SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL PRODUCTS AND COMMERCIAL SERVICES

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

1. REQUISITION NUMBER
F364411-26-2000008

PAGE 1 OF 36

2. CONTRACT NUMBER

3. AWARD/EFFECTIVE DATE

4. ORDER NUMBER

5. SOLICITATION NUMBER
36C78626Q50176

6. SOLICITATION ISSUE DATE
06/12/2026

7. FOR SOLICITATION INFORMATION CALL:

a. NAME

b. TELEPHONE NUMBER (*No collect calls*)

8. OFFER DUE DATE / LOCAL TIME
06/29/2026
10:00

9. ISSUED BY

CODE

10. THE ACQUISITION IS

- [ ] UNRESTRICTED OR
- [X] SET ASIDE: 100.00 % FOR
- [ ] SMALL BUSINESS
- [ ] HUBZONE SMALL BUSINESS
- [X] SERVICE-DISALBED VETERAN-OWNED SMALL BUSINESS (SDVOSB)
- [ ] WOMEN-OWNED SMALL BUSINESS (WOSB)
- [ ] ECONOMICALLY DISADVANTAGED WOMEN-OWNED SMALL BUSINESS (EDWOSB)
- [ ] 8(A)

NORTH AMERICAN INDUSTRY CLASSIFICATION STANDARD (NAICS): 561730
SIZE STANDARD: 9.5 million

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

- [ ] SEE SCHEDULE

12. DISCOUNT TERMS
0 Days: 0.00 %
0 Days: 0.00 %
0 Days: 0.00 %
0 Days: 0.00 %

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

13b. RATING

14. METHOD OF SOLICITATION

- [X] REQUEST FOR QUOTE (RFQ)
- [ ] INVITATION FOR BID (IFB)
- [ ] REQUEST FOR PROPOSAL (RFP)

15. DELIVER TO
NATCHEZ NATIONAL CEMETERY (866)
DEPT OF VETERANS AFFAIRS (866)
NATCHEZ NATIONAL CEMETERY
41 CEMETERY ROAD
NATCHEZ, MS 39120

CODE 364411

16. ADMINISTERED BY

CODE

17a. CONTRACTOR/ OFFEROR

CODE

FACILITY CODE

TELEPHONE NUMBER

18a. PAYMENT WILL BE MADE BY

CODE

- [ ] 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER

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

- [ ] SEE ADDENDUM

19. ITEM NUMBER	20. SCHEDULE OF SUPPLIES/SERVICES (*Use Reverse and/or Attach Additional Sheets as Necessary*)	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT

See Continuation Page (Section 1) Below

25. ACCOUNTING AND APPROPRIATION DATA

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

- [ ] 27a. SOLICITATION INCORPORATES BY REFERENCE (FEDERAL ACQUISITION REGULATION) FAR 52.212-1, 52.212-4. FAR 52.212-3 AND 52.212-5 ARE ATTACHED. ADDENDA — [ ] ARE [ ] ARE NOT ATTACHED
- [ ] 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED. ADDENDA — [ ] ARE [ ] ARE NOT ATTACHED

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

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

30a. SIGNATURE OF OFFEROR/CONTRACTOR

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

30b. NAME AND TITLE OF SIGNER (*TYPE OR PRINT*)

30c. DATE SIGNED

31b. NAME OF THE CONTRACTING OFFICER (*TYPE OR PRINT*)

31c. DATE SIGNED

19. ITEM NUMBER	20. SCHEDULE OF SUPPLIES/SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT

32a. QUANTITY IN COLUMN 21 HAS BEEN

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

32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE	32c. DATE	32d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE
32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE		32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE 32g. E-MAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE

33. SHIP NUMBER	34. VOUCHER NUMBER	35. AMOUNT VERIFIED CORRECT FOR	36. PAYMENT	37. CHECK NUMBER
PARTIAL FINAL			☐ COMPLETE ☐ PARTIAL ☐ FINAL	
38. S/R ACCOUNT NUMBER	39. S/R VOUCHER NUMBER	40. PAID BY		

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

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Section 1 - Continuation Sheet

Number	Supplies or Services	Qty	Unit	Unit Price	Total (Inc. disc., tax, and fees)	Quantity Price Break
0001	See Description Below PSC: S208 LANDSCAPING/ GROUNDSKEEPING SERVICES	1.000000	EA			
	Description: Large Tree Deadwood Pruning 1 height >40' AND DBH >24"; tree pruning, cleanup and disposal of debris					
	Period of Performance:TBD					
	Reference Line: F364411-26-2000008 - 0001					
	Pricing Options: Base					
Number	Supplies or Services	Qty	Unit	Unit Price	Total (Inc. disc., tax, and fees)	Quantity Price Break
0002	See Description Below PSC: S208 LANDSCAPING/ GROUNDSKEEPING SERVICES	1.000000	EA			
	Description: Large Tree Removal height >40' AND DBH >24"; tree removal, stump removal, topsoil fill, cleanup and disposal of debris					
	Period of Performance: TBD					
	Reference Line: F364411-26-2000008 - 0002					
	Pricing Options: Base					

ADMINISTRATIVE GUIDANCE FOR OFFERORS

Site Visit:

A site visit is scheduled is 6/17/2026 @10:00 am, the meeting place is the Administration Building at Natchez National Cemetery. Vendors are strongly encouraged to attend the site visit to ensure a full understanding of the requirements. No additional or repeat site visits will be scheduled.

Vendor Questions:

All vendor questions regarding this solicitation shall be submitted by email to the david.hester@va.gov no later 6/19/2026 9:00 am CT. Questions received after this deadline may not be addressed, and answers will be provided via amendment no later than 6/24/2026 on SAM.gov.

Late Quotes:

Late quotes will not be accepted. Vendors are responsible for ensuring that their complete quote is submitted prior to the solicitation closing date and time.

SAM Registration:

Only quotes submitted by vendors that are actively registered in SAM.gov at the time of quote submission and award will be considered. Quotes from vendors that are not actively registered in SAM.gov will be rejected as non-responsive.

Amendments:

Vendors are responsible for monitoring SAM.gov for all solicitation amendments up to the closing date. Failure to acknowledge or comply with amendments may result in the quote being deemed non-responsive.

Review of the Solicitation:

Vendors shall read the entire solicitation, including all sections, attachments, specifications, and amendments, prior to submitting a quote. Vendors are responsible for ensuring that all requirements are addressed in their submission.

Completeness of Quote:

The Government will evaluate only the information submitted. The Government will not make assumptions about vendor capabilities, technical approaches, or past performance not clearly documented in the quote. Vendors must provide complete, accurate, and detailed responses to all solicitation requirements.

(End of Document)

SCOPE OF WORK
National Cemetery Administration
Natchez National Cemetery
Natchez, MS 39120
Tree Pruning and Removal

A. GENERAL INFORMATION:

The Department of Veteran Affairs, National Cemetery Administration intends to award a **firm, fixed price** contract for the procurement of tree maintenance services at Natchez National Cemetery and hereafter referred to as "Cemetery". The Contractor(s) gaining award shall provide all labor, tools, materials, and equipment necessary to accomplish tree and/or stump removal, pruning, trimming, cabling, cavity repair, root pruning, and the removal and disposal of resulting waste and debris for the National Cemeteries listed below, on a one-time basis. The contractor shall provide all professional advice/guidance, parts, materials, equipment, and personnel, to provide these services.

1. **LOCATION:**
   These services will be performed at the following location:

   Natchez National Cemetery
   41 Cemetery Road
   Natchez, MS 39120

2. **SITE VISIT:**
   Offerors / quoters are required to inspect all sites where services are to be performed to verify the work involved and satisfy them regarding all general and local conditions that may affect the cost of contract performance. In no event shall failure to inspect the sites constitute grounds for a claim after contract award.
   Visits to the site by bidders may be made only by appointment with the COR or authorized designee of the Cemetery.

3. **WORK SUMMARY:**
   As indicated on the Tree Worksheet (Attachment A) and CLIN Sheet (Attachment B), work to be done to trees shall consist of one or more of the following; tree removal, pruning, trimming, stump removal, and removal and disposal of resulting waste and debris.
   - One (1) large tree is to receive deadwood pruning 1.
   - One (1) large tree is to be removed.

4. **PERIOD OF PERFORMANCE:**
   The period of performance for this contract will be from award of contract and/or notice to proceed, until accepted completion by Government which will be no longer than a period of sixty (60) calendar days.

