

<b>SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, &amp; 30</b>				1. REQUISITION NO.		PAGE 1 OF	
2. CONTRACT NO.		3. AWARD/EFFECTIVE DATE		4. ORDER NO.		5. SOLICITATION NUMBER VA263-16-Q-0207	
						6. SOLICITATION ISSUE DATE 01-12-2016	
7. FOR SOLICITATION INFORMATION CALL:		a. NAME JASON WILLIAMSON				b. TELEPHONE NO. (No Collect Calls) 605-336-3230 X7719	
						8. OFFER DUE DATE/LOCAL TIME 01-22-2016 2:00PM CST	
9. ISSUED BY Network Contracting Office (NCO) 23 Department of Veterans Affairs VA Medical & Regional Office Center 2501 W. 22nd St. Sioux Falls SD 57105				CODE 00438		10. THIS ACQUISITION IS <input checked="" type="checkbox"/> UNRESTRICTED OR <input checked="" type="checkbox"/> SET ASIDE: 100 % FOR: <input checked="" type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> HUBZONE SMALL BUSINESS <input type="checkbox"/> SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESS <input type="checkbox"/> WOMEN-OWNED SMALL BUSINESS (WOSB) ELIGIBLE UNDER THE WOMEN-OWNED SMALL BUSINESS PROGRAM <input type="checkbox"/> EDWOSB <input type="checkbox"/> 8(A) NAICS: 811219 SIZE STANDARD: \$20.5 Million	
11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE		12. DISCOUNT TERMS				13a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700) <input type="checkbox"/>	
						13b. RATING N/A	
						14. METHOD OF SOLICITATION <input checked="" type="checkbox"/> RFQ <input type="checkbox"/> IFB <input type="checkbox"/> RFP	
15. DELIVER TO IOWA CITY VA HEALTH CARE SYSTEM 601 HIGHWAY 6 WEST  IOWA CITY IA 52246-2209				CODE 636A8		16. ADMINISTERED BY Network Contracting Office (NCO) 23 Department of Veterans Affairs VA Medical & Regional Office Center 2501 W. 22nd St. Sioux Falls SD 57105	
17a. CONTRACTOR/OFFEROR CODE				FACILITY CODE		18a. PAYMENT WILL BE MADE BY TUNGSTEN NETWORK (PREVIOUSLY OB10) ELECTRONIC INVOICING HTTP://WWW.TUNGSTEN-NETWORK.COM/CUSTOMER/customer-campaigns/veterans-affairs/  PHONE: 1-877-489-6135 FAX:	
TELEPHONE NO.				DUNS:		DUNS+4:	
<input type="checkbox"/> 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER				18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM			
19. ITEM NO.		20. SCHEDULE OF SUPPLIES/SERVICES				21. QUANTITY	
						22. UNIT	
						23. UNIT PRICE	
						24. AMOUNT	
		Calibration and service two times per year on all audiology equipment at the Iowa City VA Health Care System and all associated Community Based Outpatient Clinics (CBOC's).  Please see Statement of Work and Pricing Schedule for more complete details.  Period of Performance: Base Year: 02/01/2016 - 01/31/2017 Option Year 1: 02/01/2017 - 01/31/2018 Option Year 2: 02/01/2018 - 01/31/2019 Option Year 3: 02/01/2019 - 01/31/2020 Option Year 4: 02/01/2020 - 01/31/2021  Quotes will be evaluated using lowest price technically acceptable.  (Use Reverse and/or Attach Additional Sheets as Necessary)					
25. ACCOUNTING AND APPROPRIATION DATA						26. TOTAL AWARD AMOUNT (For Govt. Use Only)	
<input checked="" type="checkbox"/> 27a. SOLICITATION INCORPORATES BY REFERENCE FAR 52.212-1, 52.212-4. FAR 52.212-3 AND 52.212-5 ARE ATTACHED. ADDENDA						<input checked="" type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED.	
<input type="checkbox"/> 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED. ADDENDA						<input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED	
<input type="checkbox"/> 28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN _____ COPIES TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED						<input type="checkbox"/> 29. AWARD OF CONTRACT: REF. _____ OFFER DATED _____. YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN IS ACCEPTED AS TO ITEMS:	
30a. SIGNATURE OF OFFEROR/CONTRACTOR				31a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER)			
30b. NAME AND TITLE OF SIGNER (TYPE OR PRINT)		30c. DATE SIGNED		31b. NAME OF CONTRACTING OFFICER (TYPE OR PRINT) TRAVIS JOHNSON CONTRACTING OFFICER		31c. DATE SIGNED	

