customer Service Representative I		15.58
01042 - Customer Service Representative II		17.00
01043 - Customer Service Representative III		19.08
01051 - Data Entry Operator I		14.47
01052 - Data Entry Operator II		15.80
01060 - Dispatcher, Motor Vehicle		22.50
01070 - Document Preparation Clerk		15.80
01090 - Duplicating Machine Operator		15.80
01111 - General Clerk I		14.55
01112 - General Clerk II		15.88
01113 - General Clerk III		17.82
01120 - Housing Referral Assistant		22.10
01141 - Messenger Courier		12.87
01191 - Order Clerk I		14.47
01192 - Order Clerk II		16.20
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.21
01263 - Personnel Assistant (Employment) III		23.64
01270 - Production Control Clerk		22.64
01290 - Rental Clerk		15.58
01300 - Scheduler, Maintenance		17.73
01311 - Secretary I		17.73
01312 - Secretary II		19.83
01313 - Secretary III		22.10
01320 - Service Order Dispatcher		20.12
01410 - Supply Technician		23.85
01420 - Survey Worker		18.24
01460 - Switchboard Operator/Receptionist		15.86
01531 - Travel Clerk I		17.43
01532 - Travel Clerk II		19.56
01533 - Travel Clerk III		21.88
01611 - Word Processor I		15.80
01612 - Word Processor II		17.73
01613 - Word Processor III		19.83
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.71
05010 - Automotive Electrician		18.05
05040 - Automotive Glass Installer		16.86
05070 - Automotive Worker		16.86
05110 - Mobile Equipment Servicer		14.50
05130 - Motor Equipment Metal Mechanic		19.21
05160 - Motor Equipment Metal Worker		16.86
05190 - Motor Vehicle Mechanic		19.21
05220 - Motor Vehicle Mechanic Helper		13.33
05250 - Motor Vehicle Upholstery Worker		15.69
05280 - Motor Vehicle Wrecker		16.86
05310 - Painter, Automotive		18.05
05340 - Radiator Repair Specialist		16.86
05370 - Tire Repairer		15.50
05400 - Transmission Repair Specialist		19.21
07000 - Food Preparation And Service Occupations		
07010 - Baker		14.24

07041 - Cook I		13.71
07042 - Cook II		15.69
07070 - Dishwasher		13.94
07130 - Food Service Worker		13.51
07210 - Meat Cutter		17.79
07260 - Waiter/Waitress		12.94
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		26.30
09040 - Furniture Handler		15.81
09080 - Furniture Refinisher		26.30
09090 - Furniture Refinisher Helper		19.35
09110 - Furniture Repairer, Minor		22.86
09130 - Upholsterer		26.30
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		15.96
11060 - Elevator Operator		14.79
11090 - Gardener		22.33
11122 - Housekeeping Aide		14.79
11150 - Janitor		14.79
11210 - Laborer, Grounds Maintenance		16.71
11240 - Maid or Houseman		14.01
11260 - Pruner		15.03
11270 - Tractor Operator		20.45
11330 - Trail Maintenance Worker		16.71
11360 - Window Cleaner		16.49
12000 - Health Occupations		
12010 - Ambulance Driver		18.59
12011 - Breath Alcohol Technician		22.35
12012 - Certified Occupational Therapist Assistant		30.66
12015 - Certified Physical Therapist Assistant		27.55
12020 - Dental Assistant		18.77
12025 - Dental Hygienist		39.19
12030 - EKG Technician		33.86
12035 - Electroneurodiagnostic Technologist		33.86
12040 - Emergency Medical Technician		18.59
12071 - Licensed Practical Nurse I		19.98
12072 - Licensed Practical Nurse II		22.35
12073 - Licensed Practical Nurse III		24.91
12100 - Medical Assistant		17.88
12130 - Medical Laboratory Technician		24.37
12160 - Medical Record Clerk		17.64
12190 - Medical Record Technician		19.73
12195 - Medical Transcriptionist		19.98
