GENERAL INFORMATION:

Document Type:	Combined Synopsis Solicitation
Solicitation Number:	36C78626Q50194
Title:	Tree Pruning, Tree Removal, and Stump Grinding at Salisbury National Cemetery (2 locations)
Post Date:	5/29/2026
Original Response Date:	6/25/2026 at 4:00 pm EST
Applicable NAICS:	561730 – Landscaping Services
PSC:	S208 – Housekeeping – Landscaping/Groundskeeping
Set Aside Type:	Service-Disabled Veteran Owned Small Business (SDVOSB)
Issuing Contracting Office:	Department of Veterans Affairs National Cemetery Administration, Contract Services 18434 Joplin Road Triangle, VA 22172
Place of Performance:	Salisbury (Annex) National Cemetery 501 Statesville Blvd Salisbury, NC 28144 Salisbury Historic National Cemetery 202 Government Rd Salisbury, NC 28144
Attachments:	A – Statement of work (pg 10) A.1 – Salisbury Annex Tree List, Photos, & Map (pg 16) A.2 – Salisbury Historic Tree List, Photos, & Map (pg 22) B - Price Schedule (pg 31) C – SCA Wage Determination 2015-4423 Rev. 33 (pg 32)

This is a combined synopsis/solicitation for commercial services prepared in accordance with FAR Overhaul Part 12. This announcement constitutes the only solicitation. Quotes are being requested and a written solicitation will not be issued. Solicitation number 36C78626Q50194 is issued as a Request for Quotation (RFQ) for tree pruning, tree removal, and stump grinding at Salisbury National Cemeteries (2 locations).

This solicitation incorporates provisions and clauses in effect through Federal Acquisition Circular (FAC) 2026-01 with an effective date of 03/13/2026.

NORTH AMERICAN INDUSTRIAL CLASSIFICATION SYSTEM (NAICS) CODE:
The (NAICS) code for this procurement is 561730. The business size standard in millions of dollars is $9,500,000.

PRICE SCHEDULE: See Attachment B.

DESCRIPTION OF REQUIREMENT: See Statement of Work at Attachment A.

CONTRACT DATES: The period of performance will be 90 days after the Post Award Conference. Work at both locations must be completed within the 90-day period of performance.

DELIVERY/ACCEPTANCE LOCATION: Delivery will be FOB Destination and the delivery and acceptance locations will be at the Place of Performance addresses listed on page 1 of this Combined Synopsis/Solicitation.

CONTRACT TYPE: The U.S. Department of Veteran Affairs, National Cemetery Administration, anticipates the award of a Firm Fixed Priced (FFP) contract for tree pruning, tree removal, and stump grinding at Salisbury National Cemeteries (2 locations).

This notice shall not be construed as a commitment by the Government to ultimately award a contract, nor does it restrict the Government to a particular acquisition approach. This solicitation and the subsequent award is subject to the availability of funding.

PRE-QUOTE SITE VISIT: Quoters are urged and expected to inspect all sites where services are to be performed and to satisfy themselves regarding all general and local conditions that may affect the cost of contract performance. In no event shall failure to inspect one or all sites constitute grounds for a claim after contract award. If you plan to conduct a site visit/inspection of the Salisbury National Cemeteries, the following site visits have been scheduled:

Salisbury (Annex) National Cemetery - Tuesday, June 16, 2026 @ 10:00 a.m. EST.
Salisbury Historic National Cemetery – Directly following the site visit at Salisbury Annex National Cemetery.
*No additional site-visits or individual tours will be scheduled.

Interested prospective quoters should attend the scheduled site visits. Please meet David Beaver at the entrance of each cemetery. A RSVP is not required for site visits.

All questions resulting from the site visit should be sent to the Contracting Officer by following the instructions in the "RFQ QUESTIONS" section of this Combined Synopsis Solicitation. The Contracting Officer will then issue an amendment(s) answering all questions that were received on time (by the question due date). Potential Quoters are responsible for checking SAM.gov for issued Amendments to this Combined Synopsis Solicitation.

INSTRUCTIONS TO QUOTERS: All prospective Quoters are required to have an active Federal Government contracts registration in System for Award Management (SAM) website when they submit a quote, and at time of award. If a Quoter does not have an active/current registration with SAM.gov prior to the solicitation close date, and at time of award, it will result in the company being considered non-responsive.

Service-Disabled Veteran Owned Small Business (SDVOSB) socio-economic category concerns **MUST** also have an active/current registration with SBA VetCert (https://veterans.certify.sba.gov/) or SBA Small Business Search (https://search.certifications.sba.gov/) prior to the solicitation close date, and at time of award. Failure to comply will result in the Quoter being considered ineligible.

RFQ QUESTIONS: All questions regarding this solicitation are to be submitted to the Contracting Officer, via email, no later than **12:00 pm EST, Thursday, June 18, 2026**. **No questions will be accepted after this time.** Questions pertaining to this announcement shall be sent by email to: sarah.poole1@va.gov. Telephone inquiries will not be accepted. Amendments will be issued to answer all questions that are submitted.

RESPONSE TO REQUEST FOR QUOTATION (RFQ): Quotes are due to the Contracting Officer no later than **4:00 pm EST on Thursday, June 25, 2026**. **Email responses to sarah.poole1@va.gov.** Responses to this announcement may result in a Firm Fixed Priced (FFP) contract. The Government intends to make award without discussions. **It is the responsibility of the Quoter to submit their best pricing at the time quotes are due.** All information submitted in response to this announcement is voluntary and the Government will not pay for information provided nor will it compensate any respondent for any cost incurred in developing information provided for the Government. Quoters are responsible for obtaining any and all amendments or additional information concerning this announcement at SAM.gov. Failure to provide a signed amendment as part of the quotation submission will result in being considered non-responsive and therefore ineligible for award.

QUOTATION FORMAT AND SUBMITTAL INFORMATION: Quotes must be submitted on company letterhead in Adobe pdf platforms and submitted by email to the individual listed in the Response to Request for Quotation (RFQ) section of this Combined Synopsis Solicitation. Quoters are hereby advised that any Quoter-imposed terms and conditions which deviate from the Government's terms and conditions, shall render the Quoter's quote non-responsive, and thus ineligible for award.

All quotes shall be submitted in three (3) different documents for each volume listed below. Each title shall include the appropriate Volume. The Volumes are as follows:

Volume A – Administrative

The Quoter shall include the following in Volume A:

- Legal Business/Company Name (as listed in SAM.gov)
- Business Mailing Address
- SAM Unique Entity ID (UEI)
- Point of Contact
- Telephone Number
- Email Address
- Signed and dated copy of each Amendment, if applicable. Failure to comply shall result in the Quoter being considered non-responsive and thus ineligible for award.
- Completed copy of the following clause **is required to be submitted as part of the quote**: (Failure to comply shall result in the Quoter being considered non-responsive).
    - VAAR 852.219-75 VA Notice of Limitations on Subcontracting – Certificate of Compliance for Services and Construction (NOV 2022)

***NOTE** – It is the responsibility of the Quoter to ensure the required entity-level representations and certifications are completed on SAM.gov, and that **all other (procurement specific & by submission of the Offeror) required representations and certification provisions are submitted with their quotation. (Those listed above must be submitted with the quote, unless disclosure is not required.)**

Volume B – Technical Proposal

Quoter shall include the following in Volume B in accordance with the Technical Qualifications criteria listed in the Evaluation Process section of this combined synopsis solicitation:

1. Provide the certificate of an ISA Certified Arborist that will serve as the Site Manager for this contract.

2. List experience of the Site Manager/Certified Arborist, within the last two (2) years, that demonstrates they have experience as a direct supervisor of a commercial tree maintenance operation that has included large shade tree removal, tree pruning, and stump grinding at government, industrial, commercial, or public sites.

