REQUEST FOR QUOTATION
(THIS IS NOT AN ORDER)

THIS RFQ [X] IS [ ] IS NOT A SMALL BUSINESS SET-ASIDE

1. REQUEST NUMBER	2. DATE ISSUED	3. REQUISITION/PURCHASE REQUEST NUMBER	4. CERT. FOR NAT. DEF. UNDER BDSA REG. 2 AND/OR DMS REG. 1	RATING
140FS126Q0151	08/11/2026	0044053108		

5a. ISSUED BY
FWS SAT 1
FWS, SAT Team 1
5275 Leesburg Pike
Falls Church VA 22041

6. DELIVER BY *(Date)*: 09/30/2027

7. DELIVERY: [X] FOB DESTINATION [ ] OTHER *(See Schedule)*

5b. FOR INFORMATION CALL *(NO COLLECT CALLS)*

NAME	TELEPHONE NUMBER: AREA CODE	NUMBER
Chelsea Devivo	000	000-0000

8. TO:

a. NAME	b. COMPANY

c. STREET ADDRESS

d. CITY	e. STATE	f. ZIP CODE

9. DESTINATION

a. NAME OF CONSIGNEE: FWS JULIA BUTLER HANSEN RFG

b. STREET ADDRESS: 46 WHITETAIL ROAD

c. CITY: CATHLAMET

d. STATE	e. ZIP CODE
WA	98612-0566

10. PLEASE FURNISH QUOTATIONS TO THE ISSUING OFFICE IN BLOCK 5a ON OR BEFORE CLOSE OF BUSINESS *(Date)*: 08/21/2026 1700 PD

IMPORTANT: This is a request for information and quotations furnished are not offers. If you are unable to quote, please so indicate on this form and return it to the address in Block 5a. This request does not commit the Government to pay any costs incurred in the preparation of the submission of this quotation or to contract for supplies or service. Supplies are of domestic origin unless otherwise indicated by quoter. Any representations and/or certifications attached to this Request for Quotation must be completed by the quoter.

11. SCHEDULE *(Include applicable Federal, State and local taxes)*

ITEM NUMBER (a)	SUPPLIES/SERVICES (b)	QUANTITY (c)	UNIT (d)	UNIT PRICE (e)	AMOUNT (f)
	This is a request for firm fixed price quotes for Janitorial Services at Julia Butler Hansen Refuge as described in the attached statement of work. Please review all attachments for additional details and instructions.				
00010	BASE YEAR 10/01/2026-09/30/2027 Delivery: 09/30/2027 Period of Performance: 10/01/2026 to 09/30/2027				
00011	OPTION YEAR 1: 10/01/2027-09/30/2028 (Option Line Item) Anticipated Exercise Date 09/30/2026	12	MO		
	Continued...				

12. DISCOUNT FOR PROMPT PAYMENT	a. 10 CALENDAR DAYS (%)	b. 20 CALENDAR DAYS (%)	c. 30 CALENDAR DAYS (%)	d. CALENDAR DAYS: NUMBER	PERCENTAGE

NOTE: Additional provisions and representations [ ] are [ ] are not attached.

13. NAME AND ADDRESS OF QUOTER	14. SIGNATURE OF PERSON AUTHORIZED TO SIGN QUOTATION	15. DATE OF QUOTATION
a. NAME OF QUOTER		
b. STREET ADDRESS	16. SIGNER	
	a. NAME *(Type or print)*	b. TELEPHONE
c. COUNTY		AREA CODE
d. CITY / e. STATE / f. ZIP CODE	c. TITLE *(Type or print)*	NUMBER

NAME OF OFFEROR OR CONTRACTOR

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	(Not Separately Priced) Period of Performance: 10/01/2027 to 09/30/2028				
00012	OPTION YEAR 2: 10/01/2028-09/30/2029 (Option Line Item) Anticipated Exercise Date 09/30/2028 (Not Separately Priced) Period of Performance: 10/01/2028 to 09/30/2029	12	MO		
00013	OPTION YEAR 3: 10/01/2029-09/30/2030 (Option Line Item) Anticipated Exercise Date 09/30/2029 (Not Separately Priced) Period of Performance: 10/01/2029 to 09/30/2030	12	MO		
00014	OPTION YEAR 4: 10/01/2030-09/30/2031 (Option Line Item) Anticipated Exercise Date 09/30/2030 (Not Separately Priced) Period of Performance: 10/01/2030 to 09/30/2031	12	MO		

A – Standard Form 1449……..1
B – Combined Synopsis/Solicitation 3
C – Contract Clauses..... 6
D – Solicitation Provisions 10

B – Combined Synopsis/Solicitation

Solicitation Number: 140FS126Q0151

Solicitation Title: Janitorial Services Julia Butler Hansen Refuge

Posted Date: 08/11/2026
Response Date: 08/21/2026, 5:00 PM
Classification Code: S201
Set Aside: Small Business
NAICS Code: 561720 **Janitorial Services $22**
Contracting Office: SAT Team West (FS1)

Department of the Interior, U.S. Fish and Wildlife Service Acquisitions Team, Goods & Services Acquisition Operations

This requirement is being procured, and an award will be made in accordance with Revolutionary FAR Overhaul (RFO) FAR Part 12, Acquisition of Commercial Products and Commercial Services. Buyer intends to issue award using a purchase order. Quotes from Sellers unable to accept purchase orders will not be considered for award.

