

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL PRODUCTS AND COMMERCIAL SERVICES

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

1. REQUISITION NUMBER

0044053146

PAGE 1 OF 4

2. CONTRACT NUMBER

3. AWARD/EFFECTIVE DATE

4. ORDER NUMBER

5. SOLICITATION NUMBER
140FS126Q0178

6. SOLICITATION ISSUE DATE

08/25/2026

7. FOR SOLICITATION INFORMATION CALL:

a. NAME

Tanner Frank

b. TELEPHONE NUMBER (No collect calls)

0000000000

8. OFFER DUE DATE/ LOCAL TIME

09/10/2026 1300 CD

9. ISSUED BY

CODE

FS1

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

10. THIS ACQUISITION IS

☒ UNRESTRICTED OR ☐ SET ASIDE: % FOR:

☐ SMALL BUSINESS

☐ WOMEN-OWNED SMALL BUSINESS (WOSB)

NORTH AMERICAN
INDUSTRY CLASSIFICATION
STANDARD (NAICS):

561720

☐ HUBZONE SMALL BUSINESS

☐ ECONOMICALLY DISADVANTAGED

SIZE STANDARD:

\$22

☐ SERVICE-DISABLED

☐ WOMEN-OWNED SMALL BUSINESS (EDWOSB)

☐ VETERAN-OWNED SMALL BUSINESS (SDVOSB)

☐ 8(A)

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

☒ SEE SCHEDULE

12. DISCOUNT TERMS

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

13b. RATING

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

15. DELIVER TO

CODE

0011280605

See Schedule

16. ADMINISTERED BY

CODE

FS1

See Schedule

17a. CONTRACTOR/ OFFEROR

CODE

FACILITY
CODE

18a. PAYMENT WILL BE MADE BY

CODE

TELEPHONE NUMBER

☐ 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 ☐ SEE ADDENDUM

19.
ITEM NO.

20.
SCHEDULE OF SUPPLIES/SERVICES

21.
QUANTITY

22.
UNIT

23.
UNIT PRICE

24.
AMOUNT

ADMINISTERED BY:
FWS SAT 1
FWS, SAT Team 1
5275 Leesburg Pike
Falls Church VA 22041 US
DELIVER TO:

Continued...

(Use Reverse and/or Attach Additional Sheets as Necessary)

25. ACCOUNTING AND APPROPRIATION DATA

26. TOTAL AWARD AMOUNT (For Government Use Only)

☐ 27a. SOLICITATION INCORPORATES BY REFERENCE (FEDERAL ACQUISITION REGULATION) FAR 52.212-1, 52.212-4. ADDENDA FAR 52.212-3 AND 52.212-5 ARE ATTACHED.

☐ ARE ☐ ARE NOT ATTACHED

☐ 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED. ADDENDA

☐ ARE ☐ ARE NOT ATTACHED

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

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

30a. SIGNATURE OF OFFEROR/CONTRACTOR

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

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

30c. DATE SIGNED

31b. NAME OF CONTRACTING OFFICER (Type or print)

31c. DATE SIGNED

Tanner Frank

19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	FWS RED BLUFF FISH AND WILDL OFC 10950 TYLER ROAD RED BLUFF CA 96080-7762 US Red Bluff Fish and Wildlife Office Janitorial Services Please read the entire Request for Offers (RFO) and all attachments prior to submitting an offer. This is a Firm-Fixed-Price contract and a Total Small Business Set-Aside. All responsible small business sources may submit an offer, which will be considered by the Government. Award will be made to the responsible offeror whose offer represents the best overall value to the Government in accordance with the evaluation information included with this solicitation. This solicitation is for commercial services prepared in accordance with FAR Part 12. Solicitation number 140FS126Q0178 is for janitorial services at the Red Bluff Fish and Wildlife Office and Anderson Field Office, California. The applicable NAICS code is 561720, Janitorial Services. The requirement is for recurring janitorial services in accordance with the Statement of Work. The contractor shall furnish all labor, Continued...				

32a. QUANTITY IN COLUMN 21 HAS BEEN

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

32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE

32c. DATE

32d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE

32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE

32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE

32g. EMAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE

33. SHIP NUMBER

34. VOUCHER NUMBER

35. AMOUNT VERIFIED
CORRECT FOR

36. PAYMENT

37. CHECK NUMBER

☐ PARTIAL ☐ FINAL☐ COMPLETE ☐ PARTIAL ☐ FINAL

STOCK RECORD (S/R)

40. PAID BY

38. S/R ACCOUNT NUMBER

39. S/R VOUCHER NUMBER

41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT

41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER

41c. DATE

42a. RECEIVED BY (Print)

42b. RECEIVED AT (Location)

42c. DATE RECEIVED (MM/DD/YYYY)

