This is a combined synopsis/solicitation for commercial items prepared in accordance with the format in FAR Part 12. This announcement constitutes the only solicitation that will be issued. Quotations are being requested, and separate written solicitation will not be issued.
Solicitation number **12318726Q0165** is issued as a **Request for Quotation (RFQ)** for **Job Corps Center Support Services – Lyndon B Johnson**
This acquisition is set-aside for small business concerns. The applicable North American Industry Classification Standard Code is **561320 Temporary Help Services.** The small business size standard is $34 Million. This acquisition is a Total Small Business Set-Aside. All responsible sources may submit a quotation which will be considered by the agency.

Statement of Requirement
Clinical Support Services for USDA Forest Service Job Corps Center – Services may include Nurses, Center Mental Health Counselors, and Drug/Alcohol Abuse Counselors.

The purpose of this contract is to provide the Centers Support Services. Student enrollment and outcomes for each center are affected by recruitment and attrition rates, labor market conditions, trends in provider burnout and engagement, and other factors. This has led to supply and demand imbalances that are sensitive to subtle shifts in policies and organizational priorities, variability of critical staffing needs across time and geography, and the need for expanded utilization of support services.

Schedule of Items (Attachment 1)

CLIN	Description	Estimated Quantity	Unit of Issue	Unit Cost / Hour	Total
0001	Drug/Alcohol Abuse Counselor 1300-1700 Wed, 0800-1630 Thursday & Friday (20 hrs. a week August 1, 2026 – July 31, 2027	HR	520hrs		
HR = Hourly			**TOTAL**		

Signature: _____

Date: _____

Schedule Notes:

1). The period of performance for the base period is 12 months, from August 1, 2026 through July 31, 2027.

2). At award, the Government will fund only the first six (6) months of the base period in accordance with FAR 52.232-18, Availability of Funds.

3). The remaining six (6) months of the base period will be funded via modification when funds become available.

4). Quoters must price all 12 months of the base period, even though funding will be obligated in 6-month increments.

5). The 6-month extension under FAR 52.217-8 may be exercised at the sole discretion of the Government, but will be pre-priced and evaluated at the time of solicitation prior to award.

6). Incremental funding does not change the Firm-Fixed-Price nature of this contract, nor does it alter CLIN pricing.

Technical Data – See Performance Work Statement for more details.

1. Solicitation Attachments
   The following documents are included as attachments to this solicitation.

   - Attachment 1 – Schedule of Items
   - Attachment 2 – Performance Work Statement (PWS)
   - Attachment 3 – Wage Determination
   - Attachment 4 – Quality Assurance Surveillance Plan (QASP)
   - Attachment 5 – Labor Category

Federal Acquisition Regulation (FAR) and United States Department of Agriculture Acquisition Regulation (AGAR) Clauses and Provisions

The clauses and provisions contained herein are applicable to any order awarded as a result of this solicitation. The terms and conditions set forth herein supersede all other terms and conditions. Acceptance of the order in accordance with (IAW) FAR 12.201-1(b)(2) constitutes acceptance of all terms and conditions contained herein.

As part of the Revolutionary FAR Overhaul (RFO), system updates may lag policy updates. The System for Award Management (SAM) may continue to require entities to complete representations based on provisions that are not included in this solicitation. Contracting officers will rely on representations from offers based on provisions in the solicitation. Entities are not required to, nor are they able to, update their entity registration to remove these representations in SAM.

52.252-2 Clauses Incorporated by Reference Feb 1998

This solicitation 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 the clause may be accessed electronically at Internet address https://www.acquisition.gov/far-overhaul/far-part-deviation-guide/far-overhaul-part-52

52.212-4	Terms and Conditions—Commercial Products and Commercial Services (Nov 2025)
	☐ Alternate I (Nov 2025) of 52.212-4
52.203-17	Contractor Employee Whistleblower Rights (Nov 2023)
52.203-19	Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (Jan 2017)
52.222-50	Combating Trafficking in Persons (Nov 2025)
	☐ Alternate I (Nov 2025) of 52.222-50
52.226-8	Encouraging Contractor Policies to Ban Text Messaging While Driving (May 2024)
52.232-18	Availability of Funds (APR 1984)
52.232-39	Unenforceability of Unauthorized Obligations (Jun 2013)
52.232-40	Providing Accelerated Payments to Small Business Subcontractors (Mar 2023)
52.233-3	Protest After Award (Sep 2025)
52.233-4	Applicable Law for Breach of Contract Claim (Sep 2025)
52.240-91	Security Prohibitions and Exclusions (Nov 2025)
	☐ Alternate I (Nov 2025) of 52.240-91
52.244-6	Subcontracts for Commercial Products and Commercial Services (Nov 2025)

The following clauses are applicable if checked:

☐ 52.203-6 Restrictions on Subcontractor Sales to the Government (Jun 2020) with Alternate I (Nov 2021) of 52.203-6
☐ 52.203-13 Contractor Code of Business Ethics and Conduct (Nov 2021)
☒ 52.204-9 Personal Identity Verification of Contractor Personnel Jan 2011
☒ 52.204-13 System for Award Management—Maintenance (Nov 2025)
☐ 52.204-91 Contractor identification (Nov 2025)
☒ 52.209-6 Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment (Sep 2025)
☐ 52.209-9 Updates of Publicly Available Information Regarding Responsibility Matters (Sep 2025)
☒ 52.209-10 Prohibition on Contracting with Inverted Domestic Corporations (Sep 2025)
☐ 52.219-4 Notice of Price Evaluation Preference for HUBZone Small Business Concerns (Nov 2025)
☒ 52.219-6 Notice of Total Small Business Aside (Nov 2025)
☐ Alternate I (Mar 2020).
☐ 52.219-8 Utilization of Small Business Concerns (Nov 2025)
☐ 52.219-9 Small Business Subcontracting Plan (Nov 2025)
☐ Alternate III (Nov 2025) of 52.219-9.
☐ Alternate IV (Nov 2025) of 52.219-9
☐ 52.219-14 Limitations on Subcontracting (Nov 2025)
☐ 52.219-16 Liquidated Damages—Subcontracting Plan (Nov 2025)
☒ 52.219-33 Nonmanufacturer Rule (Nov 2025)
☒ 52.222-3 Convict Labor (June 2003)
☒ 52.222-19 Child Labor—Cooperation with Authorities and Remedies (Nov 2025)
☒ 52.222-35 Equal Opportunity for Veterans (Nov 2025)
☐ Alternate I (Jul 2014) of 52.222-35
☒ 52.222-36 Equal Opportunity for Workers with Disabilities (Nov 2025)
☐ Alternate I (Jul 2014) of 52.222-36
☒ 52.222-37 Employment Reports on Veterans (Nov 2025)
☐ 52.222-40 Notification of Employee Rights Under the National Labor Relations Act (Dec 2010
☒ 52.222-41 Service Contract Labor Standards (Aug 2018)
☒ 52.222-42 Statement of Equivalent Rates for Federal Hires (May 2014)

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

Employee Class	Monetary Wage -- Fringe Benefits
Drug/Alcohol Abuse Counselor	$25.27

☒ 52.222-43 Fair Labor Standards Act and Service Contract Labor Standards -- Price Adjustment (Multiple Year and Option Contracts) (Aug 2018)
☐ 52.222-44 Fair Labor Standards Act and Service Contract Labor Standards -- Price Adjustment (May 2014)
☐ 52.222-51 Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment-Requirements (May 2014)
☐ 52.222-53 Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services-Requirements (Nov 2025)
☒ 52.222-54 Employment Eligibility Verification (Nov 2025)
☐ 52.222-62 Paid Sick Leave Under Executive Order 13706 (Jan 2022)
☒ 52.222-90 Addressing DEI Discrimination by Federal Contractors (Apr 2026)
☐ 52.223-2 Reporting of Biobased Products Under Service and Construction Contracts (Nov 2025)
☐ 52.223-9 Estimate of Percentage of Recovered Material Content for EPA-Designated Items (May 2008)
☐ Alternate I (May 2008) of 52.223-9
☐ 52.223-11 Ozone-Depleting Substances and High Global Warming Potential Hydrofluorocarbons (Nov 2025)
☒ 52.223-12 Maintenance, Service, Repair, or Disposal of Refrigeration Equipment and Air Conditioners (Nov 2025)
☐ 52.223-23 Sustainable Products and Services (Nov 2025)
☐ 52.224-3 Privacy Training (Jan 2017)
☐ Alternate I (Jan 2017) of 52.224-3
☐ 52.225-1 Buy American-Supplies (Nov 2025)
☐ Alternate I (Oct 2022) of 52.225-1
☐ 52.225-3 Buy American--Free Trade Agreements--Israeli Trade Act (Nov 2025)
☐ Alternate II (Nov 2025) of 52.225-3.
☐ Alternate III (Nov 2025) of 52.225-3.
☐ Alternate IV (Oct 2022) of 52.225-3
☐ 52.225-5 Trade Agreements (Nov 2023)
☐ 52.225-19 Contractor Personnel in a Designated Operational Area or Supporting a Diplomatic or Consular Mission outside the United States (May 2020)
☐ 52.225-26 Contractors Performing Private Security Functions Outside the United States (Oct 2016)
☐ 52.226-4 Notice of Disaster or Emergency Area Set-Aside (Nov 2007)
☐ 52.226-5 Restrictions on Subcontracting Outside Disaster or Emergency Area (Aug 2025)
☐ 52.229-12 Tax on Certain Foreign Procurements
☐ 52.232-29 Terms for Financing of Purchases of Commercial Products and Commercial Services (Nov 2021)
☐ 52.232-30 Installment Payments for Commercial Products and Commercial Services

(Nov 2021)

☒ 52.232-33 Payment by Electronic Funds Transfer— System for Award Management (Oct 2018)

☐ 52.232-34 Payment by Electronic Funds Transfer—Other Than System for Award Management (Jul 2013)

☐ 52.232-36 Payment by Third Party (Nov 2025)

☒ 52.237-2 Protection of Government Buildings, Equipment, and Vegetation (Apr 1984)

☐ 52.237-3 Continuity of Services (Jan 1991)

☐ 52.240-92 Security Requirements (Nov 2025)

☐ 52.240-93 Basic Safeguarding of Covered Contractor Information Systems (No 2025)

☐ 52.247-64 Preference for Privately Owned U.S.-Flag Commercial Vessels (Nov 2025)

☐ Alternate I (Apr 2023) of 52.247-64.

