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|---|---|---|--------------------------|--|---------------------------------------|
| REQUEST FOR QUOTATIONS (THIS IS NOT AN ORDER) | | This RFQ <input checked="" type="checkbox"/> is <input type="checkbox"/> is not a Small Business-Small Purchase Set Aside | | PAGE 1 OF 1 PAGES | |
| 1. REQUEST NO. D-20-MI-0148 | 2. DATE ISSUED 07-16-2020 | 3. REQUISITION/PURCHASE REQUEST NO. | | 4. CERT. FOR NAT. DEF. UNDER BDSA REG. 2 AND/OR DMS REG. 1 | RATING |
| 5A. ISSUED BY Drug Enforcement Administration 8701 Morrisette Drive Springfield VA 22152 | | | | 6. DELIVER BY (Date) | |
| 5B. FOR INFORMATION CALL: (No collect calls) | | | | 7. DELIVERY <input checked="" type="checkbox"/> FOB DESTINATION <input type="checkbox"/> OTHER (See Schedule) | |
| NAME Sonya Maxwell | | TELEPHONE NUMBER AREA CODE & NUMBER 202-598-6488 | | 9. DESTINATION See attached Statement of Work | |
| 8. TO: To All Prospective Small Business GSA Scheduled Offerors | | | | | |
| 10. PLEASE FURNISH QUOTATIONS TO THE ISSUING OFFICE IN BLOCK 5A ON OR BEFORE CLOSE OF BUSINESS (Date) July 30, 2020 11:00am EST | | IMPORTANT: This is a request for information, and quotations furnished are not offers. If you are unable to quote, please so indicate on this form and return it to the address in Block 5A. This request does not commit the Government to pay any costs incurred in the preparation of the submission of this quotation or to contract for supplies or services. supplies are of domestic origin unless otherwise indicated by quoter. Any representations and/or certifications attached to this Request for Quotations must be completed by the quoter. | | | |
| 11. SCHEDULE (Include applicable Federal, State, and local taxes) | | | | | |
| ITEM NO. (a) | SUPPLIES/SERVICES (b) | QUANTITY (c) | UNIT (d) | UNIT PRICE (e) | AMOUNT (f) |
| | Armed Guard Services (See attached Statement of Work) | | | | 0.00 |
| | | | | | 0.00 |
| | | | | | 0.00 |
| | | | | | 0.00 |
| | | | | GRAND TOTAL | \$0.00 |
| 12. DISCOUNT FOR PROMPT PAYMENT --> | | a. 10 CALENDAR DAYS % | b. 20 CALENDAR DAYS % | c. 30 CALENDAR DAYS % | d. CALENDAR DAYS NUMBER PERCENTAGE |
| NOTE: Additional provisions and representations <input type="checkbox"/> are <input type="checkbox"/> are not attached. | | | | | |
| 13. NAME AND ADDRESS OF QUOTER All Interested Offerors shall include the following information: 1. GSA Schedule Number: 2. DUNS Number: 3. Cage Code Number: 4. TAX ID Number: | | 14. SIGNATURE OF PERSON AUTHORIZED TO SIGN QUOTATION | | 15. DATE OF QUOTATION | |
| | | 16. SIGNER | | | |
| | | a. NAME (Type or Print) | | b. TELEPHONE | |
| | | | | AREA CODE & NUMBER | |
| | | c. TITLE (Type or Print) | | | |

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Prescribed by GSA
FAR (48 CFR) 53.215-1(a)

U.S. DEPARTMENT OF JUSTICE DRUG ENFORCEMENT ADMINISTRATION



Armed Guard Services

DEA Miami Field Division

RFQ: D-20-MI-0148

SECTION 2 - STATEMENT OF WORK

1. INTRODUCTION:

The Drug Enforcement Administration (DEA), Miami Field Division (FD), requires armed medical security guard services to provide security to the detainees at the medical treatment facility for detoxification of illegal drug use, controlled substance abuse, psychological disorders, or viral infectious diseases.

2. SCOPE OR WORK

2.1 This Statement of Work Statement sets forth the blanket purchase agreement (BPA) performance requirements for the operation of armed security guard services for DEA, Miami FD. The Contractor shall provide all management, supervision, manpower, training, licenses, cell phones, vehicle(s), equipment, supplies, certificates, insurance, pre-employment screening, and experience necessary to provide security guard services for Miami FD detainees. This includes the armed security escort of detainees receiving medical treatment who are United States (U.S.) citizen, U.S. residents, non-residents or non-citizens of the U.S. and under the custody of the Miami FD. The Contractor shall provide guard services on an as needed basis.

3. GENERAL REQUIREMENT

3.1 The Contractor shall be responsible for the secure custody of all detainees from the time the detainees are accepted into custody by the Contractor until they are properly removed from custody by an authorized Federal official. Adequate secure custody of detainees requires physical control of the detainee at all times. The physical control of the detainees shall be sufficient to prevent escape, especially when the detainees are not contained within the confines of a holding facility (cell) and/or restrained using handcuffs or zip ties. The Contractor is responsible for maintaining constant guard, physical control and observation of the detainee(s) at all times and specifically accountable to prevent escape.

3.2 The Contractor shall accompany detainees to various areas of the hospital and/or treatment facility to include but not limited to, treatment, tests, meetings, evaluation, medical, screening, and/or review.

3.3 The Contractor shall accept all Federal detainees offered for guard services at any time, 24/7 including holidays as directed by the Field Contracting Officer.

3.4 The Contractor shall notify the local police, duty agent, and Task Monitor in the event of an escape or attempted escape.

4. SPECIFIC REQUIREMENTS

4.1 The Contractor shall assign guards to receive the DEA detainees as specified within a minimum two hours of notification from the Task Monitor. Any verbal requests from the Task Monitor will be confirmed in writing within 24 hours. Requests may be initiated at any time of the day or night including holidays. However, as much advance notice as possible shall be given.

4.2 No alcoholic beverages or other intoxicants shall be consumed while on duty.

4.3 Under no circumstances shall any detainee be allowed to have any outside contacts, make/receive telephone calls, or use any other electronic means of communications.

4.4 The Contractor shall be responsible for the purchase of handguns, ammunition, restraining devices, and related equipment at no cost to the Federal Government.

4.5 All firearms shall be licensed by the State of Florida.

4.6 The Contractor shall inspect and document all firearms.

4.7 Security Guards shall not use personal firearms. A licensed gunsmith, in writing, shall certify all firearms are safe and accurate as regulated by the state.

4.8 Security Guard shall have a valid license by the Florida Department of Agriculture and Consumer Services Division of Licensing.

4.9 The Contractor shall provide copy of security guard Class G or Class D licensed to the Task Monitor.

4.10 The Contractor shall be responsible for the training and orientation of all BPA employees. The training and orientation must be sufficient to ensure all employees understand and are capable of performing the duties outlined in the terms and conditions of the contract.

4.11 The Contractor shall ensure employees comply with recommended guidance from Centers for Disease Control and Prevention with regards to communicable diseases and viruses (e.g. coronavirus, SARS).

4.12 The Contractor shall be responsible for ensuring that all Contractor employees have been provided with proper personal protective equipment at no cost to the Federal Government.

4.13 In the event of an emergency, the Contractor shall contact local police department (e.g. detainee escaped) and local DEA office representative (e.g. duty agent).

5. TASK MONITOR

Under this Blanket Purchase Agreement, Ivelisse Ortiz-Garay is the designated Task Monitor. The Task Monitor is responsible for receiving all deliverables, inspecting and accepting the supplies or services provided under the order in accordance with the terms and conditions of this contract. The Task Monitor also certifies any invoices/vouchers for acceptance of the supplies furnished for payment, prior to forwarding the original invoice to the payment office and a confirmed copy to the Contracting Officer.

The Task Monitor does not have the authority to alter the Contractor's obligations under the contract, or to modify any of the expressed terms, conditions, descriptions, or cost to the agreement. Any contractual alterations/changes to the BPA shall be accomplished by the Contracting Officer only, and shall be issued in writing and signed by same.

6. DELIVERABLES

The DEA COR and/or Task Monitor(s) will define each deliverable and the respective due dates in each individual BPA task order awarded. Other deliverables include, but are not limited to:

| | Deliverable | Due Date |
|---|--------------------|-----------------|
| 1 | Invoices | Monthly basis |

| | | |
|---|--|--|
| 2 | DEA Contractor Ethics Questionnaire | Prior to each Contractor employee beginning work |
| 3 | Former Employment or Assignment with DEA DEA-2852.203=70 | Prior to each Contractor employee beginning work. Submit electronically to: ethicsFAC@usdoj.gov and CC- Ethics@usdoj.gov |

7. PLACES OF PERFORMANCE

Larkin Community Hospital

7031 SW 62nd Avenue
South Miami, Florida 33143
Telephone Number: 305-284-7500

Jackson Memorial Hospital

1611 NW 12th Avenue
Miami, Florida 33136
Telephone Number 305-585-1111

Cleveland Clinic

2950 Cleveland Clinic Boulevard
Weston, Florida 33331
Telephone Number: 954-659-5000

Plantation General Hospital

401 NW 42nd Avenue
Plantation, Florida 33317
Telephone Number: 954-587-5010

Gulf Coast Medical Center

13681 Doctors Way

Fort Myers, Florida 33912
Telephone Number: 239-343-10000

Bay Medical Center

615 North Bonita Avenue
Panama City, Florida 32401
Telephone Number: 850-769-1511

Ascension Sacred Heart Medical Park

1549 Airport Boulevard
Pensacola, Florida 32504
Telephone Number: 850-416-7000

Tallahassee Memorial Hospital

1300 Miccosukee Road
Tallahassee, Florida, 32308
Telephone Number: 850-431-1155

UF Health Shands Hospital

655 8th Street West
Jacksonville, Florida 32209
Telephone Number: 904-244-0411

8. PERIOD OF PERFORMANCE

The anticipated period of performance for this Blanket Purchase Agreement will be 60 months from the time of the award.

9. SECURITY REQUIREMENT (JULY 2020)

9.1 The personnel security access level for this BPA is Sensitive but Unclassified (SBU). Only U.S. citizens shall be permitted to perform services on this contract. Under no circumstances shall Contractors have access to National Security Information (NSI) or NSI systems. The risk level associated with this BPA is “moderate” and the personnel working on this BPA effort must undergo the appropriate background investigation or be issued a waiver by the Office of Security Programs, Personnel Security Section (ISR) prior to commencing work on this contract. ISR will conduct suitability reviews on all contractor personnel requiring access to DEA facilities, information technology systems, or SBU materials. ISR will make a final suitability determination on each Contractor meeting the specified requirements.

9.2 The Contractor and its employees shall hold all information obtained under the DEA BPA in the strictest confidence. All information obtained shall be used only for performing this BPA, calls/call orders and shall not be divulged nor made known in any manner to any person except as necessary to perform services under this BPA. The Contractor's and its employee(s) shall not divulge, sell, or distribute any information at any point in time, even after termination or expiration of the BPA and individual call/call orders.

EXHIBIT A

WAGE DETERMINATION

(SEE DEA Clause 2852.222-70 Applicable Wage Determination (Service Contract Labor Standards) (JUN 2014))

SECTION 3 - SCHEDULE OF SUPPLIES AND SERVICES

The following represents the price schedule for this Blanket Purchase Agreement:

Period of Performance: 60 months from the time of award

Important: The contractor's unit price shall be single loaded fixed labor hour rate per Contract Line Item Number (CLIN) that includes GSA Access Fee, Direct Labor, Fringe Benefits, Overhead, General and Administrative Expenses and Profit.

YEAR 1 (12 months after the award)

| CLIN No. | Type of Pricing | Item Description | Unit | Unit Price |
|----------|-----------------|--------------------------------------|------|----------------------------|
| 0001 | FFP | Armed Guard I | HR | \$ |
| 0002 | FFP | Armed Guard I (Holiday/Overtime) | HR | \$ |
| 0003 | FFP | Armed Guard II | HR | \$ |
| 0004 | FFP | Armed Guard II (Holiday/Overtime) | HR | \$ |
| 0005 | FFP | Travel | LT | Not to Exceed \$100,000 |

YEAR 2 (12 months after Year 1)

| CLIN No. | Type of Pricing | Item Description | Unit | Unit Price |
|----------|-----------------|------------------|------|------------|
| 0001 | FFP | Armed Guard I | HR | \$ |

| | | | | |
|-------------|------------|--|-----------|------------------------------------|
| 0002 | FFP | Armed Guard I (Holiday/Overtime) | HR | \$ |
| 0003 | FFP | Armed Guard II | HR | \$ |
| 0004 | FFP | Armed Guard II (Holiday/Overtime) | HR | \$ |
| 0005 | FFP | Travel | LT | Not to Exceed \$100,000 |

YEAR 3 (12 months after Year 2)

| CLIN No. | Type of Pricing | Item Description | Unit | Unit Price |
|---------------------|----------------------------|--|-------------|------------------------------------|
| 0001 | FFP | Armed Guard I | HR | \$ |
| 0002 | FFP | Armed Guard I (Holiday/Overtime) | HR | \$ |
| 0003 | FFP | Armed Guard II | HR | \$ |
| 0004 | FFP | Armed Guard II (Holiday/Overtime) | HR | \$ |
| 0005 | FFP | Travel | LT | Not to Exceed \$100,000 |

YEAR 4 (12 months after Year 3)

| CLIN No. | Type of Pricing | Item Description | Unit | Unit Price |
|---------------------|----------------------------|-------------------------|-------------|-------------------|
| 0001 | FFP | Armed Guard I | HR | \$ |

| | | | | |
|-------------|------------|--|-----------|------------------------------------|
| | | | | |
| 0002 | FFP | Armed Guard I (Holiday/Overtime) | HR | \$ |
| 0003 | FFP | Armed Guard II | HR | \$ |
| 0004 | FFP | Armed Guard II (Holiday/Overtime) | HR | \$ |
| 0005 | FFP | Travel | LT | Not to Exceed \$100,000 |

YEAR 5 (12 months after Year 4)

| CLIN No. | Type of Pricing | Item Description | Unit | Unit Price |
|---------------------|----------------------------|--|-------------|------------------------------------|
| 0001 | FFP | Armed Guard I | HR | \$ |
| 0002 | FFP | Armed Guard I (Holiday/Overtime) | HR | \$ |
| 0003 | FFP | Armed Guard II | HR | \$ |
| 0004 | FFP | Armed Guard II (Holiday/Overtime) | HR | \$ |
| 0005 | FFP | Travel | LT | Not to Exceed \$100,000 |

SECTION 4 - BLANKET PURCHASE AGREEMENT TERMS AND CONDITIONS

DESCRIPTION OF AGREEMENT

The U.S. Drug Enforcement Administration (DEA) intends to establish a firm fixed price Blanket Purchase Agreement (BPA) for Armed Guard Services in accordance with FAR Part 8.405-3 to the responsive, responsible Offeror who provides the best value to the Government under the GSA Schedule MAS: Multiple Award Schedule contract. The Special Item Numbers (SIN) that the government will utilize for this requirement will be 561612, Protective Service Occupations. Offerors are required to have the SIN number above to be considered for this procurement. The proposal shall conform to the provisions and clauses included under the Multiple Award Schedule GSA contract as well as those included in this solicitation. Items shall be quoted on an all or none basis. Partial quotes will not be accepted. The length of the BPA will be five years. Call orders will be initiated on an as needed basis. The services that will be issued under the BPA are described in Section 3 of the Request for Quotation (RFQ). The Offeror shall furnish the services identified if and when requested by a Contracting Officer who is duly warranted by DEA to authorize the expenditure of funds during the period of performance of this BPA.

DURATION OF THE BPA AGREEMENT

The anticipated period of performance for services described herein is for 60 months after the date of award.

BPA HOLDER ELIGIBILITY

The agency will determine Vendor eligibility consistent with FAR 8.405-3(d). The Government intends to establish up a single award, five year, BPA to the responsive, responsible Vendors who provide the best value to the Government. Should an anticipated BPA extend beyond the current term of a Vendor's GSA Schedule contract, the Vendor will still be eligible for award so long as there are option periods in the Vendor's GSA Schedule contract that, if exercised, will cover the BPA's total period of performance. A Vendor will not be eligible for award if its relevant GSA Schedule contract will expire prior to the end of the BPA's five-year ordering period and no further option periods on the relevant GSA Schedule contract are available.

PRICING INFORMATION

Offeror shall propose individual pricing for each contract line item on the Schedule and include a total price for the quote. Price quotes shall be provided by completing the Schedule of Services. In accordance with FAR Part 8.405-4, the Government is seeking a price reduction from the GSA schedule pricing.

EXTENT OF OBLIGATION

This BPA does not obligate any funds. The Government is obligated under this BPA only to the extent of call orders placed by authorized DEA representative against this agreement.

DELIVERY AND DESTINATION

Delivery and destination requirements will be clearly defined at the time individual call orders are placed. Deliveries shall be accompanied by a delivery ticket that shall contain the following information: name of supplier, BPA number, date of order; order number; itemized list of items; quantity and price of each item; and date of delivery.

PURCHASE LIMITATIONS

The volume of orders (and price thereof) placed against this agreement will be limited only to the extent the GSA schedule contract places minimum and maximum limits on each order.

INDIVIDUALS AUTHORIZED TO PURCHASE UNDER THIS BPA

The individuals authorized to place calls under this Blanket Purchase Agreement, and the limits of their purchase authority are shown below:

UNLIMITED

DEA Headquarters Contracting Officers (Over \$25,000)

DEA Miami Field Division Contracting Officer (Up to \$25,000)

All call orders shall be placed prior to the start of the service period of performance.

TRAVEL

If required and permitted by the Contracting Officer (in writing), travel expenses will be reimbursed in accordance with the Government's travel regulations on each order, as authorized under the applicable GSA Federal Supply Schedule. In addition, DEA clause 2852.231-70, Travel Requirements for Contractors (2015) is included below:

Contractor personnel may be required to conduct travel in the performance of this contract.

All travel must be pre-approved in writing by the Contracting Officer's Representative (COR) or the Task Monitor (TM). Any expenses incurred by Contractor personnel without prior Government approval will be denied for payment. The Contractor will be reimbursed for travel costs in accordance with Part 31 of Federal Acquisition Regulation (FAR) and the Federal Travel Regulation (FTR).

Travel requirements shall use the most cost effective and efficient means of transportation. All travel should be scheduled in advance in order to take advantage of discounted rates. The Contractor shall engage only the minimum number of travelers and vehicles needed to accomplish the task(s). Travel shall be scheduled during normal duty hours whenever possible. Commuting expenses between an employee's residence and duty station are not reimbursable and will be disallowed.

DOMESTIC TRAVEL

Contractors are authorized to use commercial air, commercial rail, rental vehicle, Government vehicle as a passenger, company authorized vehicle, or privately owned vehicle when travel is approved. When a mode other than commercial air is contemplated, the Contractor shall contact the COR to determine the mode of travel most advantageous to the Government. Domestic U.S. travel rates (i.e., per diem, mileage, etc.) can be found on the General Services Administration (GSA) website under the [Travel Resources](#) section.

OVERSEAS NON-FOREIGN AREAS/INTERNATIONAL TRAVEL

Maximum rates of per diem allowances and reimbursements for miscellaneous travel expenses for travel in Alaska, Hawaii, Guam, Puerto Rico and territories and possessions of the United States are prescribed by the Department of Travel Management Office (DTMO) located on DTMO's website at (<http://www.defensetravel.dod.mil/site/perdiem.cfm>).

The Contractor shall be responsible for ensuring that all employees scheduled to travel to international locations have a valid passport. DEA will not request or authorize the issuance of a "US Official Government" passport for contractor personnel.

International travel to specific countries and regions may be subject to additional DoS requirements, as well as host nation requirements, such as visas. The Contractor shall be responsible for complying with any applicable DoS and destination national requirements and notifying the COR/ TM of any matters that impact cost, schedule, or performance.

Maximum rates of per diem allowance and reimbursements for miscellaneous travel expenses for travel in foreign areas, including the Trust Territory of the Pacific Islands, are established by the DoS (https://aoprals.state.gov/web920/per_diem.asp).

TRAVEL INVOICE

Travel expenses shall not include fees calculated as profit. General and Administrative (G&A) expenses shall be allowable on travel costs, provided that the Contractor's accounting system has been accepted by the Defense Contract Auditing Agency (DCAA). DEA reserves the right to negotiate a ceiling on all travel costs. Travel costs incurred by subcontractors may not be subsequently "marked up" by a prime Contractor's G&A prior to submission to DEA.

The Contractor must submit a travel invoice upon the completion of travel. The travel invoice must be submitted to the COR in accordance with the invoice clause or the timetable specified in the subject contract. The invoice must contain all required documentation, including receipts supporting the travel costs and evidence of DEA pre-authorization to travel. The documentation shall include the following information: traveler's name(s), purpose of travel, destination, Contract Number, Task Order Number (if applicable), Contract Line Item Number (CLIN), name of DEA official authorizing the travel, date of authorization and a breakdown of actual travel costs. If applicable, the travel cost breakdown for per diem shall include: total number of travel days, lodging, miscellaneous and incidental expenses (including tolls, mileage, etc.), differential and allowances, with subtotals by category and a grand total. Vouchers and receipts shall be attached to invoices.

(End of clause)

INSPECTION AND ACCEPTANCE

Inspection and acceptance will be at destination, unless otherwise provided. Until delivery and acceptance, and after any rejections, risk of loss will be on the Contractor unless loss results from negligence on the part of the government.

SECTION 5- INSTRUCTIONS TO OFFERORS

The Government anticipates award of a single Blanket Purchase Agreement (BPA). All offerors shall submit a technical proposal and price quotation in accordance with the SOW referenced in Section 2. All timely proposals received in response to this RFQ may be fully evaluated by the DEA. Items shall be quoted on an all or none basis. Partial quotes will not be accepted. The contractor shall propose a quote for all years of the anticipated BPA. The Government reserves the right to make award based on initial offers without discussions. Therefore, the offeror is requested to submit its best proposal to the Government on the most favorable terms both from a technical and cost/price standpoint.

OFFER ACCEPTANCE PERIOD – The contractor shall provide an offer acceptance period of **no less than 180 calendar days**.

TIME, DATE, AND PLACE FOR SUBMISSION OF QUOTE

All communications concerning the solicitation, including any of a technical nature, shall be made through the Contract Specialist, Sonya Maxwell. All questions, technical or otherwise, shall be in writing and received by the Contract Specialist at Sonya.L.Maxwell@usdoj.gov no later than July 23, 2020 at 11:00 am EST. All questions and answers will be provided to contractors as an amendment to the solicitation prior to the quote due date.

The Government may reject all offers received in response to this solicitation, if doing so is in the best interest of the Government. Late submissions will not be accepted. No telephone or fax requests will be accepted. This solicitation does not commit the Government to pay any costs incurred in the submission of a quotation. Quotes shall be submitted electronically to Sonya Maxwell by July 30, 2020 at 11:00 AM EST via email at Sonya.L.Maxwell@usdoj.gov and Please reference D-20-MI-0148 in the subject line of the email quote submission.

PROPOSAL FORMAT/PAGE LIMITATIONS

The proposal can be split into two volumes: Technical Proposal and Business Proposal. The Technical Proposal and Business Proposal will be evaluated independently. The following instructions establish the acceptable minimum requirements for the format and content.

The Technical Proposal shall not exceed 15 pages and shall be single-spaced, 8.5 X 11-inch paper containing text no smaller than 12-point font not applicable to graphics, sample course curriculum, tables or resumes/ CV's. Each page shall be numbered accordingly.

The Business Proposal shall not exceed 5 pages and shall be single-spaced, 8.5 X 11-inch paper containing text no smaller than 12-point font. The Business Proposal shall contain a completed copy of Schedule of Services.

COMPLIANCE WITH INSTRUCTIONS

When evaluating a contractor's capability to perform the prospective BPA, the DEA will also consider compliance with these instructions. The Government will consider a contractor's noncompliance with these instructions, or any attempt to evade the requirements imposed by these instructions, as indicative of the conduct the Government may expect from the contractor during BPA performance. The Government reserves the right to treat noncompliance with these instructions as a risk, and may treat such risk as grounds to eliminate any contractor from award consideration.

EXPENSES RELATED TO CONTRACTORS SUBMISSION

The Government will not pay any cost incurred in the preparation and submission of any proposals.

DETERMINATION OF CONTRACTOR RESPONSIBILITY

Separate and independent of this evaluation, the Contracting Officer will make a determination of responsibility using the standards listed in FAR 9.104-1. In the event a contractor is deemed not responsible, that contractor will be notified and removed from participation in this procurement.

GENERAL INSTRUCTIONS

To aid its evaluation, the proposal shall be clearly and concisely written as well as being neat, indexed, and logically assembled addressing each factor in the order specified by the solicitation. All pages of each part shall be appropriately numbered and identified with the name of the contractor, and RFQ number. The proposal shall be specific and complete in every detail. The proposal shall be practical, straightforward with concise delineation of what it is the contractor will do to satisfy the requirements of the Statement of Work.

The proposal shall not merely offer to perform work in accordance with the scope of the work. It shall outline the actual work proposed as specifically as practical. Statement of Work reflects the objectives of the program, therefore merely stating or affirming that the contractor will execute the performance requirements without sufficient elaboration will not be acceptable.

Proposal Volumes

- I. Technical Proposal
- II. Business Proposal

VOLUME I: FACTOR 1: TECHNICAL CAPABILITY

The Offeror shall demonstrate their understanding of the requirement by providing approaches and methods for accomplishing the work required as stated in the Statement of Work. The offeror shall describe in detail its proposed organizational structure/resources and management approach for itself and any subcontractor, if proposed. The offeror shall describe in sufficient detail its ability to organize, operate, and strategize in order to perform required services described in the SOW. The offeror shall identify potential or actual problems anticipated in carrying out the requirements of the BPA and propose corrective action(s) to be taken in such instances.

PAST PERFORMANCE

Offerors (prime and subcontractor(s)) shall submit with its offer up to three (3) contracts or task orders, performed during the past three (3) years that are representative of the Offeror's capability to provide services with similar scope, magnitude, and complexity of prior performance, similar to that stated in the Statement of Work (SOW). The Offeror shall also specifically address its resilience in the face of trouble, resourcefulness, and management determination to see that the organization lived up to commitments or standards. Contracts or task/call orders listed may include those entered into by the Federal Government, agencies of state and local Governments and commercial customers. Include the following information for each contract:

- Project title
- Whether the contractor performed as the prime or subcontractor
- Agency Managing Project
- Client/Agency Point of Contact (POC) to include name, phone number, and email address
- Project Agency Contract / Order Number
- Period of Performance
- Value by year of contract/order
- Discuss in detail their performance

The Government will supplement the information provided by the offeror with information the Government obtains through reference checks, its own knowledge/experience, and/or from other sources. These sources may include, but are not necessarily limited to, other Government contracting offices, the Contractor Performance Assessment Reporting System (CPARS), and the Past Performance Information Retrieval System (PPIRS).

VOLUME II: PRICE PROPOSAL

The contractor shall provide the following business information with their business proposal:

- Price Proposal – The Offeror shall propose individual pricing for each contract line items in Section II of the Schedule of Services and Sample BPA Call Order. The Schedule of Services table and Sample BPA Call Order cannot be modified or edited in any capacity. In the event that the Schedule of Services and Sample BPA Call Order are modified the vendor **may be removed** from consideration of award. Failure to provide pricing for all CLINS may result in elimination from further consideration.
- Company Name, Address, Point of Contact
- DUNS Number, Cage Code
- GSA Schedule Number, SIN Number
- Business Size
- Completion of DEA-2852.209-70 – Organizational Conflicts of Interest (MAY 2012) – The Contractor shall refer to clause DEA-2852.209-70 located in attached clause matrix.
- Any changes or updates to the representations and certifications on file in the System for Award Management as required by paragraph (b) of Federal Acquisition Regulation provision 52.212-3 Contractor Representations and Certifications – Commercial Items.

SECTION 6 - EVALUATION FACTORS/BASIS FOR AWARD

BASIS OF AWARD

Award will be made on the basis of Lowest Price Technically Acceptable (LPTA) to the technically acceptable, legally eligible, responsible Offeror, whose proposal is the lowest evaluated price and received an "Acceptable" rating overall for all technical criteria (Factors 1). All factors and sub-factors are of equal importance. A rating of "Unacceptable" for one or more technical factors (or subfactors) will result in an overall rating of "Unacceptable." **Consistent with the LPTA method, the lowest priced quote will be evaluated first; if not found Acceptable, the next lowest priced quote will be evaluated, and so on until an Acceptable quote is identified. Higher priced quotes will not be evaluated.** The Government reserves the right to make award without discussions.

EVALUATION FACTORS

VOLUME I: FACTOR 1: TECHNICAL CAPABILITY

The Government will evaluate the offeror's proposed approach and methods for accomplishing the work required as stated in the Statement of Work. The government will evaluate the offeror's proposed organizational structure/resources and management approach for itself and any subcontractor, if proposed. The offeror shall described in sufficient detail its ability to organize, operate, and strategize in order to perform the required services described in the SOW. The offeror shall identify potential or actual problems anticipated in carrying out the requirements of the BPA and proposed corrective action(s) to be taken in such instances.

PAST PERFORMANCE

The Government will evaluate up to three (3) contracts or task orders, performed during the past three (3) years that are representative of the Offeror's capability to provide services with similar scope, magnitude, and complexity of prior performance, similar to that stated in the Statement of Work (SOW). The Offeror shall also specifically address its resilience in the face of trouble, resourcefulness, and management determination to see that the organization lived up to commitments or standards. Contracts or task/call orders listed may include those entered into by the Federal Government, agencies of state and local Governments and commercial customers. Include the following information for each contract:

- Project title

- Whether the contractor performed as the prime or subcontractor
- Agency Managing Project
- Client/Agency Point of Contact (POC) to include name, phone number, and email address
- Project Agency Contract / Order Number
- Period of Performance
- Value by year of contract/order
- Discuss in detail their performance

The Government will supplement the information provided by the offeror with information the Government obtains through reference checks, its own knowledge/experience, and/or from other sources. These sources may include, but are not necessarily limited to, other Government contracting offices, the Contractor Performance Assessment Reporting System (CPARS), and the Past Performance Information Retrieval System (PPIRS).

VOLUME II – PRICE QUOTE

Prices will be evaluated by summing the grand total in the SAMPLE BPA CALL ORDER. Any offeror that alters or modifies the SAMPLE BPA CALL Order **may be removed** from consideration.

ATTACHMENT 1: SAMPLE BPA CALL ORDER

The purpose of this BPA Call Order is to provide contractors DEA's projected annual estimates to be ordered against the BPA.

(FOR PRICING EVALUATION PURPOSES ONLY)

The Sample BPA Call Order will be used for evaluating the contractor's proposed price. The contractor shall enter its proposed unit price by contract line item number (CLIN). The contractor shall enter the grand total. The contractor shall complete all calculations and fill in all spaces provided on the form.

Proposals that do not include pricing in the Sample BPA Call Order in its entirety (all or none basis) will not be evaluated by the government.

The completed Sample BPA Call Order shall be submitted with the contractor's proposal – the evaluation of which shall be considered for award of the resulting single BPA. In addition, the contractor shall enter the proposed, fixed, hourly rates from the Sample BPA Call Order in Section 3 of the RFQ. The proposed fixed, hourly rates from the Sample BPA Call Order shall be identical to the proposed fixed, hourly rates in Section 3. Failure to provide pricing for all CLINS in the Sample BPA Call Order and in Section 2 will result in elimination from further consideration.

Note: The estimated maximum hours below are specific only to the Sample BPA Call Order.

| CLIN | SUPPLY/SERVICES | QUANTITY | UNIT | UNIT PRICE | ESTIMATED TOTAL PRICE |
|-------------|--------------------------------------|----------|------|------------|-----------------------|
| 0001 | Armed Guard I | 20 | HR | \$ | \$ |
| 0002 | Armed Guard I (Holiday/Overtime) | 5 | HR | \$ | \$ |
| 0003 | Armed Guard II | 20 | HR | \$ | \$ |
| 0004 | Armed Guard II (Holiday/Overtime) | 5 | HR | \$ | \$ |
| Grand Total | | | | | \$ |

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THE FOLLOWING PROVISIONS ARE APPLICABLE AS MARKED BELOW.

☐ **52.204-24 REPRESENTATION REGARDING CERTAIN TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT (AUG 2019)**

The Offeror shall not complete the representation in this provision if the Offeror has represented that it “does not provide covered telecommunications equipment or services as a part of its offered products or services to the Government in the performance of any contract, subcontract, or other contractual instrument” in the provision at [52.204-26](#), Covered Telecommunications Equipment or Services-Representation, or in paragraph (v) of the provision at [52.212-3](#), Offeror Representations and Certifications-Commercial Items.

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

“Covered telecommunications equipment or services”, “critical technology”, and “substantial or essential component” have the meanings provided in clause [52.204-25](#), Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment.

(b) *Prohibition.* Section 889(a)(1)(A) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2019, from procuring or obtaining, or extending or renewing a contract to procure or obtain, any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. Contractors are not prohibited from providing—

(1) A service that connects to the facilities of a third-party, such as backhaul, roaming, or interconnection arrangements; or

(2) Telecommunications equipment that cannot route or redirect user data traffic or permit visibility into any user data or packets that such equipment transmits or otherwise handles.

(c) *Procedures.* The Offeror shall review the list of excluded parties in the System for Award Management (SAM) (<https://www.sam.gov>) for entities excluded from receiving federal awards for “covered telecommunications equipment or services”.

(d) *Representation.* The Offeror represents that it ☐ will, ☐ will not provide covered telecommunications equipment or services to the Government in the performance of any contract, subcontract or other contractual instrument resulting from this solicitation.

(e) *Disclosures.* If the Offeror has represented in paragraph (d) of this provision that it “will” provide covered telecommunications equipment or services”, the Offeror shall provide the following information as part of the offer—

(1) A description of all covered telecommunications equipment and services offered (include brand; model number, such as original equipment manufacturer (OEM) number, manufacturer part number, or wholesaler number; and item description, as applicable);

(2) Explanation of the proposed use of covered telecommunications equipment and services and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b) of this provision;

(3) For services, the entity providing the covered telecommunications services (include entity name, unique entity identifier, and Commercial and Government Entity (CAGE) code, if known); and

(4) For equipment, the entity that produced the covered telecommunications equipment (include entity name, unique entity identifier, CAGE code, and whether the entity was the OEM or a distributor, if known).