B. GENERAL REQUIREMENTS AND STATEMENT OF WORK:

1. **CERTIFIED ARBORIST**:
   A **"Certified Arborist"** shall serve as the **"site manager"** for this contract and will be provided by the Contractor work is being performed - other than trash and debris pick-up. The certified arborist must be certified by International Society of Arboriculture, or other acceptable national or state certifying agency, society, or association. The Contractor shall submit the arborist's current certificate to the COR prior to commencing work. The Certified Arborist must have at least three (3) years' experience as a direct supervisor of a commercial tree maintenance operation that included removal, trimming, and stump removal in commercial, industrial, or public sites. The Certified Arborist will ensure all specifications are being met, ensure contract work does not conflict with ceremonies and funerals, and ensure employees are adequately supervised and proper conduct is maintained. Any proposed personnel change for the Certified Arborist shall be approved a minimum

of ten (10) business days prior to any tree work.

2. **TREE MAINTENANCE CATEGORIES:**
Tree work is categorized into CLINs by size and maintenance categories.

a. **Size Categories:**
Small – Trees in this category are 25 feet or less in height AND 12 inches or less in DBH.

Medium – Trees in this category are between 25 and 40 feet in height OR their DBH is between 12 and 24 inches.

Large – Trees in this category exceed 40 feet in height OR 24 inches in DBH.

b. **Maintenance Categories:**
Deadwood Pruning 1 – Trees in this category will have any deadwood and/or broken branches removed that pose a potential risk that may result in personal injury or property damage. This category includes any trees that contain broken, hanging, dead, or otherwise potentially dangerous limbs generally greater than 4" in diameter or any trees with a significant number of dead branches that require removal. Deadwood pruning requires the removal of all deadwood present in the tree (4) inches in diameter and less.

Deadwood Pruning 2 – Trees in this category will require pruning to remove deadwood and broken branches or living branches to improve the structural integrity of the tree. This category includes any tree with broken, hanging, dead, or otherwise potentially dangerous limbs generally greater than 2" but less than 4" in diameter. Deadwood pruning requires the removal of all deadwood present in the tree (2) inches in diameter and less.

Routine Pruning – Trees in this category include any larger trees (over 20' in height) with minor amounts of deadwood less than 2" in diameter or with correctable structural problems. Any large trees whose growth pattern may obstruct or interfere with pedestrian or vehicular traffic clearance, traffic control devices, lines of sight, or overhead traffic lines are included in this category. Work under Routine Pruning shall remove 20 to 25% of the tree's total leaf area by means of one or combination of:

- *crown thinning*: the selective removal of dead, diseased, broken or weakly attached branches (Crown Cleaning); and the removal of branches to increase light penetration and air movement through the crown; thinning towards the branch tip to reduce the wind-sail effect of foliar clumps in the crown; and thinning to relieve the weight of heavy limbs.
- *crown cleaning*: The selective removal of dead, diseased, broken or weakly attached branches of any size, and aerial roots. This constitutes regular landscape maintenance pruning that will correct small growth problems before they become larger, more costly problems.
- *crown reduction*: Pruning to reduce the size of the tree and to provide a symmetrical shape to the tree crown.
- *crown raising*: The removal of the lower branch of a tree to provide clearance for buildings, signs, vehicles, pedestrians and vistas.

Training Pruning – Trees in this category include young or small trees less than 20' in height that are in need of training pruning to reduce future structural problems that are listed under routine pruning. Trees with growth patterns that will eventually obstruct or interfere with turf growth and health, pedestrian or vehicular traffic clearance, and, lines of sight are also included in this category.

Removal – Trees in this category are dead, dying, and diseased or have suffered extensive storm damage and require complete removal, to include stump removal.

Stump Removal - Tree has been removed but stump remains and requires removal.

3. **TREE REMOVAL/STUMP GRINDING**:
   a. Existing trees and stumps indicated on the Tree Work Sheet (See Attachment A) for removal shall be cut down under the instruction/guidance of a Contractor provided Certified Arborist.
   b. All trees shall be topped prior to falling and all limbs over 3 ½" in diameter must be lowered to the ground by ropes. The Contractor shall take every precaution to prevent any falling branches or trees from damaging any headstones, adjacent plant material or structures.
   c. The stumps are to be ground to a minimum of 6" and a maximum of 8" below soil level, or to the lateral roots, if reached before the specific depth. The Contractor shall never grind the stumps to the depth that would interfere with the roots of any adjacent tree(s) that the Government will retain. The cavity of the stump is to be filled with high quality, weed free topsoil and tamped to meet the existing grade.
   d. All wood, chip particles, and debris from the tree and stump removal shall be cleaned up thoroughly and removed from the cemetery grounds.
   e. Any damage or breakage during the performance of these services by the Contractor shall be repaired, replaced, given remedial and/or corrective treatment and cleaned up by the Contractor at the Government's satisfaction and at no additional cost to the Government.

4. **PRUNING/TRIMMING STANDARDS:**
   a. All work shall comply with: Best Management Practices: Tree Pruning (2018 ISA or latest edition) companion publication to the ANSI A300 (Part 1) -2017 or latest edition: Tree, Shrub, and Other Woody Plant Maintenance – Standard Practices, Pruning.
   b. The Contractor is responsible to ensure that all pruning cuts shall be made just outside the collar or shoulder ring (branch bark ridge/swollen trunk collar) close to parent stem so that healing can readily start under normal conditions.
   c. The Contractor is responsible to ensure that when reducing the tree height and spread, he/she shall retain the natural shape of the tree by removing the entire lateral branches back to their point of origin also known as drop crotching or thinning.
   d. The Contractor is responsible to ensure that all limbs one inch in diameter or over must be precut to prevent splitting. All branches and/or tree material 3 1/2" in diameter or larger shall be lowered by proper lowering methods, such as using ropes.
   e. The Contractor is responsible to ensure that all trees shall be pruned and shaped to retain the trees natural crown characteristics and patterns.
   f. The Contractor is responsible to ensure that all trees shall have the live branches removed to permit penetration of sunlight and circulation of air through the canopy in conjunction to the aesthetic appearance, natural crown characteristics, and growth patterns.
   g. The Contractor is responsible to ensure care when removing living and/or dead crossed or rubbing branches, where practicable, so the removal will not leave large holes in the aesthetic appearance, natural crown characteristics and growth patterns of the tree.
   h. The Contractor is responsible to ensure that, when pruning trees known to be diseased or susceptible to diseases, tools are disinfected with alcohol after each cut and between trees, where there is known to be danger of transmitting the disease on the tools.
   i. The Contractor is responsible for reporting to the COR all of the following conditions: when old scars are not healing properly; where callus growth is not already established; visible girdling roots, and when there are any structural weaknesses such as but not limited to decayed trunk or branches, and split trunk/branch crotches.
   j. The following methods of pruning are NOT acceptable therefore, the contractor is responsible to ensure that these methods are never performed: topping, heading-back, stubbing, de-horning, lion-tailing, and pollarding.
   k. The Contractor is responsible to ensure that in lifting the bottom branches of the trees for under clearance, care shall be given to symmetrical appearance, esthetic appearance, natural crown characteristics and growth patterns of the trees.

l. In general, the Contractor shall ensure when reducing the size of a tree and with respect to retaining the tree's natural crown characteristics and patterns, not more than 1/4 of the total area shall be reduced at a single operation, unless instructed in writing to do so by the COR.
m. The Contractor is required to dispose of all debris and other waste materials generated by his/her work at a licensed off-site landfill or recycling center, unless otherwise directed in writing by the COR. NOTE: The Government shall NOT provide receptacle(s) for disposal of debris related to this contract.
n. The contractor will take all necessary precautions to prevent damage to trees while performing pruning. The use of climbing spikes is prohibited, unless prior permission is obtained from the COR in writing, and on a tree by tree basis. This permission will only be granted in cases where there are no other means to access the work to be performed, as determined by the COR.

C. WORK HOURS AND MEETINGS:

All work shall be performed during the normal working hours (8:00 a.m. to 4:30 p.m.), Monday through Friday, except with the written permission of the COR. All work shall be scheduled and coordinated with the COR. When emergency situations are caused by the Contractor, then he/she shall make arrangements with the COR to work on weekends to correct/eliminate the emergency in order to meet the period of performance. The Government shall not compensate the Contractor for emergency situations caused by the Contractor.

D. RECORD KEEPING AND REPORTING:

1. **REQUIRED DOCUMENTATION**: The Contractor shall be responsible for obtaining all necessary and current licenses, Arborist certification, permits, vehicular insurance and registration, Workman's Compensatory Liability Insurance, property liability insurance etc., prior to the start date of these services. The Contractor gaining award shall provide the Contracting Officer copies of these required documents immediately after award of contract.
2. **UTILITY LINES COMPLIANCE**: Where pruning/stump grinding/tree removal conflicts with existing utility/service lines (above ground/below ground), the corresponding utilities company/cemetery staff shall be notified and the Contractor shall obtain any necessary permits/ blue prints and cooperate with the utilities company/cemetery staff to avoid any damage or liability, and provide a safe work environment for his/her employees.
3. **INSPECTION:** At the completion of the work, the COR shall inspect the contracted tree maintenance in the company of the Contractor's site manager. Work determined by the COR to be incomplete shall be completed by the Contractor at no additional cost to the Government. Disputes arising regarding the status of the work will be reported to the CO for final resolution.