3. Present a Work Plan that will detail how you will accomplish all the required work within the ninety (90) day period of performance.

Volume C – Pricing

Quoter shall include the following in Volume C:

- Proposed pricing shall be submitted on the included Price Schedule (Attachment B).

EVALUATION PROCESS (Addendum 52.212-2): Quotes will be evaluated using FAR RFO Part 12. The Government intends to award a Firm-Fixed Price Contract resulting from this Combined Synopsis Solicitation to the responsible Quoter with the Lowest Priced Technically Acceptable quote. This means that the Quoter with the lowest evaluated price, meeting or exceeding the acceptability standards for non-price factors will receive the award. The lowest price quote will be sent for technical review and if found technically acceptable, award will be made to that Quoter, as long as the Quoter can be determined responsible. (*A responsible prospective contractor means a contractor that meets the standards in FAR RFO 9.104.*) If the lowest priced quote is not found technically acceptable, then the next lowest quote will be sent for technical review. This process will continue until a quote is found technically acceptable.

The non-price factors used to evaluate quotations are: Technical Qualifications.

Technical Qualifications

Quotes shall be evaluated in accordance with the criteria contained in the Statement of Work and on whether or not the technical qualifications meet the Government requirements. If any of the required information is missing, a Quoter will not be considered technically qualified. Technical qualifications will be evaluated for the following:

1. Provide the certificate of a ISA Certified Arborist that will serve as the Site Manager for this contract.

2. List experience of the Site Manager/Certified Arborist, within the last two (2) years, that demonstrates they have experience as a direct supervisor of a commercial tree maintenance operation that has included large shade tree removal, tree pruning, and stump grinding at government, industrial, commercial, or public sites.

3. Present a Work Plan that will detail how you will accomplish all the required work within the ninety (90) day period of performance.

POST AWARD CONFERENCE: A virtual Post-Award conference will be scheduled by the Contracting Officer to discuss the requirements with the Awardee and all other stakeholders.

CONTRACT CLAUSES AND SOLICITATION PROVISIONS:

DIGNITY CLAUSE

Respect for Headstones and Markers in National Cemeteries

Handling of Markers and Headstones

Every action by contractor personnel at a national cemetery must be performed with the special care, reverence, dignity, and respect that acknowledges the cemetery as the final resting place that commemorates the service and sacrifice that service members, Veterans and their families made for our Nation. Critically important is the awareness required of the Contractor employees of the remains buried in the grounds where the work is performed. The utmost care must be given to these remains and the headstones and flat grave markers that mark those gravesites and memorialize the service of individuals.

a. Contractors cannot walk, stand, lean, sit or jump on headstones or markers. Nor can they drive over them.

b. No tools, equipment or other items will be placed or leaned on headstones or markers.

c. Use care not to scratch or damage markers in any manner.

d. Contractor shall be responsible for replacing damaged headstones and markers and for restoring turf damaged during performance of this work.

e. Additionally, should any activity result in the exposure and/or damage to any remains, container for remains (e.g., casket or urn), or outer burial container, the contractor must contact the COR, Director/Assistant Director, or Contracting Officer (CO) for guidance.

Any doubts as to proper procedures shall be brought to the attention of the COR, Director/Assistant Director, or CO for guidance or resolution. The contractor is required to discuss the guidance with employees and/or subcontractors.

(End of Clause)

FAR CLAUSES

52.212-4 Contract Terms and Conditions-Commercial Items (NOV 2023) (DEVIATION OCT 2025) Addendum to FAR 52.212-4 Clauses in corporate by reference in numeric order starting with FAR and followed by VAAR.

The following solicitation clauses apply to this acquisition:

52.252-2 Clauses Incorporated by References (FEB 1998). The full text of FAR/VAAR clauses may be accessed electronically at:
https://www.acquisition.gov/-far-overhaul/far-part-deviation-guide/far-overhaul-part-52#FAR_52_252_2
http://www.va.gov/oal/library/vaar/index.asp

FAR 52.203-17 Contractor Employee Whistleblower Rights (NOV 2023)
FAR 52.203-18 Prohibition on Contracting with Entities that Require Certain Internal Confidentiality Agreements or Statements – Representation (Jan 2017)
FAR 52.203-19 Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (JAN 2017)
FAR 52.204-13 System for Award Management Maintenance (Oct 2018)(DEVIATION NOV 2025)
FAR 52.209-6 Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, Proposed for Debarment, or Voluntarily Excluded (JAN 2025)(DEVIATION NOV 2025)
FAR 52.209-10 Prohibition on Contracting with Inverted Domestic Corporations (Nov 2015) (DEVIATION NOV 2025)
FAR 52.217-8 Option to Extend Services (Nov 1999)
**Fill-in: 7 calendar days of the current contract expiration date*
FAR 52.219-6 Notice of Small Business Set-Aside (NOV 2010)(DEVIATION NOV 2025)
FAR 52.222-3 Convict Labor (JUN 2003)(DEVIATION NOV 2025)
FAR 52.222-36 Equal Opportunity for Workers with Disabilities (JUN 2020) (DEVIATION NOV 2025)
FAR 52.222-41 Service Contract Labor Standards (AUG 2018)(DEVIATION NOV 2025)
FAR 52.222-42 Statement of Equivalent Rates for Federal Hires (MAY 2014)(DEVIATION 2025)
**Fill-in: 11260 - Pruner $15.94 / $5.55*
FAR 52.222-50 Combating Trafficking in Persons (NOV 2021)(DEVIATION OCT 2025)
FAR 52.222-55 Minimum Wages for Contractor Workers Under Executive Order 14026 (JAN 202) (DEVIATION NOV 2025)
FAR 52.222-62 Paid Sick Leave Under Executive Order 13706)(JAN 2022)
FAR 52.222-90 Addressing DEI Discrimination by Federal Contractors (Apr 2026)
FAR 52.223-5 Pollution Prevention and Right-to-Know Information (May 2024)
FAR 52.226-8 Encouraging Contractor Policies to Ban Text Messaging While Driving (MAY 2024)
FAR 52.232-33 Payment by Electronic Funds Transfer-System for Award Management (OCT 2018)
FAR 52.232-40 Providing Accelerated Payments to Small Business Subcontractors (Mar 2023)
FAR 52.233-3 Protest After Award (Aug 1996) (DEVIATION NOV 2025)
FAR 52.233-4 Applicable Law for Breach of Contract Claim. (OCT 2004) (DEVIATION NOV 2025)
FAR 52.237-2 Protection of Government Buildings, Equipment, and Vegetation (APR 1984)
FAR 52.240-91 Security Prohibitions and Exclusions (DEVIATION NOV 2025)
FAR 52.244-6 Subcontracts for Commercial Products and Commercial Services. (JAN 2025) (DEVIATION OCT 2025)
FAR 52.252-6 Authorized Deviations in Clauses (NOV 2020)
**Fill-in: VA Acquisition Regulation (VAAR) (48 CFR Chapter 8)*

VAAR CLAUSES

VAAR 852.201-70 Contracting Officer's Representative (Dec 2022)
VAAR 852.203-70 Commercial Advertising (May 2018)
VAAR 852.219-73 VA Notice to Total Set-Aside for Certified Service-Disabled Veteran-Owned Small Businesses (Jan 2023)(Deviation) **Fill-in: "By the end of the base term..."*
VAAR 852.232-72 Electronic Submission of Payment Requests (Nov 2018)
VAAR 852.237-75 Key Personnel (Oct 2019)
VAAR 852.242-71 Administrative Contracting Officer (Oct 2020)

End of Addendum to 52.212-4

VAAR 852.219-75 VA Notice of Limitations on Subcontracting – Certificate of Compliance for Services and Construction (Jan 2023)(Deviation)

(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:

(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 852.219-73or 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, [*insert name of offeror*] 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 [*insert name of offeror*].