## Table of Contents

<b>SECTION A</b> .....	<b>1</b>
A.1 SF 1449 SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS.....	1
<b>SECTION B - CONTINUATION OF SF 1449 BLOCKS</b> .....	<b>3</b>
B.1 CONTRACT ADMINISTRATION DATA.....	3
B.2 LIMITATIONS ON SUBCONTRACTING-- MONITORING AND COMPLIANCE (JUN 2011).....	4
B.3 SUBCONTRACTING COMMITMENTS--MONITORING AND COMPLIANCE (JUN 2011).....	4
B.4 STATEMENT OF WORK.....	5
B.5 PRICE/COST SCHEDULE .....	7
<b>SECTION C - CONTRACT CLAUSES</b> .....	<b>9</b>
C.1 52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS—COMMERCIAL ITEMS (NOV 2015).....	9
C.2 52.217-8 OPTION TO EXTEND SERVICES (NOV 1999).....	15
C.3 52.217-9 OPTION TO EXTEND THE TERM OF THE CONTRACT (MAR 2000).....	15
C.4 52.243-1 CHANGES—FIXED-PRICE (AUG 1987) ALTERNATE II (APR 1984).....	15
C.5 52.252-2 CLAUSES INCORPORATED BY REFERENCE (FEB 1998).....	16
C.6 VAAR 852.203-70 COMMERCIAL ADVERTISING (JAN 2008) .....	16
C.7 VAAR 852.237-70 CONTRACTOR RESPONSIBILITIES (APR 1984).....	17
C.8 VAAR 852.232-72 ELECTRONIC SUBMISSION OF PAYMENT REQUESTS (NOV 2012).....	17
<b>SECTION D - CONTRACT DOCUMENTS, EXHIBITS, OR ATTACHMENTS</b> .....	<b>19</b>
D.1 WAGE DETERMINATIONS .....	19
<b>SECTION E - SOLICITATION PROVISIONS</b> .....	<b>71</b>
E.1 52.212-2 EVALUATION—COMMERCIAL ITEMS (OCT 2014) .....	71
E.2 52.212-3 OFFEROR REPRESENTATIONS AND CERTIFICATIONS—COMMERCIAL ITEMS (NOV 2015) .....	71
E.3 52.252-1 SOLICITATION PROVISIONS INCORPORATED BY REFERENCE (FEB 1998).....	86
E.4 VAAR 852.252-70 SOLICITATION PROVISIONS OR CLAUSES INCORPORATED BY REFERENCE (JAN 2008).....	86

## SECTION B - CONTINUATION OF SF 1449 BLOCKS

### B.1 CONTRACT ADMINISTRATION DATA

(continuation from Standard Form 1449, block 18A.)

1. Contract Administration: All contract administration matters will be handled by the following individuals:

a. CONTRACTOR:

b. GOVERNMENT: Contracting Officer 00438

Network Contracting Office (NCO) 23

Department of Veterans Affairs

VA Medical & Regional Office Center

2501 W. 22nd St.

Sioux Falls SD 57105

2. CONTRACTOR REMITTANCE ADDRESS: All payments by the Government to the contractor will be made in accordance with:

☒ 52.232-34, Payment by Electronic Funds Transfer—Other Than System For Award Management, or

☐ 52.232-36, Payment by Third Party

3. INVOICES: Invoices shall be submitted in arrears:

a. Quarterly ☐

b. Semi-Annually ☐

c. Other ☒ Certified Monthly Invoices

4. GOVERNMENT INVOICE ADDRESS: All Invoices from the contractor shall be submitted electronically in accordance with VAAR Clause 852.232-72 Electronic Submission of Payment Requests.

TUNGSTEN NETWORK (PREVIOUSLY OB10)

ELECTRONIC INVOICING

HTTP://WWW.TUNGSTEN-NETWORK.COM/CUSTOMER

/customer-campaigns/veterans-affairs/

ACKNOWLEDGMENT OF AMENDMENTS: The offeror acknowledges receipt of amendments to the Solicitation numbered and dated as follows:

AMENDMENT NO	DATE
--------------	------


## **B.2 LIMITATIONS ON SUBCONTRACTING-- MONITORING AND COMPLIANCE (JUN 2011)**

This solicitation includes . Accordingly, any contract resulting from this solicitation will include this clause. The contractor is advised in performing contract administration functions, the CO may use the services of a support contractor(s) retained by VA to assist in assessing the contractor's compliance with the limitations on subcontracting or percentage of work performance requirements specified in the clause. To that end, the support contractor(s) may require access to contractor's offices where the contractor's business records or other proprietary data are retained and to review such business records regarding the contractor's compliance with this requirement. All support contractors conducting this review on behalf of VA will be required to sign an "Information Protection and Non-Disclosure and Disclosure of Conflicts of Interest Agreement" to ensure the contractor's business records or other proprietary data reviewed or obtained in the course of assisting the CO in assessing the contractor for compliance are protected to ensure information or data is not improperly disclosed or other impropriety occurs. Furthermore, if VA determines any services the support contractor(s) will perform in assessing compliance are advisory and assistance services as defined in FAR 2.101, Definitions, the support contractor(s) must also enter into an agreement with the contractor to protect proprietary information as required by FAR 9.505-4, obtaining access to proprietary information, paragraph (b). The contractor is required to cooperate fully and make available any records as may be required to enable the CO to assess the contractor's compliance with the limitations on subcontracting or percentage of work performance requirement.

## **B.3 SUBCONTRACTING COMMITMENTS--MONITORING AND COMPLIANCE (JUN 2011)**

This solicitation includes VAAR 852.215-70, Service-Disabled Veteran-Owned and Veteran-Owned Small Business Evaluation Factors, and VAAR 852.215-71, Evaluation Factor Commitments. Accordingly, any contract resulting from this solicitation will include these clauses. The contractor is advised in performing contract administration functions, the CO may use the services of a support contractor(s) to assist in assessing contractor compliance with the subcontracting commitments incorporated into the contract. To that end, the support contractor(s) may require access to the contractor's business records or other proprietary data to review such business records regarding contract compliance with this requirement. All support contractors conducting this review on behalf of VA will be required to sign an "Information Protection and Non-Disclosure and Disclosure of Conflicts of Interest Agreement" to ensure the contractor's business records or other proprietary data reviewed or obtained in the course of assisting the CO in assessing the contractor for compliance are protected to ensure information or data is not improperly disclosed or other impropriety occurs. Furthermore, if VA determines any services the support contractor(s) will perform in assessing compliance are advisory and assistance services as defined in FAR 2.101, Definitions, the support contractor(s) must also enter into an agreement with the contractor to protect proprietary information as required by FAR 9.505-4, obtaining access to proprietary information, paragraph (b). The contractor is required to cooperate fully and make available any records as may be required to enable the CO to assess the contractor compliance with the subcontracting commitments.

## B.4 STATEMENT OF WORK

### Audiology Equipment Service

1. **SCOPE:** Vendor shall provide calibration and service two times per year on all Audiology equipment at the Iowa City VA Health Care System and all associated Community Based Outpatient Clinics.
2. **QUALIFICATIONS:** To be considered eligible for consideration, bidders must provide calibration and service two times per year on all Audiology equipment at the Iowa City VA Health Care System and all associated Community Based Outpatient Clinics.
3. **SERVICES TO BE PROVIDED:** Provide calibration and service two times per year on all Audiology equipment at the Iowa City VA Health Care System and all associated Community Based Outpatient Clinics.

### Equipment List

#### All Audiology Equipment – Iowa City, IA

Product Name		VAID#	Serial Number	Price
Chartr EP 200 with inserts, bone and TDH headsets		3016911	392020	
Astera with High Frequency		3016632	399753	
Astera with High Frequency		3016631	399762	
Astera with High Frequency		3016630	398933	
Astera with High Frequency		3016633	399763	
Astera with High Frequency		3016629	399764	
Audioscan Verifit		3014425	5425	
Audioscan Verifit		3014426	5426	
Audioscan Verifit		3007853	5089	
OTOflex100		3018127	407933	
OTOflex100		3018128	407754	
OTOflex100		3018129	407956	
OTOflex100		3018130	406586	
OTOflex100		3018131	407757	
Acoustic Systems		2929595	None	
Acoustic Systems		2925332	None	
Acoustic Systems		2929597	None	
Acoustic Systems		2931801	23294A	
Sound Booth		2929596	None	