42d. TOTAL CONTAINERS

CONTINUATION SHEET	REFERENCE NO. OF DOCUMENT BEING CONTINUED	PAGES
	140FS126Q0178	PAGE 3 OF 4

NAME OF OFFEROR OR CONTRACTOR

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	supervision, equipment, cleaning supplies, transportation, and other resources necessary to complete the work, except for Government-furnished supplies specifically identified in the Statement of Work. The contract consists of a one-year base period and four one-year option periods. Base Period: October 1, 2026 through September 30, 2027. Submit offers by email to Tanner_Frank@ios.doi.gov. The email subject line must contain "RFO 140FS126Q0178". Telephone offers will not be accepted. Offers Due: September 10, 2026 at 1300 Central Time. Tech POC Name/#: Jacqueline Gonzalez, (530) 536-0016 Alt POC Name/#: Bill Poytress, (530) 536-0273 Contracting Officer: Tanner Frank, tanner_frank@ios.doi.gov Delivery: 09/30/2027 Period of Performance: 10/01/2026 to 09/30/2031				
00010	Janitorial Service at Red Bluff Fish Period of Performance: 10/01/2026 to 09/30/2027				
00020	Janitorial services IAW SOW - Option Year 1 (Option Line Item) Anticipated Exercise Date 07/01/2027 Period of Performance: 10/01/2027 to 09/30/2028				
00030	Janitorial services IAW SOW - Option Year 2 (Option Line Item) Anticipated Exercise Date 07/01/2028 Period of Performance: 10/01/2028 to 09/30/2029				
00040	Janitorial services IAW SOW - Option Year 3 (Option Line Item) Continued...				

CONTINUATION SHEET	REFERENCE NO. OF DOCUMENT BEING CONTINUED	PAGES
	140FS126Q0178	PAGE 4 OF 4
NAME OF OFFEROR OR CONTRACTOR		

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
00050	Anticipated Exercise Date 07/01/2029 Period of Performance: 10/01/2029 to 09/30/2030 Janitorial services IAW SOW - Option Year 4 (Option Line Item) Anticipated Exercise Date 07/01/2030 Period of Performance: 10/01/2030 to 09/30/2031				

OFFER EVALUATION INFORMATION

Janitorial Services - Red Bluff Fish and Wildlife Office

RFO: 140FS126Q0178

Quotes Due: September 10, 2026 at 1300 Central Time

Submission: Email to Tanner_Frank@ios.doi.gov

Format: Email the required documents as individual PDF files: the Bid Schedule and Technical Submission.

Submission: Email subject line must contain "RFO 140FS126Q0178".

Period of Performance: October 1, 2026 through September 30, 2027, with four one-year option periods.

REQUIRED SUBMISSION DOCUMENTS

- Bid Schedule: Completed vendor information section and pricing for CLINs 0001 through 0005.
- **Technical Submission:** Brief description of the quoter's capability and approach to perform the Statement of Work, including staffing and scheduling, quality control, and security/key and alarm procedures. Include up to two recent and relevant janitorial projects with customer contact information. Full resumes are not required.

TECHNICAL EVALUATION: BEST OVERALL VALUE

1. BEST OVERALL VALUE

The Government will comparatively evaluate technically acceptable quotations and issue a purchase order to the responsible quoter whose quotation represents the best overall value to the Government. The Government may consider price, technical capability and approach, relevant experience/past performance, and performance risk. A higher-priced quotation may be selected when its advantages warrant the additional cost. Price will be evaluated for fairness and reasonableness.

2. Technical Acceptability, Pass/Fail

Technical acceptability will be evaluated on a Pass/Fail basis. To receive a Pass rating, the quotation must:

- Provide a completed Bid Schedule with pricing for CLINs 0001 through 0005.
- Demonstrate the capability to provide sufficient personnel, supervision, equipment, and contractor-furnished supplies to perform the required janitorial services at both locations.
- Describe a reasonable approach for staffing and scheduling the required twice-weekly, weekly, monthly, quarterly, and semi-annual tasks, including quality control and timely correction of deficiencies.
- Confirm the capability to comply with the facility access, key, alarm, employee background check, and security requirements in the Statement of Work.
- Provide up to two recent and relevant janitorial projects sufficient for the Government to assess experience and performance risk.
- Confirm the quoted prices include all costs necessary to perform the Statement of Work, except Government-furnished supplies specifically identified in the Statement of Work.

Failure to provide the required information or meet all Pass/Fail criteria will result in a Fail rating and removal from further consideration.

BID SCHEDULE

RED BLUFF FISH AND WILDLIFE OFFICE

Janitorial Services

CLIN	Description	Qty	Unit	Unit Price	Extended Price
0001	Janitorial services IAW SOW - Base Period	12	Month	\$_____	\$_____
0002	Janitorial services IAW SOW - Option Year 1	12	Month	\$_____	\$_____
0003	Janitorial services IAW SOW - Option Year 2	12	Month	\$_____	\$_____
0004	Janitorial services IAW SOW - Option Year 3	12	Month	\$_____	\$_____
0005	Janitorial services IAW SOW - Option Year 4	12	Month	\$_____	\$_____

Total Evaluated Price CLINs 0001-0005: \$_____

Period of Performance: Base Period October 1, 2026 through September 30, 2027, plus four one-year option periods through September 30, 2031.