1. **Solicitation Number 140FS326Q0151** is issued as a for request for quote (RFQ).

2. This procurement is [for Janitorial Services] for [Julia Butler Hansen Refuge], located near [Cathlamet, WA].

3. This is a solicitation for commercial items prepared in accordance RFO FAR 12 and with the format in Subpart 12.202(b)(1) as supplemented with additional information included in this notice. This announcement constitutes the only solicitation; quotes are being requested and a written solicitation will not be issued.

4. This action is being solicited as a **Small Business Set-Aside**. A Firm-Fixed Price commercial order will be issued. NAICS Code: **[561720 Janitorial Services $22]**.

5. Offerors are cautioned that a warranted Contracting Officer is the only authorized Government representative to make any contractual changes once an award is made. No oral statement of any person whomsoever shall, in any manner or degree modify or otherwise affect the terms of this Purchase Order. In the event the Contractor effects any such change at the direction of any person other than the Contracting Officer, the change shall be considered to have been made without authority, and no adjustment shall be made in the Purchase Order price to cover any increase in costs incurred as a result thereof. The Contract Specialist for this order is chelsea_devivo@ios.doi.gov.

6. Previous Contract is F17PX00572, awarded to Teri Tramblie, for a Base & Total Options Amount of $17,000.00.

7. Site Visit: Attending the site visit is STRONGLY encouraged. A site visit is scheduled for 9am Pacific time on Tuesday, August 18th. Offerors who have attended a site visit are expected to provide more precise and reliable pricing information, this will be taken into consideration when reviewing quotes. If you wish to attend the site visit, please RSVP to Jake Bonello at jake_bonello@fws.gov.

8. **Prior to submitting an offer, Offerors must be Registered, Active, and Eligible for All Awards in System for Award Management.** Registration instructions may be obtained, and online registration may be accomplished at www.sam.gov for free. **By submitting an offer, the offeror acknowledges the requirement to be registered in the SAM (www.sam.gov) database prior to award, during performance, and through final payment of any contract resulting from the solicitation. Offers that fail to furnish required representations or information or reject the terms and conditions of the solicitation may be excluded from consideration.**

9. Questions on this solicitation should be **sent via email only** to chelsea_devivo@ios.doi.gov **within the first 48 hours of the posting of the solicitation**. This will allow time for responses to be obtained and posted as an amendment to the solicitation prior to the closing date and time.

10. Evaluation Factors IAW FAR 52.212-2 Evaluation - Commercial Products and Commercial Services. (DEVIATION MAR 2026). These General Evaluation Factors will be applied:

- Technical experience, capacity, and expertise to perform the required tasks within the period of performance and to meet all goals and objectives on schedule. Contractor's Offer must demonstrate experience performing Janitorial Services, **preferably within the size, location, and proximity of the current requirement.**

- Technical approach to performing the required tasks as described in the statement of work addendum within the period of performance. The proposal shall include a narrative explaining how the work will be carried out in terms of the techniques, procedures, and schedule. Preference will be given to vendors who attend the site visit.

- Management Plan: Key Personnel shall be addressed and identified in proposals to be considered responsive. If use of a Subcontractor is part of your response to the solicitation, they shall be identified in the response to the solicitation.

- Past performance. The contracting officer will review the past performance records of offerors with preference given to contractors who have performed government janitorial contracts prior **and** have no terminations for cause/default on their business's SAM/FPDS record.

- Technical Capabilities & Past Performance when combined are considered **approximately equal to price**.

11. Offerors must submit quotes via email to chelsea_devivo@ios.doi.gov. All interested Contractors shall provide a quote as follows:

RFQ due date: Friday, August 21 2026

RFQ due time: 05:00 PM; Pacific Time

The anticipated award date is [09/04/2026]. Please do not request award status prior to this date.

Parties responding to this solicitation please submit the following:

- SF 1449: Provide a completed SF 1449 with signature. Provide all signed amendments (SF 30), if issued for this notice.
- Company Information: P rovide Company's address, phone number, email, and **SAM.gov Unique Entity Identifier (UEI). Vendors must be registered and Active for All Awards in SAM.gov to be considered for an award action. Dunn and Bradstreet Number (DUNS) is no longer used by the federal government for verification. Failure to provide a SAM UEI will have your response deemed unresponsive and not further considered for an award.**
- Price Quotes: A detailed breakdown of pricing.
- Technical Capabilities: Evidence of the technical capabilities of the offeror IAW the attached Statement of Work.

The Government will evaluate the reasonableness of pricing submission based on other quotes received.

C – Contract Clauses

DOI ELECTRONIC INVOICING Electronic Invoicing and Payment Requirements - Invoice Processing Platform (IPP) (February 2021)

Payment requests must be submitted electronically through the U. S. Department of the Treasury's Invoice Processing Platform System (IPP).