## All Audiology Equipment – CBOCs

Product Name		VAID#	Serial Number	Price
Decorah, IA – HIT/REM/PMM			410743	
Decorah, IA – Clinical Audiometer		3040753	368198	
Decorah, IA – HIT/REM/PMM		3016636	403081	
Decorah, IA – Sound Booth				
Decorah, IA – HIT/REM/PMM			408401	
Decorah, IA – Clinical Audiometer			401461	
Decorah, IA – Impedance, Clinical		3040755	367476	
Waterloo, IA – Clinical Audiometer			367070	
Waterloo, IA – Sound booth				
Waterloo, IA – HIT/REM/PMM				
Waterloo, IA – Impedance, Clinical			367477	
Waterloo, IA – Aurical Plus REM/HIT			368531	
Waterloo, IA – Clinical Audiometer		3025831	418717	
Quincy, IA – HIT/RE/PMM		3019001	415104	
Quincy, IA – Clinical Audiometer			401457	
Quincy, IA – HIT/REM/PMM		3016634	403079	
Dubuque, IA – HIT/REM/PMM			410742	
Dubuque, IA – HIT/REM/PMM		3018999	415102	
Dubuque, IA – Clinical Audiometer			415462	
Sterling, IA – Clinical Audiometer			401458	
Sterling, IA – HIT/REM/PMM			411133	
Sterling, IA – HIT/REM/PMM				
Ottumwa, IA – HIT/REM/PMM		3016635	403080	
Ottumwa, IA – Clinical Audiometer			407872	
Ottumwa, IA – HIT/REM/PMM		2922374	401456	
Galesburg, IA – HIT/REM/PMM			410737	
Galesburg, IA – Clinical Audiometer			401459	
Galesburg, IA – HIT/REM?PMM		3016637	403083	

**B.5 PRICE/COST SCHEDULE**

## ITEM INFORMATION

ITEM NUMBER	DESCRIPTION OF SUPPLIES/SERVIC ES	QUANTIT Y	UNI T	UNIT PRICE	AMOUNT
0001	Contractor to provide calibration and service two times per year on all Audiology equipment at the Iowa City VA Health Care System and all associated Community Based Outpatient Clinics. Contract Period: Base POP Begin: 02-01-2016 POP End: 01-31-2017	1.00	YR	_____	_____
0002	OPTION YEAR #1: Contractor to provide calibration and service two times per year on all Audiology equipment at the Iowa City VA Health Care System and all associated Community Based Contract Period: Option 1 POP Begin: 02-01-2017 POP End: 01-31-2018	1.00	YR	_____	_____
0003	OPTION YEAR #2: Contractor to provide calibration and service two times per year on all Audiology equipment at the Iowa City VA Health Care System and all associated Community Based Contract Period: Option 2 POP Begin: 02-01-2018 POP End: 01-31-2019	1.00	YR	_____	_____

0004	<p>OPTION YEAR #3:</p> <p>Contractor to provide calibration and service two times per year on all Audiology equipment at the Iowa City VA Health Care System and all associated Community Based</p> <p>Contract Period: Option 3 POP Begin: 02-01-2019 POP End: 01-31-2020</p>	1.00 YR	_____	_____
0005	<p>OPTION YEAR #4:</p> <p>Contractor to provide calibration and service two times per year on all Audiology equipment at the Iowa City VA Health Care System and all associated Community Based</p> <p>Contract Period: Option 4 POP Begin: 02-01-2020 POP End: 01-31-2021</p>	1.00 YR	_____	_____
			<b>GRAND TOTAL</b>	_____



## SECTION C - CONTRACT CLAUSES

<u>FAR Number</u>	<u>Title</u>	<u>Date</u>
52.212-4	CONTRACT TERMS AND CONDITIONS—COMMERCIAL ITEMS	MAY 2015

### C.1 52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS—COMMERCIAL ITEMS (NOV 2015)

(a) The Contractor shall comply with the following Federal Acquisition Regulation (FAR) clauses, which are incorporated in this contract by reference, to implement provisions of law or Executive orders applicable to acquisitions of commercial items:

(1) 52.209-10, Prohibition on Contracting with Inverted Domestic Corporations (NOV 2015).

(2) 52.233-3, Protest After Award (Aug 1996) (31 U.S.C. 3553).

(3) 52.233-4, Applicable Law for Breach of Contract Claim (Oct 2004) (Public Laws 108-77 and 108-78 (19 U.S.C. 3805 note)).

(b) The Contractor shall comply with the FAR clauses in this paragraph (b) that the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or Executive orders applicable to acquisitions of commercial items:

☐ (1) 52.203-6, Restrictions on Subcontractor Sales to the Government (Sept 2006), with Alternate I (Oct 1995) (41 U.S.C. 4704 and 10 U.S.C. 2402).

☐ (2) 52.203-13, Contractor Code of Business Ethics and Conduct (OCT 2015) (41 U.S.C. 3509).

☐ (3) 52.203-15, Whistleblower Protections under the American Recovery and Reinvestment Act of 2009 (JUN 2010) (Section 1553 of Pub. L. 111-5). (Applies to contracts funded by the American Recovery and Reinvestment Act of 2009.)