Notes:

The monthly unit price shall include all labor, supervision, travel, equipment, contractor-furnished cleaning supplies, transportation, coordination, overhead, profit, and all other costs necessary to perform the Statement of Work, except Government-furnished supplies specifically identified in the Statement of Work. Extended Price for each CLIN equals 12 months multiplied by the quoted monthly unit price. Total Evaluated Price is the sum of the base period and all four option periods.

Vendor Information:

Company Name: _____

SAM.gov UEI: _____

Valid Email Address: _____

Confirmation of Active SAM Registration (no exclusions): Yes [] No []

STATEMENT OF WORK
Performance Based Acquisition
Janitorial Services

1. General:

1.1 The U.S. Fish and Wildlife Service, Red Bluff Fish and Wildlife Office (RBFWO), located at 10950 Tyler Road, Red Bluff, CA 96080, has established a requirement for performance-based janitorial services. The base period is October 1, 2026 through September 30, 2027, with four one-year option periods. Services will be performed at both the main office and the Anderson Field Office (AFO) situated at the Coleman National Fish Hatchery, 2411 Coleman Fish Hatchery Road, Anderson, CA 96007. The contractor shall be responsible for the planning, scheduling, coordination, and execution of all work specified under this contract.

1.2 The janitorial services required will encompass cleaning tasks in all RBFWO buildings, which include the Administration Building (approx. 3,600 sq. ft.), Annex (approx. 1,900 sq. ft.), Conference Room (approx. 2,500 sq. ft.), Bungalow (approx. 1,800 sq. ft.), YCC (approx. 400 sq. ft.), Shop (approx. 300 sq. ft.), Upper Control Building (approx. 200 sq. ft.), and the AFO (approx. 925 sq. ft.). Janitorial services will also extend to kitchenette areas, storage and utility rooms, and restrooms in all seven buildings at RBFWO and the AFO.

1.3 Conduct: The contractor shall undertake all necessary measures and actions that would be prudent for a responsible building owner to enhance the longevity and maintenance of the buildings and property and maintain the health and safety of personnel. All work shall be systematically scheduled and diligently performed.

1.4 Security of Premises: The contractor shall ensure that lights are turned off and all doors and gates are secured in areas accessed during performance. The Government will provide keys and security codes for the facility buildings, which shall not be duplicated. The contractor shall maintain procedures to ensure these keys and codes are neither lost nor accessed by unauthorized individuals. All keys and codes must be returned upon conclusion of the contract. Each building is linked to a central alarm system, and the contractor is responsible for disarming and arming the alarms upon each entry and exit. The main gate is equipped with a lock, and the contractor shall be responsible for unlocking, opening, closing, and securing the gate upon entering and exiting the premises. Any issues or incidents encountered while on-site must be promptly reported to the Contracting Officer's Representative (COR) or designated technical coordinator.

1.5 Safety Measures: The contractor shall implement appropriate safety measures to mitigate the risk of injuries during execution of the work.

1.6 Accident Reporting: The contractor shall promptly report all accidents or injuries involving persons or property to the COR or technical coordinator and fully cooperate with any ensuing investigations.

1.7 Green Product Use: The janitorial services contractor shall meet applicable sustainability requirements. Environmentally preferable products will be used by the contractor, including products with low-emitting materials, recycled content, bio-based products, biodegradable and nontoxic products, and non-ozone-depleting products. Contractor-supplied products and services will be energy-efficient and water-efficient. All products

used shall meet or exceed Environmental Protection Agency guidelines for Environmentally Preferable Purchasing. Products shall not be highly toxic, corrosive, environmentally harmful, carcinogenic, or otherwise create hazardous waste or hazardous material concerns. Desirable characteristics include minimal skin, eye, and respiratory irritation; biodegradability; avoidance of unnecessary dyes and fragrances; recyclable containers; and minimization of non-recyclable waste. The contractor is encouraged to use products with no or low VOCs, low flammability, products designed for cold-water use, and pump sprays rather than aerosols. The contractor shall train employees in the proper use of products. All products shall be clearly labeled, and products stored in commercial quantities shall have Safety Data Sheets (SDS) in close proximity.

2. Place and Period of Performance:

2.1 Locations: Services will be performed at the U.S. Fish and Wildlife Service, Red Bluff Fish and Wildlife Office (RBFWO), 10950 Tyler Road, Red Bluff, CA 96080, and at the Anderson Field Office (AFO), located in a 14 ft. x 66 ft. Fleetwood mobile home at the Coleman National Fish Hatchery, 2411 Coleman Fish Hatchery Road, Anderson, CA 96007.

2.2 Contract Duration: The base performance period is October 1, 2026 through September 30, 2027. The Government may exercise four one-year option periods, which would extend performance through September 30, 2031.

2.3 The contractor shall schedule work to minimize disruption to normal work routines, employee schedules, and employee and visitor foot traffic by coordinating with the station representative.

2.4 Non-Operating Hours include Federal holidays (New Year's Day, Martin Luther King Jr. Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day).