Printed Name of Signee:

Printed Title of Signee:

Signature:

Date:

Company Name and Address:

(End of clause)

FAR PROVISIONS

FAR 52.212-1 Instructions to Offerors-Commercial Products and Commercial Services (SEP 2023)(DEVIATION OCT 2025)

Addendum to FAR 52.212-1 List all provisions incorporated by reference in numeric order starting with FAR and followed by VAAR.

The following solicitation provisions apply to this acquisition:

FAR 52.252-1 Solicitation Provisions Incorporated by Reference (Feb 1998). The full text of FAR/VAAR Provisions may be accessed electronically at: https://www.acquisition.gov/far-overhaul/far-part-deviation-guide/far-overhaul-part-52#FAR_52_252_1

http://www.va.gov/oal/library/vaar/index.asp

FAR 52.203-11 Certification and Disclosure Regarding Payments to Influence Certain Federal Transactions (SEP 2024)
FAR 52.203-18 Prohibition on Contracting with Entities that Require Certain Internal Confidentiality Agreements or Statements – Representation (JAN 2017)
FAR 52.204-7 System for Award Management (NOV 2024) (DEVIATION NOV 2025)
FAR 52.212-2 Evaluation – Commercial Products and Commercial Services (NOV 2021) (Deviation OCT 2025)
**See Evaluation Process (Addendum 52.212-2) on page 4*
FAR 52.240-90 Security Prohibitions and Exclusions Representations and Certifications (Deviation Nov 2025)
FAR 52.252-5 Authorized Deviations in Provisions (NOV 2020)
**Fill-in: VA Acquisition Regulation (VAAR) (48 CFR Chapter 8)*

VAAR PROVISIONS

N/A

End of addendum to 52.212-1

ATTACHMENT A
DESCRIPTION / SPECIFICATIONS / WORK STATEMENT

A.1 BACKGROUND

Salisbury (Annex) National Cemetery and Historic Salisbury National Cemetery are National Shrines that honor veterans with a final resting place and lasting memorials that commemorate their service to our Nation. The cemetery receives visitors, holds ceremonies and conducts committal services. Because of the cemetery's special significance and attention, it receives from the public, strict adherence to contract specifications is essential.

A.2 GENERAL REQUIREMENTS

A.2.1 Place of Performance: The Contractor shall furnish all supervision, labor, equipment, tools, materials and supplies necessary to provide tree pruning, removal and stump grinding services at the following VA National Cemetery:

CEMETERY	ADDRESS	REQUIRED SERVICES
Salisbury (Annex) National Cemetery	**501 Statesville Boulevard, Salisbury NC. 28144**	**Crown Raising (removal of low hanging branches) / Tree Removal & Stump Grinding**
Historic Salisbury National Cemetery	**202 Government Road, Salisbury, NC. 28144**	**Crown Raising (removal of low hanging branches) / Tree Removal & Stump Grinding**

A.2.2 **Tree Pruning / Removal Salisbury (Annex) National Cemetery**: There is a total of thirty (30) trees to be removed, fifteen (15) stumps to be ground, two (2) trees to be pruned, and one (1) fenceline to be pruned. Trees to be pruned or removed will be identified by the COR & shall be pruned / removed in accordance with all terms, conditions, specifications and requirements. Tree list provided in Attachment A.1.

Tree Pruning / Removal Historic Salisbury National Cemetery: There is a total of sixteen (16) trees to be removed, sixteen (16) stumps to be ground, seven (7) trees to be pruned, and one (1) fenceline to be pruned. Trees to be pruned or removed will be identified by the COR & shall be pruned / removed in accordance with all terms, conditions, specifications and requirements. Tree list provided in attachment A.2.

A.3 SPECIFICATIONS

A.3.1 Tree Removal / Stump Grinding / Deadwood Pruning

(a) Removal and pruning of all trees shall be accomplished under the direction and guidance of an ISA Certified Arborist provided by the Contractor. All trees that are scheduled to be removed shall be topped prior to falling and all limbs over 3 ½" in diameter must be lowered to the ground by ropes. At no time should any branches, tree limbs or sections of the trunk be dropped to the ground or on any headstones.

The Contractor will be responsible for any damage to the turf, roads or headstones caused by dropping parts of the tree.

(b) Deadwood pruning is the removal of broken, hanging, dead or otherwise potentially dangerous limbs from the entire tree. The contractor will thoroughly prune and remove any deadwood from the entire tree regardless of height. Trees may also be designated for deadwood pruning if they have an abundance of deadwood less than four inches in diameter in their crowns. Raising the tree canopy will be included to remove low hanging branches that interfere with cemetery operations.

(c) For all stumps being ground, they shall be ground to a minimum of 4" 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 intends to retain. All grindings will then be removed from the cavity of the stump. Stump cavities will be filled with clean topsoil, compacted and evenly graded. After grading has been completed the top soiled area will have grass seed (100% Turf Type Tall Fescue) evenly applied and graded. All stumps shall be marked by the Contractor with a red cone or flag after the tree removal if they are not ground out immediately after the removal so to avoid any tripping hazards for cemetery visitors.

For trees being removed that do not require the stump to be ground, the stump shall be cut flush with the ground.

(d) All wood chip particles and debris from the tree removal / pruning shall be cleaned up thoroughly and removed from the cemetery daily. The Contractor shall take every precaution to prevent any falling branches or trees from damaging any headstones, roadways, adjacent plant material or structures.

To ensure protection of headstones that are near trees being pruned or removed, the Contractor will use covers to place over the headstones while the work is being performed. These covers will be provided by the Contractor. The covers used have usually been orange traffic barrels capable of being placed over the average headstone with an above grade measurement of 26" tall X 13" wide X 4" thick or something similar may be used to make sure that the headstones are covered

The Contractor shall be responsible for repair and or replacement to any damaged turf, headstones or other property. All work will be completed within ninety (90) days of commencement of work. A work plan is required from the contractor at the time of contractors quote submittal and after contract award if changes are made to the work plan. The work plan must detail how all work will be accomplished within the 90-day period

A.3.2 Debris & Waste Removal: Removal of debris and waste away from the cemetery grounds shall be the responsibility of the Contractor. At the end of each day, the Contractor will remove all pruning / trimming cuts, tree limbs, dead branches, bush / shrub / hedge clippings and other debris from the cemetery site resulting from the work. The Contractor shall ensure at all times that debris and waste generated by the Contractor is kept clear of vehicular and pedestrian traffic throughout the site. NOTE: The Government shall not provide receptacles for disposal of debris related to this contract.

A.3.3 Communication & Coordination of Work with COR: Contractor shall participate in regular meetings with Government personnel and other Contractors at the cemetery to coordinate contract work schedules and contract related issues. Communication with the COR is strongly encouraged. Burial activities at NCA shall take precedence over contract work activities. Work activity and noise cannot disturb Burial Services. Trucks and workers are prohibited from passing through the service area during this period.

A.3.4 Cemetery Activities: To cause the least possible interference with cemetery activities, contract personnel will stop (cease) all work in areas where burials are taking place. As a general "rule-of-thumb", work should not take place within 1,000 feet of an ongoing committal service or ceremony. The Site Manager will re-direct work throughout the rest of the Cemetery – so that productive use of labor and equipment is assured, and downtime is avoided. If the Contractor fails to re-direct employees away from an event in a timely manner, the COR may then do so.