"Payment request" means any request for contract financing payment or invoice payment by the Contractor. To constitute a proper invoice, the payment request must comply with the requirements identified in the applicable Prompt Payment clause included in the contract, or the clause 52.212-4 Contract Terms and Conditions - Commercial Items included in commercial item contracts. The IPP website address is: https://www.ipp.gov.

Under this contract, the following documents are required to be submitted as an attachment to the IPP invoice [Contracting Officer to edit and include the documentation required under this contract]:

The Contractor must use the IPP website to register access and use IPP for submitting requests for payment. The Contractor Government Business Point of Contact (as listed in SAM) will receive enrollment instructions via email from the Federal Reserve Bank of St. Louis (FRBSTL) within 3 - 5 business days of the contract award date. Contractor assistance with enrollment can be obtained by contacting the IPP Production Helpdesk via email IPPCustomerSupport@fiscal.treasury.gov or phone (866) 973-3131.

If the Contractor is unable to comply with the requirement to use IPP for submitting invoices for payment, the Contractor must submit a waiver request in writing to the Contracting Officer with its proposal or quotation.

(End of Local Clause)

52.217-8 Option To Extend Services. (NOV 1999)

The Government may require continued performance of any services within the limits and at the rates specified in the contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed 6 months. The Contracting Officer may exercise the option by written notice to the Contractor within 15 days.

(End of clause)

52.217-9 Option To Extend the Term of the Contract. (MAR 2000)

(a) The Government may extend the term of this contract by written notice to the Contractor within 15 days; provided that the Government gives the Contractor a preliminary written notice of its intent to extend at least 30 days before the contract expires. The preliminary notice does not commit the Government to an extension.

(b) If the Government exercises this option, the extended contract shall be considered to include this option clause.

(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed 5 years.

(End of clause)

52.222-90 Addressing DEI Discrimination by Federal Contractors (DEVIATION MAR 2026)

(a) *Definitions*. As used in this clause—

Program participation means membership or participation in, or access or admission to: training, mentoring, or leadership development programs; educational opportunities; clubs; associations; or similar opportunities that are sponsored or established by the contractor or subcontractor.

Racially discriminatory diversity, equity, and inclusion (DEI) activities means disparate treatment based on race or ethnicity in the recruitment, employment (e.g., hiring, promotions), contracting (*e.g.*, vendor agreements), program participation, or allocation or deployment of an entity's resources.

(b) In connection with the performance of work under this contract, the Contractor agrees as follows:

(1) The Contractor will not engage in any racially discriminatory DEI activities;

(2) The Contractor will furnish all information and reports, including providing access to books, records, and accounts, as required by the Contracting Officer, for purposes of ascertaining compliance with this clause;

(3) In the event of the Contractor's or a subcontractor's noncompliance with this clause, this contract may be canceled, terminated, or suspended in whole or in part, and the Contractor or subcontractor may be declared ineligible for further Government contracts;

(4) The Contractor will report any subcontractor's known or reasonably knowable conduct that may violate this clause to the Contracting Officer and take any appropriate remedial actions directed by the Contracting Officer; and

(5) The Contractor will inform the Contracting Officer if a subcontractor sues the Contractor and the suit puts at issue, in any way, the validity of this clause.

(6) The Contractor recognizes that compliance with the requirements of this clause are material to the Government's payment decisions for purposes of 31 U.S.C. 3729(b)(4).

(c) The Contractor must include the substance of this clause, including this paragraph (c), in subcontracts at any tier, including those for commercial products and commercial services, except those where the place of delivery or performance is outside the United States.

(End of clause)

52.252-2 Clauses Incorporated by Reference. (FEB 1998)

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

(End of clause)

52.203-6 Restrictions on Subcontractor Sales to the Government (JUN 2020), with Alternate I (NOV 2021) (41 U.S.C. 4704 and 10 U.S.C. 4655).

52.203-11 Certification and Disclosure Regarding Payments to Influence Certain Federal Transactions

52.203-17 Contractor Employee Whistleblower Rights (NOV 2023) (41 U.S.C. 4712); this clause does not apply to contracts of DoD, NASA, the Coast Guard, or applicable elements of the intelligence community-see FAR 3.900(a).

52.203-19 Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (JAN 2017) (section 743 of Division E, Title VII, of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235) and its successor provisions in subsequent appropriations acts (and as extended in continuing resolutions)).

52.204-9 Personal Identity Verification of Contractor Personnel. (JAN 2011)

52.204-13 System for Award Management Maintenance. (DEVIATION MAR 2026)

52.209-6 Protecting the Government's Interest When Subcontracting With Contractors Debarred, Suspended, Proposed for Debarment, or Voluntarily Excluded. (DEVIATION MAY 2026) (31 U.S.C. 6101 note).

52.209-10 Prohibition on Contracting with Inverted Domestic Corporations (DEVIATION MAY 2026)

52.212-4 Terms and Conditions - Commercial Products and Commercial Services. (DEVIATION MAR 2026)

52.219-6 Notice of Total Small Business Set-Aside (DEVIATION JAN 2026) (15 U.S.C. 644).