☐ (4) 52.204-10, Reporting Executive Compensation and First-Tier Subcontract Awards (OCT 2015) (Pub. L. 109-282) (31 U.S.C. 6101 note).

☐ (5) [Reserved]

☐ (6) 52.204-14, Service Contract Reporting Requirements (JAN 2014) (Pub. L. 111-117, section 743 of Div. C).

☐ (7) 52.204-15, Service Contract Reporting Requirements for Indefinite-Delivery Contracts (JAN 2014) (Pub. L. 111-117, section 743 of Div. C).

☐ (8) 52.209-6, Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment. (OCT 2015) (31 U.S.C. 6101 note).

☐ (9) 52.209-9, Updates of Publicly Available Information Regarding Responsibility Matters (Jul 2013) (41 U.S.C. 2313).

☐ (10) [Reserved]

☐ (11)(i) 52.219-3, Notice of HUBZone Set-Aside or Sole-Source Award (NOV 2011) (15 U.S.C. 657a).

☐ (ii) Alternate I (NOV 2011) of 52.219-3.

☐ (12)(i) 52.219-4, Notice of Price Evaluation Preference for HUBZone Small Business Concerns (OCT 2014) (if the offeror elects to waive the preference, it shall so indicate in its offer) (15 U.S.C. 657a).

☐ (ii) Alternate I (JAN 2011) of 52.219-4.

☐ (13) [Reserved]

☒ (14)(i) 52.219-6, Notice of Total Small Business Set-Aside (NOV 2011) (15 U.S.C. 644).

☐ (ii) Alternate I (NOV 2011).

☐ (iii) Alternate II (NOV 2011).

☐ (15)(i) 52.219-7, Notice of Partial Small Business Set-Aside (June 2003) (15 U.S.C. 644).

☐ (ii) Alternate I (Oct 1995) of 52.219-7.

☐ (iii) Alternate II (Mar 2004) of 52.219-7.

☐ (16) 52.219-8, Utilization of Small Business Concerns (OCT 2014) (15 U.S.C. 637(d)(2) and (3)).

☐ (17)(i) 52.219-9, Small Business Subcontracting Plan (OCT 2015) (15 U.S.C. 637(d)(4)).

☐ (ii) Alternate I (Oct 2001) of 52.219-9.

☐ (iii) Alternate II (Oct 2001) of 52.219-9.

☐ (iv) Alternate III (OCT 2015) of 52.219-9.

☐ (18) 52.219-13, Notice of Set-Aside of Orders (NOV 2011) (15 U.S.C. 644(r)).

☐ (19) 52.219-14, Limitations on Subcontracting (NOV 2011) (15 U.S.C. 637(a)(14)).

☐ (20) 52.219-16, Liquidated Damages—Subcontracting Plan (Jan 1999) (15 U.S.C. 637(d)(4)(F)(i)).

☐ (21) 52.219-27, Notice of Service-Disabled Veteran-Owned Small Business Set-Aside (NOV 2011) (15 U.S.C. 657f).

☒ (22) 52.219-28, Post Award Small Business Program Rerepresentation (Jul 2013) (15 U.S.C. 632(a)(2)).

☐ (23) 52.219-29, Notice of Set-Aside for Economically Disadvantaged Women-Owned Small Business (EDWOSB) Concerns (Jul 2013) (15 U.S.C. 637(m)).

☐ (24) 52.219-30, Notice of Set-Aside for Women-Owned Small Business (WOSB) Concerns Eligible Under the WOSB Program (Jul 2013) (15 U.S.C. 637(m)).

☒ (25) 52.222-3, Convict Labor (June 2003) (E.O. 11755).

☐ (26) 52.222-19, Child Labor—Cooperation with Authorities and Remedies (JAN 2014) (E.O. 13126).

☒ (27) 52.222-21, Prohibition of Segregated Facilities (APR 2015).

☒ (28) 52.222-26, Equal Opportunity (APR 2015) (E.O. 11246).

☒ (29) 52.222-35, Equal Opportunity for Veterans (OCT 2015) (38 U.S.C. 4212).

☒ (30) 52.222-36, Equal Opportunity for Workers with Disabilities (JUL 2014) (29 U.S.C. 793).

☒ (31) 52.222-37, Employment Reports on Veterans (OCT 2015) (38 U.S.C. 4212).

☐ (32) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (DEC 2010) (E.O. 13496).

☒ (33)(i) 52.222-50, Combating Trafficking in Persons (MAR 2015) (22 U.S.C. chapter 78 and E.O. 13627).