E. GENERAL CONDITIONS:

1. The Contractor is responsible to ensure that all work shall be done in a manner that safeguards all VA visitors, employees, and public. The Contractor shall be solely responsible for any and all actions initiated and/or completed by his/her employees. Furthermore, the Contractor and his/her employees shall have a clear understanding of, and be sensitive to, such environmental issues as ground water contamination, wetlands, etc., and be consistent and fully compliant with all applicable Federal, State, County and City laws, ordinances, Right-to-Know laws, EPA guidelines, and regulations.
2. The Contractor shall be responsible for cleaning any cemetery structures that are soiled or stained as a result of Contractor's performance. The Contractor shall wash-down with water all soiled or stained structures and grounds at the end of each workday. No hazardous chemicals are to be used at anytime on Government property. The Contractor shall bear all costs associated with washing and cleaning. Any such washing/cleaning shall be brought to the immediate attention of the COR prior to washing/cleaning.
3. At the end of each day the Contractor shall remove all debris from the cemetery site resulting from the work, unless otherwise specified by the COR. The Contractor shall ensure at all times that rubbish and trash generated by the Contractor is kept clear of vehicular and pedestrian traffic throughout the site. NOTE: The Government shall NOT provide receptacle(s) for disposal of debris related to this contract.
4. Adequate warning devices, barricades, guards, flagmen or other necessary precautions shall be

provided by the Contractor for the protection, safety, and warning of all pedestrians and vehicular traffic within the area.

5. The Government may undertake or award other contracts for additional work at or near the site of work for this contract. The Contractor shall fully cooperate with any other Contractors and with Government employees and shall carefully adapt scheduling and performance of work, needing any direction, it shall be provided by the COR. The Contractor is responsible for reporting to the COR any problems or questions that may arise with any other personnel on site during the period of performance of this contract. The Contractor shall not take it upon him or herself to resolve any problems or issues with other on-site Contractors or employees, but rather will leave it to the COR to resolve the issue.
6. The Contractor shall not operate trucks, tractors, and other heavy equipment on any turf area except when authorized in writing by the COR. Contractor shall "Board-in" and "board-out" when moving heavy equipment over turf. That is, the Contractor shall place plywood sheets or mud tracks to protect turf from damage from heavy equipment. Protection boards shall be removed from turf by the close of business each day to avoid damaging turf.
7. Due to the sensitive mission of the cemetery, the work often requires contact with, and exposure to, grieving individuals. Contractor personnel must exercise and exhibit absolute decorum, composure and stability at all times.
8. The Government shall not be responsible for any loss, damage, or theft of contractor items. Contractor shall be responsible for acceptable standards of housekeeping and custodial maintenance of Department of Veterans Affairs facilities used by Contractor's employees.
9. Electricity and water will be furnished by the Government.
10. The COR may designate an area for the Contractor to use to store a limited amount of supplies or equipment, if available.
11. The COR will designate an area for Contractor employees to take lunch and other breaks.

F. DAMAGE TO GOVERNMENT PROPERTY:

1. Contractors shall be responsible for replacement of any cemetery structure, to include: turf, curb, road pavement, headstone or marker, valve boxes, control markers, sprinkler heads, which is chipped, marred, damaged and/or ruined at the fault of the Contractor. The Contractor shall bear all costs associated with replacement and reinstallation. Any such damage shall be brought to the immediate attention of the appointed COR prior to repair/replacement/installation.

G. CONTRACTOR-FURNISHED ITEMS:

1. The Contractor is responsible for supplying all equipment, personnel, tools, supplies and materials to perform these services. All pruning tools shall be kept sharp and properly functioning.
2. The Contractor is responsible for ensuring that all of his/her motor vehicles and equipment meet State inspection, safety, licensing, registration, and insurance requirements.

H. CONTRACTOR CONDUCT: Contractor personnel shall:

1. Be required to adhere to the following standards of dress, conduct, supervision and training while performing work on Government property. It shall be subject to immediate enforcement action by the Contracting Officer if these standards are not adhered to during the period of performance of this contract. Contractor shall be responsible for training and safety precautions prescribed by OSHA regarding safety equipment and devices.
2. Be fully clothed at all times, to include upper garment to cover body from the waist to the neck and long pants or slacks. Garments, which have a message, or printing of any kind other than the Contractor's business attire, are prohibited. Uniforms are acceptable.
3. Maintain a neat and professional appearance throughout its workforce, vehicles, equipment, and maintenance areas. Uniforms are acceptable. If uniforms are used, they must be in unison among all employees.
4. The Contractor/personnel shall not engage in loud or boisterous behavior, angry outbursts or use profane or abusive language at anytime on Government premises. Playing radios and/or electronic games/devices, shall only be done at lunchtime and in a designated break area. Due to the sensitive

mission of the cemetery, Contractor employees will come into daily contact with grieving individuals, therefore Contractor employees will exercise and exhibit absolute decorum, courtesy, and respect while within the cemetery or at its perimeter or entrances. Inquiries from cemetery visitors shall be politely referred to Government cemetery staff. Gratuities of any kind are strictly prohibited.

5. Consume food and beverage only within areas designated by the COR. Intoxication, and violence or criminal acts of any kind will not be tolerated - and is cause for immediate removal from Government property. Use or sale of intoxicating beverages and/or drugs is strictly prohibited, and use of tobacco products is only allowed in specific areas designated by the COR.
6. Contractor employees shall only take breaks/rest periods and lunch breaks at the Contractor Staging Area, not in the field. Workers are to utilize contractor provided temporary chemical toilet facilities located only in the Contractor Staging Area. Misconduct shall form the basis for immediate contract enforcement action, to include immediate removal from the cemetery.
7. Worker parking: Parking is limited. The COR will designate an area for all contract employees to park. Workers are not allowed to park throughout the cemetery grounds, and violation of this requirement shall form the basis for immediate contract enforcement action, to include immediate removal from the cemetery.
8. The Contractor shall be responsible to ensure that his/her employees (including contractor's consultants, subcontractors, etc.) are aware of all the terms and conditions set forth above in this solicitation package regarding their performance and conduct during the performance period of this contract.

End of Scope of Work

ATTACHMENTS

Attachment A	Tree Worksheet for Natchez National Cemetery
Attachment B	CLIN Sheet for Natchez National Cemetery
Attachment C	Site Plan for Natchez National Cemetery

Attachment A
Tree Worksheet for Natchez National Cemetery

Individual Tree	Section	Location	Species	DBH (in)	Estimated Height (ft)	CLIN	Description	Notes
1	I		Live Oak	44	> 40	001	Large Tree Deadwood Pruning 1	
2	E		Live Oak	43	> 40	002	Large Tree Removal	

Attachment B
CLIN Sheet for Natchez National Cemetery

CLIN	**DESCRIPTION**	**QTY**	**UNIT**	**UNIT PRICE**	**AMOUNT**
001	**Large Tree Deadwood Pruning 1** – height >40' AND DBH >24"; tree pruning, cleanup and disposal of debris	**1**	EA.	$_____	$_____
002	**Large Tree Removal** – height >40' AND DBH >24"; tree removal, stump removal, topsoil fill, cleanup and disposal of debris	**1**	EA.	$_____	$_____
	TOTAL AMOUNT =				$_____