(End of provision)

☐ **52.204-26 Covered Telecommunications Equipment or Services-Representation (DEC 2019)**

(a) *Definitions.* As used in this provision, “covered telecommunications equipment or services” has the meaning provided in the clause [52.204-25](#), Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment.

(b) *Procedures.* The Offeror shall review the list of excluded parties in the System for Award Management (SAM) (<https://www.sam.gov>) for entities excluded from receiving federal awards for “covered telecommunications equipment or services”.

(c) *Representation.* The Offeror represents that it ☐ does, ☐ does not provide covered telecommunications equipment or services as a part of its offered products or services to the Government in the performance of any contract, subcontract, or other contractual instrument.

(End of provision)

☐ **DEA-2852-209-75 NATIONAL SECURITY RISK ASSESSMENT (JUN 2014)**

(a) Any offeror responding to this solicitation acknowledges that before acquiring information technology equipment or software, the U.S. Department of Justice and its component entities will assess the supply chain risk of cyber-espionage or sabotage associated with the acquisition of such equipment or software, including any risk associated with such equipment or software being produced, manufactured, or assembled by one or more entities identified as posing a cyber-threat, including but not limited to, those that may be owned, directed, or subsidized by the People’s Republic of China.

(b) By submitting an offer to this solicitation, the Offeror understands and agrees that the Government retains the right to reject any offer or response to this solicitation made by the Offeror, without any further recourse by, or explanation to, the Offeror, if the Government determines the Offeror or the equipment or software offered by the Offeror, in whole or in part, presents an unacceptable risk to national security.

(c) To assist the Government in assessing whether the acquisition poses a national security risk, offerors are required to complete and submit with its offer or quotation the National Security Acquisition Risk Assessment Questions, which are attached to this solicitation. Offerors must answer all questions completely

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and accurately to the best of their knowledge and belief. All answers are to be reflective of the parent and subsidiary levels of an organization.

- (d) Offerors are also required to request, collect, and forward with its offer or quotation completed National Security Acquisition Risk Assessment Questions from all subcontractors that will provide any equipment or software in performance of the contract or order. Offerors are responsible for the thoroughness and completeness of each subcontractor's submission.
- (e) Failure to provide any such requested information may render a proposal unacceptable.
(End of provision)

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THE FOLLOWING CLAUSES ARE ALSO APPLICABLE AS MARKED BELOW.

☐ **52.204-25 PROHIBITION ON CONTRACTING FOR CERTAIN TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT (AUG 2019)**

☐ **52.246-26 REPORTING NONCONFORMING ITEMS (DEC 2019)**

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

“Common item” means an item that has multiple applications versus a single or peculiar application.

“Counterfeit item” means an unlawful or unauthorized reproduction, substitution, or alteration that has been knowingly mismarked, misidentified, or otherwise misrepresented to be an authentic, unmodified item from the original manufacturer, or a source with the express written authority of the original manufacturer or current design activity, including an authorized aftermarket manufacturer. Unlawful or unauthorized substitution includes used items represented as new, or the false identification of grade, serial number, lot number, date code, or performance characteristics.

“Critical item” means an item, the failure of which is likely to result in hazardous or unsafe conditions for individuals using, maintaining, or depending upon the item; or is likely to prevent performance of a vital agency mission.

“Critical nonconformance” means a nonconformance that is likely to result in hazardous or unsafe conditions for individuals using, maintaining, or depending upon the supplies or services; or is likely to prevent performance of a vital agency mission.

“Design activity” means an organization, Government or contractor, that has responsibility for the design and configuration of an item, including the preparation or maintenance of design documents. Design activity could be the original organization, or an organization to which design responsibility has been transferred.

“Major nonconformance” means a nonconformance, other than critical, that is likely to result in failure of the supplies or services, or to materially reduce the usability of the supplies or services for their intended purpose.

“Suspect counterfeit item” means an item for which credible evidence (including but not limited to, visual inspection or testing) provides reasonable doubt that the item is authentic.

(b) The Contractor shall—

(1) Screen Government-Industry Data Exchange Program (GIDEP) reports, available at www.gidep.org, as a part of the Contractor's inspection system or program for the control of quality, to avoid the use and delivery of counterfeit or suspect counterfeit items or delivery of items that contain a major or critical nonconformance. This requirement does not apply if the Contractor is a foreign corporation or partnership that does not have an office, place of business, or fiscal paying agent in the United States;

(2) Provide written notification to the Contracting Officer within 60 days of becoming aware or having reason to suspect, such as through inspection, testing, record review, or notification from another source (e.g., seller, customer, third party) that any end item, component, subassembly, part, or material contained in supplies purchased by the Contractor for delivery to, or for, the Government is counterfeit or suspect counterfeit;

(3) Retain counterfeit or suspect counterfeit items in its possession at the time of discovery until disposition instructions have been provided by the Contracting Officer; and

(4) Except as provided in paragraph (c) of this clause, submit a report to GIDEP at www.gidep.org within 60 days of becoming aware or having reason to suspect, such as through inspection, testing, record review, or notification from another source (e.g., seller, customer, third party) that an item purchased by the Contractor for delivery to, or for, the Government is—

(i) A counterfeit or suspect counterfeit item; or

(ii) A common item that has a major or critical nonconformance.

(c) The Contractor shall not submit a report as required by paragraph (b)(4) of this clause, if—

(1) The Contractor is a foreign corporation or partnership that does not have an office, place of business, or fiscal paying agent in the United States;

(2) The Contractor is aware that the counterfeit, suspect counterfeit, or nonconforming item is the subject of an on-going criminal investigation, unless the report is approved by the cognizant law-enforcement agency; or

(3) For nonconforming items other than counterfeit or suspect counterfeit items, it can be confirmed that the organization where the defect was generated (e.g., original component manufacturer, original equipment manufacturer, aftermarket manufacturer, or distributor that alters item properties or configuration) has not released the item to more than one customer.

(d) Reports submitted in accordance with paragraph (b)(4) of this clause shall not include—

(1) Trade secrets or confidential commercial or financial information protected under the Trade Secrets Act ([18 U.S.C. 1905](http://www.gpo.gov/interloc/18U.S.C.1905)); or

(2) Any other information prohibited from disclosure by statute or regulation.

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(e) Additional guidance on the use of GIDEP is provided at <http://www.gidep.org/about/opmanual/opmanual.htm>.

(f) If this is a contract with the Department of Defense, as provided in paragraph (c)(5) of section 818 of the National Defense Authorization Act for Fiscal Year 2012 (Pub. L. 112-81), the Contractor or subcontractor that provides a written report or notification under this clause that the end item, component, part, or material contained electronic parts (*i.e.*, an integrated circuit, a discrete electronic component (including, but not limited to, a transistor, capacitor, resistor, or diode), or a circuit assembly)) that are counterfeit electronic parts or suspect counterfeit electronic parts shall not be subject to civil liability on the basis of such reporting, provided that the Contractor or any subcontractor made a reasonable effort to determine that the report was factual.

(g) Subcontracts.

(1) Except as provided in paragraph (g)(2) of this clause, the Contractor shall insert this clause, including this paragraph (g), in subcontracts that are for—

(i) Items subject to higher-level quality standards in accordance with the clause at FAR [52.246-11](#), Higher-Level Contract Quality Requirement;

(ii) Items that the Contractor determines to be critical items for which use of the clause is appropriate;

(iii) Electronic parts or end items, components, parts, or materials containing electronic parts, whether or not covered in paragraph (g)(1)(i) or (ii) of this clause, if the subcontract exceeds the simplified acquisition threshold and this contract is by, or for, the Department of Defense (as required by paragraph (c)(4) of section 818 of the National Defense Authorization Act for Fiscal Year 2012 (Pub. L. 112-81)); or

(iv) For the acquisition of services, if the subcontractor will furnish, as part of the service, any items that meet the criteria specified in paragraphs (g)(1)(i) through (g)(1)(iii) of this clause.

(2) The Contractor shall not insert the clause in subcontracts for—

(i) Commercial items; or

(ii) Medical devices that are subject to the Food and Drug Administration reporting requirements at 21 CFR 803.

(3) The Contractor shall not alter the clause other than to identify the appropriate parties.

(End of clause)

☒ **DEA-2852.203-70 FORMER EMPLOYMENT OR ASSIGNMENT WITH THE DEA (FEB 2019)**

- (a) Any offeror or contractor who intends to employ any individual who either currently works for DEA, or had been employed with DEA as a Federal employee within the previous **five (5) years** for work supporting a prospective or active DEA contract must notify DEA of its intent as described in this clause.
- (b) The offeror or contractor shall instruct any prospective or current employee meeting the criteria in paragraph (a), above, to complete and sign a DEA Contractor Ethics Questionnaire. The questionnaire is available for download at <https://www.dea.gov/sites/default/files/2019-03/Contractor%20Ethics%20Questionnaire%20%28Feb%2019%29.pdf>. When the intent to employ such individual is known prior to the award of a new contract or order, the contractor shall submit the employee's completed questionnaire and résumé to DEA concurrently with its proposal. When the intent is to employ such individual under an existing contract or order, the contractor shall submit the completed questionnaire and résumé electronically to the cognizant DEA contracting officer AND ethicsFAC@usdoj.gov.
- (c) The offeror or contractor understands that any such employees described in paragraph (a) are prohibited from appearing before, or communicating with, the Federal Government on behalf of a contractor regarding a Government contract, investigation or other particular matter that they participated in personally and substantially as a Federal employee with the intent to influence Government officials in those matters for the lifetime of those matters.
- (d) The offeror or contractor further understands that for two (2) years after leaving the Federal Government, such employees described in paragraph (a) are prohibited from appearing before, or communicating with, the Government with the intent to influence on behalf of a contractor regarding a Government contract, investigation or other particular matter that they did not participate in personally and substantially as a Federal employee, but that was under their official responsibility during their last year in the Government. For purposes of this clause, an employee is defined as one appointed under Title 5, Section 2015 or Title 21, Section 878 of the United States Code.
- (e) If DEA determines after reviewing questionnaire responses or conducting other inquiries that the prospective employee is disqualified for assignment to the contract based on an unfavorable suitability and/or security determination, or may violate the post-employment restrictions described in paragraphs (c) or (d), above, or other applicable laws if allowed to work on or support the contract/task order, at DEA's request, the offeror or contractor must not assign such employee to work under a prospective or active contract.
- (f) If an offeror or contractor fails to provide a required Questionnaire, the prospective employee will not be approved to work under the DEA contract or order until such time as the Questionnaire is submitted, reviewed, and approved in accordance with established procedures.

(End of clause)

☒ **DEA-2852.203-71 REQUIREMENT FOR NOTIFICATION OF CONTRACTOR EMPLOYEES OF WHISTLEBLOWER RIGHTS (OCT 2019)**

- (a) This contract/order includes clause [52.203-17](#), Contractor Employee Whistleblower Rights and Requirement to Inform Employees of Whistleblower Rights. This clause imposes a requirement on the contractor to inform its employees in writing of their whistleblower rights and protections set forth under [41 U.S.C. 4712](#), as described in section [3.908](#) of the Federal Acquisition Regulation, and to include the substance of the clause in all subcontracts exceeding the

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[simplified acquisition threshold](#). A summary of these rights as well as key information and points of contact for reporting suspected waste, fraud, abuse, misconduct, or whistleblower reprisal is provided in the document entitled "[Whistleblower Information for Department of Justice Contractors, Subcontractors, and Grantees](#)" (<https://oig.justice.gov/hotline/docs/NDAA-brochure.pdf>).

- (b) The contractor shall comply with the requirement to inform its employees of their whistleblower rights and protections by distributing a copy of the Whistleblower Information document to each employee or a translated version of the document in the principle language of the employee; provided, that the translated version includes all of the information in the English language document.

DELIVERABLE: Not later than 30 days after the award of the contract or order, or 30 days after the effective date of the modification incorporating clause DEA-2852.203-71, the contractor shall provide written notice informing the Contracting Officer that it has fully complied with the notification requirements in clause [52.203-17](#) and DEA-2852.203-71 or the reasons why compliance has not been met.

(End of clause)

☒ **DEA-2852.204-78 CONTRACTOR PERSONNEL REPORTING REQUIREMENTS (CPRR) (FEB 2019)**

- (a) During the life of the contract, the contractor shall report all personnel assigned to perform under the contract using the Contractor Personnel Reporting Requirements (CPRR) template available at <https://www.dea.gov/sites/default/files/%232compliantCPRRspreadsheetTemplateSample.xlsx>.
- (b) The report shall be updated quarterly to include any additions, updates, or changes in status. This information will be maintained by DEA's Office of Acquisition & Relocation Management (FA), to ensure compliance with Homeland Security Presidential Directive 12 (HSPD-12).
- (c) By the 10th of January, April, July, and October, the Contractor shall submit the report directly to the CPRR Mailbox at CPRR.Mailbox@usdoj.gov.
- (d) Failure to submit timely updates on the quarterly CPRR report will be documented by FA and reported to the Contracting Officer's Representative (COR) or Contracting Officer for appropriate action and may result in adverse comments on the Contractor Performance Assessment Reporting System (CPARS).
- (e) In the event of repetitive failures to provide this report, the contract may be terminated for default.

(End of Clause)

☒ **DEA-2852.212-70 NOTIFICATION TO EMPLOYEES OF WHISTLEBLOWER RIGHTS, REMEDIES, AND OTHER INFORMATION (OCT 2019)**

Pursuant to clause [52.212-4\(r\)](#) and [41 U.S.C. 4712](#), the Contractor shall comply with the requirement to inform its employees of their whistleblower rights and protections by distributing a copy of the document entitled "[Whistleblower Information for Department of Justice Contractors, Subcontractors, and Grantees](#)" (<https://oig.justice.gov/hotline/docs/NDAA-brochure.pdf>) or a translated version in the principle language of its employees.

DELIVERABLE: The contractor shall provide written notice within 30 days informing the Contracting Officer that it has fully complied with the notification requirements in this clause or the reasons why compliance has not been met.

(End of clause)

☒ **DEA-2852.209-70 ORGANIZATIONAL CONFLICTS OF INTEREST (MAY 2012)**

- (a) The Contractor warrants that, to the best of its knowledge and belief, there are no relevant facts or circumstances that would give rise to an organizational conflict of interest, as defined in FAR Subpart 9.5, or that the Contractor has disclosed all such relevant information.
- (b) In the event that an actual, potential, or apparent organizational conflict of interest is discovered after award, the Contractor shall make full disclosure of the particular facts and circumstances to the Contracting Officer in writing. This disclosure shall include a description of the actions that the Contractor has taken, or proposes to take in order to avoid, mitigate, or neutralize the risk to the Government.
- (c) Remedies. The Contracting Officer may terminate this contract for convenience, in whole or in part, if deemed necessary to avoid or mitigate an actual or apparent organizational conflict of interest. In the event that the Contractor failed to disclose in a timely manner, or misrepresented the facts and circumstances of, an actual, potential, or apparent organizational conflict of interest of which it had prior knowledge, the Contracting Officer may terminate this contract for default or cause, and pursue additional remedies, including debarment, as may be provided by law.
- (d) The Contractor shall insert terms substantially similar to this clause in any subcontract or consultant agreement under this contract.

(End of clause)

☒ **DEA-2852.211-70 PERIOD OF PERFORMANCE (BASE AND OPTIONS) (MAY 2012)**

- (a) The period of performance of Base Period of this contract begins on (enter start date) and ends on (enter expiration date).
- (b) Pursuant to clause 52.217-9, Option to Extend the Term of the Contract, in the event that the Contracting Officer exercises an option, the period of performance for each option period shall be as follows:
- (enter Option Period I and start and ending dates)
- (enter Option Period II, if applicable, and start and ending dates)
- (enter Option Period III, if applicable, and start and ending dates)
- (enter Option Period IV, if applicable, and start and ending dates)

- (c) The exercise of any options is subject to the availability of funding and the continuing needs of the Government.

(End of clause)

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☒ **DEA-2852.211-71 SCHEDULED AND UNSCHEDULED CLOSURES OF GOVERNMENT OFFICES (NOV 2012)**

- (a) In accordance with [5 U.S.C. 6103](#), Federal Government offices are closed for ordinary business in observance of the following holidays:
- New Year's Day
 - Birthday of Martin Luther King, Jr.
 - Washington's Birthday
 - Memorial Day
 - Independence Day
 - Labor Day
 - Columbus Day
 - Veteran's Day
 - Thanksgiving Day
 - Christmas Day
 - Inauguration Day (*Federal offices in the Washington DC metropolitan area only*)
- (b) Federal offices may close at other times without advance notice due to emergencies, inclement weather, interruption of utilities, or other reasons. Such closures may be declared by the President, Office of Personnel Management, Office of Management and Budget, the Administrator of the DEA, or other appropriate executive authority. The duration of such closures may range from an early closure with normal operations expected on the next business day to a period of indeterminate length.
- (c) At the time that a closure is declared, appropriate information, notifications, and instructions will be provided regarding the return to normal operations. The Contractor shall comply with all directives issued in regards to such closures. The Contractor shall follow agency procedures for registering emergency contact information and shall monitor appropriate broadcast mediums for receiving emergency information.
- (d) When a closure is declared, contractor personnel must vacate the facility as directed except personnel designated in accordance with agency procedures by the contracting officer to remain onsite to continue performance. Evacuated personnel will not be allowed to reenter the facility for the duration of the closure. Performance of work at alternate sites is not permissible except in accordance with the terms of the contract and written authorization by the contracting officer.
- (e) Whenever it is necessary for contractor employees to continue performance during such closures, the contracting officer will provide written authorization for such work. Such written authorization will designate the specific individuals authorized to continue performance, alternate work sites when applicable, work schedules, work dates, and special instructions and information. Telework may be authorized if permitted by the terms of the contract. Any services scheduled to be performed at Government facilities shall not be performed elsewhere unless specifically authorized in accordance with the terms of this contract.
- (f) For firm fixed priced contracts, the terms for invoicing and payment in the contract will remain unchanged unless changed by a fully executed modification to the contract.
- (g) For other than firm fixed priced contracts, the contractor shall invoice in accordance with the Payments and Prompt Payment clauses of the contract only for work performed. Employee compensation for the period of the closure shall be governed by corporate policy.
- (h) Agency-sponsored events such as picnics or other social events are not considered to be official office closures. The Contractor shall not invoice for time spent by its employees attending or participating in such events.
- (i) In no case will any compensable administrative leave, which might be approved for Federal employees in connection with official holidays or other events, extend to contractor personnel.

(End of clause)

☒ **DEA-2852.212-70 NOTIFICATION TO EMPLOYEES OF WHISTLEBLOWER RIGHTS, REMEDIES, AND OTHER INFORMATION (OCT 2019)**

Pursuant to clause [52.212-4\(r\)](#) and [41 U.S.C. 4712](#), the Contractor shall comply with the requirement to inform its employees of their whistleblower rights and protections by distributing a copy of the document entitled "[Whistleblower Information for Department of Justice Contractors, Subcontractors, and Grantees](https://oig.justice.gov/hotline/docs/NDAA-brochure.pdf)" (<https://oig.justice.gov/hotline/docs/NDAA-brochure.pdf>) or a translated version in the principle language of its employees.

DELIVERABLE: The contractor shall provide written notice within 30 days informing the Contracting Officer that it has fully complied with the notification requirements in this clause or the reasons why compliance has not been met.

(End of clause)

☒ **DEA-2852.218-70 CONTINUING CONTRACT PERFORMANCE DURING A PANDEMIC INFLUENZA OUTBREAK OR OTHER BIOMEDICAL EMERGENCY OR CATASTROPHE (MAY 2012)**

- (a) It has been determined that the services provided under this contract are mission-critical and essential to the ongoing operations of the Drug Enforcement Administration.
- (b) In the event of a pandemic influenza outbreak or other biomedical emergency or catastrophe, the Contractor shall continue performance of this contract without delay or interruption.

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- (c) The Government will provide notice, information, and instructions to the Contractor regarding any such event. If it is determined that changes to the performance requirements are necessary, the Government will implement the necessary changes by the issuance of Change Orders in accordance with the Changes clause of the contract, and the Contractor may assert its right for an equitable adjustment accordingly. Additional information and guidance is provided in the attached notice entitled, "Continuing Contract Performance during a Pandemic Influenza or Other National Emergency."

(End of clause)

☒ **DEA-2852.222-70 APPLICABLE WAGE DETERMINATION (SERVICE CONTRACT LABOR STANDARDS) (JUN 2014)**

- (a) In accordance with clause 52.222-41, Service Contract Labor Standards, the minimum monetary wages and fringe benefits applicable to this contract are set forth in the attached Wage Determination(s):

| Wage Determination # | Revision # | Date | Section J Attachment # |
|----------------------|------------|------------|------------------------|
| 2015-4543 | 14 | 5/1/2020 | 2 |
| 2015-4535 | 15 | 5/1/2020 | 3 |
| 2015-4529 | 11 | 7/8/2020 | 4 |
| 2015-4559 | 13 | 6/18/2020 | 5 |
| 2015-4561 | 13 | 6/18/2020 | 6 |
| 2015-4569 | 11 | 6/18/2020 | 7 |
| 2015-4539 | 10 | 12/23/2019 | 8 |

- (b) The Contractor shall attach a copy of this (these) wage determination(s) to Wage and Hour Division (WHD) poster [WH-1313](#), Employee Rights on Government Contracts, and shall post both the publication and the wage determination(s) in a prominent and accessible location in the workplace as required by Federal Acquisition Regulation 22.1018(c). [WH-1313](#) is available for downloading at <http://www.dol.gov/whd/regs/compliance/posters/sca.htm> (Spanish language version available at <http://www.dol.gov/whd/regs/compliance/pdf/scaspan.pdf>).

- (c) The Contractor shall classify each service employee who will perform under this contract by the applicable wage determination according to the work performed by the employee. If the applicable wage determination does not include an appropriate occupational code, title, and wage rate for a service employee employed under the contract, the Contractor shall initiate the conformance process in accordance with paragraph (c) of clause 52.222-41 and corresponding instructions provided by the WHD at http://www.wdol.gov/sca_confmrnce.aspx.

(End of clause)

☒ **DEA-2852.237-70 PREVENTING PERSONAL SERVICES CONTRACTS AND PERFORMANCE OF INHERENTLY GOVERNMENT FUNCTIONS (JUN 2018)**

- (a) A personal services contract is characterized by the employer-employee relationship it creates between the Government and the contractor's personnel. This contract action is for non-personal services and is not a personal services contract action. Due to the need for close interaction of government and contractor personnel, it is essential for all contractor personnel for this contract performing at Drug Enforcement Administration (DEA) designated worksites to receive supervision from their parent company and avoid employer-employee relationships with government officials. In addition, it is important for contractor personnel to recognize and avoid circumstances that may appear to be personal services. Federal Acquisition Regulation (FAR) subpart [37.104](#) provides important information to be aware of to avoid performing these types of duties. The contractor awarded this contract shall ensure their employees and subcontractors comply with this requirement and receive supervision from their parent company to avoid performance of a personal services contract.
- (b) "Inherently governmental function" means, as a matter of policy, a function so intimately related to the public interest as to mandate performance by Government employees. An inherently governmental function includes activities requiring either the exercise of discretion in applying Government authority, or the making of value judgments in making decisions for the Government. Governmental functions normally fall into two categories: the act of governing, *i.e.*, the discretionary exercise of Government authority, and monetary transactions and entitlements. It is essential for all contractor personnel performing services at DEA designated worksites to recognize and understand what inherently government functions are. Federal Acquisition Regulation (FAR) [subpart 7.5 - Inherently Governmental Functions](#) and the Office of Management and Budget's (OMB) [Office of Federal Procurement Policy \(OFPP\) Policy Letter 11-01](#), Performance of Inherently Governmental and Critical Functions, provide important information regarding inherently governmental functions to be aware of to avoid performing these types of duties. The contractor awarded this contract shall ensure their employees and subcontractors comply with this requirement.
- (c) Contractors providing personnel who perform services on-site at DEA offices must certify via the "Contractor Employee Certification Concerning Prohibition of Personal Services Contracts and Inherently Governmental Functions" form that its on-site employee(s) have read and understand FAR [37.104](#), Personal services contracts, and FAR [subpart 7.5](#) before they may begin work at an on-site DEA office. The Contractor on-site supervisor shall address any questions or concerns with the Contracting Officer's Representative (COR) or Contracting Officer.

(End of Clause)

☒ **DEA-2852.239-71 INFORMATION RESELLERS OR DATA BROKERS (MAY 2012)**

- (a) Under this contract, the Drug Enforcement Administration (DEA) obtains personally identifiable information about individuals from the contractor.
- (b) The Contractor certifies that it has a security policy in place that contains procedures to promptly notify any individual whose personally identifiable information
- March 2020

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(as defined by OMB) was, or is reasonable believed to have been, breached. Any notification shall be coordinated with the DEA, and shall not proceed until the DEA has made a determination that notification would not impede a law enforcement investigation or jeopardize national security.

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- (c) The method and content of any notification by the contractor shall be coordinated with, and be subject to the approval of, the DEA/DOJ. The Contractor assumes full responsibility for taking corrective action consistent with the DEA's Guidelines for Data Breach Notification (December 2, 2011), which may include offering credit monitoring when appropriate.

(End of clause)

☐ DEA-2852.239-73 SECURITY OF DOJ INFORMATION AND SYSTEMS (AUG 2015)

I. Applicability to Contractors and Subcontractors

This clause applies to all contractors and subcontractors, including cloud service providers ("CSPs"), and personnel of contractors, subcontractors, and CSPs (hereinafter collectively, "Contractor") that may access, collect, store, process, maintain, use, share, retrieve, disseminate, transmit, or dispose of U.S. Department of Justice (DOJ) Information. It establishes and implements specific DOJ requirements applicable to this Contract. The requirements established herein are in addition to those required by the Federal Acquisition Regulation ("FAR"), including FAR 11.002(g) and 52.239-1, the Privacy Act of 1974, and any other applicable laws, mandates, Procurement Guidance Documents, and Executive Orders pertaining to the development and operation of Information Systems and the protection of Government Information. This clause does not alter or diminish any existing rights, obligation or liability under any other civil and/or criminal law, rule, regulation or mandate.

II. General Definitions

The following general definitions apply to this clause. Specific definitions also apply as set forth in other paragraphs.

- A. **Information** means any communication or representation of knowledge such as facts, data, or opinions, in any form or medium, including textual, numerical, graphic, cartographic, narrative, or audiovisual. Information includes information in an electronic format that allows it be stored, retrieved, or transmitted, also referred to as "data," and "personally identifiable information" ("PII"), regardless of form.
- B. **Personally Identifiable Information (or PII)** means any information about an individual maintained by an agency, including, but not limited to, information related to education, financial transactions, medical history, and criminal or employment history and information, which can be used to distinguish or trace an individual's identity, such as his or her name, social security number, date and place of birth, mother's maiden name, biometric records, etc., including any other personal information which is linked or linkable to an individual.
- C. **DOJ Information** means any Information that is owned, produced, controlled, protected by, or otherwise within the custody or responsibility of the DOJ, including, without limitation, Information related to DOJ programs or personnel. It includes, without limitation, Information (1) provided by or generated for the DOJ, (2) managed or acquired by Contractor for the DOJ in connection with the performance of the contract, and/or (3) acquired in order to perform the contract.
- D. **Information System** means any resources, or set of resources organized for accessing, collecting, storing, processing, maintaining, using, sharing, retrieving, disseminating, transmitting, or disposing of (hereinafter collectively, "processing, storing, or transmitting") Information.
- E. **Covered Information System** means any information system used for, involved with, or allowing, the processing, storing, or transmitting of DOJ Information.

III. Confidentiality and Non-disclosure of DOJ Information

Preliminary and final deliverables and all associated working papers and material generated by Contractor containing DOJ Information are the property of the U.S. Government and must be submitted to the Contracting Officer ("CO") or the CO's Representative ("COR") at the conclusion of the contract. The U.S. Government has unlimited data rights to all such deliverables and associated working papers and materials in accordance with FAR 52.227-14.

- A. All documents produced in the performance of this contract containing DOJ Information are the property of the U.S. Government and Contractor shall neither reproduce nor release to any third party at any time, including during or at expiration or termination of the contract without the prior written permission of the CO.
- B. Any DOJ information made available to Contractor under this contract shall be used only for the purpose of performance of this contract and shall not be divulged or made known in any manner to any persons except as may be necessary in the performance of this contract. In performance of this contract, Contractor assumes responsibility for the protection of the confidentiality of any and all DOJ Information processed, stored, or transmitted by the Contractor. When requested by the CO (typically no more than annually), Contractor shall provide a report to the CO identifying, to the best of Contractor's knowledge and belief, the type, amount, and level of sensitivity of the DOJ Information processed, stored, or transmitted under the Contract, including an estimate of the number of individuals for whom PII has been processed, stored or transmitted under the Contract and whether such information includes social security numbers (in whole or in part).

IV. Compliance with Information Technology Security Policies, Procedures and Requirements

- A. For all Covered Information Systems, Contractor shall comply with all security requirements, including but not limited to the regulations and guidance found in the Federal Information Security Management Act of 2014 ("FISMA"), Privacy Act of 1974, E-Government Act of 2002, National Institute of Standards and Technology ("NIST") Special Publications ("SP"), including NIST SP 800-37, 800-53, and 800-60 Volumes I and II, Federal Information Processing Standards ("FIPS") Publications 140-2, 199, and 200, OMB Memoranda, Federal Risk and Authorization Management Program ("FedRAMP"), DOJ IT Security Standards, including DOJ Order 2640.2, as amended. These requirements include but are not limited to:
 - 1. Limiting access to DOJ Information and Covered Information Systems to authorized users and to transactions and functions that authorized users are permitted to exercise;

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2. Providing security awareness training including, but not limited to, recognizing and reporting potential indicators of insider threats to users and managers of DOJ Information and Covered Information Systems;
 3. Creating, protecting, and retaining Covered Information System audit records, reports, and supporting documentation to enable reviewing, monitoring, analysis, investigation, reconstruction, and reporting of unlawful, unauthorized, or inappropriate activity related to such Covered Information Systems and/or DOJ Information;
 4. Maintaining authorizations to operate any Covered Information System;
 5. Performing continuous monitoring on all Covered Information Systems;
 6. Establishing and maintaining baseline configurations and inventories of Covered Information Systems, including hardware, software, firmware, and documentation, throughout the Information System Development Lifecycle, and establishing and enforcing security configuration settings for IT products employed in Information Systems;
 7. Ensuring appropriate contingency planning has been performed, including DOJ Information and Covered Information System backups;
 8. Identifying Covered Information System users, processes acting on behalf of users, or devices, and authenticating and verifying the identities of such users, processes, or devices, using multifactor authentication or HSPD-12 compliant authentication methods where required;
 9. Establishing an operational incident handling capability for Covered Information Systems that includes adequate preparation, detection, analysis, containment, recovery, and user response activities, and tracking, documenting, and reporting incidents to appropriate officials and authorities within Contractor's organization and the DOJ;
 10. Performing periodic and timely maintenance on Covered Information Systems, and providing effective controls on tools, techniques, mechanisms, and personnel used to conduct such maintenance;
 11. Protecting Covered Information System media containing DOJ Information, including paper, digital and electronic media; limiting access to DOJ Information to authorized users; and sanitizing or destroying Covered Information System media containing DOJ Information before disposal, release or reuse of such media;
 12. Limiting physical access to Covered Information Systems, equipment, and physical facilities housing such Covered Information Systems to authorized U.S. citizens unless a waiver has been granted by the Contracting Officer ("CO"), and protecting the physical facilities and support infrastructure for such Information Systems;
 13. Screening individuals prior to authorizing access to Covered Information Systems to ensure compliance with DOJ Security standards;
 14. Assessing the risk to DOJ Information in Covered Information Systems periodically, including scanning for vulnerabilities and remediating such vulnerabilities in accordance with DOJ policy and ensuring the timely removal of assets no longer supported by the Contractor;
 15. Assessing the security controls of Covered Information Systems periodically to determine if the controls are effective in their application, developing and implementing plans of action designed to correct deficiencies and eliminate or reduce vulnerabilities in such Information Systems, and monitoring security controls on an ongoing basis to ensure the continued effectiveness of the controls;
 16. Monitoring, controlling, and protecting information transmitted or received by Covered Information Systems at the external boundaries and key internal boundaries of such Information Systems, and employing architectural designs, software development techniques, and systems engineering principles that promote effective security; and
 17. Identifying, reporting, and correcting Covered Information System security flaws in a timely manner, providing protection from malicious code at appropriate locations, monitoring security alerts and advisories and taking appropriate action in response.
- B. Contractor shall not process, store, or transmit DOJ Information using a Covered Information System without first obtaining an Authority to Operate ("ATO") for each Covered Information System. The ATO shall be signed by the Authorizing Official for the DOJ component responsible for maintaining the security, confidentiality, integrity, and availability of the DOJ Information under this contract. The DOJ standards and requirements for obtaining an ATO may be found at DOJ Order 2640.2, as amended. (For Cloud Computing Systems, see Section V, below.)
- C. Contractor shall ensure that no Non-U.S. citizen accesses or assists in the development, operation, management, or maintenance of any DOJ Information System, unless a waiver has been granted by the by the DOJ Component Head (or his or her designee) responsible for the DOJ Information System, the DOJ Chief Information Officer, and the DOJ Security Officer.
- D. When requested by the DOJ CO or COR, or other DOJ official as described below, in connection with DOJ's efforts to ensure compliance with security requirements and to maintain and safeguard against threats and hazards to the security, confidentiality, integrity, and availability of DOJ Information, Contractor shall provide DOJ, including the Office of Inspector General ("OIG") and Federal law enforcement components, (1) access to any and all information and records, including electronic information, regarding a Covered Information System, and (2) physical access to Contractor's facilities, installations, systems, operations, documents, records, and databases. Such access may include independent validation testing of controls, system penetration testing, and FISMA data reviews by DOJ or agents acting on behalf of DOJ, and such access shall be provided within 72 hours of the request. Additionally, Contractor shall cooperate with DOJ's efforts to ensure, maintain, and safeguard the security, confidentiality, integrity, and availability of DOJ Information.
- E. The use of Contractor-owned laptops or other portable digital or electronic media to process or store DOJ Information covered by this clause is prohibited until Contractor provides a letter to the DOJ CO, and obtains the CO's approval, certifying compliance with the following requirements:

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1. Media must be encrypted using a NIST FIPS 140-2 approved product;
 2. Contractor must develop and implement a process to ensure that security and other applications software is kept up-to-date;
 3. Where applicable, media must utilize antivirus software and a host-based firewall mechanism;
 4. Contractor must log all computer-readable data extracts from databases holding DOJ Information and verify that each extract including such data has been erased within 90 days of extraction or that its use is still required. All DOJ Information is sensitive information unless specifically designated as non-sensitive by the DOJ; and,
 5. A Rules of Behavior ("ROB") form must be signed by users. These rules must address, at a minimum, authorized and official use, prohibition against unauthorized users and use, and the protection of DOJ Information. The form also must notify the user that he or she has no reasonable expectation of privacy regarding any communications transmitted through or data stored on Contractor-owned laptops or other portable digital or electronic media.
- F. Contractor-owned removable media containing DOJ Information shall not be removed from DOJ facilities without prior approval of the DOJ CO or COR.
- G. When no longer needed, all media must be processed (sanitized, degaussed, or destroyed) in accordance with DOJ security requirements.
- H. Contractor must keep an accurate inventory of digital or electronic media used in the performance of DOJ contracts.
- I. Contractor must remove all DOJ Information from Contractor media and return all such information to the DOJ within 15 days of the expiration or termination of the contract, unless otherwise extended by the CO, or waived (in part or whole) by the CO, and all such information shall be returned to the DOJ in a format and form acceptable to the DOJ. The removal and return of all DOJ Information must be accomplished in accordance with DOJ IT Security Standard requirements, and an official of the Contractor shall provide a written certification certifying the removal and return of all such information to the CO within 15 days of the removal and return of all DOJ Information.
- J. DOJ, at its discretion, may suspend Contractor's access to any DOJ Information, or terminate the contract, when DOJ suspects that Contractor has failed to comply with any security requirement, or in the event of an Information System Security Incident (see Section V.E. below), where the Department determines that either event gives cause for such action. The suspension of access to DOJ Information may last until such time as DOJ, in its sole discretion, determines that the situation giving rise to such action has been corrected or no longer exists. Contractor understands that any suspension or termination in accordance with this provision shall be at no cost to the DOJ, and that upon request by the CO, Contractor must immediately return all DOJ Information to DOJ, as well as any media upon which DOJ Information resides, at Contractor's expense.