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

☐ (34) 52.222-54, Employment Eligibility Verification (OCT 2015). (E. O. 12989). (Not applicable to the acquisition of commercially available off-the-shelf items or certain other types of commercial items as prescribed in 22.1803.)

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

☐ (ii) Alternate I (MAY 2008) of 52.223-9 (42 U.S.C. 6962(i)(2)(C)). (Not applicable to the acquisition of commercially available off-the-shelf items.)

☐ (36)(i) 52.223-13, Acquisition of EPEAT®-Registered Imaging Equipment (JUN 2014) (E.O.s 13423 and 13514).

☐ (ii) Alternate I (OCT 2015) of 52.223-13.

☐ (37)(i) 52.223-14, Acquisition of EPEAT®-Registered Televisions (JUN 2014) (E.O.s 13423 and 13514).

☐ (ii) Alternate I (JUN 2014) of 52.223-14.

☐ (38) 52.223-15, Energy Efficiency in Energy-Consuming Products (DEC 2007)(42 U.S.C. 8259b).

☐ (39)(i) 52.223-16, Acquisition of EPEAT®-Registered Personal Computer Products (OCT 2015) (E.O.s 13423 and 13514).

☐ (ii) Alternate I (JUN 2014) of 52.223-16.

[X] (40) 52.223-18, Encouraging Contractor Policies to Ban Text Messaging While Driving (AUG 2011)

☐ (41) 52.225-1, Buy American—Supplies (MAY 2014) (41 U.S.C. chapter 83).

☐ (42)(i) 52.225-3, Buy American—Free Trade Agreements—Israeli Trade Act (MAY 2014) (41 U.S.C. chapter 83, 19 U.S.C. 3301 note, 19 U.S.C. 2112 note, 19 U.S.C. 3805 note, 19 U.S.C. 4001 note, Pub. L. 103-182, 108-77, 108-78, 108-286, 108-302, 109-53, 109-169, 109-283, 110-138, 112-41, 112-42, and 112-43).

☐ (ii) Alternate I (MAY 2014) of 52.225-3.

☐ (iii) Alternate II (MAY 2014) of 52.225-3.

☐ (iv) Alternate III (MAY 2014) of 52.225-3.

☐ (43) 52.225-5, Trade Agreements (NOV 2013) (19 U.S.C. 2501, *et seq.*, 19 U.S.C. 3301 note).

[X] (44) 52.225-13, Restrictions on Certain Foreign Purchases (JUN 2008) (E.O.'s, proclamations, and statutes administered by the Office of Foreign Assets Control of the Department of the Treasury).

☐ (45) 52.225-26, Contractors Performing Private Security Functions Outside the United States (Jul 2013) (Section 862, as amended, of the National Defense Authorization Act for Fiscal Year 2008; 10 U.S.C. 2302 Note).

☐ (46) 52.226-4, Notice of Disaster or Emergency Area Set-Aside (Nov 2007) (42 U.S.C. 5150).

☐ (47) 52.226-5, Restrictions on Subcontracting Outside Disaster or Emergency Area (Nov 2007) (42 U.S.C. 5150).

☐ (48) 52.232-29, Terms for Financing of Purchases of Commercial Items (Feb 2002) (41 U.S.C. 4505, 10 U.S.C. 2307(f)).

☐ (49) 52.232-30, Installment Payments for Commercial Items (Oct 1995) (41 U.S.C. 4505, 10 U.S.C. 2307(f)).

☐ (50) 52.232-33, Payment by Electronic Funds Transfer—System for Award Management (Jul 2013) (31 U.S.C. 3332).

[X] (51) 52.232-34, Payment by Electronic Funds Transfer—Other than System for Award Management (Jul 2013) (31 U.S.C. 3332).

☐ (52) 52.232-36, Payment by Third Party (MAY 2014) (31 U.S.C. 3332).

☐ (53) 52.239-1, Privacy or Security Safeguards (Aug 1996) (5 U.S.C. 552a).

☐ (54)(i) 52.247-64, Preference for Privately Owned U.S.-Flag Commercial Vessels (Feb 2006) (46 U.S.C. Appx. 1241(b) and 10 U.S.C. 2631).

☐ (ii) Alternate I (Apr 2003) of 52.247-64.

(c) The Contractor shall comply with the FAR clauses in this paragraph (c), applicable to commercial services, that the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or Executive orders applicable to acquisitions of commercial items:

- ☐ (1) 52.222-17, Nondisplacement of Qualified Workers (MAY 2014) (E.O. 13495).
- ☒ (2) 52.222-41, Service Contract Labor Standards (MAY 2014) (41 U.S.C. chapter 67).
- ☒ (3) 52.222-42, Statement of Equivalent Rates for Federal Hires (MAY 2014) (29 U.S.C. 206 and 41 U.S.C. chapter 67).