52.219-9 Small Business Subcontracting Plan (DEVIATION FEB 2026) (15 U.S.C. 637(d)(4)).

52.219-14 Limitations on Subcontracting (DEVIATION JAN 2026) (15 U.S.C. 657s).

52.219-33 Nonmanufacturer Rule (DEVIATION JAN 2026) (15 U.S.C. 637(a)(17)).

52.222-3 Convict Labor (JUN 2003) (E.O. 11755).

52.222-35 Equal Opportunity for Veterans (DEVIATION MAY 2026) (38 U.S.C. 4212).

52.222-36 Equal Opportunity for Workers with Disabilities (DEVIATION MAY 2026) (29 U.S.C. 793).

52.222-37 Employment Reports on Veterans (DEVIATION MAY 2026) (38 U.S.C. 4212).

52.222-41 Service Contract Labor Standards (AUG 2018) (41 U.S.C. chapter 67).

52.222-42 Statement of Equivalent Rates for Federal Hires (MAY 2014) (29 U.S.C. 206 and 41 U.S.C. chapter 67).

52.222-43 Fair Labor Standards Act and Service Contract Labor Standards-Price Adjustment (Multiple Year and Option Contracts) (AUG 2018) (29 U.S.C. 206 and 41 U.S.C. chapter 67).

52.222-44 Fair Labor Standards Act and Service Contract Labor Standards-Price Adjustment (MAY 2014) (29 U.S.C 206 and 41 U.S.C. chapter 67).

52.222-50 Combating Trafficking in Persons (DEVIATION MAY 2026) (22 U.S.C. chapter 78 and E.O. 13627).

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) (41 U.S.C. chapter 67).

52.222-53 Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services-Requirements (DEVIATION MAY 2026) (41 U.S.C. chapter 67).

52.222-54 Employment Eligibility Verification (DEVIATION MAY 2026) (Executive Order 12989). (Not applicable to the acquisition of commercially available off-the-shelf items or certain other types of commercial products or commercial services as prescribed in FAR 22.1803.)

52.222-62 Paid Sick Leave Under Executive Order 13706 (JAN 2022) (E.O. 13706).

52.223-9 Estimate of Percentage of Recovered Material Content for EPA-Designated Items (MAY 2008) (42 U.S.C. 6962(c)(3)(A)(ii)). (Not applicable to the acquisition of commercially available off-the-shelf items.)

52.223-23 Sustainable Products (DEVIATION MAY 2026) (E.O. 14057, 7 U.S.C. 8102, 42 U.S.C. 6962, 42 U.S.C. 8259b, and 42 U.S.C. 7671l).

52.224-3 Privacy Training (JAN 2017) (5 U.S.C. 552a).

52.229-12 Tax on Certain Foreign Procurements (FEB 2021).

52.232-29 Terms for Financing of Purchases of Commercial Products and Commercial Services (NOV 2021) (41 U.S.C.4505, 10 U.S.C. 3805).

52.232-30 Installment Payments for Commercial Products and Commercial Services (NOV 2021) (41 U.S.C. 4505, 10 U.S.C. 3805).

52.232-33 Payment by Electronic Funds Transfer-System for Award Management (OCT 2018) (31 U.S.C. 3332).

52.232-36 Payment by Third Party (MAY 2014) (31 U.S.C. 3332).

52.233-3 Protest After Award (AUG 1996) (31 U.S.C. 3553).

52.233-4 Applicable Law for Breach of Contract Claim (OCT 2004) (Public Laws 108-77 and 108-78 (19 U.S.C. 3805 note)).

52.240-91 Security Prohibitions and Exclusions (DEVIATION MAR 2026)

52.244-6 Subcontracts for Commercial Products and Commercial Services (DEVIATION MAY 2026)

52.245-1 Government Property (SEP 2021)

D – Solicitation Provisions

52.212-2 Evaluation - Commercial Products and Commercial Services. (DEVIATION MAR 2026)

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

- Technical experience, capacity, and expertise to perform the required tasks within the period of performance and to meet all goals and objectives on schedule. Contractor's Offer must demonstrate experience performing Janitorial Services, **preferably within the size, location, and proximity of the current requirement.**

- Technical approach to performing the required tasks as described in the statement of work addendum within the period of performance. The proposal shall include a narrative explaining how the work will be carried out in terms of the techniques, procedures, and schedule. Preference will be given to vendors who attend the site visit.

- Management Plan: Key Personnel shall be addressed and identified in proposals to be considered responsive. If use of a Subcontractor is part of your response to the solicitation, they shall be identified in the response to the solicitation.

- Past performance. The contracting officer will review the past performance records of offerors with preference given to contractors who have performed government janitorial contracts prior **and** have no terminations for cause/default on their business's SAM/FPDS record.

- Technical Capabilities & Past Performance when combined are considered **approximately equal to price**.