3. Scope of Work:

Twice Weekly Cleaning Tasks:

3.1 Sweep and clean linoleum and tile floors, including damp mopping and waxing as necessary. Chairs, trash receptacles, and other easily movable items shall be repositioned to facilitate thorough cleaning underneath.

3.2 Vacuum and clean all rugs, mats, carpets, and runners to ensure they are free from dust, dirt, and debris. Areas must be free of litter, lint, loose soil, or other foreign substances. The contractor shall reposition chairs, trash receptacles, and other easily movable items to vacuum beneath them and restore them to their original positions after cleaning.

3.3 Clean and disinfect bathrooms, sink areas, toilets, and mirrors using approved non-abrasive cleaners and disinfectants. Surfaces must be free of grime, soap scum, mold, and smudges and have a uniform sheen. The contractor shall replace paper towels, toilet paper, and soap in all dispensers as needed.

3.4 Clean and disinfect kitchenette areas, sinks, and countertops using approved non-abrasive cleaners and disinfectants. Surfaces must be free of grime, soap scum, and smudges and have a uniform sheen. The contractor shall replace paper towels and soap in dispensers as necessary.

3.5 Wipe down tabletops in the conference room.

3.6 Empty trash receptacles, replace liners, and properly dispose of trash in the designated dumpster.

Weekly Cleaning Tasks:

3.7 Clean entry doors and adjacent windows.

3.8 Dust and remove cobwebs, and vacuum and dust window ledges, blinds, wall corners, door tops, entryways, picture frames, displays, file cabinets, and bookshelves.

Monthly Cleaning Tasks:

3.9 Clean and sanitize refrigerators and microwaves. The contractor is not responsible for disposal of food items or containers.

Quarterly Cleaning Tasks:

3.10 Clean light fixture covers inside and out.

3.11 Wipe down water coolers, including cleaning catch basins.

Semi-Annual Cleaning Tasks:

3.12 Clean all windows, inside and out.

3.13 Clean all screens and window frames.

4. Contractor-Provided Supplies:

- Vacuums
- Brooms
- Dust mops and dusters
- Wet mops and buckets
- Cleaning cloths and microfiber towels
- Scrub brushes
- Sponges
- Squeegees
- Cleaning solutions (all-purpose cleaners, disinfectants, glass cleaners, restroom cleaners, floor cleaners, degreasers)
- Furniture polish, as needed
- Carpet spot-treatment solution
- Extension poles for high dusting
- Any additional tools or materials needed to meet the cleaning standards outlined in this SOW

5. Government-Furnished Equipment (GFE):

5.1 Government property shall be used solely in performance of contracted services and shall not be used for personal gain or other endeavors.

5.2 The Government shall supply all necessary trash liners, paper towels, toilet paper, and hand and dish soap.

6. Evaluation and Acceptance:

6.1 The contractor's performance will be evaluated based on the criteria detailed herein.

6.2 Performance Evaluation: The quality of services rendered will be assessed to determine whether it meets the established performance thresholds. When performance is unacceptable, re-performance is preferred to price reduction.

6.3 The contractor shall reperform any unsatisfactory work within 24 hours following notification from the COR or Contracting Officer (CO).

6.4 If the contractor fails to reperform or the work remains unsatisfactory, the COR will issue a discrepancy report. Upon issuance, the contractor shall have 10 days to respond in writing, detailing corrective actions to prevent future occurrences of inadequate work.

7. Quality Control/Quality Assurance:

7.1 Quality control shall be maintained in accordance with industry standards, with documentation made available to the agency upon request.

7.2 To assess the contractor's work performance, quality and performance standards may be employed. Completed work must reflect a visually acceptable standard of cleanliness and sanitation.

7.3 If the contractor does not meet minimum performance requirements, the contractor may be required to prepare a corrective action plan outlining how and by what date the required performance levels will be achieved.

7.4 The implementation of incentives or disincentives based on satisfactory or unsatisfactory performance may dictate continuation or termination of services, respectively.

8. Other Performance Requirements and Information:

8.1 The station shall establish a log book for the contractor to sign in and out. The contractor may note observed issues such as unusual conditions, damage to Government property, or other information that adversely affects performance in the log book and shall also report such issues to the station representative. The log book should indicate the time services begin and end each workday. The station representative will annotate issues discovered during inspection and report them to the contractor. The log book will be used to maintain quality control information, including compliments or complaints, and to help determine the overall level of contractor performance.

8.2 The contractor shall ensure all contractor employees use appropriate safety clothing, shoes, or other devices while performing work. Contractor employees shall not wear clothing, or have visible on undergarments, slogans, political or social cause messages, or advertising other than the company name or logo.

8.3 The contractor shall provide the names and certification of a basic background check for all employees who will have access to the station. Unauthorized personnel are prohibited from station grounds.

8.4 The contractor is responsible for the behavior of its employees while working within the facility. Contractor personnel shall not engage in prohibited activities such as gambling, consumption of alcohol, use of non-prescribed medicines or drugs, or smoking or vaping. Animals, except service animals, are prohibited from the property. Contractor employees shall observe acceptable courtesy when engaging Government officials and non-Government visitors to the facility.