A.3.5 Notwithstanding the Contractors responsibility for total management during the performance of this contract, the administration of the contract will require maximum coordination between the Government and the Contractor. The Government shall provide, at the time of contract award, a list of Government personnel authorized to act as Contracting Officer's Technical Representatives.

A.4 CONTRACT MANAGEMENT

A.4.1 Site Manager: An ISA Certified Arborist shall serve as the “site manager” for this contract and will be provided by the Contractor whenever work is being performed - other than trash and debris pick-up. The Certified Arborist must have experience as a direct supervisor of a commercial tree maintenance operation that has included large shade tree removal, tree pruning and stump grinding/removal in industrial, commercial or public sites and must be certified by International Society of Arboriculture. The Certified Arborist will ensure all specifications are met, ensure contract work does not conflict with ceremonies and funerals, and ensure employees are adequately supervised and proper conduct is maintained.

If the Site Manager is replaced after award, the Contractor shall submit the name of a new Site Manager, along with their ISA Certified Arborist certificate, to the Contracting Officer for approval prior to the them reporting to work under this contract.

A.4.2 Representatives of the Contracting Officer: The VA Contracting Officer will designate one (or more) representative to serve as the Contracting Officer’s Representative (COR). Such designation will be in writing and will define the scope and limitations of the designee's authority. A copy of the designation(s) shall be furnished to the Contractor at time of award.

The COR is responsible for providing technical guidance and advice under this contract. The COR may direct and arrange the Contractor’s work schedule in specific areas of the cemetery to coordinate with daily cemetery activities and operations. Duties and responsibilities of the COR include, but are not limited to, the following:

(i) Provides contract oversight and technical guidance to the Contractor.
(ii) Acts as technical liaison between the Danville National Cemetery and the Contractor and between the cemetery and the Contracting Officer. (Note: The COR may not modify the intent or the terms and conditions of the contract.)

(iii) Determining whether contract deliverables meet functional, technical and performance specifications.
(iv) Verification / certification of payments to the Contractor for services rendered.
(v) Assuring that any changes affecting work involved, price, terms and/or conditions under the contract are not implemented before written authorization is issued by the Contracting Officer.

A.4.3 Contracting Officer: Contract Administration and administrative functions are the responsibility of the VA Contracting Officer. Any modifications to the contract, including those involving no-cost changes, increases and decreases in cost or level of services provided, termination or extension of the contract (in part or in whole) and decisions concerning claims or disputes, must be authorized in writing by the Government Contracting Officer.

A.4.4 Federal Holidays: All work required under this contract will be performed during normal business days and daylight hours between 8:00 am and 4:30 pm, local time, Monday through Friday, excluding Federal holidays. Deviations from the work schedule shall require prior written authorization from the COR. The following is a list of the Federal holidays:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
President's Day	Veterans Day
Memorial Day	Thanksgiving Day
Juneteenth	Christmas Day
Fourth of July	

A.5 RESPONSIBILITIES & STANDARDS OF CONDUCT

A.5.1 Responsibilities

(a) The Contractor shall be aware of the intensive labor and equipment requirements needed to meet contract specifications. Inclement weather - other than prolonged snow cover or unusual amounts of rain - will not be considered an excusable delay in meeting specifications. The government expects the Contractor to work throughout all weather conditions and to apply additional labor and equipment as necessary to meet deadlines.

(b) All portions of the trunk and any tree limbs or branches over 3 ½ inches in diameter must be lowered to the ground by crane or ropes and may not be dropped. At no time may the contractor drop any branches onto cemetery headstones or turf.
If there are any headstones that may have to be removed in order to obtain access to a particular tree the Contractor will be responsible for alerting the COR and cemetery staff before doing any work in this location. The cemetery staff will be responsible for removing and resetting the headstone or stones in question.

(c) The Contractor shall obtain all necessary licenses and permits necessary to perform the work involved and will take all precautions necessary to protect persons and property from injury or damage during the performance of this contract. Contractor is

responsible for any injury or damage during the performance of this contract including injury to himself/herself, his/her employees, or others.

(d) The Contractor shall be liable for any damage to personal or public property that occurs during the performance of this contract that is caused by him/her or his/her employees' fault or negligence.

(e) The Contractor shall maintain personal liability and property damage insurance prescribed by the laws of the State of North Carolina.

(f) The Contractor shall contact and/or coordinate with any utility companies or state offices that may be required prior to the start of work.

(g) Cooperation with other Contractors: 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 other Contractors and with Government employees and shall carefully adapt scheduling and performance of work, adhering to any direction provided by the COR.

(h) More than one Contractor may have access to storage areas designated by the COR. The Government will not be liable to the Contractor for costs associated with claims, damages, loss or replacement of equipment or personal property while on Cemetery property.

(i) The Contractor will try and limit the operation of excessively large / heavy trucks tractors, or other heavy equipment on any turf area except as provided in this contract or as authorized by the COR. The Contractor will be responsible for repairing turf damage caused by the Contractor during all weather conditions that is deemed excessive by the COR at no additional cost to the government.

(j) The Contractor shall provide adequate safety warning devices, barricades and cover boards, etc., at all work sites to eliminate hazards from public visitors and cemetery employees at no cost to the government.

(k) At the end of each day, the Contractor shall remove all debris from the cemetery site. At all times rubbish and trash generated by the Contractor shall be kept clear of vehicle and pedestrian traffic throughout the site. The government shall not provide receptacles for the disposal of debris related to this contract.

(l) Reporting "on-the-job" Injuries: The Contractor is required to report all "on-the-job" injuries incurred by the Contractor, its agents or employees, resulting from performance of this contract. Contractor will notify the COR (either orally or via telephone) within twenty-four (24) hours of the injury and provide details and exact location of the incident. This will be followed up by a written notice to the COR. Any Contractor (including its agents and employees) that knowingly files a false claim may be criminally prosecuted.

A.5.2 Standards of Employee Conduct: Contractor and contractor personnel are required to adhere to the following standards of dress and conduct while performing work in the National Cemetery. These standards and regulations are enforceable under Title 38, U.S.C. Section 218. Contractor and Contractor Personnel --

(a) Shall be fully clothed at all times, to include long slacks or pants and shirt, buttoned up from neck to waist. Clothing shall be clean each day. Any soiled clothing should be cemetery work-related that day. T-shirts and/or tank tops as outer garments are prohibited. Shoes/boots will have no holes or loose soles. Steel-toed shoes will be required in accordance with OSHA. Contractor employees will maintain personal hygiene.

(b) Shall not engage in loud or boisterous behavior or use profane or abusive language. Will show proper reverence during committal service.

(c) Shall not eat or drink beverages except water or non-alcoholic drinks while in the work area or in site of committal shelter during a service. Use of intoxicating beverages and/or drugs is strictly prohibited.

(d) Contractor personnel shall not lean, sit or stand on or against headstones or monuments. No tools, equipment or other items will be placed or leaned on headstones or monuments.

(e) SMOKING is not permitted within the Salisbury National Cemetery or satellite sites. This restriction includes offices, restrooms, stairwells, entrances, exits or any other public area.

(f) It will be the discretion of the COR to implement immediate removal of Contractor and/or Contractor personnel from cemetery grounds if these standards are not adhered to during the performance of the contract. Contractor shall administer disciplinary action immediately as required to Contractor employees.

A.5.3 Supervision & Training

(a) The Contractor is responsible for maintaining satisfactory standards of personnel conduct and work performance and shall administer disciplinary action as required.

(b) The Contractor shall remove employees for cause, to include, but not limited to, misconduct in performance of duty under these specifications and/or conduct contrary to the Government's best interests.