12210 - Nuclear Medicine Technologist		49.12
12221 - Nursing Assistant I		13.43
12222 - Nursing Assistant II		15.11
12223 - Nursing Assistant III		16.49
12224 - Nursing Assistant IV		18.51
12235 - Optical Dispenser		17.04
12236 - Optical Technician		19.98
12250 - Pharmacy Technician		17.62
12280 - Phlebotomist		19.98
12305 - Radiologic Technologist		33.97
12311 - Registered Nurse I		26.16
12312 - Registered Nurse II		31.99
12313 - Registered Nurse II, Specialist		31.99
12314 - Registered Nurse III		38.71
12315 - Registered Nurse III, Anesthetist		38.71
12316 - Registered Nurse IV		46.41
12317 - Scheduler (Drug and Alcohol Testing)		27.69
12320 - Substance Abuse Treatment Counselor		26.03
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.68
13013 - Exhibits Specialist III		27.75
13041 - Illustrator I		18.31
13042 - Illustrator II		22.68
13043 - Illustrator III		27.75
13047 - Librarian		25.12
13050 - Library Aide/Clerk		14.58
13054 - Library Information Technology Systems Administrator		22.68
13058 - Library Technician		18.31
13061 - Media Specialist I		16.36
13062 - Media Specialist II		18.31
13063 - Media Specialist III		20.41
13071 - Photographer I		15.03
13072 - Photographer II		17.44
13073 - Photographer III		21.90
13074 - Photographer IV		26.77
13075 - Photographer V		32.76
13090 - Technical Order Library Clerk		18.31
13110 - Video Teleconference Technician		21.09
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.71
14042 - Computer Operator II		18.70
14043 - Computer Operator III		20.85
14044 - Computer Operator IV		23.17
14045 - Computer Operator V		25.65
14071 - Computer Programmer I	(see 1)	19.31
14072 - Computer Programmer II	(see 1)	23.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.71
14160 - Personal Computer Support Technician		23.17
14170 - System Support Specialist		26.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.29
15020 - Aircrew Training Devices Instructor (Rated)		39.07
15030 - Air Crew Training Devices Instructor (Pilot)		46.84
15050 - Computer Based Training Specialist / Instructor		32.29
15060 - Educational Technologist		27.95
15070 - Flight Instructor (Pilot)		46.84
15080 - Graphic Artist		22.19
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.84
15086 - Maintenance Test Pilot, Rotary Wing		46.84
15088 - Non-Maintenance Test/Co-Pilot		46.84
15090 - Technical Instructor		20.49
15095 - Technical Instructor/Course Developer		25.06
15110 - Test Proctor		16.54
15120 - Tutor		16.54
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		15.04
16030 - Counter Attendant		15.04
16040 - Dry Cleaner		17.20
16070 - Finisher, Flatwork, Machine		15.04
16090 - Presser, Hand		15.04
16110 - Presser, Machine, Drycleaning		15.04
16130 - Presser, Machine, Shirts		15.04
16160 - Presser, Machine, Wearing Apparel, Laundry		15.04
16190 - Sewing Machine Operator		17.92
16220 - Tailor		18.64
16250 - Washer, Machine		15.76
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.48
19040 - Tool And Die Maker		30.51
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.94
21030 - Material Coordinator		22.64
21040 - Material Expediter		22.64
21050 - Material Handling Laborer		17.73
21071 - Order Filler		16.65
21080 - Production Line Worker (Food Processing)		18.94
21110 - Shipping Packer		17.58
21130 - Shipping/Receiving Clerk		17.58
21140 - Store Worker I		14.32
21150 - Stock Clerk		18.75
21210 - Tools And Parts Attendant		18.94
21410 - Warehouse Specialist		18.94