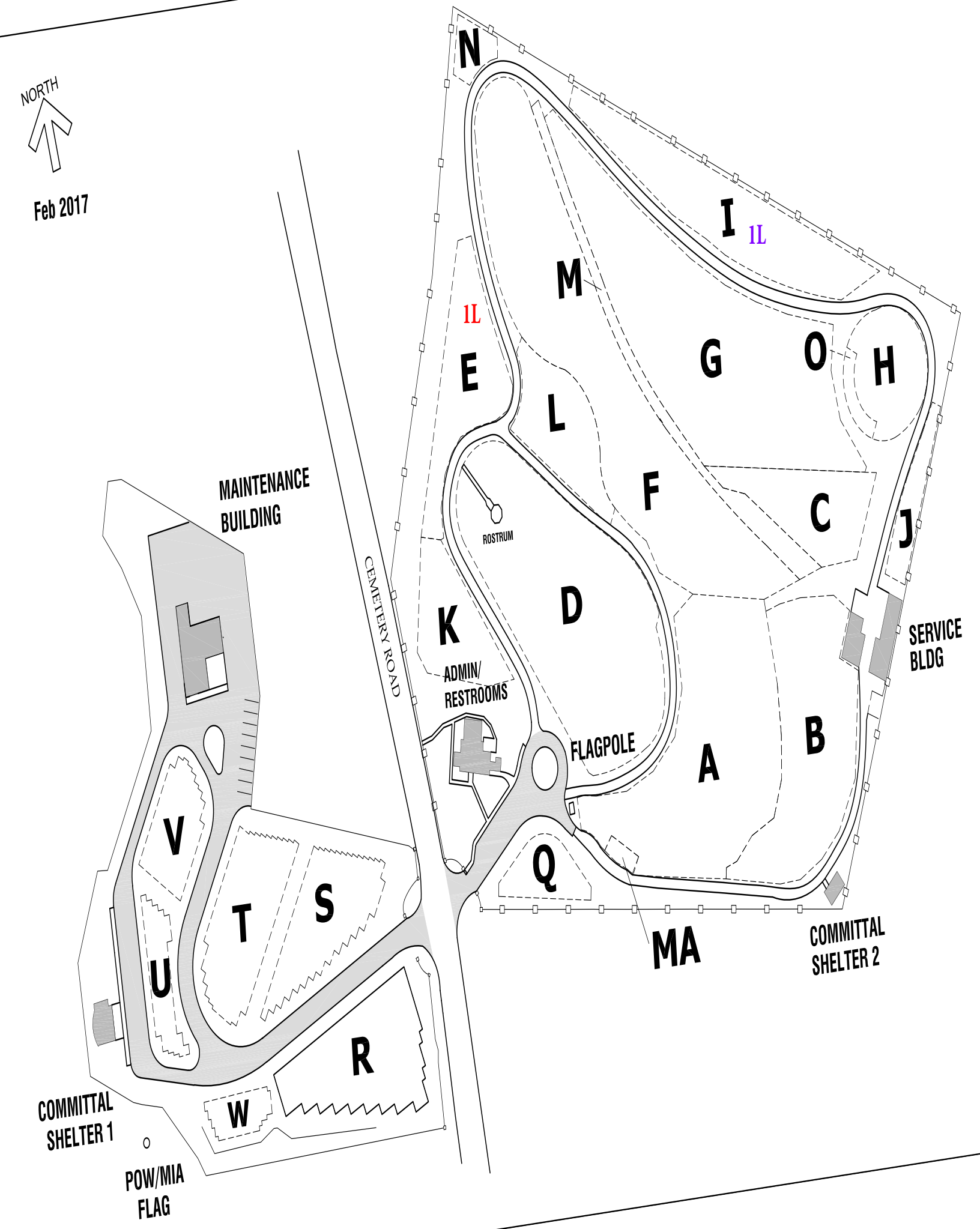
Attachment C
Site Plan for Natchez National Cemetery

Tree maintenance approximate locations indicated.

Number (1,2,3…) indicates number of trees at location.

Letter indicates size: S = small; M = medium; L = large.

Color indicates maintenance required: red = removal; orange = stump removal; green = training pruning; pink = routine pruning; blue = deadwood pruning 2; purple = deadwood pruning 1.


NORTH
Feb 2017
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ADMIN/ RESTROOMS
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MA
COMMITTAL SHELTER 2
MAINTENANCE BUILDING
CEMETERY ROAD
V
T
S
U
R
W
COMMITTAL SHELTER 1
POW/MIA FLAG

Source Selection Plan / Evaluation Factors
Natchez National Cemetery – Tree Maintenance

I. BACKGROUND

A. **Purpose**. The purpose of this Source Selection Plan is to set forth the process by which the NCA Contracting Office will evaluate offers received in response to the solicitation for Tree Maintenance at Natchez National Cemetery.

B. **Source selection approach**. This plan covers the approach for soliciting and evaluating offers, provides the source selection organizational structure, and designates persons who will perform the evaluation.

II. BASIS OF AWARD: This procurement is being conducted pursuant to FAR Part 13 procedures. The Government intends to award a contract resulting from this solicitation to the responsible offeror who offers the lowest price, whose quoted price is found to be reasonable, and whose quote is found to be technically acceptable when considering the non-price evaluation factors described below. **Offerors who fail to meet any technical acceptability evaluation factors below will not be eligible to receive contract award.**

III. EVALUTION FACTORS

1) **Factor 1: Technical Approach and Understanding of the Work:** Proposal shall be evaluated in accordance with the criteria contained in the Statement of Work and on how well the technical approach meets the Government requirements. The proposal shall be more than restating the SOW. Technical approach will be evaluated for the following:
   a) Contractor-provided statements and/or literature that clearly explains their experience, approach and/or abilities to perform the tasks described in the Statement of Work (SOW).
   b) Arborist Certification from International Society of Arboriculture
   c) Resume for Certified Arborist demonstrating a minimum of three (3) years' experience as a direct supervisor of a commercial tree maintenance operation that included removal, trimming, and stump removal in commercial, industrial, or public sites.
2) **Factor 2: Past Performances:** Past performance shall be evaluated based on the Contractor's technical qualifications on projects within the last 5 years that are comparable in size, complexity, and scope. Past Performance information shall be obtained by the following methods.
   a) The Contracting Officer's knowledge of previous experience with the supply or service being acquired.
   b) Contractor's past performance descriptions of a minimum of 3 recent (within the last 5 years) projects of similar size and scope
   c) The Contractor Performance Assessment Reporting System (CPARS) at https://www.cpars.gov
   d) Any other reasonable basis.
3) **Factor 3: Price:** Proposed price will be evaluated for LPTA and completeness/accuracy in the provided CLIN structure.

Section 2 - Contract Clauses

52.252-2 Clauses Incorporated by Reference (Feb 1998)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this/these address(es):
www.acquisition.gov/browse/index/far (FAR)
www.va.gov/oal/library/vaar/index.asp (VAAR)

[Insert one or more Internet addresses]

(End of clause)

Deliveries or Performance

Line Number/ Delivery Number	Delivery	Quantity	FOB Point	Address
0001/1		1.000000		NATCHEZ NATIONAL CEMETERY (866) DEPT OF VETERANS AFFAIRS (866) NATCHEZ NATIONAL CEMETERY 41 CEMETERY ROAD NATCHEZ, MS 39120
Line Number/ Delivery Number	Delivery	Quantity	FOB Point	Address
0002/1		1.000000		NATCHEZ NATIONAL CEMETERY (866) DEPT OF VETERANS AFFAIRS (866) NATCHEZ NATIONAL CEMETERY 41 CEMETERY ROAD NATCHEZ, MS 39120

PERIOD OF PERFORMANCE

ITEM	START	END
0001		
0002		

Clause	Title	Fill-ins
52.203-19	Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (Jan 2017)	
52.209-6	Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, Proposed for Debarment, or Voluntarily Excluded (Jan 2025)	
52.209-10	Prohibition on Contracting with Inverted Domestic Corporations (Nov 2015)	
52.219-14	Limitations on Subcontracting (Oct 2022)	(f)(1) End of Perf Period: "X"
52.222-3	Convict Labor (June 2003)	
52.222-19	Child Labor-Cooperation with Authorities and Remedies (Jan 2025)	
52.222-36	Equal Opportunity for Workers with Disabilities (Jun 2020)	
52.222-41	Service Contract Labor Standards (Aug 2018)	

Clause	Title	Fill-ins
52.222-50	Combating Trafficking in Persons (Oct 2025)	
52.222-62	Paid Sick Leave Under Executive Order 13706 (Jan 2022)	
52.222-90	Addressing DEI Discrimination by Federal Contractors	
52.226-8	Encouraging Contractor Policies To Ban Text Messaging While Driving (May 2024)	
52.232-33	Payment by Electronic Funds Transfer-System for Award Management (Oct 2018)	
52.232-40	Providing Accelerated Payments to Small Business Subcontractors (Mar 2023)	
52.233-3	Protest after Award (Aug 1996)	
52.233-4	Applicable Law for Breach of Contract Claim (Oct 2004)	
52.244-6	Subcontracts for Commercial Products and Commercial Services (Oct 2025)	

52.203-17 Contractor Employee Whistleblower Rights (Nov 2023)

(a) This contract and employees working on this contract will be subject to the whistleblower rights and remedies established at 41 U.S.C. 4712 and Federal Acquisition Regulation (FAR) 3.900 through 3.905.

(b) The Contractor shall inform its employees in writing, in the predominant language of the workforce, of employee whistleblower rights and protections under 41 U.S.C. 4712, as described in FAR 3.900 through 3.905.

