

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS <i>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, AND 30</i>				1. REQUISITION NUMBER SEE SCHEDULE		PAGE 1 OF 33	
2. CONTRACT NO.		3. AWARD/EFFECTIVE DATE		4. ORDER NUMBER		5. SOLICITATION NUMBER W912WJ19Q0114	
7. FOR SOLICITATION INFORMATION CALL:		a. NAME JENNIFER M SAMELA				b. TELEPHONE NUMBER (No Collect Calls) 978-318-8324	
8. OFFER DUE DATE/LOCAL TIME 02:00 PM 18 Jul 2019		9. ISSUED BY U S ARMY ENGR DISTRICT, NEW ENGLAND 696 VIRGINIA RD CONCORD MA 01742-2751 TEL: 9783188084 FAX: 978-318-8207		10. THIS ACQUISITION IS <input checked="" type="checkbox"/> UNRESTRICTED OR <input checked="" type="checkbox"/> SET ASIDE: 100 % FOR: <input checked="" type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> WOMEN-OWNED SMALL BUSINESS (WOSB) <input type="checkbox"/> HUBZONE SMALL BUSINESS <input type="checkbox"/> ELIGIBLE UNDER THE WOMEN-OWNED SMALL BUSINESS PROGRAM <input type="checkbox"/> SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESS <input type="checkbox"/> EDWOSB NAICS: 532490 SIZE STANDARD: \$32,500,000			
11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE		12. DISCOUNT TERMS		13a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700) <input type="checkbox"/>		13b. RATING	
15. DELIVER TO DESIGN BRANCH DESIGN BRANCH 696 VIRGINIA ROAD CONCORD, MA 01742-2751 TEL: FAX:		CODE W912WJ		16. ADMINISTERED BY CODE			
17a. CONTRACTOR/OFFEROR TELEPHONE NO.		CODE FACILITY CODE		18a. PAYMENT WILL BE MADE BY CODE			
<input type="checkbox"/> 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER		18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a. UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM					
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/ SERVICES			21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	SEE SCHEDULE						
25. ACCOUNTING AND APPROPRIATION DATA						26. TOTAL AWARD AMOUNT (For Govt. Use Only)	
<input checked="" type="checkbox"/> 27a. SOLICITATION INCORPORATES BY REFERENCE FAR 52.212-1. 52.212-4. FAR 52.212-3. 52.212-5 ARE ATTACHED.						ADDENDA <input checked="" type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED	
<input type="checkbox"/> 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED.						ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED	
<input checked="" type="checkbox"/> 28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN 1 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.				<input type="checkbox"/> 29. AWARD OF CONTRACT: REF. 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) TEL: EMAIL:		31c. DATE SIGNED	

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS (CONTINUED)				PAGE 2 OF 33	
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/ SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	SEE SCHEDULE				
32a. QUANTITY IN COLUMN 21 HAS BEEN <input type="checkbox"/> RECEIVED <input type="checkbox"/> INSPECTED <input type="checkbox"/> ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED: _____					
32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE		32c. DATE	32d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE		
32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE			32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE		
			32g. E-MAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE		
33. SHIP NUMBER <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL		34. VOUCHER NUMBER	35. AMOUNT VERIFIED CORRECT FOR	36. PAYMENT <input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL	
37. CHECK NUMBER					
38. S/R ACCOUNT NUMBER	39. S/R VOUCHER NUMBER	40. PAID BY			
41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT 41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER		41c. DATE	42a. RECEIVED BY <i>(Print)</i>		
			42b. RECEIVED AT <i>(Location)</i>		
			42c. DATE REC'D <i>(YY/MM/DD)</i>	42d. TOTAL CONTAINERS	

Section SF 1449 - CONTINUATION SHEET

DELIVERY INFORMATION

CLIN	DELIVERY DATE	QUANTITY	SHIP TO ADDRESS	DODAAC / CAGE
0001	POP 01-AUG-2019 TO 31-AUG-2019	N/A	DESIGN BRANCH DESIGN BRANCH 696 VIRGINIA ROAD CONCORD, MA 01742-2751 FOB: Destination	W912WJ
0002	POP 01-AUG-2019 TO 31-AUG-2019	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	W912WJ
0003	POP 01-AUG-2019 TO 31-AUG-2019	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	W912WJ
0004	POP 01-AUG-2019 TO 31-AUG-2019	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	W912WJ
0005	POP 01-AUG-2019 TO 31-AUG-2019	N/A	(SAME AS PREVIOUS LOCATION) FOB: Destination	W912WJ

INSTRUCTIONS TO OFFERORS

PLEASE DIRECT QUESTIONS TO **JENNIFER M. SAMELA** AT **(978) 318-8324** OR JENNIFER.M.SAMELA@USACE.ARMY.MIL. THE SOLICITATION AND RESULTING CONTRACT SHALL BE THE GOVERNING DOCUMENT IN ALL CASES.

**** QUOTES CAN BE E-MAILED TO JENNIFER M. SAMELA AT JENNIFER.M.SAMELA@USACE.ARMY.MIL.**

In accordance with FAR Part 52.204-7(b)(1) Contractors **must be registered in the System for Award Management (SAM) database (www.SAM.gov) to submit an offer.** (Formerly the Central Contractor Registration (CCR) database and the On-Line Representations and Certifications (ORCA).) Any reference to CCR or ORCA in any clause or provision is referring to the www.sam.gov website. Please note that Google and Google Chrome are not supported browsers for SAM registration. Mozilla FireFox, Safari, and Internet Explorer are supported browsers.

NOTE: SAM.gov registration takes approximately 3 weeks (DUNS registration 1-2 business days; CAGE code validation up to 10 business days; IRS validation and overall submission 7-10 business days). It is the contractor's responsibility to track SAM.gov registration and follow-up with required tasks.

In addition, if you are registering a new entity in SAM.gov, you must provide an original, signed notarized letter stating that you are the authorized Entity Administrator. The Entity Administrator must establish a LOGIN.GOV account using the e-mail address that will be associated with the SAM registration. See <https://www.gsa.gov/about-us/organization/federal-acquisition-service/office-of-systems-management/integrated-award-environment-iae/sam-update> for additional information.

Provide DUNS number: _____ (telephone 866-705-5711 for DUNS)

Provide CAGE code: _____

Provide TAX ID: _____

Per FAR Part 52.212-3 Alt I, the Contractor is required to complete the On-line Representations and Certifications Application (www.SAM.gov) and paragraph (b) if applicable, **OR** to complete paragraphs (c) thru (m) of this clause and return with quote.

POTENTIAL QUOTERS ARE NOTIFIED THAT THE BASIS ON WHICH AWARD WILL BE MADE IS
PRICE ALONE.

ALL RESPONSIBLE SOURCES MAY SUBMIT A RESPONSE WHICH, IF TIMELY RECEIVED, MUST
BE CONSIDERED BY THE AGENCY.

INVOICES SHALL BE SENT TO TECHNICAL POINT OF CONTACT.

SECURITY REQUIREMENTS

The contractor and all associated sub-contractors shall receive a brief/training (provided by the RA) on the local suspicious activity reporting program. This locally developed training will be used to inform employees of the types of behavior to watch for and instruct employees to report suspicious activity to the project manager, security representative or law enforcement entity. This training shall be completed within 30 calendar days of contract award and within 30 calendar days of new employees commencing performance with the results reported to the Technical Point of Contact NLT 5 calendar days after the completion of the training.

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001	BRL Bridge Inspection FFP Contractor shall furnish all labor, equipment, transportation, and communication necessary to provide an articulated boom type underbridge inspection vehicle and two person crew to inspect the bridge at Black Rock Lake, Thomaston, CT in accordance with the Performance Work Statement. FOB: Destination MILSTRIP: W13G8690889671 PURCHASE REQUEST NUMBER: W13G86908896710001	1	Job		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002	CRL Bridge Inspection FFP Contractor shall furnish all labor, equipment, transportation, and communication necessary to provide an articulated boom type underbridge inspection vehicle and two person crew to inspect the bridge at Colebrook River Lake, Colebrook, CT in accordance with the Performance Work Statement. FOB: Destination MILSTRIP: W13G8690889671 PURCHASE REQUEST NUMBER: W13G86908896710002	1	Job		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0003	HBL Bridge Inspection FFP Contractor shall furnish all labor, equipment, transportation, and communication necessary to provide an articulated boom type underbridge inspection vehicle and two person crew to inspect the bridge at Hop Brook Lake, Middlebury, CT in accordance with the Performance Work Statement. FOB: Destination MILSTRIP: W13G8690889671 PURCHASE REQUEST NUMBER: W13G86908896710003	1	Job		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0004	FFD Bridge Inspection FFP Contractor shall furnish all labor, equipment, transportation, and communication necessary to provide an articulated boom type underbridge inspection vehicle and two person crew to inspect the bridge at Franklin Falls Dam, Franklin, NH in accordance with the Performance Work Statement. FOB: Destination MILSTRIP: W13G8690889671 PURCHASE REQUEST NUMBER: W13G86908896710004	1	Job		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0005	BML Bridge Inspection FFP Contractor shall furnish all labor, equipment, transportation, and communication necessary to provide an articulated boom type underbridge inspection vehicle and two person crew to inspect the bridge at Ball Mountain Lake, Jamaica, VT in accordance with the Performance Work Statement. FOB: Destination MILSTRIP: W13G8690889671 PURCHASE REQUEST NUMBER: W13G86908896710005	1	Job		

NET AMT

PERFORMANCE WORK STATEMENT

**RENTAL OF AN ARTICULATED BOOM TYPE UNDERBRIDGE INSPECTION
VEHICLE AND A TWO-MAN OPERATING CREW
VARIOUS SITES
CONNECTICUT, NEW HAMPSHIRE AND VERMONT**

PERFORMANCE WORK STATEMENT

1. Scope and location:

The Contractor shall provide an articulated boom type underbridge inspection vehicle equipped with a communication system such that verbal contact can be maintained between the bucket/platform and main control station. A two-man crew shall also be provided to serve as operators of the device. The articulated boom type underbridge inspection vehicle will be used by Corps structural engineers to inspect five (5) Corps-owned bridges at various sites in Connecticut, New Hampshire and Vermont. A list of bridges and photographs of each bridge is provided. Some of these bridges have a small turning curve at its entrance and narrow bridge decks with a maximum curb-to-curb dimension of 10'-0". In order to accommodate access to these bridges, the Contractor shall provide an articulated boom type underbridge inspection vehicle to be used for all inspections. All of these bridges are non-public bridges with no traffic.

2. Schedule:

Hours of work and logistical requirements shall be mutually agreed to 14 calendar days prior to start of work. The estimated production rate shall be as shown on the attached schedule. The work is tentatively schedule to be accomplished during the week of 19-23 August 2019 as shown on the provided bridges draft schedule. (Note, the schedule may be subject to change during the course of the project due to issues such as production rate, weather, or other circumstances.)

The Technical Point of Contact is Mr. John Kedzierski, john.h.kedzierski@usace.army.mil, 978-318-8521.

3. **Safety:**

The Contractor shall comply with the American National Standard for Vehicle-Mounted Bridge Inspection and Maintenance Devices [ANSI/SIA 92.8-2012]. Personnel training, equipment modification and maintenance reports, as specified in ANSI/SIA A92.8, and as recommended by the equipment manufacturer, shall be submitted for review and approval no later than two weeks prior to initiating the field work. **Noncompliance with the provisions of ANSI/SIA A92.8 shall be deem the vehicle unable to be used.**

4. **Security:**

The contractor will comply with all established security policies at the work locations. Due to periods of heightened security that may affect the access to the areas covered under this contract, areas may be subject to periodic closures, which in turn may reduce or inhibit the contractor's ability to access certain areas. During periods of heightened security, the Government reserves the right, at any time, to close any property or portion of property and reschedule and/or cancel any subsequent service in an area. The contractor shall be given at least 24 hour notice of any such closure.

5. **Payment:**

No separate measurement and payment will be made for mobilization, travel, per diem, and demobilization. These cost shall be included in the per job price for each line item.

The contractor must submit an invoice to the Technical Point of Contact. The invoice shall include the invoice date, contract number, dates of service, description of work, quantities, process, and a total amount due. All invoices may be mailed or e-mailed to:

U.S. Army Corps of Engineers
Engineering Division
Attn: Sarita Martinez
696 Virginia Rd.
Concord, MA 01742
978-318-8482
Sarita.Martinez@usace.army.mil

BRIDGES DRAFT SCHEDULE

Contractor Travel Day	Day 1	Mon 8/20/2018
Hop Brook Lake Dam, CT Service Bridge	Day 2	Tue 8/21/2018
Black Rock Lake Dam, CT Service Bridge	Day 2	Tue 8/21/2018
Colebrook Rive Lake, CT Service Bridge	Day 2	Tue 8/21/2018

Ball Mountain Dam, VT Service Bridge	Day 3	Wed 8/22/2018
Franklin Falls Dam, NH Service Bridge	Day 4	Thu 8/23/2018
Contractor Travel Day	Day 5	Wed 8/22/2018

ATTACHMENTS

PLEASE REFER TO THE ATTACHMENTS INCLUDED AT THE END OF THIS SOLICITATION FOR ADDITIONAL INFORMATION.

CLAUSES INCORPORATED BY REFERENCE

52.204-7	System for Award Management	OCT 2018
52.204-13	System for Award Management Maintenance	OCT 2018
52.204-16	Commercial and Government Entity Code Reporting	JUL 2016
52.204-18	Commercial and Government Entity Code Maintenance	JUL 2016
52.209-10	Prohibition on Contracting With Inverted Domestic Corporations	NOV 2015
52.212-1 (Dev)	Instructions to Offerors - Commercial Items. (DEVIATION 2018-O0018)	OCT 2018
52.212-4	Contract Terms and Conditions--Commercial Items	OCT 2018
52.219-6 (Dev)	Notice of Total Small Business Set-Aside (DEVIATION 2019-O0003).	JAN 2019
52.222-3	Convict Labor	JUN 2003
52.223-5	Pollution Prevention and Right-to-Know Information	MAY 2011
52.223-18	Encouraging Contractor Policies To Ban Text Messaging While Driving	AUG 2011
52.225-13	Restrictions on Certain Foreign Purchases	JUN 2008
52.232-39	Unenforceability of Unauthorized Obligations	JUN 2013
52.232-40	Providing Accelerated Payments to Small Business Subcontractors	DEC 2013
52.233-3	Protest After Award	AUG 1996
52.233-4	Applicable Law for Breach of Contract Claim	OCT 2004
52.242-15	Stop-Work Order	AUG 1989
252.203-7000	Requirements Relating to Compensation of Former DoD Officials	SEP 2011
252.203-7002	Requirement to Inform Employees of Whistleblower Rights	SEP 2013
252.203-7003	Agency Office of the Inspector General	DEC 2012
252.203-7005	Representation Relating to Compensation of Former DoD Officials	NOV 2011
252.204-7003	Control Of Government Personnel Work Product	APR 1992
252.204-7008	Compliance With Safeguarding Covered Defense Information Controls	OCT 2016
252.204-7012	Safeguarding Covered Defense Information and Cyber Incident Reporting	OCT 2016
252.204-7015	Notice of Authorized Disclosure of Information for Litigation Support	MAY 2016
252.223-7006	Prohibition On Storage, Treatment, and Disposal of Toxic or Hazardous Materials	SEP 2014
252.232-7010	Levies on Contract Payments	DEC 2006
252.243-7001	Pricing Of Contract Modifications	DEC 1991

252.244-7000 Subcontracts for Commercial Items

JUN 2013

CLAUSES INCORPORATED BY FULL TEXT

52.212-3 OFFEROR REPRESENTATIONS AND CERTIFICATIONS--COMMERCIAL ITEMS (NOV 2017)
ALTERNATE I (OCT 2014)

The offeror shall complete only paragraphs (b) of this provision if the Offeror has completed the annual representations and certification electronically via the System for Award Management (SAM) Web site located at <https://www.sam.gov/portal> . If the Offeror has not completed the annual representations and certifications electronically, the Offeror shall complete only paragraphs (c) through (u) of this provision.

(a) *Definitions.* As used in this provision--

“Economically disadvantaged women-owned small business (EDWOSB) concern” means a small business concern that is at least 51 percent directly and unconditionally owned by, and the management and daily business operations of which are controlled by, one or more women who are citizens of the United States and who are economically disadvantaged in accordance with 13 CFR part 127. It automatically qualifies as a women-owned small business eligible under the WOSB Program.

“Forced or indentured child labor” means all work or service—

(1) Exacted from any person under the age of 18 under the menace of any penalty for its nonperformance and for which the worker does not offer himself voluntarily; or

(2) Performed by any person under the age of 18 pursuant to a contract the enforcement of which can be accomplished by process or penalties.

“Highest-level owner” means the entity that owns or controls an immediate owner of the offeror, or that owns or controls one or more entities that control an immediate owner of the offeror. No entity owns or exercises control of the highest level owner.

“Immediate owner” means an entity, other than the offeror, that has direct control of the offeror. Indicators of control include, but are not limited to, one or more of the following: Ownership or interlocking management, identity of interests among family members, shared facilities and equipment, and the common use of employees.

“Inverted domestic corporation,” means a foreign incorporated entity that meets the definition of an inverted domestic corporation under 6 U.S.C. 395(b), applied in accordance with the rules and definitions of 6 U.S.C. 395(c).

“Manufactured end product” means any end product in product and service codes (PSCs) 1000-9999, except—

(1) PSC 5510, Lumber and Related Basic Wood Materials;

(2) Product or Service Group (PSG) 87, Agricultural Supplies;

(3) PSG 88, Live Animals;

(4) PSG 89, Subsistence;

(5) PSC 9410, Crude Grades of Plant Materials;

- (6) PSC 9430, Miscellaneous Crude Animal Products, Inedible;
- (7) PSC 9440, Miscellaneous Crude Agricultural and Forestry Products;
- (8) PSC 9610, Ores;
- (9) PSC 9620, Minerals, Natural and Synthetic; and
- (10) PSC 9630, Additive Metal Materials.

“Place of manufacture” means the place where an end product is assembled out of components, or otherwise made or processed from raw materials into the finished product that is to be provided to the Government. If a product is disassembled and reassembled, the place of reassembly is not the place of manufacture.