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.59
23019 - Aircraft Logs and Records Technician		21.27
23021 - Aircraft Mechanic I		26.05
23022 - Aircraft Mechanic II		27.59
23023 - Aircraft Mechanic III		29.15
23040 - Aircraft Mechanic Helper		18.07
23050 - Aircraft, Painter		24.48
23060 - Aircraft Servicer		21.27
23070 - Aircraft Survival Flight Equipment Technician		24.48
23080 - Aircraft Worker		22.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		22.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		26.05
23110 - Appliance Mechanic		24.48
23120 - Bicycle Repairer		19.66
23125 - Cable Splicer		45.73
23130 - Carpenter, Maintenance		22.78
23140 - Carpet Layer		22.86
23160 - Electrician, Maintenance		24.63
23181 - Electronics Technician Maintenance I		22.86
23182 - Electronics Technician Maintenance II		24.48
23183 - Electronics Technician Maintenance III		26.05
23260 - Fabric Worker		21.27
23290 - Fire Alarm System Mechanic		25.19
23310 - Fire Extinguisher Repairer		19.66
23311 - Fuel Distribution System Mechanic		26.05
23312 - Fuel Distribution System Operator		19.66
23370 - General Maintenance Worker		19.05
23380 - Ground Support Equipment Mechanic		26.05
23381 - Ground Support Equipment Servicer		21.27
23382 - Ground Support Equipment Worker		22.86
23391 - Gunsmith I		19.66
23392 - Gunsmith II		22.86
23393 - Gunsmith III		26.05
23410 - Heating, Ventilation And Air-Conditioning Mechanic		24.52
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		25.98

23430 - Heavy Equipment Mechanic		24.96
23440 - Heavy Equipment Operator		26.99
23460 - Instrument Mechanic		26.05
23465 - Laboratory/Shelter Mechanic		24.48
23470 - Laborer		17.73
23510 - Locksmith		24.48
23530 - Machinery Maintenance Mechanic		29.62
23550 - Machinist, Maintenance		21.22
23580 - Maintenance Trades Helper		18.07
23591 - Metrology Technician I		26.05
23592 - Metrology Technician II		27.59
23593 - Metrology Technician III		29.15
23640 - Millwright		26.05
23710 - Office Appliance Repairer		24.48
23760 - Painter, Maintenance		22.55
23790 - Pipefitter, Maintenance		26.04
23810 - Plumber, Maintenance		23.07
23820 - Pneudraulic Systems Mechanic		26.05
23850 - Rigger		26.05
23870 - Scale Mechanic		22.86
23890 - Sheet-Metal Worker, Maintenance		24.00
23910 - Small Engine Mechanic		19.94
23931 - Telecommunications Mechanic I		26.40
23932 - Telecommunications Mechanic II		27.92
23950 - Telephone Lineman		26.17
23960 - Welder, Combination, Maintenance		20.90
23965 - Well Driller		26.05
23970 - Woodcraft Worker		26.05
23980 - Woodworker		19.66
24000 - Personal Needs Occupations		
24550 - Case Manager		16.78
24570 - Child Care Attendant		13.47
24580 - Child Care Center Clerk		16.79
24610 - Chore Aide		13.80
24620 - Family Readiness And Support Services Coordinator		16.78
24630 - Homemaker		17.33
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.89
25040 - Sewage Plant Operator		21.67
25070 - Stationary Engineer		22.89
25190 - Ventilation Equipment Tender		16.14
25210 - Water Treatment Plant Operator		21.67
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.90
27007 - Baggage Inspector		17.42
27008 - Corrections Officer		18.04
27010 - Court Security Officer		19.96
27030 - Detection Dog Handler		19.49
27040 - Detention Officer		18.04
27070 - Firefighter		21.43
27101 - Guard I		17.42
27102 - Guard II		19.49
27131 - Police Officer I		20.75
27132 - Police Officer II		23.06