(c) The Contractor shall also be responsible for training and safety precautions for contractor employees performing work under these specifications. OSHA standards shall be observed by the Contractor in all work performed.

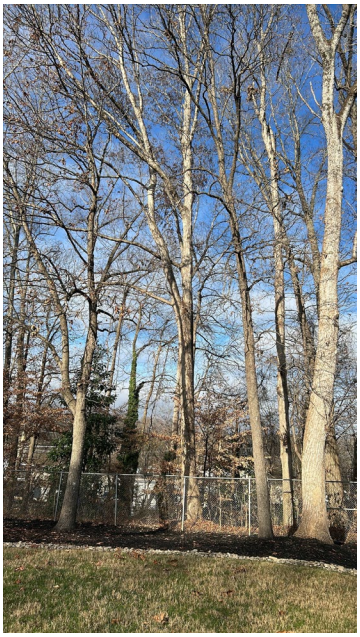
(d) Appropriate safety equipment shall be furnished by the Contractor-to-contractor personnel and shall be used as prescribed by OSHA standards, including hard hats, safety shoes, safety glasses, and hearing protection devices.

(End of Statement of Work / Specifications)

Attachment A.1
Salisbury (Annex) Tree List with Photos & Map

SITE # / PHOTO #	REQUIREMENT
1 & 2	Remove two (2) smaller trees in mulch bed and grind associated stumps
3	Prune multiple trees along fence line and raise canopy (see map)
4	Remove group of eleven (11) trees inside fence line and flush cut stumps to ground level
5	Prune /remove lower branches that may interfere with ground maintenance operations (tree will be marked)
6	Remove two (2) small leaning Pines and one (1) small Sweet Gum and grind associated stumps
7	Remove one (1) leaning tree and flush cut stump
8	Remove two (2) dead trees and flush cut stumps
9	Remove one (1) leaning tree and flush cut stump
10	Remove six (6) small trees and grind associated stumps
11	Prune /remove lower branches on three trees that may interfere with ground maintenance operations
12	Remove two (2) trees and grind associated stumps
13	Remove one (1) tree and grind associated stump
14	Remove one (1) dying tree and grind associated stump

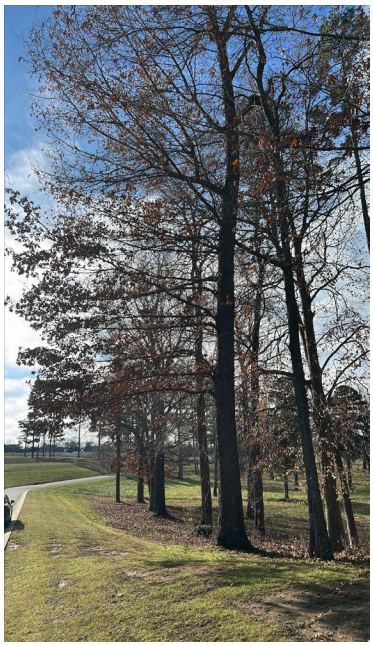
Trees 1 & 2



Tree 3

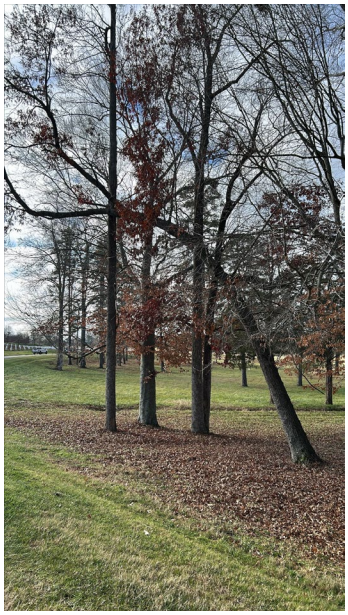
Trees 4

Tree 5



Tree 6

Tree 7



Tree 8

Tree 9

Tree 10

Tree 11

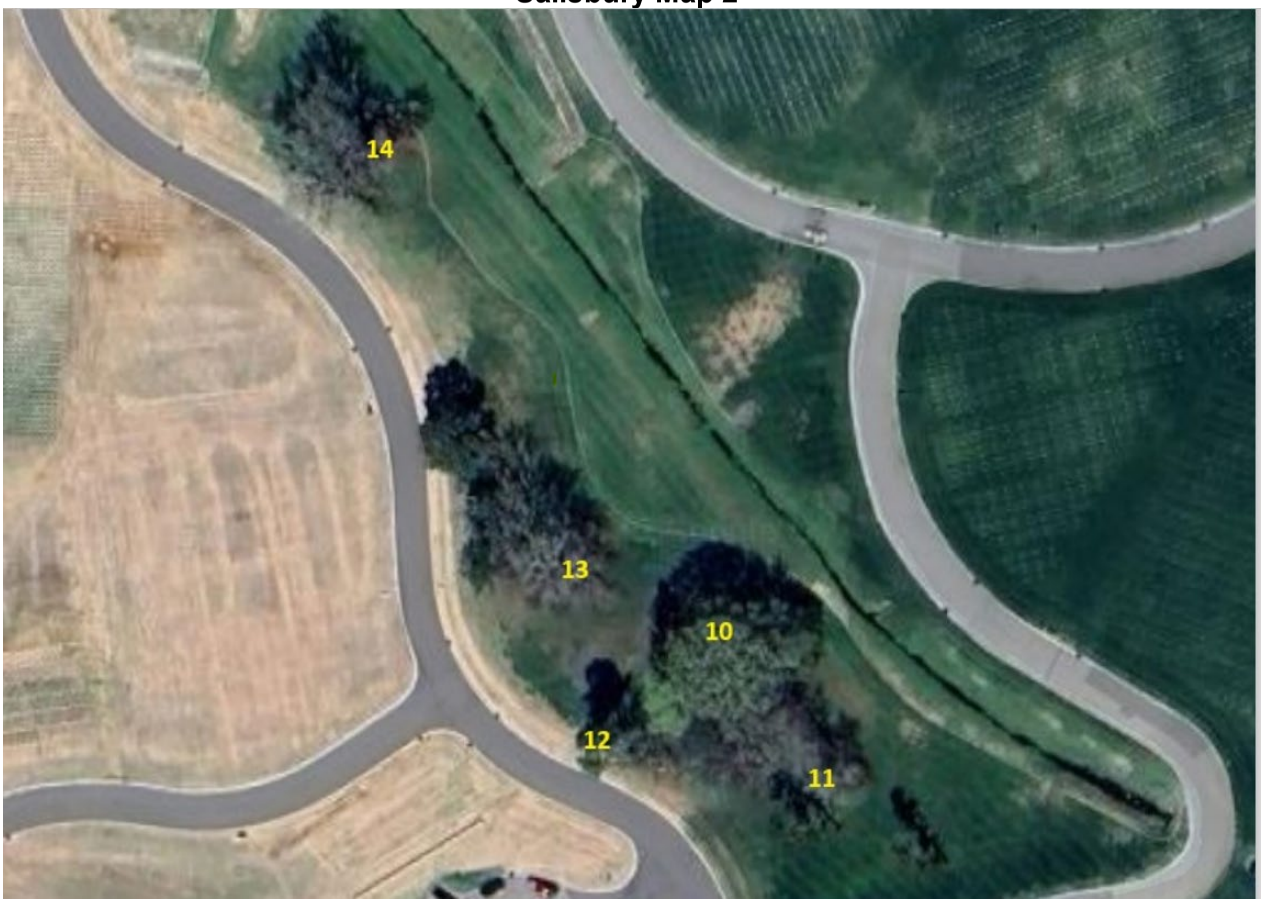
Tree 12

Tree 13

Tree 14

Salisbury Map 1

Salisbury Map 2



Attachment A.2

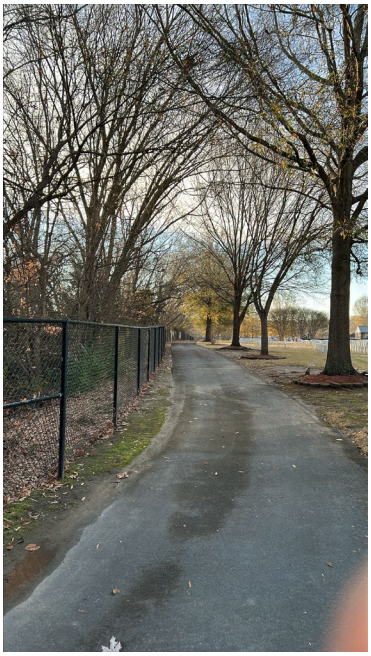
Salisbury Historic Tree List with Photos & Map