Employee Class

Monetary Wage-Fringe Benefits

- ☒ (4) 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards—Price Adjustment (Multiple Year and Option Contracts) (MAY 2014) (29 U.S.C. 206 and 41 U.S.C. chapter 67).
- ☐ (5) 52.222-44, Fair Labor Standards Act and Service Contract Labor Standards—Price Adjustment (MAY 2014) (29 U.S.C. 206 and 41 U.S.C. chapter 67).
- ☐ (6) 52.222-51, Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment—Requirements (MAY 2014) (41 U.S.C. chapter 67).
- ☐ (7) 52.222-53, Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services—Requirements (MAY 2014) (41 U.S.C. chapter 67).
- ☒ (8) 52.222-55, Minimum Wages Under Executive Order 13658 (DEC 2014) (Executive Order 13658).
- ☐ (9) 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations (MAY 2014) (42 U.S.C. 1792).
- ☐ (10) 52.237-11, Accepting and Dispensing of \$1 Coin (SEP 2008) (31 U.S.C. 5112(p)(1)).

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

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

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

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

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

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

(ii) 52.219-8, Utilization of Small Business Concerns (OCT 2014) (15 U.S.C. 637(d)(2) and (3)), in all subcontracts that offer further subcontracting opportunities. If the subcontract (except subcontracts to small business concerns) exceeds \$700,000 (\$1.5 million for construction of any public facility), the subcontractor must include 52.219-8 in lower tier subcontracts that offer subcontracting opportunities.

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

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

(v) 52.222-26, Equal Opportunity (APR 2015) (E.O. 11246).

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

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

(viii) 52.222-37, Employment Reports on Veterans (OCT 2015) (38 U.S.C. 4212).

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

(x) 52.222-41, Service Contract Labor Standards (MAY 2014) (41 U.S.C. chapter 67).

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

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

(xii) 52.222-51, Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment—Requirements (MAY 2014) (41 U.S.C. chapter 67).

(xiii) 52.222-53, Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services—Requirements (MAY 2014) (41 U.S.C. chapter 67).

(xiv) 52.222-54, Employment Eligibility Verification (OCT 2015) (E. O. 12989).

(xv) 52.222-55, Minimum Wages Under Executive Order 13658 (DEC 2014) (E.O. 13658).

(xvi) 52.225-26, Contractors Performing Private Security Functions Outside the United States (Jul 2013) (Section 862, as amended, of the National Defense Authorization Act for Fiscal Year 2008; 10 U.S.C. 2302 Note).

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

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

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

(End of Clause)

## **C.2 52.217-8 OPTION TO EXTEND SERVICES (NOV 1999)**

The Government may require continued performance of any services within the limits and at the rates specified in the contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed 6 months. The Contracting Officer may exercise the option by written notice to the Contractor within 30 days.

(End of Clause)

## **C.3 52.217-9 OPTION TO EXTEND THE TERM OF THE CONTRACT (MAR 2000)**

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

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

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

(End of Clause)

## **C.4 52.243-1 CHANGES—FIXED-PRICE (AUG 1987) ALTERNATE II (APR 1984)**

(a) The Contracting Officer may at any time, by written order, and without notice to the sureties, if any, make changes within the general scope of this contract in any one or more of the following:

(1) Description of services to be performed.

(2) Time of performance (*i.e.*, hours of the day, days of the week, etc.).

- (3) Place of performance of the services.
- (4) Drawings, designs, or specifications when the supplies to be furnished are to be specially manufactured for the Government in accordance with the drawings, designs, or specifications.
- (5) Method of shipment or packing of supplies.
- (6) Place of delivery.
- (b) If any such change causes an increase or decrease in the cost of, or the time required for, performance of any part of the work under this contract, whether or not changed by the order, the Contracting Officer shall make an equitable adjustment in the contract price, the delivery schedule, or both, and shall modify the contract.
- (c) The Contractor must assert its right to an adjustment under this clause within 30 days from the date of receipt of the written order. However, if the Contracting Officer decides that the facts justify it, the Contracting Officer may receive and act upon a proposal submitted before final payment of the contract.
- (d) If the Contractor's proposal includes the cost of property made obsolete or excess by the change, the Contracting Officer shall have the right to prescribe the manner of the disposition of the property.
- (e) Failure to agree to any adjustment shall be a dispute under the Disputes clause. However, nothing in this clause shall excuse the Contractor from proceeding with the contract as changed.