(c) The Contractor shall insert the substance of this clause, including this paragraph (c), in all subcontracts.

(End of clause)

52.219-6 Notice of Total Small Business Set-Aside (Nov 2020)

(a) *Definition*. "Small business concern," as used in this clause--

(1) Means a concern, including its affiliates, that is independently owned and operated, not dominant in the field of operation in which it is bidding on Government contracts, and qualified as a small business under the size standards in this solicitation.

(2) *Affiliates*, as used in paragraph (a)(1) of this clause, 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) *Applicability*. This clause applies only to--

(1) Contracts that have been totally set aside for small business concerns; and

(2) Orders set aside for small business concerns under multiple-award contracts as described in 8.405-5 and 16.505(b)(2)(i)(F).

(c) *General*.

(1) Offers are solicited only from small business concerns. Offers received from concerns that are not small business concerns shall be considered nonresponsive and will be rejected.

(2) Any award resulting from this solicitation will be made to a small business concern.

(End of clause)

852.203-70 COMMERCIAL ADVERTISING (MAY 2018)

The Contractor shall not make reference in its commercial advertising to Department of Veterans Affairs contracts in a manner that states or implies the Department of Veterans Affairs approves or endorses the Contractor's products or services or considers the Contractor's products or services superior to other products or services.

(End of clause)

852.204-70 PERSONAL IDENTITY VERIFICATION OF CONTRACTOR PERSONNEL (MAY 2020)

(a) The Contractor shall comply with current Department of Veterans Affairs policy for personal identity verification of all employees performing under this contract when frequent and continuing access to VA facilities or information systems is required.

(b) The Contractor shall insert this clause in all subcontracts when the subcontractor's employees will require frequent and continuing access to VA facilities or information systems.

(End of clause)

852.219-73 VA NOTICE OF TOTAL SET-ASIDE FOR VERIFIED SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESSES (NOV 2022)

(a) *Definition*. For the Department of Veterans Affairs, "*Service-disabled Veteran-owned small business concern or SDVOSB*":

(1) Means a small business concern-

(i) Not less than 51 percent of which is owned by one or more service-disabled Veterans or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more service-disabled Veterans or eligible surviving spouses (see VAAR 802.101, Surviving Spouse definition);

(ii) The management and daily business operations of which are controlled by one or more service-disabled Veterans (or eligible surviving spouses) or, in the case of a service-disabled Veteran with permanent and severe disability, the spouse or permanent caregiver of such Veteran;

(iii) The business meets Federal small business size standards for the applicable North American Industry Classification System (NAICS) code identified in the solicitation document;

(iv) The business has been verified for ownership and control pursuant to 38 CFR part 74 and is listed in VA's Vendor Information Pages (VIP) database at https://www.vetbiz.va.gov/vip/; and

(v) The business will comply with VAAR subpart 819.70 and Small Business Administration (SBA) regulations regarding small business size and government contracting programs at 13 CFR parts 121 and 125, provided that any reference therein to a service-disabled veteran-owned small business concern or SDVO SBC, is to be construed to apply to a VA verified and VIP-listed SDVOSB, unless otherwise stated in this clause.

(2) The term "Service-disabled Veteran" means a Veteran, as defined in 38 U.S.C. 101(2), with a disability that is service-connected, as defined in 38 U.S.C. 101(16).

(3) The term "small business concern" has the meaning given that term under section 3 of the Small Business Act (15 U.S.C. 632).

(4) The term "small business concern owned and controlled by Veterans with service-connected disabilities" has the meaning given the term "small business concern owned and controlled by service-disabled veterans" under section 3(q)(2) of the Small Business

Act (15 U.S.C. 632(q)(2)), except that for a VA contract the firm must be listed in the VIP database (see paragraph (a)(1)(iv) of this clause).

(b) *General.* (1) Offers are solicited only from VIP-listed SDVOSBs. Offers received from entities that are not VIP-listed SDVOSBs at the time of offer shall not be considered.

(2) Any award resulting from this solicitation shall be made to a VIP-listed SDVOSB who is eligible at the time of submission of offer(s) and at the time of award.

(3) The requirements in this clause apply to any contract, order or subcontract where the firm receives a benefit or preference from its designation as an SDVOSB, including set-asides, sole source awards, and evaluation preferences.

(c) *Representation.* Pursuant to 38 U.S.C. 8127(e), only VIP-listed SDVOSBs are considered eligible to receive award of a resulting contract. By submitting an offer, the prospective contractor represents that it is an eligible SDVOSB as defined in this clause, 38 CFR part 74, and VAAR subpart 819.70.

(d) *Agreement.* When awarded a contract action, including orders under multiple-award contracts, an SDVOSB agrees that in the performance of the contract, the SDVOSB shall comply with requirements in VAAR subpart 819.70 and SBA regulations on small business size and government contracting programs at 13 CFR part 121 and part 125, including the non-manufacturer rule and limitations on subcontracting requirements in 13 CFR 121.406(b) and 13 CFR 125.6. Unless otherwise stated in this clause, a requirement in 13 CFR parts 121 and 125 that applies to an SDVO SBC, is to be construed to also apply to a VIP-listed SDVOSB. For the purpose of limitations on subcontracting, only VIP-listed SDVOSBs (including independent contractors) shall be considered eligible and/or “similarly situated” (i.e., a firm that has the same small business program status as the prime contractor). An otherwise eligible firm further agrees to comply with the required certification requirements in this solicitation (see 852.219-75 or 852.219-76 as applicable). These requirements are summarized as follows:

(1) *Services.* In the case of a contract for services (except construction), the SDVOSB prime contractor will not pay more than 50% of the amount paid by the government to the prime for contract performance to firms that are not VIP-listed SDVOSBs (excluding direct costs to the extent they are not the principal purpose of the acquisition and the SDVOSB/VOSB does not provide the service, such as airline travel, cloud computing services, or mass media purchases). When a contract includes both services and supplies, the 50 percent limitation shall apply only to the service portion of the contract.

(2) *Supplies/products.* (i) In the case of a contract for supplies or products (other than from a non-manufacturer of such supplies), the SDVOSB prime contractor will not pay more than 50% of the amount paid by the government to the prime for contract performance, excluding the cost of materials, to firms that are not VIP-listed SDVOSBs. When a contract includes both supply and services, the 50 percent limitation shall apply only to the supply portion of the contract.

(ii) In the case of a contract for supplies from a non-manufacturer, the SDVOSB prime contractor will supply the product of a domestic small business manufacturer or processor, unless a waiver as described in 13 CFR 121.406(b)(5) has been granted. Refer to 13 CRF 125.6(a)(2)(ii) for guidance pertaining to multiple item procurements.

(3) *General construction.* In the case of a contract for general construction, the SDVOSB prime contractor will not pay more than 85% of the amount paid by the government to the prime for contract performance, excluding the cost of materials, to firms that are not VIP-listed SDVOSBs.

(4) *Special trade construction contractors.* In the case of a contract for special trade contractors, no more than 75% of the amount paid by the government to the prime for contract performance, excluding the cost of materials, may be paid to firms that are not VIP-listed SDVOSBs.

(5) *Subcontracting.* An SDVOSB must meet the NAICS size standard assigned by the prime contractor and be listed in VIP to count as similarly situated. Any work that a first tier VIP-listed SDVOSB subcontractor further subcontracts will count towards the percent of subcontract amount that cannot be exceeded. For supply or construction contracts, the cost of materials is excluded and not considered to be subcontracted. When a contract includes both services and supplies, the 50 percent limitation shall apply only to the portion of the contract with the preponderance of the expenditure upon which the assigned NAICS is based. For information and more specific requirements, refer to 13 CFR 125.6.

(e) *Required limitations on subcontracting compliance measurement period.* An SDVOSB shall comply with the limitations on subcontracting as follows:

[Contracting Officer check as appropriate.]

__ By the end of the base term of the contract or order, 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.

(f) *Joint ventures.* A joint venture may be considered eligible as an SDVOSB if the joint venture is listed in VIP and complies with the requirements in 13 CFR 125.18(b), provided that any requirement therein that applies to an SDVO SBC is to be construed to apply to a VIP-listed SDVOSB. A joint venture agrees that, in the performance of the contract, the applicable percentage specified in paragraph (d) of this clause will be performed by the aggregate of the joint venture participants.

(g) *Precedence.* The VA Veterans First Contracting Program, as defined in VAAR 802.101, subpart 819.70, and this clause, takes precedence over any inconsistencies between the requirements of the SBA Program for SDVO SBCs, and the VA Veterans First Contracting Program.