V. Cloud Computing

- A. **Cloud Computing** means an Information System having the essential characteristics described in NIST SP 800-145, *The NIST Definition of Cloud Computing*. For the sake of this provision and clause, Cloud Computing includes Software as a Service, Platform as a Service, and Infrastructure as a Service, and deployment in a Private Cloud, Community Cloud, Public Cloud, or Hybrid Cloud.
- B. Contractor may not utilize the Cloud system of any CSP unless:
1. The Cloud system and CSP have been evaluated and approved by a 3PAO certified under FedRAMP and Contractor has provided the most current Security Assessment Report ("SAR") to the DOJ CO for consideration as part of Contractor's overall System Security Plan, and any subsequent SARs within 30 days of issuance, and has received an ATO from the Authorizing Official for the DOJ component responsible for maintaining the security confidentiality, integrity, and availability of the DOJ Information under contract; or,
 2. If not certified under FedRAMP, the Cloud System and CSP have received an ATO signed by the Authorizing Official for the DOJ component responsible for maintaining the security, confidentiality, integrity, and availability of the DOJ Information under the contract.
- C. Contractor must ensure that the CSP allows DOJ to access and retrieve any DOJ Information processed, stored or transmitted in a Cloud system under this Contract within a reasonable time of any such request, but in no event less than 48 hours from the request. To ensure that the DOJ can fully and appropriately search and retrieve DOJ Information from the Cloud system, access shall include any schemas, meta-data, and other associated data artifacts.

VI. Information System Security Breach or Incident

- A. Definitions
1. **Confirmed Security Breach** (hereinafter, "Confirmed Breach") means any confirmed unauthorized exposure, loss of control, compromise, exfiltration, manipulation, disclosure, acquisition, or accessing of any Covered Information System or any DOJ Information accessed by, retrievable from, processed by, stored on, or transmitted within, to or from any such system.
 2. **Potential Security Breach** (hereinafter, "Potential Breach") means any suspected, but unconfirmed, Covered Information System Security Breach.
 3. **Security Incident** means any Confirmed or Potential Covered Information System Security Breach.
- B. **Confirmed Breach.** Contractor shall immediately (and in no event later than within 1 hour of discovery) report any Confirmed Breach to the DOJ CO and the CO's Representative ("COR"). If the Confirmed Breach occurs outside of regular business hours and/or neither the DOJ CO nor the COR can be reached, Contractor must call DOJ-CERT at 1-866-US4-CERT (1-866-874-2378) immediately (and in no event later than within 1 hour of discovery of the Confirmed Breach), and shall notify the CO and COR as soon as practicable.

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C. Potential Breach.

1. Contractor shall report any Potential Breach within 72 hours of detection to the DOJ CO and the COR, *unless* Contractor has (a) completed its investigation of the Potential Breach in accordance with its own internal policies and procedures for identification, investigation and mitigation of Security Incidents and (b) determined that there has been no Confirmed Breach.
2. If Contractor has not made a determination within 72 hours of detection of the Potential Breach whether an Confirmed Breach has occurred, Contractor shall report the Potential Breach to the DOJ CO and COR within one-hour (i.e., 73 hours from detection of the Potential Breach). If the time by which to report the Potential Breach occurs outside of regular business hours and/or neither the DOJ CO nor the COR can be reached, Contractor must call the DOJ Computer Emergency Readiness Team (DOJ-CERT) at 1-866-US4-CERT (1-866-874-2378) within one-hour (i.e., 73 hours from detection of the Potential Breach) and contact the DOJ CO and COR as soon as practicable.

- D. Any report submitted in accordance with paragraphs (B) and (C), above, shall identify (1) both the Information Systems and DOJ Information involved or at risk, including the type, amount, and level of sensitivity of the DOJ Information and, if the DOJ Information contains PII, the estimated number of unique instances of PII, (2) all steps and processes being undertaken by Contractor to minimize, remedy, and/or investigate the Security Incident, (3) any and all other information as required by the US- CERT Federal Incident Notification Guidelines, including the functional impact, information impact, impact to recoverability, threat vector, mitigation details, and all available incident details; and (4) any other information specifically requested by the DOJ. Contractor shall continue to provide written updates to the DOJ CO regarding the status of the Security Incident at least every three (3) calendar days until informed otherwise by the DOJ CO.
- E. All determinations regarding whether and when to notify individuals and/or federal agencies potentially affected by a Security Incident will be made by DOJ senior officials or the DOJ Core Management Team at DOJ's discretion.
- F. Upon notification of a Security Incident in accordance with this section, Contractor must provide to DOJ full access to any affected or potentially affected facility and/or Information System, including access by the DOJ OIG and Federal law enforcement organizations, and undertake any and all response actions DOJ determines are required to ensure the protection of DOJ Information, including providing all requested images, log files, and event information to facilitate rapid resolution of any Security Incident.
- G. DOJ, at its sole discretion, may obtain, and Contractor will permit, the assistance of other federal agencies and/or third party contractors or firms to aid in response activities related to any Security Incident. Additionally, DOJ, at its sole discretion, may require Contractor to retain, at Contractor's expense, a Third Party Assessing Organization (3PAO), acceptable to DOJ, with expertise in incident response, compromise assessment, and federal security control requirements, to conduct a thorough vulnerability and security assessment of all affected Information Systems.
- H. Response activities related to any Security Incident undertaken by DOJ, including activities undertaken by Contractor, other federal agencies, and any third-party contractors or firms at the request or direction of DOJ, may include inspections, investigations, forensic reviews, data analyses and processing, and final determinations of responsibility for the Security Incident and/or liability for any additional response activities. Contractor shall be responsible for all costs and related resource allocations required for all such response activities related to any Security Incident, including the cost of any penetration testing.

VII. **Personally Identifiable Information Notification Requirement**

Contractor certifies that it has a security policy in place that contains procedures to promptly notify any individual whose Personally Identifiable Information ("PII") was, or is reasonably determined by DOJ to have been, compromised. Any notification shall be coordinated with the DOJ CO and shall not proceed until the DOJ has made a determination that notification would not impede a law enforcement investigation or jeopardize national security. The method and content of any notification by Contractor shall be coordinated with, and subject to the approval of, DOJ. Contractor shall be responsible for taking corrective action consistent with DOJ Data Breach Notification Procedures and as directed by the DOJ CO, including all costs and expenses associated with such corrective action, which may include providing credit monitoring to any individuals whose PII was actually or potentially compromised.

VIII. **Pass-through of Security Requirements to Subcontractors and CSPs**

The requirements set forth in the preceding paragraphs of this clause apply to all subcontractors and CSPs who perform work in connection with this Contract, including any CSP providing services for any other CSP under this Contract, and Contractor shall flow down this clause to all subcontractors and CSPs performing under this contract. Any breach by any subcontractor or CSP of any of the provisions set forth in this clause will be attributed to Contractor.

(End of Clause)

☐ **DEA-2852.239-74 CERTIFICATION OF OPERABILITY ON SYSTEMS USING THE FEDERAL DESKTOP CORE CONFIGURATION OR THE UNITED STATES GOVERNMENT CONFIGURATION BASELINE (MAY 2012)**

- (a) The provider of information technology shall certify applications are fully functional and operate correctly as intended on systems using the Federal Desktop Core Configuration (FDCC) or the United States Government Configuration Baseline (USGCB). This includes Internet Explorer 7 and 8 configured to operate on Windows XP, Windows Vista, and Windows 7 (in Protected Mode on Windows Vista and Windows 7).

- For the Windows XP settings, see: http://csrc.nist.gov/itsec/guidance_WinXP.html.
- For the Windows Vista settings, see: http://csrc.nist.gov/itsec/guidance_vista.html.
- For Windows 7 settings, see: http://usgcb.nist.gov/usgcb_content.html.

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- (b) The standard installation, operation, maintenance, updating, and/or patching of software shall not alter the configuration settings from the approved FDCC or USGCB configuration. The information technology should also use the Windows Installer Service for installation to the default "program files" directory and should be able to silently install and uninstall.

- (c) Applications designed for normal end users shall run in the standard user context without elevated system administration privileges.

(End of clause)

☐ **DEA-2852.242-70 CONTRACTOR PERFORMANCE ASSESSMENT (MAR 2020)**

- (a) Pursuant to FAR [subpart 42.15](#), the Government will assess the Contractor's performance under this contract. Performance assessment information may be used by the Government for decision-making on exercise of options, source selection, and other purposes, and will be made available to other federal agencies for similar purposes.
- (b) Performance will be assessed in the following areas:
 - (1) Quality of product or service;
 - (2) Schedule;
 - (3) Cost control;
 - (4) Business relations;
 - (5) Management of key personnel; and
 - (6) Other appropriate areas.
- (c) For contracts that include the clause at [52.219-9](#), Small Business Subcontracting Plan, performance assessments will consider performance against, and efforts to achieve, small business subcontracting goals set forth in the small business subcontracting plan.
- (d) For any contract with a performance period exceeding 18 months, inclusive of all options, the Government will perform interim performance assessments annually and a final performance assessment upon completion of the contract.
- (e) The Government will prepare contractor performance assessment reports electronically using the Contractor Performance Assessment Reporting System (CPARS). Additional information on CPARS may be found at www.cpars.gov.
- (f) The Contractor will be provided access to CPARS to review performance assessments. The Contractor shall designate a CPARS point-of-contact for each contract subject to performance assessment reporting. Upon setup of a contract in CPARS, the Contractor's CPARS point-of-contact will receive a system-generated e-mail with information and instructions for using CPARS. Prior to finalizing any contractor performance assessment, the Contractor shall be given 14 calendar days to review the report and submit comments, rebutting statements, or additional information. Disagreements between the Contractor and the Government performance assessment official will be resolved by a Government Reviewing Official, whose decision on the matter will be final. Upon finalization of each performance assessment, CPARS will upload the performance assessment data to PPIRS.
- (g) The Government will also report in the Federal Awardee Performance and Integrity Information System (FAPIIS) module of CPARS information related to:
 - (1) A Contracting Officer's final determination that a contractor has submitted defective cost or pricing data;
 - (2) Any subsequent change to a final determination concerning defective cost or pricing data pursuant to 15.407-1(d);
 - (3) Any issuance of a final termination for default or cause notice; or
 - (4) Any subsequent withdrawal or a conversion of a termination for default to a termination for convenience.

(End of clause)

☒ **DEA-2852.242-71 INVOICE REQUIREMENTS (MAY 2012)**

- (a) The Contractor shall submit scanned or electronic images of invoice(s) to the following e-mail addresses:
 - (1) invoice.miami@usdoj.gov;
 - (2) TBD; and
 - (3) Contracting Officer's Representative: TBD.
- (b) The date of record for invoice receipt is established on the day of receipt of the e-mail if it arrives before the end of standard business hours (5 p.m. local), or the next business day if the invoice arrives outside of normal business hours. Scanned documents with original signatures in .pdf or other graphic formats attached to the e-mail are acceptable. Digital/electronic signatures and certificates cannot be processed by DEA and will be returned.
- (c) In addition to the items specified in FAR 32.905(b), a proper invoice shall also include the following minimum additional information and/or attached documentation:
 - (1) Total/cumulative charges for the billing period for each Contract Line Item Number (CLIN);
 - (2) Dates upon which items/services were delivered; and
 - (3) The Contractor's Taxpayer Identification Number (TIN).
- (d) Invoices will be rejected if they are illegible or otherwise unreadable, or if they do not contain the required information or signatures.

(End of clause)

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☒ **DEA-2852.242-72 FINAL INVOICE AND RELEASE OF RESIDUAL FUNDS (MAY 2012)**

- (a) The Contractor shall submit a copy of the final invoice to the Contracting Officer at the address listed in clause DEA-2852.242-71, Invoice Requirements. The final invoice must be marked "Informational Copy – Final Invoice."
- (b) By submission of the final invoice and upon receipt of final payment, the Contractor releases the Government from any and all claims arising under, or by virtue of, this contract. Accordingly, the Government shall not be liable for the payment of any future invoices that may be submitted under the above referenced order.
- (c) If residual funds on the contract total \$100 or less after payment of the final invoice, the Government will automatically deobligate the residual funds without further communication with the vendor.
- (d) If funds greater than \$100 remain on this order after payment of the final invoice, the Government will issue a bilateral modification to deobligate the residual funds. The contractor will have up to **30** calendar days after issuance of the modification to sign and return it. The contractor's signature on the modification shall constitute a release of all claims against the Government arising by virtue of this contract, other than claims, in stated amounts, that the Contractor has specifically excepted from the operation of the release. If the contractor fails to sign the modification or assert a claim within the stated period, the Government will deobligate the residual balance and proceed with close-out of the contract.

(End of clause)

☒ **DEA-2852.242-73 CONTRACTING OFFICER'S REPRESENTATIVE (MAY 2012)**

- (a) Pursuant to FAR 1.602-2, the following individual has been designated as the Contracting Officer's Representative (COR) under this contract:
- TBD
(organization)
(address)
(e-mail address and telephone number)
- (b) The COR has responsibility for performing contract administration, which includes, but is not limited to, the following duties: functioning as the technical liaison with the contractor; monitoring the contractor's performance and progress of the work; receiving, inspecting, and accepting all deliverables or services provided under the contract; and reviewing all invoices/vouchers submitted for payment.
- (c) The COR does not have the authority to alter the contractor's obligations under the contract, and/or modify any of the expressed terms, conditions, specifications, or cost of the agreement. If, as a result of technical discussions it is desirable to alter/change contractual obligations or the Scope of Work, the Contracting Officer shall issue such changes.

(End of clause)

☒ **DEA-2852.242-74 CONTRACT ADMINISTRATION POINTS OF CONTACT (MAY 2012)**

- (a) The Contract Administration Office for this contract is:
- U. S. Department of Justice
Drug Enforcement Administration
Office of Acquisition and Relocation Management (FA)
8701 Morrisette Drive
Springfield, VA 22152

Contract Specialist/telephone #/email: Sonya L. Maxwell, Sonya.L.Maxwell@usdoj.gov, 202-598-6488
Contracting Officer/telephone #/email: John Girard, John.C.Girard@usdoj.gov, 202-307-7259
Contracting Officer's Representative (COR): See DEA-2852.242-73
- (b) Contract administration for the contractor shall be performed by:

Name: (enter name, title, mailing address, telephone #, and e-mail address)

(End of clause)

☐ **DEA-2852.242-76 KEY PERSONNEL (JAN 2014)**

- (a) Key Personnel are individuals that are considered essential to the successful performance of this contract. Prior to diversion of any of the specified individuals to other programs, a significant increase or reduction in the level of effort, or other substitution of any other personnel for the individuals designated as Key Personnel by the Prime Contractor (or any subcontractor or member of any teaming agreement or similar arrangement), the Prime Contractor shall notify the Contracting Officer reasonably in advance and shall submit justification, including proposed substitutions, in sufficient detail to permit evaluation of the impact on the contract effort. There shall be no diversion, substitution, or significant increase or reduction to the level of effort of key personnel without the prior written approval of the Contracting Officer. The contract will be modified to reflect the addition or deletion of key personnel.
- (b) The following individual(s) is/are hereby designated as Key Personnel in the performance of this contract:

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Name

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Position

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Level of Effort

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- (c) Because these key positions significantly affect contract risk and performance, the Prime Contractor shall take all reasonable and necessary measures to mitigate any impact on contract performance and minimize the period that these positions are vacant. When a key personnel position is vacated for any reason, the Prime Contractor shall notify the Contracting Officer's Representative (COR) in writing and provide a risk mitigation and replacement strategy for the position. The Prime Contractor shall provide weekly status reports to the COR on efforts to fill the position until replacement key personnel report under the contract.
- (d) All replacement candidates for a Key Personnel position shall have academic training, licenses, experience, practical skills, knowledge, and expertise equivalent to or better than the individual they are being nominated to replace. For each individual to be nominated as a replacement of a Key Personnel, the Prime Contractor shall submit to the COR a résumé or other appropriate statement of qualifications.
- (e) The Government reserves the right to approve all proposed substitutions and may disapprove a candidate when the candidate's qualifications are significantly less than the qualifications of a Key Personnel being replaced. However, if the Government agrees to accept an individual as a replacement Key Personnel whose qualifications are significantly less than the qualifications of the individual being replaced, the labor rate applicable to that Key Personnel position may be subject to downward adjustment or renegotiated.
- (f) Approved candidates cannot begin performance under the contract until all required background checks have been completed and appropriate security clearances have been granted. Failure by the Prime Contractor to fill a Key Personnel vacancy (whether via its own employee or that of a subcontractor) may be considered to be a material performance issue that will reflect on the Prime Contractor in any performance evaluation.
- (g) The Government reserves the right to re-characterize a position by removing the "Key Personnel" designation and all work performed thereafter is no longer subject to the terms of this clause.
- (h) Additional Key Personnel positions, if required after award, will be added by bilateral modification to the contract.

(End of clause)

☐ **DEA-2852.242-80 CONTRACTOR TELEWORK (OCT 2018)**

(a) Definitions.

"Telework" means a work flexibility arrangement, including situational telework (weather or event-related) that allows Contractor and/or Subcontractors to perform the duties and responsibilities of their position from an approved alternative work site. The arrangement may not include hours that exceed the normal hours worked during an invoice pay period.

"Contracting Officer's Representative" (COR) means an individual designated and authorized in writing by the Drug Enforcement Administration (DEA) to perform specific technical or administrative functions.

"Contractor" means an employee of the Parent Company currently working onsite at a DEA facility.

"Contractor Program Manager" means the onsite supervisor or designated supervisor for Contractors.

"Parent Company" means a business entity holding a current contract with the DEA under which its employees (the Contractor) is performing.

"Program Office" includes the Office Head, Special Agent in Charge, Laboratory Director, Regional Director, Country Attaché or their designees.

"Task Monitor" means an individual designated and authorized in writing by DEA to conduct and document day to day contract administration functions in the field.

- (b) The Program Office may approve a telework plan and have overall responsibility for the administration of this clause within their organizational jurisdiction.
- (c) The COR/TM, in conjunction with the Program Office must make a written determination that:
 - (1) Certain work functions or the missions of certain work units are suitable for a telework arrangement;
 - (2) The Contractor is suitable for telework based on individual performance, program requirements and mission objectives;
 - (3) Summary of work performed during teleworked hours is submitted to the COR/TM on a bimonthly basis;
 - (4) The Contractor shall sign and submit the completed DEA Contractor Telework Agreement Form;
 - (5) The COR/TM shall retain the signed DEA Contractor Telework Agreement Form in the contract file for record keeping;
 - (6) The Contractor shall obtain the necessary technology prior to teleworking:
 - (i) Firebird Anywhere - <http://intranet/sites/si/Mobile/fba/Pages/default.aspx>; OR
 - (ii) DEA issued Laptop--If the contractor's current computer is a desktop, the Program Office may request a laptop using a DEA-19 form for the Contractor to take home when teleworking.
 - (7) The COR/TM and the Contractor shall review and re-sign, if approved, the DEA Contractor Telework Agreement on an annual basis.
 - (8) The Program Office or the Contractor reserve the right to terminate the Contractor Telework Agreement at any time.

PROVISION & CLAUSE MATRIX FOR ORDERS AGAINST OTHER AGENCY CONTRACTS

SOLICITATION #: D-20-MI-0148

- (9) Within thirty (30) days of the date this clause is incorporated into the contract, the Program Office shall submit to the COR/TM and the cognizant Contracting Officer a plan for how it will implement authorizations for approved telework locations. The plan will describe the specific work and tasks that may be suitable for performance at a temporary work location, the personnel who may be assigned to perform the work, the methods the Program Office will use to manage, supervise, and perform quality control, and any other relevant information. Hours worked, as well as performance shall be tracked on a daily basis.
- (d) Under no circumstance will the Contractor be authorized to perform any work requiring access to DOJ/DEA information or information systems unless such access will be made exclusively using DEA equipment or property issued for this purpose.
- (e) No authorization for telework shall be construed as an indication of past performance, an increase in the price of the contract, an approval of overtime, a change in the contract schedule, or approval of an accelerated rate of expenditures.
- (f) Local commuting expenses incurred in traveling to or from any approved telework location are not reimbursable. Any incidental costs incurred in performing work at approved telework locations will be reimbursable in accordance with the Allowable Cost and Payment clause and the Payments clause of the contract, provided that such costs are segregated and allocable to the contract.
- (g) The contractor is responsible for protecting and using any DEA-owned or provided equipment or other property for official purposes only. DEA is responsible for servicing, and maintaining any DEA-provided equipment issued to the Contractor. DEA is not liable for injuries or damages to the Contractor's personal or real property while the Contractor is working at the approved telework location.

End of clause

☐ **DEA-2852.245-70 GOVERNMENT-FURNISHED RESOURCES (MAY 2012)**

- (a) For Contractor employees performing full-time at the Government's facilities, the Government will provide resources, such as office space, utilities, furniture, computers, and access to Government network systems at no cost to the Contractor. Access to the World Wide Web may or may not be provided.
- (b) Government-furnished property that is used exclusively at the Government's facilities remains under the control of the Government. The Contractor is not required to maintain accountability or provide reporting on such property. However, the Contractor shall report damage, loss, or theft of such property in accordance with DEA procedures.
- (c) The Contractor shall maintain accountability of Government-furnished property that is used away from Government facilities in accordance with the Property clause of this contract.

(End of clause)

☐ **DEA-2852.247-70 GENERAL PACKAGING AND MARKING REQUIREMENTS (MAY 2012)**

- (a) Packaging and packing for all items (includes written materials, reports, presentations, etc.) delivered hereunder shall be in accordance with common commercial practices, adequate to insure protection from possible damage resulting from improper handling, inclement weather, water damage, excessive heat and cold, and to insure acceptance by a common carrier for safe delivery to its final destination.
- (b) All deliverables shall clearly indicate the contract number and/or task (delivery) order number, as appropriate, on or adjacent to the exterior shipping label.

(End of clause)

☒ **JAR-2852.222-71 DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING (MAR 2020)**

- (a) It is Department of Justice (DOJ) policy to enhance workplace awareness of and safety for victims of domestic violence, sexual assault, and stalking. This policy is summarized in DOJ Policy Statement 1200.02, Federal Workforce Responses to Domestic Violence, Sexual Assault, and Stalking, available in full for public viewing at <http://www.justice.gov/sites/default/files/ovw/legacy/2013/12/19/federal-workplace-responses-to-domesticviolence-sexualassault-stalking.pdf>.
- (b) Vendor agrees, upon contract award, to provide notice of this Policy Statement, including at a minimum the above-listed URL, to all Vendor's employees and employees of subcontractors who will be assigned to work on DOJ premises.
- (c) Upon contract award, DOJ will notify Contractor of the name and contact information for the Point of Contact for Victims of domestic violence, sexual assault, and stalking for the component or components where Contractor will be performing. Contractor agrees to inform its employees and employees of subcontractors, who will be assigned to work on DOJ premises, with the name and contact information of the Point of Contact for Victims of domestic violence, sexual assault, and stalking.

(End of Clause)

☐ **JAR 2852.233-70 PROTESTS FILED DIRECTLY WITH THE DEPARTMENT OF JUSTICE (JAN 1998)**

(Full text may be found at http://www.ecfr.gov/cgi-bin/text-idx?SID=b624d596fd5fa1b7325b3d84a0e95a6f&mc=true&node=se48.6.2852_1233_670&rqn=div8)

CONTRACTING OFFICER: When applicable, check the box and list the clause title and date of the security clause recommended by the Office of Security Programs in the approved DD 254 in the space provided below.

CONTRACTOR: The full text of the clause may be found at <https://www.dea.gov/security-clauses>

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PUBLIC TRUST POSITIONS—DEA CONTRACTOR SECURITY REQUIREMENTS FOR ACCESS TO SENSITIVE BUT UNCLASSIFIED (SBU) INFORMATION/U.S. CITIZENSHIP REQUIRED

DEA contractor companies, consultants or subcontractor companies (collectively referred to as “Contractors”) performing under a DEA contract, task order, purchase order, delivery order, blanket purchase agreement (“BPA”), reimbursable agreement (“RA”), and/or other types of contractual agreements (all referred to herein as “Contracts”) may access DEA information, Information Technology (IT) systems, DEA facilities and/or space, in compliance with DEA Contractor Security Requirements (DEA-2852.204-83) and the On-Site Contractor Responsibilities document (attached hereto as Exhibit 2).

I. GENERAL

DEA’s Office of Security Programs/Personnel Security Section (“ISR”) will request that the Office of Personnel Management (“OPM”) conduct background investigations on all Contractor personnel assigned to this contract and on those officers of the Contractor (including the Security Officer and Alternate Security Officer) who will be directly involved in any aspect of management of the assigned personnel. The type of background investigation will be determined by DEA’s ISR, which reserves the right to determine the type of investigation required for all Contractor positions. At a minimum, DEA will conduct criminal and consumer reporting background investigations in accordance with federal law and Department of Justice (“DOJ”) policies.

Only **United States citizens, by birth or naturalized**, shall be permitted to perform services for DEA under this contract. All personnel assigned to this contract must be approved in writing by ISR for access to **SBU** information **prior** to working on any DEA contract.

A clearance for access to National Security Information (NSI) is not required, nor authorized by this contract. However, a previously conducted and current background investigation that was favorably adjudicated may be accepted and supplemented with criminal record and credit report checks conducted by DEA. *See Section IV(D) below.*

All applicants must have resided legally in the United States for at least three (3) years of the last five (5) years. The three (3) years should be consecutive, *unless the applicant was:*

- a U.S. Government employee assigned to a U.S. embassy or U.S. consulate in a foreign country;
- a U.S. Government Contractor’s employee, who is a U.S. citizen assigned to a U.S. embassy, U.S. consulate, or U.S. military installation in a foreign country and who is not ordinarily a resident of that country;
- a member of the U.S. armed forces stationed in a foreign country; or
- a dependent family member of a U.S. Government or U.S. armed forces employee assigned overseas.

II. CONTRACTOR’S POINT OF CONTACT

DEA’s designated Contracting Officer’s Representative (“COR”) or the Task Monitor (“TM”) shall be the Contractor’s point of contact for all personnel security communications, inquiries, and issues regarding this contract. All required documents must be submitted by the Contractor to the COR/TM. The COR/TM will communicate with the Contractor on all personnel suitability issues. The COR/TM will communicate with an applicant on a personnel suitability issue only when communicating through the Contractor would violate the applicant’s rights under the Freedom Of Information Act (“FOIA”)/Privacy Act (“PA”). ISR may communicate directly with the Contractor, its employees, or its applicants **ONLY** for the purpose of providing assistance with

the Electronic Questionnaires for Investigations Processing (e-QIP). The Contractor shall immediately inform the COR/TM in writing, when an employee has: (1) transferred to another contract; (2) resigned; or (3) been terminated by the Contractor for any type of action that constitutes a termination in the Contractor-Employee relationship. The COR/TM will provide this information to ISR.

III. CONTRACTOR'S RESPONSIBILITIES

A. GENERAL:

The Contractor shall ensure that all applicant packages submitted to DEA meet the basic eligibility requirements for job skills, required certificates, residency and that the applicant packages have been reviewed against the disqualifying factors in Section V below and any disqualifying information in the applicant's background has been favorably mitigated. The Contractor shall make every effort to preclude incurrence of avoidable costs to the Government by ensuring that all applicants and personnel proposed on this contract are eligible, reliable, and of reputable background and sound character. The Contractor's time and expenses for recruiting, interviewing and security screening are either considered overhead ("OH") or General and Administrative (G&A) expenses and may not be billed directly to DEA.

Contractors shall include the following statement in employment advertisements: *"Applicants selected will be subject to a Government background investigation and must meet eligibility and suitability requirements."*

The Contractor shall verify the applicant's current home address, telephone number(s), prior work experience and answer delinquent debt-related issues that may potentially disqualify an applicant from consideration for employment on a DEA contract.

In accordance with DEA Clause 2852.204-78, the Contractor shall submit prescribed information on employees supporting DEA contracts in the Contractor Personnel Reporting Requirement ("CPRR") Template located on the Special Contractor Reporting Requirements page of www.DEA.gov.

The Contractor shall ensure that all public trust related forms and questionnaires are filled out correctly and completely. The Contractor shall respond to the COR/TM's request for additional information or documents regarding the background investigation within fourteen (14) calendar days, unless the COR/TM provides a written extension. *Failure to submit the requested information or documents within fourteen (14) calendar days will cause the entire package to be rejected and it will be returned to the Contractor without any further action.*

Applicants whose background investigations result in a determination of unsuitable or are otherwise determined unfavorable based on derogatory information shall be removed from further consideration for performance on this or any DEA contract. DEA reserves the right to refuse the services of and/or terminate any Contractor employee or applicant who is or may be judged an unacceptable risk. The COR/TM will inform the Contractor in writing of any objections concerning specific applicants and personnel, but is not permitted to provide specific information due to the FOIA/PA.

A determination by DEA that a person is not suitable to perform work under this contract is not a denial, suspension, or revocation of a previously granted security clearance or access by another agency. The DEA determination shall not be interpreted as a direction or recommendation to the Contractor regarding the suitability of an affected individual for employment outside the scope of DEA.

If a Contractor's employee does not perform any work under the Contract for a period of twenty-four (24) months after ISR has issued a favorable adjudication, the Contractor's employee will be required to submit a new application package to the COR/TM and will need a new favorable adjudication before he or she can perform any work under the contract.

B. CONTRACTOR'S SECURITY OFFICER:

The Contractor shall establish and maintain a security program to ensure that all requirements set forth in this document are accomplished efficiently and effectively. The Contractor shall designate a Security Officer and an Alternate Security Officer, in case of the primary Security Officer's absence, with the authority and responsibility to perform screening for public trust positions.

IV. DOCUMENT REQUIREMENTS¹

The Contractor shall complete and submit all mandatory documents to the COR/TM. The completed documents will be used by ISR to initiate the background investigation conducted by OPM or to supplement the background investigation previously conducted by the U.S. Department of Defense/Defense Security Service (DOD/DSS) or other U.S. Government agency. The Contractor is cautioned to only submit the type and number of documents required.

All required documents shall be submitted to the COR/TM in paper format. Required documents must not be stapled, fastened or otherwise bound together; a paper clip or binder clip will suffice. Insert each applicant's documents in a separate envelope with the name of the Contractor, contract number and the applicant's full name and labor category on the front of the envelope. Submit the completed documents to the COR/TM at the address provided, via hand delivery, FedEx, UPS, Express Mail, Registered Mail or Delivery Confirmation. The Contractor should maintain a record of delivery and receipt.

A. MANDATORY DOCUMENTS:

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| Contract Employee's Authorization to Conduct Agency-Specific Record Checks (February 2009) | <ul style="list-style-type: none">▪ This form will be used to supplement criminal record checks previously conducted by DOD/DSS |
| Drug Use Statement (March 2015) | <ul style="list-style-type: none">▪ This form is required and must be completed in its entirety.▪ Prior editions are no longer acceptable |
| Release—Fair Credit Reporting Act of 1970, as amended | <ul style="list-style-type: none">▪ This form is required in addition to the DOJ-555 |

¹ Click on "DEA Clearance Forms and Special Contractor Reporting Requirement" at www.justice.gov/dea/resource-center/doing-business.shtml.

