SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL PRODUCTS AND COMMERCIAL SERVICES

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

1. REQUISITION NUMBER: 0044054459

2. CONTRACT NUMBER:

3. AWARD/EFFECTIVE DATE:

4. ORDER NUMBER:

5. SOLICITATION NUMBER: 140FS126Q0154

6. SOLICITATION ISSUE DATE: 08/12/2026

7. FOR SOLICITATION INFORMATION CALL:

a. NAME: Chelsea Devivo

b. TELEPHONE NUMBER *(No collect calls)*: 0000000000

8. OFFER DUE DATE/ LOCAL TIME: 08/24/2026 1700 PD

9. ISSUED BY CODE FS1

FWS SAT 1
FWS, SAT Team 1
5275 Leesburg Pike
Falls Church VA 22041

10. THIS ACQUISITION IS ☐ UNRESTRICTED OR ☒ SET ASIDE: 100.00 % FOR:

☒ SMALL BUSINESS
☐ HUBZONE SMALL BUSINESS
☐ SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESS (SDVOSB)
☐ WOMEN-OWNED SMALL BUSINESS (WOSB)
☐ ECONOMICALLY DISADVANTAGED WOMEN-OWNED SMALL BUSINESS (EDWOSB)
☐ 8(A)

NORTH AMERICAN INDUSTRY CLASSIFICATION STANDARD (NAICS): 115310

SIZE STANDARD: $11.5

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

12. DISCOUNT TERMS

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

13b. RATING

14. METHOD OF SOLICITATION
☒ REQUEST FOR QUOTE (RFQ) ☐ INVITATION FOR BID (IFB) ☐ REQUEST FOR PROPOSAL (RFP)

15. DELIVER TO CODE 0011279499
See Schedule

16. ADMINISTERED BY CODE FS1
See Schedule

17a. CONTRACTOR/ OFFEROR CODE ____ FACILITY CODE ____

TELEPHONE NUMBER

☐ 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER

18a. PAYMENT WILL BE MADE BY CODE ____

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

19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	ADMINISTERED BY: FWS SAT 1 FWS, SAT Team 1 5275 Leesburg Pike Falls Church VA 22041 US DELIVER TO: Continued... *(Use Reverse and/or Attach Additional Sheets as Necessary)*				

25. ACCOUNTING AND APPROPRIATION DATA

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

☐ 27a. SOLICITATION INCORPORATES BY REFERENCE (FEDERAL ACQUISITION REGULATION) FAR 52.212-1, 52.212-4. FAR 52.212-3 AND 52.212-5 ARE ATTACHED. ADDENDA ☐ ARE ☐ ARE NOT ATTACHED

☐ 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED. ADDENDA ☐ ARE ☐ ARE NOT ATTACHED

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

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

30a. SIGNATURE OF OFFEROR/CONTRACTOR

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

30b. NAME AND TITLE OF SIGNER *(Type or print)*

30c. DATE SIGNED

31b. NAME OF CONTRACTING OFFICER *(Type or print)*: Chelsea Devivo

31c. DATE SIGNED

19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	FWS HANFORD RCH NM/SADDLE MTN NWR 64 MAPLE STREET BURBANK WA 99323 US WA-Wahluke-McManamon BAR Mapping and Treatment of Invasive Species. Please see attached solicitation documentation and instructions. Delivery: 10/01/2028 Period of Performance: 03/01/2027 to 10/30/2028				
00010	Mapping and Treatment of Invasives Period of Performance: 04/01/2027 to 10/01/2028				

32a. QUANTITY IN COLUMN 21 HAS BEEN

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

32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE	32c. DATE	32d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE

32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE	32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE 32g. EMAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE

33. SHIP NUMBER	34. VOUCHER NUMBER	35. AMOUNT VERIFIED CORRECT FOR	36. PAYMENT	37. CHECK NUMBER
☐ PARTIAL ☐ FINAL			☐ COMPLETE ☐ PARTIAL ☐ FINAL	

STOCK RECORD (S/R)		40. PAID BY
38. S/R ACCOUNT NUMBER	39. S/R VOUCHER NUMBER	

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

B – Combined Synopsis/Solicitation

Solicitation Number: **140FS126Q0154**

Solicitation Title: Wahluke-McManamon BAR Mapping and Treatment of Non-native Species