(h) *Misrepresentation.* Pursuant to 38 USC 8127(g), any business concern, including all its principals, that is determined by VA to have willfully and intentionally misrepresented a company's SDVOSB status is subject to debarment from contracting with the Department for a period of not less than five years (see VAAR 809.406-2 Causes for Debarment).

(End of clause)

852.219-75 VA NOTICE OF LIMITATIONS ON SUBCONTRACTING-CERTIFICATE OF COMPLIANCE FOR SERVICES AND CONSTRUCTION (NOV 2022)

(a) Pursuant to 38 U.S.C. 8127(k)(2), the offeror certifies that-

(1) If awarded a contract (see FAR 2.101 definition), it will comply with the limitations on subcontracting requirement as provided in the solicitation and the resultant contract, as follows: [*Contracting Officer check the appropriate box below based on the predominant NAICS code assigned to the instant acquisition as set forth in FAR 19.102.*]

(i) X *Services.* In the case of a contract for services (except construction), the contractor will not pay more than 50% of the amount paid by the government to it to firms that are not VIP-listed SDVOSBs as set forth in 852.219-73 or VOSBs as set forth in 852.219-74. Any work that a similarly situated VIP-listed subcontractor further subcontracts will count towards the 50% subcontract amount that cannot be exceeded. Other direct costs may be excluded to the extent they are not the principal purpose of the acquisition and small business concerns do not provide the service as set forth in 13 CFR 125.6.

(ii) __ *General construction.* In the case of a contract for general construction, the contractor will not pay more than 85% of the amount paid by the government to it to firms that are not VIP-listed SDVOSBs as set forth in 852.219-73 or VOSBs as set forth in 852.219-74. Any work that a similarly situated VIP-listed subcontractor further subcontracts will count towards the 85% subcontract amount that cannot be exceeded. Cost of materials are excluded and not considered to be subcontracted.

(iii) __ Special trade construction contractors. In the case of a contract for special trade contractors, the contractor will not pay more than 75% of the amount paid by the government to it to firms that are not VIP-listed SDVOSBs as set forth in 852.219-73 or VOSBs as set forth in 852.219-74. Any work that a similarly situated subcontractor further subcontracts will count towards the 75% subcontract amount that cannot be exceeded. Cost of materials are excluded and not considered to be subcontracted.

(2) The offeror acknowledges that this certification concerns a matter within the jurisdiction of an Agency of the United States. The offeror further acknowledges that this certification is subject to Title 18, United States Code, Section 1001, and, as such, a false, fictitious, or fraudulent certification may render the offeror subject to criminal, civil, or administrative penalties, including prosecution.

(3) If VA determines that an SDVOSB/VOSB awarded a contract pursuant to 38 U.S.C. 8127 did not act in good faith, such SDVOSB/VOSB shall be subject to any or all of the following:

(i) Referral to the VA Suspension and Debarment Committee;

(ii) A fine under section 16(g)(1) of the Small Business Act (15 U.S.C. 645(g)(1)); and

(iii) Prosecution for violating section 1001 of title 18.

(b) The offeror represents and understands that by submission of its offer and award of a contract it may be required to provide copies of documents or records to VA that VA may review to determine whether the offeror complied with the limitations on subcontracting requirement specified in the contract. Contracting officers may, at their discretion, require the contractor to demonstrate its compliance with the limitations on subcontracting at any time during performance and upon completion of a contract if the information regarding such compliance is not already available to the contracting officer. Evidence of compliance includes, but is not limited to, invoices, copies of subcontracts, or a list of the value of tasks performed.

(c) The offeror further agrees to cooperate fully and make available any documents or records as may be required to enable VA to determine compliance with the limitations on subcontracting requirement. The offeror understands that failure to provide documents as requested by VA may result in remedial action as the Government deems appropriate.

(d) Offeror completed certification/fill-in required. The formal certification must be completed, signed and returned with the offeror's bid, quotation, or proposal. The Government will not consider offers for award from offerors that do not provide the certification, and all such responses will be deemed ineligible for evaluation and award.

Certification:

I hereby certify that if awarded the contract, _____ will comply with the limitations on subcontracting specified in this clause and in the resultant contract. I further certify that I am authorized to execute this certification on behalf of _____ .

Printed Name of Signee: _____

Printed Title of Signee: _____

Signature: _____

Date: _____

Company Name and Address: _____
_____

(End of clause)

852.232-72 ELECTRONIC SUBMISSION OF PAYMENT REQUESTS (NOV 2018)

(a) Definitions. As used in this clause-

(1) Contract financing payment has the meaning given in FAR 32.001.

(2) Designated agency office means the office designated by the purchase order, agreement, or contract to first receive and review invoices. This office can be contractually designated as the receiving entity. This office may be different from the office issuing the payment;

(3) Electronic form means an automated system transmitting information electronically according to the accepted electronic data transmission methods and formats identified in paragraph (c) of this clause. Facsimile, e-mail, and scanned documents are not acceptable electronic forms for submission of payment requests;

(4) Invoice payment has the meaning given in FAR 32.001; and

(5) Payment request means any request for contract financing payment or invoice payment submitted by the Contractor under this contract.

(b) Electronic payment requests. Except as provided in paragraph (e) of this clause, the Contractor shall submit payment requests in electronic form. Purchases paid with a Government-wide commercial purchase card are considered to be an electronic transaction for purposes of this rule, and therefore no additional electronic invoice submission is required.

(c) Data transmission. A Contractor must ensure that the data transmission method and format are through one of the following:

(1) VA's Electronic Invoice Presentment and Payment System at the current website address provided in the contract.

(2) Any system that conforms to the X12 electronic data interchange (EDI) formats established by the Accredited Standards Center (ASC) and chartered by the American National Standards Institute (ANSI).

(d) Invoice requirements. Invoices shall comply with FAR 32.905.

(e) Exceptions. If, based on one of the circumstances below, the Contracting Officer directs that payment requests be made by mail, the Contractor shall submit payment requests by mail through the United States Postal Service to the designated agency office. Submission of payment requests by mail may be required for—

(1) Awards made to foreign vendors for work performed outside the United States;

(2) Classified contracts or purchases when electronic submission and processing of payment requests could compromise the safeguarding of classified or privacy information;

(3) Contracts awarded by contracting officers in the conduct of emergency operations, such as responses to national emergencies;

(4) Solicitations or contracts in which the designated agency office is a VA entity other than the VA Financial Services Center in Austin, Texas; or

(5) Solicitations or contracts in which the VA designated agency office does not have electronic invoicing capability as described above.

(End of clause)

852.242-71 ADMINISTRATIVE CONTRACTING OFFICER (OCT 2020)

The Contracting Officer reserves the right to designate an Administrative Contracting Officer (ACO) for the purpose of performing certain tasks/duties in the administration of the contract. Such designation will be in writing through an ACO Letter of Delegation and will identify the responsibilities and limitations of the ACO. A copy of the ACO Letter of Delegation shall be furnished to the Contractor.

(End of clause)

Section 3 - Documents, Exhibits, or Attachments

Title	Dates	Number of Pages
Wage Determination 2015-5173	06/12/2026	

Section 4 - Solicitation Provisions

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

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

www.acquisition.gov/browse/index/far (FAR)
www.va.gov/oal/library/vaar/index.asp (VAAR)

[Insert one or more Internet addresses]

(End of provision)

Provision	Title	Fill-ins
52.203-18	Prohibition on Contracting with Entities that Require Certain Internal Confidentiality Agreements or Statements--Representation (Jan 2017)	
52.204-7	System for Award Management (Nov 2024)	
52.216-1	Type of Contract (Apr 1984)	Type of Contract: "Firm Fixed Price "
52.217-3	Evaluation Exclusive of Options (Apr 1984)	

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

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

Price Technical Ability_____

[*Contracting Officer shall insert the significant evaluation factors, such as (i) technical capability of the item offered to meet the Government requirement; (ii) price; (iii) past performance (see FAR 15.304); and include them in the relative order of importance of the evaluation factors, such as in descending order of importance.*]

Technical and past performance, when combined, are Technical Ability [*Contracting Officer state, in accordance with FAR 15.304, the relative importance of all other evaluation factors, when combined, when compared to price.*]

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

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

(End of provision)

852.209-70 ORGANIZATIONAL CONFLICTS OF INTEREST (OCT 2020)

(a) It is in the best interest of the Government to avoid situations which might create an organizational conflict of interest or where the Offeror’s performance of work under the contract may provide the Contractor with an unfair competitive advantage. The term “organizational conflict of interest” means that because of other activities or relationships with other persons, a person is unable to render impartial assistance or advice to the Government, or the person’s objectivity in performing the contract work is or might be otherwise impaired, or the person has an unfair competitive advantage.