9. Technical Coordinator:

Administrative Coordination: Jacqueline Gonzalez

Address: 10950 Tyler Road, Red Bluff, CA 96080

Contact Information: (530) 536-0016; Jacqueline_Gonzalez@fws.gov

C - Contract Clauses

DOI-AAAP-0028 ELECTRONIC INVOICING AND PAYMENT REQUIREMENTS - INVOICE PROCESSING PLATFORM (IPP) (FEB 2021)

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

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

Under this contract, the following documents are required to be submitted as an attachment to the IPP invoice:

PDF Vendor-created invoice

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

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

(End of Local Clause)

SERVICE CONTRACT LABOR STANDARDS

The Service Contract Labor Standards apply to this requirement. The applicable Department of Labor wage determination(s) for the places of performance will be incorporated into the solicitation and resulting contract as a separate attachment.

52.217-9 OPTION TO EXTEND THE TERM OF THE CONTRACT (MAR 2000)

(a) The Government may extend the term of this contract by written notice to the Contractor within 30 days before the contract expires; provided that the Government gives the Contractor a preliminary written notice of its intent to extend at least 60 days before the contract expires. The preliminary notice does not commit the Government to an extension.

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

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

(End of clause)

52.252-2 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 these addresses:

<https://www.acquisition.gov/far>

<https://www.acquisition.gov/diar>

<https://www.acquisition.gov/far-overhaul>

(End of clause)

52.252-6 AUTHORIZED DEVIATIONS IN CLAUSES (NOV 2020)

(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 Department of the Interior Acquisition Regulation (48 CFR Chapter 14) clause with an authorized deviation is indicated by the addition of '(DEVIATION)' after the name of the regulation.

(End of clause)

52.203-19 Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (JAN 2017)

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

52.204-19 Incorporation by Reference of Representations and Certifications (DEC 2014)

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

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

52.219-6 Notice of Total Small Business Set-Aside (DEVIATION JAN 2026)

52.222-3 Convict Labor (JUN 2003)

52.222-36 Equal Opportunity for Workers with Disabilities (DEVIATION MAY 2026)

52.222-41 Service Contract Labor Standards (AUG 2018)

52.222-43 Fair Labor Standards Act and Service Contract Labor Standards - Price Adjustment (Multiple Year and Option Contracts) (AUG 2018)

52.222-50 Combating Trafficking in Persons (DEVIATION MAY 2026)

52.222-55 Minimum Wages for Contractor Workers Under Executive Order 14026 (JAN 2022)

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

52.223-5 Pollution Prevention and Right-to-Know Information (MAY 2024)

52.223-23 Sustainable Products (DEVIATION MAY 2026)

52.232-33 Payment by Electronic Funds Transfer-System for Award Management (OCT 2018)

52.233-3 Protest After Award (AUG 1996)

52.233-4 Applicable Law for Breach of Contract Claim (OCT 2004)

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

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

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

D - Solicitation Provisions

52.252-1 SOLICITATION PROVISIONS INCORPORATED BY REFERENCE (FEB 1998)

This solicitation incorporates one or more solicitation provisions by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. The offeror is cautioned that the listed provisions may include blocks that must be completed by the offeror and submitted with its quotation or offer. In lieu of submitting the full text of those provisions, the offeror may identify the provision by paragraph identifier and provide the appropriate information with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically at these addresses:

<https://www.acquisition.gov/far>

<https://www.acquisition.gov/diar>

<https://www.acquisition.gov/far-overhaul>

(End of provision)

52.252-5 AUTHORIZED DEVIATIONS IN PROVISIONS (NOV 2020)

(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 Department of the Interior Acquisition Regulation (48 CFR Chapter 14) provision with an authorized deviation is indicated by the addition of '(DEVIATION)' after the name of the regulation.

(End of provision)

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5675 Revision No.: 30 Date Of Last Revision: 8/22/2026