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

(End of provision)

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
https://www.acquisition.gov/diar
https://www.acquisition.gov/rfo

(End of provision)

52.203-11 Certification and Disclosure Regarding Payments to Influence Certain Federal Transactions (SEP 2024)

52.203-18 Prohibition on Contracting with Entities that Require Certain Internal Confidentiality Agreements or Statements—Representation (JAN 2017)

52.204-7 System for Award Management (DEVIATION MAR 2026)

52.212-1 Instructions to Offerors—Commercial Products and Commercial Services (DEVIATION MAR 2026)

52.222-18 Certification Regarding Knowledge of Child Labor for Listed End Products (FEB 2021)

52.240-90 Security Prohibitions and Exclusions Representations and Certifications (DEVIATION MAR 2026)

STATEMENT OF WORK

Janitorial Services – Julia Butler Hansen Refuge

07/07/2026

1. GENERAL

The U.S. Fish and Wildlife Service, Julia Butler Hansen Refuge for the Columbian White-tailed Deer, located at 46 Whitetail Road, Cathlamet, Washington 98612, requires recurring janitorial services for multiple facilities. The vendor shall provide all labor, cleaning supplies, equipment, tools, and supervision needed to perform the services described in this Statement of Work (SOW).

2. SCOPE OF SERVICES & DELIVERABLES

Main Office Building & Bathrooms – Cleaned Monthly (1,484 sq. ft.)

Dust all surfaces; remove cobwebs, insects, and dirt.
Clean kitchenette, including counters, tables, and microwave.
Clean and disinfect 2 restrooms, including toilets, sinks, counters, and floors. This applies to one interior and one exterior bathroom. Replenish all paper products (toilet paper, paper towels).
Sweep and mop floors.
Vacuum carpets.
Clean interior window surfaces.
Empty all trash into the Refuge dumpster.

Shop Office & Bathroom – Cleaned Monthly (700 sq. ft.)

Dust all surfaces; remove cobwebs, insects, and dirt.
Clean and disinfect 1 restroom, including toilets, sinks, counters, and floors. Replenish all paper products (toilet paper, paper towels).
Sweep and mop floors.
Clean interior window surfaces.
Empty trash into the Refuge dumpster.

3. Bunkhouse & Bathrooms – Intermittent Cleaning (1,552 sq. ft.)
To be cleaned **no more than six times per year**, **as needed**, **depending on occupancy**, and coordinated with the technical point of contact.

Dust all surfaces; remove cobwebs, insects, and dirt.
Clean kitchenette, including counters, tables, microwave exterior, and sink.
Clean and disinfect both restrooms (toilets, sinks, counters, and floors) Replenish all paper products (toilet paper, paper towels).
Sweep and mop all floors.
Vacuum carpets.
Clean interior window surfaces.
Empty all trash into the Refuge dumpster.

4. PLACE OF PERFORMANCE & PERIOD OF PERFORMANCE

Location:
Julia Butler Hansen Refuge
46 Whitetail Road
Cathlamet, WA 98612

Base year plus four option years:
Base Year: October 1, 2026 – September 30, 2027
Option Year 1: October 1, 2027 – September 30, 2028
Option Year 2: October 1, 2028 – September 30, 2029
Option Year 3: October 1, 2029 – September 30, 2030
Option Year 4: October 1, 2030 – September 30, 2031

5. INSPECTION AND ACCEPTANCE:

Refuge staff will review and approve all services performed before authorizing payment. Vendor invoices are expected monthly.

6. GOVERNMENT-PROVIDED ITEM:

The Refuge will supply trash-can liners and paper products (toilet paper, paper towels) only. The vendor must provide all other materials, supplies, and equipment. All cleaning staff training and instructions must be provided by the vendor.

7. SERVICE TIMING / AVAILABILITY

All janitorial services must be performed during office hours, Monday through Friday, 7:30 AM to 4:00 PM. The office is closed on all federal holidays.

8. TECHNICAL COORDINATOR

Jake Bonello
U.S. Fish & Wildlife Service
46 Whitetail Road
Cathlamet, WA 98612
Cell: 360-749-4435
Office: 360-795-3915
Jake_bonello@fws.gov

Kendal Soares
U.S. Fish & Wildlife Service
46 Whitetail Road
Cathlamet, WA 98612
Work cell: 360-762-1223
Kendal_soares@fws.gov

Hannah Kruegenel
U.S. Fish & Wildlife Service
46 Whitetail Road
Cathlamet, WA 98612
Work cell: 360-751-1662
Office: 360-795-3915
Hannah_kruegenel@fws.gov

"

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.: 2015-5549 Revision No.: 30 Date Of Last Revision: 5/13/2026