(b) The Offeror shall provide a statement with its offer which describes, in a concise manner, all relevant facts concerning any past, present, or currently planned interest (financial, contractual, organizational, or otherwise) or actual or potential organizational conflicts of interest relating to the services to be provided under this solicitation. The Offeror shall also provide statements with its offer containing the same information for any consultants and subcontractors identified in its proposal and which will provide services under the solicitation. The Offeror may also provide relevant facts that show how its organizational and/or management system or other actions would avoid or mitigate any actual or potential organizational conflicts of interest.

(c) Based on this information and any other information solicited or obtained by the Contracting Officer, the Contracting Officer may determine that an organizational conflict of interest exists which would warrant disqualifying the Contractor for award of the contract unless the organizational conflict of interest can be mitigated to the Contracting Officer’s satisfaction by negotiating terms and conditions of the contract to that effect. If the conflict of interest cannot be mitigated and if the Contracting Officer finds that it is

in the best interest of the United States to award the contract, the Contracting Officer shall request a waiver in accordance with FAR 9.503.

(d) Nondisclosure or misrepresentation of actual or potential organizational conflicts of interest at the time of the offer or arising as a result of a modification to the contract, may result in the termination of the contract at no expense to the Government.

(End of provision)

852.252-70 SOLICITATION PROVISIONS OR CLAUSES INCORPORATED BY REFERENCE (JAN 2008)

The following provisions or clauses incorporated by reference in this solicitation must be completed by the offeror or prospective contractor and submitted with the quotation or offer. Copies of these provisions or clauses are available on the Internet at the web sites provided in the provision at FAR 52.252-1, Solicitation Provisions Incorporated by Reference, or the clause at FAR 52.252-2, Clauses Incorporated by Reference. Copies may also be obtained from the contracting officer.

[*Contracting officer shall list all FAR and 48 CFR Chapter 8 (VAAR) provisions and clauses incorporated by reference that must be completed by the offeror or prospective contractor and submitted with the quotation or offer.*]_____

(End of provision)

"

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.: 2015-5173
Revision No.: 34
Date Of Last Revision: 5/13/2026

State: Mississippi

Area: Mississippi Counties of Adams, Amite, Claiborne, Franklin, Jefferson, Lawrence, Lincoln, Pike, Walthall, Warren and Wilkinson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.27
01012 - Accounting Clerk II		18.26
01013 - Accounting Clerk III		20.42
01020 - Administrative Assistant		24.95
01035 - Court Reporter		18.47
01041 - Customer Service Representative I		15.14
01042 - Customer Service Representative II		16.52
01043 - Customer Service Representative III		18.54
01051 - Data Entry Operator I		13.48
01052 - Data Entry Operator II		14.71
01060 - Dispatcher, Motor Vehicle		23.62
01070 - Document Preparation Clerk		14.71
01090 - Duplicating Machine Operator		14.71
01111 - General Clerk I		14.70
01112 - General Clerk II		16.04
01113 - General Clerk III		18.00
01120 - Housing Referral Assistant		20.58
01141 - Messenger Courier		11.98
01191 - Order Clerk I		13.48
01192 - Order Clerk II		14.71
01261 - Personnel Assistant (Employment) I		17.90
01262 - Personnel Assistant (Employment) II		20.02
01263 - Personnel Assistant (Employment) III		22.31
01270 - Production Control Clerk		22.74
01290 - Rental Clerk		16.12
01300 - Scheduler, Maintenance		16.51
01311 - Secretary I		16.51
01312 - Secretary II		18.47
01313 - Secretary III		20.58
01320 - Service Order Dispatcher		21.12
01410 - Supply Technician		24.95
01420 - Survey Worker		14.49
01460 - Switchboard Operator/Receptionist		13.73
01531 - Travel Clerk I		14.71
01532 - Travel Clerk II		16.45
01533 - Travel Clerk III		18.47
01611 - Word Processor I		14.71
01612 - Word Processor II		16.51
01613 - Word Processor III		18.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.40
05010 - Automotive Electrician		17.21
05040 - Automotive Glass Installer		16.21
05070 - Automotive Worker		16.21
05110 - Mobile Equipment Servicer		14.24
05130 - Motor Equipment Metal Mechanic		18.37
05160 - Motor Equipment Metal Worker		16.21
05190 - Motor Vehicle Mechanic		18.37
05220 - Motor Vehicle Mechanic Helper		13.16
05250 - Motor Vehicle Upholstery Worker		15.14
05280 - Motor Vehicle Wrecker		16.21
05310 - Painter, Automotive		17.21
05340 - Radiator Repair Specialist		16.21
05370 - Tire Repairer		14.12
05400 - Transmission Repair Specialist		18.37

07000 - Food Preparation And Service Occupations
07010 - Baker 13.54
07041 - Cook I 12.05
07042 - Cook II 14.13
07070 - Dishwasher 10.59
07130 - Food Service Worker 10.36
07210 - Meat Cutter 13.64
07260 - Waiter/Waitress 8.98

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.38
09040 - Furniture Handler 11.94
09080 - Furniture Refinisher 20.38
09090 - Furniture Refinisher Helper 14.85
09110 - Furniture Repairer, Minor 17.73
09130 - Upholsterer 20.38

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.41
11060 - Elevator Operator 12.38
11090 - Gardener 19.70
11122 - Housekeeping Aide 12.22
11150 - Janitor 12.22
11210 - Laborer, Grounds Maintenance 14.41
11240 - Maid or Houseman 11.05
11260 - Pruner 12.68
11270 - Tractor Operator 17.92
11330 - Trail Maintenance Worker 14.41
11360 - Window Cleaner 13.88

12000 - Health Occupations
12010 - Ambulance Driver 20.83
12011 - Breath Alcohol Technician 20.83
12012 - Certified Occupational Therapist Assistant 29.73
12015 - Certified Physical Therapist Assistant 32.27
12020 - Dental Assistant 17.65
12025 - Dental Hygienist 30.16
12030 - EKG Technician 31.55
12035 - Electroneurodiagnostic Technologist 31.55
12040 - Emergency Medical Technician 20.83
12071 - Licensed Practical Nurse I 18.62
12072 - Licensed Practical Nurse II 20.83
12073 - Licensed Practical Nurse III 23.21
12100 - Medical Assistant 16.14
12130 - Medical Laboratory Technician 23.33
12160 - Medical Record Clerk 17.68
12190 - Medical Record Technician 19.78
12195 - Medical Transcriptionist 18.62
12210 - Nuclear Medicine Technologist 45.76
12221 - Nursing Assistant I 12.67
12222 - Nursing Assistant II 14.26
12223 - Nursing Assistant III 15.56
12224 - Nursing Assistant IV 17.47
12235 - Optical Dispenser 20.64
12236 - Optical Technician 18.62
12250 - Pharmacy Technician 17.91
12280 - Phlebotomist 15.93
12305 - Radiologic Technologist 24.99
12311 - Registered Nurse I 26.12
12312 - Registered Nurse II 31.95
12313 - Registered Nurse II, Specialist 31.95
12314 - Registered Nurse III 38.66
12315 - Registered Nurse III, Anesthetist 38.66
12316 - Registered Nurse IV 46.35
12317 - Scheduler (Drug and Alcohol Testing) 25.80
12320 - Substance Abuse Treatment Counselor 19.68

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.01
13012 - Exhibits Specialist II 24.79
13013 - Exhibits Specialist III 30.33
13041 - Illustrator I 20.01
13042 - Illustrator II 24.79
13043 - Illustrator III 30.33
13047 - Librarian 27.46
13050 - Library Aide/Clerk 15.77
13054 - Library Information Technology Systems
Administrator 24.79
13058 - Library Technician 17.94
13061 - Media Specialist I 17.90
13062 - Media Specialist II 20.01
13063 - Media Specialist III 22.31
13071 - Photographer I 17.90
13072 - Photographer II 20.01
13073 - Photographer III 24.79
13074 - Photographer IV 30.33
13075 - Photographer V 36.70
13090 - Technical Order Library Clerk 19.81
13110 - Video Teleconference Technician 18.08

14000 - Information Technology Occupations
14041 - Computer Operator I 18.24
14042 - Computer Operator II 20.41
14043 - Computer Operator III 23.25
14044 - Computer Operator IV 29.71
14045 - Computer Operator V 29.92
14071 - Computer Programmer I (see 1) 20.08
14072 - Computer Programmer II (see 1) 24.87