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| <p>Applicant Fingerprint Cards (FD-258) <i>(DO NOT BEND, FOLD, HOLE PUNCH, STAPLE, OR OTHERWISE MUTILATE THE FINGERPRINT CARDS)</i></p> | <ul style="list-style-type: none"> ▪ Three (3) blank fingerprint cards (blue text on white card stock) must be obtained from the COR; the cards are not available electronically. All three fingerprint cards must have original signatures in black or dark blue ink. ▪ The fingerprints may be taken by DEA personnel, the Contractor's Security Officer, at a police/sheriff's department, a local FBI office, or a commercial facility. DEA will not reimburse fees charged by organizations to take the fingerprints ▪ The Contractor shall ensure that the applicant's fingerprint cards are authentic, legible, and complete to avoid processing delays. |
| <p>Disclosure and Authorization Pertaining to Consumer Reports, Pursuant to the Fair Credit Reporting Act Department of Justice Form DOJ-555 (Revised Oct. 2008)</p> | <ul style="list-style-type: none"> ▪ The Contractor shall provide a written notice/release to the applicant that a credit report may be used for employment purposes. The applicant must sign and date the notice/release and submit it to the Contractor before the credit report is obtained. A copy of the signed notice shall be submitted to ISR with the DOJ-555. ▪ The "Current Organization Assigned" is the Contractor's corporate name and the DEA Division/Office for the contract. |
| <p>Questionnaire for Public Trust Positions (SF-85P)</p> | <ul style="list-style-type: none"> ▪ Original signatures in black ink on Pages 7 and 8. ▪ The SF-85P may be typed or legibly printed by hand. The date of the applicant's signature on the SF-85P must not be more than thirty (30) calendar days old when submitted to the COR/TM. ▪ Applicants may make changes, updates, corrections or supplement information on the SF-85P by initialing all changes, supplementing with plain paper and providing their name, social security number, and signature. ▪ If there are no changes since the date the SF-85P was signed originally, the applicant may re-sign and re-date the SF-85P with the notation, "No changes." ▪ The applicant should retain a copy of the SF-85P to aid in subsequent completion of the on-line e-QIP version. ▪ <i>DO NOT SUBMIT THE INSTRUCTION PAGES.</i> |

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| Supplemental Questionnaire for Selected Positions(SF-85P-S) | <ul style="list-style-type: none">▪ Original signatures in black ink. The SF-85P-S may be typed or legibly printed by hand. The date of the applicant's signature on the SF-85P-S must not be more than thirty (30) calendar days old when submitted to the COR/TM. Applicants may make changes, updates, corrections or supplement information on the SF-85P-S by initialing all changes, supplementing with plain paper if necessary and providing their name, social security number, and signature. Original signatures in black ink.▪ If there are no changes since the date the SF-85P-S was signed originally, the applicant may re-sign and re-date the SF-85P-S with the notation: "No changes."▪ The applicant should retain a copy of the SF-85P-S to aid in subsequent completion of the on-line e-QIP version. |
| OF-306 Declaration of Federal Employment | <ul style="list-style-type: none">▪ Document used to assess fitness for federal contract employment.▪ If an applicant has been previously issued a Top Secret, Secret or Confidential clearances by DOD/DSS, this document is not required. |

B. OPTIONAL DOCUMENTS:

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| Verification of Defense Security Service/Joint Personnel Adjudication System (JPAS) Form on Contractor's Letterhead | <ul style="list-style-type: none">▪ This form is required only for applicants with Top Secret, Secret or Confidential clearances previously issued by DOD/DSS. A JPAS Verification is considered current based on the date of investigation, not the date the DOD/DSS issued the clearance.▪ A JPAS Verification Letter for an Interim Clearance will be accepted provided that the date the Interim Clearance was granted is not more than one (1) year from the date of submission to DEA. A copy of the final clearance shall be provided to the COR/TM upon receipt. The COR/TM will forward the final clearance to DEA Headquarters/Personnel Security Section.▪ Do not submit a JPAS Verification Letter that shows: Loss of Jurisdiction; Declination; Discontinued; Cancelled; Denied; Revoked; Suspended; or any other terminology which indicates the applicant does not have a current clearance or current clearance eligibility. |
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| Loyalty Oath | <ul style="list-style-type: none"> This form is required only if the applicant is a U.S. citizen, by birth or naturalized, and has <i>dual citizenship</i> with a foreign country. |
| Foreign National Relatives or Associates Statement | <ul style="list-style-type: none"> This form is only required if the applicant has foreign national relatives or associates, regardless of whether the foreign national relatives or associates reside in the United States or a foreign country. Do not include foreign-born relatives or associates who are United States citizens. |
| U.S. Citizenship Certificate of Naturalization or U.S. Passport | <ul style="list-style-type: none"> This document may be either a current or previous U.S. Passport. <u>NOTE:</u> The National Industrial Security Program Operating Manual, DOD Directive 5520.22-M, Section 2-206, authorizes the Contractor to require each applicant who claims U.S. citizenship to produce evidence of citizenship. However, some naturalized U.S. citizens may be reluctant to photocopy the Certificate of Naturalization or U. S. Passport due to the prohibition printed on the front of the certificate. In those cases, an official of the Contractor's company or a DEA employee may personally view the Certificate of Naturalization or U. S. Passport and sign a statement verifying that the individual is a U.S. citizen. |
| Report of Birth Abroad of a Citizen of the United States, or a Certificate of Citizenship U.S. Department of State form FS-240, FS-545 or DS-1350. | <ul style="list-style-type: none"> This form is only required if the applicant's U.S. citizenship was acquired by birth abroad to a U.S citizen parent or parents. |
| Debtor's Declaration and Trustees quarterly statement | <ul style="list-style-type: none"> For pending bankruptcy matters, one (1) copy of the Debtor's Declaration and the Trustee's most recent quarterly payment statement. For either Chapter 7 (Liquidation) or Chapter 13 (Individual Debt Adjustment) bankruptcies filed within the past ten (10) years, submit the Order of Discharge. |
| Proof of satisfactorily resolving a delinquent debt issue(s). | <ul style="list-style-type: none"> Provide document evidencing satisfaction of the obligation. Typically this is a signed letter from the debtholder or credit bureau verifying that the delinquent debt has been resolved. |

C. QUESTIONNAIRE FOR PUBLIC TRUST POSITIONS (SF-85P) AND SUPPLEMENTAL QUESTIONNAIRE FOR SELECTED POSITIONS (SF-85P-S):

Barring any questionable or disqualifying information prior to approval of the waiver, ISR will establish an e-QIP account for the applicant on the OPM's website www.opm.gov. ISR will then e-mail an "invitation" to the applicant with instructions on logging into the OPM website and completing the Questionnaire for Public Trust Positions (SF-85P) and Supplemental Questionnaire for Selected Positions (SF-85P-S), in e-QIP for electronic transmission directly to ISR. The Contractor's Security Officer will receive a copy of the applicant's e-QIP invitation.

The applicant will have fourteen (14) calendar days from the e-Qip "invitation" email to complete and electronically transmit the e-QIP version of the SF-85P and SF-85P-S, sending by fax the signed signature pages directly to ISR or sending by email the signed signature pages as PDF attachments directly to the ISR email address provided in the e-QIP invitation. If an applicant has not completed the SF-85P and SF-85P-S in e-QIP by the 14th calendar day, ISR will notify the COR/TM to advise the Contractor and determine the reason. An extension will be granted only with the COR/TM and ISR's approval. *Failure to comply with the 14 calendar days will cause the entire package to be rejected and returned to the Contractor without any further action.*

ISR will review and approve or reject the SF-85P and SF-85P-S. If approved, ISR will transmit the SF-85P and SF-85P-S to OPM electronically to schedule the background investigation. At the DEA's discretion, ISR may grant a waiver valid for a six (6) month period when OPM has scheduled the background investigation. *A waiver will not be granted until OPM has scheduled the background investigation.*

If the SF-85P is rejected, ISR will notify the applicant and the applicant will be provided five (5) calendar days from the date of notification to correct and transmit the required documentation.

D. APPLICANTS WITH CURRENT PUBLIC TRUST OR SECURITY CLEARANCES:

If the applicant has a favorable *Public Trust Suitability Determination* by another U.S. Government agency or a Defense Security Service ("DOD/DSS") security clearance, a copy of the document should be submitted to the COR/TM. The Determination must indicate the type of background investigation conducted and the date it was completed. The background investigation must have been completed no longer than five (5) years prior to the date it is verified by DEA. The initiation of a new background investigation through the submission of an SF-85P and SF-85P-S in e-QIP will not be required unless DEA ISR determines a more in-depth background investigation than the one previously conducted is needed. The COR/TM will notify the contractor if a new background investigation is necessary.

Fingerprint cards; Loyalty Oath; Foreign National Relatives or Associates Statement; and Verification of U.S. Citizenship forms are not required when:

1. the applicant has a current DOD/DSS clearance and a JPAS Verification Letter is provided; or
2. the applicant has favorable Public Trust Suitability Determination by another U. S. Government agency. One (1) copy each of the SF-85P Questionnaire for Public Trust Positions and SF-85P-S, Supplemental Questionnaire for Selected Positions is still needed.

V. DISQUALIFYING FACTORS

Issues may surface concerning approval or retention of a Contractor's applicant or employee that are not addressed in this contract. If there is any doubt regarding the suitability of an applicant or employee, the individual will not be approved for assignment to this or any DEA contract.

Suitability is a requirement for employment on a DEA contract as it concerns an individual's conduct, character, reputation, reliability, trustworthiness and/or loyalty to the United States. To be suitable, an individual's assignment or continued assignment on a DEA contract must be reasonably expected to accomplish DEA's mission.

Any one or more of the following factors—as disclosed on the SF-85P and SF-85P-S, in a personal interview with the applicant, or as part of the background investigation—are grounds for **mandatory disqualification** for assignment on a DEA contract and from further consideration for any type of assignment or employment involving DEA. The Contractor is responsible for interviewing each applicant and reviewing the complete public trust package using the following criteria. If relevant mandatory disqualification information is obtained, the requested package should **not** be submitted to DEA until the disqualifying information is favorably mitigated.

A. CRIMINAL RECORD:

1. conviction resulting from a felony charge(s), regardless of when the conviction occurred;
2. multiple misdemeanor convictions, regardless of when the convictions occurred;
3. one or more arrests and/or misdemeanor convictions for possession of an illegal drug(s) or for being under the influence of an illegal drug(s);
4. pending indictments or pending criminal charges, regardless of whether the charge(s) is a felony or misdemeanor; and/or
5. currently serving a period of probation resulting from a criminal conviction, regardless of whether the conviction is for a felony or a misdemeanor charge.

B. ILLEGAL DRUG USE:

DEA's mission is to enforce the Controlled Substances Act, 21 USC 801 *et seq.* The illegal use of drugs by any of its personnel, including contractor personnel, may adversely affect the performance of its mission, create a danger to the public safety, expose the agency to civil liability, jeopardize criminal investigations and prosecutions, lead to corruption, or undermine public confidence. Because of its law enforcement responsibilities and the sensitive nature of its work, DEA has a compelling obligation to ensure a workplace that is free of illegal drugs.

Applicants who are found, through investigation or personal admission, to have experimented with or used narcotics or dangerous drugs, except those medically prescribed, *may* be disqualified for employment on a DEA contract. Disclosed drug use will be decided on a case-by-case basis. **Experimental use or use of any narcotic or dangerous drug, including marijuana, after employment on a DEA contract is cause for removal.**

C. FALSE STATEMENTS:

A false statement is the deliberate omission, concealment, or falsification of relevant and material facts from any personnel security questionnaire, personal history statement, or similar form or interview used to conduct investigations, determine employment qualifications, award benefits or status, such as:

1. altering the condition of discharge on military documents;
2. altering college transcripts;
3. falsely completing or failing to disclose information on the SF-85P and SF-85P-S or any other documents used in the background investigation process; and/or

4. conflicting statements of drug use, either on the SF-85P and SF-85P-S, on the Drug Use Statement, or during the background investigation.

D. DEBT- RELATED ISSUES:

Debt-related issues are the most prevalent derogatory issues found during background investigations and cause delays in the adjudication process. The Contractor is encouraged to obtain the applicant/employee's credit report and have all potentially disqualifying issues mitigated prior to submitting the requested applicant package to DEA for processing.

The terms indebtedness, delinquent debt, and debt related issues mean lawful financial obligations that are just debts that are past due. Debt related issues raise a number of suitability and security concerns that an individual must satisfactorily resolve before an affirmative adjudicative decision can be made.

Each applicant's indebtedness will be reviewed on an individual basis. Court imposed judgments, defaulted student loans, and other delinquent financial obligations imposed by law (e.g., child support payments, Federal, state, or local taxes) are matters of serious concern. *The mandatory disqualification policy applies to those applicants who cannot satisfactorily document their efforts to repay student loans or to pay child support, taxes, or judgments.*

In order to comply with the Fair Credit Reporting Act of 1970, as amended (15 U.S.C. 1681, *et seq.*) the Contractor must carefully adhere to the following guidelines. The Contractor must obtain a credit report for accounts in the applicant/employee's name only. Do not obtain a credit report for joint accounts This will be a "personal report for employment purposes."

The Contractor shall provide a written notice/release to the applicant/employee that a credit report may be used for employment purposes. The applicant/employee shall sign and date the notice/release and provide it to the Contractor before the credit report is obtained by the Contractor. The Contractor is not authorized to obtain a credit report prior to receipt of the signed notice/release. This signed notice/release is required in addition to the form DOJ-555, Disclosure and Authorization Pertaining to Consumer Reports, Pursuant to the Fair Credit Reporting Act. A copy of the signed notice/release shall be submitted to DEA with the DOJ-555.

The Contractor shall not take adverse action against the applicant/employee, based in whole or in part upon the credit report, without first providing the applicant/employee a copy of the credit report and a written description of the applicant/employee's rights as described under Section 1681g of Title 15 U.S.C.

If a potentially disqualifying debt-related issue surfaces that the applicant/employee omitted from the SF-85P, Questionnaire for Public Trust Position or SF-85P-S, Supplemental Questionnaire for Selected Positions, the requested forms should not be submitted to DEA unless the applicant/employee can provide mitigating information that clearly explains the omission and how the issue will be satisfactorily resolved.

E. ALLEGIANCE TO THE UNITED STATES:

Evidence of activities developed during the background investigation that would bring the applicant's allegiance to the United States into question, such as:

1. involvement in any act of sabotage, espionage, treason, terrorism, sedition, or other act whose aim is to overthrow the Government of the United States or alter the form of government by unconstitutional means; and/or
2. foreign influence or preference.

F. PERSONAL CONDUCT:

Evidence of any of the following activities developed during the background investigation relative to the applicant's conduct and integrity, such as:

1. reliable, unfavorable information provided by associates, employers, coworkers, neighbors, and other acquaintances;
2. infamous, dishonest, immoral, or notoriously disgraceful conduct, habitual use of intoxicants to excess, drug addiction, or sexual perversion. *Sexual behavior is a concern if it involves a criminal offense, indicates a personality disorder or emotional disorder, subjects the applicant to coercion, exploitation, or duress, or reflects lack of judgment or discretion. Sexual orientation or preference may not be used as a basis for, or a disqualifying factor in determining a person's suitability;*
3. illness, including any mental condition, the nature of which in the opinion of competent medical authority may cause significant defect in the judgment or reliability of the employee, with due regard to the transient or continuing effect of the illness and the medical findings in such case;
4. any facts which furnish reason to believe that the applicant may be subjected to coercion, influence, or pressure which may cause him/her to act contrary to the best interest of DEA;
5. association with persons involved in criminal activity;
6. current or recent history of continuing alcohol or prescription abuse;
7. misuse of information technology systems; and/or
8. misconduct or negligence in the workplace.

A determination by DEA that a person is not suitable to perform work under the contract is not a denial, suspension, or revocation of a previously granted security clearance by another agency, nor shall it be interpreted as a direction or recommendation to the Contractor regarding the suitability of an affected individual for employment outside the scope of DEA.

ON-SITE CONTRACTOR RESPONSIBILITIES

The Drug Enforcement Administration (“DEA”) acquires supplies and/or services from government Contractors (hereinafter, “Contractor(s)”) performing under a DEA contract, task order, purchase order, delivery order, blanket purchase agreement (“BPA”), reimbursable agreement (“RA”) and/or other type of contractual agreement (hereinafter, “Contract(s)”). As necessary, the Contractor may hire employees, officers, consultants or subcontractors to perform under the Contract (hereinafter, “Contractor Personnel”). Contractor Personnel, whose primary work location is a DEA office are responsible for maintaining satisfactory standards of competence, conduct, appearance, integrity and ethical conduct and shall be responsible for reporting allegations of misconduct to the Contractor’s Program Manager and the DEA Contracting Officer’s Representative (“COR”)/Task Monitor (“TM”).

I. CONTRACTOR GENERAL RESPONSIBILITIES

The Contractor shall inform all Contractor Personnel of their duties, obligations, and responsibilities under the Contract. The Contractor shall obtain and make available upon request by the Contracting Officer, a signed copy certifying that all Contractor Personnel participating in the performance of the Contract, have reviewed and understand and will comply with all of the provisions contained in the On-Site Contractor Responsibilities document.

The Contractor shall report in writing, any violation of the On-Site Contractor Responsibilities document to the DEA COR/TM, who must forward the report to DEA’s Office of Security Programs/Personnel Security Section (“ISR”) within five (5) calendar days after the Contractor’s initial notification to DEA. ISR will then make a suitability determination on the referred individual.

Throughout the life of the Contract and at specified intervals, the Contractor shall submit information detailing all Contractor Personnel supporting DEA efforts in accordance with DEA Provision entitled: **Contractor Personnel Reporting Requirements** (located on the Special Contractor Reporting Requirements page of www.dea.gov).

II. CONTRACTOR PERSONNEL RESPONSIBILITIES

By signing this document, Contractor Personnel whose primary work location is a DEA office and are performing work under the Contract agree to comply with the *standards* set forth in this document. These requirements cover conduct on and off duty, unless otherwise noted. The standards include, but are not limited to:

A. MINIMUM STANDARDS OF CONDUCT IN PERFORMANCE OF DUTIES:

1. Conduct

- a. Demonstrate good manners and courtesy toward Department of Justice (“DOJ”) employees and contractors, Federal officials and the general public;
- b. Maintain a respectful and helpful attitude during the performance of duties under the Contract;
- c. Execute all proper instructions of the Contractor’s DEA’s Point of Contact Point of Contact or DEA official having oversight responsibility for work under the Contract without delay;
- d. Maintain a neat, well-groomed, and business-like appearance at all times while on official duty. Except when authorized by the COR/TM to use another mode of dress because of the need to perform

a special task or for other circumstance (e.g., placing retired files in boxes), the standard of dress is “business casual” as follows: Male Contractor Personnel shall wear dress shirts and dress slacks (or uniforms when required by the contract). Female Contractor Personnel shall wear conservative dresses, dress slacks or skirts and sweaters or blouses (or uniforms when required by the Contract);

- e. Remain alert at all times while on duty;
- f. Perform assignments in accordance with prescribed laws, regulations and the terms and conditions of the Contract to the best of your ability and in accordance with safe and secure working procedures and practices;
- g. Do not engage or participate in disruptive activities that interfere with the normal and efficient operations of the Government; and
- h. Refrain from any activity that would violate the On-Site Contractor Responsibilities or otherwise adversely affect the reputation of the DEA.

2. Responsibilities

- a. Ensure that all financial obligations are met; and
- b. Report on any arrests, detentions, holds for an investigation or for detailed questioning of any person(s) residing in their residence (i.e., family member or significant other). Failure to report any incident to the Contractor’s Program Manager and/or the DEA COR/TM is a violation of the On-Site Contractor Responsibilities document which may lead to removal from the Contract.

3. Communications

- a. Do not discuss duty assignment(s) under the Contract, except in an official business capacity with the Contractor’s Point of Contact and fellow Contractor Personnel assigned to the Contract, DEA officials, or other Government officials having an official need-to-know;
- b. Do not disclose any official information, except to DEA or other Government officials having an official need-to-know, nor speak to the press on or off the record, or issue news or press releases without the express permission of the Contracting Officer;
- c. Do not discuss DEA internal matters, policies, grievances, or personalities. Do not discuss financial, personal, or family matters with DEA employees, their family members, or the general public while on duty; and
- d. Do not make statements about fellow Contractor Personnel, DEA employees, DEA officials, their family members, or members of the general public with knowledge of the falseness of the statement or with reckless disregard for the truth.

4. DEA Property

- a. Do not use Government telephones, facsimile, or duplicating equipment, except as necessary in the performance of duties under the Contract;
- b. Do not take, remove, possess, or use Government property or the property of others without written authorization;
- c. Do not disturb papers on desks, open desk drawers, cabinets, safes, or enter secure space where access is not authorized; and
- d. Do not use any DEA property, material, or information (e.g., DEA building pass or other credentials; DEA reports and files) associated with the performance of work under the Contract for purposes other than performance of work under the Contract.

5. Prohibited Activities

- a. Do not engage in disorderly conduct, use of abusive or offensive language, quarreling, intimidation by words or actions, or fighting;

- b. Do not gamble, unlawfully bet, or promote gambling on Government property or while performing Government work at the Contractor's site (i.e., office football pools);
- c. Do not possess or consume narcotics, dangerous drugs, marijuana or other controlled substances, except to the extent that the substance is lawfully prescribed by a licensed medical provider;
- d. Do not consume and/or possess alcoholic beverages or other intoxicants while on duty and do not engage in habitual intoxication while off duty;
- e. Do not solicit or accept gifts, favors or bribes in connection with the performance of duties under the Contract. Report all efforts by others who offer such gifts, favors or bribes to the Contractor's Point of Contact and to the COR/TM;
- f. Do not falsify or unlawfully conceal, remove, mutilate, or destroy any official documents or records, or conceal material facts by willful omission from official documents or records;
- g. Do not discriminate or sexually harasses any person during the performance of duties under the Contract;
- h. Do not engage in personal and business associations with persons known to be convicted felons or persons known to be connected with criminal activities;
- i. Do not engage in criminal, infamous, dishonest, immoral, or disgraceful conduct;
- j. Do not give false or misleading statements, or conceal facts, in connection with obtaining or retaining employment under or performing duties under the Contract. This includes, but is not limited to, the provision of information during any administrative or criminal investigation or other proceeding, the preparation of travel vouchers, and the preparation of official reports; and
- k. Do not falsify or unlawfully conceal, remove, mutilate, or destroy any official documents or records, or conceal material facts by willful omission from official documents or records.

B. SECURITY REQUIREMENTS

1. Personnel Security Requirements

- a. The Contractor shall immediately inform the COR/TM in writing when a Contractor Personnel or applicant on a DEA Contract has transferred to another contract, resigned, terminated or any other type of action that constitutes a break in the Contractor-employee relationship.
- b. A mandatory periodic reinvestigation will be conducted once every five (5) years if the previous background investigation was based on the SF-85P and SF-85PS, Questionnaires for Public Trust Positions. A mandatory periodic reinvestigation will be conducted once every ten (10) years if the previous background investigation was based on the SF-86, Questionnaire for National Security Positions. Additionally, a reinvestigation will be required for individuals who have not been assigned to a DEA contract for a period of one (1) or more years. The same suitability and security standards that are required for new applicants apply to reinvestigations.
- c. The Contractor has a continuing obligation to notify the COR/TM, in writing, of any change in marital status of a Contractor Personnel. As soon as possible, the Contractor must provide the COR/TM with the following information:
 - i. Married, divorced, or widowed.
 - ii. Date, city, and country of marriage, divorce, or death of spouse.
 - iii. Full name of current or former spouse (if notifying of a marriage, include wife's maiden name and any former married names(s)).
 - iv. New spouse's social security number, date of birth, and place of birth (city, state, and country).
 - v. New spouse's citizenship (include as applicable: alien registration number, date and place of entry into the United States, date and place of naturalization including courthouse and complete address, and citizenship certificate number).

- d. If an applicant was assigned to a DEA contract for a period of at least one (1) year, but less than five (5) years and is being considered for placement on the same or another DEA contract, the Contractor shall submit the following forms to the COR/TM to update the criminal record and credit report queries:
 - i. Contract Personnel's Authorization to Conduct Agency-Specific Record Checks;
 - ii. DOJ-555 Revised Oct. 2008, Disclosure and Authorization Pertaining to Consumer Reports, Pursuant to the Fair Credit Reporting Act; and
 - iii. Release—Fair Credit Reporting Act Of 1970, as amended; and the information regarding change in marital status, if applicable. With satisfactory results of the updated record queries, the COR/TM will request the ISR to reactivate the individual's access to DEA facilities and information.
 - iv. The same suitability and security standards that are required for new applicants apply to reinvestigations.

2. Information Security Requirements

- a. All work performed under the Contract may require access to one or more of the following categories of protected information: DEA Sensitive, Sensitive but Unclassified, Law Enforcement Sensitive, Secret, Top Secret, Top Secret with SCI Access or the Freedom of Information and Privacy Act. All Contractor Personnel shall comply with all Federal, Department of Justice, and DEA regulations, policies, and guidelines regarding information security, including [DEA's Information Technology \("IT"\) Rules of Behavior](#).
- b. Prior to the commencement of any work for DEA, Contractor Personnel shall complete DEA-487, Reporting Responsibilities/NonDisclosure Agreement. The declaration must be witnessed and may be accepted by a duly authorized DEA representative (generally the COR/TM or a DEA Security Officer).
- c. Unless otherwise expressly stated in the Contract, Contractor Personnel are strictly prohibited from using company or personal computers, thumb drives, storage devices, source media, or other electronic devices to store or process DEA work, data, or other product produced while employed by the DEA. All source materials, information, and resultant work products are the property of DEA and shall not be used by the Contractor for any other purpose. All data received by Contractor Personnel shall be handled, stored, transmitted, reproduced, and destroyed in accordance with DEA procedures. Upon termination or expiration of a contract, all data (documents and other media) and work products shall be relinquished immediately to the COR/TM or designated DEA employee.
- d. Contractor Personnel shall hold all information obtained under a DEA contract in the strictest confidence. All information obtained shall be used only for the purpose of performing the Contract and shall not be divulged nor made known in any manner to any person except as necessary to perform the Contract. The Contractor Personnel shall not divulge, sell, or distribute any information at any point in time, even after termination or expiration of a contract.

Except as specifically authorized in writing by the COR/TM, Contractor Personnel are prohibited from bringing any form of outside computer media into the Government (DEA) facility and introducing it onto Government-owned computers or contractor-supplied computers located in the Government facility.

- e. Except as specifically authorized by the COR/TM, Contractor Personnel are prohibited from removing any documents, records, source media, supplies, or equipment from the Government facility.
- f. Except as specifically authorized by the COR/TM, Contractor Personnel are prohibited from reproducing DEA source media or written products
- g. Contractor shall notify all Contractor Personnel having access to DEA information that such information may be used only for the purpose and to the extent authorized in the Contract, and that disclosure of any information, by any means, for a purpose or to an extent unauthorized herein, may subject the offender to criminal sanctions imposed by 18 USC § 641. 18 USC § 641 provides, in pertinent part, that whoever knowingly converts to their use or the use of another, or without authority, sells, conveys, or disposes of any record of the United States or whoever receives the same with intent to convert it to their use or gain, knowing it to have been converted, shall be guilty of a crime punishable by a fine of up to \$10,000.00 or imprisoned up to ten (10) years, or both.
- h. Contractor Personnel shall ensure that IT systems are appropriately safeguarded. If new or emerging security threats or hazards are discovered or anticipated by either the Government or the Contractor, or if current security safeguards cease to function, the discoverer shall bring the situation to the attention of the other party immediately.

3. Facility Security Requirements

It is expected that all work will be performed at the Government (DEA) site. However, any DEA work that is performed at the Contractor's facility must be protected by an approved security file container that conforms to Federal specifications and bears a "Test Certification Label" on the locking drawer attesting to the security capabilities of the container and lock. Such containers must be labeled "General Services Administration Approved Security Container" on the face of the top drawer.

The Contractor shall be responsible for physically safeguarding all Government (DEA) records in its possession, including records in the possession of the Contractor personnel, from theft, tampering, misuse, etc.

The following requirements ensure Compliance with Homeland Security Presidential Directive-12 ("HSPD-12") and Federal Information Processing Standard Publication 201 ("FIPS 201") entitled "Personal Identification Verification ('PIV') for Federal Employees and Contractors."

- a. Contractor personnel must appear in person at least once before a DEA official who is responsible for checking the identification documents.
- b. For Contractor personnel who report for assignment to a DEA contract under a waiver pending completion of the background investigation, the facility access/building pass shall be re-validated by DEA when the background investigation is completed and favorably adjudicated. If the final adjudication is unfavorable for any reason, facility access/building passes badges issued under a waiver will be suspended or revoked.
- c. The COR/TM is responsible for collecting all DEA-issued property upon the departure of an individual from assignment to the Contract. DEA-issued property includes, but is not limited to: building passes, Identification Badges, credentials, computers, files (paper or electronic media), and office equipment, supplies and accessories.

Contractor Personnel must present to DEA two types of identification in original form prior to being issued a facility access/building pass. At least one form of identification shall be a valid state or U.S. Government issued picture ID. The other acceptable types of identification are:

- United States Passport (unexpired or expired)
- Identification Card (issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, sex, height, eye color, and address)
- United States Social Security Card
- United States Military Card or Draft Record
- United States Coast Guard Merchant Mariner Card
- Certificate of United States Citizenship
- Alien Registration Receipt Card
- Unexpired Temporary Resident Card
- Driver's License issued by a state or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, sex, height, eye color, and address
- Voter's Registration Card
- Birth Certificate (original or certified)
- Military Dependent Identification Card
- Native American Tribal Document
- Certificate of Naturalization
- Unexpired Foreign Passport which contains an I-551 stamp
- Unexpired Employment Authorization Card

C. PRIVACY

Contractor Personnel agree that there is no expectation of privacy in any Government (DEA) assigned or controlled work space, including: offices, computers, workstations, closets, or storage facilities. Nor, is there any expectation of privacy in any DEA equipment or other asset or fixture, including, but not limited to: desks, safes, file cabinets or containers of any kind, computers and any storage media, or any such spaces or equipment provided by the Contractor or its personnel for use in DEA facilities or premises. Contractor Personnel shall be placed on notice that any space or equipment may be searched with or without notice to the Contractor and its personnel.

All data located in a DEA computer and/or communication system, including documents, electronic files, emails and recorded voice mail messages are the property of DEA. DEA or its designee may inspect and monitor such data at any time. No individual should have any expectation of privacy in messages, even those messages marked as "private" or other data recorded in DEA's systems. This includes documents or messages that may have been deleted, but not completely removed from the system.

D. ADMINISTRATIVE INQUIRIES

DEA is a federal law enforcement agency charged with the enforcement of controlled substances laws and regulations of the United States and bringing to the criminal and civil justice system of the United States, or

any other competent jurisdiction, those organizations and individuals involved in the growing, manufacture, or distribution of controlled substances appearing in or destined for illicit traffic in the United States.

To ensure that the public has the highest degree of confidence in the integrity, operations and activities of the DEA, it is essential that the personnel assigned to or employed by Contractors that support DEA conduct themselves appropriately and in accordance with applicable laws and regulations.

All Contractor Personnel assigned to, or otherwise participating in the performance of the Contract, agree to comply with any inspection, investigation, review and /or inquiry of inappropriate conduct and/or allegations of impropriety, whether administrative or criminal in nature, conducted by a duly appointed official of DOJ's Office of the Inspector General, or their designee, DEA's Office of Professional Responsibility, or DEA's Office of Inspections. DEA will advise both the Contractor and Contractor Personnel of the general nature of the inquiry or investigation prior to the commencement of the inquiry.

All Contractor Personnel agree to cooperate fully and to the best of their ability with any such inspections, investigations and/or inquiries. In accordance with federal and state law, Contractor Personnel will respond fully and truthfully to all questioning and provide, as required, sworn statements, declarations, or affirmations as directed, or participate in transcribed interviews. Contractor Personnel shall retain their constitutional protection against compelled self-incrimination at all times. However, Contractor Personnel are required to answer questions under the following conditions:

1. The inquiry being conducted will not subject Contractor Personnel to criminal prosecution;
2. Statements made cannot be used in any criminal prosecution) except in cases where the subject is criminally prosecuted for knowingly and willfully providing false information to investigative personnel).

E. REMOVAL FROM CONTRACT

At the direction of the Contracting Officer, the Contractor is required to immediately remove any Contractor Personnel from work under the Contract should it be determined by DEA that such a person has been determined to be unsuitable or ineligible to work under the Contract for any of the following reasons: violation of the On-Site Contractor Responsibilities or any performance standard or requirement described in the Contract, disqualification for either suitability or security reasons (including DEA's Drug Use Policy), unfit for the performance of duties when continued work under the Contract may jeopardize, compromise, or disrupt the safety and security of DEA facilities, property, information, and operations, presenting an actual or potential threat of any kind to DEA/DOJ employees, official visitors, or the visiting public; or, whose continued work under the Contract is otherwise contrary to the public interest as determined by the Contracting Officer.

The Contractor and its personnel agree that DEA may immediately and without advance notice, remove a Contractor Personnel from a DEA worksite or released him/her from their contractual duties for failing or refusing to perform any duty under the Contract or failing to cooperate fully with any inquiry pertaining to the Contract. In addition, DEA reserves the right to take any and all relief appropriate under the circumstances. In the event that any such action is taken, neither the Contractor nor its personnel are entitled to be informed of the basis for the action. Such notice is within the sole discretion of DEA. In these instances, neither the Contractor nor its personnel will be entitled to any compensation for DEA's actions. Any costs incurred by the Contractor for removal of a Contractor Personnel from work under the Contract and any costs incurred in the replacement, including, but limited to, costs for recruiting, training, certifying, clearing, and otherwise qualifying replacement personnel, travel, or litigation are not reimbursable to the Contractor.

The Contracting Officer will notify the Contractor orally or in writing of the need to remove or the removal of any person from performance of work under the Contract. Oral notification will be confirmed in writing by the Contracting Officer. Removals may be effective for a temporary period or permanently, as directed by the Contracting Officer. **The Contracting Officer's determination to permanently remove a person from work under the Contract will be final.** If the Contractor is notified that a Contractor Personnel's access to DEA has been revoked or suspended, the Contractor must remove the Contractor Personnel immediately from further performance of services for DEA.

A determination by DEA that a person is not suitable or eligible to perform work under the Contract is not a denial, suspension, or revocation of a previously granted security clearance by another agency, nor shall it be interpreted as a direction or recommendation to the Contractor regarding the suitability or eligibility of the affected individual for employment outside the scope of DEA.

I, _____ (Contractor Personnel Printed Name) have read and understood the requirements of the above-listed On-Site Contractor Responsibilities and all the documents attached or referenced herein.