State: California

Area: California Counties of Colusa, Glenn and Tehama

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.19
01012 - Accounting Clerk II		22.66
01013 - Accounting Clerk III		25.35
01020 - Administrative Assistant		37.85
01035 - Court Reporter		23.06
01041 - Customer Service Representative I		19.95
01042 - Customer Service Representative II		21.77
01043 - Customer Service Representative III		24.43
01051 - Data Entry Operator I		19.35
01052 - Data Entry Operator II		21.12
01060 - Dispatcher, Motor Vehicle		28.09
01070 - Document Preparation Clerk		17.83
01090 - Duplicating Machine Operator		17.83
01111 - General Clerk I		18.56
01112 - General Clerk II		20.25
01113 - General Clerk III		22.72
01120 - Housing Referral Assistant		24.96
01141 - Messenger Courier		17.94
01191 - Order Clerk I		20.67
01192 - Order Clerk II		22.55
01261 - Personnel Assistant (Employment) I		20.65
01262 - Personnel Assistant (Employment) II		23.10
01263 - Personnel Assistant (Employment) III		25.76
01270 - Production Control Clerk		28.18
01290 - Rental Clerk		22.04
01300 - Scheduler, Maintenance		20.01
01311 - Secretary I		20.01
01312 - Secretary II		22.38
01313 - Secretary III		24.96
01320 - Service Order Dispatcher		25.11
01410 - Supply Technician		37.85
01420 - Survey Worker		29.20
01460 - Switchboard Operator/Receptionist		21.37
01531 - Travel Clerk I		18.49
01532 - Travel Clerk II		20.24
01533 - Travel Clerk III		22.38
01611 - Word Processor I		17.83
01612 - Word Processor II		20.01
01613 - Word Processor III		22.38
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.84
05010 - Automotive Electrician		29.13
05040 - Automotive Glass Installer		27.40
05070 - Automotive Worker		27.40
05110 - Mobile Equipment Servicer		23.92
05130 - Motor Equipment Metal Mechanic		30.88
05160 - Motor Equipment Metal Worker		27.40
05190 - Motor Vehicle Mechanic		30.88
05220 - Motor Vehicle Mechanic Helper		22.14
05250 - Motor Vehicle Upholstery Worker		25.65
05280 - Motor Vehicle Wrecker		27.40
05310 - Painter, Automotive		29.13
05340 - Radiator Repair Specialist		27.40
05370 - Tire Repairer		18.44
05400 - Transmission Repair Specialist		30.88
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.63
07041 - Cook I		21.96
07042 - Cook II		25.16
07070 - Dishwasher		17.13
07130 - Food Service Worker		18.07
07210 - Meat Cutter		20.65
07260 - Waiter/Waitress		16.89
09000 - Furniture Maintenance And Repair Occupations		

09010 - Electrostatic Spray Painter	44.72
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	24.72
09090 - Furniture Refinisher Helper	18.79
09110 - Furniture Repairer, Minor	21.77
09130 - Upholsterer	24.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.03
11060 - Elevator Operator	20.93
11090 - Gardener	28.41
11122 - Housekeeping Aide	20.93
11150 - Janitor	20.93
11210 - Laborer, Grounds Maintenance	22.22
11240 - Maid or Houseman	17.83
11260 - Pruner	20.64
11270 - Tractor Operator	26.29
11330 - Trail Maintenance Worker	22.22
11360 - Window Cleaner	22.53
12000 - Health Occupations	
12010 - Ambulance Driver	23.73
12011 - Breath Alcohol Technician	33.77
12012 - Certified Occupational Therapist Assistant	46.33
12015 - Certified Physical Therapist Assistant	38.83
12020 - Dental Assistant	28.80
12025 - Dental Hygienist	60.77
12030 - EKG Technician	51.17
12035 - Electroneurodiagnostic Technologist	51.17
12040 - Emergency Medical Technician	23.73
12071 - Licensed Practical Nurse I	30.18
12072 - Licensed Practical Nurse II	33.77
12073 - Licensed Practical Nurse III	37.66
12100 - Medical Assistant	23.50
12130 - Medical Laboratory Technician	40.71
12160 - Medical Record Clerk	24.16
12190 - Medical Record Technician	28.11
12195 - Medical Transcriptionist	30.18
12210 - Nuclear Medicine Technologist	74.23
12221 - Nursing Assistant I	16.46
12222 - Nursing Assistant II	18.51
12223 - Nursing Assistant III	20.20
12224 - Nursing Assistant IV	22.66
12235 - Optical Dispenser	23.74
12236 - Optical Technician	30.18
12250 - Pharmacy Technician	25.70
12280 - Phlebotomist	29.61
12305 - Radiologic Technologist	58.19
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II, Specialist	49.98
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III, Anesthetist	60.45
12316 - Registered Nurse IV	68.50
12317 - Scheduler (Drug and Alcohol Testing)	41.83
12320 - Substance Abuse Treatment Counselor	30.65
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.61
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	36.92
13041 - Illustrator I	22.71
13042 - Illustrator II	28.14
13043 - Illustrator III	34.42
13047 - Librarian	31.43
13050 - Library Aide/Clerk	20.23
13054 - Library Information Technology Systems Administrator	25.89
13058 - Library Technician	23.70
13061 - Media Specialist I	20.48
13062 - Media Specialist II	22.91
13063 - Media Specialist III	25.53
13071 - Photographer I	18.68
13072 - Photographer II	21.38
13073 - Photographer III	26.50
13074 - Photographer IV	33.56
13075 - Photographer V	39.20
13090 - Technical Order Library Clerk	25.40
13110 - Video Teleconference Technician	20.53
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.02
14042 - Computer Operator II	23.52
14043 - Computer Operator III	26.23
14044 - Computer Operator IV	29.14
14045 - Computer Operator V	32.27
14071 - Computer Programmer I	23.09
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	21.02
14160 - Personal Computer Support Technician	29.14
14170 - System Support Specialist	32.27
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	38.28
15020 - Aircrew Training Devices Instructor (Rated)	46.32
15030 - Air Crew Training Devices Instructor (Pilot)	55.54
15050 - Computer Based Training Specialist / Instructor	38.28