☐ Alternate II (Nov 2021) of 52.247-64

Other Applicable Clauses

52.217-8 Option to Extend Services (Nov 1999)
30 calendar days prior to contract expiration

52.232-90 Fast Payment Procedures (Nov 2025)

52.237-2 Protection of Government Buildings, Equipment, and Vegetation (Apr 1984)

52.245-2 Government Property

AGAR Clauses

452.203-71 Anti-Discrimination and Diversity, Equity, and Inclusion (DEI) Compliance (May 2026)

(a) By entering into this contract, the contractor certifies that:

(1) It is compliant with all applicable Federal anti-discrimination laws and the Equal Protection principles of the U.S. Constitution, and it will remain compliant for the duration of the contract.

(2) Neither it nor any subcontractor or teaming partner operates or funds any program, policy, or initiative that promotes DEI in a manner that violates any applicable Federal anti-discrimination laws, including but not limited to Title VI and VII of the Civil Rights Act of 1964, or the Equal Protection principles of the U.S. Constitution, and the contractor and any subcontractor or teaming partner will not do so for the duration of the contract.

(b) If the contractor participates in, facilitates, or funds programs that implicate Title VI of the Civil Rights Act of 1964 or Title IX of the Education Amendments of 1972, as amended, including but not limited to grants to or for schools, colleges, universities, 4-H programs, non-governmental organization (NGO) programs, sports programs, and education-related grants to prisons or other

detention facilities, the contractor certifies that it will remain compliant with those laws, including the requirements set forth in Executive Order 14168, Defending Women from Gender Ideology

Extremism and Restoring Biological Truth to the Federal Government, and Executive Order 14173, Ending Illegal Discrimination and Restoring Merit-Based Opportunity.

(c) The contractor affirms that the above requirements are conditions of payment that go to the essence of the contract and are therefore material terms of the contract. Payments under the contract are predicated on compliance with the above requirements, and therefore the contractor is not eligible for funding under the contract or to retain any funding under the contract absent compliance with the above requirements.

(d) This certification reflects a change in the Government's position regarding the materiality of the foregoing requirements and therefore any prior payment of similar claims does not reflect the materiality of the foregoing requirements to this contract.

(e) Submission of a knowing false statement relating to contractor's compliance with the above requirements and/or eligibility for the contract may subject the contractor to liability under the False Claims Act, 31 U.S.C. § 3729, and/or criminal liability, including under 18 U.S.C. §§ 287 and 1001.

(f) The contractor must include the provisions of this clause in all subcontract solicitations.

(g) Failure on the part of the contractor or its subcontractors to comply with the terms of this clause may be grounds for the Contracting Officer to terminate this contract for default.

(End of Clause)

AGAR 452.203-72 Unenforceable Supplier Terms (MAY 2026)

(a) Definitions.

Supplier terms mean provisions customarily drafted by vendors of supplies or services and intended to create a binding legal obligation on the end user. The term applies:

1. Regardless of the format or style of the document. For example, supplier terms may appear in standard terms of sale or lease, Terms of Service (TOS), End User License Agreement (EULA), or another similar legal instrument or agreement, and may be presented as part of a proposal or quotation responding to a solicitation for a contract or order or otherwise become effective after the contract date.

2. Regardless of the media or delivery mechanism used. For example, supplier terms may be presented as one or more paper documents or may appear on a computer or other electronic device screen during a purchase, software installation, other product delivery, registration for a service, or another transaction.

(b) Applicability. When any supply or service acquired under this contract is subject to supplier terms, the supplier terms are deemed part of the contract only to the extent they are consistent with this clause. Supplier terms that conflict with any part of this clause, the contract, or Federal law are void and will not be considered incorporated into a contract, even if they are physically present in a contract documentation or systems. In the event of any inconsistency between supplier terms and this contract, this clause and the terms of the Government contract must govern and supersede any supplier terms in all cases.

(c) Authorization Required. Notwithstanding any other provision, no supplier terms must be binding on the Government unless the term is expressly authorized on the USDA Supplier Terms Authorization Form signed by the Contracting Officer, and the completed Authorization Form has been incorporated into the contract.

(d) Unenforceable Terms. Any supplier terms that impose obligations or restrictions inconsistent with applicable Federal law are unenforceable against the Government and deemed stricken from the agreement. This includes, but is not limited to, any clause that:

(1) Requires the Government to pay future fees, penalties, interest, legal costs, early-termination fees, cancellation fees, minimum purchase commitments, true-up payments, seat-count minimums, usage minimums, continued-use charges, or any other financial obligation not expressly authorized by the contract.

(2) Requires the Government to indemnify the contractor or any other entity.

(3) Restricts the Government's ability to obtain similar supplies or services from another source.

(4) Imposes any penalty, financial or otherwise, based on the Government's decision not to exercise an option.

(5) Subjects the United States Government to the laws of any U.S. state, territory, district, municipality, or foreign nation, except where Federal law expressly permits such application.

(6) Requires dispute resolution in a forum or venue other than one prescribed by applicable Federal law.

(7) Establishes a period of limitations for bringing an action that differs from that provided by applicable Federal law.

(8) Grants the contractor rights to use, mine, access, aggregate, analyze, or otherwise exploit Government data, usage data, or metadata.

(9) Deems the Government to have accepted initial or revised terms based on silence, continued performance, or failure to object.

(10) Grants the supplier the right to audit Government facilities, systems, records, or use of the product or service, except as expressly authorized by the contract and applicable Federal law.

(11) Requires the Government to accept supplier security requirements, network access requirements, monitoring, penetration testing, or other technical or security measures.

(12) Permits the supplier to suspend, degrade, or terminate access to products or services based on alleged non-payment, alleged breach, automated security triggers.

(13) Limits the Government's right to use, install, access, test, evaluate, or transfer the licensed product or service in any manner consistent with the contract and Federal law.

(14) Requires the Government to store, process, maintain, or transmit data in a particular geographic location, or permits the supplier to transfer Government data outside the United States, except as expressly authorized by applicable Federal law.

(15) Authorizes the supplier to use the Government's name, seal, trademark, logo, or any reference to the Government as an end user or customer for marketing, publicity, promotional activities, press releases, or similar purposes.

(16) Incorporates by reference, or requires the Government to accept, terms or conditions imposed by any third party, subcontractor, or upstream service provider, unless such terms are expressly incorporated into the contract by bilateral modification.

(17) Limits, conditions, or negates the contractor's performance obligations, service levels, or remedies through a supplier-provided service level agreement (SLA).

(18) Uses Government data, usage data, metadata, prompts, content, or interactions to train, fine-tune, improve, or derive any artificial intelligence, machine learning, or automated decision-making model.

(19) Subjects the Government to automated decision-making, automated risk scoring, automated content moderation, or any algorithmic process that may affect access, performance, or rights under the contract.

(20) Utilizes artificial intelligence or algorithmic tools that produce decisions, recommendations, or outputs affecting contract performance without providing transparency, explainability, auditability, and bias-mitigation consistent with applicable Federal law and policy.

(21) Profiles, tracks, or analyzes Government user behavior, preferences, communications, or interactions for personalization, marketing, or algorithmic optimization purposes.

(e) Non-binding Actions. Neither the Government nor any Government authorized end user is deemed to have consented to any term, condition, or clause by virtue of its inclusion in the supplier agreement or through the use of clickwrap, browsewrap, "I agree" mechanisms, or similar means. Execution of such mechanisms does not bind the Government or its authorized end users to any unenforceable terms.

(f) End user. The supplier agreement must bind the ordering activity as the end user to the extent it does not conflict with the terms of this clause, but it must not bind or impose personal liability on any Government employee or any person acting on behalf of the Government in their personal capacity.

(g) Law and disputes. The supplier agreement is governed by Federal law.

(h) Statutory exception. This clause does not apply to indemnification or any other payment by the Government that is expressly authorized by statute and specifically authorized under applicable agency regulations and procedures.

(i) Continued performance. The supplier or licensor must not unilaterally revoke, terminate, or suspend any rights granted to the Government except as allowed by the contract. If the supplier or licensor believes the ordering activity to be in breach of the supplier agreement, it must pursue its

rights under the Contract Disputes Act or other applicable Federal statute while proceeding diligently with performance, pending final resolution of any dispute in accordance with the Disputes Clause at FAR 52.212-4(d) or FAR 52.233-1, as applicable.

(j) Arbitration. Binding arbitration must not be used unless specifically authorized by agency guidance.

(k) Equitable or injunctive relief. Equitable or injunctive relief, including the award of attorney fees, costs, or interest, may be awarded against the United States Government only when explicitly provided by statute (e.g., the Prompt Payment Act or the Equal Access to Justice Act).

(l) Revisions to supplier agreements. Any revisions to the supplier agreement must be incorporated into the contract using a bilateral modification. Unilateral revisions are not binding on the Government.

(m) No automatic renewals. If any license or service tied to periodic payment is provided under the supplier agreement (e.g., annual software maintenance or annual lease term), such license or service must not renew automatically upon expiration of its current term without prior express written consent from an authorized Government representative.

(n) Indemnification. Any clause of the supplier agreement requiring the supplier or licensor to defend or indemnify the end user is amended to provide that the U.S. Department of Justice has the sole right to represent the United States in any such action, in accordance with 28 U.S.C. 516.