Contractor Personnel Signature/Date

"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.: 2015-4543
Daniel W. Simms Division of | Revision No.: 14
Director Wage Determinations | Date Of Last Revision: 05/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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: Florida

Area: Florida County of Dade

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | 15.66 | |
| 01012 - Accounting Clerk II | 17.57 | |
| 01013 - Accounting Clerk III | 19.66 | |
| 01020 - Administrative Assistant | 27.10 | |
| 01035 - Court Reporter | 19.08 | |
| 01041 - Customer Service Representative I | 12.96 | |
| 01042 - Customer Service Representative II | 14.56 | |
| 01043 - Customer Service Representative III | 15.89 | |
| 01051 - Data Entry Operator I | 13.82 | |
| 01052 - Data Entry Operator II | 15.09 | |
| 01060 - Dispatcher Motor Vehicle | 17.11 | |
| 01070 - Document Preparation Clerk | 14.96 | |
| 01090 - Duplicating Machine Operator | 14.96 | |
| 01111 - General Clerk I | 14.14 | |
| 01112 - General Clerk II | 15.43 | |

| | |
|--|-------|
| 01113 - General Clerk III | 17.32 |
| 01120 - Housing Referral Assistant | 21.28 |
| 01141 - Messenger Courier | 14.99 |
| 01191 - Order Clerk I | 14.39 |
| 01192 - Order Clerk II | 15.71 |
| 01261 - Personnel Assistant (Employment) I | 16.97 |
| 01262 - Personnel Assistant (Employment) II | 18.98 |
| 01263 - Personnel Assistant (Employment) III | 21.16 |
| 01270 - Production Control Clerk | 21.49 |
| 01290 - Rental Clerk | 14.93 |
| 01300 - Scheduler Maintenance | 17.06 |
| 01311 - Secretary I | 17.06 |
| 01312 - Secretary II | 19.08 |
| 01313 - Secretary III | 21.28 |
| 01320 - Service Order Dispatcher | 15.29 |
| 01410 - Supply Technician | 27.10 |
| 01420 - Survey Worker | 20.30 |
| 01460 - Switchboard Operator/Receptionist | 13.98 |
| 01531 - Travel Clerk I | 16.25 |
| 01532 - Travel Clerk II | 17.47 |
| 01533 - Travel Clerk III | 19.38 |
| 01611 - Word Processor I | 15.20 |
| 01612 - Word Processor II | 17.06 |
| 01613 - Word Processor III | 19.08 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 19.22 |
| 05010 - Automotive Electrician | 19.13 |
| 05040 - Automotive Glass Installer | 17.86 |
| 05070 - Automotive Worker | 17.86 |
| 05110 - Mobile Equipment Servicer | 15.10 |
| 05130 - Motor Equipment Metal Mechanic | 20.40 |
| 05160 - Motor Equipment Metal Worker | 17.86 |
| 05190 - Motor Vehicle Mechanic | 20.40 |
| 05220 - Motor Vehicle Mechanic Helper | 13.71 |
| 05250 - Motor Vehicle Upholstery Worker | 16.52 |
| 05280 - Motor Vehicle Wrecker | 17.86 |
| 05310 - Painter Automotive | 19.13 |
| 05340 - Radiator Repair Specialist | 17.86 |
| 05370 - Tire Repairer | 13.81 |
| 05400 - Transmission Repair Specialist | 20.40 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.20 |
| 07041 - Cook I | 13.50 |
| 07042 - Cook II | 15.98 |
| 07070 - Dishwasher | 10.70 |
| 07130 - Food Service Worker | 11.70 |
| 07210 - Meat Cutter | 15.41 |
| 07260 - Waiter/Waitress | 10.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.90 |
| 09040 - Furniture Handler | 8.38 |
| 09080 - Furniture Refinisher | 14.98 |
| 09090 - Furniture Refinisher Helper | 12.13 |
| 09110 - Furniture Repairer Minor | 14.15 |

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|--|-------|
| 09130 - Upholsterer | 17.06 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.51 |
| 11060 - Elevator Operator | 11.33 |
| 11090 - Gardener | 18.99 |
| 11122 - Housekeeping Aide | 11.33 |
| 11150 - Janitor | 11.33 |
| 11210 - Laborer Grounds Maintenance | 13.67 |
| 11240 - Maid or Houseman | 11.23 |
| 11260 - Pruner | 11.91 |
| 11270 - Tractor Operator | 17.24 |
| 11330 - Trail Maintenance Worker | 13.67 |
| 11360 - Window Cleaner | 13.01 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.87 |
| 12011 - Breath Alcohol Technician | 20.52 |
| 12012 - Certified Occupational Therapist Assistant | 31.28 |
| 12015 - Certified Physical Therapist Assistant | 29.49 |
| 12020 - Dental Assistant | 18.70 |
| 12025 - Dental Hygienist | 35.10 |
| 12030 - EKG Technician | 23.82 |
| 12035 - Electroneurodiagnostic Technologist | 23.82 |
| 12040 - Emergency Medical Technician | 16.87 |
| 12071 - Licensed Practical Nurse I | 18.34 |
| 12072 - Licensed Practical Nurse II | 20.52 |
| 12073 - Licensed Practical Nurse III | 22.88 |
| 12100 - Medical Assistant | 17.03 |
| 12130 - Medical Laboratory Technician | 23.82 |
| 12160 - Medical Record Clerk | 16.69 |
| 12190 - Medical Record Technician | 20.47 |
| 12195 - Medical Transcriptionist | 17.92 |
| 12210 - Nuclear Medicine Technologist | 35.46 |
| 12221 - Nursing Assistant I | 12.08 |
| 12222 - Nursing Assistant II | 13.57 |
| 12223 - Nursing Assistant III | 14.82 |
| 12224 - Nursing Assistant IV | 16.64 |
| 12235 - Optical Dispenser | 20.85 |
| 12236 - Optical Technician | 15.24 |
| 12250 - Pharmacy Technician | 16.34 |
| 12280 - Phlebotomist | 15.83 |
| 12305 - Radiologic Technologist | 29.29 |
| 12311 - Registered Nurse I | 26.32 |
| 12312 - Registered Nurse II | 31.00 |
| 12313 - Registered Nurse II Specialist | 31.00 |
| 12314 - Registered Nurse III | 37.51 |
| 12315 - Registered Nurse III Anesthetist | 37.51 |
| 12316 - Registered Nurse IV | 44.95 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.41 |
| 12320 - Substance Abuse Treatment Counselor | 28.72 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.68 |
| 13012 - Exhibits Specialist II | 25.62 |
| 13013 - Exhibits Specialist III | 31.34 |
| 13041 - Illustrator I | 22.97 |

| | | |
|---|---------|-------|
| 13042 - Illustrator II | 28.47 | |
| 13043 - Illustrator III | 34.82 | |
| 13047 - Librarian | 31.86 | |
| 13050 - Library Aide/Clerk | 13.31 | |
| 13054 - Library Information Technology Systems Administrator | | 28.75 |
| 13058 - Library Technician | 18.18 | |
| 13061 - Media Specialist I | 19.77 | |
| 13062 - Media Specialist II | 22.28 | |
| 13063 - Media Specialist III | 24.85 | |
| 13071 - Photographer I | 17.44 | |
| 13072 - Photographer II | 19.52 | |
| 13073 - Photographer III | 24.18 | |
| 13074 - Photographer IV | 29.57 | |
| 13075 - Photographer V | 35.78 | |
| 13090 - Technical Order Library Clerk | 17.30 | |
| 13110 - Video Teleconference Technician | 19.39 | |
| 14000 - Information Technology Occupations | | |
| 14041 - Computer Operator I | 16.41 | |
| 14042 - Computer Operator II | 18.36 | |
| 14043 - Computer Operator III | 20.47 | |
| 14044 - Computer Operator IV | 22.75 | |
| 14045 - Computer Operator V | 25.19 | |
| 14071 - Computer Programmer I | (see 1) | 23.27 |
| 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 | 16.41 | |
| 14160 - Personal Computer Support Technician | 22.75 | |
| 14170 - System Support Specialist | 26.39 | |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 31.48 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 38.08 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 42.90 |
| 15050 - Computer Based Training Specialist / Instructor | | 31.48 |
| 15060 - Educational Technologist | 28.17 | |
| 15070 - Flight Instructor (Pilot) | 42.90 | |
| 15080 - Graphic Artist | 25.96 | |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | 40.71 | |
| 15086 - Maintenance Test Pilot Rotary Wing | 40.71 | |
| 15088 - Non-Maintenance Test/Co-Pilot | 40.71 | |
| 15090 - Technical Instructor | 24.91 | |
| 15095 - Technical Instructor/Course Developer | | 30.47 |
| 15110 - Test Proctor | 20.11 | |
| 15120 - Tutor | 20.11 | |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | 10.50 | |
| 16030 - Counter Attendant | 10.50 | |
| 16040 - Dry Cleaner | 13.05 | |
| 16070 - Finisher Flatwork Machine | 10.50 | |
| 16090 - Presser Hand | 10.50 | |

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| 16110 - Presser Machine Drycleaning | 10.50 | |
| 16130 - Presser Machine Shirts | 10.50 | |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.50 |
| 16190 - Sewing Machine Operator | 13.88 | |
| 16220 - Tailor | 14.72 | |
| 16250 - Washer Machine | 11.36 | |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.26 |
| 19040 - Tool And Die Maker | 24.50 | |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | 16.74 | |
| 21030 - Material Coordinator | 21.49 | |
| 21040 - Material Expediter | 21.49 | |
| 21050 - Material Handling Laborer | 13.44 | |
| 21071 - Order Filler | 12.82 | |
| 21080 - Production Line Worker (Food Processing) | | 16.74 |
| 21110 - Shipping Packer | 14.81 | |
| 21130 - Shipping/Receiving Clerk | 14.81 | |
| 21140 - Store Worker I | 10.76 | |
| 21150 - Stock Clerk | 16.44 | |
| 21210 - Tools And Parts Attendant | 16.74 | |
| 21410 - Warehouse Specialist | 16.74 | |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | 31.54 | |
| 23019 - Aircraft Logs and Records Technician | 24.02 | |
| 23021 - Aircraft Mechanic I | 29.63 | |
| 23022 - Aircraft Mechanic II | 31.54 | |
| 23023 - Aircraft Mechanic III | 33.41 | |
| 23040 - Aircraft Mechanic Helper | 19.92 | |
| 23050 - Aircraft Painter | 26.57 | |
| 23060 - Aircraft Servicer | 24.02 | |
| 23070 - Aircraft Survival Flight Equipment Technician | | 26.57 |
| 23080 - Aircraft Worker | 25.98 | |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | | 25.98 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | | 29.63 |
| 23110 - Appliance Mechanic | 19.84 | |
| 23120 - Bicycle Repairer | 13.81 | |
| 23125 - Cable Splicer | 25.04 | |
| 23130 - Carpenter Maintenance | 20.10 | |
| 23140 - Carpet Layer | 20.01 | |
| 23160 - Electrician Maintenance | 22.18 | |
| 23181 - Electronics Technician Maintenance I | | 24.51 |
| 23182 - Electronics Technician Maintenance II | | 26.23 |
| 23183 - Electronics Technician Maintenance III | | 27.97 |
| 23260 - Fabric Worker | 19.39 | |
| 23290 - Fire Alarm System Mechanic | | 20.74 |
| 23310 - Fire Extinguisher Repairer | 16.13 | |
| 23311 - Fuel Distribution System Mechanic | | 24.22 |
| 23312 - Fuel Distribution System Operator | | 17.93 |
| 23370 - General Maintenance Worker | | 16.88 |
| 23380 - Ground Support Equipment Mechanic | | 29.63 |
| 23381 - Ground Support Equipment Servicer | | 24.02 |

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| 23382 - Ground Support Equipment Worker | 25.98 |
| 23391 - Gunsmith I | 16.13 |
| 23392 - Gunsmith II | 19.08 |
| 23393 - Gunsmith III | 21.79 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 20.73 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.06 |
| 23430 - Heavy Equipment Mechanic | 24.34 |
| 23440 - Heavy Equipment Operator | 21.02 |
| 23460 - Instrument Mechanic | 21.79 |
| 23465 - Laboratory/Shelter Mechanic | 20.44 |
| 23470 - Laborer | 13.44 |
| 23510 - Locksmith | 17.81 |
| 23530 - Machinery Maintenance Mechanic | 22.48 |
| 23550 - Machinist Maintenance | 20.38 |
| 23580 - Maintenance Trades Helper | 13.38 |
| 23591 - Metrology Technician I | 21.79 |
| 23592 - Metrology Technician II | 23.19 |
| 23593 - Metrology Technician III | 24.57 |
| 23640 - Millwright | 21.19 |
| 23710 - Office Appliance Repairer | 17.94 |
| 23760 - Painter Maintenance | 17.51 |
| 23790 - Pipefitter Maintenance | 23.14 |
| 23810 - Plumber Maintenance | 21.70 |
| 23820 - Pneudraulic Systems Mechanic | 21.79 |
| 23850 - Rigger | 23.72 |
| 23870 - Scale Mechanic | 19.08 |
| 23890 - Sheet-Metal Worker Maintenance | 21.23 |
| 23910 - Small Engine Mechanic | 19.94 |
| 23931 - Telecommunications Mechanic I | 27.72 |
| 23932 - Telecommunications Mechanic II | 29.50 |
| 23950 - Telephone Lineman | 21.16 |
| 23960 - Welder Combination Maintenance | 18.69 |
| 23965 - Well Driller | 21.79 |
| 23970 - Woodcraft Worker | 21.79 |
| 23980 - Woodworker | 16.13 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.89 |
| 24570 - Child Care Attendant | 11.36 |
| 24580 - Child Care Center Clerk | 15.33 |
| 24610 - Chore Aide | 11.57 |
| 24620 - Family Readiness And Support Services Coordinator | 17.89 |
| 24630 - Homemaker | 17.89 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.96 |
| 25040 - Sewage Plant Operator | 25.43 |
| 25070 - Stationary Engineer | 28.96 |
| 25190 - Ventilation Equipment Tender | 19.46 |
| 25210 - Water Treatment Plant Operator | 25.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 25.97 |
| 27007 - Baggage Inspector | 12.36 |

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| 27008 - Corrections Officer | 27.67 | |
| 27010 - Court Security Officer | 31.35 | |
| 27030 - Detection Dog Handler | 18.11 | |
| 27040 - Detention Officer | 27.67 | |
| 27070 - Firefighter | 33.91 | |
| 27101 - Guard I | 12.36 | |
| 27102 - Guard II | 18.11 | |
| 27131 - Police Officer I | 33.08 | |
| 27132 - Police Officer II | 36.78 | |
| 28000 - Recreation Occupations | | |
| 28041 - Carnival Equipment Operator | 16.00 | |
| 28042 - Carnival Equipment Repairer | 17.63 | |
| 28043 - Carnival Worker | 11.06 | |
| 28210 - Gate Attendant/Gate Tender | 16.14 | |
| 28310 - Lifeguard | 15.76 | |
| 28350 - Park Attendant (Aide) | 18.05 | |
| 28510 - Recreation Aide/Health Facility Attendant | 13.17 | |
| 28515 - Recreation Specialist | 22.36 | |
| 28630 - Sports Official | 14.38 | |
| 28690 - Swimming Pool Operator | 20.87 | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | 28.24 | |
| 29020 - Hatch Tender | 28.24 | |
| 29030 - Line Handler | 28.24 | |
| 29041 - Stevedore I | 26.11 | |
| 29042 - Stevedore II | 30.23 | |
| 30000 - Technical Occupations | | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 42.48 | |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 29.30 | |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 32.27 | |
| 30021 - Archeological Technician I | 18.66 | |
| 30022 - Archeological Technician II | 20.89 | |
| 30023 - Archeological Technician III | 24.98 | |
| 30030 - Cartographic Technician | 25.86 | |
| 30040 - Civil Engineering Technician | 28.38 | |
| 30051 - Cryogenic Technician I | 26.96 | |
| 30052 - Cryogenic Technician II | 29.79 | |
| 30061 - Drafter/CAD Operator I | 18.66 | |
| 30062 - Drafter/CAD Operator II | 20.89 | |
| 30063 - Drafter/CAD Operator III | 23.28 | |
| 30064 - Drafter/CAD Operator IV | 28.66 | |
| 30081 - Engineering Technician I | 17.93 | |
| 30082 - Engineering Technician II | 21.92 | |
| 30083 - Engineering Technician III | 24.53 | |
| 30084 - Engineering Technician IV | 27.90 | |
| 30085 - Engineering Technician V | 34.13 | |
| 30086 - Engineering Technician VI | 41.29 | |
| 30090 - Environmental Technician | 21.84 | |
| 30095 - Evidence Control Specialist | 24.35 | |
| 30210 - Laboratory Technician | 21.88 | |
| 30221 - Latent Fingerprint Technician I | 26.63 | |
| 30222 - Latent Fingerprint Technician II | 29.41 | |
| 30240 - Mathematical Technician | 25.86 | |
| 30361 - Paralegal/Legal Assistant I | 21.78 | |

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|---|---------|-------|
| 30362 - Paralegal/Legal Assistant II | 26.97 | |
| 30363 - Paralegal/Legal Assistant III | 32.99 | |
| 30364 - Paralegal/Legal Assistant IV | 39.92 | |
| 30375 - Petroleum Supply Specialist | 29.79 | |
| 30390 - Photo-Optics Technician | 25.86 | |
| 30395 - Radiation Control Technician | 29.79 | |
| 30461 - Technical Writer I | 25.41 | |
| 30462 - Technical Writer II | 31.08 | |
| 30463 - Technical Writer III | 37.61 | |
| 30491 - Unexploded Ordnance (UXO) Technician I | | 27.00 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 32.67 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 39.16 |
| 30494 - Unexploded (UXO) Safety Escort | | 27.00 |
| 30495 - Unexploded (UXO) Sweep Personnel | | 27.00 |
| 30501 - Weather Forecaster I | 28.66 | |
| 30502 - Weather Forecaster II | 32.79 | |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) | 23.28 |
| Surface Programs | | |
| 30621 - Weather Observer Senior | (see 2) | 25.86 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | 32.67 | |
| 31020 - Bus Aide | 13.02 | |
| 31030 - Bus Driver | 20.01 | |
| 31043 - Driver Courier | 14.92 | |
| 31260 - Parking and Lot Attendant | 10.09 | |
| 31290 - Shuttle Bus Driver | 16.45 | |
| 31310 - Taxi Driver | 12.89 | |
| 31361 - Truckdriver Light | 16.45 | |
| 31362 - Truckdriver Medium | 17.99 | |
| 31363 - Truckdriver Heavy | 19.54 | |
| 31364 - Truckdriver Tractor-Trailer | 19.54 | |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | 15.93 | |
| 99030 - Cashier | 10.46 | |
| 99050 - Desk Clerk | 12.48 | |
| 99095 - Embalmer | 24.52 | |
| 99130 - Flight Follower | 27.00 | |
| 99251 - Laboratory Animal Caretaker I | 13.45 | |
| 99252 - Laboratory Animal Caretaker II | 14.44 | |
| 99260 - Marketing Analyst | 29.95 | |
| 99310 - Mortician | 26.97 | |
| 99410 - Pest Controller | 17.11 | |
| 99510 - Photofinishing Worker | 14.97 | |
| 99710 - Recycling Laborer | 22.44 | |
| 99711 - Recycling Specialist | 28.30 | |
| 99730 - Refuse Collector | 19.55 | |
| 99810 - Sales Clerk | 12.45 | |
| 99820 - School Crossing Guard | 12.93 | |
| 99830 - Survey Party Chief | 22.64 | |
| 99831 - Surveying Aide | 12.33 | |
| 99832 - Surveying Technician | 20.21 | |
| 99840 - Vending Machine Attendant | 12.85 | |
| 99841 - Vending Machine Repairer | 16.68 | |
| 99842 - Vending Machine Repairer Helper | 12.85 | |

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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.: 2015-4535
Daniel W. Simms Division of | Revision No.: 15
Director Wage Determinations | Date Of Last Revision: 05/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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: Florida

Area: Florida County of Broward

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | 15.66 | |
| 01012 - Accounting Clerk II | 17.57 | |
| 01013 - Accounting Clerk III | 19.66 | |
| 01020 - Administrative Assistant | 27.10 | |
| 01035 - Court Reporter | 19.08 | |
| 01041 - Customer Service Representative I | 12.96 | |
| 01042 - Customer Service Representative II | 14.56 | |
| 01043 - Customer Service Representative III | 15.89 | |
| 01051 - Data Entry Operator I | 13.82 | |
| 01052 - Data Entry Operator II | 15.09 | |
| 01060 - Dispatcher Motor Vehicle | 17.16 | |
| 01070 - Document Preparation Clerk | 14.77 | |
| 01090 - Duplicating Machine Operator | 14.77 | |
| 01111 - General Clerk I | 14.14 | |
| 01112 - General Clerk II | 15.43 | |

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| 01113 - General Clerk III | 17.32 |
| 01120 - Housing Referral Assistant | 21.28 |
| 01141 - Messenger Courier | 14.85 |
| 01191 - Order Clerk I | 14.72 |
| 01192 - Order Clerk II | 16.06 |
| 01261 - Personnel Assistant (Employment) I | 16.97 |
| 01262 - Personnel Assistant (Employment) II | 18.98 |
| 01263 - Personnel Assistant (Employment) III | 21.16 |
| 01270 - Production Control Clerk | 20.75 |
| 01290 - Rental Clerk | 14.93 |
| 01300 - Scheduler Maintenance | 17.06 |
| 01311 - Secretary I | 17.06 |
| 01312 - Secretary II | 19.08 |
| 01313 - Secretary III | 21.28 |
| 01320 - Service Order Dispatcher | 15.35 |
| 01410 - Supply Technician | 27.10 |
| 01420 - Survey Worker | 20.30 |
| 01460 - Switchboard Operator/Receptionist | 13.98 |
| 01531 - Travel Clerk I | 16.65 |
| 01532 - Travel Clerk II | 18.09 |
| 01533 - Travel Clerk III | 19.38 |
| 01611 - Word Processor I | 15.20 |
| 01612 - Word Processor II | 17.06 |
| 01613 - Word Processor III | 19.08 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 19.50 |
| 05010 - Automotive Electrician | 19.13 |
| 05040 - Automotive Glass Installer | 17.86 |
| 05070 - Automotive Worker | 17.86 |
| 05110 - Mobile Equipment Servicer | 15.10 |
| 05130 - Motor Equipment Metal Mechanic | 20.40 |
| 05160 - Motor Equipment Metal Worker | 17.86 |
| 05190 - Motor Vehicle Mechanic | 20.40 |
| 05220 - Motor Vehicle Mechanic Helper | 13.71 |
| 05250 - Motor Vehicle Upholstery Worker | 16.52 |
| 05280 - Motor Vehicle Wrecker | 17.86 |
| 05310 - Painter Automotive | 19.13 |
| 05340 - Radiator Repair Specialist | 17.86 |
| 05370 - Tire Repairer | 14.04 |
| 05400 - Transmission Repair Specialist | 20.40 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.20 |
| 07041 - Cook I | 14.20 |
| 07042 - Cook II | 16.81 |
| 07070 - Dishwasher | 10.70 |
| 07130 - Food Service Worker | 11.70 |
| 07210 - Meat Cutter | 15.61 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.41 |
| 09040 - Furniture Handler | 9.80 |
| 09080 - Furniture Refinisher | 16.48 |
| 09090 - Furniture Refinisher Helper | 11.83 |
| 09110 - Furniture Repairer Minor | 14.27 |

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| 09130 - Upholsterer | 17.06 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.51 |
| 11060 - Elevator Operator | 11.33 |
| 11090 - Gardener | 18.99 |
| 11122 - Housekeeping Aide | 11.33 |
| 11150 - Janitor | 11.33 |
| 11210 - Laborer Grounds Maintenance | 13.67 |
| 11240 - Maid or Houseman | 11.23 |
| 11260 - Pruner | 11.91 |
| 11270 - Tractor Operator | 17.24 |
| 11330 - Trail Maintenance Worker | 13.67 |
| 11360 - Window Cleaner | 13.01 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.87 |
| 12011 - Breath Alcohol Technician | 20.52 |
| 12012 - Certified Occupational Therapist Assistant | 31.78 |
| 12015 - Certified Physical Therapist Assistant | 29.49 |
| 12020 - Dental Assistant | 19.65 |
| 12025 - Dental Hygienist | 35.10 |
| 12030 - EKG Technician | 24.21 |
| 12035 - Electroneurodiagnostic Technologist | 24.21 |
| 12040 - Emergency Medical Technician | 16.87 |
| 12071 - Licensed Practical Nurse I | 18.34 |
| 12072 - Licensed Practical Nurse II | 20.52 |
| 12073 - Licensed Practical Nurse III | 22.88 |
| 12100 - Medical Assistant | 17.03 |
| 12130 - Medical Laboratory Technician | 23.82 |
| 12160 - Medical Record Clerk | 17.77 |
| 12190 - Medical Record Technician | 20.52 |
| 12195 - Medical Transcriptionist | 18.61 |
| 12210 - Nuclear Medicine Technologist | 36.19 |
| 12221 - Nursing Assistant I | 12.08 |
| 12222 - Nursing Assistant II | 13.57 |
| 12223 - Nursing Assistant III | 14.82 |
| 12224 - Nursing Assistant IV | 16.64 |
| 12235 - Optical Dispenser | 19.33 |
| 12236 - Optical Technician | 15.24 |
| 12250 - Pharmacy Technician | 16.34 |
| 12280 - Phlebotomist | 15.83 |
| 12305 - Radiologic Technologist | 28.53 |
| 12311 - Registered Nurse I | 26.32 |
| 12312 - Registered Nurse II | 29.80 |
| 12313 - Registered Nurse II Specialist | 29.80 |
| 12314 - Registered Nurse III | 36.04 |
| 12315 - Registered Nurse III Anesthetist | 36.04 |
| 12316 - Registered Nurse IV | 43.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.41 |
| 12320 - Substance Abuse Treatment Counselor | 24.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.68 |
| 13012 - Exhibits Specialist II | 25.62 |
| 13013 - Exhibits Specialist III | 31.34 |
| 13041 - Illustrator I | 20.78 |

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| 13042 - Illustrator II | 25.74 | |
| 13043 - Illustrator III | 31.48 | |
| 13047 - Librarian | 30.39 | |
| 13050 - Library Aide/Clerk | 13.41 | |
| 13054 - Library Information Technology Systems Administrator | | 26.99 |
| 13058 - Library Technician | 19.27 | |
| 13061 - Media Specialist I | 18.57 | |
| 13062 - Media Specialist II | 20.78 | |
| 13063 - Media Specialist III | 23.16 | |
| 13071 - Photographer I | 16.89 | |
| 13072 - Photographer II | 18.89 | |
| 13073 - Photographer III | 23.40 | |
| 13074 - Photographer IV | 28.63 | |
| 13075 - Photographer V | 34.63 | |
| 13090 - Technical Order Library Clerk | 16.85 | |
| 13110 - Video Teleconference Technician | 19.39 | |
| 14000 - Information Technology Occupations | | |
| 14041 - Computer Operator I | 16.41 | |
| 14042 - Computer Operator II | 18.36 | |
| 14043 - Computer Operator III | 20.47 | |
| 14044 - Computer Operator IV | 22.75 | |
| 14045 - Computer Operator V | 25.19 | |
| 14071 - Computer Programmer I | (see 1) | 22.63 |
| 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 | 16.41 | |
| 14160 - Personal Computer Support Technician | 22.75 | |
| 14170 - System Support Specialist | 25.84 | |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 31.48 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 38.08 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 41.70 |
| 15050 - Computer Based Training Specialist / Instructor | | 31.48 |
| 15060 - Educational Technologist | 26.98 | |
| 15070 - Flight Instructor (Pilot) | 41.70 | |
| 15080 - Graphic Artist | 23.85 | |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 39.28 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 39.28 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 39.28 |
| 15090 - Technical Instructor | 24.76 | |
| 15095 - Technical Instructor/Course Developer | | 30.28 |
| 15110 - Test Proctor | 19.99 | |
| 15120 - Tutor | 19.99 | |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | 10.50 | |
| 16030 - Counter Attendant | 10.50 | |
| 16040 - Dry Cleaner | 13.05 | |
| 16070 - Finisher Flatwork Machine | | 10.50 |
| 16090 - Presser Hand | 10.50 | |

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| 16110 - Presser Machine Drycleaning | 10.50 | |
| 16130 - Presser Machine Shirts | 10.50 | |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.50 |
| 16190 - Sewing Machine Operator | 13.88 | |
| 16220 - Tailor | 14.72 | |
| 16250 - Washer Machine | 11.36 | |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 17.86 |
| 19040 - Tool And Die Maker | 22.71 | |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | 17.31 | |
| 21030 - Material Coordinator | 20.75 | |
| 21040 - Material Expediter | 20.75 | |
| 21050 - Material Handling Laborer | 13.44 | |
| 21071 - Order Filler | 13.04 | |
| 21080 - Production Line Worker (Food Processing) | | 17.31 |
| 21110 - Shipping Packer | 14.95 | |
| 21130 - Shipping/Receiving Clerk | 14.95 | |
| 21140 - Store Worker I | 10.76 | |
| 21150 - Stock Clerk | 16.44 | |
| 21210 - Tools And Parts Attendant | 17.31 | |
| 21410 - Warehouse Specialist | 17.31 | |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | 32.73 | |
| 23019 - Aircraft Logs and Records Technician | 24.90 | |
| 23021 - Aircraft Mechanic I | 30.75 | |
| 23022 - Aircraft Mechanic II | 32.73 | |
| 23023 - Aircraft Mechanic III | 34.67 | |
| 23040 - Aircraft Mechanic Helper | 20.67 | |
| 23050 - Aircraft Painter | 28.84 | |
| 23060 - Aircraft Servicer | 24.90 | |
| 23070 - Aircraft Survival Flight Equipment Technician | | 28.84 |
| 23080 - Aircraft Worker | 26.92 | |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | | 26.92 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | | 30.75 |
| 23110 - Appliance Mechanic | 19.84 | |
| 23120 - Bicycle Repairer | 15.44 | |
| 23125 - Cable Splicer | 25.67 | |
| 23130 - Carpenter Maintenance | 20.10 | |
| 23140 - Carpet Layer | 20.01 | |
| 23160 - Electrician Maintenance | 21.51 | |
| 23181 - Electronics Technician Maintenance I | | 24.51 |
| 23182 - Electronics Technician Maintenance II | | 26.58 |
| 23183 - Electronics Technician Maintenance III | | 29.81 |
| 23260 - Fabric Worker | 17.63 | |
| 23290 - Fire Alarm System Mechanic | 20.98 | |
| 23310 - Fire Extinguisher Repairer | 16.13 | |
| 23311 - Fuel Distribution System Mechanic | 22.92 | |
| 23312 - Fuel Distribution System Operator | 16.97 | |
| 23370 - General Maintenance Worker | 16.88 | |
| 23380 - Ground Support Equipment Mechanic | | 30.75 |
| 23381 - Ground Support Equipment Servicer | | 24.90 |

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| 23382 - Ground Support Equipment Worker | 26.92 |
| 23391 - Gunsmith I | 16.13 |
| 23392 - Gunsmith II | 19.08 |
| 23393 - Gunsmith III | 21.79 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 20.73 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.06 |
| 23430 - Heavy Equipment Mechanic | 24.34 |
| 23440 - Heavy Equipment Operator | 21.47 |
| 23460 - Instrument Mechanic | 21.79 |
| 23465 - Laboratory/Shelter Mechanic | 20.44 |
| 23470 - Laborer | 13.44 |
| 23510 - Locksmith | 23.19 |
| 23530 - Machinery Maintenance Mechanic | 22.98 |
| 23550 - Machinist Maintenance | 20.38 |
| 23580 - Maintenance Trades Helper | 14.34 |
| 23591 - Metrology Technician I | 21.79 |
| 23592 - Metrology Technician II | 23.19 |
| 23593 - Metrology Technician III | 24.57 |
| 23640 - Millwright | 21.19 |
| 23710 - Office Appliance Repairer | 19.50 |
| 23760 - Painter Maintenance | 17.51 |
| 23790 - Pipefitter Maintenance | 23.14 |
| 23810 - Plumber Maintenance | 21.70 |
| 23820 - Pneudraulic Systems Mechanic | 21.79 |
| 23850 - Rigger | 23.72 |
| 23870 - Scale Mechanic | 19.08 |
| 23890 - Sheet-Metal Worker Maintenance | 21.23 |
| 23910 - Small Engine Mechanic | 19.94 |
| 23931 - Telecommunications Mechanic I | 27.72 |
| 23932 - Telecommunications Mechanic II | 29.50 |
| 23950 - Telephone Lineman | 20.79 |
| 23960 - Welder Combination Maintenance | 18.69 |
| 23965 - Well Driller | 21.79 |
| 23970 - Woodcraft Worker | 21.79 |
| 23980 - Woodworker | 16.13 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.89 |
| 24570 - Child Care Attendant | 11.36 |
| 24580 - Child Care Center Clerk | 15.33 |
| 24610 - Chore Aide | 11.57 |
| 24620 - Family Readiness And Support Services Coordinator | 17.89 |
| 24630 - Homemaker | 17.89 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.50 |
| 25040 - Sewage Plant Operator | 24.77 |
| 25070 - Stationary Engineer | 25.50 |
| 25190 - Ventilation Equipment Tender | 17.15 |
| 25210 - Water Treatment Plant Operator | 24.77 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 25.97 |
| 27007 - Baggage Inspector | 12.36 |