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.38
28042 - Carnival Equipment Repairer		19.93
28043 - Carnival Worker		13.95
28210 - Gate Attendant/Gate Tender		18.18
28310 - Lifeguard		13.62
28350 - Park Attendant (Aide)		20.33
28510 - Recreation Aide/Health Facility Attendant		14.84
28515 - Recreation Specialist		25.18
28630 - Sports Official		16.19
28690 - Swimming Pool Operator		22.79
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.86
29020 - Hatch Tender		22.86
29030 - Line Handler		22.86
29041 - Stevedore I		21.27
29042 - Stevedore II		24.48
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		16.77
30022 - Archeological Technician II		18.76
30023 - Archeological Technician III		23.22
30030 - Cartographic Technician		23.22
30040 - Civil Engineering Technician		22.66
30051 - Cryogenic Technician I		25.10
30052 - Cryogenic Technician II		27.72
30061 - Drafter/CAD Operator I		16.77
30062 - Drafter/CAD Operator II		18.76
30063 - Drafter/CAD Operator III		20.90
30064 - Drafter/CAD Operator IV		25.73
30081 - Engineering Technician I		14.93
30082 - Engineering Technician II		16.77

30083 - Engineering Technician III		20.33
30084 - Engineering Technician IV		25.19
30085 - Engineering Technician V		30.82
30086 - Engineering Technician VI		37.29
30090 - Environmental Technician		23.22
30095 - Evidence Control Specialist		22.66
30210 - Laboratory Technician		20.90
30221 - Latent Fingerprint Technician I		25.10
30222 - Latent Fingerprint Technician II		27.72
30240 - Mathematical Technician		23.22
30361 - Paralegal/Legal Assistant I		16.32
30362 - Paralegal/Legal Assistant II		19.97
30363 - Paralegal/Legal Assistant III		24.73
30364 - Paralegal/Legal Assistant IV		29.93
30375 - Petroleum Supply Specialist		27.72
30390 - Photo-Optics Technician		22.93
30395 - Radiation Control Technician		27.72
30461 - Technical Writer I		23.22
30462 - Technical Writer II		28.42
30463 - Technical Writer III		34.38
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		25.10
30502 - Weather Forecaster II		30.52
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.90
30621 - Weather Observer, Senior	(see 2)	23.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		13.88
31030 - Bus Driver		19.32
31043 - Driver Courier		15.72
31260 - Parking and Lot Attendant		12.60
31290 - Shuttle Bus Driver		15.41
31310 - Taxi Driver		10.67
31361 - Truckdriver, Light		16.99
31362 - Truckdriver, Medium		18.58
31363 - Truckdriver, Heavy		24.46
31364 - Truckdriver, Tractor-Trailer		24.46
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.51
99050 - Desk Clerk		14.53
99095 - Embalmer		28.73
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		15.71
99252 - Laboratory Animal Caretaker II		17.01
99260 - Marketing Analyst		23.88
99310 - Mortician		28.73
99410 - Pest Controller		24.40
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		17.80
99711 - Recycling Specialist		21.30
99730 - Refuse Collector		16.16
99810 - Sales Clerk		14.36
99820 - School Crossing Guard		15.14
99830 - Survey Party Chief		20.19
99831 - Surveying Aide		11.67
99832 - Surveying Technician		19.33
99840 - Vending Machine Attendant		20.66
99841 - Vending Machine Repairer		26.22
99842 - Vending Machine Repairer Helper		20.66

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

When preparing a conformance request, the """"Service Contract Act Directory of Occupations"""" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."