15060	- Educational Technologist	41.49
15070	- Flight Instructor (Pilot)	55.54
15080	- Graphic Artist	31.00
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	55.54
15086	- Maintenance Test Pilot, Rotary Wing	55.54
15088	- Non-Maintenance Test/Co-Pilot	55.54
15090	- Technical Instructor	25.32
15095	- Technical Instructor/Course Developer	30.97
15110	- Test Proctor	20.44
15120	- Tutor	20.44
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	19.38
16030	- Counter Attendant	19.38
16040	- Dry Cleaner	22.14
16070	- Finisher, Flatwork, Machine	19.38
16090	- Presser, Hand	19.38
16110	- Presser, Machine, Drycleaning	19.38
16130	- Presser, Machine, Shirts	19.38
16160	- Presser, Machine, Wearing Apparel, Laundry	19.38
16190	- Sewing Machine Operator	23.07
16220	- Tailor	24.00
16250	- Washer, Machine	20.30
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	34.30
19040	- Tool And Die Maker	42.49
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	26.45
21030	- Material Coordinator	28.18
21040	- Material Expediter	28.18
21050	- Material Handling Laborer	21.46
21071	- Order Filler	18.80
21080	- Production Line Worker (Food Processing)	26.45
21110	- Shipping Packer	26.41
21130	- Shipping/Receiving Clerk	26.41
21140	- Store Worker I	18.34
21150	- Stock Clerk	22.64
21210	- Tools And Parts Attendant	26.45
21410	- Warehouse Specialist	26.45
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	40.56
23019	- Aircraft Logs and Records Technician	31.86
23021	- Aircraft Mechanic I	38.37
23022	- Aircraft Mechanic II	40.56
23023	- Aircraft Mechanic III	42.79
23040	- Aircraft Mechanic Helper	27.49
23050	- Aircraft, Painter	36.19
23060	- Aircraft Servicer	31.86
23070	- Aircraft Survival Flight Equipment Technician	36.19
23080	- Aircraft Worker	34.03
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I	34.03
23092	- Aircrew Life Support Equipment (ALSE) Mechanic II	38.37
23110	- Appliance Mechanic	34.30
23120	- Bicycle Repairer	28.16
23125	- Cable Splicer	63.80
23130	- Carpenter, Maintenance	36.03
23140	- Carpet Layer	32.27
23160	- Electrician, Maintenance	36.16
23181	- Electronics Technician Maintenance I	32.27
23182	- Electronics Technician Maintenance II	34.30
23183	- Electronics Technician Maintenance III	36.36
23260	- Fabric Worker	30.21
23290	- Fire Alarm System Mechanic	36.36
23310	- Fire Extinguisher Repairer	28.16
23311	- Fuel Distribution System Mechanic	40.24
23312	- Fuel Distribution System Operator	31.23
23370	- General Maintenance Worker	24.30
23380	- Ground Support Equipment Mechanic	38.37
23381	- Ground Support Equipment Servicer	31.86
23382	- Ground Support Equipment Worker	34.03
23391	- Gunsmith I	28.16
23392	- Gunsmith II	32.27
23393	- Gunsmith III	36.36
23410	- Heating, Ventilation And Air-Conditioning Mechanic	28.90
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.55
23430	- Heavy Equipment Mechanic	34.62
23440	- Heavy Equipment Operator	34.65
23460	- Instrument Mechanic	36.36
23465	- Laboratory/Shelter Mechanic	34.30
23470	- Laborer	21.46
23510	- Locksmith	34.30
23530	- Machinery Maintenance Mechanic	33.36
23550	- Machinist, Maintenance	27.78
23580	- Maintenance Trades Helper	22.52
23591	- Metrology Technician I	36.36
23592	- Metrology Technician II	38.44
23593	- Metrology Technician III	40.54
23640	- Millwright	31.17
23710	- Office Appliance Repairer	34.30
23760	- Painter, Maintenance	29.60
23790	- Pipefitter, Maintenance	36.07
23810	- Plumber, Maintenance	34.02
23820	- Pneudraulic Systems Mechanic	36.36
23850	- Rigger	36.36
23870	- Scale Mechanic	32.27
23890	- Sheet-Metal Worker, Maintenance	36.36
23910	- Small Engine Mechanic	26.37