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| 27008 - Corrections Officer | 33.02 | |
| 27010 - Court Security Officer | 32.52 | |
| 27030 - Detection Dog Handler | 18.11 | |
| 27040 - Detention Officer | 33.02 | |
| 27070 - Firefighter | 33.91 | |
| 27101 - Guard I | 12.36 | |
| 27102 - Guard II | 18.11 | |
| 27131 - Police Officer I | 33.00 | |
| 27132 - Police Officer II | 36.67 | |
| 28000 - Recreation Occupations | | |
| 28041 - Carnival Equipment Operator | 15.40 | |
| 28042 - Carnival Equipment Repairer | 16.97 | |
| 28043 - Carnival Worker | 10.64 | |
| 28210 - Gate Attendant/Gate Tender | 16.55 | |
| 28310 - Lifeguard | 16.05 | |
| 28350 - Park Attendant (Aide) | 18.52 | |
| 28510 - Recreation Aide/Health Facility Attendant | 13.51 | |
| 28515 - Recreation Specialist | 22.94 | |
| 28630 - Sports Official | 14.75 | |
| 28690 - Swimming Pool Operator | 20.07 | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | 27.74 | |
| 29020 - Hatch Tender | 27.74 | |
| 29030 - Line Handler | 27.74 | |
| 29041 - Stevedore I | 25.66 | |
| 29042 - Stevedore II | 29.72 | |
| 30000 - Technical Occupations | | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 42.48 | |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 29.30 | |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 32.27 | |
| 30021 - Archeological Technician I | 18.66 | |
| 30022 - Archeological Technician II | 20.89 | |
| 30023 - Archeological Technician III | 24.98 | |
| 30030 - Cartographic Technician | 25.86 | |
| 30040 - Civil Engineering Technician | 25.11 | |
| 30051 - Cryogenic Technician I | 26.96 | |
| 30052 - Cryogenic Technician II | 29.79 | |
| 30061 - Drafter/CAD Operator I | 18.66 | |
| 30062 - Drafter/CAD Operator II | 20.89 | |
| 30063 - Drafter/CAD Operator III | 23.28 | |
| 30064 - Drafter/CAD Operator IV | 28.66 | |
| 30081 - Engineering Technician I | 18.79 | |
| 30082 - Engineering Technician II | 21.92 | |
| 30083 - Engineering Technician III | 24.53 | |
| 30084 - Engineering Technician IV | 29.22 | |
| 30085 - Engineering Technician V | 35.73 | |
| 30086 - Engineering Technician VI | 41.29 | |
| 30090 - Environmental Technician | 22.97 | |
| 30095 - Evidence Control Specialist | 24.05 | |
| 30210 - Laboratory Technician | 22.08 | |
| 30221 - Latent Fingerprint Technician I | 26.63 | |
| 30222 - Latent Fingerprint Technician II | 29.41 | |
| 30240 - Mathematical Technician | 25.86 | |
| 30361 - Paralegal/Legal Assistant I | 21.78 | |

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| 30362 - Paralegal/Legal Assistant II | 26.97 | |
| 30363 - Paralegal/Legal Assistant III | 32.99 | |
| 30364 - Paralegal/Legal Assistant IV | 39.92 | |
| 30375 - Petroleum Supply Specialist | 29.41 | |
| 30390 - Photo-Optics Technician | 25.86 | |
| 30395 - Radiation Control Technician | 29.41 | |
| 30461 - Technical Writer I | 25.41 | |
| 30462 - Technical Writer II | 31.08 | |
| 30463 - Technical Writer III | 37.61 | |
| 30491 - Unexploded Ordnance (UXO) Technician I | | 27.00 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 32.67 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 39.16 |
| 30494 - Unexploded (UXO) Safety Escort | | 27.00 |
| 30495 - Unexploded (UXO) Sweep Personnel | | 27.00 |
| 30501 - Weather Forecaster I | 26.96 | |
| 30502 - Weather Forecaster II | 32.40 | |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) | 23.28 |
| Surface Programs | | |
| 30621 - Weather Observer Senior | (see 2) | 25.86 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | 32.67 | |
| 31020 - Bus Aide | 12.46 | |
| 31030 - Bus Driver | 18.95 | |
| 31043 - Driver Courier | 14.92 | |
| 31260 - Parking and Lot Attendant | 10.09 | |
| 31290 - Shuttle Bus Driver | 16.45 | |
| 31310 - Taxi Driver | 13.27 | |
| 31361 - Truckdriver Light | 16.45 | |
| 31362 - Truckdriver Medium | 17.99 | |
| 31363 - Truckdriver Heavy | 19.54 | |
| 31364 - Truckdriver Tractor-Trailer | 19.54 | |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | 15.93 | |
| 99030 - Cashier | 10.46 | |
| 99050 - Desk Clerk | 12.48 | |
| 99095 - Embalmer | 24.75 | |
| 99130 - Flight Follower | 27.00 | |
| 99251 - Laboratory Animal Caretaker I | 13.87 | |
| 99252 - Laboratory Animal Caretaker II | 15.28 | |
| 99260 - Marketing Analyst | 29.71 | |
| 99310 - Mortician | 27.23 | |
| 99410 - Pest Controller | 17.11 | |
| 99510 - Photofinishing Worker | 14.81 | |
| 99710 - Recycling Laborer | 22.44 | |
| 99711 - Recycling Specialist | 28.30 | |
| 99730 - Refuse Collector | 19.55 | |
| 99810 - Sales Clerk | 12.58 | |
| 99820 - School Crossing Guard | 12.93 | |
| 99830 - Survey Party Chief | 21.20 | |
| 99831 - Surveying Aide | 12.80 | |
| 99832 - Surveying Technician | 19.32 | |
| 99840 - Vending Machine Attendant | 11.98 | |
| 99841 - Vending Machine Repairer | 15.62 | |
| 99842 - Vending Machine Repairer Helper | 11.98 | |

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 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.: 2015-4529
Daniel W. Simms Division of | Revision No.: 11
Director Wage Determinations | Date Of Last Revision: 07/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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: Florida

Area: Florida County of Lee

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | 14.58 | |
| 01012 - Accounting Clerk II | 16.36 | |
| 01013 - Accounting Clerk III | 18.31 | |
| 01020 - Administrative Assistant | 24.73 | |
| 01035 - Court Reporter | 18.36 | |
| 01041 - Customer Service Representative I | 12.44 | |
| 01042 - Customer Service Representative II | 13.99 | |
| 01043 - Customer Service Representative III | 15.26 | |
| 01051 - Data Entry Operator I | 13.16 | |
| 01052 - Data Entry Operator II | 14.36 | |
| 01060 - Dispatcher Motor Vehicle | 17.73 | |
| 01070 - Document Preparation Clerk | 16.34 | |
| 01090 - Duplicating Machine Operator | 16.34 | |
| 01111 - General Clerk I | 12.74 | |
| 01112 - General Clerk II | 13.90 | |

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| 01113 - General Clerk III | 15.60 |
| 01120 - Housing Referral Assistant | 19.56 |
| 01141 - Messenger Courier | 15.73 |
| 01191 - Order Clerk I | 13.28 |
| 01192 - Order Clerk II | 14.49 |
| 01261 - Personnel Assistant (Employment) I | 16.14 |
| 01262 - Personnel Assistant (Employment) II | 18.22 |
| 01263 - Personnel Assistant (Employment) III | 20.12 |
| 01270 - Production Control Clerk | 21.14 |
| 01290 - Rental Clerk | 14.73 |
| 01300 - Scheduler Maintenance | 15.68 |
| 01311 - Secretary I | 15.68 |
| 01312 - Secretary II | 17.54 |
| 01313 - Secretary III | 19.56 |
| 01320 - Service Order Dispatcher | 15.85 |
| 01410 - Supply Technician | 24.73 |
| 01420 - Survey Worker | 15.46 |
| 01460 - Switchboard Operator/Receptionist | 14.21 |
| 01531 - Travel Clerk I | 15.91 |
| 01532 - Travel Clerk II | 17.21 |
| 01533 - Travel Clerk III | 18.73 |
| 01611 - Word Processor I | 14.51 |
| 01612 - Word Processor II | 16.29 |
| 01613 - Word Processor III | 18.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 20.27 |
| 05010 - Automotive Electrician | 20.79 |
| 05040 - Automotive Glass Installer | 19.87 |
| 05070 - Automotive Worker | 19.87 |
| 05110 - Mobile Equipment Servicer | 18.02 |
| 05130 - Motor Equipment Metal Mechanic | 21.75 |
| 05160 - Motor Equipment Metal Worker | 19.87 |
| 05190 - Motor Vehicle Mechanic | 20.88 |
| 05220 - Motor Vehicle Mechanic Helper | 17.00 |
| 05250 - Motor Vehicle Upholstery Worker | 18.94 |
| 05280 - Motor Vehicle Wrecker | 19.87 |
| 05310 - Painter Automotive | 20.79 |
| 05340 - Radiator Repair Specialist | 19.87 |
| 05370 - Tire Repairer | 13.95 |
| 05400 - Transmission Repair Specialist | 21.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.16 |
| 07041 - Cook I | 13.75 |
| 07042 - Cook II | 15.98 |
| 07070 - Dishwasher | 11.28 |
| 07130 - Food Service Worker | 11.37 |
| 07210 - Meat Cutter | 17.46 |
| 07260 - Waiter/Waitress | 9.54 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.61 |
| 09040 - Furniture Handler | 12.57 |
| 09080 - Furniture Refinisher | 19.24 |
| 09090 - Furniture Refinisher Helper | 14.58 |
| 09110 - Furniture Repairer Minor | 16.84 |

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| 09130 - Upholsterer | 19.61 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.34 |
| 11060 - Elevator Operator | 11.34 |
| 11090 - Gardener | 17.88 |
| 11122 - Housekeeping Aide | 12.93 |
| 11150 - Janitor | 12.93 |
| 11210 - Laborer Grounds Maintenance | 13.52 |
| 11240 - Maid or Houseman | 11.23 |
| 11260 - Pruner | 11.91 |
| 11270 - Tractor Operator | 16.42 |
| 11330 - Trail Maintenance Worker | 13.52 |
| 11360 - Window Cleaner | 14.66 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.14 |
| 12011 - Breath Alcohol Technician | 19.14 |
| 12012 - Certified Occupational Therapist Assistant | 32.64 |
| 12015 - Certified Physical Therapist Assistant | 31.17 |
| 12020 - Dental Assistant | 19.73 |
| 12025 - Dental Hygienist | 36.67 |
| 12030 - EKG Technician | 21.37 |
| 12035 - Electroneurodiagnostic Technologist | 21.37 |
| 12040 - Emergency Medical Technician | 19.14 |
| 12071 - Licensed Practical Nurse I | 17.44 |
| 12072 - Licensed Practical Nurse II | 19.51 |
| 12073 - Licensed Practical Nurse III | 21.75 |
| 12100 - Medical Assistant | 16.77 |
| 12130 - Medical Laboratory Technician | 24.12 |
| 12160 - Medical Record Clerk | 17.07 |
| 12190 - Medical Record Technician | 19.27 |
| 12195 - Medical Transcriptionist | 18.28 |
| 12210 - Nuclear Medicine Technologist | 36.59 |
| 12221 - Nursing Assistant I | 11.33 |
| 12222 - Nursing Assistant II | 12.74 |
| 12223 - Nursing Assistant III | 13.90 |
| 12224 - Nursing Assistant IV | 15.61 |
| 12235 - Optical Dispenser | 23.21 |
| 12236 - Optical Technician | 17.11 |
| 12250 - Pharmacy Technician | 15.81 |
| 12280 - Phlebotomist | 15.24 |
| 12305 - Radiologic Technologist | 29.63 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 - Registered Nurse II | 28.05 |
| 12313 - Registered Nurse II Specialist | 28.05 |
| 12314 - Registered Nurse III | 33.94 |
| 12315 - Registered Nurse III Anesthetist | 33.94 |
| 12316 - Registered Nurse IV | 40.68 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.71 |
| 12320 - Substance Abuse Treatment Counselor | 28.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.89 |
| 13012 - Exhibits Specialist II | 28.35 |
| 13013 - Exhibits Specialist III | 34.68 |
| 13041 - Illustrator I | 22.85 |

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| 13042 - Illustrator II | 28.30 | |
| 13043 - Illustrator III | 34.62 | |
| 13047 - Librarian | 31.40 | |
| 13050 - Library Aide/Clerk | 13.27 | |
| 13054 - Library Information Technology Systems Administrator | | 28.35 |
| 13058 - Library Technician | 18.32 | |
| 13061 - Media Specialist I | 20.45 | |
| 13062 - Media Specialist II | 22.89 | |
| 13063 - Media Specialist III | 25.52 | |
| 13071 - Photographer I | 18.09 | |
| 13072 - Photographer II | 20.23 | |
| 13073 - Photographer III | 25.08 | |
| 13074 - Photographer IV | 29.18 | |
| 13075 - Photographer V | 35.30 | |
| 13090 - Technical Order Library Clerk | 17.60 | |
| 13110 - Video Teleconference Technician | 18.18 | |
| 14000 - Information Technology Occupations | | |
| 14041 - Computer Operator I | 16.09 | |
| 14042 - Computer Operator II | 18.00 | |
| 14043 - Computer Operator III | 20.06 | |
| 14044 - Computer Operator IV | 22.29 | |
| 14045 - Computer Operator V | 24.69 | |
| 14071 - Computer Programmer I | (see 1) | 22.92 |
| 14072 - Computer Programmer II | (see 1) | 27.56 |
| 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 | 16.09 | |
| 14160 - Personal Computer Support Technician | 22.29 | |
| 14170 - System Support Specialist | 27.71 | |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.55 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 40.18 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.03 |
| 15060 - Educational Technologist | 29.79 | |
| 15070 - Flight Instructor (Pilot) | 40.18 | |
| 15080 - Graphic Artist | 22.03 | |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 39.96 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 39.96 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 39.96 |
| 15090 - Technical Instructor | 22.94 | |
| 15095 - Technical Instructor/Course Developer | | 28.06 |
| 15110 - Test Proctor | 18.52 | |
| 15120 - Tutor | 18.52 | |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | 10.38 | |
| 16030 - Counter Attendant | 10.38 | |
| 16040 - Dry Cleaner | 13.17 | |
| 16070 - Finisher Flatwork Machine | | 10.38 |
| 16090 - Presser Hand | 10.38 | |

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| 16110 - Presser Machine Drycleaning | 10.38 | |
| 16130 - Presser Machine Shirts | 10.38 | |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.38 |
| 16190 - Sewing Machine Operator | 14.09 | |
| 16220 - Tailor | 14.98 | |
| 16250 - Washer Machine | 11.36 | |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.16 |
| 19040 - Tool And Die Maker | 24.55 | |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | 18.50 | |
| 21030 - Material Coordinator | 19.82 | |
| 21040 - Material Expediter | 19.82 | |
| 21050 - Material Handling Laborer | 13.81 | |
| 21071 - Order Filler | 12.44 | |
| 21080 - Production Line Worker (Food Processing) | | 18.50 |
| 21110 - Shipping Packer | 14.54 | |
| 21130 - Shipping/Receiving Clerk | 14.54 | |
| 21140 - Store Worker I | 11.01 | |
| 21150 - Stock Clerk | 15.73 | |
| 21210 - Tools And Parts Attendant | 18.50 | |
| 21410 - Warehouse Specialist | 18.50 | |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | 26.81 | |
| 23019 - Aircraft Logs and Records Technician | | 21.80 |
| 23021 - Aircraft Mechanic I | 25.46 | |
| 23022 - Aircraft Mechanic II | 26.81 | |
| 23023 - Aircraft Mechanic III | 27.96 | |
| 23040 - Aircraft Mechanic Helper | 19.58 | |
| 23050 - Aircraft Painter | 23.29 | |
| 23060 - Aircraft Servicer | 21.80 | |
| 23070 - Aircraft Survival Flight Equipment Technician | | 23.29 |
| 23080 - Aircraft Worker | 22.87 | |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | | 22.87 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | | 25.46 |
| 23110 - Appliance Mechanic | 21.43 | |
| 23120 - Bicycle Repairer | 17.33 | |
| 23125 - Cable Splicer | 25.53 | |
| 23130 - Carpenter Maintenance | 19.09 | |
| 23140 - Carpet Layer | 18.35 | |
| 23160 - Electrician Maintenance | 21.66 | |
| 23181 - Electronics Technician Maintenance I | | 22.70 |
| 23182 - Electronics Technician Maintenance II | | 24.12 |
| 23183 - Electronics Technician Maintenance III | | 25.67 |
| 23260 - Fabric Worker | 18.77 | |
| 23290 - Fire Alarm System Mechanic | 21.42 | |
| 23310 - Fire Extinguisher Repairer | 17.33 | |
| 23311 - Fuel Distribution System Mechanic | 22.80 | |
| 23312 - Fuel Distribution System Operator | 17.33 | |
| 23370 - General Maintenance Worker | 17.25 | |
| 23380 - Ground Support Equipment Mechanic | | 25.46 |
| 23381 - Ground Support Equipment Servicer | | 21.80 |

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| 23382 - Ground Support Equipment Worker | 22.87 |
| 23391 - Gunsmith I | 17.33 |
| 23392 - Gunsmith II | 20.16 |
| 23393 - Gunsmith III | 22.80 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 22.98 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 24.21 |
| 23430 - Heavy Equipment Mechanic | 24.01 |
| 23440 - Heavy Equipment Operator | 18.62 |
| 23460 - Instrument Mechanic | 22.80 |
| 23465 - Laboratory/Shelter Mechanic | 21.43 |
| 23470 - Laborer | 13.85 |
| 23510 - Locksmith | 20.32 |
| 23530 - Machinery Maintenance Mechanic | 24.17 |
| 23550 - Machinist Maintenance | 20.60 |
| 23580 - Maintenance Trades Helper | 15.68 |
| 23591 - Metrology Technician I | 22.80 |
| 23592 - Metrology Technician II | 24.02 |
| 23593 - Metrology Technician III | 25.05 |
| 23640 - Millwright | 22.80 |
| 23710 - Office Appliance Repairer | 19.18 |
| 23760 - Painter Maintenance | 17.67 |
| 23790 - Pipefitter Maintenance | 23.43 |
| 23810 - Plumber Maintenance | 22.02 |
| 23820 - Pneudraulic Systems Mechanic | 22.80 |
| 23850 - Rigger | 22.90 |
| 23870 - Scale Mechanic | 20.16 |
| 23890 - Sheet-Metal Worker Maintenance | 19.44 |
| 23910 - Small Engine Mechanic | 17.97 |
| 23931 - Telecommunications Mechanic I | 26.15 |
| 23932 - Telecommunications Mechanic II | 27.54 |
| 23950 - Telephone Lineman | 24.84 |
| 23960 - Welder Combination Maintenance | 18.63 |
| 23965 - Well Driller | 21.30 |
| 23970 - Woodcraft Worker | 22.80 |
| 23980 - Woodworker | 17.33 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 19.05 |
| 24570 - Child Care Attendant | 11.14 |
| 24580 - Child Care Center Clerk | 14.10 |
| 24610 - Chore Aide | 11.53 |
| 24620 - Family Readiness And Support Services Coordinator | 19.05 |
| 24630 - Homemaker | 19.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.95 |
| 25040 - Sewage Plant Operator | 23.49 |
| 25070 - Stationary Engineer | 22.95 |
| 25190 - Ventilation Equipment Tender | 16.10 |
| 25210 - Water Treatment Plant Operator | 23.49 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.16 |
| 27007 - Baggage Inspector | 12.89 |

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| 27008 - Corrections Officer | 26.93 | |
| 27010 - Court Security Officer | 26.20 | |
| 27030 - Detection Dog Handler | 16.69 | |
| 27040 - Detention Officer | 26.93 | |
| 27070 - Firefighter | 26.20 | |
| 27101 - Guard I | 12.89 | |
| 27102 - Guard II | 16.69 | |
| 27131 - Police Officer I | 24.05 | |
| 27132 - Police Officer II | 26.80 | |
| 28000 - Recreation Occupations | | |
| 28041 - Carnival Equipment Operator | 15.07 | |
| 28042 - Carnival Equipment Repairer | 16.39 | |
| 28043 - Carnival Worker | 10.90 | |
| 28210 - Gate Attendant/Gate Tender | 16.40 | |
| 28310 - Lifeguard | 14.17 | |
| 28350 - Park Attendant (Aide) | 18.35 | |
| 28510 - Recreation Aide/Health Facility Attendant | | 12.86 |
| 28515 - Recreation Specialist | 22.73 | |
| 28630 - Sports Official | 14.61 | |
| 28690 - Swimming Pool Operator | 19.07 | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | 25.26 | |
| 29020 - Hatch Tender | 25.26 | |
| 29030 - Line Handler | 25.26 | |
| 29041 - Stevedore I | 23.52 | |
| 29042 - Stevedore II | 26.85 | |
| 30000 - Technical Occupations | | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | | 39.89 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | | 27.50 |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | | 30.29 |
| 30021 - Archeological Technician I | 18.15 | |
| 30022 - Archeological Technician II | 20.32 | |
| 30023 - Archeological Technician III | 25.16 | |
| 30030 - Cartographic Technician | 25.16 | |
| 30040 - Civil Engineering Technician | 26.62 | |
| 30051 - Cryogenic Technician I | 27.87 | |
| 30052 - Cryogenic Technician II | 30.78 | |
| 30061 - Drafter/CAD Operator I | 18.15 | |
| 30062 - Drafter/CAD Operator II | 20.32 | |
| 30063 - Drafter/CAD Operator III | 22.65 | |
| 30064 - Drafter/CAD Operator IV | 27.87 | |
| 30081 - Engineering Technician I | 16.69 | |
| 30082 - Engineering Technician II | 18.74 | |
| 30083 - Engineering Technician III | 21.23 | |
| 30084 - Engineering Technician IV | 25.16 | |
| 30085 - Engineering Technician V | 30.78 | |
| 30086 - Engineering Technician VI | 37.25 | |
| 30090 - Environmental Technician | 25.16 | |
| 30095 - Evidence Control Specialist | 25.16 | |
| 30210 - Laboratory Technician | 22.65 | |
| 30221 - Latent Fingerprint Technician I | 24.81 | |
| 30222 - Latent Fingerprint Technician II | 27.39 | |
| 30240 - Mathematical Technician | 25.16 | |
| 30361 - Paralegal/Legal Assistant I | 19.84 | |

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| 30362 - Paralegal/Legal Assistant II | 24.57 | |
| 30363 - Paralegal/Legal Assistant III | 30.06 | |
| 30364 - Paralegal/Legal Assistant IV | 36.37 | |
| 30375 - Petroleum Supply Specialist | 30.78 | |
| 30390 - Photo-Optics Technician | 25.16 | |
| 30395 - Radiation Control Technician | 30.78 | |
| 30461 - Technical Writer I | 24.10 | |
| 30462 - Technical Writer II | 29.47 | |
| 30463 - Technical Writer III | 35.66 | |
| 30491 - Unexploded Ordnance (UXO) Technician I | | 25.35 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 30.67 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 36.76 |
| 30494 - Unexploded (UXO) Safety Escort | | 25.35 |
| 30495 - Unexploded (UXO) Sweep Personnel | | 25.35 |
| 30501 - Weather Forecaster I | 27.87 | |
| 30502 - Weather Forecaster II | 33.91 | |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) | 22.65 |
| Surface Programs | | |
| 30621 - Weather Observer Senior | (see 2) | 25.16 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | 30.67 | |
| 31020 - Bus Aide | 12.23 | |
| 31030 - Bus Driver | 17.51 | |
| 31043 - Driver Courier | 13.91 | |
| 31260 - Parking and Lot Attendant | 9.92 | |
| 31290 - Shuttle Bus Driver | 15.14 | |
| 31310 - Taxi Driver | 12.13 | |
| 31361 - Truckdriver Light | 15.14 | |
| 31362 - Truckdriver Medium | 16.39 | |
| 31363 - Truckdriver Heavy | 19.13 | |
| 31364 - Truckdriver Tractor-Trailer | 19.13 | |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | 14.95 | |
| 99030 - Cashier | 11.27 | |
| 99050 - Desk Clerk | 11.84 | |
| 99095 - Embalmer | 26.58 | |
| 99130 - Flight Follower | 25.35 | |
| 99251 - Laboratory Animal Caretaker I | 13.33 | |
| 99252 - Laboratory Animal Caretaker II | 14.50 | |
| 99260 - Marketing Analyst | 27.98 | |
| 99310 - Mortician | 26.58 | |
| 99410 - Pest Controller | 16.13 | |
| 99510 - Photofinishing Worker | 14.66 | |
| 99710 - Recycling Laborer | 17.90 | |
| 99711 - Recycling Specialist | 21.76 | |
| 99730 - Refuse Collector | 15.74 | |
| 99810 - Sales Clerk | 12.49 | |
| 99820 - School Crossing Guard | 12.48 | |
| 99830 - Survey Party Chief | 19.48 | |
| 99831 - Surveying Aide | 11.98 | |
| 99832 - Surveying Technician | 18.29 | |
| 99840 - Vending Machine Attendant | 13.48 | |
| 99841 - Vending Machine Repairer | 16.97 | |
| 99842 - Vending Machine Repairer Helper | 13.48 | |

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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; and 3 weeks after 5 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

laundrying 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 laundrying 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.: 2015-4559
Daniel W. Simms Division of | Revision No.: 13
Director Wage Determinations| Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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: Florida

Area: Florida Counties of Bay Gulf

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | 14.45 | |
| 01012 - Accounting Clerk II | 16.22 | |
| 01013 - Accounting Clerk III | 18.15 | |
| 01020 - Administrative Assistant | 20.69 | |
| 01035 - Court Reporter | 17.78 | |
| 01041 - Customer Service Representative I | 11.69 | |
| 01042 - Customer Service Representative II | 13.14 | |
| 01043 - Customer Service Representative III | 14.34 | |
| 01051 - Data Entry Operator I | 13.43 | |
| 01052 - Data Entry Operator II | 14.65 | |
| 01060 - Dispatcher Motor Vehicle | 18.10 | |
| 01070 - Document Preparation Clerk | 14.16 | |
| 01090 - Duplicating Machine Operator | 14.16 | |
| 01111 - General Clerk I | 13.29 | |
| 01112 - General Clerk II | 14.50 | |

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| 01113 - General Clerk III | 16.28 |
| 01120 - Housing Referral Assistant | 19.82 |
| 01141 - Messenger Courier | 12.98 |
| 01191 - Order Clerk I | 14.28 |
| 01192 - Order Clerk II | 15.59 |
| 01261 - Personnel Assistant (Employment) I | 15.94 |
| 01262 - Personnel Assistant (Employment) II | 17.84 |
| 01263 - Personnel Assistant (Employment) III | 19.88 |
| 01270 - Production Control Clerk | 25.61 |
| 01290 - Rental Clerk | 14.18 |
| 01300 - Scheduler Maintenance | 15.89 |
| 01311 - Secretary I | 15.89 |
| 01312 - Secretary II | 17.78 |
| 01313 - Secretary III | 19.82 |
| 01320 - Service Order Dispatcher | 16.17 |
| 01410 - Supply Technician | 20.69 |
| 01420 - Survey Worker | 15.69 |
| 01460 - Switchboard Operator/Receptionist | 13.38 |
| 01531 - Travel Clerk I | 12.68 |
| 01532 - Travel Clerk II | 13.39 |
| 01533 - Travel Clerk III | 14.08 |
| 01611 - Word Processor I | 14.16 |
| 01612 - Word Processor II | 15.89 |
| 01613 - Word Processor III | 17.78 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 19.27 |
| 05010 - Automotive Electrician | 20.53 |
| 05040 - Automotive Glass Installer | 19.34 |
| 05070 - Automotive Worker | 19.34 |
| 05110 - Mobile Equipment Servicer | 16.91 |
| 05130 - Motor Equipment Metal Mechanic | 21.82 |
| 05160 - Motor Equipment Metal Worker | 19.34 |
| 05190 - Motor Vehicle Mechanic | 21.82 |
| 05220 - Motor Vehicle Mechanic Helper | 15.66 |
| 05250 - Motor Vehicle Upholstery Worker | 18.12 |
| 05280 - Motor Vehicle Wrecker | 19.34 |
| 05310 - Painter Automotive | 20.53 |
| 05340 - Radiator Repair Specialist | 19.34 |
| 05370 - Tire Repairer | 16.69 |
| 05400 - Transmission Repair Specialist | 21.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.74 |
| 07041 - Cook I | 11.69 |
| 07042 - Cook II | 13.37 |
| 07070 - Dishwasher | 10.32 |
| 07130 - Food Service Worker | 11.37 |
| 07210 - Meat Cutter | 15.14 |
| 07260 - Waiter/Waitress | 9.65 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.81 |
| 09040 - Furniture Handler | 12.50 |
| 09080 - Furniture Refinisher | 18.81 |
| 09090 - Furniture Refinisher Helper | 14.35 |
| 09110 - Furniture Repairer Minor | 16.60 |

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| 09130 - Upholsterer | 18.81 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.74 |
| 11060 - Elevator Operator | 11.74 |
| 11090 - Gardener | 16.95 |
| 11122 - Housekeeping Aide | 11.79 |
| 11150 - Janitor | 11.79 |
| 11210 - Laborer Grounds Maintenance | 13.12 |
| 11240 - Maid or Houseman | 11.67 |
| 11260 - Pruner | 11.96 |
| 11270 - Tractor Operator | 15.71 |
| 11330 - Trail Maintenance Worker | 13.12 |
| 11360 - Window Cleaner | 12.94 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.77 |
| 12011 - Breath Alcohol Technician | 18.20 |
| 12012 - Certified Occupational Therapist Assistant | 25.31 |
| 12015 - Certified Physical Therapist Assistant | 26.50 |
| 12020 - Dental Assistant | 16.45 |
| 12025 - Dental Hygienist | 31.18 |
| 12030 - EKG Technician | 27.58 |
| 12035 - Electroneurodiagnostic Technologist | 27.58 |
| 12040 - Emergency Medical Technician | 16.77 |
| 12071 - Licensed Practical Nurse I | 16.26 |
| 12072 - Licensed Practical Nurse II | 18.20 |
| 12073 - Licensed Practical Nurse III | 20.29 |
| 12100 - Medical Assistant | 14.43 |
| 12130 - Medical Laboratory Technician | 23.34 |
| 12160 - Medical Record Clerk | 14.41 |
| 12190 - Medical Record Technician | 16.13 |
| 12195 - Medical Transcriptionist | 16.26 |
| 12210 - Nuclear Medicine Technologist | 39.99 |
| 12221 - Nursing Assistant I | 11.38 |
| 12222 - Nursing Assistant II | 12.80 |
| 12223 - Nursing Assistant III | 13.96 |
| 12224 - Nursing Assistant IV | 15.67 |
| 12235 - Optical Dispenser | 18.20 |
| 12236 - Optical Technician | 16.26 |
| 12250 - Pharmacy Technician | 15.02 |
| 12280 - Phlebotomist | 16.31 |
| 12305 - Radiologic Technologist | 24.72 |
| 12311 - Registered Nurse I | 23.65 |
| 12312 - Registered Nurse II | 28.94 |
| 12313 - Registered Nurse II Specialist | 28.94 |
| 12314 - Registered Nurse III | 35.01 |
| 12315 - Registered Nurse III Anesthetist | 35.01 |
| 12316 - Registered Nurse IV | 41.97 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.54 |
| 12320 - Substance Abuse Treatment Counselor | 20.48 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.14 |
| 13012 - Exhibits Specialist II | 22.46 |
| 13013 - Exhibits Specialist III | 27.48 |
| 13041 - Illustrator I | 18.14 |

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| 13042 - Illustrator II | 22.46 | |
| 13043 - Illustrator III | 27.48 | |
| 13047 - Librarian | 24.88 | |
| 13050 - Library Aide/Clerk | 14.28 | |
| 13054 - Library Information Technology Systems Administrator | | 22.46 |
| 13058 - Library Technician | 18.14 | |
| 13061 - Media Specialist I | 16.21 | |
| 13062 - Media Specialist II | 18.14 | |
| 13063 - Media Specialist III | 20.22 | |
| 13071 - Photographer I | 15.05 | |
| 13072 - Photographer II | 16.83 | |
| 13073 - Photographer III | 20.86 | |
| 13074 - Photographer IV | 25.51 | |
| 13075 - Photographer V | 30.86 | |
| 13090 - Technical Order Library Clerk | 17.94 | |
| 13110 - Video Teleconference Technician | 16.21 | |
| 14000 - Information Technology Occupations | | |
| 14041 - Computer Operator I | 14.60 | |
| 14042 - Computer Operator II | 17.35 | |
| 14043 - Computer Operator III | 19.72 | |
| 14044 - Computer Operator IV | 22.88 | |
| 14045 - Computer Operator V | 24.06 | |
| 14071 - Computer Programmer I | (see 1) | 24.10 |
| 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 | 14.60 | |
| 14160 - Personal Computer Support Technician | 22.88 | |
| 14170 - System Support Specialist | 25.29 | |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.64 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.85 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 42.97 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.64 |
| 15060 - Educational Technologist | 29.76 | |
| 15070 - Flight Instructor (Pilot) | 42.97 | |
| 15080 - Graphic Artist | 22.39 | |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | 42.97 | |
| 15086 - Maintenance Test Pilot Rotary Wing | 42.97 | |
| 15088 - Non-Maintenance Test/Co-Pilot | 42.97 | |
| 15090 - Technical Instructor | 19.14 | |
| 15095 - Technical Instructor/Course Developer | | 23.42 |
| 15110 - Test Proctor | 15.46 | |
| 15120 - Tutor | 15.46 | |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | 10.56 | |
| 16030 - Counter Attendant | 10.56 | |
| 16040 - Dry Cleaner | 12.17 | |
| 16070 - Finisher Flatwork Machine | 10.56 | |
| 16090 - Presser Hand | 10.56 | |

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| 16110 - Presser Machine Drycleaning | 10.56 | |
| 16130 - Presser Machine Shirts | 10.56 | |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.56 |
| 16190 - Sewing Machine Operator | 12.73 | |
| 16220 - Tailor | 13.25 | |
| 16250 - Washer Machine | 11.10 | |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 18.81 |
| 19040 - Tool And Die Maker | 23.45 | |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | 14.19 | |
| 21030 - Material Coordinator | 25.61 | |
| 21040 - Material Expediter | 25.61 | |
| 21050 - Material Handling Laborer | 12.45 | |
| 21071 - Order Filler | 12.16 | |
| 21080 - Production Line Worker (Food Processing) | | 14.19 |
| 21110 - Shipping Packer | 17.00 | |
| 21130 - Shipping/Receiving Clerk | 17.00 | |
| 21140 - Store Worker I | 12.15 | |
| 21150 - Stock Clerk | 16.46 | |
| 21210 - Tools And Parts Attendant | 14.19 | |
| 21410 - Warehouse Specialist | 14.19 | |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | 23.76 | |
| 23019 - Aircraft Logs and Records Technician | | 19.26 |
| 23021 - Aircraft Mechanic I | 22.63 | |
| 23022 - Aircraft Mechanic II | 23.76 | |
| 23023 - Aircraft Mechanic III | 24.95 | |
| 23040 - Aircraft Mechanic Helper | 16.90 | |
| 23050 - Aircraft Painter | 20.99 | |
| 23060 - Aircraft Servicer | 19.26 | |
| 23070 - Aircraft Survival Flight Equipment Technician | | 20.99 |
| 23080 - Aircraft Worker | 20.35 | |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | | 20.35 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | | 22.63 |
| 23110 - Appliance Mechanic | 16.94 | |
| 23120 - Bicycle Repairer | 15.49 | |
| 23125 - Cable Splicer | 21.68 | |
| 23130 - Carpenter Maintenance | 20.20 | |
| 23140 - Carpet Layer | 17.55 | |
| 23160 - Electrician Maintenance | 21.84 | |
| 23181 - Electronics Technician Maintenance I | | 25.23 |
| 23182 - Electronics Technician Maintenance II | | 26.80 |
| 23183 - Electronics Technician Maintenance III | | 28.48 |
| 23260 - Fabric Worker | 16.60 | |
| 23290 - Fire Alarm System Mechanic | | 20.00 |
| 23310 - Fire Extinguisher Repairer | 15.49 | |
| 23311 - Fuel Distribution System Mechanic | | 19.80 |
| 23312 - Fuel Distribution System Operator | | 15.89 |
| 23370 - General Maintenance Worker | | 16.85 |
| 23380 - Ground Support Equipment Mechanic | | 22.63 |
| 23381 - Ground Support Equipment Servicer | | 19.26 |