Posted Date:	08/12/2026
Response Date:	08/24/2026, 5:00 PM
Set Aside:	Small Business
NAICS Code:	115310 Support Activities for Forestry $11.5
Award Date:	The anticipated award date is 08/31/2026. Please do not request award status prior to this date.
Contracting Office:	Dept. of the Interior, U.S. Fish and Wildlife Service, Office of Acquisition & Property Management

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. This action is being solicited as a **Small Business Set-Aside**. A Firm-Fixed Price commercial order will be issued.
2. Questions regarding 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.
3. 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. Demonstrated experience performing the same or similar work described the attached SOW.
   - 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.
   - 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 should be identified in the response to the solicitation.
   - Past performance. The Contract Specialist for this order will pull data from various sources and consideration will be given to contractors with no terminations for cause on record.
   - Technical Capabilities & Past Performance when combined is **approximately equal to price.**

Parties responding to this solicitation please submit the following to Chelsea_devivo@ios.doi.gov by the due date:

1. SF 1449: Provide a completed SF 1449 with signature. Provide all signed amendments (SF 30), if issued for this notice.
2. Company Information: Provide your business'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. Failure to provide a SAM UEI will cause your response to be excluded from consideration.**
3. Technical Capabilities & Approach: Evidence of the technical capabilities and submittal of technical approach of the offeror IAW the attached Statement of Work.
4. Price Quotes: A detailed accounting of offeror pricing.

The Government will evaluate the reasonableness of pricing submissions based on other quotes received and/or previously approved orders.

4. Offerors are cautioned that a warranted Contracting Officer is the only authorized Government representative to make any contractual changes. 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.

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

52.252-1 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
Mapping and Treatment of Non-native Species

1. **GENERAL**:
   - **1.1** The U.S. Fish and Wildlife Service, Central Washington National Wildlife Refuge Complex, Burbank, WA 99323, has a requirement to map and treat with herbicides approximately 60-75 acres of broadleaf noxious weeds (primarily Rush skeletonweed, Russian knapweed, Russian thistle, and diffuse knapweed, camelthorn, and Russian olive) within a 1000-acre zone on Saddle Mountain Unit at Hanford Reach National Monument and an 85-acre zone within Marsh Unit 3 at the Columbia National Wildlife Refuge.
   - **1.2** This project will be conducted to control and prevent the spread of noxious weeds.
   - **1.3** This project consists of both mapping and treatment and may require additional treatment applications if more species are found during the mapping. This additional treatment will be considered an Option in the contract and may or may not be used.
   - **1.4** Successful bidder will map and provide chemical for treatment, for two years (two treatment periods).

2. **DEFINITIONS**:
   - **2.1 GIS**: Geographic Information System, a digital mapping and data management/processing system.
   - **2.2 GPS**: Global Positioning System.
   - **2.3 MATS:** Management Action Tracking System, an ArcGIS Online-based system designed to manage data related to a variety of activities performed on U.S. Fish and Wildlife Service National Wildlife Refuges.
   - **2.4 Refuge or Monument:** Hanford Reach National Monument, managed as a unit within the Central Washington National Wildlife Refuge Complex.
   - **2.5 USFWS:** U.S. Fish and Wildlife Service, Central Washington National Wildlife Refuge Complex.
   - **2.6 PUP:** pesticide use proposal; a database maintained by the USFWS
   - **2.7 PUR:** pesticide use report; a database maintained by the USFWS

3. **SCOPE**:
   - **3.1** USFWS will provide map of area targeted for survey and control work.
   - **3.2** The contractor will conduct survey work to map the extent of the rush skeletonweed, Russian knapweed, Russian thistle, diffuse knapweed, camelthorn, Russian olive and other broadleaf noxious weeds within the approximate 1000-acre and 85-acre areas. Mapping will require using GPS systems. GPS equipment must be capable of uploading a GIS shapefile/GPS track (or log) file of searched, infested and treated areas. The GPS data must be collected using the MATS feature layers via ESRI Field Maps application. Required data fields for collection include species id, date of collection, name of data collector, etc. The Refuge will work with the contractor to ensure they have appropriate access to data collection systems.
   - **3.3** The contractor will align treatment activities with the needs of those individual species. Treatment activities will be performed during which time treatment is most effective according to best management practices as identified in the literature.
   - **3.4** The contractor must be capable of identifying noxious weeds to species. The contractor shall also be able to identify native plants.
   - **3.5** The contractor shall provide adequate personnel for the purpose of mapping and control work within the defined area. All personnel and equipment to be used shall be appropriately licensed and certified for the work to be done. The contractor shall be responsible for providing sufficient equipment, safety items, personnel and their subsistence needs to support the project, as well as checking all work sites for hazards of any type which could impact their ability to accomplish the project.
   - **3.6** The contractor will supply herbicide, and coordinate with USFWS on type of herbicide to be used for control of noxious weeds. Only chemicals currently within the USFWS PUPs database will be approved. Chemical will be applied by backpack. UTVs may be used on existing roads as needed to resupply backpack sprayers. Off road use would need to be pre-approved by management and is not likely to be approved during summer months.
   - **3.7** The contractor must be licensed for pesticide application in Washington State.
   - **3.8** The contractor will be responsible for biosecurity including; cleaning all equipment, vehicles, boots and clothing when entering the area. The biosecurity will ensure that no other noxious weeds will be spread into this area on shoes, clothing and equipment. Equipment must be power washed and cleaned prior to beginning work on this project. And if the equipment goes off site during the project, it must be re-cleaned upon each entry to the area.