“Restricted business operations” means business operations in Sudan that include power production activities, mineral extraction activities, oil-related activities, or the production of military equipment, as those terms are defined in the Sudan Accountability and Divestment Act of 2007 (Pub. L. 110-174). Restricted business operations do not include business operations that the person (as that term is defined in Section 2 of the Sudan Accountability and Divestment Act of 2007) conducting the business can demonstrate—

- (1) Are conducted under contract directly and exclusively with the regional government of southern Sudan;
- (2) Are conducted pursuant to specific authorization from the Office of Foreign Assets Control in the Department of the Treasury, or are expressly exempted under Federal law from the requirement to be conducted under such authorization;
- (3) Consist of providing goods or services to marginalized populations of Sudan;
- (4) Consist of providing goods or services to an internationally recognized peacekeeping force or humanitarian organization;
- (5) Consist of providing goods or services that are used only to promote health or education; or
- (6) Have been voluntarily suspended.

“Sensitive technology”—

- (1) Means hardware, software, telecommunications equipment, or any other technology that is to be used specifically—
 - (i) To restrict the free flow of unbiased information in Iran; or
 - (ii) To disrupt, monitor, or otherwise restrict speech of the people of Iran; and
- (2) Does not include information or informational materials the export of which the President does not have the authority to regulate or prohibit pursuant to section 203(b)(3) of the International Emergency Economic Powers Act (50 U.S.C. 1702(b)(3)).

“Service-disabled veteran-owned small business concern”—

- (1) Means a small business concern—

(i) Not less than 51 percent of which is owned by one or more service-disabled veterans or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more service-disabled veterans; and

(ii) The management and daily business operations of which are controlled by one or more service-disabled veterans or, in the case of a service-disabled veteran with permanent and severe disability, the spouse or permanent caregiver of such veteran.

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

“Small business concern” means a concern, including its affiliates, that is independently owned and operated, not dominant in the field of operation in which it is bidding on Government contracts, and qualified as a small business under the criteria in 13 CFR Part 121 and size standards in this solicitation.

“Small disadvantaged business concern, consistent with 13 CFR 124.1002,” means a small business concern under the size standard applicable to the acquisition, that--

(1) Is at least 51 percent unconditionally and directly owned (as defined at 13 CFR 124.105) by--

(i) One or more socially disadvantaged (as defined at 13 CFR 124.103) and economically disadvantaged (as defined at 13 CFR 124.104) individuals who are citizens of the United States; and

(ii) Each individual claiming economic disadvantage has a net worth not exceeding \$750,000 after taking into account the applicable exclusions set forth at 13 CFR 124.104(c)(2); and

(2) The management and daily business operations of which are controlled (as defined at 13.CFR 124.106) by individuals, who meet the criteria in paragraphs (1)(i) and (ii) of this definition.

“Subsidiary” means an entity in which more than 50 percent of the entity is owned—

(1) Directly by a parent corporation; or

(2) Through another subsidiary of a parent corporation.

“Veteran-owned small business concern” means a small business concern—

(1) Not less than 51 percent of which is owned by one or more veterans(as defined at 38 U.S.C. 101(2)) or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more veterans; and

(2) The management and daily business operations of which are controlled by one or more veterans.

“Women-owned business concern” means a concern which is at least 51 percent owned by one or more women; or in the case of any publicly owned business, at least 51 percent of the its stock is owned by one or more women; and whose management and daily business operations are controlled by one or more women.

“Women-owned small business concern” means a small business concern --

(1) That is at least 51 percent owned by one or more women or, in the case of any publicly owned business, at least 51 percent of the stock of which is owned by one or more women; and

(2) Whose management and daily business operations are controlled by one or more women.

“Women-owned small business (WOSB) concern eligible under the WOSB Program (in accordance with 13 CFR part 127),” means a small business concern that is at least 51 percent directly and unconditionally owned by, and the management and daily business operations of which are controlled by, one or more women who are citizens of the United States.

(b)

(1) *Annual Representations and Certifications.* Any changes provided by the offeror in paragraph (b)(2) of this provision do not automatically change the representations and certifications posted on the SAMwebsite.

(2) The offeror has completed the annual representations and certifications electronically via the SAM website accessed through <https://www.acquisition.gov>. After reviewing the SAM database information, the offeror verifies by submission of this offer that the representation and certifications currently posted electronically at FAR 52.212-3, Offeror Representations and Certifications—Commercial Items, have been entered or updated in the last 12 months, are current, accurate, complete, and applicable to this solicitation (including the business size standard applicable to the NAICS code referenced for this solicitation), as of the date of this offer and are incorporated in this offer by reference (see FAR 4.1201), except for paragraphs _____. *[Offeror to identify the applicable paragraphs at (c) through (u) of this provision that the offeror has completed for the purposes of this solicitation only, if any. These amended representation(s) and/or certification(s) are also incorporated in this offer and are current, accurate, and complete as of the date of this offer. Any changes provided by the offeror are applicable to this solicitation only, and do not result in an update to the representations and certifications posted electronically on SAM.]*

(c) Offerors must complete the following representations when the resulting contract is to be performed in the United States or its outlying areas. Check all that apply.

(1) *Small business concern.* The offeror represents as part of its offer that it [____] is, [____] is not a small business concern.

(2) *Veteran-owned small business concern.* [Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.] The offeror represents as part of its offer that it [____] is, [____] is not a veteran-owned small business concern.

(3) *Service-disabled veteran-owned small business concern.* [Complete only if the offeror represented itself as a veteran-owned small business concern in paragraph (c)(2) of this provision.] The offeror represents as part of its offer that it [____] is, [____] is not a service-disabled veteran-owned small business concern.

(4) *Small disadvantaged business concern.* [Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.] The offeror represents that it [____] is, [____] is not, a small disadvantaged business concern as defined in 13 CFR 124.1002.

(5) *Women-owned small business concern.* [Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.] The offeror represents that it [____] is, [____] is not a women-owned small business concern.

Note: Complete paragraphs (c)(8) and (c)(9) only if this solicitation is expected to exceed the simplified acquisition threshold.

(6) WOSB concern eligible under the WOSB Program. [Complete only if the offeror represented itself as a women-owned small business concern in paragraph (c)(5) of this provision.] The offeror represents that—

(i) It [____] is, [____] is not a WOSB concern eligible under the WOSB Program, has provided all the required documents to the WOSB Repository, and no change in circumstances or adverse decisions have been issued that affects its eligibility; and

(ii) It [____] is, [____] is not a joint venture that complies with the requirements of 13 CFR part 127, and the representation in paragraph (c)(6)(i) of this provision is accurate for each WOSB concern eligible under the WOSB Program participating in the joint venture. [The offeror shall enter the name or names of the WOSB concern eligible under the WOSB Program and other small businesses that are participating in the joint venture: ____ .] Each WOSB concern eligible under the WOSB Program participating in the joint venture shall submit a separate signed copy of the WOSB representation.

(7) Economically disadvantaged women-owned small business (EDWOSB) concern. [Complete only if the offeror represented itself as a WOSB concern eligible under the WOSB Program in (c)(6) of this provision.] The offeror represents that—

(i) It [____] is, [____] is not an EDWOSB concern, has provided all the required documents to the WOSB Repository, and no change in circumstances or adverse decisions have been issued that affects its eligibility; and

(ii) It [____] is, [____] is not a joint venture that complies with the requirements of 13 CFR part 127, and the representation in paragraph (c)(7)(i) of this provision is accurate for each EDWOSB concern participating in the joint venture. [The offeror shall enter the name or names of the EDWOSB concern and other small businesses that are participating in the joint venture: ____ .] Each EDWOSB concern participating in the joint venture shall submit a separate signed copy of the EDWOSB representation.

(8) Women-owned business concern (other than small business concern). [Complete only if the offeror is a women-owned business concern and did not represent itself as a small business concern in paragraph (c)(1) of this provision.] The offeror represents that it [____] is, a women-owned business concern.

(9) *Tie bid priority for labor surplus area concerns.* If this is an invitation for bid, small business offerors may identify the labor surplus areas in which costs to be incurred on account of manufacturing or production (by offeror or first-tier subcontractors) amount to more than 50 percent of the contract price:

(10) HUBZone small business concern. [Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.] The offeror represents, as part of its offer, that--

(i) It [____] is, [____] is not a HUBZone small business concern listed, on the date of this representation, on the List of Qualified HUBZone Small Business Concerns maintained by the Small Business Administration, and no material changes in ownership and control, principal office, or HUBZone employee percentage have occurred since it was certified in accordance with 13 CFR part 126; and

(ii) It [____] is, [____] is not a HUBZone joint venture that complies with the requirements of 13 CFR part 126, and the representation in paragraph (c)(10)(i) of this provision is accurate for each HUBZone small business concern participating in the HUBZone joint venture. [*The offeror shall enter the names of each of the HUBZone small business concerns participating in the HUBZone joint venture: ____ .*] Each HUBZone small business concern participating in the HUBZone joint venture shall submit a separate signed copy of the HUBZone representation.

(11) (Complete if the offeror has represented itself as disadvantaged in paragraph (c)(4) of this provision.)

[*The offeror shall check the category in which its ownership falls*]:

____ Black American.

____ Hispanic American.

____ Native American (American Indians, Eskimos, Aleuts, or Native Hawaiians).

____ Asian-Pacific American (persons with origins from Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Japan, China, Taiwan, Laos, Cambodia (Kampuchea), Vietnam, Korea, The Philippines, Republic of Palau, Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru).

____ Subcontinent Asian (Asian-Indian) American (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal).

____ Individual/concern, other than one of the preceding.

(d) Representations required to implement provisions of Executive Order 11246 --

(1) Previous contracts and compliance. The offeror represents that --

(i) It [____] has, [____] has not, participated in a previous contract or subcontract subject to the Equal Opportunity clause of this solicitation; and

(ii) It [____] has, [____] has not, filed all required compliance reports.

(2) *Affirmative Action Compliance.* The offeror represents that --

(i) It [____] has developed and has on file, [____] has not developed and does not have on file, at each establishment, affirmative action programs required by rules and regulations of the Secretary of Labor (41 CFR parts 60-1 and 60-2), or

(ii) It [____] has not previously had contracts subject to the written affirmative action programs requirement of the rules and regulations of the Secretary of Labor.

(e) *Certification Regarding Payments to Influence Federal Transactions* (31 U.S.C. 1352). (Applies only if the contract is expected to exceed \$150,000.) By submission of its offer, the offeror certifies to the best of its knowledge and belief that no Federal appropriated funds have been paid or will be paid to any person for influencing or

attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress or an employee of a Member of Congress on his or her behalf in connection with the award of any resultant contract. If any registrants under the Lobbying Disclosure Act of 1995 have made a lobbying contact on behalf of the offeror with respect to this contract, the offeror shall complete and submit, with its offer, OMB Standard Form LLL, Disclosure of Lobbying Activities, to provide the name of the registrants. The offeror need not report regularly employed officers or employees of the offeror to whom payments of reasonable compensation were made.

(f) *Buy American Certificate.* (Applies only if the clause at Federal Acquisition Regulation (FAR) 52.225-1, Buy American – Supplies, is included in this solicitation.)

(1) The offeror certifies that each end product, except those listed in paragraph (f)(2) of this provision, is a domestic end product and that for other than COTS items, the offeror has considered components of unknown origin to have been mined, produced, or manufactured outside the United States. The offeror shall list as foreign end products those end products manufactured in the United States that do not qualify as domestic end products, *i.e.*, an end product that is not a COTS item and does not meet the component test in paragraph (2) of the definition of “domestic end product.” The terms “commercially available off-the-shelf (COTS) item,” “component,” “domestic end product,” “end product,” “foreign end product,” and “United States” are defined in the clause of this solicitation entitled “Buy American—Supplies.”

(2) Foreign End Products:

LINE ITEM NO.	COUNTRY OF ORIGIN
_____	_____
_____	_____
_____	_____

[List as necessary]

(3) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25.

(g)

(1) *Buy American -- Free Trade Agreements -- Israeli Trade Act Certificate.* (Applies only if the clause at FAR 52.225-3, Buy American -- Free Trade Agreements -- Israeli Trade Act, is included in this solicitation.)

(i) The offeror certifies that each end product, except those listed in paragraph (g)(1)(ii) or (g)(1)(iii) of this provision, is a domestic end product and that for other than COTS items, the offeror has considered components of unknown origin to have been mined, produced, or manufactured outside the United States. The terms “Bahrainian, Moroccan, Omani, Panamanian, or Peruvian end product,” “commercially available off-the-shelf (COTS) item,” “component,” “domestic end product,” “end product,” “foreign end product,” “Free Trade Agreement country,” “Free Trade Agreement country end product,” “Israeli end product,” and “United States” are defined in the clause of this solicitation entitled “Buy American--Free Trade Agreements--Israeli Trade Act.”

(ii) The offeror certifies that the following supplies are Free Trade Agreement country end products (other than Bahrainian, Moroccan, Omani, Panamanian, or Peruvian end products) or Israeli end products as defined in the clause of this solicitation entitled “Buy American—Free Trade Agreements—Israeli Trade Act”:

Free Trade Agreement Country End Products (Other than Bahrainian, Moroccan, Omani, Panamanian, or Peruvian End Products) or Israeli End Products:

LINE ITEM NO.	COUNTRY OF ORIGIN
_____	_____
_____	_____
_____	_____

[List as necessary]

(iii) The offeror shall list those supplies that are foreign end products (other than those listed in paragraph (g)(1)(ii) or this provision) as defined in the clause of this solicitation entitled “Buy American—Free Trade Agreements—Israeli Trade Act.” The offeror shall list as other foreign end products those end products manufactured in the United States that do not qualify as domestic end products, *i.e.*, an end product that is not a COTS item and does not meet the component test in paragraph (2) of the definition of “domestic end product.”

Other Foreign End Products:

LINE ITEM NO.	COUNTRY OF ORIGIN
_____	_____
_____	_____
_____	_____

[List as necessary]

(iv) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25.

(2) *Buy American—Free Trade Agreements—Israeli Trade Act Certificate, Alternate I.* If Alternate I to the clause at FAR 52.225-3 is included in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph (g)(1)(ii) of the basic provision:

(g)(1)(ii) The offeror certifies that the following supplies are Canadian end products as defined in the clause of this solicitation entitled “Buy American—Free Trade Agreements—Israeli Trade Act”:

Canadian End Products:

Line Item No.:

[List as necessary]

(3) *Buy American—Free Trade Agreements—Israeli Trade Act Certificate, Alternate II.* If Alternate II to the clause at FAR 52.225-3 is included in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph (g)(1)(ii) of the basic provision:

(g)(1)(ii) The offeror certifies that the following supplies are Canadian end products or Israeli end products as defined in the clause of this solicitation entitled “Buy American--Free Trade Agreements--Israeli Trade Act”:

Canadian or Israeli End Products:

Line Item No.:	Country of Origin:
_____	_____
_____	_____
_____	_____

[List as necessary]

(4) *Buy American—Free Trade Agreements—Israeli Trade Act Certificate, Alternate III.* If Alternate III to the clause at 52.225-3 is included in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph (g)(1)(ii) of the basic provision:

(g)(1)(ii) The offeror certifies that the following supplies are Free Trade Agreement country end products (other than Bahrainian, Korean, Moroccan, Omani, Panamanian, or Peruvian end products) or Israeli end products as defined in the clause of this solicitation entitled “Buy American—Free Trade Agreements—Israeli Trade Act”:

Free Trade Agreement Country End Products (Other than Bahrainian, Korean, Moroccan, Omani, Panamanian, or Peruvian End Products) or Israeli End Products:

Line Item No.:	Country of Origin:
_____	_____
_____	_____
_____	_____

[List as necessary]

(5) *Trade Agreements Certificate.* (Applies only if the clause at FAR 52.225-5, Trade Agreements, is included in this solicitation.)

(i) The offeror certifies that each end product, except those listed in paragraph (g)(5)(ii) of this provision, is a U.S.-made or designated country end product as defined in the clause of this solicitation entitled “Trade Agreements.”

(ii) The offeror shall list as other end products those end products that are not U.S.-made or designated country end products.

Other End Products

Line Item No.:	Country of Origin:
_____	_____
_____	_____
_____	_____

[List as necessary]

(iii) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25. For line items covered by the WTO GPA, the Government will evaluate offers of U.S.-made or designated country end products without regard to the restrictions of the Buy American statute. The Government will consider for award only offers of U.S.-made or designated country end products unless the Contracting Officer determines that there are

no offers for such products or that the offers for such products are insufficient to fulfill the requirements of the solicitation.

(h) *Certification Regarding Responsibility Matters (Executive Order 12689)*. (Applies only if the contract value is expected to exceed the simplified acquisition threshold.) The offeror certifies, to the best of its knowledge and belief, that the offeror and/or any of its principals--

(1) [☐] Are, [☐] are not presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by any Federal agency;

(2) [☐] Have, [☐] have not, within a three-year period preceding this offer, been convicted of or had a civil judgment rendered against them for: commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a Federal, state or local government contract or subcontract; violation of Federal or state antitrust statutes relating to the submission of offers; or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, tax evasion, violating Federal criminal tax laws, or receiving stolen property; and

(3) [☐] Are, [☐] are not presently indicted for, or otherwise criminally or civilly charged by a Government entity with, commission of any of these offenses enumerated in paragraph (h)(2) of this clause; and

(4) [☐] Have, [☐] have not, within a three-year period preceding this offer, been notified of any delinquent Federal taxes in an amount that exceeds \$3,500 for which the liability remains unsatisfied.

(i) Taxes are considered delinquent if both of the following criteria apply:

(A) *The tax liability is finally determined.* The liability is finally determined if it has been assessed. A liability is not finally determined if there is a pending administrative or judicial challenge. In the case of a judicial challenge to the liability, the liability is not finally determined until all judicial appeal rights have been exhausted.

(B) *The taxpayer is delinquent in making payment.* A taxpayer is delinquent if the taxpayer has failed to pay the tax liability when full payment was due and required. A taxpayer is not delinquent in cases where enforced collection action is precluded.

(ii) Examples.

(A) The taxpayer has received a statutory notice of deficiency, under I.R.C. §6212, which entitles the taxpayer to seek Tax Court review of a proposed tax deficiency. This is not a delinquent tax because it is not a final tax liability. Should the taxpayer seek Tax Court review, this will not be a final tax liability until the taxpayer has exercised all judicial appeal rights.