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| 23382 - Ground Support Equipment Worker | 20.35 |
| 23391 - Gunsmith I | 15.49 |
| 23392 - Gunsmith II | 17.72 |
| 23393 - Gunsmith III | 20.00 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 20.59 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 21.61 |
| 23430 - Heavy Equipment Mechanic | 22.34 |
| 23440 - Heavy Equipment Operator | 19.31 |
| 23460 - Instrument Mechanic | 20.00 |
| 23465 - Laboratory/Shelter Mechanic | 18.81 |
| 23470 - Laborer | 12.45 |
| 23510 - Locksmith | 18.81 |
| 23530 - Machinery Maintenance Mechanic | 24.65 |
| 23550 - Machinist Maintenance | 23.08 |
| 23580 - Maintenance Trades Helper | 13.99 |
| 23591 - Metrology Technician I | 20.00 |
| 23592 - Metrology Technician II | 21.14 |
| 23593 - Metrology Technician III | 22.29 |
| 23640 - Millwright | 20.81 |
| 23710 - Office Appliance Repairer | 18.93 |
| 23760 - Painter Maintenance | 17.79 |
| 23790 - Pipefitter Maintenance | 21.25 |
| 23810 - Plumber Maintenance | 19.99 |
| 23820 - Pneudraulic Systems Mechanic | 20.00 |
| 23850 - Rigger | 20.00 |
| 23870 - Scale Mechanic | 17.72 |
| 23890 - Sheet-Metal Worker Maintenance | 19.80 |
| 23910 - Small Engine Mechanic | 17.72 |
| 23931 - Telecommunications Mechanic I | 26.00 |
| 23932 - Telecommunications Mechanic II | 27.35 |
| 23950 - Telephone Lineman | 17.84 |
| 23960 - Welder Combination Maintenance | 17.94 |
| 23965 - Well Driller | 20.00 |
| 23970 - Woodcraft Worker | 20.00 |
| 23980 - Woodworker | 15.49 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.57 |
| 24570 - Child Care Attendant | 9.92 |
| 24580 - Child Care Center Clerk | 13.51 |
| 24610 - Chore Aide | 10.91 |
| 24620 - Family Readiness And Support Services Coordinator | 13.57 |
| 24630 - Homemaker | 13.97 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.58 |
| 25040 - Sewage Plant Operator | 18.63 |
| 25070 - Stationary Engineer | 21.58 |
| 25190 - Ventilation Equipment Tender | 14.65 |
| 25210 - Water Treatment Plant Operator | 18.63 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.33 |
| 27007 - Baggage Inspector | 12.02 |

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| 27008 - Corrections Officer | 18.17 | |
| 27010 - Court Security Officer | 16.93 | |
| 27030 - Detection Dog Handler | 13.45 | |
| 27040 - Detention Officer | 18.17 | |
| 27070 - Firefighter | 15.56 | |
| 27101 - Guard I | 12.02 | |
| 27102 - Guard II | 13.45 | |
| 27131 - Police Officer I | 20.32 | |
| 27132 - Police Officer II | 22.58 | |
| 28000 - Recreation Occupations | | |
| 28041 - Carnival Equipment Operator | 13.81 | |
| 28042 - Carnival Equipment Repairer | 14.90 | |
| 28043 - Carnival Worker | 10.48 | |
| 28210 - Gate Attendant/Gate Tender | 17.26 | |
| 28310 - Lifeguard | 13.01 | |
| 28350 - Park Attendant (Aide) | 19.32 | |
| 28510 - Recreation Aide/Health Facility Attendant | 14.10 | |
| 28515 - Recreation Specialist | 20.60 | |
| 28630 - Sports Official | 15.38 | |
| 28690 - Swimming Pool Operator | 17.74 | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | 25.60 | |
| 29020 - Hatch Tender | 25.60 | |
| 29030 - Line Handler | 25.60 | |
| 29041 - Stevedore I | 23.99 | |
| 29042 - Stevedore II | 27.17 | |
| 30000 - Technical Occupations | | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 39.89 | |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.50 | |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.29 | |
| 30021 - Archeological Technician I | 16.53 | |
| 30022 - Archeological Technician II | 18.49 | |
| 30023 - Archeological Technician III | 22.91 | |
| 30030 - Cartographic Technician | 22.91 | |
| 30040 - Civil Engineering Technician | 25.82 | |
| 30051 - Cryogenic Technician I | 25.08 | |
| 30052 - Cryogenic Technician II | 27.70 | |
| 30061 - Drafter/CAD Operator I | 16.53 | |
| 30062 - Drafter/CAD Operator II | 18.49 | |
| 30063 - Drafter/CAD Operator III | 20.63 | |
| 30064 - Drafter/CAD Operator IV | 25.37 | |
| 30081 - Engineering Technician I | 15.73 | |
| 30082 - Engineering Technician II | 17.67 | |
| 30083 - Engineering Technician III | 19.78 | |
| 30084 - Engineering Technician IV | 24.51 | |
| 30085 - Engineering Technician V | 29.98 | |
| 30086 - Engineering Technician VI | 36.27 | |
| 30090 - Environmental Technician | 22.91 | |
| 30095 - Evidence Control Specialist | 22.65 | |
| 30210 - Laboratory Technician | 20.63 | |
| 30221 - Latent Fingerprint Technician I | 25.08 | |
| 30222 - Latent Fingerprint Technician II | 27.70 | |
| 30240 - Mathematical Technician | 22.91 | |
| 30361 - Paralegal/Legal Assistant I | 19.34 | |

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| 30362 - Paralegal/Legal Assistant II | 23.95 | |
| 30363 - Paralegal/Legal Assistant III | 29.30 | |
| 30364 - Paralegal/Legal Assistant IV | 35.45 | |
| 30375 - Petroleum Supply Specialist | 27.70 | |
| 30390 - Photo-Optics Technician | 20.83 | |
| 30395 - Radiation Control Technician | 27.70 | |
| 30461 - Technical Writer I | 22.65 | |
| 30462 - Technical Writer II | 27.70 | |
| 30463 - Technical Writer III | 33.53 | |
| 30491 - Unexploded Ordnance (UXO) Technician I | | 25.35 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 30.67 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 36.76 |
| 30494 - Unexploded (UXO) Safety Escort | | 25.35 |
| 30495 - Unexploded (UXO) Sweep Personnel | | 25.35 |
| 30501 - Weather Forecaster I | 25.08 | |
| 30502 - Weather Forecaster II | 30.51 | |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) | 20.63 |
| Surface Programs | | |
| 30621 - Weather Observer Senior | (see 2) | 22.91 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | 30.67 | |
| 31020 - Bus Aide | 13.92 | |
| 31030 - Bus Driver | 19.34 | |
| 31043 - Driver Courier | 15.08 | |
| 31260 - Parking and Lot Attendant | 12.68 | |
| 31290 - Shuttle Bus Driver | 16.27 | |
| 31310 - Taxi Driver | 12.20 | |
| 31361 - Truckdriver Light | 16.27 | |
| 31362 - Truckdriver Medium | 17.44 | |
| 31363 - Truckdriver Heavy | 20.64 | |
| 31364 - Truckdriver Tractor-Trailer | 20.64 | |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | 14.95 | |
| 99030 - Cashier | 10.09 | |
| 99050 - Desk Clerk | 12.27 | |
| 99095 - Embalmer | 25.35 | |
| 99130 - Flight Follower | 25.35 | |
| 99251 - Laboratory Animal Caretaker I | 16.54 | |
| 99252 - Laboratory Animal Caretaker II | 17.82 | |
| 99260 - Marketing Analyst | 27.16 | |
| 99310 - Mortician | 25.35 | |
| 99410 - Pest Controller | 15.57 | |
| 99510 - Photofinishing Worker | 13.32 | |
| 99710 - Recycling Laborer | 18.47 | |
| 99711 - Recycling Specialist | 21.77 | |
| 99730 - Refuse Collector | 16.52 | |
| 99810 - Sales Clerk | 13.02 | |
| 99820 - School Crossing Guard | 13.17 | |
| 99830 - Survey Party Chief | 21.98 | |
| 99831 - Surveying Aide | 13.17 | |
| 99832 - Surveying Technician | 19.99 | |
| 99840 - Vending Machine Attendant | 17.86 | |
| 99841 - Vending Machine Repairer | 22.05 | |
| 99842 - Vending Machine Repairer Helper | 17.86 | |

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 7 years and 4 weeks after 11 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

laundrying 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 laundrying 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.: 2015-4561
Daniel W. Simms Division of | Revision No.: 13
Director Wage Determinations | Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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: Florida

Area: Florida Counties of Escambia Santa Rosa

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | 14.12 | |
| 01012 - Accounting Clerk II | 15.84 | |
| 01013 - Accounting Clerk III | 17.72 | |
| 01020 - Administrative Assistant | 19.65 | |
| 01035 - Court Reporter | 17.18 | |
| 01041 - Customer Service Representative I | 10.93 | |
| 01042 - Customer Service Representative II | 12.28 | |
| 01043 - Customer Service Representative III | 13.40 | |
| 01051 - Data Entry Operator I | 14.40 | |
| 01052 - Data Entry Operator II | 15.71 | |
| 01060 - Dispatcher Motor Vehicle | 19.69 | |
| 01070 - Document Preparation Clerk | 14.48 | |
| 01090 - Duplicating Machine Operator | 14.48 | |
| 01111 - General Clerk I | 12.96 | |
| 01112 - General Clerk II | 14.14 | |

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| 01113 - General Clerk III | 15.88 |
| 01120 - Housing Referral Assistant | 18.84 |
| 01141 - Messenger Courier | 11.49 |
| 01191 - Order Clerk I | 15.21 |
| 01192 - Order Clerk II | 16.59 |
| 01261 - Personnel Assistant (Employment) I | 16.52 |
| 01262 - Personnel Assistant (Employment) II | 18.49 |
| 01263 - Personnel Assistant (Employment) III | 20.61 |
| 01270 - Production Control Clerk | 23.84 |
| 01290 - Rental Clerk | 13.09 |
| 01300 - Scheduler Maintenance | 15.10 |
| 01311 - Secretary I | 15.10 |
| 01312 - Secretary II | 16.90 |
| 01313 - Secretary III | 18.84 |
| 01320 - Service Order Dispatcher | 17.60 |
| 01410 - Supply Technician | 19.65 |
| 01420 - Survey Worker | 15.42 |
| 01460 - Switchboard Operator/Receptionist | 13.81 |
| 01531 - Travel Clerk I | 15.13 |
| 01532 - Travel Clerk II | 16.16 |
| 01533 - Travel Clerk III | 17.16 |
| 01611 - Word Processor I | 13.84 |
| 01612 - Word Processor II | 15.53 |
| 01613 - Word Processor III | 17.38 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.94 |
| 05010 - Automotive Electrician | 20.25 |
| 05040 - Automotive Glass Installer | 19.43 |
| 05070 - Automotive Worker | 18.80 |
| 05110 - Mobile Equipment Servicer | 17.06 |
| 05130 - Motor Equipment Metal Mechanic | 21.33 |
| 05160 - Motor Equipment Metal Worker | 18.80 |
| 05190 - Motor Vehicle Mechanic | 21.33 |
| 05220 - Motor Vehicle Mechanic Helper | 15.93 |
| 05250 - Motor Vehicle Upholstery Worker | 18.16 |
| 05280 - Motor Vehicle Wrecker | 18.80 |
| 05310 - Painter Automotive | 20.25 |
| 05340 - Radiator Repair Specialist | 18.80 |
| 05370 - Tire Repairer | 13.79 |
| 05400 - Transmission Repair Specialist | 21.33 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.89 |
| 07041 - Cook I | 12.74 |
| 07042 - Cook II | 14.93 |
| 07070 - Dishwasher | 10.00 |
| 07130 - Food Service Worker | 11.41 |
| 07210 - Meat Cutter | 19.05 |
| 07260 - Waiter/Waitress | 10.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.02 |
| 09040 - Furniture Handler | 12.78 |
| 09080 - Furniture Refinisher | 20.02 |
| 09090 - Furniture Refinisher Helper | 14.56 |
| 09110 - Furniture Repairer Minor | 17.28 |

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| 09130 - Upholsterer | 20.02 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.21 |
| 11060 - Elevator Operator | 11.35 |
| 11090 - Gardener | 16.31 |
| 11122 - Housekeeping Aide | 10.32 |
| 11150 - Janitor | 10.32 |
| 11210 - Laborer Grounds Maintenance | 12.13 |
| 11240 - Maid or Houseman | 10.08 |
| 11260 - Pruner | 10.69 |
| 11270 - Tractor Operator | 14.90 |
| 11330 - Trail Maintenance Worker | 12.13 |
| 11360 - Window Cleaner | 11.70 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.79 |
| 12011 - Breath Alcohol Technician | 17.83 |
| 12012 - Certified Occupational Therapist Assistant | 28.16 |
| 12015 - Certified Physical Therapist Assistant | 27.74 |
| 12020 - Dental Assistant | 18.36 |
| 12025 - Dental Hygienist | 29.32 |
| 12030 - EKG Technician | 26.00 |
| 12035 - Electroneurodiagnostic Technologist | 26.00 |
| 12040 - Emergency Medical Technician | 15.79 |
| 12071 - Licensed Practical Nurse I | 17.06 |
| 12072 - Licensed Practical Nurse II | 19.09 |
| 12073 - Licensed Practical Nurse III | 21.28 |
| 12100 - Medical Assistant | 15.14 |
| 12130 - Medical Laboratory Technician | 24.61 |
| 12160 - Medical Record Clerk | 16.37 |
| 12190 - Medical Record Technician | 18.32 |
| 12195 - Medical Transcriptionist | 17.71 |
| 12210 - Nuclear Medicine Technologist | 38.80 |
| 12221 - Nursing Assistant I | 11.79 |
| 12222 - Nursing Assistant II | 13.26 |
| 12223 - Nursing Assistant III | 14.46 |
| 12224 - Nursing Assistant IV | 16.23 |
| 12235 - Optical Dispenser | 18.58 |
| 12236 - Optical Technician | 19.24 |
| 12250 - Pharmacy Technician | 16.44 |
| 12280 - Phlebotomist | 15.59 |
| 12305 - Radiologic Technologist | 26.93 |
| 12311 - Registered Nurse I | 23.76 |
| 12312 - Registered Nurse II | 29.07 |
| 12313 - Registered Nurse II Specialist | 29.07 |
| 12314 - Registered Nurse III | 35.17 |
| 12315 - Registered Nurse III Anesthetist | 35.18 |
| 12316 - Registered Nurse IV | 42.15 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.64 |
| 12320 - Substance Abuse Treatment Counselor | 22.25 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.75 |
| 13012 - Exhibits Specialist II | 25.72 |
| 13013 - Exhibits Specialist III | 31.46 |
| 13041 - Illustrator I | 20.75 |

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| 13042 - Illustrator II | 25.72 | |
| 13043 - Illustrator III | 31.46 | |
| 13047 - Librarian | 28.47 | |
| 13050 - Library Aide/Clerk | 11.39 | |
| 13054 - Library Information Technology Systems Administrator | | 25.72 |
| 13058 - Library Technician | 19.86 | |
| 13061 - Media Specialist I | 17.99 | |
| 13062 - Media Specialist II | 19.95 | |
| 13063 - Media Specialist III | 22.15 | |
| 13071 - Photographer I | 16.28 | |
| 13072 - Photographer II | 19.26 | |
| 13073 - Photographer III | 23.46 | |
| 13074 - Photographer IV | 27.60 | |
| 13075 - Photographer V | 33.38 | |
| 13090 - Technical Order Library Clerk | 15.74 | |
| 13110 - Video Teleconference Technician | 17.34 | |
| 14000 - Information Technology Occupations | | |
| 14041 - Computer Operator I | 14.33 | |
| 14042 - Computer Operator II | 16.03 | |
| 14043 - Computer Operator III | 17.88 | |
| 14044 - Computer Operator IV | 19.86 | |
| 14045 - Computer Operator V | 21.99 | |
| 14071 - Computer Programmer I | (see 1) | 19.81 |
| 14072 - Computer Programmer II | (see 1) | 24.56 |
| 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 | 14.33 | |
| 14160 - Personal Computer Support Technician | 19.86 | |
| 14170 - System Support Specialist | 25.07 | |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.64 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.65 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 40.20 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.64 |
| 15060 - Educational Technologist | 29.44 | |
| 15070 - Flight Instructor (Pilot) | 40.20 | |
| 15080 - Graphic Artist | 22.25 | |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | 40.20 | |
| 15086 - Maintenance Test Pilot Rotary Wing | 40.20 | |
| 15088 - Non-Maintenance Test/Co-Pilot | 40.20 | |
| 15090 - Technical Instructor | 20.31 | |
| 15095 - Technical Instructor/Course Developer | | 24.85 |
| 15110 - Test Proctor | 16.03 | |
| 15120 - Tutor | 16.03 | |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | 10.32 | |
| 16030 - Counter Attendant | 10.32 | |
| 16040 - Dry Cleaner | 12.24 | |
| 16070 - Finisher Flatwork Machine | 10.32 | |
| 16090 - Presser Hand | 10.32 | |

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| 16110 - Presser Machine Drycleaning | 10.32 | |
| 16130 - Presser Machine Shirts | 10.32 | |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.32 |
| 16190 - Sewing Machine Operator | 13.13 | |
| 16220 - Tailor | 13.99 | |
| 16250 - Washer Machine | 10.82 | |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.02 |
| 19040 - Tool And Die Maker | 24.72 | |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | 18.18 | |
| 21030 - Material Coordinator | 23.84 | |
| 21040 - Material Expediter | 23.84 | |
| 21050 - Material Handling Laborer | 13.35 | |
| 21071 - Order Filler | 12.17 | |
| 21080 - Production Line Worker (Food Processing) | | 18.18 |
| 21110 - Shipping Packer | 17.13 | |
| 21130 - Shipping/Receiving Clerk | 17.13 | |
| 21140 - Store Worker I | 12.28 | |
| 21150 - Stock Clerk | 18.03 | |
| 21210 - Tools And Parts Attendant | 18.18 | |
| 21410 - Warehouse Specialist | 18.18 | |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | 35.11 | |
| 23019 - Aircraft Logs and Records Technician | 27.15 | |
| 23021 - Aircraft Mechanic I | 33.37 | |
| 23022 - Aircraft Mechanic II | 35.11 | |
| 23023 - Aircraft Mechanic III | 36.86 | |
| 23040 - Aircraft Mechanic Helper | 22.87 | |
| 23050 - Aircraft Painter | 29.63 | |
| 23060 - Aircraft Servicer | 27.15 | |
| 23070 - Aircraft Survival Flight Equipment Technician | | 29.63 |
| 23080 - Aircraft Worker | 29.26 | |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | | 29.26 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | | 33.37 |
| 23110 - Appliance Mechanic | 19.99 | |
| 23120 - Bicycle Repairer | 15.93 | |
| 23125 - Cable Splicer | 28.36 | |
| 23130 - Carpenter Maintenance | 19.27 | |
| 23140 - Carpet Layer | 18.54 | |
| 23160 - Electrician Maintenance | 19.39 | |
| 23181 - Electronics Technician Maintenance I | | 25.32 |
| 23182 - Electronics Technician Maintenance II | | 27.15 |
| 23183 - Electronics Technician Maintenance III | | 28.96 |
| 23260 - Fabric Worker | 17.28 | |
| 23290 - Fire Alarm System Mechanic | 18.73 | |
| 23310 - Fire Extinguisher Repairer | 15.93 | |
| 23311 - Fuel Distribution System Mechanic | 21.32 | |
| 23312 - Fuel Distribution System Operator | 15.90 | |
| 23370 - General Maintenance Worker | 16.85 | |
| 23380 - Ground Support Equipment Mechanic | | 33.37 |
| 23381 - Ground Support Equipment Servicer | | 27.15 |

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| 23382 - Ground Support Equipment Worker | 29.26 |
| 23391 - Gunsmith I | 15.93 |
| 23392 - Gunsmith II | 18.66 |
| 23393 - Gunsmith III | 21.36 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 18.73 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 19.67 |
| 23430 - Heavy Equipment Mechanic | 20.68 |
| 23440 - Heavy Equipment Operator | 18.73 |
| 23460 - Instrument Mechanic | 21.36 |
| 23465 - Laboratory/Shelter Mechanic | 20.02 |
| 23470 - Laborer | 13.35 |
| 23510 - Locksmith | 18.78 |
| 23530 - Machinery Maintenance Mechanic | 28.10 |
| 23550 - Machinist Maintenance | 22.66 |
| 23580 - Maintenance Trades Helper | 13.99 |
| 23591 - Metrology Technician I | 21.36 |
| 23592 - Metrology Technician II | 22.47 |
| 23593 - Metrology Technician III | 23.60 |
| 23640 - Millwright | 21.36 |
| 23710 - Office Appliance Repairer | 19.11 |
| 23760 - Painter Maintenance | 19.61 |
| 23790 - Pipefitter Maintenance | 21.34 |
| 23810 - Plumber Maintenance | 20.01 |
| 23820 - Pneudraulic Systems Mechanic | 21.36 |
| 23850 - Rigger | 21.36 |
| 23870 - Scale Mechanic | 18.66 |
| 23890 - Sheet-Metal Worker Maintenance | 20.52 |
| 23910 - Small Engine Mechanic | 18.54 |
| 23931 - Telecommunications Mechanic I | 26.90 |
| 23932 - Telecommunications Mechanic II | 28.31 |
| 23950 - Telephone Lineman | 19.56 |
| 23960 - Welder Combination Maintenance | 19.89 |
| 23965 - Well Driller | 21.36 |
| 23970 - Woodcraft Worker | 21.36 |
| 23980 - Woodworker | 15.93 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.49 |
| 24570 - Child Care Attendant | 10.15 |
| 24580 - Child Care Center Clerk | 12.66 |
| 24610 - Chore Aide | 11.34 |
| 24620 - Family Readiness And Support Services Coordinator | 15.49 |
| 24630 - Homemaker | 15.49 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.50 |
| 25040 - Sewage Plant Operator | 20.36 |
| 25070 - Stationary Engineer | 23.50 |
| 25190 - Ventilation Equipment Tender | 16.02 |
| 25210 - Water Treatment Plant Operator | 20.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.93 |
| 27007 - Baggage Inspector | 12.66 |

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| 27008 - Corrections Officer | 18.33 | |
| 27010 - Court Security Officer | 18.33 | |
| 27030 - Detection Dog Handler | 14.17 | |
| 27040 - Detention Officer | 18.33 | |
| 27070 - Firefighter | 17.75 | |
| 27101 - Guard I | 12.66 | |
| 27102 - Guard II | 14.17 | |
| 27131 - Police Officer I | 19.92 | |
| 27132 - Police Officer II | 22.14 | |
| 28000 - Recreation Occupations | | |
| 28041 - Carnival Equipment Operator | 13.11 | |
| 28042 - Carnival Equipment Repairer | 14.35 | |
| 28043 - Carnival Worker | 9.44 | |
| 28210 - Gate Attendant/Gate Tender | 15.92 | |
| 28310 - Lifeguard | 14.92 | |
| 28350 - Park Attendant (Aide) | 17.81 | |
| 28510 - Recreation Aide/Health Facility Attendant | 13.83 | |
| 28515 - Recreation Specialist | 22.06 | |
| 28630 - Sports Official | 14.18 | |
| 28690 - Swimming Pool Operator | 16.81 | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | 22.54 | |
| 29020 - Hatch Tender | 22.54 | |
| 29030 - Line Handler | 22.54 | |
| 29041 - Stevedore I | 20.87 | |
| 29042 - Stevedore II | 24.18 | |
| 30000 - Technical Occupations | | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 39.89 | |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.50 | |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.29 | |
| 30021 - Archeological Technician I | 16.72 | |
| 30022 - Archeological Technician II | 18.70 | |
| 30023 - Archeological Technician III | 22.15 | |
| 30030 - Cartographic Technician | 23.18 | |
| 30040 - Civil Engineering Technician | 24.84 | |
| 30051 - Cryogenic Technician I | 24.54 | |
| 30052 - Cryogenic Technician II | 27.10 | |
| 30061 - Drafter/CAD Operator I | 16.72 | |
| 30062 - Drafter/CAD Operator II | 18.70 | |
| 30063 - Drafter/CAD Operator III | 20.86 | |
| 30064 - Drafter/CAD Operator IV | 25.38 | |
| 30081 - Engineering Technician I | 14.58 | |
| 30082 - Engineering Technician II | 16.37 | |
| 30083 - Engineering Technician III | 18.32 | |
| 30084 - Engineering Technician IV | 22.69 | |
| 30085 - Engineering Technician V | 27.76 | |
| 30086 - Engineering Technician VI | 33.58 | |
| 30090 - Environmental Technician | 21.83 | |
| 30095 - Evidence Control Specialist | 22.15 | |
| 30210 - Laboratory Technician | 21.04 | |
| 30221 - Latent Fingerprint Technician I | 25.08 | |
| 30222 - Latent Fingerprint Technician II | 27.70 | |
| 30240 - Mathematical Technician | 23.18 | |
| 30361 - Paralegal/Legal Assistant I | 18.78 | |

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|---|---------|-------|
| 30362 - Paralegal/Legal Assistant II | 23.27 | |
| 30363 - Paralegal/Legal Assistant III | 28.47 | |
| 30364 - Paralegal/Legal Assistant IV | 34.43 | |
| 30375 - Petroleum Supply Specialist | 27.10 | |
| 30390 - Photo-Optics Technician | 23.18 | |
| 30395 - Radiation Control Technician | 27.10 | |
| 30461 - Technical Writer I | 23.33 | |
| 30462 - Technical Writer II | 28.53 | |
| 30463 - Technical Writer III | 34.52 | |
| 30491 - Unexploded Ordnance (UXO) Technician I | | 25.35 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 30.67 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 36.76 |
| 30494 - Unexploded (UXO) Safety Escort | | 25.35 |
| 30495 - Unexploded (UXO) Sweep Personnel | | 25.35 |
| 30501 - Weather Forecaster I | 25.38 | |
| 30502 - Weather Forecaster II | 30.87 | |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) | 20.86 |
| Surface Programs | | |
| 30621 - Weather Observer Senior | (see 2) | 23.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | 30.67 | |
| 31020 - Bus Aide | 13.34 | |
| 31030 - Bus Driver | 19.51 | |
| 31043 - Driver Courier | 12.63 | |
| 31260 - Parking and Lot Attendant | 11.64 | |
| 31290 - Shuttle Bus Driver | 13.82 | |
| 31310 - Taxi Driver | 13.11 | |
| 31361 - Truckdriver Light | 13.82 | |
| 31362 - Truckdriver Medium | 14.99 | |
| 31363 - Truckdriver Heavy | 17.37 | |
| 31364 - Truckdriver Tractor-Trailer | 17.37 | |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | 14.95 | |
| 99030 - Cashier | 10.10 | |
| 99050 - Desk Clerk | 10.37 | |
| 99095 - Embalmer | 29.92 | |
| 99130 - Flight Follower | 25.35 | |
| 99251 - Laboratory Animal Caretaker I | 12.35 | |
| 99252 - Laboratory Animal Caretaker II | 13.52 | |
| 99260 - Marketing Analyst | 24.70 | |
| 99310 - Mortician | 29.92 | |
| 99410 - Pest Controller | 18.59 | |
| 99510 - Photofinishing Worker | 13.32 | |
| 99710 - Recycling Laborer | 18.36 | |
| 99711 - Recycling Specialist | 22.24 | |
| 99730 - Refuse Collector | 16.24 | |
| 99810 - Sales Clerk | 12.37 | |
| 99820 - School Crossing Guard | 14.29 | |
| 99830 - Survey Party Chief | 18.77 | |
| 99831 - Surveying Aide | 10.20 | |
| 99832 - Surveying Technician | 17.07 | |
| 99840 - Vending Machine Attendant | 15.04 | |
| 99841 - Vending Machine Repairer | 18.14 | |
| 99842 - Vending Machine Repairer Helper | 15.04 | |

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 7 years and 4 weeks after 11 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

laundrying 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 laundrying 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.: 2015-4569
Daniel W. Simms Division of | Revision No.: 11
Director Wage Determinations | Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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: Florida

Area: Florida Counties of Gadsden Jefferson Leon Wakulla

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | 14.33 | |
| 01012 - Accounting Clerk II | 16.09 | |
| 01013 - Accounting Clerk III | 18.09 | |
| 01020 - Administrative Assistant | 20.37 | |
| 01035 - Court Reporter | 17.23 | |
| 01041 - Customer Service Representative I | 11.85 | |
| 01042 - Customer Service Representative II | 13.33 | |
| 01043 - Customer Service Representative III | 14.54 | |
| 01051 - Data Entry Operator I | 12.78 | |
| 01052 - Data Entry Operator II | 13.94 | |
| 01060 - Dispatcher Motor Vehicle | 16.38 | |
| 01070 - Document Preparation Clerk | 14.18 | |
| 01090 - Duplicating Machine Operator | 14.18 | |
| 01111 - General Clerk I | 12.87 | |
| 01112 - General Clerk II | 14.04 | |

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| 01113 - General Clerk III | 15.76 |
| 01120 - Housing Referral Assistant | 19.20 |
| 01141 - Messenger Courier | 13.05 |
| 01191 - Order Clerk I | 12.75 |
| 01192 - Order Clerk II | 13.92 |
| 01261 - Personnel Assistant (Employment) I | 15.88 |
| 01262 - Personnel Assistant (Employment) II | 17.77 |
| 01263 - Personnel Assistant (Employment) III | 19.81 |
| 01270 - Production Control Clerk | 20.17 |
| 01290 - Rental Clerk | 13.45 |
| 01300 - Scheduler Maintenance | 15.40 |
| 01311 - Secretary I | 15.40 |
| 01312 - Secretary II | 17.23 |
| 01313 - Secretary III | 19.20 |
| 01320 - Service Order Dispatcher | 14.64 |
| 01410 - Supply Technician | 20.37 |
| 01420 - Survey Worker | 15.58 |
| 01460 - Switchboard Operator/Receptionist | 12.41 |
| 01531 - Travel Clerk I | 13.75 |
| 01532 - Travel Clerk II | 14.69 |
| 01533 - Travel Clerk III | 15.60 |
| 01611 - Word Processor I | 12.95 |
| 01612 - Word Processor II | 14.53 |
| 01613 - Word Processor III | 16.27 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 21.58 |
| 05010 - Automotive Electrician | 19.54 |
| 05040 - Automotive Glass Installer | 18.42 |
| 05070 - Automotive Worker | 18.42 |
| 05110 - Mobile Equipment Servicer | 16.09 |
| 05130 - Motor Equipment Metal Mechanic | 20.78 |
| 05160 - Motor Equipment Metal Worker | 18.42 |
| 05190 - Motor Vehicle Mechanic | 20.78 |
| 05220 - Motor Vehicle Mechanic Helper | 14.92 |
| 05250 - Motor Vehicle Upholstery Worker | 17.26 |
| 05280 - Motor Vehicle Wrecker | 18.42 |
| 05310 - Painter Automotive | 19.54 |
| 05340 - Radiator Repair Specialist | 18.42 |
| 05370 - Tire Repairer | 13.79 |
| 05400 - Transmission Repair Specialist | 20.78 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.91 |
| 07041 - Cook I | 11.62 |
| 07042 - Cook II | 13.30 |
| 07070 - Dishwasher | 10.64 |
| 07130 - Food Service Worker | 10.67 |
| 07210 - Meat Cutter | 15.85 |
| 07260 - Waiter/Waitress | 11.30 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.15 |
| 09040 - Furniture Handler | 13.44 |
| 09080 - Furniture Refinisher | 21.15 |
| 09090 - Furniture Refinisher Helper | 16.14 |
| 09110 - Furniture Repairer Minor | 18.67 |

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| 09130 - Upholsterer | 21.15 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.39 |
| 11060 - Elevator Operator | 11.39 |
| 11090 - Gardener | 15.35 |
| 11122 - Housekeeping Aide | 11.53 |
| 11150 - Janitor | 11.53 |
| 11210 - Laborer Grounds Maintenance | 11.88 |
| 11240 - Maid or Houseman | 9.64 |
| 11260 - Pruner | 10.83 |
| 11270 - Tractor Operator | 14.22 |
| 11330 - Trail Maintenance Worker | 11.88 |
| 11360 - Window Cleaner | 12.65 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.12 |
| 12011 - Breath Alcohol Technician | 17.69 |
| 12012 - Certified Occupational Therapist Assistant | 32.33 |
| 12015 - Certified Physical Therapist Assistant | 32.33 |
| 12020 - Dental Assistant | 19.09 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 24.79 |
| 12035 - Electroneurodiagnostic Technologist | 24.79 |
| 12040 - Emergency Medical Technician | 17.12 |
| 12071 - Licensed Practical Nurse I | 15.81 |
| 12072 - Licensed Practical Nurse II | 17.69 |
| 12073 - Licensed Practical Nurse III | 19.72 |
| 12100 - Medical Assistant | 14.77 |
| 12130 - Medical Laboratory Technician | 20.19 |
| 12160 - Medical Record Clerk | 16.14 |
| 12190 - Medical Record Technician | 18.06 |
| 12195 - Medical Transcriptionist | 17.39 |
| 12210 - Nuclear Medicine Technologist | 38.87 |
| 12221 - Nursing Assistant I | 11.70 |
| 12222 - Nursing Assistant II | 13.15 |
| 12223 - Nursing Assistant III | 14.35 |
| 12224 - Nursing Assistant IV | 16.11 |
| 12235 - Optical Dispenser | 21.00 |
| 12236 - Optical Technician | 15.81 |
| 12250 - Pharmacy Technician | 15.28 |
| 12280 - Phlebotomist | 16.40 |
| 12305 - Radiologic Technologist | 25.77 |
| 12311 - Registered Nurse I | 26.08 |
| 12312 - Registered Nurse II | 31.91 |
| 12313 - Registered Nurse II Specialist | 31.91 |
| 12314 - Registered Nurse III | 35.53 |
| 12315 - Registered Nurse III Anesthetist | 35.53 |
| 12316 - Registered Nurse IV | 43.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.91 |
| 12320 - Substance Abuse Treatment Counselor | 20.81 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.21 |
| 13012 - Exhibits Specialist II | 25.03 |
| 13013 - Exhibits Specialist III | 30.62 |
| 13041 - Illustrator I | 20.21 |