State: Washington

Area: Washington Counties of Pacific and Wahkiakum

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.46
01012 - Accounting Clerk II		22.97
01013 - Accounting Clerk III		25.69
01020 - Administrative Assistant		34.00
01035 - Court Reporter		22.67
01041 - Customer Service Representative I		17.64
01042 - Customer Service Representative II		19.25
01043 - Customer Service Representative III		21.60
01051 - Data Entry Operator I		20.57
01052 - Data Entry Operator II		22.44
01060 - Dispatcher, Motor Vehicle		27.03
01070 - Document Preparation Clerk		18.05
01090 - Duplicating Machine Operator		18.05
01111 - General Clerk I		18.50
01112 - General Clerk II		20.19
01113 - General Clerk III		22.66
01120 - Housing Referral Assistant		25.26
01141 - Messenger Courier		17.08
01191 - Order Clerk I		19.30
01192 - Order Clerk II		21.06
01261 - Personnel Assistant (Employment) I		20.75
01262 - Personnel Assistant (Employment) II		23.20
01263 - Personnel Assistant (Employment) III		25.86
01270 - Production Control Clerk		26.06
01290 - Rental Clerk		19.77
01300 - Scheduler, Maintenance		20.26
01311 - Secretary I		20.26
01312 - Secretary II		22.67
01313 - Secretary III		25.26
01320 - Service Order Dispatcher		24.16
01410 - Supply Technician		34.00
01420 - Survey Worker		21.07
01460 - Switchboard Operator/Receptionist		18.86
01531 - Travel Clerk I		18.10
01532 - Travel Clerk II		20.32
01533 - Travel Clerk III		22.73
01611 - Word Processor I		18.05
01612 - Word Processor II		20.26
01613 - Word Processor III		22.67
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.94
05010 - Automotive Electrician		24.85
05040 - Automotive Glass Installer		23.66
05070 - Automotive Worker		23.66
05110 - Mobile Equipment Servicer		21.05
05130 - Motor Equipment Metal Mechanic		25.98
05160 - Motor Equipment Metal Worker		23.66
05190 - Motor Vehicle Mechanic		25.98
05220 - Motor Vehicle Mechanic Helper		19.75
05250 - Motor Vehicle Upholstery Worker		22.34
05280 - Motor Vehicle Wrecker		23.66
05310 - Painter, Automotive		24.85
05340 - Radiator Repair Specialist		23.66
05370 - Tire Repairer		20.66
05400 - Transmission Repair Specialist		25.98
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.39