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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.: 2015-5101
Revision No.: 29
Date Of Last Revision: 5/13/2026

State: Missouri

Area: Missouri Counties of Butler, Carter, Douglas, Dunklin, Howell, Iron, Madison, Mississippi, New Madrid, Oregon, Ozark, Pemiscot, Perry, Reynolds, Ripley, Scott, Shannon, Stoddard, Texas, Wayne and Wright

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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		16.46
01012 - Accounting Clerk II		18.47
01013 - Accounting Clerk III		20.66
01020 - Administrative Assistant		25.23
01035 - Court Reporter		19.38
01041 - Customer Service Representative I		15.66
01042 - Customer Service Representative II		17.09
01043 - Customer Service Representative III		19.18
01051 - Data Entry Operator I		15.61
01052 - Data Entry Operator II		17.03
01060 - Dispatcher, Motor Vehicle		23.14
01070 - Document Preparation Clerk		15.44
01090 - Duplicating Machine Operator		15.44
01111 - General Clerk I		16.19
01112 - General Clerk II		17.67
01113 - General Clerk III		19.83
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		17.93
01191 - Order Clerk I		16.84
01192 - Order Clerk II		18.37
01261 - Personnel Assistant (Employment) I		18.43
01262 - Personnel Assistant (Employment) II		20.62
01263 - Personnel Assistant (Employment) III		22.98
01270 - Production Control Clerk		23.86
01290 - Rental Clerk		15.64
01300 - Scheduler, Maintenance		17.33
01311 - Secretary I		17.33
01312 - Secretary II		19.38
01313 - Secretary III		21.60
01320 - Service Order Dispatcher		20.69
01410 - Supply Technician		25.23
01420 - Survey Worker		17.23
01460 - Switchboard Operator/Receptionist		15.18
01531 - Travel Clerk I		15.44
01532 - Travel Clerk II		17.33
01533 - Travel Clerk III		19.38
01611 - Word Processor I		15.44
01612 - Word Processor II		17.33
01613 - Word Processor III		19.38
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.46
05010 - Automotive Electrician		19.34
05040 - Automotive Glass Installer		18.28
05070 - Automotive Worker		18.28
05110 - Mobile Equipment Servicer		15.78
05130 - Motor Equipment Metal Mechanic		20.36
05160 - Motor Equipment Metal Worker		18.28
05190 - Motor Vehicle Mechanic		20.36
05220 - Motor Vehicle Mechanic Helper		14.44
05250 - Motor Vehicle Upholstery Worker		17.04
05280 - Motor Vehicle Wrecker		18.28
05310 - Painter, Automotive		19.34
05340 - Radiator Repair Specialist		18.28
05370 - Tire Repairer		17.20
05400 - Transmission Repair Specialist		20.36

07000 - Food Preparation And Service Occupations		
07010 - Baker		14.59
07041 - Cook I		13.71
07042 - Cook II		15.88
07070 - Dishwasher		13.47
07130 - Food Service Worker		13.61
07210 - Meat Cutter		18.44
07260 - Waiter/Waitress		12.46
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		20.85
09040 - Furniture Handler		11.57
09080 - Furniture Refinisher		18.95
09090 - Furniture Refinisher Helper		14.25
09110 - Furniture Repairer, Minor		16.70
09130 - Upholsterer		19.26
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		14.03
11060 - Elevator Operator		14.45
11090 - Gardener		23.21
11122 - Housekeeping Aide		14.45
11150 - Janitor		14.45
11210 - Laborer, Grounds Maintenance		17.30
11240 - Maid or Houseman		13.81
11260 - Pruner		15.36
11270 - Tractor Operator		21.24
11330 - Trail Maintenance Worker		17.30
11360 - Window Cleaner		16.27
12000 - Health Occupations		
12010 - Ambulance Driver		17.67
12011 - Breath Alcohol Technician		23.90
12012 - Certified Occupational Therapist Assistant		30.08
12015 - Certified Physical Therapist Assistant		28.90
12020 - Dental Assistant		18.60
12025 - Dental Hygienist		39.25