SITE # / PHOTO #	REQUIREMENT
1	Trim /prune limbs on multiple trees to fence line
2	Prune /remove lower branches that may interfere with ground maintenance operations
3	Remove one (1) tree and grind associated stump
4	Prune /remove lower branches that may interfere with ground maintenance operations
5	Prune /remove lower branches that may interfere with ground maintenance operations
6	Prune /remove lower branches that may interfere with ground maintenance operations
7	Remove one (1) tree and grind associated stump
8	Remove one (1) tree and grind associated stump
9	Remove one (1) tree and grind associated stump
10	Remove one (1) tree and grind associated stump
11	Remove one (1) tree and grind associated stump
12	Remove one (1) tree and grind associated stump
13	Remove one (1) tree and grind associated stump
14	Remove one (1) tree and grind associated stump
15	Prune /remove lower branches that may interfere with ground maintenance operations

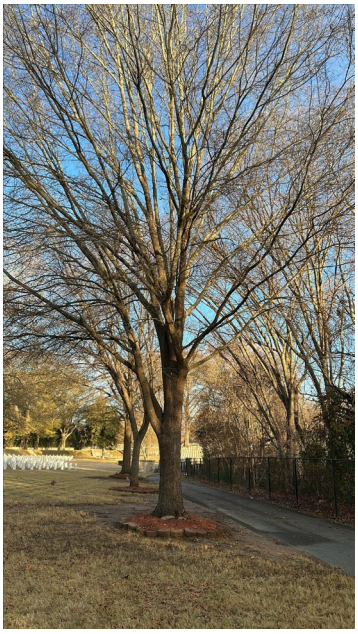
16	Prune /remove lower branches that may interfere with ground maintenance operations
17	Remove one (1) tree and grind associated stump
18	Remove one (1) tree and grind associated stump
19	Remove one (1) tree and grind associated stump
20	Remove limb overhanging wall and remove limb overhanging monument
21	Remove one (1) tree and grind associated stump
22	Remove one (1) tree and grind associated stump
23	Remove one (1) tree and grind associated stump
24	Remove one (1) tree and grind associated stump

Tree 1

Tree 1 – second angle



Tree 2



Tree 3

Tree 4

Tree 5

Tree 6

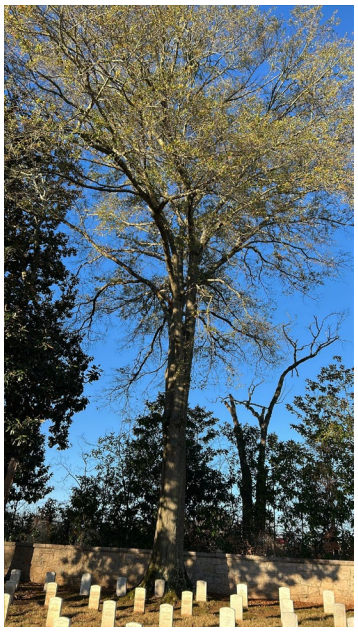
Tree 7

Tree 8

Tree 9

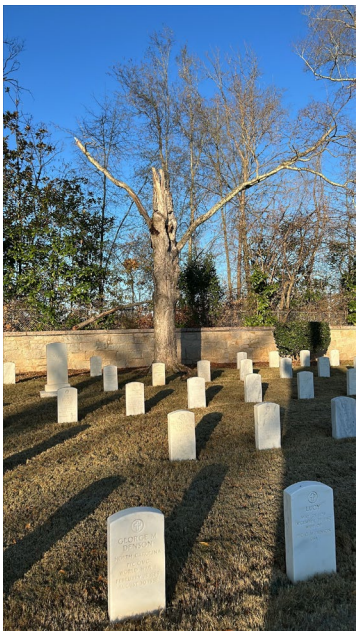
Tree 10

Tree 11



Tree 12

Tree 13



Tree 14

Tree 15

Tree 16

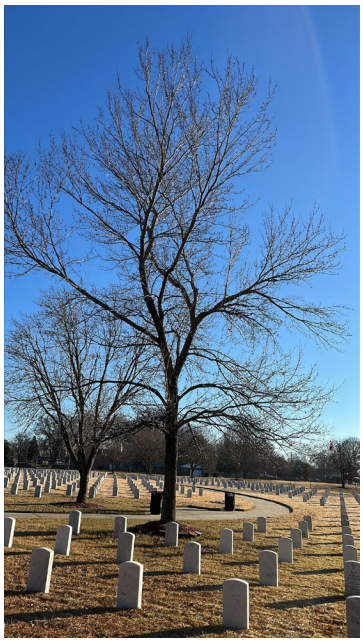
Tree 17

Tree 18

Tree 19

Tree 20

Tree 21



Tree 22

Tree 23

Tree 24

Salisbury Historic Map

ATTACHMENT B

PRICE SCHEDULE

The schedule price for each CLIN should be all-inclusive, including all supervision, labor (IAW attached wage determination), equipment, materials, and supplies. Pricing shall be FOB Destination and in accordance with the Statement of Work and Terms and Conditions of this Combined Synopsis/Solicitation.

Quoters shall enter the unit price and total amounts for each CLIN as indicated in the schedule below. In the event the Quoter did not add the total estimated price correctly, the Government will utilize the unit price(s) to compute the correct total estimated price.

SALISBURY ANNEX & SALISBURY HISTORIC NATIONAL CEMETERIES					
POP: 90 days					
CLIN	**Description**	**Qty.**	**Unit**	**Unit Cost**	**Total Cost**
0001	**Pruning of two (2) trees at Salisbury (Annex) National Cemetery**	1	JB	$ _____	$ _____
0002	**Prune multiple trees along fenceline at Salisbury (Annex) National Cemetery. Area identified on the map as #3.**	1	JB	$_____	$_____
0003	**Removal of thirty (30) trees, including stump grinding, at Salisbury (Annex) National Cemetery**	1	JB	$_____	$_____
0004	**Prune seven (7) trees at Salisbury Historic National Cemetery**	1	JB	$_____	$_____
0005	**Trim/prune limbs on multiple trees along fenceline when entering cemetery off S Clay St at Salisbury Historic National Cemetery**	1	JB	$_____	$_____
0006	**Remove fourteen (16) trees, including stump grinding, at Salisbury Historic National Cemetery**	1	JB	$_____	$_____

(End of Price Schedule)

ATTACHMENT C

"

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.: 2015-4423
Revision No.: 33
Date Of Last Revision: 5/13/2026

State: North Carolina, South Carolina

Area: North Carolina Counties of Cabarrus, Gaston, Iredell, Lincoln, Mecklenburg, Rowan and Union