(o) Taxes or surcharges. Any taxes or surcharges which the supplier or licensor seeks to pass along to the Government as end user will be governed by the terms of the associated Government contract or order and must be submitted to the Contracting Officer for a determination of applicability prior to invoicing unless specifically agreed otherwise.

(p) Non-assignment. The supplier agreement may not be assigned, nor may any rights or obligations thereunder be delegated, without the Government's prior approval, except as expressly permitted by FAR 52.212-4(b) or FAR 52.232-23, as applicable.

(q) Confidential information. If the supplier agreement includes a confidentiality clause, such clause is amended to state that neither the agreement nor the contract price list, as applicable, must be deemed "confidential information." Issues regarding release of "unit pricing" will be resolved consistent with the Freedom of Information Act. Notwithstanding anything in the supplier agreement to the contrary, the Government may retain any confidential information as required by law, regulation, or its internal document retention procedures for legal, regulatory, or compliance purposes; provided, however, that all such retained confidential information will continue to be subject to the confidentiality obligations of the supplier agreement.

(r) Conflict with Federal law. If any other language, provision, or clause of the supplier agreement conflicts or is inconsistent with Federal law or the terms and conditions of this contract, such language, provisions, or clauses will be considered null and void and will not be binding on the United States Government.

(End of Clause)

452.204–70 Modification for Contract Closeout (Apr 2026)

(a) If unliquidated funds in the amount of $1000 or less remain on the contract, the Contracting Officer (Contracting Officer) may issue a unilateral modification for deobligation. The contractor will receive a copy of the modification but is not required to provide a signature. The Contracting Officer will immediately proceed with contract closeout upon completion of the period of performance, receipt and acceptance of supplies or services, and final payment.

(b) For commercial contracts not exceeding the simplified acquisition procedure threshold under FAR 12.001(c), if more than $1,000 in unliquidated funds remain at closeout, the Contracting Officer will issue a bilateral deobligation modification. Only the modification requires the contractor's signature, though a Release of Claims may be requested. If the required documents are not returned within 60 days, the Contracting Officer will issue a unilateral modification and proceed with closeout once performance is complete, acceptance is confirmed, and final payment is made.

(c) For all other non-commercial or non–cost-reimbursement contracts, if more than $1,000 in unliquidated funds remain at closeout, the Contracting Officer will issue a bilateral deobligation modification and a Release of Claims, both requiring contractor signature. If these documents are not returned within 120 days, the Contracting Officer will issue a unilateral modification u and proceed with closeout upon completion of performance, acceptance, and final payment.
(End of Clause)

452.204-71 Personal Identity Verification and Workforce Integrity of Contractor Employees (Apr 2026)

(a) Compliance with PIV Requirements. The contractor must comply with the personal identity verification (PIV) policies and procedures established by the United States Department of Agriculture (USDA) Directives 4620-002 series, Homeland Security Presidential Directive 12, and any implementing guidance issued by the Contracting Officer. The contractor must appoint a representative responsible for PIV compliance and must maintain a current list of employees eligible for a USDA LincPass or otherwise authorized to perform work under this contract.

(b) PIV Sponsor Availability. The PIV Sponsor for this contract is the designated Government point of contact identified in the contract, typically the COR unless otherwise specified. The Government will notify the contractor of any changes. The contractor remains responsible for meeting all PIV obligations regardless of changes in sponsor availability.

(c) Contractor Workforce Integrity and Accountability. The contractor is fully responsible for ensuring that all individuals performing under this contract are properly vetted, eligible for access, authorized to perform the work, and accurately represented. At a minimum, the contractor must implement lawful and effective internal controls to:

(1) Verify the identity, work authorization, and qualifications of all personnel assigned;

(2) Ensure only the individuals presented to USDA for PIV enrollment or identity verification perform work;

(3) Detect and address indicators of identity fraud, unauthorized substitution, or other workforce integrity risks; and

(4) Ensure continuous oversight of personnel, including remote workers, in accordance with any reporting requirements specified in the Contract.

(d) Mandatory Removal and Replacement. If the Government determines that a contractor employee fails to meet eligibility, security, integrity, or performance requirements, the Contracting Officer may direct the contractor to remove the individual from performance. The contractor must:

(1) Remove the employee immediately upon notice;

(2) Provide a qualified replacement at no additional cost to the Government; and

(3) Ensure continuity of operations so as not to impact mission requirements.

(4) Failure to promptly remove or replace employees when directed may result in remedies including withholding payment, termination, or other actions authorized under this contract.

(e) Impact on Contractor Performance. Contractor compliance with this clause, including timely removal and replacement of personnel, adherence to PIV requirements, and maintenance of workforce integrity, is a material requirement of this contract. Incidents of identity discrepancies, failure to maintain an eligible workforce, submission of personnel who do not match verified identities, unauthorized substitutions, or failure to comply with Government direction may result in termination and will be documented in the contractor's performance assessment and reflected in the Contractor Performance Assessment Reporting System (CPARS).

(f) Subcontractor Applicability. The contractor must include this clause in all subcontracts requiring routine unaccompanied physical access to a Federally controlled facility and/or routine unaccompanied access to a Federally controlled information system. The contractor is accountable for ensuring subcontractor compliance.

(g) No Government Direction of Hiring Practices. Nothing in this clause authorizes the Government to direct the contractor's internal hiring processes or require the disclosure of personal information beyond what is authorized by law, regulation, or contract terms. The contractor remains solely responsible for determining lawful methods to meet the requirements of this clause.
(End of Clause)

Solicitation Information

Award Type

It is anticipated that a Firm-Fixed Price Contract will be awarded as a result of this synopsis/solicitation. The total duration of this contract shall not exceed one (1) year.

Evaluation documentation must clearly summarize and justify evaluation results. Ensure that the documentation can lead to a logical best value decision. Including a cost/price factor is a requirement of FAR 15.304. If using a trade-off process, describe the evaluation factors and their relationship to the goals of the procurement.

Section 1: Evaluation Methodology

Methods used to evaluate proposals will be Adjectival Rating System, Performance Confidence Assessment and Quote/Proposal Metrics.

Section 2: Evaluation Factors

The three factors being used in this evaluation are Technical Factors, Past Performance, and Cost. These are all of equal importance.

1.1 Factor 1 Technical Factors

Technical Evaluation Factors:

a. Management
b. Qualifications, Certifications, Capabilities
c. Recruiting and Staffing

Evaluation Criteria/Methodology:
The need for adequate, qualified staffing to serve all 24 centers across the Continental United States, is just as important as the other factors. The reviewing panel will use the adjectival rating system listed below.

1.2 Factor 2: Past Performance

1.2.1 Past Performance

Submission Requirements:
Past entries from CPARS will be used for this factor.

Evaluation Criteria/Methodology:
Evaluation factors will include timeliness of providing services and timeliness of requested reports. The reviewing panel will use the Performance Confidence Assessment method listed below.

1.3 Factor 3: Cost/Price

1.3.1 Contract Cost/Price

Submission Requirements:
Proposal will include price list for each position listed in the PWS. This should include all overhead, fringe benefits, G&A, and profit breakdown and showing the fully burdened hourly rate.

Evaluation Criteria/Methodology:
The reviewing panel will use the Quote/Proposal Metrics listed below.

Section 3: Definitions

2.1 Go/No Go Ratings

The term “Pass/Fail” will not be utilized in any rating; instead “Go/No Go” will be utilized. When Go/No Go ratings are utilized the following sentence shall appear in the request “Specifically, for a vendor to be considered for an award, the proposed solution must meet the minimum technical criteria listed.”

2.2 Adjectival Ratings

Adjectival Rating	Definition
Exceptional	Quote/Offer contains no deficiencies and fully addresses all aspects of the criteria and demonstrates an excellent approach/solution and understanding of the requirements. Many strengths exist, far outweighing any weaknesses. The highest quality of contract performance is anticipated with very low risk.
Very Good	Quote/Offer contains no deficiencies; fully addresses all aspects of the criteria and demonstrates a very effective approach/solution and understanding of the requirements. Some weaknesses may exist; however, the weaknesses, if any, are outweighed by strengths. A high quality of contract performance is anticipated with low risk.
Satisfactory	Quote/Offer contains no deficiencies; addresses all aspects of the criteria and demonstrates an adequate approach/solution and understanding of the requirements. Strengths and weaknesses are offsetting or will have little or no impact on contract performance. A quality contract performance is anticipated with an acceptable amount of risk.
Marginal	Quote/Offer may contain deficiencies; fails to address all of the criteria and does not demonstrate an adequate approach/solution or understanding of the requirements. One or more weaknesses exist which are not offset by strengths. Contract performance is anticipated with high risk.
Unsatisfactory	Quote/Offer contains many deficiencies and does not address all aspects of the criteria and/or does not present evidence demonstrating an adequate approach/solution and understanding of the requirements. Many weaknesses and/or omissions exist creating an unacceptable risk.

2.3 Technical Confidence Rating

Confidence Rating	Definition
High Confidence (Low Risk)	The Government has ***high confidence*** the vendor understands the requirement, proposes a sound approach, and will be successful in performing the contract with ***little or no*** Government intervention.
Some Confidence (Moderate Risk)	The Government has ***some confidence*** the vendor understands the requirement, proposes a sound approach, and will be successful in performing the contract with ***some*** Government intervention.
Low Confidence (High Risk)	The Government has ***low confidence*** the vendor understands the requirement, proposes a sound approach, or will be successful in performing the contract ***even with*** Government intervention.

2.4 Past Performance Confidence

Rating	Description
Relevant	Past/present performance effort involved much of the similarity, magnitude of effort and complexities this solicitation requires.
Somewhat Relevant	Past/present performance effort involved some of the similarity, magnitude of effort and complexities this solicitation requires.
Not Relevant	Past/present performance effort did not involve any of the similarity, magnitude of effort and complexities this solicitation required.