12030 - EKG Technician		36.22
12035 - Electroneurodiagnostic Technologist		36.22
12040 - Emergency Medical Technician		17.67
12071 - Licensed Practical Nurse I		21.36
12072 - Licensed Practical Nurse II		23.90
12073 - Licensed Practical Nurse III		26.65
12100 - Medical Assistant		17.51
12130 - Medical Laboratory Technician		27.80
12160 - Medical Record Clerk		19.24
12190 - Medical Record Technician		21.52
12195 - Medical Transcriptionist		18.73
12210 - Nuclear Medicine Technologist		52.53
12221 - Nursing Assistant I		13.95
12222 - Nursing Assistant II		15.70
12223 - Nursing Assistant III		17.13
12224 - Nursing Assistant IV		19.23
12235 - Optical Dispenser		17.26
12236 - Optical Technician		21.36
12250 - Pharmacy Technician		17.38
12280 - Phlebotomist		18.48
12305 - Radiologic Technologist		29.73
12311 - Registered Nurse I		29.61
12312 - Registered Nurse II		36.20
12313 - Registered Nurse II, Specialist		36.20
12314 - Registered Nurse III		43.80
12315 - Registered Nurse III, Anesthetist		43.80
12316 - Registered Nurse IV		52.51
12317 - Scheduler (Drug and Alcohol Testing)		29.61
12320 - Substance Abuse Treatment Counselor		22.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.13
13012 - Exhibits Specialist II		22.20
13013 - Exhibits Specialist III		24.88
13041 - Illustrator I		18.13
13042 - Illustrator II		22.20
13043 - Illustrator III		24.88
13047 - Librarian		22.52
13050 - Library Aide/Clerk		13.11
13054 - Library Information Technology Systems Administrator		20.34
13058 - Library Technician		17.20
13061 - Media Specialist I		14.67
13062 - Media Specialist II		16.41
13063 - Media Specialist III		18.30
13071 - Photographer I		14.67
13072 - Photographer II		16.87
13073 - Photographer III		21.03
13074 - Photographer IV		25.72
13075 - Photographer V		31.12
13090 - Technical Order Library Clerk		16.46
13110 - Video Teleconference Technician		14.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.35
14043 - Computer Operator III		19.33
14044 - Computer Operator IV		21.49
14045 - Computer Operator V		23.80
14071 - Computer Programmer I	(see 1)	21.95

14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		21.49
14170 - System Support Specialist		25.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.11
15020 - Aircrew Training Devices Instructor (Rated)		42.48
15030 - Air Crew Training Devices Instructor (Pilot)		50.93
15050 - Computer Based Training Specialist / Instructor		35.11
15060 - Educational Technologist		28.32
15070 - Flight Instructor (Pilot)		50.93
15080 - Graphic Artist		20.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.93
15086 - Maintenance Test Pilot, Rotary Wing		50.93
15088 - Non-Maintenance Test/Co-Pilot		50.93
15090 - Technical Instructor		19.82
15095 - Technical Instructor/Course Developer		24.24
15110 - Test Proctor		16.01
15120 - Tutor		16.01
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		15.04
16030 - Counter Attendant		15.04
16040 - Dry Cleaner		17.20
16070 - Finisher, Flatwork, Machine		15.04
16090 - Presser, Hand		15.04
16110 - Presser, Machine, Drycleaning		15.04
16130 - Presser, Machine, Shirts		15.04
16160 - Presser, Machine, Wearing Apparel, Laundry		15.04
16190 - Sewing Machine Operator		17.92
16220 - Tailor		18.64
16250 - Washer, Machine		15.76
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.48
19040 - Tool And Die Maker		28.22
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.78
21030 - Material Coordinator		23.86
21040 - Material Expediter		23.86
21050 - Material Handling Laborer		17.19
21071 - Order Filler		16.65
21080 - Production Line Worker (Food Processing)		18.78
21110 - Shipping Packer		18.15
21130 - Shipping/Receiving Clerk		18.15