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| 13042 - Illustrator II | 25.03 | |
| 13043 - Illustrator III | 30.62 | |
| 13047 - Librarian | 27.73 | |
| 13050 - Library Aide/Clerk | 13.50 | |
| 13054 - Library Information Technology Systems Administrator | | 25.03 |
| 13058 - Library Technician | 14.55 | |
| 13061 - Media Specialist I | 16.84 | |
| 13062 - Media Specialist II | 18.84 | |
| 13063 - Media Specialist III | 21.01 | |
| 13071 - Photographer I | 16.84 | |
| 13072 - Photographer II | 18.84 | |
| 13073 - Photographer III | 23.34 | |
| 13074 - Photographer IV | 28.55 | |
| 13075 - Photographer V | 34.55 | |
| 13090 - Technical Order Library Clerk | 16.96 | |
| 13110 - Video Teleconference Technician | 19.50 | |
| 14000 - Information Technology Occupations | | |
| 14041 - Computer Operator I | 15.68 | |
| 14042 - Computer Operator II | 17.54 | |
| 14043 - Computer Operator III | 19.56 | |
| 14044 - Computer Operator IV | 22.18 | |
| 14045 - Computer Operator V | 24.06 | |
| 14071 - Computer Programmer I | (see 1) | 18.34 |
| 14072 - Computer Programmer II | (see 1) | 22.71 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | 27.01 |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | 15.68 | |
| 14160 - Personal Computer Support Technician | 22.18 | |
| 14170 - System Support Specialist | 20.68 | |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 27.01 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.78 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 39.19 |
| 15050 - Computer Based Training Specialist / Instructor | | 27.01 |
| 15060 - Educational Technologist | 26.57 | |
| 15070 - Flight Instructor (Pilot) | 39.19 | |
| 15080 - Graphic Artist | 21.79 | |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | 38.56 | |
| 15086 - Maintenance Test Pilot Rotary Wing | 38.56 | |
| 15088 - Non-Maintenance Test/Co-Pilot | 38.56 | |
| 15090 - Technical Instructor | 19.10 | |
| 15095 - Technical Instructor/Course Developer | | 23.38 |
| 15110 - Test Proctor | 15.41 | |
| 15120 - Tutor | 15.41 | |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | 10.15 | |
| 16030 - Counter Attendant | 10.15 | |
| 16040 - Dry Cleaner | 11.71 | |
| 16070 - Finisher Flatwork Machine | 10.15 | |
| 16090 - Presser Hand | 10.15 | |

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| 16110 - Presser Machine Drycleaning | 10.15 | |
| 16130 - Presser Machine Shirts | 10.15 | |
| 16160 - Presser Machine Wearing Apparel Laundry | | 10.15 |
| 16190 - Sewing Machine Operator | 12.22 | |
| 16220 - Tailor | 12.76 | |
| 16250 - Washer Machine | 10.66 | |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.51 |
| 19040 - Tool And Die Maker | 25.57 | |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | 15.95 | |
| 21030 - Material Coordinator | 20.17 | |
| 21040 - Material Expediter | 20.17 | |
| 21050 - Material Handling Laborer | 11.94 | |
| 21071 - Order Filler | 12.32 | |
| 21080 - Production Line Worker (Food Processing) | | 15.95 |
| 21110 - Shipping Packer | 14.51 | |
| 21130 - Shipping/Receiving Clerk | 14.51 | |
| 21140 - Store Worker I | 12.15 | |
| 21150 - Stock Clerk | 16.46 | |
| 21210 - Tools And Parts Attendant | 15.95 | |
| 21410 - Warehouse Specialist | 15.95 | |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | 25.37 | |
| 23019 - Aircraft Logs and Records Technician | | 20.45 |
| 23021 - Aircraft Mechanic I | 24.02 | |
| 23022 - Aircraft Mechanic II | 25.37 | |
| 23023 - Aircraft Mechanic III | 26.70 | |
| 23040 - Aircraft Mechanic Helper | 17.93 | |
| 23050 - Aircraft Painter | 22.64 | |
| 23060 - Aircraft Servicer | 20.45 | |
| 23070 - Aircraft Survival Flight Equipment Technician | | 22.64 |
| 23080 - Aircraft Worker | 21.62 | |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | | 21.62 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | | 24.02 |
| 23110 - Appliance Mechanic | 19.28 | |
| 23120 - Bicycle Repairer | 16.89 | |
| 23125 - Cable Splicer | 28.72 | |
| 23130 - Carpenter Maintenance | 18.89 | |
| 23140 - Carpet Layer | 19.32 | |
| 23160 - Electrician Maintenance | 20.28 | |
| 23181 - Electronics Technician Maintenance I | | 24.08 |
| 23182 - Electronics Technician Maintenance II | | 25.56 |
| 23183 - Electronics Technician Maintenance III | | 27.17 |
| 23260 - Fabric Worker | 18.11 | |
| 23290 - Fire Alarm System Mechanic | 22.18 | |
| 23310 - Fire Extinguisher Repairer | 16.89 | |
| 23311 - Fuel Distribution System Mechanic | 21.80 | |
| 23312 - Fuel Distribution System Operator | 16.89 | |
| 23370 - General Maintenance Worker | 16.05 | |
| 23380 - Ground Support Equipment Mechanic | | 24.02 |
| 23381 - Ground Support Equipment Servicer | | 20.45 |

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| 23382 - Ground Support Equipment Worker | 21.62 |
| 23391 - Gunsmith I | 16.89 |
| 23392 - Gunsmith II | 19.32 |
| 23393 - Gunsmith III | 21.80 |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | 19.90 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 21.04 |
| 23430 - Heavy Equipment Mechanic | 20.67 |
| 23440 - Heavy Equipment Operator | 17.84 |
| 23460 - Instrument Mechanic | 21.80 |
| 23465 - Laboratory/Shelter Mechanic | 20.51 |
| 23470 - Laborer | 11.94 |
| 23510 - Locksmith | 20.51 |
| 23530 - Machinery Maintenance Mechanic | 22.55 |
| 23550 - Machinist Maintenance | 20.71 |
| 23580 - Maintenance Trades Helper | 14.77 |
| 23591 - Metrology Technician I | 21.80 |
| 23592 - Metrology Technician II | 23.05 |
| 23593 - Metrology Technician III | 24.30 |
| 23640 - Millwright | 21.80 |
| 23710 - Office Appliance Repairer | 19.56 |
| 23760 - Painter Maintenance | 16.94 |
| 23790 - Pipefitter Maintenance | 21.04 |
| 23810 - Plumber Maintenance | 19.79 |
| 23820 - Pneudraulic Systems Mechanic | 21.80 |
| 23850 - Rigger | 21.80 |
| 23870 - Scale Mechanic | 19.32 |
| 23890 - Sheet-Metal Worker Maintenance | 19.62 |
| 23910 - Small Engine Mechanic | 19.32 |
| 23931 - Telecommunications Mechanic I | 24.08 |
| 23932 - Telecommunications Mechanic II | 25.45 |
| 23950 - Telephone Lineman | 22.54 |
| 23960 - Welder Combination Maintenance | 17.84 |
| 23965 - Well Driller | 21.80 |
| 23970 - Woodcraft Worker | 21.80 |
| 23980 - Woodworker | 16.89 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.68 |
| 24570 - Child Care Attendant | 10.38 |
| 24580 - Child Care Center Clerk | 12.95 |
| 24610 - Chore Aide | 10.81 |
| 24620 - Family Readiness And Support Services Coordinator | 15.68 |
| 24630 - Homemaker | 15.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.80 |
| 25040 - Sewage Plant Operator | 22.24 |
| 25070 - Stationary Engineer | 21.80 |
| 25190 - Ventilation Equipment Tender | 15.65 |
| 25210 - Water Treatment Plant Operator | 22.24 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.23 |
| 27007 - Baggage Inspector | 12.90 |

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| 27008 - Corrections Officer | 19.80 | |
| 27010 - Court Security Officer | 21.00 | |
| 27030 - Detection Dog Handler | 14.44 | |
| 27040 - Detention Officer | 19.80 | |
| 27070 - Firefighter | 20.44 | |
| 27101 - Guard I | 12.90 | |
| 27102 - Guard II | 14.44 | |
| 27131 - Police Officer I | 22.92 | |
| 27132 - Police Officer II | 25.47 | |
| 28000 - Recreation Occupations | | |
| 28041 - Carnival Equipment Operator | 12.59 | |
| 28042 - Carnival Equipment Repairer | 13.58 | |
| 28043 - Carnival Worker | 9.55 | |
| 28210 - Gate Attendant/Gate Tender | 13.41 | |
| 28310 - Lifeguard | 11.95 | |
| 28350 - Park Attendant (Aide) | 15.00 | |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 | |
| 28515 - Recreation Specialist | 18.29 | |
| 28630 - Sports Official | 11.95 | |
| 28690 - Swimming Pool Operator | 19.35 | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | 19.35 | |
| 29020 - Hatch Tender | 19.35 | |
| 29030 - Line Handler | 19.35 | |
| 29041 - Stevedore I | 18.26 | |
| 29042 - Stevedore II | 20.51 | |
| 30000 - Technical Occupations | | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | 39.89 | |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) | 27.50 | |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) | 30.29 | |
| 30021 - Archeological Technician I | 16.89 | |
| 30022 - Archeological Technician II | 18.89 | |
| 30023 - Archeological Technician III | 23.40 | |
| 30030 - Cartographic Technician | 23.40 | |
| 30040 - Civil Engineering Technician | 24.89 | |
| 30051 - Cryogenic Technician I | 25.92 | |
| 30052 - Cryogenic Technician II | 28.63 | |
| 30061 - Drafter/CAD Operator I | 16.89 | |
| 30062 - Drafter/CAD Operator II | 18.89 | |
| 30063 - Drafter/CAD Operator III | 21.05 | |
| 30064 - Drafter/CAD Operator IV | 25.92 | |
| 30081 - Engineering Technician I | 13.82 | |
| 30082 - Engineering Technician II | 15.52 | |
| 30083 - Engineering Technician III | 17.37 | |
| 30084 - Engineering Technician IV | 21.50 | |
| 30085 - Engineering Technician V | 26.31 | |
| 30086 - Engineering Technician VI | 31.83 | |
| 30090 - Environmental Technician | 20.36 | |
| 30095 - Evidence Control Specialist | 23.40 | |
| 30210 - Laboratory Technician | 21.05 | |
| 30221 - Latent Fingerprint Technician I | 21.89 | |
| 30222 - Latent Fingerprint Technician II | 24.18 | |
| 30240 - Mathematical Technician | 23.40 | |
| 30361 - Paralegal/Legal Assistant I | 19.84 | |

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| 30362 - Paralegal/Legal Assistant II | 24.57 | |
| 30363 - Paralegal/Legal Assistant III | 30.06 | |
| 30364 - Paralegal/Legal Assistant IV | 36.37 | |
| 30375 - Petroleum Supply Specialist | 28.63 | |
| 30390 - Photo-Optics Technician | 23.40 | |
| 30395 - Radiation Control Technician | 28.63 | |
| 30461 - Technical Writer I | 23.40 | |
| 30462 - Technical Writer II | 28.63 | |
| 30463 - Technical Writer III | 34.63 | |
| 30491 - Unexploded Ordnance (UXO) Technician I | | 25.35 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 30.67 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 36.76 |
| 30494 - Unexploded (UXO) Safety Escort | | 25.35 |
| 30495 - Unexploded (UXO) Sweep Personnel | | 25.35 |
| 30501 - Weather Forecaster I | 25.92 | |
| 30502 - Weather Forecaster II | 31.52 | |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) | 21.05 |
| Surface Programs | | |
| 30621 - Weather Observer Senior | (see 2) | 23.40 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | 30.67 | |
| 31020 - Bus Aide | 11.14 | |
| 31030 - Bus Driver | 15.48 | |
| 31043 - Driver Courier | 14.79 | |
| 31260 - Parking and Lot Attendant | 11.22 | |
| 31290 - Shuttle Bus Driver | 15.96 | |
| 31310 - Taxi Driver | 11.59 | |
| 31361 - Truckdriver Light | 15.96 | |
| 31362 - Truckdriver Medium | 17.11 | |
| 31363 - Truckdriver Heavy | 17.72 | |
| 31364 - Truckdriver Tractor-Trailer | 17.72 | |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | 14.95 | |
| 99030 - Cashier | 10.12 | |
| 99050 - Desk Clerk | 9.62 | |
| 99095 - Embalmer | 26.11 | |
| 99130 - Flight Follower | 25.35 | |
| 99251 - Laboratory Animal Caretaker I | 12.20 | |
| 99252 - Laboratory Animal Caretaker II | 13.17 | |
| 99260 - Marketing Analyst | 27.14 | |
| 99310 - Mortician | 26.11 | |
| 99410 - Pest Controller | 17.49 | |
| 99510 - Photofinishing Worker | 13.32 | |
| 99710 - Recycling Laborer | 19.22 | |
| 99711 - Recycling Specialist | 22.50 | |
| 99730 - Refuse Collector | 17.51 | |
| 99810 - Sales Clerk | 12.25 | |
| 99820 - School Crossing Guard | 12.11 | |
| 99830 - Survey Party Chief | 22.74 | |
| 99831 - Surveying Aide | 12.36 | |
| 99832 - Surveying Technician | 20.68 | |
| 99840 - Vending Machine Attendant | 17.26 | |
| 99841 - Vending Machine Repairer | 20.80 | |
| 99842 - Vending Machine Repairer Helper | 17.26 | |

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 7 years and 4 weeks after 11 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

laundrying 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 laundrying 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.: 2015-4539
Daniel W. Simms Division of | Revision No.: 10
Director Wage Determinations | Date Of Last Revision: 12/23/2019

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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: Florida

Area: Florida Counties of Baker Clay Duval Nassau Saint Johns

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | 14.59 | |
| 01012 - Accounting Clerk II | 16.38 | |
| 01013 - Accounting Clerk III | 18.33 | |
| 01020 - Administrative Assistant | 23.80 | |
| 01035 - Court Reporter | 15.07 | |
| 01041 - Customer Service Representative I | 12.69 | |
| 01042 - Customer Service Representative II | 14.26 | |
| 01043 - Customer Service Representative III | 15.56 | |
| 01051 - Data Entry Operator I | 14.15 | |
| 01052 - Data Entry Operator II | 15.44 | |
| 01060 - Dispatcher Motor Vehicle | 17.85 | |
| 01070 - Document Preparation Clerk | 13.75 | |
| 01090 - Duplicating Machine Operator | 13.75 | |
| 01111 - General Clerk I | 12.87 | |
| 01112 - General Clerk II | 14.04 | |

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| 01113 - General Clerk III | 18.09 |
| 01120 - Housing Referral Assistant | 20.27 |
| 01141 - Messenger Courier | 13.82 |
| 01191 - Order Clerk I | 14.26 |
| 01192 - Order Clerk II | 15.55 |
| 01261 - Personnel Assistant (Employment) I | 15.99 |
| 01262 - Personnel Assistant (Employment) II | 17.89 |
| 01263 - Personnel Assistant (Employment) III | 19.94 |
| 01270 - Production Control Clerk | 22.72 |
| 01290 - Rental Clerk | 13.13 |
| 01300 - Scheduler Maintenance | 16.26 |
| 01311 - Secretary I | 16.26 |
| 01312 - Secretary II | 18.19 |
| 01313 - Secretary III | 20.27 |
| 01320 - Service Order Dispatcher | 15.95 |
| 01410 - Supply Technician | 23.80 |
| 01420 - Survey Worker | 15.43 |
| 01460 - Switchboard Operator/Receptionist | 13.39 |
| 01531 - Travel Clerk I | 13.84 |
| 01532 - Travel Clerk II | 15.10 |
| 01533 - Travel Clerk III | 16.27 |
| 01611 - Word Processor I | 13.73 |
| 01612 - Word Processor II | 15.42 |
| 01613 - Word Processor III | 17.25 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer Fiberglass | 18.96 |
| 05010 - Automotive Electrician | 16.74 |
| 05040 - Automotive Glass Installer | 15.55 |
| 05070 - Automotive Worker | 15.55 |
| 05110 - Mobile Equipment Servicer | 13.39 |
| 05130 - Motor Equipment Metal Mechanic | 17.75 |
| 05160 - Motor Equipment Metal Worker | 15.55 |
| 05190 - Motor Vehicle Mechanic | 17.75 |
| 05220 - Motor Vehicle Mechanic Helper | 12.32 |
| 05250 - Motor Vehicle Upholstery Worker | 14.49 |
| 05280 - Motor Vehicle Wrecker | 15.55 |
| 05310 - Painter Automotive | 16.66 |
| 05340 - Radiator Repair Specialist | 15.55 |
| 05370 - Tire Repairer | 11.75 |
| 05400 - Transmission Repair Specialist | 17.75 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.75 |
| 07041 - Cook I | 12.67 |
| 07042 - Cook II | 14.71 |
| 07070 - Dishwasher | 10.47 |
| 07130 - Food Service Worker | 11.75 |
| 07210 - Meat Cutter | 16.48 |
| 07260 - Waiter/Waitress | 10.89 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.75 |
| 09040 - Furniture Handler | 10.93 |
| 09080 - Furniture Refinisher | 17.97 |
| 09090 - Furniture Refinisher Helper | 13.29 |
| 09110 - Furniture Repairer Minor | 15.63 |

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| 09130 - Upholsterer | 17.36 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.30 |
| 11060 - Elevator Operator | 11.30 |
| 11090 - Gardener | 16.42 |
| 11122 - Housekeeping Aide | 11.35 |
| 11150 - Janitor | 11.35 |
| 11210 - Laborer Grounds Maintenance | 12.42 |
| 11240 - Maid or Houseman | 10.35 |
| 11260 - Pruner | 11.03 |
| 11270 - Tractor Operator | 15.10 |
| 11330 - Trail Maintenance Worker | 12.42 |
| 11360 - Window Cleaner | 12.78 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.80 |
| 12011 - Breath Alcohol Technician | 18.94 |
| 12012 - Certified Occupational Therapist Assistant | 30.27 |
| 12015 - Certified Physical Therapist Assistant | 29.62 |
| 12020 - Dental Assistant | 19.15 |
| 12025 - Dental Hygienist | 30.64 |
| 12030 - EKG Technician | 24.46 |
| 12035 - Electroneurodiagnostic Technologist | 24.46 |
| 12040 - Emergency Medical Technician | 15.80 |
| 12071 - Licensed Practical Nurse I | 16.92 |
| 12072 - Licensed Practical Nurse II | 18.94 |
| 12073 - Licensed Practical Nurse III | 21.10 |
| 12100 - Medical Assistant | 15.02 |
| 12130 - Medical Laboratory Technician | 20.83 |
| 12160 - Medical Record Clerk | 15.17 |
| 12190 - Medical Record Technician | 16.97 |
| 12195 - Medical Transcriptionist | 17.76 |
| 12210 - Nuclear Medicine Technologist | 36.18 |
| 12221 - Nursing Assistant I | 11.27 |
| 12222 - Nursing Assistant II | 12.67 |
| 12223 - Nursing Assistant III | 13.83 |
| 12224 - Nursing Assistant IV | 15.53 |
| 12235 - Optical Dispenser | 20.08 |
| 12236 - Optical Technician | 16.87 |
| 12250 - Pharmacy Technician | 15.50 |
| 12280 - Phlebotomist | 14.93 |
| 12305 - Radiologic Technologist | 27.18 |
| 12311 - Registered Nurse I | 23.83 |
| 12312 - Registered Nurse II | 29.15 |
| 12313 - Registered Nurse II Specialist | 29.15 |
| 12314 - Registered Nurse III | 35.26 |
| 12315 - Registered Nurse III Anesthetist | 35.26 |
| 12316 - Registered Nurse IV | 42.26 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.45 |
| 12320 - Substance Abuse Treatment Counselor | 20.97 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.09 |
| 13012 - Exhibits Specialist II | 26.12 |
| 13013 - Exhibits Specialist III | 31.95 |
| 13041 - Illustrator I | 18.79 |

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| 13042 - Illustrator II | 23.29 | |
| 13043 - Illustrator III | 28.49 | |
| 13047 - Librarian | 28.93 | |
| 13050 - Library Aide/Clerk | 12.73 | |
| 13054 - Library Information Technology Systems Administrator | | 26.12 |
| 13058 - Library Technician | 17.49 | |
| 13061 - Media Specialist I | 18.85 | |
| 13062 - Media Specialist II | 21.09 | |
| 13063 - Media Specialist III | 23.51 | |
| 13071 - Photographer I | 14.92 | |
| 13072 - Photographer II | 17.18 | |
| 13073 - Photographer III | 20.68 | |
| 13074 - Photographer IV | 25.30 | |
| 13075 - Photographer V | 30.60 | |
| 13090 - Technical Order Library Clerk | 15.99 | |
| 13110 - Video Teleconference Technician | 19.04 | |
| 14000 - Information Technology Occupations | | |
| 14041 - Computer Operator I | 15.45 | |
| 14042 - Computer Operator II | 17.29 | |
| 14043 - Computer Operator III | 19.28 | |
| 14044 - Computer Operator IV | 21.42 | |
| 14045 - Computer Operator V | 23.72 | |
| 14071 - Computer Programmer I | (see 1) | 24.20 |
| 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 | 15.45 | |
| 14160 - Personal Computer Support Technician | 21.42 | |
| 14170 - System Support Specialist | 29.43 | |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 39.61 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.19 |
| 15060 - Educational Technologist | 30.86 | |
| 15070 - Flight Instructor (Pilot) | 39.61 | |
| 15080 - Graphic Artist | 22.77 | |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 38.12 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 38.12 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 38.12 |
| 15090 - Technical Instructor | 22.58 | |
| 15095 - Technical Instructor/Course Developer | | 27.62 |
| 15110 - Test Proctor | 18.22 | |
| 15120 - Tutor | 18.22 | |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | 9.73 | |
| 16030 - Counter Attendant | 9.73 | |
| 16040 - Dry Cleaner | 12.42 | |
| 16070 - Finisher Flatwork Machine | 9.73 | |
| 16090 - Presser Hand | 9.73 | |

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| 16110 - Presser Machine Drycleaning | 9.73 | |
| 16130 - Presser Machine Shirts | 9.73 | |
| 16160 - Presser Machine Wearing Apparel Laundry | | 9.73 |
| 16190 - Sewing Machine Operator | 13.24 | |
| 16220 - Tailor | 14.05 | |
| 16250 - Washer Machine | 10.60 | |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 16.86 |
| 19040 - Tool And Die Maker | 21.26 | |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | 17.33 | |
| 21030 - Material Coordinator | 22.72 | |
| 21040 - Material Expediter | 22.72 | |
| 21050 - Material Handling Laborer | 13.26 | |
| 21071 - Order Filler | 11.96 | |
| 21080 - Production Line Worker (Food Processing) | | 16.62 |
| 21110 - Shipping Packer | 15.48 | |
| 21130 - Shipping/Receiving Clerk | 15.48 | |
| 21140 - Store Worker I | 10.85 | |
| 21150 - Stock Clerk | 15.48 | |
| 21210 - Tools And Parts Attendant | 17.33 | |
| 21410 - Warehouse Specialist | 17.33 | |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | 27.83 | |
| 23019 - Aircraft Logs and Records Technician | | 21.43 |
| 23021 - Aircraft Mechanic I | 26.25 | |
| 23022 - Aircraft Mechanic II | 27.83 | |
| 23023 - Aircraft Mechanic III | 29.44 | |
| 23040 - Aircraft Mechanic Helper | 18.22 | |
| 23050 - Aircraft Painter | 24.63 | |
| 23060 - Aircraft Servicer | 21.43 | |
| 23070 - Aircraft Survival Flight Equipment Technician | | 24.63 |
| 23080 - Aircraft Worker | 22.99 | |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | | 22.99 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | | 26.25 |
| 23110 - Appliance Mechanic | 18.66 | |
| 23120 - Bicycle Repairer | 17.12 | |
| 23125 - Cable Splicer | 31.20 | |
| 23130 - Carpenter Maintenance | 18.86 | |
| 23140 - Carpet Layer | 19.87 | |
| 23160 - Electrician Maintenance | 22.34 | |
| 23181 - Electronics Technician Maintenance I | | 24.08 |
| 23182 - Electronics Technician Maintenance II | | 25.81 |
| 23183 - Electronics Technician Maintenance III | | 27.51 |
| 23260 - Fabric Worker | 18.52 | |
| 23290 - Fire Alarm System Mechanic | 21.42 | |
| 23310 - Fire Extinguisher Repairer | 17.12 | |
| 23311 - Fuel Distribution System Mechanic | 25.02 | |
| 23312 - Fuel Distribution System Operator | 18.88 | |
| 23370 - General Maintenance Worker | 16.61 | |
| 23380 - Ground Support Equipment Mechanic | | 26.25 |
| 23381 - Ground Support Equipment Servicer | | 21.43 |

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| 23382 - Ground Support Equipment Worker | | 22.99 |
| 23391 - Gunsmith I | 17.12 | |
| 23392 - Gunsmith II | 19.87 | |
| 23393 - Gunsmith III | 22.19 | |
| 23410 - Heating Ventilation And Air-Conditioning Mechanic | | 20.72 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | | 21.96 |
| 23430 - Heavy Equipment Mechanic | | 24.48 |
| 23440 - Heavy Equipment Operator | | 20.02 |
| 23460 - Instrument Mechanic | 26.93 | |
| 23465 - Laboratory/Shelter Mechanic | 21.29 | |
| 23470 - Laborer | 13.26 | |
| 23510 - Locksmith | 17.91 | |
| 23530 - Machinery Maintenance Mechanic | | 26.63 |
| 23550 - Machinist Maintenance | 20.97 | |
| 23580 - Maintenance Trades Helper | 13.52 | |
| 23591 - Metrology Technician I | 26.93 | |
| 23592 - Metrology Technician II | 28.55 | |
| 23593 - Metrology Technician III | 30.21 | |
| 23640 - Millwright | 24.85 | |
| 23710 - Office Appliance Repairer | 21.11 | |
| 23760 - Painter Maintenance | 17.08 | |
| 23790 - Pipefitter Maintenance | 22.76 | |
| 23810 - Plumber Maintenance | 21.36 | |
| 23820 - Pneudraulic Systems Mechanic | | 22.69 |
| 23850 - Rigger | 24.83 | |
| 23870 - Scale Mechanic | 19.87 | |
| 23890 - Sheet-Metal Worker Maintenance | | 22.58 |
| 23910 - Small Engine Mechanic | 18.78 | |
| 23931 - Telecommunications Mechanic I | 29.51 | |
| 23932 - Telecommunications Mechanic II | 31.28 | |
| 23950 - Telephone Lineman | 21.89 | |
| 23960 - Welder Combination Maintenance | | 18.80 |
| 23965 - Well Driller | 22.02 | |
| 23970 - Woodcraft Worker | 22.69 | |
| 23980 - Woodworker | 17.12 | |
| 24000 - Personal Needs Occupations | | |
| 24550 - Case Manager | 15.01 | |
| 24570 - Child Care Attendant | 11.45 | |
| 24580 - Child Care Center Clerk | 14.28 | |
| 24610 - Chore Aide | 10.88 | |
| 24620 - Family Readiness And Support Services Coordinator | | 15.01 |
| 24630 - Homemaker | 19.49 | |
| 25000 - Plant And System Operations Occupations | | |
| 25010 - Boiler Tender | 29.65 | |
| 25040 - Sewage Plant Operator | 28.59 | |
| 25070 - Stationary Engineer | 29.65 | |
| 25190 - Ventilation Equipment Tender | 20.59 | |
| 25210 - Water Treatment Plant Operator | 28.59 | |
| 27000 - Protective Service Occupations | | |
| 27004 - Alarm Monitor | 17.68 | |
| 27007 - Baggage Inspector | 11.23 | |

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| 27008 - Corrections Officer | 20.91 | |
| 27010 - Court Security Officer | 21.65 | |
| 27030 - Detection Dog Handler | 13.68 | |
| 27040 - Detention Officer | 20.91 | |
| 27070 - Firefighter | 17.66 | |
| 27101 - Guard I | 11.23 | |
| 27102 - Guard II | 13.68 | |
| 27131 - Police Officer I | 23.56 | |
| 27132 - Police Officer II | 26.19 | |
| 28000 - Recreation Occupations | | |
| 28041 - Carnival Equipment Operator | 12.73 | |
| 28042 - Carnival Equipment Repairer | 13.84 | |
| 28043 - Carnival Worker | 9.33 | |
| 28210 - Gate Attendant/Gate Tender | 14.25 | |
| 28310 - Lifeguard | 11.29 | |
| 28350 - Park Attendant (Aide) | 15.94 | |
| 28510 - Recreation Aide/Health Facility Attendant | 11.63 | |
| 28515 - Recreation Specialist | 19.74 | |
| 28630 - Sports Official | 12.69 | |
| 28690 - Swimming Pool Operator | 16.12 | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | 23.20 | |
| 29020 - Hatch Tender | 23.20 | |
| 29030 - Line Handler | 23.20 | |
| 29041 - Stevedore I | 21.63 | |
| 29042 - Stevedore II | 24.86 | |
| 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 | 16.46 | |
| 30022 - Archeological Technician II | 18.41 | |
| 30023 - Archeological Technician III | 22.82 | |
| 30030 - Cartographic Technician | 22.82 | |
| 30040 - Civil Engineering Technician | 23.80 | |
| 30051 - Cryogenic Technician I | 25.27 | |
| 30052 - Cryogenic Technician II | 27.92 | |
| 30061 - Drafter/CAD Operator I | 16.46 | |
| 30062 - Drafter/CAD Operator II | 18.41 | |
| 30063 - Drafter/CAD Operator III | 20.54 | |
| 30064 - Drafter/CAD Operator IV | 25.27 | |
| 30081 - Engineering Technician I | 14.06 | |
| 30082 - Engineering Technician II | 16.57 | |
| 30083 - Engineering Technician III | 20.34 | |
| 30084 - Engineering Technician IV | 23.88 | |
| 30085 - Engineering Technician V | 29.16 | |
| 30086 - Engineering Technician VI | 35.34 | |
| 30090 - Environmental Technician | 21.21 | |
| 30095 - Evidence Control Specialist | 21.58 | |
| 30210 - Laboratory Technician | 25.87 | |
| 30221 - Latent Fingerprint Technician I | 22.94 | |
| 30222 - Latent Fingerprint Technician II | 25.34 | |
| 30240 - Mathematical Technician | 22.18 | |
| 30361 - Paralegal/Legal Assistant I | 18.17 | |

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| 30362 - Paralegal/Legal Assistant II | 22.79 | |
| 30363 - Paralegal/Legal Assistant III | 27.87 | |
| 30364 - Paralegal/Legal Assistant IV | 33.75 | |
| 30375 - Petroleum Supply Specialist | 26.30 | |
| 30390 - Photo-Optics Technician | 22.82 | |
| 30395 - Radiation Control Technician | 26.39 | |
| 30461 - Technical Writer I | 24.23 | |
| 30462 - Technical Writer II | 29.65 | |
| 30463 - Technical Writer III | 35.86 | |
| 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 | 25.27 | |
| 30502 - Weather Forecaster II | 30.74 | |
| 30620 - Weather Observer Combined Upper Air Or | (see 2) | 20.54 |
| Surface Programs | | |
| 30621 - Weather Observer Senior | (see 2) | 22.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | 29.82 | |
| 31020 - Bus Aide | 13.82 | |
| 31030 - Bus Driver | 18.11 | |
| 31043 - Driver Courier | 15.50 | |
| 31260 - Parking and Lot Attendant | 10.73 | |
| 31290 - Shuttle Bus Driver | 16.85 | |
| 31310 - Taxi Driver | 11.32 | |
| 31361 - Truckdriver Light | 16.85 | |
| 31362 - Truckdriver Medium | 18.23 | |
| 31363 - Truckdriver Heavy | 20.44 | |
| 31364 - Truckdriver Tractor-Trailer | 20.44 | |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | 14.54 | |
| 99030 - Cashier | 9.74 | |
| 99050 - Desk Clerk | 10.65 | |
| 99095 - Embalmer | 27.83 | |
| 99130 - Flight Follower | 24.65 | |
| 99251 - Laboratory Animal Caretaker I | 13.71 | |
| 99252 - Laboratory Animal Caretaker II | 14.89 | |
| 99260 - Marketing Analyst | 28.38 | |
| 99310 - Mortician | 27.83 | |
| 99410 - Pest Controller | 15.47 | |
| 99510 - Photofinishing Worker | 14.18 | |
| 99710 - Recycling Laborer | 18.47 | |
| 99711 - Recycling Specialist | 22.89 | |
| 99730 - Refuse Collector | 16.38 | |
| 99810 - Sales Clerk | 12.62 | |
| 99820 - School Crossing Guard | 11.48 | |
| 99830 - Survey Party Chief | 24.84 | |
| 99831 - Surveying Aide | 14.07 | |
| 99832 - Surveying Technician | 19.28 | |
| 99840 - Vending Machine Attendant | 11.62 | |
| 99841 - Vending Machine Repairer | 14.63 | |
| 99842 - Vending Machine Repairer Helper | 11.62 | |

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 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. (See 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))."