2.5 Performance Confidence Assessment

Rating	Description
Substantial Confidence	Based on the offeror's performance record, the government has a high expectation that the offeror will successfully perform the required effort.
Satisfactory Confidence	Based on the offeror's performance record, the government has an expectation that the offeror will successfully perform the required effort.
Limited Confidence	Based on the offeror's performance record, the government has a low expectation that the offeror will successfully perform the required effort.
No Confidence	Based on the offeror's performance record, the government has no expectation that the offeror will be able to successfully perform the required effort.
Unknown Confidence	No performance record is identifiable, or the offeror's performance record is so sparse that no confidence assessment rating can be reasonably assigned.

2.6 Quote/Proposal Metrics

When identifying the merits of a quote/proposal the following three terms shall be utilized along with the definitions.

Narrative Element	Definition
Strength	A significant, outstanding, or exceptionally positive aspect of a Quote/Offer.
Weakness	Any aspect of a Quote/Offer increasing the potential for problems and issues with regard to contract performance. The Quote/Offer provides a minimally acceptable response to the Government's requirements. The response leaves the evaluator with uncertainty as to the understanding of the work, capability to successfully perform the work, or capability to effectively manage the work effort.
Deficiency	A material failure of a Quote/Offer to meet a Government requirement or a combination of significant weaknesses in a Quote/Offer increasing the risk of unsuccessful contract performance to an unacceptable level.

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): https://www.acquisition.gov/far-overhaul/far-part-deviation-guide/far-overhaul-part-52

52.212-1 Instructions to Offerors - Commercial Products and Commercial Services (Nov 2025)
FAR 52.212-1 is amended as follows:

Period for acceptance of offers.

The Offeror agrees to hold the prices in its offer firm for **90 calendar days** from the date specified for receipt of offers.

Submission:
Submit award to **Contracting Officer Darlene Chase at Darlene.Chase@usda.gov** NLT Wednesday July 22, 2026, by 2pm EST.

Questions
Questions shall be submitted via email to **Darlene.Chase@usda.gov** and are due no later than July 14, 2026, at 1:00 PM EST. This will ensure enough time to respond before the solicitation period ends. Please include the solicitation name and number as the subject line of the email.

52.203-18	Prohibition on Contracting with Entities that Require Certain Internal Confidentiality Agreements or Statements-Representation (Jan 2017)
52.209-2	Prohibition on Contracting with Inverted Domestic Corporations - Representation (Sep 2025)
52.209-11	Representation by Corporations Regarding Delinquent Tax Liability or a Felony Conviction under any Federal Law (Sep 2025)
52.240-90	Security Prohibitions and Exclusions Representations and Certifications (Nov 2025)

The following provisions are applicable if checked:

☐ 52.203-11 Certification and Disclosure Regarding Payments to Influence Certain Federal Transactions (Sep 2024)
☒ 52.204-7 System for Award Management—Registration (Nov 2025)
☐ Alternate I (Nov 2025) to 52.204-7
☒ 52.204-90 Offeror Identification (Nov 2025)
☐ 52.207-6 Solicitation of Offers from Small Business Concerns and Small Business Teaming Arrangements or Joint Ventures (Multiple-Award Contracts) (Aug 2024)
☐ 52.209-12 Certification Regarding Tax Matters (Oct 2025)
☐ 52.219-2 Equal Low Bids (Nov 2025)
☒ 52.222-18 Certification Regarding Knowledge of Child Labor for Listed End Products (Feb 2021)
☐ 52.222-48 Exemption from Application of the Service Contract Labor Standards for Maintenance, Calibration, or Repair of Certain Equipment–Certification (Nov 2025)
☐ 52.222-52 Exemption from Application of the Service Contract Labor Standards for Certain Services-Certification (Nov 2025)
☒ 52.222-56 Certification Regarding Trafficking in Persons Compliance Plan (Oct 2020)
☐ 52.223-4 Recovered Material Certification (May 2008)
☐ 52.225-2 Buy American Certificate (Oct 2022)
☐ 52.225-4 Buy American-Free Trade Agreements-Israeli Trade Act Certificate (Nov 2025)
☐ 52.225-6 Trade Agreements-Certificate (Feb 2021)
☐ 52.226-3 Disaster or Emergency Area Representation (Nov 2007)
☐ 52.229-11 Tax on Certain Foreign Procurements—Notice and Representation (Jul 2025)

AGAR Provisions

452.203-70 Anti-Discrimination and Diversity, Equity, and Inclusion (DEI) Certification (Dec 2025)

(a) By submission of its offer, the offeror certifies that:

(1) It is compliant with all applicable Federal anti-discrimination laws and the Equal Protection principles of the U.S. Constitution.
(2) Neither it nor any proposed subcontractor or teaming partner operates or funds any program, policy, or initiative that promotes DEI in a manner that violates any applicable Federal anti-discrimination laws, including but not limited to Title VI and VII of the Civil Rights Act of 1964, or the Equal Protection principles of the U.S. Constitution.

(b) If the offeror participates in, facilitates, or funds programs that implicate Title VI of the Civil Rights Act of 1964 or Title IX of the Education Amendments of 1972, as amended, including but not limited to grants to or for schools, colleges, universities, 4-H programs, non-governmental organization (NGO) programs, sports programs, and education-related grants to prisons or other detention facilities, by submission of its offer, the offeror certifies that it is compliant with those

laws, including the requirements set forth in Executive Order 14168, Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government, and Executive Order 14173, Ending Illegal Discrimination and Restoring Merit-Based Opportunity.

(c) The offeror affirms that the above requirements are conditions of payment that go to the essence of the contract and are therefore material terms of the contract. Payments under the contract are predicated on compliance with the above requirements, and therefore the offeror will not be eligible for funding under the contract or to retain any funding under the contract absent compliance with the above requirements.

(d) This certification reflects a change in the Government's position regarding the materiality of the foregoing requirements and therefore any prior payment of similar claims does not reflect the materiality of the foregoing requirements to this contract.

(e) Submission of a knowing false statement relating to offeror's compliance with the above requirements and/or eligibility for the contract may subject the offeror to liability under the False Claims Act, 31 U.S.C. § 3729, and/or criminal liability, including under 18 U.S.C. §§ 287 and 1001.

(f) Failure on the part of the offeror or its subcontractors to comply with the terms of this clause may be grounds for the Contracting Officer to terminate the contract for default.
(End of Provision)

NOTICE FOR FILING AGENCY PROTESTS
United States Department of Agriculture (USDA) Protest Procedures

The United States Department of Agriculture (USDA) is committed to fair, transparent, and efficient acquisitions. Interested parties with concerns about this solicitation are encouraged to seek resolution through the following USDA procedures.

Tier 1: Contracting Officer Concern Resolution

Submission: Interested parties with concerns about either the solicitation or subsequent award should first submit their concern directly to the Contracting Officer, providing sufficient detail to allow the Contracting Officer to understand and assess the issue.

Process: The Contracting Officer will review the concern, seek clarification as needed, and engage with the interested party to attempt prompt resolution.

Review Timeline: The Contracting Officer will make every effort to provide a response or resolution within 10 business days of receiving the concern.

Effect on Award or Performance: Tier 1 engagement is not considered an official notification of filing an agency protest and does not pause solicitation deadlines, delay award decisions, or suspend contract performance.

Next Steps: If the matter cannot be resolved at Tier 1, the interested party may file a written agency protest under Tier 2.
USDA encourages all parties to seek resolution with the Contracting Officer before filing an agency protest.

Tier 2: Agency Protest
If concerns cannot be resolved at Tier 1, an interested party may file a written agency protest with either the Contracting Officer or the USDA Independent Review Authority. The decision by the USDA Independent Review Authority is an alternative to a decision by the Contracting Officer. The USDA Independent Review Authority will not consider an appeal of the Contracting Officer's decision on an agency protest.
The protest must state whether the protester elects review by the Contracting Officer, by the UDSA Independent Review Authority. If no election is stated, the Contracting Officer will decide the protest.

Required Information: Protests shall include the information set forth in FAR 33.104-4 (a)(3). Failure to submit the required information may result in a delay or dismissal of the protest.

Submission: Agency protests should be submitted electronically to SPE.inquiry@usda.gov and the Contracting Officer.

Timeliness: Protests must be filed within the timeframes specified in FAR 33.104.

Effect on Award or Performance: Contract awards or performance will be suspended during the protest period unless justified in writing for urgent and compelling reasons or determined to be in the best interest of the Government.

Review Timeline: USDA strives to resolve agency-level protests within 35 business days of receipt.

Election of Forum: By filing a protest with USDA, the protesters agree not to file a protest on the same matter with the Government Accountability Office (GAO) or any other external forum while the agency protest is pending. If such a protest is filed externally, the USDA agency protest will be dismissed.

Questions: Questions regarding this notice or protest procedures should be directed to the Contracting Officer identified in this solicitation.

US Department of Agriculture (USDA)

Attachment 2 - Performance Work Statement

Contents

Project Title .....
General Information .....
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Project Title

Clinical Support Services for USDA Forest Service Job Corps Center – Services may include Nurses, Center Mental Health Counselors, and Drug/Alcohol Abuse Counselors.

General Information - PLEASE NOTE: This position is only for for Drug/Alcohol Abuse Counselor 1300-1700 Wed, 0800-1630 Thursday & Friday 20 hours a week as indicated in the Schedule. All other positions are for reference only.

1.0 Background and Purpose

Job Corps is a U.S. Department of Labor (DOL), Employment and Training Administration (ETA) program. Job Corps is designed to assist young people who need and can benefit from the wide range of services provided at a Job Corps center. Services include the following: basic education, High School Diploma (HSD) program; General Educational Development (GED); vocational skills training; residential living program; healthcare; and related support services. The comprehensive combination of training and support services is designed to help each student become a responsible and productive citizen. Student populations range from 100 to over 300 students depending on the Center's On-Board Strength (OBS). Job Corps is a self-paced program: therefore, a student's length of enrollment varies. Students may remain in the program for up to two years, but the average length of enrollment is approximately eight months. The purpose of this contract is to provide the Centers Support Services. Student enrollment and outcomes for each center are affected by recruitment and attrition rates, labor market conditions, trends in provider burnout and engagement, and other factors. This has led to supply and demand imbalances that are sensitive to subtle shifts in policies and organizational priorities, variability of critical staffing needs across time and geography, and the need for expanded utilization of support services.