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.24
14160 - Personal Computer Support Technician		29.71
14170 - System Support Specialist		26.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.17
15020 - Aircrew Training Devices Instructor (Rated)		41.34
15030 - Air Crew Training Devices Instructor (Pilot)		49.56
15050 - Computer Based Training Specialist / Instructor		34.17
15060 - Educational Technologist		32.98
15070 - Flight Instructor (Pilot)		49.56
15080 - Graphic Artist		31.81
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.56
15086 - Maintenance Test Pilot, Rotary Wing		49.56
15088 - Non-Maintenance Test/Co-Pilot		49.56
15090 - Technical Instructor		25.99
15095 - Technical Instructor/Course Developer		31.81
15110 - Test Proctor		21.00
15120 - Tutor		21.00
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.66
16030 - Counter Attendant		10.66
16040 - Dry Cleaner		12.44
16070 - Finisher, Flatwork, Machine		10.66
16090 - Presser, Hand		10.66
16110 - Presser, Machine, Drycleaning		10.66
16130 - Presser, Machine, Shirts		10.66
16160 - Presser, Machine, Wearing Apparel, Laundry		10.66
16190 - Sewing Machine Operator		13.06
16220 - Tailor		13.66
16250 - Washer, Machine		11.24
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.51
19040 - Tool And Die Maker		30.16
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.65
21030 - Material Coordinator		22.74
21040 - Material Expediter		22.74
21050 - Material Handling Laborer		16.67
21071 - Order Filler		15.00
21080 - Production Line Worker (Food Processing)		22.65
21110 - Shipping Packer		18.13
21130 - Shipping/Receiving Clerk		18.13
21140 - Store Worker I		12.34
21150 - Stock Clerk		18.26
21210 - Tools And Parts Attendant		22.65
21410 - Warehouse Specialist		22.65
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.58
23019 - Aircraft Logs and Records Technician		21.31
23021 - Aircraft Mechanic I		26.15
23022 - Aircraft Mechanic II		27.58
23023 - Aircraft Mechanic III		28.88
23040 - Aircraft Mechanic Helper		17.86
23050 - Aircraft, Painter		24.51
23060 - Aircraft Servicer		21.31
23070 - Aircraft Survival Flight Equipment Technician		24.51
23080 - Aircraft Worker		23.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		23.02
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		26.15
23110 - Appliance Mechanic		24.51
23120 - Bicycle Repairer		19.63
23125 - Cable Splicer		37.83
23130 - Carpenter, Maintenance		20.90
23140 - Carpet Layer		23.02
23160 - Electrician, Maintenance		28.15
23181 - Electronics Technician Maintenance I		23.02
23182 - Electronics Technician Maintenance II		24.51
23183 - Electronics Technician Maintenance III		26.15
23260 - Fabric Worker		21.31
23290 - Fire Alarm System Mechanic		26.15
23310 - Fire Extinguisher Repairer		19.63
23311 - Fuel Distribution System Mechanic		26.15
23312 - Fuel Distribution System Operator		19.63
23370 - General Maintenance Worker		19.67
23380 - Ground Support Equipment Mechanic		26.15
23381 - Ground Support Equipment Servicer		21.31
23382 - Ground Support Equipment Worker		23.02
23391 - Gunsmith I		19.63
23392 - Gunsmith II		23.02
23393 - Gunsmith III		26.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic		18.78

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		19.81
23430 - Heavy Equipment Mechanic		25.97
23440 - Heavy Equipment Operator		22.88
23460 - Instrument Mechanic		26.15
23465 - Laboratory/Shelter Mechanic		24.51
23470 - Laborer		16.67
23510 - Locksmith		24.51
23530 - Machinery Maintenance Mechanic		30.74
23550 - Machinist, Maintenance		23.49
23580 - Maintenance Trades Helper		14.30
23591 - Metrology Technician I		26.15
23592 - Metrology Technician II		27.58
23593 - Metrology Technician III		28.88
23640 - Millwright		27.74
23710 - Office Appliance Repairer		24.51
23760 - Painter, Maintenance		18.14
23790 - Pipefitter, Maintenance		25.87
23810 - Plumber, Maintenance		24.24
23820 - Pneudraulic Systems Mechanic		26.15
23850 - Rigger		26.15
23870 - Scale Mechanic		23.02
23890 - Sheet-Metal Worker, Maintenance		26.15
23910 - Small Engine Mechanic		23.02
23931 - Telecommunications Mechanic I		34.30
23932 - Telecommunications Mechanic II		36.18
23950 - Telephone Lineman		26.15
23960 - Welder, Combination, Maintenance		22.44
23965 - Well Driller		25.64
23970 - Woodcraft Worker		26.15
23980 - Woodworker		19.63
24000 - Personal Needs Occupations		
24550 - Case Manager		14.21
24570 - Child Care Attendant		10.13
24580 - Child Care Center Clerk		12.64
24610 - Chore Aide		10.89
24620 - Family Readiness And Support Services Coordinator		14.21
24630 - Homemaker		14.21
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.75
25040 - Sewage Plant Operator		21.37
25070 - Stationary Engineer		27.75
25190 - Ventilation Equipment Tender		18.91
25210 - Water Treatment Plant Operator		21.37
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.95
27007 - Baggage Inspector		14.84
27008 - Corrections Officer		14.93
27010 - Court Security Officer		16.92
27030 - Detection Dog Handler		16.59
27040 - Detention Officer		14.93
27070 - Firefighter		17.78
27101 - Guard I		14.84
27102 - Guard II		16.59
27131 - Police Officer I		18.46
27132 - Police Officer II		20.51
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.45
28042 - Carnival Equipment Repairer		21.31
28043 - Carnival Worker		13.78
28210 - Gate Attendant/Gate Tender		16.94
28310 - Lifeguard		14.65
28350 - Park Attendant (Aide)		18.95
28510 - Recreation Aide/Health Facility Attendant		13.83
28515 - Recreation Specialist		22.35
28630 - Sports Official		15.09
28690 - Swimming Pool Operator		25.65
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.86
29020 - Hatch Tender		28.86
29030 - Line Handler		28.86
29041 - Stevedore I		26.72
29042 - Stevedore II		30.72
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		20.89
30022 - Archeological Technician II		23.38
30023 - Archeological Technician III		28.96
30030 - Cartographic Technician		28.96
30040 - Civil Engineering Technician		19.41
30051 - Cryogenic Technician I		32.07
30052 - Cryogenic Technician II		35.43
30061 - Drafter/CAD Operator I		20.89
30062 - Drafter/CAD Operator II		23.38
30063 - Drafter/CAD Operator III		26.06
30064 - Drafter/CAD Operator IV		32.07

30081 - Engineering Technician I		18.61
30082 - Engineering Technician II		20.89
30083 - Engineering Technician III		23.38
30084 - Engineering Technician IV		28.96
30085 - Engineering Technician V		35.43
30086 - Engineering Technician VI		42.86
30090 - Environmental Technician		28.96
30095 - Evidence Control Specialist		28.96
30210 - Laboratory Technician		26.62
30221 - Latent Fingerprint Technician I		32.07
30222 - Latent Fingerprint Technician II		35.43
30240 - Mathematical Technician		28.96
30361 - Paralegal/Legal Assistant I		19.84
30362 - Paralegal/Legal Assistant II		24.58
30363 - Paralegal/Legal Assistant III		30.07
30364 - Paralegal/Legal Assistant IV		36.38
30375 - Petroleum Supply Specialist		35.43
30390 - Photo-Optics Technician		28.96
30395 - Radiation Control Technician		35.43
30461 - Technical Writer I		28.96
30462 - Technical Writer II		35.43
30463 - Technical Writer III		42.86
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		32.07
30502 - Weather Forecaster II		39.02
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.06
30621 - Weather Observer, Senior	(see 2)	28.96
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		13.08
31030 - Bus Driver		19.45
31043 - Driver Courier		16.20
31260 - Parking and Lot Attendant		11.62
31290 - Shuttle Bus Driver		14.59
31310 - Taxi Driver		11.98
31361 - Truckdriver, Light		17.81
31362 - Truckdriver, Medium		19.34
31363 - Truckdriver, Heavy		24.65
31364 - Truckdriver, Tractor-Trailer		24.65
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		10.37
99050 - Desk Clerk		11.77
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		20.25
99252 - Laboratory Animal Caretaker II		22.26
99260 - Marketing Analyst		26.17
99310 - Mortician		29.28
99410 - Pest Controller		22.54
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		19.06
99711 - Recycling Specialist		23.71
99730 - Refuse Collector		16.78
99810 - Sales Clerk		13.06
99820 - School Crossing Guard		14.33
99830 - Survey Party Chief		24.75
99831 - Surveying Aide		18.00
99832 - Surveying Technician		22.50
99840 - Vending Machine Attendant		13.54
99841 - Vending Machine Repairer		16.62
99842 - Vending Machine Repairer Helper		13.54

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

week, or $882.27 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 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))."""