4. **PLACE/DELIVERY AND PERIOD OF PERFORMANCE**:

4.1. The project site is within GIS-designated areas within the Wahluke Unit of the Hanford Reach National Monument, Grant County, Washington and the McManamon Unit of the Hanford Reach National Monument, Adams County, Washington.

4.2 The project should begin on or about April 1, 2027 and will cover treatment periods in 2027 and 2028. The total period of performance for this work will be for two years between approximately April 1, 2027 and October 1, 2027 and April 1, 2028 and October 1, 2028.

4.3 A partial payment may be made midway through the period of performance to compensate the contractor for work satisfactorily completed to date. This interim payment would be authorized upon verification of progress, acceptance of deliverables completed during that portion of the period of performance, and receipt of an invoice reflecting the proportionate value of the work performed.

5. **INSPECTION AND ACCEPTANCE**:

5.1 The contractor will supply GPS files of all searched, infested and chemical application locations.

5.2 Evaluation and acceptance will be determined by the Technical Coordinator(s) and/or Refuge Manager(s). Herbicide applications will be evaluated for thoroughness and evenness of application using GPS data produced by the contractor, and by field-checking application areas (e.g., in-field spot checks, random sampling).

6. **GOVERNMENT FURNISHED EQUIPMENT OR MATERIALS/INFORMATION**:

6.1 Access to treatment areas, as well as maps and GIS shapefiles application areas (as necessary).

6.2 Verification of herbicide application by spot check and review of GPS mapping.

7. **AVAILABILITY**:

7.1 Treatment area maps will be provided to the successful bidder by the USFWS. The mapping and weed treatment application areas are approximately located:

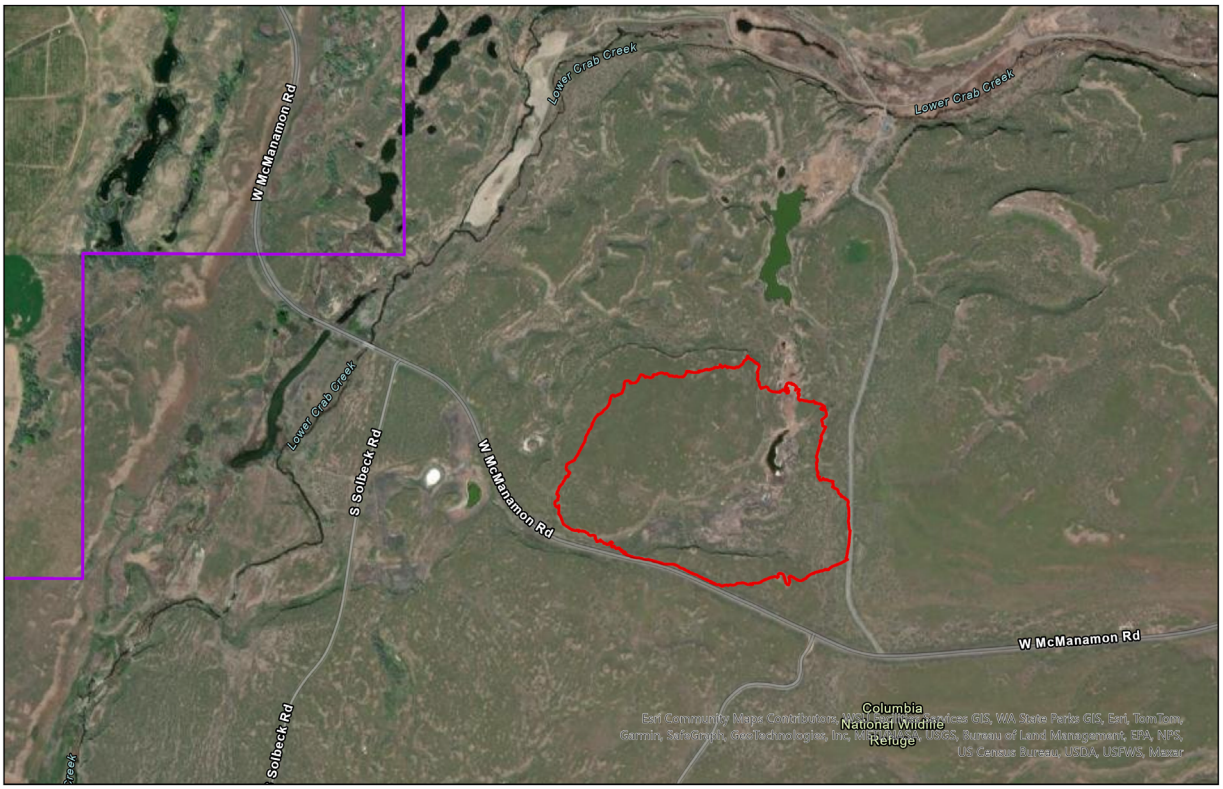
- Hanford Reach National Monument (1,000 acres): 46.765703484595896, -119.47323091578113; starting from Vernita Bridge 16 miles east on Washington State Highway 24, and 2 miles north on the Saddle Mountain Overlook Road.
- Columbia National Wildlife Refuge (85 acres): 46.890169, -119.288031; the location is 7 miles west of Othello, WA along McManamon Road

7.2 The treatment areas include sandy eroded slopes and areas with old fence lines. These may present application challenges that the contractor will have to be mindful of and will have to handle appropriately.

7.4 USFWS normal duty hours are Monday thru Friday 8:00 AM - 4:30 PM. USFWS normal non-duty hours include nights, weekends, and government holidays (including Columbus Day, Veteran's Day, Thanksgiving, Christmas, New Year's Day, and Martin Luther King Jr. Day). In the event of emergencies, the vendor shall provide contact information.

8. **TECHNICAL COORDINATOR**:

Trina Staloch, Project Leader
USFWS, Central Washington NWR Complex
64 Maple Street
Burbank, WA 99323
Phone: (509) 546-8300



Columbia NWR

Columbia NWR Boundary

McManamon Perimeter

GIS ESRI USFWS Jurisdiction
Columbia NWR, Basemap

N W E S

0 0.2 0.4 0.8 Miles

McManamon Wildfire 2025
Columbia NWR
Othello, WA
Created by Sheri Whitfield 7/3/2025

"

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.: 2015-5561
Revision No.: 30
Date Of Last Revision: 5/13/2026

State: Washington

Area: Washington Counties of Walla Walla

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.71
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.74
01020 - Administrative Assistant		30.15
01035 - Court Reporter		21.71
01041 - Customer Service Representative I		17.44
01042 - Customer Service Representative II		19.03
01043 - Customer Service Representative III		21.35
01051 - Data Entry Operator I		15.85
01052 - Data Entry Operator II		17.30
01060 - Dispatcher, Motor Vehicle		21.71
01070 - Document Preparation Clerk		17.30
01090 - Duplicating Machine Operator		17.30
01111 - General Clerk I		18.69
01112 - General Clerk II		20.39
01113 - General Clerk III		22.89
01120 - Housing Referral Assistant		24.21
01141 - Messenger Courier		14.10
01191 - Order Clerk I		15.85
01192 - Order Clerk II		17.30
01261 - Personnel Assistant (Employment) I		19.42
01262 - Personnel Assistant (Employment) II		21.71
01263 - Personnel Assistant (Employment) III		24.21
01270 - Production Control Clerk		29.19
01290 - Rental Clerk		19.89
01300 - Scheduler, Maintenance		19.42
01311 - Secretary I		19.42
01312 - Secretary II		21.71
01313 - Secretary III		24.21
01320 - Service Order Dispatcher		19.42
01410 - Supply Technician		30.15
01420 - Survey Worker		21.71
01460 - Switchboard Operator/Receptionist		19.25
01531 - Travel Clerk I		17.07
01532 - Travel Clerk II		19.16
01533 - Travel Clerk III		21.43
01611 - Word Processor I		17.30
01612 - Word Processor II		19.42
01613 - Word Processor III		21.71
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.36
05010 - Automotive Electrician		22.03
05040 - Automotive Glass Installer		20.70
05070 - Automotive Worker		20.70
05110 - Mobile Equipment Servicer		18.03
05130 - Motor Equipment Metal Mechanic		23.36
05160 - Motor Equipment Metal Worker		20.70
05190 - Motor Vehicle Mechanic		23.36
05220 - Motor Vehicle Mechanic Helper		16.70
05250 - Motor Vehicle Upholstery Worker		19.37
05280 - Motor Vehicle Wrecker		20.70
05310 - Painter, Automotive		22.03
05340 - Radiator Repair Specialist		20.70
05370 - Tire Repairer		18.03
05400 - Transmission Repair Specialist		23.36
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.95
07041 - Cook I		22.09