Contractor Requirements

Each order will list which positions will be required at each center.

2.0 Technical Requirements / Tasks

A. Position – **Center Mental Health Counselor**

A.1. – Task 1-General

A.1.1 Possess the ability to work both independently and as a member of a healthcare team to provide optimal services to a population of financially disadvantaged youth, typically ranging from 16 to 24 years in age.

A.1.2. Attend monthly conference calls, webinars, and DOL trainings, on site trainings as available during regular scheduled hours of service. If unavailable to attend, notify the Health and Wellness Director and obtain notes and pertinent information.

A.1.3. Ensure patient privacy for all assessments; maintain, safeguard, and ensure the confidentiality of all required student health records when they are in the health clinic or in the possession of health and wellness team members, in accordance with the Health Insurance Portability and Accountability Act (HIPAA).

A.1.4. Provide Mental Health services in a positive and productive manner to facilitate student willingness to pursue recommended mental health treatment plan, if applicable. Services will have a general emphasis on early detection, diagnosis, and prevention/education. Provide student services in such a manner to obtain positive student satisfaction survey results as determined by Job Corps.

A.1.5. Not to engage in any research projects and/or publications relating to Job Corps health activities without prior written approval from the Job Corps National Office in Golden, CO.

A.1.6. Report adverse student behavior incidents to the HWD, Center Director or Contracting Officer's (CO) Representative (COR) in a timely manner.

A.1.7. Understand that mental health services shall be subject to monitoring and review by Job Corps assessment teams, and cooperation and compliance with such teams is required. Participate in DOL and

Forest Service assessments, completing requested questionnaires, conferences, and monthly teleconferences in adherence to the PRH requirements.

A.1.8. Contractor shall provide a monthly status report (see attachment A) This is to be submitted to the Health and Wellness Director by the 5th of each month.

A.1.9. Contractor will maintain a sign in sign out log for all time billed to the center. Each center will develop their own system for maintaining this information.

A.1.10. Contractor will document each student interaction in the student health record (SHR) in a timely manner.

A.1.11 Comply with Job Corps infection control policies and procedures.

A.2. Task 2-Assessment – PRH 2.3, R4(b)

A.2.1. Provide mental health assessments for applicants and students to examine mood, behavior, thinking, reasoning, and other areas related to emotional wellness. At a minimum there are three types of assessments that will occur:

A.2.1.1. For applicants during the admissions process, which may include individualized assessments for possible direct threat or health care needs.

A.2.1.2. For new students, based on responses to the Social Intake Form (SIF) and/or the Job Corps Health History Form.

A.2.1.3. For any student by referral using a written referral and feedback form.

A.2.2. Promptly review applicant files and complete required initial assessment (intake), and treatment plan, as applicable.

A.2.3. Participate in Disability Accommodations Committee (DAC) meetings & file applicant review team meetings during regular scheduled hours, when requested.

A.3. Task 3 - Care and Case Management

A.3.1. Monitor students identified as having a chronic mental health condition to include but not limited to: communication among staff, monitoring, and follow-up. Information exchange should occur with CMHC, counseling staff, health and wellness staff and other appropriate staff based on "need to know".

A.3.2. Participate in the management of, and provide written diagnoses for, a chronic care management plan for students with chronic conditions/disability related to mental health conditions, when appropriate.

A.3.3. Collaborate with Substance Abuse Counselor (TEAP) on services for students with co-occurring conditions of mental health issues and substance use.

A.3.4. Coordinate with center physician and Health & Wellness Manager (HWD) to discuss long-term medication management and Schedule II prescription management.

A.3.5. On a monthly basis, report to the Center Director and HWD on all health- related matters; including student medical separations, justification and costs of special needed services, health and non-healthcare equipment repair and replacement needs, depletion of medical supplies and medications, and other areas deemed appropriate.

3.4. Task 4 - Treatment – PRH 2.3 R4 (d)

A.4.1. Record all mental health documentation, such as, diagnosis, treatment and management plans, medication, reason of denial into the program (if recommended) etc. on the Student Health Record

(SHR), Job Corps Health and Wellness Program forms as well as in any Job Corps approved electronic systems such as CIS.

A.4.2. Determination when a Medical Separation with Reinstatement Rights (MSWR) is appropriate and recommended for students with mental health conditions and/or substance use co-occurring conditions.

A.4.3. Crisis intervention, as needed. In the event of a mental health emergency, the Center Mental-Health Consultant or the Center Physician must conduct a mental health evaluation as soon as possible, and when necessary, refer the student for psychiatric care. If the Center Physician or Center Mental-Health Consultant is not available, the student must be referred immediately to the emergency room of the nearest medical facility. If there is a life-threatening situation, 911 or the emergency response team should be called.

A.4.4. Provide various therapies to include but not limited to: Short-term therapy with mental health checks as needed, Brief Therapy and appropriate referrals to long term therapy. These therapies should focus on retention and behaviors that represent employability barriers.

A.4.5. Ensure that contact is maintained and documented with any off-center mental health provider to monitor the student's compliance and progress.

A.5. Task 5 - Mental Health Promotion and Education – PRH 2.3, R4 (c)

A.5.1. Conduct a minimum of a one-hour presentation on mental health promotion for all new students in accordance with PRH 2.3, R4, with an emphasis on employability and how to respond to a mental health crisis.

A.5.2. Conduct at least one annual center-wide mental health promotion and education activity. Provide the HWD with documentation of the activities.

A.5.3. Assist students to acquire health-related skills and knowledge of healthy mental health care.

A.5.4. Participate in health and wellness program continuous quality improvement activities and advise and assist the health education instructor in the development and implementation of the Mental Health Education Program.

A.5.5. Coordination with other departments/programs on center, including, but not limited, to residential, recreation, education, vocation, student government association, and Healthy Eating and Active Lifestyles (HEALs), to develop integrated promotion and education services.

A.5.6. Collaboration with counseling staff in developing and/or leading psycho-educational skill-building groups to promote wellness (e.g., relaxation training, anger management, mood regulation, assertiveness skills, handling relationships, sleep hygiene, etc.).

B. Position – **Drug/Alcohol Abuse Counselor**

B.1. Task 1-General

B.1.1 Possess the ability to work both independently and as a member of a healthcare team to provide optimal services to a population of financially disadvantaged youth, typically ranging from 16 to 24 years in age.

B.1.2. Attend monthly conference calls, webinars, and DOL trainings, on site trainings as available during regular scheduled hours of service. If unavailable to attend, notify the Health and Wellness Director and obtain notes and pertinent information.

B.1.3. Ensure patient privacy for all assessments; maintain, safeguard, and ensure the confidentiality of all required student health records when they are in the health clinic or in the possession of health and wellness team members, in accordance with the Health Insurance Portability and Accountability Act (HIPAA).

B.1.4. Provide Substance misuse and abuse services in a positive and productive manner to facilitate student willingness to pursue recommended substance misuse and abuse treatment plan, if applicable. Services will have a general emphasis on early detection, diagnosis, and prevention/education. Provide student services in such a manner to obtain positive student satisfaction survey results as determined by Job Corps.

B.1.5. Not to engage in any research projects and/or publications relating to Job Corps health activities without prior written approval from the Job Corps National Office in Golden, CO.

B.1.6. Report adverse student behavior incidents to the HWD, Center Director or Contracting Officer's (CO) Representative (COR) in a timely manner.

B.1.7. Understand that substance misuse and abuse services shall be subject to monitoring and review by Job Corps assessment teams, and cooperation and compliance with such teams is required. Participate in DOL and Forest Service assessments, completing requested questionnaires, conferences, and monthly teleconferences in adherence to the PRH requirements.

B.1.9. Contractor will maintain a sign in sign out log for all time billed to the center. Each center will develop their own system for maintaining this information.

B.1.10. Contractor will document each student interaction in the student health record (SHR) in a timely manner.

B.1.11 Comply with Job Corps infection control policies and procedures.

B.2. Task 2 - Assessment – PRH 2.3, R4(b)

B.2.1. Provide substance misuse and abuse assessments for applicants and students to examine mood, behavior, thinking, reasoning, and other areas related to emotional wellness and substance misuse and abuse issues. At a minimum there are three types of assessments that will occur:

B.2.1.1. For applicants during the admissions process, which may include individualized assessments for possible direct threat or health care needs.

B.2.1.2. For new students based on responses to the Social Intake Form (SIF) and/or the Job Corps Health History Form.

B.2.1.3. For any student by referral using a written referral and feedback form.

B.2.2. Promptly review applicant files and complete required initial assessment (intake), and treatment plan, as applicable.

B.2.3. Participate in Disability Accommodations Committee (DAC) meetings & file applicant review team meetings during regular scheduled hours, when requested.

B.3. Task 3 - Care and Case Management

B.3.1. Monitor students identified as having a chronic substance misuse or abuse condition to include but not limited to: communication among staff, monitoring, and follow up. Information exchange should occur with CMHC, counseling staff, health and wellness staff and other appropriate staff based on "need to know".

B.3.2. Participate in the management of, and provide written diagnoses for, a chronic care management plan for students with chronic conditions/disability related to substance misuse and abuse conditions, when appropriate.

B.3.3. Collaborate with Center Mental Health Consultant (CMHC) on services for students with co-occurring conditions of substance abuse, substance misuse and mental health.

B.3.4. Coordinate with center physician and Health & Wellness Manager (HWD) to discuss long-term medication management and Schedule II prescription management.