23931 - Telecommunications Mechanic I		35.62
23932 - Telecommunications Mechanic II		37.66
23950 - Telephone Lineman		40.88
23960 - Welder, Combination, Maintenance		25.39
23965 - Well Driller		36.36
23970 - Woodcraft Worker		36.36
23980 - Woodworker		28.16
24000 - Personal Needs Occupations		
24550 - Case Manager		27.05
24570 - Child Care Attendant		19.18
24580 - Child Care Center Clerk		23.93
24610 - Chore Aide		16.50
24620 - Family Readiness And Support Services Coordinator		27.05
24630 - Homemaker		27.05
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		35.51
25040 - Sewage Plant Operator		31.91
25070 - Stationary Engineer		35.51
25190 - Ventilation Equipment Tender		25.46
25210 - Water Treatment Plant Operator		31.91
27000 - Protective Service Occupations		
27004 - Alarm Monitor		29.93
27007 - Baggage Inspector		20.45
27008 - Corrections Officer		48.60
27010 - Court Security Officer		39.37
27030 - Detection Dog Handler		22.88
27040 - Detention Officer		48.60
27070 - Firefighter		30.13
27101 - Guard I		20.45
27102 - Guard II		22.88
27131 - Police Officer I		42.17
27132 - Police Officer II		46.84
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		22.13
28042 - Carnival Equipment Repairer		23.91
28043 - Carnival Worker		17.37
28210 - Gate Attendant/Gate Tender		22.91
28310 - Lifeguard		18.40
28350 - Park Attendant (Aide)		25.62
28510 - Recreation Aide/Health Facility Attendant		18.70
28515 - Recreation Specialist		31.74
28630 - Sports Official		20.41
28690 - Swimming Pool Operator		27.39
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.27
29020 - Hatch Tender		32.27
29030 - Line Handler		32.27
29041 - Stevedore I		30.21
29042 - Stevedore II		34.30
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HF0)	(see 2)	51.59
30011 - Air Traffic Control Specialist, Station (HF0)	(see 2)	35.57
30012 - Air Traffic Control Specialist, Terminal (HF0)	(see 2)	39.17
30021 - Archeological Technician I		22.40
30022 - Archeological Technician II		25.06
30023 - Archeological Technician III		31.04
30030 - Cartographic Technician		31.04
30040 - Civil Engineering Technician		30.93
30051 - Cryogenic Technician I		33.14
30052 - Cryogenic Technician II		36.61
30061 - Drafter/CAD Operator I		22.40
30062 - Drafter/CAD Operator II		25.06
30063 - Drafter/CAD Operator III		27.93
30064 - Drafter/CAD Operator IV		34.39
30081 - Engineering Technician I		20.20
30082 - Engineering Technician II		22.67
30083 - Engineering Technician III		25.36
30084 - Engineering Technician IV		31.41
30085 - Engineering Technician V		38.41
30086 - Engineering Technician VI		46.48
30090 - Environmental Technician		30.33
30095 - Evidence Control Specialist		29.93
30210 - Laboratory Technician		28.26
30221 - Latent Fingerprint Technician I		33.14
30222 - Latent Fingerprint Technician II		36.61
30240 - Mathematical Technician		31.04
30361 - Paralegal/Legal Assistant I		24.33
30362 - Paralegal/Legal Assistant II		30.14
30363 - Paralegal/Legal Assistant III		36.87
30364 - Paralegal/Legal Assistant IV		44.62
30375 - Petroleum Supply Specialist		36.61
30390 - Photo-Optics Technician		31.04
30395 - Radiation Control Technician		36.61
30461 - Technical Writer I		30.33
30462 - Technical Writer II		37.09
30463 - Technical Writer III		44.89
30491 - Unexploded Ordnance (UXO) Technician I		32.78
30492 - Unexploded Ordnance (UXO) Technician II		39.66
30493 - Unexploded Ordnance (UXO) Technician III		47.54
30494 - Unexploded (UXO) Safety Escort		32.78
30495 - Unexploded (UXO) Sweep Personnel		32.78
30501 - Weather Forecaster I		34.39
30502 - Weather Forecaster II		41.81
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.93

31621 - Weather Observer, Senior	(see 2)	31.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.66
31020 - Bus Aide		17.83
31030 - Bus Driver		24.48
31043 - Driver Courier		20.28
31260 - Parking and Lot Attendant		16.77
31290 - Shuttle Bus Driver		20.28
31310 - Taxi Driver		17.41
31361 - Truckdriver, Light		21.91
31362 - Truckdriver, Medium		23.50
31363 - Truckdriver, Heavy		28.66
31364 - Truckdriver, Tractor-Trailer		28.66

99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.34
99030 - Cashier		17.53
99050 - Desk Clerk		17.91
99095 - Embalmer		32.78
99130 - Flight Follower		32.78
99251 - Laboratory Animal Caretaker I		21.08
99252 - Laboratory Animal Caretaker II		22.78
99260 - Marketing Analyst		33.68
99310 - Mortician		32.78
99410 - Pest Controller		23.21
99510 - Photofinishing Worker		17.23
99710 - Recycling Laborer		25.91
99711 - Recycling Specialist		30.66
99730 - Refuse Collector		24.07
99810 - Sales Clerk		18.70
99820 - School Crossing Guard		24.48
99830 - Survey Party Chief		38.36
99831 - Surveying Aide		20.83
99832 - Surveying Technician		28.59
99840 - Vending Machine Attendant		23.44
99841 - Vending Machine Repairer		29.01
99842 - Vending Machine Repairer Helper		23.44

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per week, or \$939.46 per month*

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

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

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

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

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

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

primary duty that consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process:

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

parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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