South Carolina Counties of Lancaster and York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.67
01012 - Accounting Clerk II		20.96
01013 - Accounting Clerk III		23.44
01020 - Administrative Assistant		37.45
01035 - Court Reporter		28.25
01041 - Customer Service Representative I		17.46
01042 - Customer Service Representative II		19.06
01043 - Customer Service Representative III		21.39
01051 - Data Entry Operator I		17.66
01052 - Data Entry Operator II		19.27
01060 - Dispatcher, Motor Vehicle		23.14
01070 - Document Preparation Clerk		18.99
01090 - Duplicating Machine Operator		18.99
01111 - General Clerk I		16.13
01112 - General Clerk II		17.60
01113 - General Clerk III		19.77
01120 - Housing Referral Assistant		25.96
01141 - Messenger Courier		19.02
01191 - Order Clerk I		21.12
01192 - Order Clerk II		23.05
01261 - Personnel Assistant (Employment) I		19.86
01262 - Personnel Assistant (Employment) II		22.22
01263 - Personnel Assistant (Employment) III		24.77
01270 - Production Control Clerk		25.86
01290 - Rental Clerk		18.52
01300 - Scheduler, Maintenance		20.81
01311 - Secretary I		20.81
01312 - Secretary II		23.29
01313 - Secretary III		25.96
01320 - Service Order Dispatcher		20.69
01410 - Supply Technician		37.45
01420 - Survey Worker		19.79
01460 - Switchboard Operator/Receptionist		17.62

01531 - Travel Clerk I	20.10
01532 - Travel Clerk II	21.97
01533 - Travel Clerk III	24.23
01611 - Word Processor I	22.30
01612 - Word Processor II	25.03
01613 - Word Processor III	28.00
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.88
05010 - Automotive Electrician	23.38
05040 - Automotive Glass Installer	22.12
05070 - Automotive Worker	22.12
05110 - Mobile Equipment Servicer	19.70
05130 - Motor Equipment Metal Mechanic	24.55
05160 - Motor Equipment Metal Worker	22.12
05190 - Motor Vehicle Mechanic	24.55
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.93
05280 - Motor Vehicle Wrecker	22.12
05310 - Painter, Automotive	23.38
05340 - Radiator Repair Specialist	22.12
05370 - Tire Repairer	17.79
05400 - Transmission Repair Specialist	24.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.31
07041 - Cook I	17.20
07042 - Cook II	19.31
07070 - Dishwasher	14.67
07130 - Food Service Worker	14.70
07210 - Meat Cutter	18.38
07260 - Waiter/Waitress	11.24
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.97
09040 - Furniture Handler	13.11
09080 - Furniture Refinisher	19.90
09090 - Furniture Refinisher Helper	15.64
09110 - Furniture Repairer, Minor	17.82
09130 - Upholsterer	22.47
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.24
11060 - Elevator Operator	14.83
11090 - Gardener	23.02
11122 - Housekeeping Aide	16.31
11150 - Janitor	16.31
11210 - Laborer, Grounds Maintenance	18.00
11240 - Maid or Houseman	14.83
11260 - Pruner	15.94
11270 - Tractor Operator	21.47
11330 - Trail Maintenance Worker	18.00
11360 - Window Cleaner	18.41
12000 - Health Occupations	
12010 - Ambulance Driver	21.24
12011 - Breath Alcohol Technician	27.38
12012 - Certified Occupational Therapist Assistant	36.06
12015 - Certified Physical Therapist Assistant	32.32
12020 - Dental Assistant	23.62
12025 - Dental Hygienist	45.01
12030 - EKG Technician	32.99
12035 - Electroneurodiagnostic Technologist	32.99
12040 - Emergency Medical Technician	21.24
12071 - Licensed Practical Nurse I	24.47
12072 - Licensed Practical Nurse II	27.38
12073 - Licensed Practical Nurse III	30.51
12100 - Medical Assistant	21.79
12130 - Medical Laboratory Technician	29.02
12160 - Medical Record Clerk	20.80
12190 - Medical Record Technician	23.27
12195 - Medical Transcriptionist	18.60
12210 - Nuclear Medicine Technologist	44.16
12221 - Nursing Assistant I	13.46

12222 - Nursing Assistant II		15.14
12223 - Nursing Assistant III		16.53
12224 - Nursing Assistant IV		18.55
12235 - Optical Dispenser		24.03
12236 - Optical Technician		17.88
12250 - Pharmacy Technician		20.56
12280 - Phlebotomist		20.56
12305 - Radiologic Technologist		33.91
12311 - Registered Nurse I		27.55
12312 - Registered Nurse II		33.69
12313 - Registered Nurse II, Specialist		33.69
12314 - Registered Nurse III		40.76
12315 - Registered Nurse III, Anesthetist		40.76
12316 - Registered Nurse IV		48.87
12317 - Scheduler (Drug and Alcohol Testing)		33.91
12320 - Substance Abuse Treatment Counselor		26.88
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.47
13012 - Exhibits Specialist II		27.84
13013 - Exhibits Specialist III		34.06
13041 - Illustrator I		22.02
13042 - Illustrator II		27.28
13043 - Illustrator III		33.36
13047 - Librarian		30.83
13050 - Library Aide/Clerk		16.78
13054 - Library Information Technology Systems Administrator		27.84
13058 - Library Technician		21.54
13061 - Media Specialist I		20.09
13062 - Media Specialist II		22.47
13063 - Media Specialist III		25.06
13071 - Photographer I		19.99
13072 - Photographer II		22.36
13073 - Photographer III		27.70
13074 - Photographer IV		33.87
13075 - Photographer V		40.98
13090 - Technical Order Library Clerk		21.05
13110 - Video Teleconference Technician		23.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.24
14042 - Computer Operator II		24.87
14043 - Computer Operator III		27.74
14044 - Computer Operator IV		30.82
14045 - Computer Operator V		34.13
14071 - Computer Programmer I	(see 1)	
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		22.24
14160 - Personal Computer Support Technician		30.82
14170 - System Support Specialist		35.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.30
15020 - Aircrew Training Devices Instructor (Rated)		45.12
15030 - Air Crew Training Devices Instructor (Pilot)		54.08
15050 - Computer Based Training Specialist / Instructor		37.30
15060 - Educational Technologist		30.69
15070 - Flight Instructor (Pilot)		54.08
15080 - Graphic Artist		26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		54.08
15086 - Maintenance Test Pilot, Rotary Wing		54.08
15088 - Non-Maintenance Test/Co-Pilot		54.08
15090 - Technical Instructor		27.75
15095 - Technical Instructor/Course Developer		33.95
15110 - Test Proctor		22.41