B.3.5. On a monthly basis, report to the Center Director and HWD on all health- related matters; including student medical separations, justification and costs of special needed services, health and non-healthcare equipment repair and replacement needs, depletion of medical supplies and medications, and other areas deemed appropriate.

B.4. Task 4 - Treatment – PRH 2.3 R4 (d)

B.4.1. Record all substance misuse and abuse documentation, such as, diagnosis, treatment and management plans, medication, reason of denial into the program (if recommended) etc. on the Student Health Record (SHR), Job Corps Health and Wellness Program forms as well as in any Job Corps approved electronic systems such as CIS.

B.4.2. Determination when a Medical Separation with Reinstatement Rights (MSWR) is appropriate and recommended for students with substance misuse and abuse conditions and/or substance misuse co-occurring conditions.

B.4.3. Crisis intervention, as needed. In the event of a substance misuse and abuse emergency, the TEAP, Center Mental-Health Consultant or the Center Physician must conduct a substance misuse and abuse evaluation as soon as possible, and when necessary, refer the student for outside care. If the TEAP, Center Physician or Center Mental-Health Consultant is not available, the student must be referred immediately to the emergency room of the nearest medical facility. If there is a life-threatening situation, 911 or the emergency response team should be called.

B.4.4. Provide various interventions to include but not limited to: Short-term or brief interventions with substance misuse and abuse checks as needed, Appropriate referrals to long term therapy, treatment, and interventions. These interventions should focus on retention and behaviors that represent employability barriers.

B.4.5. Ensure that contact is maintained and documented with any off-center substance abuse provider to monitor the student's compliance and progress.

B.5. Task 5 - Substance abuse Promotion and Education – PRH 2.3, R4 (c)

B.5.1. Conduct a minimum of a one-hour presentation on substance misuse and abuse prevention for all new students in accordance with PRH 2.3, R5, with an emphasis on employability and how to respond to a substance misuse and abuse crisis. Presentations on managing substance misuse, abuse and dependency symptoms and issues in the workplace for students during the Career Development and Transition Periods.

B.5.2. Conduct at least three annual center-wide substance use prevention and education activities. Provide the HWD with documentation of the activities.

B.5.3. Assist students to acquire health-related skills and knowledge of healthy lifestyles to prevent substance misuse.

B.5.4. Participate in health and wellness program continuous quality improvement activities and advise and assist the health education instructor in the development and implementation of the Substance Misuse Education Program.

B.5.5. Coordination with other departments/programs on center, including, but not limited, to residential, recreation, education, vocation, student government association, and Healthy Eating and Active Lifestyles (HEALs), to develop integrated promotion and education services.

B.5.6. Collaboration with counseling staff in developing and/or leading psycho-educational skill-building groups to promote wellness and decrease substance misuse (e.g., relaxation training, anger management, mood regulation, assertiveness skills, handling relationships, sleep hygiene, etc.).

C. Position – **Nurse**

C.1. Task 1 – Center Assessments

C.1.1. Nursing staff will make sure the wellness center is prepared for Program Compliance Assessments (PCA) per PRH.

C.1.2. Nursing staff will use the Health and Wellness PCA tools found on the Job Corps Health and Wellness website to prepare for PCAs, Regional Office Targeted Assessment (ROTAs) and Regional Office Center Assessments (ROCAs).

C.1.3. Nursing Staff will participate in announced and unannounced Regional Office Targeted Assessment (ROTA). In addition to PCAs, ROTAs, and Corporate Office Center Assessment, the nursing staff shall conduct their own internal record audits and program assessments as directed by Health Wellness Director (HWD) and/or Center Director (CD).

C.1.4. Conduct regular chart audits using the approved Job Corps forms.

C.2. Task 2 – Student Assessments and Care

C.2.1. Promptly review and triage applicant files with mental health histories or the need for reasonable accommodations.

C.2.2. Preform cursory health evaluation. Within a student's first 48 hours on center, nursing staff should complete a cursory health evaluation that includes a health history, vital signs (e.g., weight, height, blood pressure), and laboratory testing as outlined in the PRH (see Laboratory Testing section).

C.2.3. Determine the currency of immunizations.

C.2.4. Provide or arrange for student immunizations as needed.

C.2.5. Holds regularly scheduled sick-call; provides assessment and treatment of minor illnesses; administers medications and treatments in accordance with authorized physician's orders.

C.2.6. Provides primary care for trauma cases, emergency care, and management of chronic health problems.

C.2.7. Makes recommendations for referrals to private physicians, dentists, clinics, community resources, or specialized services based upon assessment of the students' physical and/or emotional needs. Recommendations for continued, off-center services, will be approved by the Center Director or the center's Physician, Dentist, or Mental Health Consultant.

C.2.8. Provides follow-up care, treatment, or relay of information by telephone and/or interview on illness, injuries, dental problems, test results, etc., by contacting parents, clinics, physicians, mental health providers, etc.

C.2.9. Counsels, educates, and trains students on a variety of health subjects such as hygiene; prevention of pregnancy, STDs, and HIV; nutrition and exercise; and specified information on illnesses and disease prevention.

C.2.10. Participate in all aspects of the biochemical testing program and ensure the integrity of the program is maintained.

C.2.11. Participate in Tobacco Use Prevention Program (TUPP) and ensures students are aware of the program.

C.2.12. Participate in Health Eating Active Lifestyles (HEALs) committee as directed and collaborate with various departments regarding HEALs. Make sure students are aware of the program and referred for participation.

C.3. Task 3 – Case Management (within scope of the nurse's license)

C.3.1. Collaborate with CMHC, and center medical providers in the monitoring of and case management of students on psychotropic medications.
C.3.2. Collaborate with the center's medical providers in the monitoring of and case management of students on chronic medications.

C.3.3. Collaborate with medical providers to develop case management for students with chronic conditions.

C.4. Task 4 – Emergency Care

C.4.1. Maintain BLS certification

C.5. Task 5 – Administration

C.5.1. Maintain medical records, accident forms, and preparation of reports (narrative and/or statistical) as required in accordance with DOL and Center policies and protocols.

C.5.2. Ensure adherence to all Privacy Act requirements.

C.5.3. Collaborate with providers in developing mental health, general health and reproductive health promotion, awareness, and education activities.

C.5.4. Requisitions, stores, issues and accounts for medical supplies and drugs on the advice of the physician and administrative direction.

C.5.5. Contractor personnel shall maintain proper safeguards for the storage of critical supplies, such as controlled substances, in accordance with all existing regulations.

C.5.6. Arranges for maintenance of the dispensary and equipment with the center's facility maintenance program using established systems.

C.5.7. Recommends the purchase of new equipment and changes in service and treatment.

C.5.8. Participates in the Job Corps Disability / Reasonable Accommodations program.

C.5.9. Ensure all wellness and disability Standard Operating Procedures (SOP) are updated at least annually.

C.5.10. Ensure all wellness and disability Center Operating Procedures (COP) are updated at least annually.

C.5.11. Assist the safety officer with the student Office of Workers Compensation Program (OWCP) known as ECOMP.

C.5.12. Complete Significant Incident Reports (SIR) as directed by the CD

C.5.13. Assist with, provide or arrange for staff training to meet requirements of 5 hours adolescent growth and development yearly.

4.0 Deliverable / Schedule

4.1. Clinical service hours are required on a weekly basis, during days of the week and hours of the day established in coordination with Center personnel. The days and times of services shall be upon mutual agreement between the Contractor and center personnel and must be considered reasonable. A reasonable schedule would be considered providing services daily, M-F, 8am – 5pm; however, evenings and weekends can be considered reasonable if mutually agreed upon by Contractor and center personnel. The contract employee will receive two (2) 15-minute breaks and a non-paid lunch break of 30 minutes during an eight-hour day.

4.2. Center OBS and the PRH may change at any time; consequently, the quantity of required clinical service hours may vary, depending on the needs of the student population. However, any changes to the required hours will be executed via a bilateral modification to the contract.

4.3. Key Personnel must provide a current contact number to the Center's Health and Wellness Director (HWD) or COR. When Key Personnel are unavailable for an extended time, as determined by the Contracting Officer, the Contractor will provide an acceptable substitute to provide services. All substitute personnel will be approved by the national and regional offices prior to work being performed.

4.4. Contractor will contact the CD or designee 24 hours in advanced for cancellation of services. For planned absences, the Contractor will coordinate with Center staff and the CO to provide an approved substitute, as well as a current emergency contact number. All substitute personnel will be approved by the national and regional offices prior to work being performed.

4.5. Contractor Personnel will not be scheduled to work on the following Government holidays:

New Year's Day – January 1
Martin Luther King Junior's Birthday – Third Monday in January,
Presidents Day – third Monday in February,
Memorial Day – Last Monday in May,
Juneteenth Day – June 19th,
Independence Day – July 4,
Labor Day – First Monday in September.
Columbus Day – Second Monday in October,
Veteran's Day – November 11,
Thanksgiving Day – fourth Thursday in November
Christmas Day – December 25

5.0 Materials and Equipment

A. The Government shall furnish the following:

Adequate workspace, equipment, supplies, and materials as needed to accomplish the work requirements outlined herein, including examination rooms and furniture, assessment equipment, telephone, computer, a fax machine, prophylaxis supplies, gloves, masks, and similar items. Prescription and over-the-counter medications will be disbursed at the Center. These supplies and property shall be utilized during the performance of this contract only while providing student care.

B. The Contractor shall furnish the following:

All labor, services, permits, licenses, transportation of Contractor personnel (as necessary), and incidentals (other than those provided by the federal Government) as needed to fulfill the work requirements herein.

C. Security:

The space, equipment, and supplies used by contractor personnel MUST be always secured, per Center requirements. The Contractor shall review and be familiar with Center security procedures.

6.0 Travel

While travel outside of daily commute is not expected, please note that the Job Corps centers are in rural areas and some distance from main roads.