21140 - Store Worker I		14.98
21150 - Stock Clerk		20.60
21210 - Tools And Parts Attendant		18.78
21410 - Warehouse Specialist		18.78
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		37.96
23019 - Aircraft Logs and Records Technician		30.33
23021 - Aircraft Mechanic I		36.25
23022 - Aircraft Mechanic II		37.96
23023 - Aircraft Mechanic III		39.73
23040 - Aircraft Mechanic Helper		25.70
23050 - Aircraft, Painter		34.44
23060 - Aircraft Servicer		30.33
23070 - Aircraft Survival Flight Equipment Technician		34.44
23080 - Aircraft Worker		32.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		32.53
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		36.25
23110 - Appliance Mechanic		26.70
23120 - Bicycle Repairer		21.79
23125 - Cable Splicer		45.43
23130 - Carpenter, Maintenance		23.33
23140 - Carpet Layer		25.23
23160 - Electrician, Maintenance		29.03
23181 - Electronics Technician Maintenance I		24.43
23182 - Electronics Technician Maintenance II		25.85
23183 - Electronics Technician Maintenance III		27.22
23260 - Fabric Worker		23.52
23290 - Fire Alarm System Mechanic		27.22
23310 - Fire Extinguisher Repairer		21.79
23311 - Fuel Distribution System Mechanic		28.11
23312 - Fuel Distribution System Operator		21.79
23370 - General Maintenance Worker		21.28
23380 - Ground Support Equipment Mechanic		36.25
23381 - Ground Support Equipment Servicer		30.33
23382 - Ground Support Equipment Worker		32.53
23391 - Gunsmith I		21.79
23392 - Gunsmith II		25.23
23393 - Gunsmith III		28.11
23410 - Heating, Ventilation And Air-Conditioning		

Mechanic		25.22
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		26.43
23430 - Heavy Equipment Mechanic		29.22
23440 - Heavy Equipment Operator		27.22
23460 - Instrument Mechanic		28.11
23465 - Laboratory/Shelter Mechanic		26.70
23470 - Laborer		17.19
23510 - Locksmith		26.70
23530 - Machinery Maintenance Mechanic		27.68
23550 - Machinist, Maintenance		22.81
23580 - Maintenance Trades Helper		19.94
23591 - Metrology Technician I		28.11
23592 - Metrology Technician II		29.45
23593 - Metrology Technician III		30.82
23640 - Millwright		28.11
23710 - Office Appliance Repairer		26.70
23760 - Painter, Maintenance		22.68
23790 - Pipefitter, Maintenance		28.66
23810 - Plumber, Maintenance		27.21
23820 - Pneudraulic Systems Mechanic		28.11
23850 - Rigger		28.11
23870 - Scale Mechanic		25.23
23890 - Sheet-Metal Worker, Maintenance		24.44
23910 - Small Engine Mechanic		23.68
23931 - Telecommunications Mechanic I		32.11
23932 - Telecommunications Mechanic II		33.64
23950 - Telephone Lineman		32.63
23960 - Welder, Combination, Maintenance		22.45
23965 - Well Driller		23.69
23970 - Woodcraft Worker		28.11
23980 - Woodworker		21.79
24000 - Personal Needs Occupations		
24550 - Case Manager		17.57
24570 - Child Care Attendant		13.43
24580 - Child Care Center Clerk		16.74
24610 - Chore Aide		14.13
24620 - Family Readiness And Support Services Coordinator		17.57
24630 - Homemaker		17.57
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.04
25040 - Sewage Plant Operator		21.77
25070 - Stationary Engineer		24.04
25190 - Ventilation Equipment Tender		17.04
25210 - Water Treatment Plant Operator		21.77
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.85
27007 - Baggage Inspector		17.01
27008 - Corrections Officer		19.86
27010 - Court Security Officer		19.31
27030 - Detection Dog Handler		20.12
27040 - Detention Officer		19.86
27070 - Firefighter		19.63
27101 - Guard I		17.01
27102 - Guard II		20.12
27131 - Police Officer I		21.56
27132 - Police Officer II		23.96
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.81
28042 - Carnival Equipment Repairer		19.46