(B) The IRS has filed a notice of Federal tax lien with respect to an assessed tax liability, and the taxpayer has been issued a notice under I.R.C. §6320 entitling the taxpayer to request a hearing with the IRS Office of Appeals Contesting the lien filing, and to further appeal to the Tax Court if the IRS determines to sustain the lien filing. In the course of the hearing, the taxpayer is entitled to contest the underlying tax liability because the taxpayer has had no prior opportunity to contest the liability. This is not a delinquent tax because it is not a final tax liability. Should the taxpayer seek tax court review, this will not be a final tax liability until the taxpayer has exercised all judicial appeal rights.

(C) The taxpayer has entered into an installment agreement pursuant to I.R.C. §6159. The taxpayer is making timely payments and is in full compliance with the agreement terms. The taxpayer is not delinquent because the taxpayer is not currently required to make full payment.

(D) The taxpayer has filed for bankruptcy protection. The taxpayer is not delinquent because enforced collection action is stayed under 11 U.S.C. §362 (the Bankruptcy Code).

(i) Certification Regarding Knowledge of Child Labor for Listed End Products (Executive Order 13126). [The Contracting Officer must list in paragraph (i)(1) any end products being acquired under this solicitation that are included in the List of Products Requiring Contractor Certification as to Forced or Indentured Child Labor, unless excluded at 22.1503(b).]

(1) Listed End Product

Listed End Product:	Listed Countries of Origin:
_____	_____
_____	_____
_____	_____

(2) Certification. [If the Contracting Officer has identified end products and countries of origin in paragraph (i)(1) of this provision, then the offeror must certify to either (i)(2)(i) or (i)(2)(ii) by checking the appropriate block.]

[☐] (i) The offeror will not supply any end product listed in paragraph (i)(1) of this provision that was mined, produced, or manufactured in the corresponding country as listed for that product.

[☐] (ii) The offeror may supply an end product listed in paragraph (i)(1) of this provision that was mined, produced, or manufactured in the corresponding country as listed for that product. The offeror certifies that it has made a good faith effort to determine whether forced or indentured child labor was used to mine, produce, or manufacture any such end product furnished under this contract. On the basis of those efforts, the offeror certifies that it is not aware of any such use of child labor.

(j) *Place of manufacture.* (Does not apply unless the solicitation is predominantly for the acquisition of manufactured end products.) For statistical purposes only, the offeror shall indicate whether the place of manufacture of the end products it expects to provide in response to this solicitation is predominantly—

(1) [☐] In the United States (Check this box if the total anticipated price of offered end products manufactured in the United States exceeds the total anticipated price of offered end products manufactured outside the United States); or

(2) [☐] Outside the United States.

(k) Certificates regarding exemptions from the application of the Service Contract Labor Standards. (Certification by the offeror as to its compliance with respect to the contract also constitutes its certification as to compliance by its subcontractor if it subcontracts out the exempt services.) [The contracting officer is to check a box to indicate if paragraph (k)(1) or (k)(2) applies.]

(1) [____] Maintenance, calibration, or repair of certain equipment as described in FAR 22.1003-4(c)(1). The offeror [____] does [____] does not certify that—

(i) The items of equipment to be serviced under this contract are used regularly for other than Governmental purposes and are sold or traded by the offeror (or subcontractor in the case of an exempt subcontract) in substantial quantities to the general public in the course of normal business operations;

(ii) The services will be furnished at prices which are, or are based on, established catalog or market prices (see FAR 22.1003-4(c)(2)(ii)) for the maintenance, calibration, or repair of such equipment; and

(iii) The compensation (wage and fringe benefits) plan for all service employees performing work under the contract will be the same as that used for these employees and equivalent employees servicing the same equipment of commercial customers.

(2) [____] Certain services as described in FAR 22.1003-4(d)(1). The offeror [____] does [____] does not certify that—

(i) The services under the contract are offered and sold regularly to non-Governmental customers, and are provided by the offeror (or subcontractor in the case of an exempt subcontract) to the general public in substantial quantities in the course of normal business operations;

(ii) The contract services will be furnished at prices that are, or are based on, established catalog or market prices (see FAR 22.1003-4(d)(2)(iii));

(iii) Each service employee who will perform the services under the contract will spend only a small portion of his or her time (a monthly average of less than 20 percent of the available hours on an annualized basis, or less than 20 percent of available hours during the contract period if the contract period is less than a month) servicing the Government contract; and

(iv) The compensation (wage and fringe benefits) plan for all service employees performing work under the contract is the same as that used for these employees and equivalent employees servicing commercial customers.

(3) If paragraph (k)(1) or (k)(2) of this clause applies—

(i) If the offeror does not certify to the conditions in paragraph (k)(1) or (k)(2) and the Contracting Officer did not attach a Service Contract Labor Standards wage determination to the solicitation, the offeror shall notify the Contracting Officer as soon as possible; and

(ii) The Contracting Officer may not make an award to the offeror if the offeror fails to execute the certification in paragraph (k)(1) or (k)(2) of this clause or to contact the Contracting Officer as required in paragraph (k)(3)(i) of this clause.

(l) *Taxpayer identification number (TIN)* (26 U.S.C. 6109, 31 U.S.C. 7701). (Not applicable if the offeror is required to provide this information to the SAM database to be eligible for award.)

(1) All offerors must submit the information required in paragraphs (l)(3) through (l)(5) of this provision to comply with debt collection requirements of 31 U.S.C. 7701(c) and 3325(d), reporting requirements of 26 U.S.C. 6041, 6041A, and 6050M, and implementing regulations issued by the Internal Revenue Service (IRS).

(2) The TIN may be used by the government to collect and report on any delinquent amounts arising out of the offeror's relationship with the Government (31 U.S.C. 7701(c)(3)). If the resulting contract is subject to the payment reporting requirements described in FAR 4.904, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror's TIN.

(3) Taxpayer Identification Number (TIN).

[____] TIN: ____ .

[____] TIN has been applied for.

[____] TIN is not required because:

[____] Offeror is a nonresident alien, foreign corporation, or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;

[____] Offeror is an agency or instrumentality of a foreign government;

[____] Offeror is an agency or instrumentality of the Federal Government;

(4) Type of organization.

[____] Sole proprietorship;

[____] Partnership;

[____] Corporate entity (not tax-exempt);

[____] Corporate entity (tax-exempt);

[____] Government entity (Federal, State, or local);

[____] Foreign government;

[____] International organization per 26 CFR 1.6049-4;

[____] Other ____ .

(5) Common parent.

[____] Offeror is not owned or controlled by a common parent:

[____] Name and TIN of common parent:

Name ____

TIN ____

(m) *Restricted business operations in Sudan.* By submission of its offer, the offeror certifies that the offeror does not conduct any restricted business operations in Sudan.

(n) Prohibition on Contracting with Inverted Domestic Corporations—

(1) Government agencies are not permitted to use appropriated (or otherwise made available) funds for contracts with either an inverted domestic corporation, or a subsidiary of an inverted domestic corporation, unless the exception at 9.108-2(b) applies or the requirement is waived in accordance with the procedures at 9.108-4.

(2) Representation. The Offeror represents that--

(i) It [____] is, [____] is not an inverted domestic corporation; and

(ii) It [____] is, [____] is not a subsidiary of an inverted domestic corporation.

(o) Prohibition on contracting with entities engaging in certain activities or transactions relating to Iran.

(1) The offeror shall email questions concerning sensitive technology to the Department of State at CISADA106@state.gov.

(2) Representation and Certification. Unless a waiver is granted or an exception applies as provided in paragraph (o)(3) of this provision, by submission of its offer, the offeror—

(i) Represents, to the best of its knowledge and belief, that the offeror does not export any sensitive technology to the government of Iran or any entities or individuals owned or controlled by, or acting on behalf or at the direction of, the government of Iran;

(ii) Certifies that the offeror, or any person owned or controlled by the offeror, does not engage in any activities for which sanctions may be imposed under section 5 of the Iran Sanctions Act; and

(iii) Certifies that the offeror, and any person owned or controlled by the offeror, does not knowingly engage in any transaction that exceeds \$3,500 with Iran's Revolutionary Guard Corps or any of its officials, agents, or affiliates, the property and interests in property of which are blocked pursuant to the International Emergency Economic Powers Act (50(U.S.C. 1701 et seq.) (see OFAC's Specially Designated Nationals and Blocked Persons List at <http://www.treasury.gov/ofac/downloads/t11sdn.pdf>).

(3) The representation and certification requirements of paragraph (o)(2) of this provision do not apply if—

(i) This solicitation includes a trade agreements certification (e.g., 52.212-3(g) or a comparable agency provision); and

(ii) The offeror has certified that all the offered products to be supplied are designated country end products.

(p) Ownership or Control of Offeror. (Applies in all solicitations when there is a requirement to be registered in SAM or a requirement to have a unique entity identifier in the solicitation.

(1) The Offeror represents that it [____] has or [____] does not have an immediate owner. If the Offeror has more than one immediate owner (such as a joint venture), then the Offeror shall respond to paragraph (2) and if applicable, paragraph (3) of this provision for each participant in the joint venture.

(2) If the Offeror indicates “has” in paragraph (p)(1) of this provision, enter the following information:

Immediate owner CAGE code: _____.

Immediate owner legal name: _____.

(Do not use a “doing business as” name)

Is the immediate owner owned or controlled by another entity: ☐ Yes or ☐ No.

(3) If the Offeror indicates “yes” in paragraph (p)(2) of this provision, indicating that the immediate owner is owned or controlled by another entity, then enter the following information:

Highest-level owner CAGE code: _____.

Highest-level owner legal name: _____.

(Do not use a “doing business as” name)

(q) Representation by Corporations Regarding Delinquent Tax Liability or a Felony Conviction under any Federal Law.

(1) As required by sections 744 and 745 of Division E of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235), and similar provisions, if contained in subsequent appropriations acts, The Government will not enter into a contract with any corporation that—

(i) Has any unpaid Federal tax liability that has been assessed, for which all judicial and administrative remedies have been exhausted or have lapsed, and that is not being paid in a timely manner pursuant to an agreement with the authority responsible for collecting the tax liability, where the awarding agency is aware of the unpaid tax liability, unless an agency has considered suspension or debarment of the corporation and made a determination that suspension or debarment is not necessary to protect the interests of the Government; or

(ii) Was convicted of a felony criminal violation under any Federal law within the preceding 24 months, where the awarding agency is aware of the conviction, unless an agency has considered suspension or debarment of the corporation and made a determination that this action is not necessary to protect the interests of the Government.

(2) The Offeror represents that—

(i) It is ☐ is not ☐ a corporation that has any unpaid Federal tax liability that has been assessed, for which all judicial and administrative remedies have been exhausted or have lapsed, and that is not being paid in a timely manner pursuant to an agreement with the authority responsible for collecting the tax liability; and

(ii) It is ☐ is not ☐ a corporation that was convicted of a felony criminal violation under a Federal law within the preceding 24 months.

(r) Predecessor of Offeror. (Applies in all solicitations that include the provision at 52.204-16, Commercial and Government Entity Code Reporting.)

(1) The Offeror represents that it [____] is or [____] is not a successor to a predecessor that held a Federal contract or grant within the last three years.

(2) If the Offeror has indicated "is" in paragraph (r)(1) of this provision, enter the following information for all predecessors that held a Federal contract or grant within the last three years (if more than one predecessor, list in reverse chronological order):

Predecessor CAGE code: ____ (or mark "Unknown").

Predecessor legal name: ____.

(Do not use a "doing business as" name).

(t) Public Disclosure of Greenhouse Gas Emissions and Reduction Goals. Applies in all solicitations that require offerors to register in SAM (52.212-1(k)).

(1) This representation shall be completed if the Offeror received \$7.5 million or more in contract awards in the prior Federal fiscal year. The representation is optional if the Offeror received less than \$7.5 million in Federal contract awards in the prior Federal fiscal year.

(2) Representation. [Offeror to check applicable block(s) in paragraph (t)(2)(i) and (ii)]. (i) The Offeror (itself or through its immediate owner or highest-level owner) [____] does, [____] does not publicly disclose greenhouse gas emissions, i.e., makes available on a publicly accessible Web site the results of a greenhouse gas inventory, performed in accordance with an accounting standard with publicly available and consistently applied criteria, such as the Greenhouse Gas Protocol Corporate Standard.

(ii) The Offeror (itself or through its immediate owner or highest-level owner) [____] does, [____] does not publicly disclose a quantitative greenhouse gas emissions reduction goal, i.e., make available on a publicly accessible Web site a target to reduce absolute emissions or emissions intensity by a specific quantity or percentage.

(iii) A publicly accessible Web site includes the Offeror's own Web site or a recognized, third-party greenhouse gas emissions reporting program.

(3) If the Offeror checked "does" in paragraphs (t)(2)(i) or (t)(2)(ii) of this provision, respectively, the Offeror shall provide the publicly accessible Web site(s) where greenhouse gas emissions and/or reduction goals are reported:

_____.

(u)(1) In accordance with 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), Government agencies are not permitted to use appropriated (or otherwise made available) funds for contracts with an entity that requires employees or subcontractors of such entity seeking to report waste, fraud, or abuse to sign internal confidentiality agreements or statements prohibiting or otherwise restricting such employees or subcontractors from lawfully reporting such waste, fraud, or abuse to a designated investigative or law enforcement representative of a Federal department or agency authorized to receive such information.

(2) The prohibition in paragraph (u)(1) of this provision does not contravene requirements applicable to Standard Form 312 (Classified Information Nondisclosure Agreement), Form 4414 (Sensitive Compartmented Information Nondisclosure Agreement), or any other form issued by a Federal department or agency governing the nondisclosure of classified information.

(3) Representation. By submission of its offer, the Offeror represents that it will not require its employees or subcontractors to sign or comply with internal confidentiality agreements or statements prohibiting or otherwise restricting such employees or subcontractors from lawfully reporting waste, fraud, or abuse related to the

performance of a Government contract to a designated investigative or law enforcement representative of a Federal department or agency authorized to receive such information (e.g., agency Office of the Inspector General).

(End of provision)

52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS—COMMERCIAL ITEMS (DEVIATION 2018-O0021) (MAY 2019)

(a) Comptroller General Examination of Record. The Contractor shall comply with the provisions of this paragraph (a) if this contract was awarded using other than sealed bid, is in excess of the simplified acquisition threshold, and does not contain the clause at 52.215-2, Audit and Records—Negotiation.

(1) The Comptroller General of the United States, or an authorized representative of the Comptroller General, shall have access to and right to examine any of the Contractor's directly pertinent records involving transactions related to this contract.

(2) The Contractor shall make available at its offices at all reasonable times the records, materials, and other evidence for examination, audit, or reproduction, until 3 years after final payment under this contract or for any shorter period specified in FAR Subpart 4.7, Contractor Records Retention, of the other clauses of this contract. If this contract is completely or partially terminated, the records relating to the work terminated shall be made available for 3 years after any resulting final termination settlement. Records relating to appeals under the disputes clause or to litigation or the settlement of claims arising under or relating to this contract shall be made available until such appeals, litigation, or claims are finally resolved.

(3) As used in this clause, records include books, documents, accounting procedures and practices, and other data, regardless of type and regardless of form. This does not require the Contractor to create or maintain any record that the Contractor does not maintain in the ordinary course of business or pursuant to a provision of law.

(b)(1) Notwithstanding the requirements of any other clauses of this contract, the Contractor is not required to flow down any FAR clause, other than those in this paragraph (b) (1) in a subcontract for commercial items. Unless otherwise indicated below, the extent of the flow down shall be as required by the clause—

(i) 52.203-13, Contractor Code of Business Ethics and Conduct (Oct 2015) (41 U.S.C. 3509).

(ii) 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)).

(iii) 52.204-23, Prohibition on Contracting for Hardware, Software, and Services Developed or Provided by Kaspersky Lab and Other Covered Entities (Jul 2018) (Section 1634 of Pub. L. 115-91).

(iv) 52.219-8, Utilization of Small Business Concerns (Oct 2018) (15 U.S.C. 637(d)(2) and (3)), in all subcontracts that offer further subcontracting opportunities. If the subcontract (except subcontracts to small business concerns) exceeds \$700,000 (\$1.5 million for construction of any public facility), the subcontractor must include 52.219-8 in lower tier subcontracts that offer subcontracting opportunities.

(v) 52.222-17, Nondisplacement of Qualified Workers (MAY 2014) (E.O. 13495). Flow down required in accordance with paragraph (l) of FAR clause 52.222-17.

(vi) 52.222-21, Prohibition of Segregated Facilities (APR 2015).

(vii) 52.222-26, Equal Opportunity (Sept 2016) (E.O. 11246).

(viii) 52.222-35, Equal Opportunity for Veterans (Oct 2015) (38 U.S.C. 4212).

(ix) 52.222-36, Equal Opportunity for Workers with Disabilities (July 2014) (29 U.S.C. 793).

(x) 52.222-37, Employment Reports on Veterans (FEB 2016) (38 U.S.C. 4212).

(xi) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (Dec 2010) (E.O. 13496). Flow down required in accordance with paragraph (f) of FAR clause 52.222-40.

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

(xiii)(A) 52.222-50, Combating Trafficking in Persons (Mar 2015) (22 U.S.C. chapter 78 and E.O. 13627).

(B) Alternate I (Mar 2015) of 52.222-50 (22 U.S.C. chapter 78 and E.O. 13627).

(xiv) 52.222-51, Exemption from Application of the Service Contract Act to Contracts for Maintenance, Calibration, or Repair of Certain Equipment-Requirements (May 2014) (41 U.S.C. chapter 67).

(xv) 52.222-53, Exemption from Application of the Service Contract Act to Contracts for Certain Services-Requirements (May 2014) (41 U.S.C. chapter 67).

(xvi) 52.222-54, Employment Eligibility Verification (Oct 2015) (E.O. 12989).

(xvii) 52.222-55, Minimum Wages Under Executive Order 13658 (Dec 2015).

(xviii) 52.222-62 Paid Sick Leave Under Executive Order 13706 (Jan 2017) (E.O. 13706).

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

(B) Alternate I (JAN 2017) of 52.224-3.