07042 - Cook II		25.37
07070 - Dishwasher		17.12
07130 - Food Service Worker		17.03
07210 - Meat Cutter		24.95
07260 - Waiter/Waitress		20.20
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		32.78
09040 - Furniture Handler		21.56
09080 - Furniture Refinisher		32.78
09090 - Furniture Refinisher Helper		24.85
09110 - Furniture Repairer, Minor		28.82
09130 - Upholsterer		32.78
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		16.57
11060 - Elevator Operator		19.13
11090 - Gardener		24.16
11122 - Housekeeping Aide		19.60
11150 - Janitor		19.60
11210 - Laborer, Grounds Maintenance		19.40
11240 - Maid or Houseman		17.17
11260 - Pruner		18.48
11270 - Tractor Operator		22.38
11330 - Trail Maintenance Worker		19.40
11360 - Window Cleaner		20.53
12000 - Health Occupations		
12010 - Ambulance Driver		32.49
12011 - Breath Alcohol Technician		32.49
12012 - Certified Occupational Therapist Assistant		44.57
12015 - Certified Physical Therapist Assistant		44.57
12020 - Dental Assistant		23.22
12025 - Dental Hygienist		49.90
12030 - EKG Technician		49.22
12035 - Electroneurodiagnostic Technologist		49.22
12040 - Emergency Medical Technician		32.49
12071 - Licensed Practical Nurse I		29.05
12072 - Licensed Practical Nurse II		32.49
12073 - Licensed Practical Nurse III		36.21
12100 - Medical Assistant		22.44
12130 - Medical Laboratory Technician		30.05
12160 - Medical Record Clerk		22.75
12190 - Medical Record Technician		25.45
12195 - Medical Transcriptionist		29.05
12210 - Nuclear Medicine Technologist		71.40
12221 - Nursing Assistant I		16.08
12222 - Nursing Assistant II		18.07
12223 - Nursing Assistant III		19.72
12224 - Nursing Assistant IV		22.15
12235 - Optical Dispenser		27.92
12236 - Optical Technician		29.05
12250 - Pharmacy Technician		25.73
12280 - Phlebotomist		29.05
12305 - Radiologic Technologist		42.10
12311 - Registered Nurse I		34.43
12312 - Registered Nurse II		42.10
12313 - Registered Nurse II, Specialist		42.10
12314 - Registered Nurse III		50.94
12315 - Registered Nurse III, Anesthetist		50.94
12316 - Registered Nurse IV		61.06
12317 - Scheduler (Drug and Alcohol Testing)		40.24
12320 - Substance Abuse Treatment Counselor		29.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.61
13012 - Exhibits Specialist II		26.76
13013 - Exhibits Specialist III		32.74
13041 - Illustrator I		21.61
13042 - Illustrator II		26.76
13043 - Illustrator III		32.74
13047 - Librarian		29.64
13050 - Library Aide/Clerk		17.13
13054 - Library Information Technology Systems Administrator		26.76
13058 - Library Technician		18.10
13061 - Media Specialist I		19.31
13062 - Media Specialist II		21.61
13063 - Media Specialist III		24.09
13071 - Photographer I		19.24
13072 - Photographer II		21.52
13073 - Photographer III		26.66
13074 - Photographer IV		32.61
13075 - Photographer V		39.46
13090 - Technical Order Library Clerk		19.69
13110 - Video Teleconference Technician		19.31
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.09
14042 - Computer Operator II		22.48
14043 - Computer Operator III		25.06
14044 - Computer Operator IV		27.84
14045 - Computer Operator V		30.84
14071 - Computer Programmer I	(see 1)	22.85
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		20.09
14160 - Personal Computer Support Technician		27.84
14170 - System Support Specialist		30.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.47
15020 - Aircrew Training Devices Instructor (Rated)		40.50
15030 - Air Crew Training Devices Instructor (Pilot)		48.56
15050 - Computer Based Training Specialist / Instructor		33.47
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		48.56
15080 - Graphic Artist		32.86
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.56
15086 - Maintenance Test Pilot, Rotary Wing		48.56
15088 - Non-Maintenance Test/Co-Pilot		48.56
15090 - Technical Instructor		30.23
15095 - Technical Instructor/Course Developer		36.98
15110 - Test Proctor		24.40
15120 - Tutor		24.40
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.94
16030 - Counter Attendant		18.94
16040 - Dry Cleaner		21.65
16070 - Finisher, Flatwork, Machine		18.94
16090 - Presser, Hand		18.94
16110 - Presser, Machine, Drycleaning		18.94
16130 - Presser, Machine, Shirts		18.94
16160 - Presser, Machine, Wearing Apparel, Laundry		18.94
16190 - Sewing Machine Operator		22.54
16220 - Tailor		23.45
16250 - Washer, Machine		19.83
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		32.78
19040 - Tool And Die Maker		40.53
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.33
21030 - Material Coordinator		29.19
21040 - Material Expediter		29.19
21050 - Material Handling Laborer		21.08
21071 - Order Filler		18.65
21080 - Production Line Worker (Food Processing)		22.33
21110 - Shipping Packer		21.75
21130 - Shipping/Receiving Clerk		21.75
21140 - Store Worker I		17.98
21150 - Stock Clerk		21.06
21210 - Tools And Parts Attendant		22.33
21410 - Warehouse Specialist		22.33
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		36.56
23019 - Aircraft Logs and Records Technician		28.82
23021 - Aircraft Mechanic I		34.76
23022 - Aircraft Mechanic II		36.56
23023 - Aircraft Mechanic III		38.54
23040 - Aircraft Mechanic Helper		24.85
23050 - Aircraft, Painter		32.78
23060 - Aircraft Servicer		28.82
23070 - Aircraft Survival Flight Equipment Technician		32.78
23080 - Aircraft Worker		30.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		30.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		34.76
23110 - Appliance Mechanic		32.78
23120 - Bicycle Repairer		26.83
23125 - Cable Splicer		52.46
23130 - Carpenter, Maintenance		28.14
23140 - Carpet Layer		30.81
23160 - Electrician, Maintenance		36.18
23181 - Electronics Technician Maintenance I		30.81
23182 - Electronics Technician Maintenance II		32.78
23183 - Electronics Technician Maintenance III		34.76
23260 - Fabric Worker		28.82
23290 - Fire Alarm System Mechanic		34.76
23310 - Fire Extinguisher Repairer		26.83
23311 - Fuel Distribution System Mechanic		34.76
23312 - Fuel Distribution System Operator		26.83
23370 - General Maintenance Worker		23.83
23380 - Ground Support Equipment Mechanic		34.76
23381 - Ground Support Equipment Servicer		28.82
23382 - Ground Support Equipment Worker		30.81
23391 - Gunsmith I		26.83
23392 - Gunsmith II		30.81
23393 - Gunsmith III		34.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic		29.47
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		31.00
23430 - Heavy Equipment Mechanic		34.76