15120 - Tutor	22.41
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.54
16030 - Counter Attendant	11.54
16040 - Dry Cleaner	14.31
16070 - Finisher, Flatwork, Machine	11.54
16090 - Presser, Hand	11.54
16110 - Presser, Machine, Drycleaning	11.54
16130 - Presser, Machine, Shirts	11.54
16160 - Presser, Machine, Wearing Apparel, Laundry	11.54
16190 - Sewing Machine Operator	15.18
16220 - Tailor	16.02
16250 - Washer, Machine	12.39
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.72
19040 - Tool And Die Maker	29.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.20
21030 - Material Coordinator	25.86
21040 - Material Expediter	25.86
21050 - Material Handling Laborer	17.65
21071 - Order Filler	17.99
21080 - Production Line Worker (Food Processing)	21.20
21110 - Shipping Packer	20.38
21130 - Shipping/Receiving Clerk	20.38
21140 - Store Worker I	13.85
21150 - Stock Clerk	19.68
21210 - Tools And Parts Attendant	21.20
21410 - Warehouse Specialist	21.20
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	43.21
23019 - Aircraft Logs and Records Technician	34.96
23021 - Aircraft Mechanic I	41.13
23022 - Aircraft Mechanic II	43.21
23023 - Aircraft Mechanic III	45.38
23040 - Aircraft Mechanic Helper	31.30
23050 - Aircraft, Painter	39.97
23060 - Aircraft Servicer	34.96
23070 - Aircraft Survival Flight Equipment Technician	39.97
23080 - Aircraft Worker	37.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	41.13
23110 - Appliance Mechanic	24.10
23120 - Bicycle Repairer	19.09
23125 - Cable Splicer	37.96
23130 - Carpenter, Maintenance	24.43
23140 - Carpet Layer	23.56
23160 - Electrician, Maintenance	26.82
23181 - Electronics Technician Maintenance I	31.87
23182 - Electronics Technician Maintenance II	33.68
23183 - Electronics Technician Maintenance III	35.37
23260 - Fabric Worker	24.43
23290 - Fire Alarm System Mechanic	26.35
23310 - Fire Extinguisher Repairer	22.99
23311 - Fuel Distribution System Mechanic	31.69
23312 - Fuel Distribution System Operator	25.43
23370 - General Maintenance Worker	24.16
23380 - Ground Support Equipment Mechanic	41.13
23381 - Ground Support Equipment Servicer	34.96
23382 - Ground Support Equipment Worker	37.03
23391 - Gunsmith I	22.99
23392 - Gunsmith II	25.81
23393 - Gunsmith III	28.65
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.86
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.25

23430 - Heavy Equipment Mechanic	31.15
23440 - Heavy Equipment Operator	24.42
23460 - Instrument Mechanic	30.12
23465 - Laboratory/Shelter Mechanic	27.28
23470 - Laborer	17.65
23510 - Locksmith	22.47
23530 - Machinery Maintenance Mechanic	30.75
23550 - Machinist, Maintenance	27.19
23580 - Maintenance Trades Helper	19.86
23591 - Metrology Technician I	30.12
23592 - Metrology Technician II	31.62
23593 - Metrology Technician III	33.10
23640 - Millwright	30.67
23710 - Office Appliance Repairer	22.87
23760 - Painter, Maintenance	20.82
23790 - Pipefitter, Maintenance	28.05
23810 - Plumber, Maintenance	26.71
23820 - Pneudraulic Systems Mechanic	28.65
23850 - Rigger	27.01
23870 - Scale Mechanic	25.81
23890 - Sheet-Metal Worker, Maintenance	25.42
23910 - Small Engine Mechanic	23.28
23931 - Telecommunications Mechanic I	31.49
23932 - Telecommunications Mechanic II	33.06
23950 - Telephone Lineman	28.33
23960 - Welder, Combination, Maintenance	25.85
23965 - Well Driller	28.85
23970 - Woodcraft Worker	28.65
23980 - Woodworker	22.99
24000 - Personal Needs Occupations	
24550 - Case Manager	20.88
24570 - Child Care Attendant	13.87
24580 - Child Care Center Clerk	17.29
24610 - Chore Aide	14.91
24620 - Family Readiness And Support Services Coordinator	20.88
24630 - Homemaker	20.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.19
25040 - Sewage Plant Operator	26.38
25070 - Stationary Engineer	32.19
25190 - Ventilation Equipment Tender	23.87
25210 - Water Treatment Plant Operator	26.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.39
27007 - Baggage Inspector	16.25
27008 - Corrections Officer	25.25
27010 - Court Security Officer	21.76
27030 - Detection Dog Handler	18.17
27040 - Detention Officer	25.25
27070 - Firefighter	18.54
27101 - Guard I	16.25
27102 - Guard II	18.17
27131 - Police Officer I	28.22
27132 - Police Officer II	31.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.22
28042 - Carnival Equipment Repairer	18.45
28043 - Carnival Worker	12.78
28210 - Gate Attendant/Gate Tender	18.57
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	20.76
28510 - Recreation Aide/Health Facility Attendant	15.15
28515 - Recreation Specialist	25.73
28630 - Sports Official	16.53
28690 - Swimming Pool Operator	20.72
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.34
29020 - Hatch Tender	27.34

29030 - Line Handler		27.34
29041 - Stevedore I		25.87
29042 - Stevedore II		28.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	47.10
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.48
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.76
30021 - Archeological Technician I		20.01
30022 - Archeological Technician II		22.39
30023 - Archeological Technician III		27.73
30030 - Cartographic Technician		27.73
30040 - Civil Engineering Technician		25.42
30051 - Cryogenic Technician I		30.71
30052 - Cryogenic Technician II		33.91
30061 - Drafter/CAD Operator I		20.01
30062 - Drafter/CAD Operator II		22.39
30063 - Drafter/CAD Operator III		24.95
30064 - Drafter/CAD Operator IV		30.71
30081 - Engineering Technician I		16.56
30082 - Engineering Technician II		18.59
30083 - Engineering Technician III		20.79
30084 - Engineering Technician IV		25.76
30085 - Engineering Technician V		31.51
30086 - Engineering Technician VI		38.12
30090 - Environmental Technician		23.09
30095 - Evidence Control Specialist		27.73
30210 - Laboratory Technician		25.96
30221 - Latent Fingerprint Technician I		24.24
30222 - Latent Fingerprint Technician II		26.77
30240 - Mathematical Technician		27.73
30361 - Paralegal/Legal Assistant I		22.57
30362 - Paralegal/Legal Assistant II		27.96
30363 - Paralegal/Legal Assistant III		34.20
30364 - Paralegal/Legal Assistant IV		41.38
30375 - Petroleum Supply Specialist		33.91
30390 - Photo-Optics Technician		27.73
30395 - Radiation Control Technician		33.91
30461 - Technical Writer I		26.96
30462 - Technical Writer II		32.98
30463 - Technical Writer III		39.90
30491 - Unexploded Ordnance (UXO) Technician I		29.93
30492 - Unexploded Ordnance (UXO) Technician II		36.22
30493 - Unexploded Ordnance (UXO) Technician III		43.41
30494 - Unexploded (UXO) Safety Escort		29.93
30495 - Unexploded (UXO) Sweep Personnel		29.93
30501 - Weather Forecaster I		30.71
30502 - Weather Forecaster II		37.35
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.95
30621 - Weather Observer, Senior	(see 2)	27.73
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.22
31020 - Bus Aide		15.03
31030 - Bus Driver		21.37
31043 - Driver Courier		17.96
31260 - Parking and Lot Attendant		15.77
31290 - Shuttle Bus Driver		16.78
31310 - Taxi Driver		15.19
31361 - Truckdriver, Light		19.25
31362 - Truckdriver, Medium		20.46
31363 - Truckdriver, Heavy		25.04
31364 - Truckdriver, Tractor-Trailer		25.04
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.66
99030 - Cashier		13.86
99050 - Desk Clerk		14.92
99095 - Embalmer		30.68
99130 - Flight Follower		29.93

99251 - Laboratory Animal Caretaker I	17.71
99252 - Laboratory Animal Caretaker II	18.98
99260 - Marketing Analyst	37.92
99310 - Mortician	30.68
99410 - Pest Controller	18.15
99510 - Photofinishing Worker	18.40
99710 - Recycling Laborer	26.61
99711 - Recycling Specialist	31.74
99730 - Refuse Collector	23.56
99810 - Sales Clerk	15.12
99820 - School Crossing Guard	17.07
99830 - Survey Party Chief	26.39
99831 - Surveying Aide	17.79
99832 - Surveying Technician	24.37
99840 - Vending Machine Attendant	18.87
99841 - Vending Machine Repairer	22.71
99842 - Vending Machine Repairer Helper	18.87

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 contract from May 11, 2026, through December 31, 2026 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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