7.0 Contractor's Key Personnel

7.1. The **Center Mental Health Counselor** is considered key personnel and must meet these minimum requirements. The job corps program is run by the Department of Labor (DOL). Key personnel shall be approved by DOL prior to award or replacement:

7.1.1. Have an active, unrestricted license to practice as an independent practitioner in the state where the center is located and does not require supervision to practice.

7.1.2. Minimum 1 year of experience as a licensed independent practitioner providing assessment and treatment services to adolescents and young adults.

7.1.3. Maintain licensing requirements/certification/accreditation and required insurance coverage at a minimum of $1 million per occurrence/$3 million aggregate during the entire performance period with proof being submitted to the CO upon request

7.1.4. Agree to a criminal background check, and drug testing, as a prerequisite for contract performance, if determined necessary by the CO.

7.1.4.1. Information obtained through the background check may be used in determining contractor's qualification for this contract. Information regarding a person's race, national origin, color, sex, religion, disability, genetic information (including family medical history), or age will not be evaluated or have any impact on the determination of qualifications for this contract.

7.1.4.2. Government may terminate the contract if the background check is determined to be unacceptable or if any aspect would jeopardize the health and safety of the students.

7.2. The **Drug/Alcohol Abuse Counselor** is considered key personnel and must meet these minimum requirements. The job corps program is run by the Department of Labor (DOL). Key personnel shall be approved by DOL prior to award or replacement:

7.2.1. Have an active, unrestricted substance abuse license or certification that meets minimum state licensing certification in the state where the center is located.

7.2.2. Maintain licensing requirements/certification/accreditation and required insurance coverage at a minimum of $1 mil per occurrence/3 mil aggregate during the entire performance period with proof being submitted to the CO upon request

7.2.3. Agree to a criminal background check, and drug testing, as a prerequisite for contract performance, if determined necessary by the CO.

7.2.3.1. Information obtained through the background check may be used in determining contractor's qualification for this contract. Information regarding a person's race, national origin, color, sex, religion, disability, genetic information (including family medical history), or age will not be evaluated or have any impact on the determination of qualifications for this contract.

7.1.3.2. Government may terminate the contract if the background check is determined to be unacceptable or if any aspect would jeopardize the health and safety of the students.

7.3 The **Nurse** is considered key personnel and must meet these minimum requirements. The job corps program is run by the Department of Labor (DOL). Key personnel shall be approved by DOL prior to award or replacement:

7.3.1. Have an active, unrestricted Registered Nurse license to practice in the state where services will be provided.

7.3.2. Maintain licensing requirements, certifications, accreditations, and the required insurance coverage during the entire performance period with proof being submitted to the CO upon request.

7.3.3. Agree to a criminal background check, and drug testing, as a prerequisite for contract performance, if determined necessary by the CO.

7.3.3.1 Information obtained through the background check may be used in determining the contractor's qualification for this contract. Information regarding a person's race, national origin,

color, sex, religion, disability, genetic information (including family medical history), or age will not be evaluated or have any impact on the determination of qualifications for this contract.

7.3.3.2. The Government may terminate the contract if the background check is determined to be unacceptable or if any aspect would jeopardize the health and safety of the students.

8.0 Security Requirements

The space, equipment, and supplies used by contractor personnel shall be secured at all times, per Center requirements. The Contractor shall review and be familiar with Center security procedures.

9.0 Data Rights

Student records and all reports generated are property of the US Government.

10.0 Section 508 - Electronic and Information Technology Standards

All deliverables shall be compliant with Section 508, 1998 Amendment to the Rehabilitation Act of 1973, according to the requirements for each such deliverable.

11.0 Governing Regulations, Handbooks, and References

The Contractor shall provide Health and Wellness (H&W) services as specified in the following documents:

- Job Corps Federal Regulations (Title 20 Code of Federal Regulations, Part 684 as amended, Job Corps Program under Title TV-B of the Job Training Partnership Act.
- Applicable Technical Assistance Guides (TAG s)
- Job Corps CMHC Desk Reference
- Job Corps Health & Wellness information and Department of Labor PRH: https://supportservices.jobcorps.gov/health/Pages/default.aspx https://prh.jobcorps.gov/
- Job Corps Support Services: https://supportservices.jobcorps.gov/health/Pages/default.aspx

Attachment 3

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.: 2015-4417
Revision No.: 31
Date Of Last Revision: 5/13/2026

State: North Carolina

Area: North Carolina Counties of Alleghany, Ashe, Avery, Cherokee, Clay, Graham, Jackson, Macon, McDowell, Mitchell, Polk, Swain, Transylvania, Watauga and Yancey

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.46
01012 - Accounting Clerk II		18.48
01013 - Accounting Clerk III		20.67
01020 - Administrative Assistant		28.38
01035 - Court Reporter		21.89
01041 - Customer Service Representative I		14.47
01042 - Customer Service Representative II		15.80
01043 - Customer Service Representative III		17.73
01051 - Data Entry Operator I		15.74
01052 - Data Entry Operator II		17.18
01060 - Dispatcher, Motor Vehicle		20.83
01070 - Document Preparation Clerk		17.44
01090 - Duplicating Machine Operator		17.44
01111 - General Clerk I		16.10
01112 - General Clerk II		17.57
01113 - General Clerk III		19.72
01120 - Housing Referral Assistant		24.40
01141 - Messenger Courier		14.38
01191 - Order Clerk I		17.62
01192 - Order Clerk II		19.23
01261 - Personnel Assistant (Employment) I		18.00
01262 - Personnel Assistant (Employment) II		20.13
01263 - Personnel Assistant (Employment) III		22.44
01270 - Production Control Clerk		22.77
01290 - Rental Clerk		17.17
01300 - Scheduler, Maintenance		19.57
01311 - Secretary I		19.57
01312 - Secretary II		21.89
01313 - Secretary III		24.40
01320 - Service Order Dispatcher		18.62
01410 - Supply Technician		28.38
01420 - Survey Worker		17.83
01460 - Switchboard Operator/Receptionist		16.64
01531 - Travel Clerk I		16.67
01532 - Travel Clerk II		17.82
01533 - Travel Clerk III		18.96
01611 - Word Processor I		17.44
01612 - Word Processor II		19.57
01613 - Word Processor III		21.89
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.22
05010 - Automotive Electrician		19.24
05040 - Automotive Glass Installer		18.21
05070 - Automotive Worker		18.21
05110 - Mobile Equipment Servicer		16.15
05130 - Motor Equipment Metal Mechanic		20.28
05160 - Motor Equipment Metal Worker		18.21
05190 - Motor Vehicle Mechanic		20.17
05220 - Motor Vehicle Mechanic Helper		15.06
05250 - Motor Vehicle Upholstery Worker		17.19
05280 - Motor Vehicle Wrecker		18.21
05310 - Painter, Automotive		19.24
05340 - Radiator Repair Specialist		18.21
05370 - Tire Repairer		16.06
05400 - Transmission Repair Specialist		20.28

07000 - Food Preparation And Service Occupations		
07010 - Baker		14.65
07041 - Cook I		15.10
07042 - Cook II		17.03
07070 - Dishwasher		13.58
07130 - Food Service Worker		13.72
07210 - Meat Cutter		16.67
07260 - Waiter/Waitress		11.67
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		22.69
09040 - Furniture Handler		14.48
09080 - Furniture Refinisher		21.75
09090 - Furniture Refinisher Helper		17.07
09110 - Furniture Repairer, Minor		19.44
09130 - Upholsterer		23.93
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		15.06
11060 - Elevator Operator		15.35
11090 - Gardener		22.03
11122 - Housekeeping Aide		15.35
11150 - Janitor		15.35
11210 - Laborer, Grounds Maintenance		17.24
11240 - Maid or Houseman		13.74
11260 - Pruner		15.58
11270 - Tractor Operator		20.55
11330 - Trail Maintenance Worker		17.24
11360 - Window Cleaner		16.98
12000 - Health Occupations		
12010 - Ambulance Driver		18.83
12011 - Breath Alcohol Technician		26.05
12012 - Certified Occupational Therapist Assistant		34.62
12015 - Certified Physical Therapist Assistant		29.72
12020 - Dental Assistant		20.44
12025 - Dental Hygienist		38.36
12030 - EKG Technician		39.46
12035 - Electroneurodiagnostic Technologist		39.46
12040 - Emergency Medical Technician		18.83
12071 - Licensed Practical Nurse I		23.29
12072 - Licensed Practical Nurse II		26.05
12073 - Licensed Practical Nurse III		29.03
12100 - Medical Assistant		17.96
12130 - Medical Laboratory Technician		27.01
12160 - Medical Record Clerk		19.59
12190 - Medical Record Technician		21.91
12195 - Medical Transcriptionist		21.59
12210 - Nuclear Medicine Technologist		57.24
12221 - Nursing Assistant I		14.12
12222 - Nursing Assistant II		15.89
12223 - Nursing Assistant III		17.34
12224 - Nursing Assistant IV		19.46
12235 - Optical Dispenser		19.28
12236 - Optical Technician		21.59
12250 - Pharmacy Technician		18.24
12280 - Phlebotomist		17.64
12305 - Radiologic Technologist		31.21
12311 - Registered Nurse I		26.48
12312 - Registered Nurse II		32.38
12313 - Registered Nurse II, Specialist		32.38
12314 - Registered Nurse III		39.18
12315 - Registered Nurse III, Anesthetist		39.18
12316 - Registered Nurse IV		46.96
12317 - Scheduler (Drug and Alcohol Testing)		32.26
12320 - Substance Abuse Treatment Counselor		25.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.95
13012 - Exhibits Specialist II		24.72
13013 - Exhibits Specialist III		30.23
13041 - Illustrator I		19.95
13042 - Illustrator II		24.72
13043 - Illustrator III		30.23
13047 - Librarian		27.37
13050 - Library Aide/Clerk		14.34
13054 - Library Information Technology Systems Administrator		24.72
13058 - Library Technician		20.43
13061 - Media Specialist I		17.83
13062 - Media Specialist II		19.95
13063 - Media Specialist III		22.25
13071 - Photographer I		17.31
13072 - Photographer II		19.37
13073 - Photographer III		23.99
13074 - Photographer IV		29.36
13075 - Photographer V		35.51
13090 - Technical Order Library Clerk		18.00
13110 - Video Teleconference Technician		20.62
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.83
14042 - Computer Operator II		21.07
14043 - Computer Operator III		23.50
14044 - Computer Operator IV		26.10
14045 - Computer Operator V		29.22
14071 - Computer Programmer I	(see 1)	23.40