23440 - Heavy Equipment Operator		32.24
23460 - Instrument Mechanic		34.76
23465 - Laboratory/Shelter Mechanic		32.78
23470 - Laborer		21.08
23510 - Locksmith		32.78
23530 - Machinery Maintenance Mechanic		33.87
23550 - Machinist, Maintenance		34.76
23580 - Maintenance Trades Helper		24.85
23591 - Metrology Technician I		34.76
23592 - Metrology Technician II		36.56
23593 - Metrology Technician III		38.54
23640 - Millwright		34.76
23710 - Office Appliance Repairer		32.78
23760 - Painter, Maintenance		23.32
23790 - Pipefitter, Maintenance		36.35
23810 - Plumber, Maintenance		34.28
23820 - Pneudraulic Systems Mechanic		34.76
23850 - Rigger		34.76
23870 - Scale Mechanic		30.81
23890 - Sheet-Metal Worker, Maintenance		34.76
23910 - Small Engine Mechanic		30.81
23931 - Telecommunications Mechanic I		34.76
23932 - Telecommunications Mechanic II		36.56
23950 - Telephone Lineman		34.76
23960 - Welder, Combination, Maintenance		28.18
23965 - Well Driller		34.76
23970 - Woodcraft Worker		34.76
23980 - Woodworker		26.83
24000 - Personal Needs Occupations		
24550 - Case Manager		24.52
24570 - Child Care Attendant		16.28
24580 - Child Care Center Clerk		20.29
24610 - Chore Aide		19.93
24620 - Family Readiness And Support Services Coordinator		24.52
24630 - Homemaker		24.52
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		36.31
25040 - Sewage Plant Operator		34.24
25070 - Stationary Engineer		36.31
25190 - Ventilation Equipment Tender		25.96
25210 - Water Treatment Plant Operator		34.24
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.41
27007 - Baggage Inspector		20.93
27008 - Corrections Officer		36.18
27010 - Court Security Officer		36.18
27030 - Detection Dog Handler		23.41
27040 - Detention Officer		36.18
27070 - Firefighter		36.18
27101 - Guard I		20.93
27102 - Guard II		23.41
27131 - Police Officer I		36.18
27132 - Police Officer II		40.19
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.04
28042 - Carnival Equipment Repairer		19.48
28043 - Carnival Worker		14.94
28210 - Gate Attendant/Gate Tender		22.35
28310 - Lifeguard		19.92
28350 - Park Attendant (Aide)		25.00
28510 - Recreation Aide/Health Facility Attendant		18.25
28515 - Recreation Specialist		30.97
28630 - Sports Official		19.92
28690 - Swimming Pool Operator		23.55
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.81
29020 - Hatch Tender		30.81
29030 - Line Handler		30.81
29041 - Stevedore I		28.82
29042 - Stevedore II		32.78
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		16.14
30022 - Archeological Technician II		18.43
30023 - Archeological Technician III		24.07
30030 - Cartographic Technician		25.48
30040 - Civil Engineering Technician		24.78
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		16.14
30062 - Drafter/CAD Operator II		18.43
30063 - Drafter/CAD Operator III		20.55
30064 - Drafter/CAD Operator IV		24.77
30081 - Engineering Technician I		16.35
30082 - Engineering Technician II		18.35
30083 - Engineering Technician III		20.53