07041 - Cook I		22.30
07042 - Cook II		25.06
07070 - Dishwasher		17.02
07130 - Food Service Worker		18.14
07210 - Meat Cutter		22.74
07260 - Waiter/Waitress		19.64
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		24.34
09040 - Furniture Handler		16.70
09080 - Furniture Refinisher		24.34
09090 - Furniture Refinisher Helper		19.34
09110 - Furniture Repairer, Minor		21.88
09130 - Upholsterer		24.34
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		18.18
11060 - Elevator Operator		20.00
11090 - Gardener		25.33
11122 - Housekeeping Aide		20.00
11150 - Janitor		20.00
11210 - Laborer, Grounds Maintenance		20.52
11240 - Maid or Houseman		17.44
11260 - Pruner		19.07
11270 - Tractor Operator		23.75
11330 - Trail Maintenance Worker		20.52
11360 - Window Cleaner		21.52
12000 - Health Occupations		
12010 - Ambulance Driver		25.91
12011 - Breath Alcohol Technician		33.46
12012 - Certified Occupational Therapist Assistant		41.75
12015 - Certified Physical Therapist Assistant		31.98
12020 - Dental Assistant		24.08
12025 - Dental Hygienist		56.75
12030 - EKG Technician		46.10
12035 - Electroneurodiagnostic Technologist		46.10
12040 - Emergency Medical Technician		25.91
12071 - Licensed Practical Nurse I		29.92
12072 - Licensed Practical Nurse II		33.46
12073 - Licensed Practical Nurse III		37.30
12100 - Medical Assistant		23.36
12130 - Medical Laboratory Technician		34.81
12160 - Medical Record Clerk		24.00
12190 - Medical Record Technician		26.84
12195 - Medical Transcriptionist		28.03
12210 - Nuclear Medicine Technologist		73.56
12221 - Nursing Assistant I		16.09
12222 - Nursing Assistant II		18.11
12223 - Nursing Assistant III		19.76
12224 - Nursing Assistant IV		22.18
12235 - Optical Dispenser		22.40
12236 - Optical Technician		29.92
12250 - Pharmacy Technician		23.65
12280 - Phlebotomist		23.85
12305 - Radiologic Technologist		45.05
12311 - Registered Nurse I		29.04
12312 - Registered Nurse II		35.53
12313 - Registered Nurse II, Specialist		35.53
12314 - Registered Nurse III		42.99
12315 - Registered Nurse III, Anesthetist		42.99
12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		41.47
12320 - Substance Abuse Treatment Counselor		28.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.09
13012 - Exhibits Specialist II		29.83
13013 - Exhibits Specialist III		36.50
13041 - Illustrator I		24.09
13042 - Illustrator II		29.83
13043 - Illustrator III		36.50
13047 - Librarian		33.04
13050 - Library Aide/Clerk		21.49
13054 - Library Information Technology Systems Administrator		29.83
13058 - Library Technician		26.61
13061 - Media Specialist I		21.53
13062 - Media Specialist II		24.09
13063 - Media Specialist III		26.85
13071 - Photographer I		20.65
13072 - Photographer II		23.10
13073 - Photographer III		28.60
13074 - Photographer IV		34.99
13075 - Photographer V		42.34
13090 - Technical Order Library Clerk		26.98
13110 - Video Teleconference Technician		21.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.48
14042 - Computer Operator II		25.15
14043 - Computer Operator III		28.04
14044 - Computer Operator IV		31.17
14045 - Computer Operator V		34.51
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	24.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		22.48
14160 - Personal Computer Support Technician		31.17
14170 - System Support Specialist		34.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.52
15020 - Aircrew Training Devices Instructor (Rated)		42.97
15030 - Air Crew Training Devices Instructor (Pilot)		51.51
15050 - Computer Based Training Specialist / Instructor		35.52
15060 - Educational Technologist		34.77
15070 - Flight Instructor (Pilot)		51.51
15080 - Graphic Artist		27.03
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.51
15086 - Maintenance Test Pilot, Rotary Wing		51.51
15088 - Non-Maintenance Test/Co-Pilot		51.51
15090 - Technical Instructor		27.14
15095 - Technical Instructor/Course Developer		33.22
15110 - Test Proctor		23.68
15120 - Tutor		23.68
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		23.17
16030 - Counter Attendant		23.17
16040 - Dry Cleaner		26.47
16070 - Finisher, Flatwork, Machine		23.17
16090 - Presser, Hand		23.17
16110 - Presser, Machine, Drycleaning		23.17
16130 - Presser, Machine, Shirts		23.17
16160 - Presser, Machine, Wearing Apparel, Laundry		23.17
16190 - Sewing Machine Operator		27.57
16220 - Tailor		28.67
16250 - Washer, Machine		24.27
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		35.68
19040 - Tool And Die Maker		41.62
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.29
21030 - Material Coordinator		26.06
21040 - Material Expediter		26.06
21050 - Material Handling Laborer		19.41
21071 - Order Filler		19.80
21080 - Production Line Worker (Food Processing)		23.29
21110 - Shipping Packer		22.74
21130 - Shipping/Receiving Clerk		22.74
21140 - Store Worker I		20.29
21150 - Stock Clerk		24.95
21210 - Tools And Parts Attendant		23.29
21410 - Warehouse Specialist		23.29
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		39.94
23019 - Aircraft Logs and Records Technician		32.94
23021 - Aircraft Mechanic I		38.32
23022 - Aircraft Mechanic II		39.94
23023 - Aircraft Mechanic III		41.38
23040 - Aircraft Mechanic Helper		29.11
23050 - Aircraft, Painter		36.65
23060 - Aircraft Servicer		32.94
23070 - Aircraft Survival Flight Equipment Technician		36.65
23080 - Aircraft Worker		34.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		34.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		38.32
23110 - Appliance Mechanic		35.68
23120 - Bicycle Repairer		27.46
23125 - Cable Splicer		62.46
23130 - Carpenter, Maintenance		29.88
23140 - Carpet Layer		27.75
23160 - Electrician, Maintenance		37.70
23181 - Electronics Technician Maintenance I		35.77
23182 - Electronics Technician Maintenance II		37.57
23183 - Electronics Technician Maintenance III		39.28
23260 - Fabric Worker		32.08
23290 - Fire Alarm System Mechanic		37.31
23310 - Fire Extinguisher Repairer		30.23
23311 - Fuel Distribution System Mechanic		42.02
23312 - Fuel Distribution System Operator		34.05
23370 - General Maintenance Worker		24.86
23380 - Ground Support Equipment Mechanic		38.32
23381 - Ground Support Equipment Servicer		32.94
23382 - Ground Support Equipment Worker		34.90
23391 - Gunsmith I		30.23
23392 - Gunsmith II		33.98
23393 - Gunsmith III		37.31
23410 - Heating, Ventilation And Air-Conditioning Mechanic		29.23
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.47