28043 - Carnival Worker		12.88
28210 - Gate Attendant/Gate Tender		17.58
28310 - Lifeguard		13.01
28350 - Park Attendant (Aide)		19.66
28510 - Recreation Aide/Health Facility Attendant		14.35
28515 - Recreation Specialist		24.35
28630 - Sports Official		15.66
28690 - Swimming Pool Operator		22.54
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.86
29020 - Hatch Tender		31.86
29030 - Line Handler		31.86
29041 - Stevedore I		29.70
29042 - Stevedore II		33.71
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	47.24
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.58
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.88
30021 - Archeological Technician I		20.03
30022 - Archeological Technician II		22.41
30023 - Archeological Technician III		27.76
30030 - Cartographic Technician		27.76
30040 - Civil Engineering Technician		27.76
30051 - Cryogenic Technician I		30.75
30052 - Cryogenic Technician II		33.97
30061 - Drafter/CAD Operator I		20.03
30062 - Drafter/CAD Operator II		22.41
30063 - Drafter/CAD Operator III		24.98

30064 - Drafter/CAD Operator IV		30.75
30081 - Engineering Technician I		17.85
30082 - Engineering Technician II		20.03
30083 - Engineering Technician III		22.53
30084 - Engineering Technician IV		27.90
30085 - Engineering Technician V		34.12
30086 - Engineering Technician VI		41.29
30090 - Environmental Technician		27.76
30095 - Evidence Control Specialist		27.76
30210 - Laboratory Technician		24.98
30221 - Latent Fingerprint Technician I		30.75
30222 - Latent Fingerprint Technician II		33.97
30240 - Mathematical Technician		27.76
30361 - Paralegal/Legal Assistant I		19.20
30362 - Paralegal/Legal Assistant II		23.80
30363 - Paralegal/Legal Assistant III		29.10
30364 - Paralegal/Legal Assistant IV		35.20
30375 - Petroleum Supply Specialist		33.97
30390 - Photo-Optics Technician		27.76
30395 - Radiation Control Technician		33.97
30461 - Technical Writer I		27.76
30462 - Technical Writer II		33.97
30463 - Technical Writer III		41.09
30491 - Unexploded Ordnance (UXO) Technician I		30.02
30492 - Unexploded Ordnance (UXO) Technician II		36.33
30493 - Unexploded Ordnance (UXO) Technician III		43.54
30494 - Unexploded (UXO) Safety Escort		30.02
30495 - Unexploded (UXO) Sweep Personnel		30.02
30501 - Weather Forecaster I		30.75
30502 - Weather Forecaster II		37.40
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.98
30621 - Weather Observer, Senior	(see 2)	27.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.33
31020 - Bus Aide		12.72
31030 - Bus Driver		18.18
31043 - Driver Courier		17.74
31260 - Parking and Lot Attendant		12.83
31290 - Shuttle Bus Driver		16.95
31310 - Taxi Driver		11.51
31361 - Truckdriver, Light		19.39
31362 - Truckdriver, Medium		20.93
31363 - Truckdriver, Heavy		23.30
31364 - Truckdriver, Tractor-Trailer		23.30
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.71
99030 - Cashier		13.13
99050 - Desk Clerk		13.63
99095 - Embalmer		23.13
99130 - Flight Follower		30.02
99251 - Laboratory Animal Caretaker I		14.80
99252 - Laboratory Animal Caretaker II		16.17
99260 - Marketing Analyst		27.88
99310 - Mortician		23.13
99410 - Pest Controller		18.73
99510 - Photofinishing Worker		15.78
99710 - Recycling Laborer		20.17
99711 - Recycling Specialist		24.77
99730 - Refuse Collector		17.91
99810 - Sales Clerk		14.46
99820 - School Crossing Guard		16.43
99830 - Survey Party Chief		24.51
99831 - Surveying Aide		14.19
99832 - Surveying Technician		23.47
99840 - Vending Machine Attendant		15.74
99841 - Vending Machine Repairer		19.92
99842 - Vending Machine Repairer Helper		16.06

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))."" "