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		18.83
14160 - Personal Computer Support Technician		28.51
14170 - System Support Specialist		29.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.39
15020 - Aircrew Training Devices Instructor (Rated)		39.19
15030 - Air Crew Training Devices Instructor (Pilot)		46.97
15050 - Computer Based Training Specialist / Instructor		32.39
15060 - Educational Technologist		29.49
15070 - Flight Instructor (Pilot)		46.97
15080 - Graphic Artist		23.54
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.97
15086 - Maintenance Test Pilot, Rotary Wing		46.97
15088 - Non-Maintenance Test/Co-Pilot		46.97
15090 - Technical Instructor		20.09
15095 - Technical Instructor/Course Developer		24.57
15110 - Test Proctor		17.22
15120 - Tutor		17.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.81
16030 - Counter Attendant		11.81
16040 - Dry Cleaner		14.51
16070 - Finisher, Flatwork, Machine		11.81
16090 - Presser, Hand		11.81
16110 - Presser, Machine, Drycleaning		11.81
16130 - Presser, Machine, Shirts		11.81
16160 - Presser, Machine, Wearing Apparel, Laundry		11.81
16190 - Sewing Machine Operator		15.38
16220 - Tailor		16.25
16250 - Washer, Machine		12.59
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.89
19040 - Tool And Die Maker		25.42
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.09
21030 - Material Coordinator		22.77
21040 - Material Expediter		22.77
21050 - Material Handling Laborer		17.35
21071 - Order Filler		16.70
21080 - Production Line Worker (Food Processing)		20.09
21110 - Shipping Packer		17.78
21130 - Shipping/Receiving Clerk		17.78
21140 - Store Worker I		13.95
21150 - Stock Clerk		18.99
21210 - Tools And Parts Attendant		20.09
21410 - Warehouse Specialist		20.09
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.15
23019 - Aircraft Logs and Records Technician		21.87
23021 - Aircraft Mechanic I		25.81
23022 - Aircraft Mechanic II		27.15
23023 - Aircraft Mechanic III		28.45
23040 - Aircraft Mechanic Helper		19.17
23050 - Aircraft, Painter		24.49
23060 - Aircraft Servicer		21.87
23070 - Aircraft Survival Flight Equipment Technician		24.49
23080 - Aircraft Worker		23.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		23.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		25.81
23110 - Appliance Mechanic		24.49
23120 - Bicycle Repairer		20.55
23125 - Cable Splicer		41.12
23130 - Carpenter, Maintenance		21.00
23140 - Carpet Layer		23.17
23160 - Electrician, Maintenance		24.12
23181 - Electronics Technician Maintenance I		22.52
23182 - Electronics Technician Maintenance II		23.80
23183 - Electronics Technician Maintenance III		25.12
23260 - Fabric Worker		21.87
23290 - Fire Alarm System Mechanic		23.90
23310 - Fire Extinguisher Repairer		20.55
23311 - Fuel Distribution System Mechanic		24.64
23312 - Fuel Distribution System Operator		19.62
23370 - General Maintenance Worker		20.60
23380 - Ground Support Equipment Mechanic		25.81
23381 - Ground Support Equipment Servicer		21.87
23382 - Ground Support Equipment Worker		23.17
23391 - Gunsmith I		20.55
23392 - Gunsmith II		23.17
23393 - Gunsmith III		25.81
23410 - Heating, Ventilation And Air-Conditioning		

Mechanic		23.99
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		25.24
23430 - Heavy Equipment Mechanic		26.14
23440 - Heavy Equipment Operator		22.58
23460 - Instrument Mechanic		25.81
23465 - Laboratory/Shelter Mechanic		24.49
23470 - Laborer		17.35
23510 - Locksmith		24.49
23530 - Machinery Maintenance Mechanic		28.02
23550 - Machinist, Maintenance		23.44
23580 - Maintenance Trades Helper		16.80
23591 - Metrology Technician I		25.81
23592 - Metrology Technician II		27.15
23593 - Metrology Technician III		28.45
23640 - Millwright		25.81
23710 - Office Appliance Repairer		23.63
23760 - Painter, Maintenance		19.10
23790 - Pipefitter, Maintenance		23.96
23810 - Plumber, Maintenance		22.73
23820 - Pneudraulic Systems Mechanic		25.81
23850 - Rigger		25.81
23870 - Scale Mechanic		23.17
23890 - Sheet-Metal Worker, Maintenance		21.55
23910 - Small Engine Mechanic		20.15
23931 - Telecommunications Mechanic I		32.79
23932 - Telecommunications Mechanic II		34.55
23950 - Telephone Lineman		25.68
23960 - Welder, Combination, Maintenance		24.24
23965 - Well Driller		25.81
23970 - Woodcraft Worker		25.81
23980 - Woodworker		20.55
24000 - Personal Needs Occupations		
24550 - Case Manager		20.11
24570 - Child Care Attendant		13.69
24580 - Child Care Center Clerk		17.07
24610 - Chore Aide		14.11
24620 - Family Readiness And Support Services Coordinator		20.11
24630 - Homemaker		20.11
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.82
25040 - Sewage Plant Operator		21.77
25070 - Stationary Engineer		24.82
25190 - Ventilation Equipment Tender		18.47
25210 - Water Treatment Plant Operator		21.77
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.12
27007 - Baggage Inspector		17.62
27008 - Corrections Officer		22.23
27010 - Court Security Officer		20.49
27030 - Detection Dog Handler		19.70
27040 - Detention Officer		22.23
27070 - Firefighter		15.57
27101 - Guard I		17.62
27102 - Guard II		19.70
27131 - Police Officer I		23.06
27132 - Police Officer II		25.63
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.13
28042 - Carnival Equipment Repairer		16.22
28043 - Carnival Worker		11.47
28210 - Gate Attendant/Gate Tender		21.53
28310 - Lifeguard		12.01
28350 - Park Attendant (Aide)		24.09
28510 - Recreation Aide/Health Facility Attendant		17.58
28515 - Recreation Specialist		29.83
28630 - Sports Official		19.18
28690 - Swimming Pool Operator		18.29
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.17
29020 - Hatch Tender		23.17
29030 - Line Handler		23.17
29041 - Stevedore I		21.87
29042 - Stevedore II		24.49
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		20.26
30022 - Archeological Technician II		22.66
30023 - Archeological Technician III		28.07
30030 - Cartographic Technician		28.07
30040 - Civil Engineering Technician		29.35
30051 - Cryogenic Technician I		31.09
30052 - Cryogenic Technician II		34.33
30061 - Drafter/CAD Operator I		20.26
30062 - Drafter/CAD Operator II		22.66
30063 - Drafter/CAD Operator III		25.26

30064 - Drafter/CAD Operator IV		31.09
30081 - Engineering Technician I		15.99
30082 - Engineering Technician II		17.95
30083 - Engineering Technician III		20.08
30084 - Engineering Technician IV		24.87
30085 - Engineering Technician V		30.42
30086 - Engineering Technician VI		36.80
30090 - Environmental Technician		28.07
30095 - Evidence Control Specialist		28.07
30210 - Laboratory Technician		25.26
30221 - Latent Fingerprint Technician I		31.09
30222 - Latent Fingerprint Technician II		34.33
30240 - Mathematical Technician		28.07
30361 - Paralegal/Legal Assistant I		23.15
30362 - Paralegal/Legal Assistant II		28.67
30363 - Paralegal/Legal Assistant III		35.07
30364 - Paralegal/Legal Assistant IV		42.43
30375 - Petroleum Supply Specialist		34.33
30390 - Photo-Optics Technician		28.07
30395 - Radiation Control Technician		34.33
30461 - Technical Writer I		28.07
30462 - Technical Writer II		34.33
30463 - Technical Writer III		41.54
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		31.09
30502 - Weather Forecaster II		37.82
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.26
30621 - Weather Observer, Senior	(see 2)	28.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.22
31020 - Bus Aide		11.90
31030 - Bus Driver		16.19
31043 - Driver Courier		16.24
31260 - Parking and Lot Attendant		14.01
31290 - Shuttle Bus Driver		16.62
31310 - Taxi Driver		13.77
31361 - Truckdriver, Light		17.41
31362 - Truckdriver, Medium		18.53
31363 - Truckdriver, Heavy		22.86
31364 - Truckdriver, Tractor-Trailer		22.86
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.66
99030 - Cashier		13.23
99050 - Desk Clerk		13.58
99095 - Embalmer		29.41
99130 - Flight Follower		29.93
99251 - Laboratory Animal Caretaker I		16.75
99252 - Laboratory Animal Caretaker II		17.95
99260 - Marketing Analyst		26.74
99310 - Mortician		29.41
99410 - Pest Controller		17.84
99510 - Photofinishing Worker		15.73
99710 - Recycling Laborer		16.79
99711 - Recycling Specialist		19.81
99730 - Refuse Collector		15.28
99810 - Sales Clerk		14.33
99820 - School Crossing Guard		15.65
99830 - Survey Party Chief		22.35
99831 - Surveying Aide		15.92
99832 - Surveying Technician		21.18
99840 - Vending Machine Attendant		18.40
99841 - Vending Machine Repairer		22.17
99842 - Vending Machine Repairer Helper		18.40

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))."""