23430 - Heavy Equipment Mechanic		34.34
23440 - Heavy Equipment Operator		34.97
23460 - Instrument Mechanic		37.31
23465 - Laboratory/Shelter Mechanic		35.68
23470 - Laborer		19.41
23510 - Locksmith		35.68
23530 - Machinery Maintenance Mechanic		33.13
23550 - Machinist, Maintenance		29.60
23580 - Maintenance Trades Helper		21.55
23591 - Metrology Technician I		37.31
23592 - Metrology Technician II		38.90
23593 - Metrology Technician III		40.29
23640 - Millwright		35.88
23710 - Office Appliance Repairer		35.68
23760 - Painter, Maintenance		23.58
23790 - Pipefitter, Maintenance		34.85
23810 - Plumber, Maintenance		33.33
23820 - Pneudraulic Systems Mechanic		37.31
23850 - Rigger		37.31
23870 - Scale Mechanic		33.98
23890 - Sheet-Metal Worker, Maintenance		37.37
23910 - Small Engine Mechanic		26.21
23931 - Telecommunications Mechanic I		32.22
23932 - Telecommunications Mechanic II		33.58
23950 - Telephone Lineman		33.13
23960 - Welder, Combination, Maintenance		27.28
23965 - Well Driller		36.36
23970 - Woodcraft Worker		37.31
23980 - Woodworker		30.23
24000 - Personal Needs Occupations		
24550 - Case Manager		22.47
24570 - Child Care Attendant		17.44
24580 - Child Care Center Clerk		21.74
24610 - Chore Aide		20.90
24620 - Family Readiness And Support Services Coordinator		22.47
24630 - Homemaker		22.47
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		32.49
25040 - Sewage Plant Operator		33.32
25070 - Stationary Engineer		32.49
25190 - Ventilation Equipment Tender		24.68
25210 - Water Treatment Plant Operator		33.32
27000 - Protective Service Occupations		
27004 - Alarm Monitor		28.63
27007 - Baggage Inspector		21.49
27008 - Corrections Officer		32.41
27010 - Court Security Officer		33.53
27030 - Detection Dog Handler		24.05
27040 - Detention Officer		32.41
27070 - Firefighter		34.99
27101 - Guard I		21.49
27102 - Guard II		24.05
27131 - Police Officer I		35.95
27132 - Police Officer II		39.95
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		21.25
28042 - Carnival Equipment Repairer		22.66
28043 - Carnival Worker		17.00
28210 - Gate Attendant/Gate Tender		22.24
28310 - Lifeguard		16.70
28350 - Park Attendant (Aide)		24.88
28510 - Recreation Aide/Health Facility Attendant		18.16
28515 - Recreation Specialist		30.82
28630 - Sports Official		19.82
28690 - Swimming Pool Operator		25.47
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		33.98
29020 - Hatch Tender		33.98
29030 - Line Handler		33.98
29041 - Stevedore I		32.08
29042 - Stevedore II		35.68
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	51.79
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	35.71
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	39.32
30021 - Archeological Technician I		23.39
30022 - Archeological Technician II		26.16
30023 - Archeological Technician III		32.42
30030 - Cartographic Technician		32.42
30040 - Civil Engineering Technician		32.69
30051 - Cryogenic Technician I		35.89
30052 - Cryogenic Technician II		39.64
30061 - Drafter/CAD Operator I		23.39
30062 - Drafter/CAD Operator II		26.16
30063 - Drafter/CAD Operator III		29.17
30064 - Drafter/CAD Operator IV		35.89
30081 - Engineering Technician I		19.26
30082 - Engineering Technician II		21.62

30083 - Engineering Technician III		24.18
30084 - Engineering Technician IV		29.95
30085 - Engineering Technician V		36.63
30086 - Engineering Technician VI		44.32
30090 - Environmental Technician		32.42
30095 - Evidence Control Specialist		32.42
30210 - Laboratory Technician		29.17
30221 - Latent Fingerprint Technician I		35.89
30222 - Latent Fingerprint Technician II		39.64
30240 - Mathematical Technician		32.74
30361 - Paralegal/Legal Assistant I		24.12
30362 - Paralegal/Legal Assistant II		29.87
30363 - Paralegal/Legal Assistant III		36.53
30364 - Paralegal/Legal Assistant IV		44.20
30375 - Petroleum Supply Specialist		39.64
30390 - Photo-Optics Technician		32.42
30395 - Radiation Control Technician		39.64
30461 - Technical Writer I		32.42
30462 - Technical Writer II		39.64
30463 - Technical Writer III		47.96
30491 - Unexploded Ordnance (UXO) Technician I		32.91
30492 - Unexploded Ordnance (UXO) Technician II		39.82
30493 - Unexploded Ordnance (UXO) Technician III		47.73
30494 - Unexploded (UXO) Safety Escort		32.91
30495 - Unexploded (UXO) Sweep Personnel		32.91
30501 - Weather Forecaster I		35.89
30502 - Weather Forecaster II		43.66
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.17
30621 - Weather Observer, Senior	(see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.82
31020 - Bus Aide		20.05
31030 - Bus Driver		26.26
31043 - Driver Courier		20.52
31260 - Parking and Lot Attendant		16.79
31290 - Shuttle Bus Driver		19.06
31310 - Taxi Driver		17.47
31361 - Truckdriver, Light		21.88
31362 - Truckdriver, Medium		23.21
31363 - Truckdriver, Heavy		29.68
31364 - Truckdriver, Tractor-Trailer		29.68
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.41
99030 - Cashier		17.23
99050 - Desk Clerk		17.27
99095 - Embalmer		30.55
99130 - Flight Follower		32.91
99251 - Laboratory Animal Caretaker I		18.19
99252 - Laboratory Animal Caretaker II		19.40
99260 - Marketing Analyst		31.12
99310 - Mortician		30.55
99410 - Pest Controller		23.03
99510 - Photofinishing Worker		17.30
99710 - Recycling Laborer		31.14
99711 - Recycling Specialist		36.04
99730 - Refuse Collector		28.87
99810 - Sales Clerk		17.51
99820 - School Crossing Guard		27.42
99830 - Survey Party Chief		35.50
99831 - Surveying Aide		20.93
99832 - Surveying Technician		28.68
99840 - Vending Machine Attendant		26.06
99841 - Vending Machine Repairer		31.24
99842 - Vending Machine Repairer Helper		26.06

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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