(xx) 52.225-26, Contractors Performing Private Security Functions Outside the United States (Oct 2016) (Section 862, as amended, of the National Defense Authorization Act for Fiscal Year 2008; 10 U.S.C. 2302 Note).

(xxi) 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations (May 2014) (42 U.S.C. 1792). Flow down required in accordance with paragraph (e) of FAR clause 52.226-6.

(xxii) 52.247-64, Preference for Privately Owned U.S.-Flag Commercial Vessels (Feb 2006) (46 U.S.C. Appx. 1241(b) and 10 U.S.C. 2631). Flow down required in accordance with paragraph (d) of FAR clause 52.247-64.

(2) While not required, the contractor may include in its subcontracts for commercial items a minimal number of additional clauses necessary to satisfy its contractual obligations.

(End of clause)

52.219-1 SMALL BUSINESS PROGRAM REPRESENTATIONS (OCT 2014) - ALTERNATE I (SEPT 2015)

(a) Definitions. As used in this provision--

Economically disadvantaged women-owned small business (EDWOSB) concern means a small business concern that is at least 51 percent directly and unconditionally owned by, and the management and daily business operations of which are controlled by, one or more women who are citizens of the United States and who are economically disadvantaged in accordance with 13 CFR part 127. It automatically qualifies as a women-owned small business concern eligible under the WOSB Program.

Service-disabled veteran-owned small business concern--

(1) Means a small business concern--

(i) Not less than 51 percent of which is owned by one or more service-disabled veterans or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more service-disabled veterans; and

(ii) The management and daily business operations of which are controlled by one or more service-disabled veterans or, in the case of a service-disabled veteran with permanent and severe disability, the spouse or permanent caregiver of such veteran.

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

Small business concern means a concern, including its affiliates, that is independently owned and operated, not dominant in the field of operation in which it is bidding on Government contracts, and qualified as a small business under the criteria in 13 CFR Part 121 and the size standard in paragraph (b) of this provision.

Small disadvantaged business concern, consistent with 13 CFR 124.1002, means a small business concern under the size standard applicable to the acquisition, that--

(1) Is at least 51 percent unconditionally and directly owned (as defined at 13 CFR 124.105) by--

(i) One or more socially disadvantaged (as defined at 13 CFR 124.103) and economically disadvantaged (as defined at 13 CFR 124.104) individuals who are citizens of the United States, and

(ii) Each individual claiming economic disadvantage has a net worth not exceeding \$750,000 after taking into account the applicable exclusions set forth at 13 CFR 124.104(c)(2); and

(2) The management and daily business operations of which are controlled (as defined at 13 CFR 124.106) by individuals who meet the criteria in paragraphs (1)(i) and (ii) of this definition.

Veteran-owned small business concern means a small business concern--

(1) Not less than 51 percent of which is owned by one or more veterans (as defined at 38 U.S.C. 101(2)) or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more veterans; and

(2) The management and daily business operations of which are controlled by one or more veterans.

Women-owned small business concern means a small business concern--

(1) That is at least 51 percent owned by one or more women; or, in the case of any publicly owned business, at least 51 percent of the stock of which is owned by one or more women; and

(2) Whose management and daily business operations are controlled by one or more women.

Women-owned small business (WOSB) concern eligible under the WOSB Program (in accordance with 13 CFR part 127), means a small business concern that is at least 51 percent directly and unconditionally owned by, and the management and daily business operations of which are controlled by, one or more women who are citizens of the United States.

(b)(1) The North American Industry Classification System (NAICS) code for this acquisition is 532420.

(2) The small business size standard is \$32.5 Million

(3) The small business size standard for a concern which submits an offer in its own name, other than on a construction or service contract, but which proposes to furnish a product which it did not itself manufacture, is 500 employees.

(c) Representations. (1) The offeror represents as part of its offer that it [____] is, [____] is not a small business concern. (2) [Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.] The offeror represents that it [____] is, [____] is not, a small disadvantaged business concern as defined in 13 CFR 124.1002.

(3) [Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.] The offeror represents as part of its offer that it [____] is, [____] is not a women-owned small business concern.

(4) Women-owned small business (WOSB) concern eligible under the WOSB Program. [Complete only if the offeror represented itself as a women-owned small business concern in paragraph (c)(3) of this provision.] The offeror represents as part of its offer that--

(i) It [____] is, [____] is not a WOSB concern eligible under the WOSB Program, has provided all the required documents to the WOSB Repository, and no change in circumstances or adverse decisions have been issued that affects its eligibility; and

(ii) It [____] is, [____] is not a joint venture that complies with the requirements of 13 CFR part 127, and the representation in paragraph (c)(4)(i) of this provision is accurate for each WOSB concern eligible under the WOSB Program participating in the joint venture. [The offeror shall enter the name or names of the WOSB concern eligible under the WOSB Program and other small businesses that are participating in the joint venture: ____ --.] Each WOSB concern eligible under the WOSB Program participating in the joint venture shall submit a separate signed copy of the WOSB representation.

(5) Economically disadvantaged women-owned small business (EDWOSB) concern. [Complete only if the offeror represented itself as a women-owned small business concern eligible under the WOSB Program in (c)(4) of this provision.] The offeror represents as part of its offer that--

(i) It [☐] is, [☐] is not an EDWOSB concern eligible under the WOSB Program, has provided all the required documents to the WOSB Repository, and no change in circumstances or adverse decisions have been issued that affects its eligibility; and

(ii) It [☐] is, [☐] is not a joint venture that complies with the requirements of 13 CFR part 127, and the representation in paragraph (c)(5)(i) of this provision is accurate for each EDWOSB concern participating in the joint venture. [The offeror shall enter the name or names of the EDWOSB concern and other small businesses that are participating in the joint venture: --.] Each EDWOSB concern participating in the joint venture shall submit a separate signed copy of the EDWOSB representation.

(6) [Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.] The offeror represents as part of its offer that it [☐] is, [☐] is not a veteran-owned small business concern.

(7) [Complete only if the offeror represented itself as a veteran-owned small business concern in paragraph (c)(6) of this provision.] The offeror represents as part of its offer that it [☐] is, [☐] is not a service-disabled veteran-owned small business concern.

(8) [Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.] The offeror represents, as part of its offer, that--

(i) It [☐] is, [☐] is not a HUBZone small business concern listed, on the date of this representation, on the List of Qualified HUBZone Small Business Concerns maintained by the Small Business Administration, and no material changes in ownership and control, principal office, or HUBZone employee percentage have occurred since it was certified in accordance with 13 CFR Part 126; and

(ii) It [☐] is, [☐] is not a HUBZone joint venture that complies with the requirements of 13 CFR Part 126, and the representation in paragraph (c)(8)(i) of this provision is accurate for each HUBZone small business concern participating in the HUBZone joint venture. [The offeror shall enter the names of each of the HUBZone small business concerns participating in the HUBZone joint venture: --.] Each HUBZone small business concern participating in the HUBZone joint venture shall submit a separate signed copy of the HUBZone representation.

(d) Notice.

(1) If this solicitation is for supplies and has been set aside, in whole or in part, for small business concerns, then the clause in this solicitation providing notice of the set-aside contains restrictions on the source of the end items to be furnished.

(2) Under 15 U.S.C. 645(d), any person who misrepresents a firm's status as a business concern that is small, HUBZone small, small disadvantaged, service-disabled veteran-owned small, economically disadvantaged women-owned small, or women-owned small eligible under the WOSB Program in order to obtain a contract to be awarded under the preference programs established pursuant to section 8, 9, 15, 31, and 36 of the Small Business Act or any other provision of Federal law that specifically references section 8(d) for a definition of program eligibility, shall—

(i) Be punished by imposition of fine, imprisonment, or both;

(ii) Be subject to administrative remedies, including suspension and debarment; and

(iii) Be ineligible for participation in programs conducted under the authority of the Act.

(9) [Complete if offeror represented itself as disadvantaged in paragraph (c)(2) of this provision.] The offeror shall check the category in which its ownership falls:

☐ Black American.

☐ Hispanic American.

☐ Native American (American Indians, Eskimos, Aleuts, or Native Hawaiians).

_____ Asian-Pacific American (persons with origins from Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Japan, China, Taiwan, Laos, Cambodia (Kampuchea), Vietnam, Korea, The Philippines, Republic of Palau, Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru).

_____ Subcontinent Asian (Asian-Indian) American (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal).

_____ Individual/concern, other than one of the preceding.

(End of provision)

52.219-28 POST-AWARD SMALL BUSINESS PROGRAM REREPRESENTATION (JULY 2013)

(a) Definitions. As used in this clause--

Long-term contract means a contract of more than five years in duration, including options. However, the term does not include contracts that exceed five years in duration because the period of performance has been extended for a cumulative period not to exceed six months under the clause at 52.217-8, Option to Extend Services, or other appropriate authority.

Small business concern means a concern, including its affiliates, that is independently owned and operated, not dominant in the field of operation in which it is bidding on Government contracts, and qualified as a small business under the criteria in 13 CFR part 121 and the size standard in paragraph (c) of this clause. Such a concern is "not dominant in its field of operation" when it does not exercise a controlling or major influence on a national basis in a kind of business activity in which a number of business concerns are primarily engaged. In determining whether dominance exists, consideration shall be given to all appropriate factors, including volume of business, number of employees, financial resources, competitive status or position, ownership or control of materials, processes, patents, license agreements, facilities, sales territory, and nature of business activity.

(b) If the Contractor represented that it was a small business concern prior to award of this contract, the Contractor shall rerepresent its size status according to paragraph (e) of this clause or, if applicable, paragraph (g) of this clause, upon the occurrence of any of the following:

(1) Within 30 days after execution of a novation agreement or within 30 days after modification of the contract to include this clause, if the novation agreement was executed prior to inclusion of this clause in the contract.

(2) Within 30 days after a merger or acquisition that does not require a novation or within 30 days after modification of the contract to include this clause, if the merger or acquisition occurred prior to inclusion of this clause in the contract.

(3) For long-term contracts--

(i) Within 60 to 120 days prior to the end of the fifth year of the contract; and

(ii) Within 60 to 120 days prior to the date specified in the contract for exercising any option thereafter.

(c) The Contractor shall rerepresent its size status in accordance with the size standard in effect at the time of this rerepresentation that corresponds to the North American Industry Classification System (NAICS) code assigned to this contract. The small business size standard corresponding to this NAICS code can be found at <http://www.sba.gov/content/table-small-business-size-standards>.

(d) The small business size standard for a Contractor providing a product which it does not manufacture itself, for a contract other than a construction or service contract, is 500 employees.

(e) Except as provided in paragraph (g) of this clause, the Contractor shall make the representation required by paragraph (b) of this clause by validating or updating all its representations in the Representations and Certifications section of the System for Award Management (SAM) and its other data in SAM, as necessary, to ensure that they reflect the Contractor's current status. The

Contractor shall notify the contracting office in writing within the timeframes specified in paragraph (b) of this clause that the data have been validated or updated, and provide the date of the validation or update.

(f) If the Contractor represented that it was other than a small business concern prior to award of this contract, the Contractor may, but is not required to, take the actions required by paragraphs (e) or (g) of this clause.

(g) If the Contractor does not have representations and certifications in SAM, or does not have a representation in SAM for the NAICS code applicable to this contract, the Contractor is required to complete the following rerepresentation and submit it to the contracting office, along with the contract number and the date on which the rerepresentation was completed:

The Contractor represents that it () is, () is not a small business concern under NAICS Code 532420- assigned to contract number W912WJ19PXXXX.

(Contractor to sign and date and insert authorized signer's name and title).

(End of clause)

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):

<http://www.acquisition.gov/far/>
<http://farsite.hill.af.mil>

(End of provision)

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):

<http://www.acquisition.gov/far/>
<http://farsite.hill.af.mil>

(End of clause)

52.252-5 AUTHORIZED DEVIATIONS IN PROVISIONS (APR 1984)

(a) The use in this solicitation of any Federal Acquisition Regulation (48 CFR Chapter 1) provision with an authorized deviation is indicated by the addition of "(DEVIATION)" after the date of the provision.

(b) The use in this solicitation of any [DFARS](#) (48 CFR Chapter [2](#)) provision with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

(End of provision)

52.252-6 AUTHORIZED DEVIATIONS IN CLAUSES (APR 1984)

(a) The use in this solicitation or contract of any Federal Acquisition Regulation (48 CFR Chapter 1) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the date of the clause.

(b) The use in this solicitation or contract of any [DFARS](#) (48 CFR [Chapter 2](#)) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

(End of clause)

WAGE DETERMINATIONS

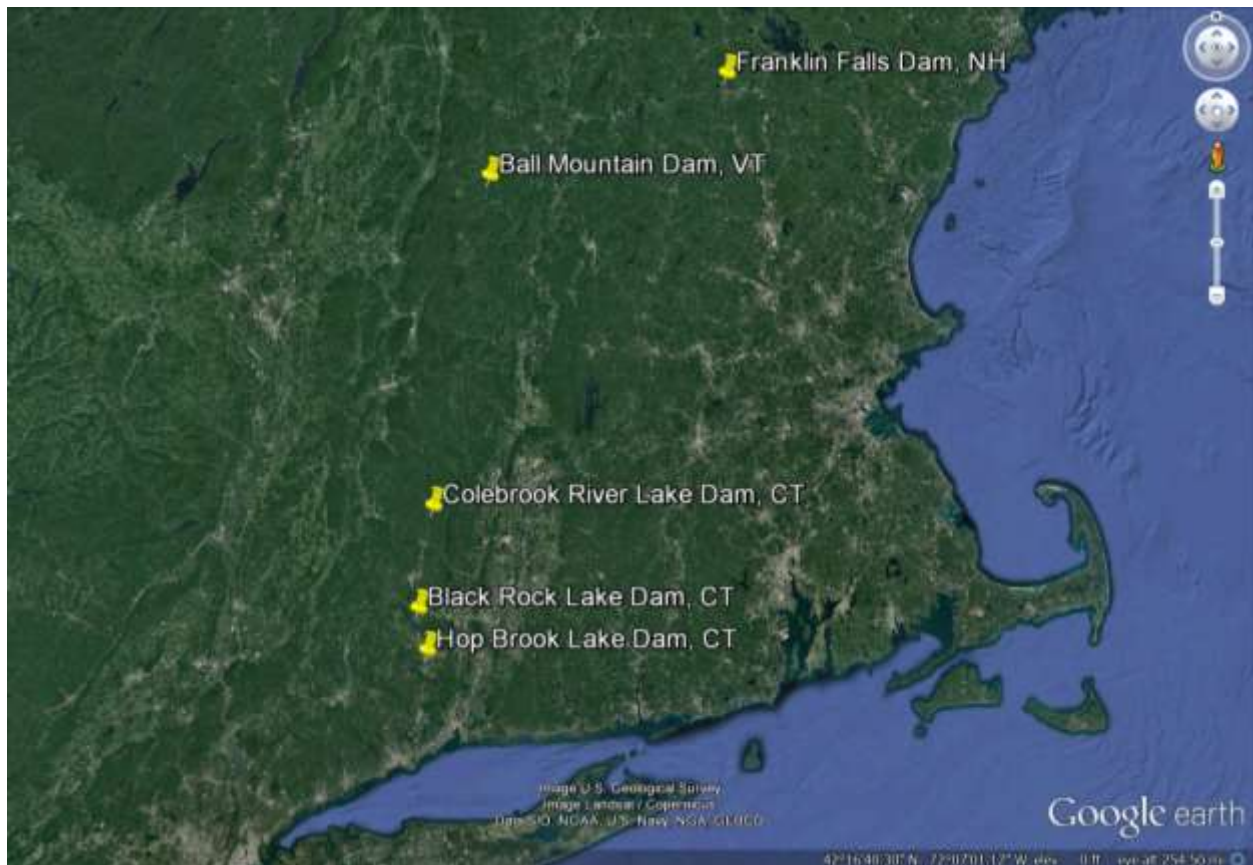
PLEASE REFER TO THE WAGE DETERMINATIONS FOR EACH LOCATION THAT INSPECTIONS WILL BE CONDUCTED ATTACHED TO THE END OF THIS SOLICITATION.

**RENTAL OF AN ARTICULATED BOOM TYPE UNDERBRIDGE INSPECTION
VEHICLE AND A TWO-MAN OPERATING CREW
VARIOUS SITES
CONNECTICUT, NEW HAMPSHIRE, AND VERMONT**

LIST OF BRIDGES

CT	Hop Brook Lake Dam	Service Bridge	Photos 1 & 2
CT	Black Rock Lake Dam	Service Bridge	Photos 3 & 4
CT	Colebrook River Lake Dam	Service Bridge	Photos 5 & 6
VT	Ball Mountain Dam	Service Bridge	Photos 7 & 8
NH	Franklin Falls Dam	Service Bridge	Photos 9 & 10

Note: Access for the following bridges will be provided by the Corps of Engineers.



Location Map



Photo 1: Hop Brook Lake Dam Service Bridge – Plan View



Photo 2: Hop Brook Lake Dam Service Bridge – Elevation View



Photo 3: Black Rock Lake Dam Service Bridge – Plan View



Photo 4: Black Rock Lake Dam Service Bridge – Elevation View



Photo 5: Colebrook River Lake Service Bridge – Plan View



Photo 6: Colebrook River Lake Service Bridge – Elevation View



Photo 7: Ball Mountain Dam Service Bridge – Plan View



Photo 8: Ball Mountain Dam Service Bridge – Elevation View



Photo 9: Franklin Falls Dam Service Bridge – Plan View

Modified AHA for Service Contracts

Project Name

Contractor Name

Contract Number

Date

Competent Person (Name, Title, Phone Number, & Signature):

EMERGENCY PHONE NUMBERS AND MEDICAL FACILITY MAP

1. Map with Highlighted Route, Address, and Directions:

2. Emergency Phone Numbers:

<u>Contact</u>	<u>Phone Number</u>

SIGNATURE SHEET

<u>Name</u>	<u>Signature</u>	<u>Date</u>	<u>Company</u>
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

3. First Aid/CPR certificates, meeting the requirements of EM 385-1-1 Section 03.A.02, have been submitted for two onsite employees:

a.

b.