30084 - Engineering Technician IV		25.43
30085 - Engineering Technician V		31.11
30086 - Engineering Technician VI		38.46
30090 - Environmental Technician		22.34
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		23.90
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		22.36
30361 - Paralegal/Legal Assistant I		22.16
30362 - Paralegal/Legal Assistant II		27.45
30363 - Paralegal/Legal Assistant III		33.57
30364 - Paralegal/Legal Assistant IV		40.62
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		22.36
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		22.20
30462 - Technical Writer II		27.15
30463 - Technical Writer III		32.85
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		21.24
30502 - Weather Forecaster II		25.84
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.55
30621 - Weather Observer, Senior	(see 2)	20.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		16.50
31030 - Bus Driver		22.08
31043 - Driver Courier		19.03
31260 - Parking and Lot Attendant		15.72
31290 - Shuttle Bus Driver		17.88
31310 - Taxi Driver		18.69
31361 - Truckdriver, Light		20.55
31362 - Truckdriver, Medium		22.08
31363 - Truckdriver, Heavy		28.47
31364 - Truckdriver, Tractor-Trailer		28.47
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		16.61
99050 - Desk Clerk		16.64
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		22.93
99252 - Laboratory Animal Caretaker II		24.75
99260 - Marketing Analyst		30.18
99310 - Mortician		29.28
99410 - Pest Controller		26.59
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		20.79
99711 - Recycling Specialist		23.97
99730 - Refuse Collector		19.81
99810 - Sales Clerk		17.13
99820 - School Crossing Guard		18.93
99830 - Survey Party Chief		23.63
99831 - Surveying Aide		14.85
99832 - Surveying Technician		20.32
99840 - Vending Machine Attendant		22.93
99841 - Vending Machine Repairer		28.42
99842 - Vending Machine Repairer Helper		22.93

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, 4 weeks after 10 years, and 5 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))""
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