4. Deficiency Log/Corrective Actions:

Date Found Date Corrected

Mishap Reporting and Investigation:

- a. _____ is responsible for reporting the exposure data (man-hours worked) to the GDA no later than close of business on the 5th calendar day of the following month.
- b. All accidents and near misses will be investigated by the Contractor. All work-related recordable injuries, illnesses and property damage accidents (excluding on-the-road vehicle accidents), in which the property damage exceeds \$5,000.00, will be verbally reported to the GDA within 4 hours of the incident. Serious accidents as described in EM 385-1-1 Section 01.D shall be immediately reported to the GDA. ENG Form 3394 shall be completed and submitted to the GDA within five working days of the incident.
- c. _____ is responsible for completing the accident notifications, investigations, and reports.

ACTIVITY HAZARDS ANALYSIS

Print Form

Overall Risk Assessment Code (RAC)
(Use highest code)

Date: Project:

Activity:

Activity Location:

Prepared By:

Risk Assessment Code Matrix

E = Extremely High Risk
H = High Risk
M = Moderate Risk
L = Low Risk

	Probability				
	Frequent	Likely	Occasional	Seldom	Unlikely
E	E	H	H	H	M
E	H	H	M	M	L
H	M	M	L	L	L
M	L	L	L	L	L

Add Identified Hazards

	JOB STEPS	HAZARDS	ACTIONS TO ELIMINATE OR MINIMIZE HAZARDS	RAC
X				
X				
X				
X				
X				

Add Items

	EQUIPMENT	TRAINING	INSPECTION
X			
X			
X			
X			
X			
X			
X			

USACE PRIME CONTRACTOR Monthly Record of Work-Related Injuries/Illnesses & Exposure

US Army Corps of Engineers



Month _____
Year _____

In accordance with the provisions of EM 385-1-1, Section 01 Program Management, Paragraph 01.D Accident Reporting and Recording, sub-paragraphs 01.D.05, you (the Prime Contractor) shall provide a monthly record of all exposure and accident experience incidental to the work (this includes exposure and accident experience of the Prime Contractor and its sub-contractor(s)). As a minimum, these records shall include exposure work hours and a record of occupational injuries and illnesses that include the data elements listed below. Definitional criteria for each data element is found in 29 CFR Part 1904. If the maintenance of OSHA 300 Logs are required by OSHA, most of this information can be obtained from those logs. If data on log provided below is revised after it is submitted to USACE, Contractor shall provide a revised report to the GDA. You must complete the USACE ENG Form 3394, Report of Accident Investigation Report for all recordable accidents. If you're not sure whether a case is recordable, call your local Safety and Occupational Health Office for help.

USACE Command	
Contractor Name	
Contract Number	
Project Title	
City	State
USACE Office Overseeing Work:	

[illegible]

ENG FORM 3394-1-999 CAN BE FOUND AT THE FOLLOWING LINK: http://www.publications.usace.army.mil/Portals/76/Publications/EngineerForms/ENG_FORM_3394_1999Mar.pdf?ver=2013-09-08-231303-357

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-4023
Daniel W. Simms	Division of	Revision No.: 10
Director	Wage Determinations	Date Of Last Revision: 05/16/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:

BELKNAP COUNTY: Alton Barnstead Belmont Center Harbor Gilford Gilmanton
Laconia Meredith Tilton

CARROLL COUNTY: Brookfield Moultonborough Tuftonboro Wolfeboro

HILLSBOROUGH COUNTY: Deering Hillsborough Windsor

MERRIMACK COUNTY: Boscawen Bow Canterbury Chichester Concord Epsom
Franklin Henniker Hopkinton Loudon Northfield Pittsfield Salisbury
Webster

ROCKINGHAM COUNTY: Deerfield Northwood Nottingham Raymond

SULLIVAN COUNTY: Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.84
01012 - Accounting Clerk II		17.78
01013 - Accounting Clerk III		19.90
01020 - Administrative Assistant		24.74
01035 - Court Reporter		17.76
01041 - Customer Service Representative I		13.67
01042 - Customer Service Representative II		15.37
01043 - Customer Service Representative III		16.77
01051 - Data Entry Operator I		15.58
01052 - Data Entry Operator II		17.00

01060 - Dispatcher Motor Vehicle	20.45
01070 - Document Preparation Clerk	15.53
01090 - Duplicating Machine Operator	15.53
01111 - General Clerk I	14.49
01112 - General Clerk II	15.80
01113 - General Clerk III	17.74
01120 - Housing Referral Assistant	19.79
01141 - Messenger Courier	13.06
01191 - Order Clerk I	14.95
01192 - Order Clerk II	16.31
01261 - Personnel Assistant (Employment) I	15.91
01262 - Personnel Assistant (Employment) II	17.80
01263 - Personnel Assistant (Employment) III	19.83
01270 - Production Control Clerk	24.85
01290 - Rental Clerk	14.15
01300 - Scheduler Maintenance	15.87
01311 - Secretary I	15.87
01312 - Secretary II	17.76
01313 - Secretary III	19.79
01320 - Service Order Dispatcher	18.47
01410 - Supply Technician	24.74
01420 - Survey Worker	16.25
01460 - Switchboard Operator/Receptionist	13.72
01531 - Travel Clerk I	16.12
01532 - Travel Clerk II	17.44
01533 - Travel Clerk III	18.80
01611 - Word Processor I	14.14
01612 - Word Processor II	15.87
01613 - Word Processor III	17.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.30
05010 - Automotive Electrician	21.10
05040 - Automotive Glass Installer	20.31
05070 - Automotive Worker	20.31
05110 - Mobile Equipment Servicer	18.47
05130 - Motor Equipment Metal Mechanic	21.95
05160 - Motor Equipment Metal Worker	20.31

05190 - Motor Vehicle Mechanic	21.95
05220 - Motor Vehicle Mechanic Helper	17.30
05250 - Motor Vehicle Upholstery Worker	19.52
05280 - Motor Vehicle Wrecker	20.31
05310 - Painter Automotive	21.30
05340 - Radiator Repair Specialist	20.31
05370 - Tire Repairer	17.95
05400 - Transmission Repair Specialist	21.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96
07041 - Cook I	14.92
07042 - Cook II	16.40
07070 - Dishwasher	9.27
07130 - Food Service Worker	10.99
07210 - Meat Cutter	18.95
07260 - Waiter/Waitress	9.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.57
09040 - Furniture Handler	12.99
09080 - Furniture Refinisher	18.57
09090 - Furniture Refinisher Helper	14.94
09110 - Furniture Repairer Minor	16.90
09130 - Upholsterer	18.57
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.76
11060 - Elevator Operator	12.76
11090 - Gardener	19.92
11122 - Housekeeping Aide	13.80
11150 - Janitor	13.80
11210 - Laborer Grounds Maintenance	16.22
11240 - Maid or Houseman	12.00
11260 - Pruner	15.00
11270 - Tractor Operator	18.64
11330 - Trail Maintenance Worker	16.22
11360 - Window Cleaner	14.98
12000 - Health Occupations	
12010 - Ambulance Driver	18.48

12011 - Breath Alcohol Technician	20.60
12012 - Certified Occupational Therapist Assistant	30.48
12015 - Certified Physical Therapist Assistant	29.11
12020 - Dental Assistant	23.67
12025 - Dental Hygienist	38.05
12030 - EKG Technician	34.33
12035 - Electroneurodiagnostic Technologist	34.33
12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	20.25
12072 - Licensed Practical Nurse II	22.66
12073 - Licensed Practical Nurse III	25.27
12100 - Medical Assistant	17.61
12130 - Medical Laboratory Technician	23.25
12160 - Medical Record Clerk	15.18
12190 - Medical Record Technician	16.99
12195 - Medical Transcriptionist	20.25
12210 - Nuclear Medicine Technologist	49.62
12221 - Nursing Assistant I	11.51
12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12
12224 - Nursing Assistant IV	15.85
12235 - Optical Dispenser	19.78
12236 - Optical Technician	20.25
12250 - Pharmacy Technician	15.23
12280 - Phlebotomist	18.06
12305 - Radiologic Technologist	28.17
12311 - Registered Nurse I	23.67
12312 - Registered Nurse II	28.95
12313 - Registered Nurse II Specialist	28.95
12314 - Registered Nurse III	35.02
12315 - Registered Nurse III Anesthetist	35.02
12316 - Registered Nurse IV	41.97
12317 - Scheduler (Drug and Alcohol Testing)	28.07
12320 - Substance Abuse Treatment Counselor	25.49
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.53
13012 - Exhibits Specialist II	22.95

13013 - Exhibits Specialist III		28.07
13041 - Illustrator I		18.53
13042 - Illustrator II		22.95
13043 - Illustrator III		28.07
13047 - Librarian		25.42
13050 - Library Aide/Clerk		13.21
13054 - Library Information Technology Systems Administrator		22.95
13058 - Library Technician		17.75
13061 - Media Specialist I		16.56
13062 - Media Specialist II		18.53
13063 - Media Specialist III		20.66
13071 - Photographer I		16.56
13072 - Photographer II		18.53
13073 - Photographer III		22.95
13074 - Photographer IV		28.07
13075 - Photographer V		33.97
13090 - Technical Order Library Clerk		16.60
13110 - Video Teleconference Technician		18.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.60
14042 - Computer Operator II		18.57
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	24.47
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		16.60
14160 - Personal Computer Support Technician		23.03
14170 - System Support Specialist		28.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98

15020 - Aircrew Training Devices Instructor (Rated)	38.33
15030 - Air Crew Training Devices Instructor (Pilot)	45.94
15050 - Computer Based Training Specialist / Instructor	31.98
15060 - Educational Technologist	33.35
15070 - Flight Instructor (Pilot)	45.94
15080 - Graphic Artist	21.11
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.69
15086 - Maintenance Test Pilot Rotary Wing	41.69
15088 - Non-Maintenance Test/Co-Pilot	41.69
15090 - Technical Instructor	22.86
15095 - Technical Instructor/Course Developer	27.96
15110 - Test Proctor	18.45
15120 - Tutor	18.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.53
16030 - Counter Attendant	12.53
16040 - Dry Cleaner	15.72
16070 - Finisher Flatwork Machine	12.53
16090 - Presser Hand	12.53
16110 - Presser Machine Drycleaning	12.53
16130 - Presser Machine Shirts	12.53
16160 - Presser Machine Wearing Apparel Laundry	12.53
16190 - Sewing Machine Operator	16.65
16220 - Tailor	17.38
16250 - Washer Machine	13.16
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.33
19040 - Tool And Die Maker	25.93
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.75
21030 - Material Coordinator	24.85
21040 - Material Expediter	24.85
21050 - Material Handling Laborer	14.39
21071 - Order Filler	12.82
21080 - Production Line Worker (Food Processing)	17.75
21110 - Shipping Packer	14.95
21130 - Shipping/Receiving Clerk	14.95

21140 - Store Worker I	14.00
21150 - Stock Clerk	17.89
21210 - Tools And Parts Attendant	17.75
21410 - Warehouse Specialist	17.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.94
23019 - Aircraft Logs and Records Technician	21.11
23021 - Aircraft Mechanic I	23.78
23022 - Aircraft Mechanic II	24.94
23023 - Aircraft Mechanic III	26.06
23040 - Aircraft Mechanic Helper	18.71
23050 - Aircraft Painter	22.83
23060 - Aircraft Servicer	21.11
23070 - Aircraft Survival Flight Equipment Technician	22.83
23080 - Aircraft Worker	21.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.97
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.78
23110 - Appliance Mechanic	22.83
23120 - Bicycle Repairer	17.95
23125 - Cable Splicer	30.86
23130 - Carpenter Maintenance	21.83
23140 - Carpet Layer	19.92
23160 - Electrician Maintenance	25.94
23181 - Electronics Technician Maintenance I	22.57
23182 - Electronics Technician Maintenance II	23.60
23183 - Electronics Technician Maintenance III	24.70
23260 - Fabric Worker	21.11
23290 - Fire Alarm System Mechanic	23.74
23310 - Fire Extinguisher Repairer	19.98
23311 - Fuel Distribution System Mechanic	23.74
23312 - Fuel Distribution System Operator	19.98
23370 - General Maintenance Worker	19.31
23380 - Ground Support Equipment Mechanic	23.78
23381 - Ground Support Equipment Servicer	21.11
23382 - Ground Support Equipment Worker	21.97

23391 - Gunsmith I	19.98
23392 - Gunsmith II	21.97
23393 - Gunsmith III	23.74
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.31
23430 - Heavy Equipment Mechanic	25.38
23440 - Heavy Equipment Operator	23.03
23460 - Instrument Mechanic	24.34
23465 - Laboratory/Shelter Mechanic	22.83
23470 - Laborer	14.39
23510 - Locksmith	22.83
23530 - Machinery Maintenance Mechanic	26.22
23550 - Machinist Maintenance	21.93
23580 - Maintenance Trades Helper	15.13
23591 - Metrology Technician I	24.34
23592 - Metrology Technician II	25.24
23593 - Metrology Technician III	26.11
23640 - Millwright	27.57
23710 - Office Appliance Repairer	21.18
23760 - Painter Maintenance	19.97
23790 - Pipefitter Maintenanc#e	24.35
23810 - Plumber Maintenance	23.12
23820 - Pneudraulic Systems Mechanic	23.74
23850 - Rigger	23.19
23870 - Scale Mechanic	21.97
23890 - Sheet-Metal Worker Maintenance	23.74
23910 - Small Engine Mechanic	19.61
23931 - Telecommunications Mechanic I	24.67
23932 - Telecommunications Mechanic II	27.10
23950 - Telephone Lineman	29.31
23960 - Welder Combination Maintenance	20.62
23965 - Well Driller	23.74
23970 - Woodcraft Worker	23.74
23980 - Woodworker	19.98
24000 - Personal Needs Occupations	

24550 - Case Manager	15.78
24570 - Child Care Attendant	11.44
24580 - Child Care Center Clerk	14.26
24610 - Chore Aide	12.98
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	15.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.74
25040 - Sewage Plant Operator	23.01
25070 - Stationary Engineer	23.74
25190 - Ventilation Equipment Tender	18.71
25210 - Water Treatment Plant Operator	23.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.11
27007 - Baggage Inspector	16.65
27008 - Corrections Officer	23.36
27010 - Court Security Officer	21.29
27030 - Detection Dog Handler	18.85
27040 - Detention Officer	23.36
27070 - Firefighter	19.22
27101 - Guard I	16.65
27102 - Guard II	18.85
27131 - Police Officer I	25.23
27132 - Police Officer II	28.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.34
28043 - Carnival Worker	9.94
28210 - Gate Attendant/Gate Tender	16.88
28310 - Lifeguard	15.03
28350 - Park Attendant (Aide)	18.89
28510 - Recreation Aide/Health Facility Attendant	13.78
28515 - Recreation Specialist	21.46
28630 - Sports Official	15.03
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer	21.97
29020 - Hatch Tender	21.97
29030 - Line Handler	21.97
29041 - Stevedore I	21.11
29042 - Stevedore II	22.83
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.61
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.01
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.84
30021 - Archeological Technician I	17.84
30022 - Archeological Technician II	19.97
30023 - Archeological Technician III	24.72
30030 - Cartographic Technician	24.72
30040 - Civil Engineering Technician	25.22
30051 - Cryogenic Technician I	27.38
30052 - Cryogenic Technician II	30.24
30061 - Drafter/CAD Operator I	17.84
30062 - Drafter/CAD Operator II	19.97
30063 - Drafter/CAD Operator III	22.25
30064 - Drafter/CAD Operator IV	27.38
30081 - Engineering Technician I	15.57
30082 - Engineering Technician II	17.48
30083 - Engineering Technician III	21.45
30084 - Engineering Technician IV	24.22
30085 - Engineering Technician V	29.63
30086 - Engineering Technician VI	35.84
30090 - Environmental Technician	21.71
30095 - Evidence Control Specialist	24.72
30210 - Laboratory Technician	22.19
30221 - Latent Fingerprint Technician I	27.38
30222 - Latent Fingerprint Technician II	30.24
30240 - Mathematical Technician	24.72
30361 - Paralegal/Legal Assistant I	19.03
30362 - Paralegal/Legal Assistant II	23.57
30363 - Paralegal/Legal Assistant III	28.83
30364 - Paralegal/Legal Assistant IV	34.88
30375 - Petroleum Supply Specialist	30.24

30390 - Photo-Optics Technician	24.72
30395 - Radiation Control Technician	30.24
30461 - Technical Writer I	24.72
30462 - Technical Writer II	30.24
30463 - Technical Writer III	36.60
30491 - Unexploded Ordnance (UXO) Technician I	25.81
30492 - Unexploded Ordnance (UXO) Technician II	31.23
30493 - Unexploded Ordnance (UXO) Technician III	37.43
30494 - Unexploded (UXO) Safety Escort	25.81
30495 - Unexploded (UXO) Sweep Personnel	25.81
30501 - Weather Forecaster I	27.38
30502 - Weather Forecaster II	33.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.25
30621 - Weather Observer Senior	(see 2) 24.72
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.23
31020 - Bus Aide	15.44
31030 - Bus Driver	20.16
31043 - Driver Courier	14.03
31260 - Parking and Lot Attendant	11.55
31290 - Shuttle Bus Driver	14.57
31310 - Taxi Driver	11.42
31361 - Truckdriver Light	14.57
31362 - Truckdriver Medium	15.55
31363 - Truckdriver Heavy	20.98
31364 - Truckdriver Tractor-Trailer	20.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.22
99030 - Cashier	10.19
99050 - Desk Clerk	11.72
99095 - Embalmer	28.59
99130 - Flight Follower	25.81
99251 - Laboratory Animal Caretaker I	12.31
99252 - Laboratory Animal Caretaker II	13.08
99260 - Marketing Analyst	35.20
99310 - Mortician	28.59

99410 - Pest Controller	21.68
99510 - Photofinishing Worker	15.03
99710 - Recycling Laborer	19.34
99711 - Recycling Specialist	22.21
99730 - Refuse Collector	17.88
99810 - Sales Clerk	12.38
99820 - School Crossing Guard	15.22
99830 - Survey Party Chief	25.17
99831 - Surveying Aide	15.32
99832 - Surveying Technician	22.89
99840 - Vending Machine Attendant	19.21
99841 - Vending Machine Repairer	22.56
99842 - Vending Machine Repairer Helper	19.21

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour or \$167.20 per week or \$724.53 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-4121
Daniel W. Simms	Division of	Revision No.: 10
Director	Wage Determinations	Date Of Last Revision: 04/25/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in
CONNECTICUT:

HARTFORD COUNTY: Berlin Bristol Burlington Hartland New Britain
Plainville Southington

LITCHFIELD COUNTY: Barkhamsted Harwinton Plymouth Thomaston

MIDDLESEX COUNTY: East Haddam Haddam Middletown

TOLLAND COUNTY: Mansfield Union

WINDHAM COUNTY: Ashford Chaplin Scotland Windham

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.69
01012 - Accounting Clerk II		19.86
01013 - Accounting Clerk III		22.22
01020 - Administrative Assistant		32.79
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		15.64
01042 - Customer Service Representative II		17.58
01043 - Customer Service Representative III		19.19
01051 - Data Entry Operator I		16.82
01052 - Data Entry Operator II		18.35
01060 - Dispatcher Motor Vehicle		21.44
01070 - Document Preparation Clerk		19.90
01090 - Duplicating Machine Operator		19.90
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.26

01120 - Housing Referral Assistant	22.44
01141 - Messenger Courier	14.44
01191 - Order Clerk I	18.46
01192 - Order Clerk II	20.54
01261 - Personnel Assistant (Employment) I	18.39
01262 - Personnel Assistant (Employment) II	20.58
01263 - Personnel Assistant (Employment) III	22.93
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	15.52
01300 - Scheduler Maintenance	18.00
01311 - Secretary I	18.00
01312 - Secretary II	20.14
01313 - Secretary III	22.44
01320 - Service Order Dispatcher	19.27
01410 - Supply Technician	32.79
01420 - Survey Worker	19.42
01460 - Switchboard Operator/Receptionist	16.79
01531 - Travel Clerk I	16.02
01532 - Travel Clerk II	17.46
01533 - Travel Clerk III	18.94
01611 - Word Processor I	15.17
01612 - Word Processor II	17.03
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.15
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal Mechanic	23.41
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	23.41
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter Automotive	22.59
05340 - Radiator Repair Specialist	21.71

05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	23.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.98
07041 - Cook I	18.88
07042 - Cook II	20.42
07070 - Dishwasher	11.44
07130 - Food Service Worker	12.15
07210 - Meat Cutter	20.95
07260 - Waiter/Waitress	11.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	23.86
09090 - Furniture Refinisher Helper	19.99
09110 - Furniture Repairer Minor	21.98
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.18
11060 - Elevator Operator	15.75
11090 - Gardener	18.72
11122 - Housekeeping Aide	15.75
11150 - Janitor	15.75
11210 - Laborer Grounds Maintenance	15.94
11240 - Maid or Houseman	12.68
11260 - Pruner	14.71
11270 - Tractor Operator	17.90
11330 - Trail Maintenance Worker	15.94
11360 - Window Cleaner	17.26
12000 - Health Occupations	
12010 - Ambulance Driver	22.93
12011 - Breath Alcohol Technician	22.93
12012 - Certified Occupational Therapist Assistant	31.52
12015 - Certified Physical Therapist Assistant	34.19
12020 - Dental Assistant	21.05
12025 - Dental Hygienist	42.28
12030 - EKG Technician	35.47

12035 - Electroneurodiagnostic Technologist	35.47
12040 - Emergency Medical Technician	22.93
12071 - Licensed Practical Nurse I	22.04
12072 - Licensed Practical Nurse II	24.66
12073 - Licensed Practical Nurse III	27.50
12100 - Medical Assistant	17.84
12130 - Medical Laboratory Technician	27.53
12160 - Medical Record Clerk	22.80
12190 - Medical Record Technician	25.51
12195 - Medical Transcriptionist	20.42
12210 - Nuclear Medicine Technologist	40.91
12221 - Nursing Assistant I	12.30
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	16.78
12235 - Optical Dispenser	25.00
12236 - Optical Technician	21.82
12250 - Pharmacy Technician	16.18
12280 - Phlebotomist	18.44
12305 - Radiologic Technologist	31.46
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II Specialist	34.14
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III Anesthetist	41.30
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	28.40
12320 - Substance Abuse Treatment Counselor	24.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.66
13012 - Exhibits Specialist II	30.54
13013 - Exhibits Specialist III	37.36
13041 - Illustrator I	25.30
13042 - Illustrator II	31.34
13043 - Illustrator III	38.33
13047 - Librarian	34.71
13050 - Library Aide/Clerk	15.77

13054 - Library Information Technology Systems Administrator	31.34
13058 - Library Technician	24.13
13061 - Media Specialist I	22.61
13062 - Media Specialist II	25.30
13063 - Media Specialist III	28.21
13071 - Photographer I	18.79
13072 - Photographer II	21.93
13073 - Photographer III	27.17
13074 - Photographer IV	33.24
13075 - Photographer V	40.21
13090 - Technical Order Library Clerk	19.81
13110 - Video Teleconference Technician	22.36
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.31
14042 - Computer Operator II	20.49
14043 - Computer Operator III	22.85
14044 - Computer Operator IV	25.38
14045 - Computer Operator V	28.11
14071 - Computer Programmer I	(see 1) 26.39
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	18.31
14160 - Personal Computer Support Technician	26.63
14170 - System Support Specialist	39.33
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.17
15020 - Aircrew Training Devices Instructor (Rated)	37.71
15030 - Air Crew Training Devices Instructor (Pilot)	45.21
15050 - Computer Based Training Specialist / Instructor	31.17
15060 - Educational Technologist	45.83
15070 - Flight Instructor (Pilot)	45.21
15080 - Graphic Artist	26.09

15085 - Maintenance Test Pilot Fixed Jet/Prop	45.21
15086 - Maintenance Test Pilot Rotary Wing	45.21
15088 - Non-Maintenance Test/Co-Pilot	45.21
15090 - Technical Instructor	28.80
15095 - Technical Instructor/Course Developer	35.23
15110 - Test Proctor	23.25
15120 - Tutor	23.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.51
16030 - Counter Attendant	11.51
16040 - Dry Cleaner	13.34
16070 - Finisher Flatwork Machine	11.51
16090 - Presser Hand	11.51
16110 - Presser Machine Drycleaning	11.51
16130 - Presser Machine Shirts	11.51
16160 - Presser Machine Wearing Apparel Laundry	11.51
16190 - Sewing Machine Operator	14.19
16220 - Tailor	15.17
16250 - Washer Machine	12.11
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.68
19040 - Tool And Die Maker	29.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.16
21030 - Material Coordinator	22.72
21040 - Material Expediter	22.72
21050 - Material Handling Laborer	15.84
21071 - Order Filler	14.33
21080 - Production Line Worker (Food Processing)	20.16
21110 - Shipping Packer	17.12
21130 - Shipping/Receiving Clerk	17.12
21140 - Store Worker I	15.03
21150 - Stock Clerk	19.49
21210 - Tools And Parts Attendant	20.16
21410 - Warehouse Specialist	20.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.52

23019 - Aircraft Logs and Records Technician	29.83
23021 - Aircraft Mechanic I	33.37
23022 - Aircraft Mechanic II	34.52
23023 - Aircraft Mechanic III	35.76
23040 - Aircraft Mechanic Helper	27.34
23050 - Aircraft Painter	32.18
23060 - Aircraft Servicer	29.83
23070 - Aircraft Survival Flight Equipment Technician	32.18
23080 - Aircraft Worker	30.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.37
23110 - Appliance Mechanic	22.77
23120 - Bicycle Repairer	19.49
23125 - Cable Splicer	43.35
23130 - Carpenter Maintenance	26.52
23140 - Carpet Layer	28.27
23160 - Electrician Maintenance	27.31
23181 - Electronics Technician Maintenance I	29.88
23182 - Electronics Technician Maintenance II	31.17
23183 - Electronics Technician Maintenance III	32.46
23260 - Fabric Worker	27.26
23290 - Fire Alarm System Mechanic	26.35
23310 - Fire Extinguisher Repairer	26.13
23311 - Fuel Distribution System Mechanic	34.53
23312 - Fuel Distribution System Operator	30.77
23370 - General Maintenance Worker	21.95
23380 - Ground Support Equipment Mechanic	33.37
23381 - Ground Support Equipment Servicer	29.83
23382 - Ground Support Equipment Worker	30.94
23391 - Gunsmith I	26.13
23392 - Gunsmith II	28.27
23393 - Gunsmith III	30.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.72
23411 - Heating Ventilation And Air Contidioning	30.74

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.28
23440 - Heavy Equipment Operator	34.80
23460 - Instrument Mechanic	30.07
23465 - Laboratory/Shelter Mechanic	29.42
23470 - Laborer	14.34
23510 - Locksmith	28.80
23530 - Machinery Maintenance Mechanic	27.60
23550 - Machinist Maintenance	24.94
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	30.07
23592 - Metrology Technician II	31.13
23593 - Metrology Technician III	32.41
23640 - Millwright	30.08
23710 - Office Appliance Repairer	22.93
23760 - Painter Maintenance	23.07
23790 - Pipefitter Maintenance	31.63
23810 - Plumber Maintenance	30.52
23820 - Pneudraulic Systems Mechanic	30.49
23850 - Rigger	25.66
23870 - Scale Mechanic	28.27
23890 - Sheet-Metal Worker Maintenance	31.87
23910 - Small Engine Mechanic	23.89
23931 - Telecommunications Mechanic I	29.14
23932 - Telecommunications Mechanic II	30.15
23950 - Telephone Lineman	30.24
23960 - Welder Combination Maintenance	25.01
23965 - Well Driller	30.49
23970 - Woodcraft Worker	30.49
23980 - Woodworker	26.13
24000 - Personal Needs Occupations	
24550 - Case Manager	19.38
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	12.75
24620 - Family Readiness And Support Services Coordinator	19.38

24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.56
25040 - Sewage Plant Operator	32.98
25070 - Stationary Engineer	29.56
25190 - Ventilation Equipment Tender	24.21
25210 - Water Treatment Plant Operator	32.98
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.73
27007 - Baggage Inspector	15.98
27008 - Corrections Officer	31.96
27010 - Court Security Officer	31.96
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	31.96
27070 - Firefighter	31.96
27101 - Guard I	15.98
27102 - Guard II	19.88
27131 - Police Officer I	31.35
27132 - Police Officer II	34.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.91
28042 - Carnival Equipment Repairer	14.55
28043 - Carnival Worker	11.30
28210 - Gate Attendant/Gate Tender	16.23
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	18.15
28510 - Recreation Aide/Health Facility Attendant	13.24
28515 - Recreation Specialist	22.48
28630 - Sports Official	14.45
28690 - Swimming Pool Operator	17.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.93
29020 - Hatch Tender	31.93
29030 - Line Handler	31.93
29041 - Stevedore I	30.79
29042 - Stevedore II	33.28
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	22.10
30022 - Archeological Technician II	24.73
30023 - Archeological Technician III	30.63
30030 - Cartographic Technician	30.63
30040 - Civil Engineering Technician	33.15
30051 - Cryogenic Technician I	33.93
30052 - Cryogenic Technician II	37.47
30061 - Drafter/CAD Operator I	22.10
30062 - Drafter/CAD Operator II	24.73
30063 - Drafter/CAD Operator III	27.56
30064 - Drafter/CAD Operator IV	33.93
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.91
30083 - Engineering Technician III	21.96
30084 - Engineering Technician IV	25.74
30085 - Engineering Technician V	30.54
30086 - Engineering Technician VI	36.92
30090 - Environmental Technician	24.81
30095 - Evidence Control Specialist	30.63
30210 - Laboratory Technician	23.67
30221 - Latent Fingerprint Technician I	33.93
30222 - Latent Fingerprint Technician II	37.47
30240 - Mathematical Technician	30.63
30361 - Paralegal/Legal Assistant I	19.36
30362 - Paralegal/Legal Assistant II	23.99
30363 - Paralegal/Legal Assistant III	29.35
30364 - Paralegal/Legal Assistant IV	35.50
30375 - Petroleum Supply Specialist	37.47
30390 - Photo-Optics Technician	30.63
30395 - Radiation Control Technician	37.47
30461 - Technical Writer I	26.40
30462 - Technical Writer II	32.30
30463 - Technical Writer III	39.07
30491 - Unexploded Ordnance (UXO) Technician I	24.65

30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	33.93
30502 - Weather Forecaster II	41.26
30620 - Weather Observer Combined Upper Air Or (see 2)	27.56
Surface Programs	
30621 - Weather Observer Senior (see 2)	30.63
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	18.14
31030 - Bus Driver	22.64
31043 - Driver Courier	16.00
31260 - Parking and Lot Attendant	11.77
31290 - Shuttle Bus Driver	16.73
31310 - Taxi Driver	14.53
31361 - Truckdriver Light	16.73
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	24.30
31364 - Truckdriver Tractor-Trailer	24.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	11.45
99050 - Desk Clerk	13.41
99095 - Embalmer	32.85
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	14.48
99252 - Laboratory Animal Caretaker II	15.14
99260 - Marketing Analyst	33.45
99310 - Mortician	32.85
99410 - Pest Controller	19.84
99510 - Photofinishing Worker	19.38
99710 - Recycling Laborer	23.40
99711 - Recycling Specialist	26.28
99730 - Refuse Collector	21.35
99810 - Sales Clerk	13.39

99820 - School Crossing Guard	17.77
99830 - Survey Party Chief	38.50
99831 - Surveying Aide	24.10
99832 - Surveying Technician	29.15
99840 - Vending Machine Attendant	20.47
99841 - Vending Machine Repairer	23.17
99842 - Vending Machine Repairer Helper	20.47

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour or \$167.20 per week or \$724.53 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 15 years and 5 weeks after 25 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 Good Friday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-4131
Daniel W. Simms	Division of	Revision No.: 11
Director	Wage Determinations	Date Of Last Revision: 04/25/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination is applicable to the following cities towns and boroughs in NEW HAVEN COUNTY: Beacon Falls Middlebury Naugatuck Prospect Waterbury Wolcott

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.56
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		33.47
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		14.98
01042 - Customer Service Representative II		16.84
01043 - Customer Service Representative III		18.38
01051 - Data Entry Operator I		16.18
01052 - Data Entry Operator II		17.66
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.00
01090 - Duplicating Machine Operator		17.00
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		19.01
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.94
01191 - Order Clerk I		17.52
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01290 - Rental Clerk		18.04
01300 - Scheduler Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		21.57
01410 - Supply Technician		33.47
01420 - Survey Worker		21.64

01460 - Switchboard Operator/Receptionist	16.41
01531 - Travel Clerk I	13.52
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	16.03
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.38
05010 - Automotive Electrician	29.52
05040 - Automotive Glass Installer	28.55
05070 - Automotive Worker	28.55
05110 - Mobile Equipment Servicer	26.80
05130 - Motor Equipment Metal Mechanic	30.34
05160 - Motor Equipment Metal Worker	28.55
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	25.82
05250 - Motor Vehicle Upholstery Worker	27.72
05280 - Motor Vehicle Wrecker	28.55
05310 - Painter Automotive	28.79
05340 - Radiator Repair Specialist	26.95
05370 - Tire Repairer	19.28
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.75
07041 - Cook I	16.89
07042 - Cook II	18.37
07070 - Dishwasher	11.27
07130 - Food Service Worker	12.33
07210 - Meat Cutter	19.46
07260 - Waiter/Waitress	10.48
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.20
09040 - Furniture Handler	16.46
09080 - Furniture Refinisher	20.20
09090 - Furniture Refinisher Helper	17.67
09110 - Furniture Repairer Minor	18.97

09130 - Upholsterer	21.21
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.84
11060 - Elevator Operator	13.84
11090 - Gardener	18.10
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer Grounds Maintenance	15.89
11240 - Maid or Houseman	13.68
11260 - Pruner	14.92
11270 - Tractor Operator	17.28
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.57
12000 - Health Occupations	
12010 - Ambulance Driver	23.28
12011 - Breath Alcohol Technician	23.28
12012 - Certified Occupational Therapist Assistant	31.49
12015 - Certified Physical Therapist Assistant	31.30
12020 - Dental Assistant	22.26
12025 - Dental Hygienist	41.83
12030 - EKG Technician	34.90
12035 - Electroneurodiagnostic Technologist	34.90
12040 - Emergency Medical Technician	23.28
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	25.95
12100 - Medical Assistant	17.69
12130 - Medical Laboratory Technician	20.81
12160 - Medical Record Clerk	20.34
12190 - Medical Record Technician	22.84
12195 - Medical Transcriptionist	20.34
12210 - Nuclear Medicine Technologist	50.60
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	23.68

12236 - Optical Technician	20.81
12250 - Pharmacy Technician	16.42
12280 - Phlebotomist	20.68
12305 - Radiologic Technologist	30.31
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III Anesthetist	49.39
12316 - Registered Nurse IV	59.20
12317 - Scheduler (Drug and Alcohol Testing)	28.83
12320 - Substance Abuse Treatment Counselor	28.42
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.35
13012 - Exhibits Specialist II	32.65
13013 - Exhibits Specialist III	40.66
13041 - Illustrator I	28.07
13042 - Illustrator II	35.08
13043 - Illustrator III	44.73
13047 - Librarian	37.25
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.62
13061 - Media Specialist I	23.01
13062 - Media Specialist II	25.63
13063 - Media Specialist III	28.45
13071 - Photographer I	21.96
13072 - Photographer II	24.57
13073 - Photographer III	32.88
13074 - Photographer IV	44.26
13075 - Photographer V	50.85
13090 - Technical Order Library Clerk	17.09
13110 - Video Teleconference Technician	21.96
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.81
14042 - Computer Operator II	23.29

14043 - Computer Operator III	25.97
14044 - Computer Operator IV	28.86
14045 - Computer Operator V	31.94
14071 - Computer Programmer I (see 1)	27.56
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	20.81
14160 - Personal Computer Support Technician	28.86
14170 - System Support Specialist	36.95
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	35.73
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	33.80
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.79
15086 - Maintenance Test Pilot Rotary Wing	44.79
15088 - Non-Maintenance Test/Co-Pilot	44.79
15090 - Technical Instructor	27.17
15095 - Technical Instructor/Course Developer	32.19
15110 - Test Proctor	21.25
15120 - Tutor	21.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.50
16030 - Counter Attendant	12.50
16040 - Dry Cleaner	14.47
16070 - Finisher Flatwork Machine	12.50
16090 - Presser Hand	12.50
16110 - Presser Machine Drycleaning	12.50
16130 - Presser Machine Shirts	12.50
16160 - Presser Machine Wearing Apparel Laundry	12.50

16190 - Sewing Machine Operator	15.78
16220 - Tailor	17.00
16250 - Washer Machine	13.10
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.19
19040 - Tool And Die Maker	31.65
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.80
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	16.25
21071 - Order Filler	14.53
21080 - Production Line Worker (Food Processing)	17.80
21110 - Shipping Packer	17.51
21130 - Shipping/Receiving Clerk	17.51
21140 - Store Worker I	14.50
21150 - Stock Clerk	19.40
21210 - Tools And Parts Attendant	17.80
21410 - Warehouse Specialist	17.80
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.37
23019 - Aircraft Logs and Records Technician	25.77
23021 - Aircraft Mechanic I	26.83
23022 - Aircraft Mechanic II	28.37
23023 - Aircraft Mechanic III	29.79
23040 - Aircraft Mechanic Helper	24.00
23050 - Aircraft Painter	25.52
23060 - Aircraft Servicer	25.77
23070 - Aircraft Survival Flight Equipment Technician	25.52
23080 - Aircraft Worker	26.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.83
23110 - Appliance Mechanic	25.10
23120 - Bicycle Repairer	22.12
23125 - Cable Splicer	35.32

23130 - Carpenter Maintenance	29.55
23140 - Carpet Layer	24.06
23160 - Electrician Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.06
23182 - Electronics Technician Maintenance II	25.10
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	23.30
23290 - Fire Alarm System Mechanic	26.15
23310 - Fire Extinguisher Repairer	22.52
23311 - Fuel Distribution System Mechanic	31.68
23312 - Fuel Distribution System Operator	29.79
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Ser6icer	25.77
23382 - Ground Support Equipment Worker	26.54
23391 - Gunsmith I	22.52
23392 - Gunsmith II	24.06
23393 - Gunsmith III	26.15
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.11
23430 - Heavy Equipment Mechanic	25.29
23440 - Heavy Equipment Operator	27.59
23460 - Instrument Mechanic	26.15
23465 - Laboratory/Shelter Mechanic	25.10
23470 - Laborer	12.96
23510 - Locksmith	25.10
23530 - Machinery Maintenance Mechanic	27.90
23550 - Machinist Maintenance	21.59
23580 - Maintenance Trades Helper	21.03
23591 - Metrology Technician I	26.15
23592 - Metrology Technician II	28.73
23593 - Metrology Technician III	29.57
23640 - Millwright	26.15
23710 - Office Appliance Repairer	23.37
23760 - Painter Maintenance	25.03

23790 - Pipefitter Maintenance	29.16
23810 - Plumber Maintenance	29.85
23820 - Pneudraulic Systems Mechanic	26.15
23850 - Rigger	26.15
23870 - Scale Mechanic	24.06
23890 - Sheet-Metal Worker Maintenance	24.10
23910 - Small Engine Mechanic	24.06
23931 - Telecommunications Mechanic I	29.63
23932 - Telecommunications Mechanic II	30.70
23950 - Telephone Lineman	28.50
23960 - Welder Combination Maintenance	25.12
23965 - Well Driller	26.15
23970 - Woodcraft Worker	26.15
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24550 - Case Manager	18.50
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	18.20
24610 - Chore Aide	12.80
24620 - Family Readiness And Support Services Coordinator	18.50
24630 - Homemaker	24.30
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	30.80
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	25.92
25210 - Water Treatment Plant Operator	31.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.37
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	33.49
27010 - Court Security Officer	33.49
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	33.49
27070 - Firefighter	33.49
27101 - Guard I	17.98

27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.08
28042 - Carnival Equipment Repairer	14.74
28043 - Carnival Worker	11.44
28210 - Gate Attendant/Gate Tender	17.19
28310 - Lifeguard	13.93
28350 - Park Attendant (Aide)	19.24
28510 - Recreation Aide/Health Facility Attendant	18.98
28515 - Recreation Specialist	23.99
28630 - Sports Official	15.32
28690 - Swimming Pool Operator	16.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.77
29020 - Hatch Tender	25.77
29030 - Line Handler	25.77
29041 - Stevedore I	24.15
29042 - Stevedore II	29.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.21
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.80
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.81
30021 - Archeological Technician I	20.29
30022 - Archeological Technician II	22.42
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	25.11
30051 - Cryogenic Technician I	23.44
30052 - Cryogenic Technician II	25.90
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.42
30063 - Drafter/CAD Operator III	24.89
30064 - Drafter/CAD Operator IV	30.53
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47

30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.34
30090 - Environmental Technician	23.43
30095 - Evidence Control Specialist	21.17
30210 - Laboratory Technician	22.20
30221 - Latent Fingerprint Technician I	23.44
30222 - Latent Fingerprint Technician II	25.90
30240 - Mathematical Technician	27.27
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	25.90
30390 - Photo-Optics Technician	27.27
30395 - Radiation Control Technician	25.90
30461 - Technical Writer I	25.57
30462 - Technical Writer II	31.26
30463 - Technical Writer III	37.86
30491 - Unexploded Ordnance (UXO) Technician I	27.46
30492 - Unexploded Ordnance (UXO) Technician II	33.22
30493 - Unexploded Ordnance (UXO) Technician III	39.82
30494 - Unexploded (UXO) Safety Escort	27.46
30495 - Unexploded (UXO) Sweep Personnel	27.46
30501 - Weather Forecaster I	30.53
30502 - Weather Forecaster II	37.15
30620 - Weather Observer Combined Upper Air Or	(see 2) 24.89
Surface Programs	
30621 - Weather Observer Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.22
31020 - Bus Aide	17.23
31030 - Bus Driver	21.48
31043 - Driver Courier	17.18
31260 - Parking and Lot Attendant	15.47
31290 - Shuttle Bus Driver	17.80

31310 - Taxi Driver	14.44
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.20
99030 - Cashier	11.41
99050 - Desk Clerk	12.50
99095 - Embalmer	37.16
99130 - Flight Follower	27.46
99251 - Laboratory Animal Caretaker I	17.88
99252 - Laboratory Animal Caretaker II	18.54
99260 - Marketing Analyst	27.93
99310 - Mortician	37.16
99410 - Pest Controller	22.21
99510 - Photofinishing Worker	14.75
99710 - Recycling Laborer	23.87
99711 - Recycling Specialist	27.09
99730 - Refuse Collector	21.62
99810 - Sales Clerk	14.73
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	24.88
99831 - Surveying Aide	17.10
99832 - Surveying Technician	22.59
99840 - Vending Machine Attendant	20.52
99841 - Vending Machine Repairer	23.48
99842 - Vending Machine Repairer Helper	20.52

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour or \$167.20 per week or \$724.53 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 Good Friday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-4133
Daniel W. Simms	Division of	Revision No.: 12
Director	Wage Determinations	Date Of Last Revision: 05/08/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination is applicable to the following towns in the following counties in CONNECTICUT:

LITCHFIELD COUNTY: Canaan Colebrook Cornwall Goshen Kent Litchfield
 Morris Norfolk North Canaan Roxbury Salisbury Sharon Torrington Warren
 Washington Winchester

WINDHAM COUNTY: Eastford Hampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.01
01012 - Accounting Clerk II		20.22
01013 - Accounting Clerk III		22.62
01020 - Administrative Assistant		28.19
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		14.17
01042 - Customer Service Representative II		15.93
01043 - Customer Service Representative III		17.38
01051 - Data Entry Operator I		15.17
01052 - Data Entry Operator II		16.56
01060 - Dispatcher Motor Vehicle		19.67
01070 - Document Preparation Clerk		14.19
01090 - Duplicating Machine Operator		14.19
01111 - General Clerk I		13.69
01112 - General Clerk II		14.93
01113 - General Clerk III		17.00
01120 - Housing Referral Assistant		22.34
01141 - Messenger Courier		14.44
01191 - Order Clerk I		16.78
01192 - Order Clerk II		20.24
01261 - Personnel Assistant (Employment) I		18.32
01262 - Personnel Assistant (Employment) II		20.49
01263 - Personnel Assistant (Employment) III		22.85

01270 - Production Control Clerk	22.72
01290 - Rental Clerk	15.52
01300 - Scheduler Maintenance	17.58
01311 - Secretary I	17.58
01312 - Secretary II	19.67
01313 - Secretary III	22.21
01320 - Service Order Dispatcher	19.27
01410 - Supply Technician	28.19
01420 - Survey Worker	20.36
01460 - Switchboard Operator/Receptionist	15.49
01531 - Travel Clerk I	13.24
01532 - Travel Clerk II	14.43
01533 - Travel Clerk III	15.70
01611 - Word Processor I	16.69
01612 - Word Processor II	18.73
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.63
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal Mechanic	23.27
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter Automotive	22.10
05340 - Radiator Repair Specialist	21.18
05370 - Tire Repairer	18.63
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.81
07041 - Cook I	17.46
07042 - Cook II	19.01
07070 - Dishwasher	11.71

07130 - Food Service Worker	12.63
07210 - Meat Cutter	24.27
07260 - Waiter/Waitress	11.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.60
09040 - Furniture Handler	18.27
09080 - Furniture Refinisher	24.60
09090 - Furniture Refinisher Helper	20.71
09110 - Furniture Repairer Minor	22.73
09130 - Upholsterer	24.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.60
11060 - Elevator Operator	16.31
11090 - Gardener	18.83
11122 - Housekeeping Aide	16.31
11150 - Janitor	16.31
11210 - Laborer Grounds Maintenance	15.84
11240 - Maid or Houseman	12.72
11260 - Pruner	14.29
11270 - Tractor Operator	17.95
11330 - Trail Maintenance Worker	15.84
11360 - Window Cleaner	18.13
12000 - Health Occupations	
12010 - Ambulance Driver	23.98
12011 - Breath Alcohol Technician	23.98
12012 - Certified Occupational Therapist Assistant	32.14
12015 - Certified Physical Therapist Assistant	31.56
12020 - Dental Assistant	23.44
12025 - Dental Hygienist	41.38
12030 - EKG Technician	35.06
12035 - Electroneurodiagnostic Technologist	35.06
12040 - Emergency Medical Technician	23.98
12071 - Licensed Practical Nurse I	21.43
12072 - Licensed Practical Nurse II	23.98
12073 - Licensed Practical Nurse III	26.72
12100 - Medical Assistant	17.41
12130 - Medical Laboratory Technician	21.43

12160 - Medical Record Clerk	17.14
12190 - Medical Record Technician	29.49
12195 - Medical Transcriptionist	21.15
12210 - Nuclear Medicine Technologist	50.11
12221 - Nursing Assistant I	12.30
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	16.78
12235 - Optical Dispenser	24.10
12236 - Optical Technician	21.43
12250 - Pharmacy Technician	15.62
12280 - Phlebotomist	20.31
12305 - Radiologic Technologist	35.06
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II Specialist	34.14
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III Anesthetist	41.30
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	28.25
12320 - Substance Abuse Treatment Counselor	25.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.71
13012 - Exhibits Specialist II	28.13
13013 - Exhibits Specialist III	34.42
13041 - Illustrator I	23.40
13042 - Illustrator II	29.00
13043 - Illustrator III	35.47
13047 - Librarian	30.08
13050 - Library Aide/Clerk	14.53
13054 - Library Information Technology Systems Administrator	27.17
13058 - Library Technician	16.83
13061 - Media Specialist I	19.60
13062 - Media Specialist II	21.93
13063 - Media Specialist III	24.46
13071 - Photographer I	18.79

13072 - Photographer II	21.93
13073 - Photographer III	27.17
13074 - Photographer IV	33.24
13075 - Photographer V	40.21
13090 - Technical Order Library Clerk	17.98
13110 - Video Teleconference Technician	17.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.71
14042 - Computer Operator II	18.69
14043 - Computer Operator III	20.85
14044 - Computer Operator IV	24.21
14045 - Computer Operator V	26.82
14071 - Computer Programmer I	(see 1) 24.15
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	16.71
14160 - Personal Computer Support Technician	26.63
14170 - System Support Specialist	26.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.29
15020 - Aircrew Training Devices Instructor (Rated)	34.29
15030 - Air Crew Training Devices Instructor (Pilot)	41.01
15050 - Computer Based Training Specialist / Instructor	28.35
15060 - Educational Technologist	36.20
15070 - Flight Instructor (Pilot)	41.01
15080 - Graphic Artist	31.12
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.01
15086 - Maintenance Test Pilot Rotary Wing	41.01
15088 - Non-Maintenance Test/Co-Pilot	41.01
15090 - Technical Instructor	26.47
15095 - Technical Instructor/Course Developer	32.37
15110 - Test Proctor	21.36
15120 - Tutor	21.36

16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.51
16030 - Counter Attendant	11.51
16040 - Dry Cleaner	13.34
16070 - Finisher Flatwork Machine	11.51
16090 - Presser Hand	11.51
16110 - Presser Machine Drycleaning	11.51
16130 - Presser Machine Shirts	11.51
16160 - Presser Machine Wearing Apparel Laundry	11.51
16190 - Sewing Machine Operator	14.19
16220 - Tailor	15.17
16250 - Washer Machine	12.11
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.55
19040 - Tool And Die Maker	30.85
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.46
21030 - Material Coordinator	22.72
21040 - Material Expediter	22.72
21050 - Material Handling Laborer	15.84
21071 - Order Filler	14.33
21080 - Production Line Worker (Food Processing)	18.46
21110 - Shipping Packer	18.00
21130 - Shipping/Receiving Clerk	18.00
21140 - Store Worker I	14.71
21150 - Stock Clerk	19.70
21210 - Tools And Parts Attendant	18.46
21410 - Warehouse Specialist	18.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23019 - Aircraft Logs and Records Technician	24.52
23021 - Aircraft Mechanic I	27.73
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	29.88
23040 - Aircraft Mechanic Helper	22.29
23050 - Aircraft Painter	26.63
23060 - Aircraft Servicer	24.52

23070 - Aircraft Survival Flight Equipment Technician	26.63
23080 - Aircraft Worker	25.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.73
23110 - Appliance Mechanic	24.68
23120 - Bicycle Repairer	21.64
23125 - Cable Splicer	33.67
23130 - Carpenter Maintenance	26.30
23140 - Carpet Layer	23.66
23160 - Electrician Maintenance	29.46
23181 - Electronics Technician Maintenance I	24.69
23182 - Electronics Technician Maintenance II	25.76
23183 - Electronics Technician Maintenance III	26.83
23260 - Fabric Worker	22.73
23290 - Fire Alarm System Mechanic	25.68
23310 - Fire Extinguisher Repairer	21.73
23311 - Fuel Distribution System Mechanic	28.54
23312 - Fuel Distribution System Operator	25.43
23370 - General Maintenance Worker	20.71
23380 - Ground Support Equipment Mechanic	27.73
23381 - Ground Support Equipment Servicer	24.52
23382 - Ground Support Equipment Worker	25.43
23391 - Gunsmith I	21.73
23392 - Gunsmith II	23.66
23393 - Gunsmith III	25.68
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.54
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.53
23430 - Heavy Equipment Mechanic	25.68
23440 - Heavy Equipment Operator	29.56
23460 - Instrument Mechanic	25.68
23465 - Laboratory/Shelter Mechanic	24.68
23470 - Laborer	14.76
23510 - Locksmith	24.68

23530 - Machinery Maintenance Mechanic	25.67
23550 - Machinist Maintenance	23.97
23580 - Maintenance Trades Helper	20.71
23591 - Metrology Technician I	25.68
23592 - Metrology Technician II	26.58
23593 - Metrology Technician III	27.65
23640 - Millwright	25.68
23710 - Office Appliance Repairer	24.68
23760 - Painter Maintenance	21.76
23790 - Pipefitter Maintenance	30.03
23810 - Plumber Maintenance	28.87
23820 - Pneudraulic Systems Mechanic	25.68
23850 - Rigger	25.68
23870 - Scale Mechanic	23.66
23890 - Sheet-Metal Worker Maintenance	25.46
23910 - Small Engine Mechanic	23.66
23931 - Telecommunications Mechanic I	25.59
23932 - Telecommunications Mechanic II	26.48
23950 - Telephone Lineman	25.68
23960 - Welder Combination Maintenance	23.85
23965 - Well Driller	25.68
23970 - Woodcraft Worker	25.68
23980 - Woodworker	21.73
24000 - Personal Needs Occupations	
24550 - Case Manager	20.64
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	14.45
24620 - Family Readiness And Support Services Coordinator	20.64
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.96
25040 - Sewage Plant Operator	24.68
25070 - Stationary Engineer	25.96
25190 - Ventilation Equipment Tender	20.87
25210 - Water Treatment Plant Operator	24.68

27000 - Protective Service Occupations

27004 - Alarm Monitor	25.00
27007 - Baggage Inspector	16.21
27008 - Corrections Officer	27.19
27010 - Court Security Officer	27.19
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	27.19
27070 - Firefighter	27.05
27101 - Guard I	16.21
27102 - Guard II	19.88
27131 - Police Officer I	31.91
27132 - Police Officer II	35.47

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	13.50
28042 - Carnival Equipment Repairer	14.23
28043 - Carnival Worker	12.00
28210 - Gate Attendant/Gate Tender	15.65
28310 - Lifeguard	13.94
28350 - Park Attendant (Aide)	17.52
28510 - Recreation Aide/Health Facility Attendant	12.78
28515 - Recreation Specialist	21.69
28630 - Sports Official	13.94
28690 - Swimming Pool Operator	21.43

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	26.35
29020 - Hatch Tender	26.35
29030 - Line Handler	26.35
29041 - Stevedore I	25.32
29042 - Stevedore II	28.29

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	18.91
30022 - Archeological Technician II	21.96
30023 - Archeological Technician III	26.41
30030 - Cartographic Technician	26.66

30040 - Civil Engineering Technician	27.35
30051 - Cryogenic Technician I	23.66
30052 - Cryogenic Technician II	26.13
30061 - Drafter/CAD Operator I	18.91
30062 - Drafter/CAD Operator II	21.96
30063 - Drafter/CAD Operator III	23.43
30064 - Drafter/CAD Operator IV	28.84
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.91
30083 - Engineering Technician III	21.96
30084 - Engineering Technician IV	25.74
30085 - Engineering Technician V	30.54
30086 - Engineering Technician VI	36.92
30090 - Environmental Technician	24.81
30095 - Evidence Control Specialist	21.36
30210 - Laboratory Technician	23.69
30221 - Latent Fingerprint Technician I	23.66
30222 - Latent Fingerprint Technician II	26.13
30240 - Mathematical Technician	26.66
30361 - Paralegal/Legal Assistant I	19.36
30362 - Paralegal/Legal Assistant II	23.99
30363 - Paralegal/Legal Assistant III	29.35
30364 - Paralegal/Legal Assistant IV	35.50
30375 - Petroleum Supply Specialist	26.13
30390 - Photo-Optics Technician	26.66
30395 - Radiation Control Technician	26.13
30461 - Technical Writer I	22.99
30462 - Technical Writer II	28.13
30463 - Technical Writer III	34.04
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	28.84
30502 - Weather Forecaster II	35.09
30620 - Weather Observer Combined Upper Air Or	(see 2) 23.43

Surface Programs	
30621 - Weather Observer Senior	(see 2) 25.62
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	17.37
31030 - Bus Driver	21.60
31043 - Driver Courier	14.89
31260 - Parking and Lot Attendant	15.17
31290 - Shuttle Bus Driver	15.66
31310 - Taxi Driver	16.64
31361 - Truckdriver Light	15.66
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	22.48
31364 - Truckdriver Tractor-Trailer	22.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	11.35
99050 - Desk Clerk	13.77
99095 - Embalmer	32.85
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	16.13
99252 - Laboratory Animal Caretaker II	16.93
99260 - Marketing Analyst	24.37
99310 - Mortician	32.85
99410 - Pest Controller	22.85
99510 - Photofinishing Worker	13.24
99710 - Recycling Laborer	18.37
99711 - Recycling Specialist	20.82
99730 - Refuse Collector	16.57
99810 - Sales Clerk	14.58
99820 - School Crossing Guard	16.57
99830 - Survey Party Chief	26.30
99831 - Surveying Aide	16.46
99832 - Surveying Technician	19.61
99840 - Vending Machine Attendant	20.82
99841 - Vending Machine Repairer	23.78
99842 - Vending Machine Repairer Helper	20.82

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour or \$167.20 per week or \$724.53 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 15 years and 5 weeks after 25 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 Good Friday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because

most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-4139
Daniel W. Simms	Division of	Revision No.: 9
Director	Wage Determinations	Date Of Last Revision: 05/06/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following VERMONT counties:

ADDISON COUNTY: Addison Bridport Bristol Cornwall Goshen Granville
Hancock Leicester Middlebury New Haven Orwell Panton Ripton Salisbury
Shoreham Waltham Weybridge Whiting

BENNINGTON COUNTY: Arlington Bennington Dorset Glastenbury Landgrove
Manchester Peru Pownal Readsboro Rupert Sandgate Searsburg Shaftsbury
Stamford Sunderland Winhall Woodford

ORANGE COUNTY: Bradford Braintree Brookfield Chelsea Corinth Fairlee
Randolph Strafford Thetford Tunbridge Vershire West Fairlee

RUTLAND COUNTY: Benson Brandon Castleton Chittenden Clarendon Danby Fair
Haven Hubbardton Ira Mendon Middletown Springs Mount Holly Mount Tabor
Pawlet Pittsfield Poultney Proctor Rutland Sherburne Shrewsbury Sudbury
Tinmouth Wallingford Wells West Haven West Rutland

WASHINGTON COUNTY: Roxbury

WINDHAM COUNTY: Athens Brattleboro Brookline Dover Dummerston Grafton
Guilford Halifax Jamaica Londonberry Marlboro Newfane Putney Rockingham
Somerset Stratton Townshend Vernon Wardsboro Westminster Whitingham
Wilmington Windham

WINDSOR COUNTY: Andover Baltimore Barnard Behtel Bridgewater Cavendish
Chester Hartford Hartland Ludlow Norwich Plymouth Pomfret Reading
Rochester Royalton Sharon Springfield Stockbridge Weathersfield West
Windsor Weston Windsor Woodstock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.93
01012 - Accounting Clerk II		16.77
01013 - Accounting Clerk III		18.76
01020 - Administrative Assistant		26.85
01035 - Court Reporter		17.35
01041 - Customer Service Representative I		12.57
01042 - Customer Service Representative II		14.12
01043 - Customer Service Representative III		15.41
01051 - Data Entry Operator I		15.22
01052 - Data Entry Operator II		16.60
01060 - Dispatcher Motor Vehicle		20.51
01070 - Document Preparation Clerk		14.88
01090 - Duplicating Machine Operator		14.88
01111 - General Clerk I		14.54
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		19.33
01141 - Messenger Courier		12.12
01191 - Order Clerk I		15.69
01192 - Order Clerk II		17.12
01261 - Personnel Assistant (Employment) I		15.93
01262 - Personnel Assistant (Employment) II		17.83
01263 - Personnel Assistant (Employment) III		19.88
01270 - Production Control Clerk		23.09
01290 - Rental Clerk		15.60
01300 - Scheduler Maintenance		15.51
01311 - Secretary I		15.51
01312 - Secretary II		17.35
01313 - Secretary III		19.33
01320 - Service Order Dispatcher		18.33
01410 - Supply Technician		26.85
01420 - Survey Worker		17.85

01460 - Switchboard Operator/Receptionist	14.90
01531 - Travel Clerk I	14.34
01532 - Travel Clerk II	15.75
01533 - Travel Clerk III	17.33
01611 - Word Processor I	13.81
01612 - Word Processor II	15.51
01613 - Word Processor III	17.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.57
05010 - Automotive Electrician	18.80
05040 - Automotive Glass Installer	18.06
05070 - Automotive Worker	18.06
05110 - Mobile Equipment Servicer	16.15
05130 - Motor Equipment Metal Mechanic	19.63
05160 - Motor Equipment Metal Worker	18.06
05190 - Motor Vehicle Mechanic	19.63
05220 - Motor Vehicle Mechanic Helper	15.02
05250 - Motor Vehicle Upholstery Worker	17.10
05280 - Motor Vehicle Wrecker	18.06
05310 - Painter Automotive	18.80
05340 - Radiator Repair Specialist	18.06
05370 - Tire Repairer	15.45
05400 - Transmission Repair Specialist	19.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.23
07041 - Cook I	14.73
07042 - Cook II	16.47
07070 - Dishwasher	12.41
07130 - Food Service Worker	12.30
07210 - Meat Cutter	18.20
07260 - Waiter/Waitress	13.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.09
09040 - Furniture Handler	12.67
09080 - Furniture Refinisher	15.26
09090 - Furniture Refinisher Helper	13.61
09110 - Furniture Repairer Minor	15.30

09130 - Upholsterer	17.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.96
11060 - Elevator Operator	14.98
11090 - Gardener	18.14
11122 - Housekeeping Aide	14.98
11150 - Janitor	14.98
11210 - Laborer Grounds Maintenance	14.63
11240 - Maid or Houseman	12.80
11260 - Pruner	13.42
11270 - Tractor Operator	16.88
11330 - Trail Maintenance Worker	14.63
11360 - Window Cleaner	16.27
12000 - Health Occupations	
12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	22.92
12012 - Certified Occupational Therapist Assistant	28.21
12015 - Certified Physical Therapist Assistant	26.69
12020 - Dental Assistant	22.04
12025 - Dental Hygienist	32.68
12030 - EKG Technician	30.28
12035 - Electroneurodiagnostic Technologist	30.28
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	17.86
12072 - Licensed Practical Nurse II	19.99
12073 - Licensed Practical Nurse III	22.27
12100 - Medical Assistant	17.28
12130 - Medical Laboratory Technician	23.85
12160 - Medical Record Clerk	17.49
12190 - Medical Record Technician	19.57
12195 - Medical Transcriptionist	18.90
12210 - Nuclear Medicine Technologist	43.90
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	19.99

12236 - Optical Technician	20.49
12250 - Pharmacy Technician	16.46
12280 - Phlebotomist	16.51
12305 - Radiologic Technologist	29.48
12311 - Registered Nurse I	22.91
12312 - Registered Nurse II	28.02
12313 - Registered Nurse II Specialist	28.02
12314 - Registered Nurse III	32.36
12315 - Registered Nurse III Anesthetist	32.36
12316 - Registered Nurse IV	38.78
12317 - Scheduler (Drug and Alcohol Testing)	24.75
12320 - Substance Abuse Treatment Counselor	26.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	18.80
13013 - Exhibits Specialist III	22.99
13041 - Illustrator I	20.19
13042 - Illustrator II	23.61
13043 - Illustrator III	28.82
13047 - Librarian	20.81
13050 - Library Aide/Clerk	12.99
13054 - Library Information Technology Systems Administrator	18.80
13058 - Library Technician	16.37
13061 - Media Specialist I	13.56
13062 - Media Specialist II	15.17
13063 - Media Specialist III	16.92
13071 - Photographer I	17.95
13072 - Photographer II	19.20
13073 - Photographer III	25.14
13074 - Photographer IV	29.49
13075 - Photographer V	41.21
13090 - Technical Order Library Clerk	16.32
13110 - Video Teleconference Technician	18.29
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.58
14042 - Computer Operator II	18.55

14043 - Computer Operator III	20.69
14044 - Computer Operator IV	23.48
14045 - Computer Operator V	26.06
14071 - Computer Programmer I (see 1)	22.88
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	16.58
14160 - Personal Computer Support Technician	26.06
14170 - System Support Specialist	21.44
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.10
15020 - Aircrew Training Devices Instructor (Rated)	33.99
15030 - Air Crew Training Devices Instructor (Pilot)	40.74
15050 - Computer Based Training Specialist / Instructor	28.10
15060 - Educational Technologist	28.78
15070 - Flight Instructor (Pilot)	44.48
15080 - Graphic Artist	22.22
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.74
15086 - Maintenance Test Pilot Rotary Wing	40.74
15088 - Non-Maintenance Test/Co-Pilot	40.74
15090 - Technical Instructor	23.66
15095 - Technical Instructor/Course Developer	28.94
15110 - Test Proctor	19.10
15120 - Tutor	19.10
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.18
16030 - Counter Attendant	12.18
16040 - Dry Cleaner	14.22
16070 - Finisher Flatwork Machine	12.18
16090 - Presser Hand	12.18
16110 - Presser Machine Drycleaning	12.18
16130 - Presser Machine Shirts	12.18
16160 - Presser Machine Wearing Apparel Laundry	12.18

16190 - Sewing Machine Operator	14.95
16220 - Tailor	15.74
16250 - Washer Machine	12.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.17
19040 - Tool And Die Maker	29.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.79
21030 - Material Coordinator	23.09
21040 - Material Expediter	23.09
21050 - Material Handling Laborer	13.05
21071 - Order Filler	13.40
21080 - Production Line Worker (Food Processing)	17.79
21110 - Shipping Packer	15.82
21130 - Shipping/Receiving Clerk	15.82
21140 - Store Worker I	13.37
21150 - Stock Clerk	17.28
21210 - Tools And Parts Attendant	17.79
21410 - Warehouse Specialist	17.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.14
23019 - Aircraft Logs and Records Technician	21.12
23021 - Aircraft Mechanic I	24.25
23022 - Aircraft Mechanic II	25.14
23023 - Aircraft Mechanic III	26.02
23040 - Aircraft Mechanic Helper	18.56
23050 - Aircraft Painter	23.22
23060 - Aircraft Servicer	21.12
23070 - Aircraft Survival Flight Equipment Technician	23.22
23080 - Aircraft Worker	22.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.25
23110 - Appliance Mechanic	20.32
23120 - Bicycle Repairer	18.04
23125 - Cable Splicer	39.42

23130 - Carpenter Maintenance	22.02
23140 - Carpet Layer	22.31
23160 - Electrician Maintenance	26.22
23181 - Electronics Technician Maintenance I	26.13
23182 - Electronics Technician Maintenance II	27.85
23183 - Electronics Technician Maintenance III	27.95
23260 - Fabric Worker	21.12
23290 - Fire Alarm System Mechanic	24.25
23310 - Fire Extinguisher Repairer	19.95
23311 - Fuel Distribution System Mechanic	20.90
23312 - Fuel Distribution System Operator	17.00
23370 - General Maintenance Worker	18.72
23380 - Ground Support Equipment Mechanic	24.25
23381 - Ground Support Equipment Servicer	21.12
23382 - Ground Support Equipment Worker	22.31
23391 - Gunsmith I	19.95
23392 - Gunsmith II	22.31
23393 - Gunsmith III	24.25
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.79
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.63
23430 - Heavy Equipment Mechanic	21.57
23440 - Heavy Equipment Operator	21.19
23460 - Instrument Mechanic	24.25
23465 - Laboratory/Shelter Mechanic	23.22
23470 - Laborer	13.05
23510 - Locksmith	23.22
23530 - Machinery Maintenance Mechanic	24.75
23550 - Machinist Maintenance	21.29
23580 - Maintenance Trades Helper	14.73
23591 - Metrology Technician I	24.25
23592 - Metrology Technician II	25.14
23593 - Metrology Technician III	26.02
23640 - Millwright	24.67
23710 - Office Appliance Repairer	20.29
23760 - Painter Maintenance	19.42

23790 - Pipefitter Maintenance	24.48
23810 - Plumber Maintenance	23.45
23820 - Pneudraulic Systems Mechanic	24.25
23850 - Rigger	24.25
23870 - Scale Mechanic	22.31
23890 - Sheet-Metal Worker Maintenance	19.11
23910 - Small Engine Mechanic	19.39
23931 - Telecommunications Mechanic I	25.73
23932 - Telecommunications Mechanic II	26.68
23950 - Telephone Lineman	31.30
23960 - Welder Combination Maintenance	17.58
23965 - Well Driller	24.81
23970 - Woodcraft Worker	24.25
23980 - Woodworker	19.87
24000 - Personal Needs Occupations	
24550 - Case Manager	16.31
24570 - Child Care Attendant	12.56
24580 - Child Care Center Clerk	15.66
24610 - Chore Aide	13.21
24620 - Family Readiness And Support Services Coordinator	16.31
24630 - Homemaker	16.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.25
25040 - Sewage Plant Operator	22.10
25070 - Stationary Engineer	24.25
25190 - Ventilation Equipment Tender	18.56
25210 - Water Treatment Plant Operator	22.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	14.48
27008 - Corrections Officer	22.08
27010 - Court Security Officer	20.12
27030 - Detection Dog Handler	16.46
27040 - Detention Officer	22.08
27070 - Firefighter	18.15
27101 - Guard I	14.48

27102 - Guard II	16.46
27131 - Police Officer I	22.54
27132 - Police Officer II	25.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.36
28042 - Carnival Equipment Repairer	16.51
28043 - Carnival Worker	12.21
28210 - Gate Attendant/Gate Tender	16.30
28310 - Lifeguard	14.19
28350 - Park Attendant (Aide)	18.68
28510 - Recreation Aide/Health Facility Attendant	13.30
28515 - Recreation Specialist	22.12
28630 - Sports Official	14.87
28690 - Swimming Pool Operator	18.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.31
29020 - Hatch Tender	22.31
29030 - Line Handler	22.31
29041 - Stevedore I	21.12
29042 - Stevedore II	23.22
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	18.73
30022 - Archeological Technician II	21.85
30023 - Archeological Technician III	23.26
30030 - Cartographic Technician	26.50
30040 - Civil Engineering Technician	23.26
30051 - Cryogenic Technician I	25.77
30052 - Cryogenic Technician II	28.46
30061 - Drafter/CAD Operator I	18.73
30062 - Drafter/CAD Operator II	21.85
30063 - Drafter/CAD Operator III	24.37
30064 - Drafter/CAD Operator IV	27.75
30081 - Engineering Technician I	15.11
30082 - Engineering Technician II	16.95

30083 - Engineering Technician III	18.96
30084 - Engineering Technician IV	23.50
30085 - Engineering Technician V	28.75
30086 - Engineering Technician VI	34.78
30090 - Environmental Technician	21.86
30095 - Evidence Control Specialist	23.26
30210 - Laboratory Technician	21.59
30221 - Latent Fingerprint Technician I	25.77
30222 - Latent Fingerprint Technician II	28.46
30240 - Mathematical Technician	25.23
30361 - Paralegal/Legal Assistant I	19.01
30362 - Paralegal/Legal Assistant II	24.39
30363 - Paralegal/Legal Assistant III	28.94
30364 - Paralegal/Legal Assistant IV	36.09
30375 - Petroleum Supply Specialist	28.46
30390 - Photo-Optics Technician	27.08
30395 - Radiation Control Technician	28.46
30461 - Technical Writer I	23.26
30462 - Technical Writer II	28.46
30463 - Technical Writer III	34.43
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	27.75
30502 - Weather Forecaster II	33.76
30620 - Weather Observer Combined Upper Air Or	(see 2) 24.37
Surface Programs	
30621 - Weather Observer Senior	(see 2) 26.53
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	15.12
31030 - Bus Driver	19.84
31043 - Driver Courier	15.40
31260 - Parking and Lot Attendant	14.22
31290 - Shuttle Bus Driver	16.21

31310 - Taxi Driver	12.21
31361 - Truckdriver Light	16.21
31362 - Truckdriver Medium	17.53
31363 - Truckdriver Heavy	21.43
31364 - Truckdriver Tractor-Trailer	21.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	11.54
99050 - Desk Clerk	13.29
99095 - Embalmer	27.42
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	15.02
99252 - Laboratory Animal Caretaker II	15.94
99260 - Marketing Analyst	26.55
99310 - Mortician	27.42
99410 - Pest Controller	22.14
99510 - Photofinishing Worker	13.23
99710 - Recycling Laborer	18.08
99711 - Recycling Specialist	20.78
99730 - Refuse Collector	16.58
99810 - Sales Clerk	13.24
99820 - School Crossing Guard	14.72
99830 - Survey Party Chief	19.62
99831 - Surveying Aide	12.99
99832 - Surveying Technician	17.83
99840 - Vending Machine Attendant	18.49
99841 - Vending Machine Repairer	22.23
99842 - Vending Machine Repairer Helper	18.49

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour or \$167.20 per week or \$724.53 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 10 years 4 after 15 years and 5 after 25 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."