(End of Clause)

## C.5 52.252-2 CLAUSES INCORPORATED BY REFERENCE (FEB 1998)

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

<http://www.acquisition.gov/far/index.html>  
<http://www.va.gov/oal/library/vaar/>

(End of Clause)

<u>FAR Number</u>	<u>Title</u>	<u>Date</u>
52.222-55	MINIMUM WAGES UNDER EXECUTIVE ORDER 13658	DEC 2014
52.232-40	PROVIDING ACCELERATED PAYMENTS TO SMALL BUSINESS SUBCONTRACTORS	DEC 2013

## C.6 VAAR 852.203-70 COMMERCIAL ADVERTISING (JAN 2008)

The bidder or offeror agrees that if a contract is awarded to him/her, as a result of this solicitation, he/she will not advertise the award of the contract in his/her commercial advertising in such a manner as to state or imply that the Department of Veterans Affairs endorses a product, project or commercial line of endeavor.

(End of Clause)



## C.7 VAAR 852.237-70 CONTRACTOR RESPONSIBILITIES (APR 1984)

The contractor shall obtain all necessary licenses and/or permits required to perform this work. He/she shall take all reasonable precautions necessary to protect persons and property from injury or damage during the performance of this contract. He/she shall be responsible for any injury to himself/herself, his/her employees, as well as for any damage to personal or public property that occurs during the performance of this contract that is caused by his/her employees fault or negligence, and shall maintain personal liability and property damage insurance having coverage for a limit as required by the laws of the State of Iowa. Further, it is agreed that any negligence of the Government, its officers, agents, servants and employees, shall not be the responsibility of the contractor hereunder with the regard to any claims, loss, damage, injury, and liability resulting there from.

(End of Clause)

## C.8 VAAR 852.232-72 ELECTRONIC SUBMISSION OF PAYMENT REQUESTS (NOV 2012)

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

(1) *Contract financing payment* has the meaning given in FAR 32.001.

(2) *Designated agency office* has the meaning given in 5 CFR 1315.2(m).

(3) *Electronic form* means an automated system transmitting information electronically according to the

Accepted electronic data transmission methods and formats identified in paragraph (c) of this clause. Facsimile, email, and scanned documents are not acceptable electronic forms for submission of payment requests.

(4) *Invoice payment* has the meaning given in FAR 32.001.

(5) *Payment request* means any request for contract financing payment or invoice payment submitted by the contractor under this contract.

(b) *Electronic payment requests.* Except as provided in paragraph (e) of this clause, the contractor shall submit payment requests in electronic form. Purchases paid with a Government-wide commercial purchase card are considered to be an electronic transaction for purposes of this rule, and therefore no additional electronic invoice submission is required.

(c) *Data transmission.* A contractor must ensure that the data transmission method and format are through one of the following:

(1) VA's Electronic Invoice Presentment and Payment System. (See Web site at <http://www.fsc.va.gov/einvoice.asp>.)

(2) Any system that conforms to the X12 electronic data interchange (EDI) formats established by the Accredited Standards Center (ASC) and chartered by the American National Standards Institute (ANSI). The X12 EDI Web site (<http://www.x12.org>) includes additional information on EDI 810 and 811 formats.

(d) *Invoice requirements.* Invoices shall comply with FAR 32.905.

(e) *Exceptions.* If, based on one of the circumstances below, the contracting officer directs that payment requests be made by mail, the contractor shall submit payment requests by mail through the United States Postal Service to the designated agency office. Submission of payment requests by mail may be required for:

- (1) Awards made to foreign vendors for work performed outside the United States;
- (2) Classified contracts or purchases when electronic submission and processing of payment requests could compromise the safeguarding of classified or privacy information;
- (3) Contracts awarded by contracting officers in the conduct of emergency operations, such as responses to national emergencies;
- (4) Solicitations or contracts in which the designated agency office is a VA entity other than the VA Financial Services Center in Austin, Texas; or
- (5) Solicitations or contracts in which the VA designated agency office does not have electronic invoicing capability as described above.

(End of Clause)

## SECTION D - CONTRACT DOCUMENTS, EXHIBITS, OR ATTACHMENTS

### D.1 WAGE DETERMINATIONS

WD 05-2325 (Rev.-17) was first posted on [www.wdol.gov](http://www.wdol.gov) on 01/05/2016

\*\*\*\*\*  
\*\*\*\*\*

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2005-2325  
Revision No.: 17  
Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the 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 \$10.15 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 2016. 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](http://www.dol.gov/whd/govcontracts).

States: Iowa, Nebraska

Area: Iowa Counties of Adams, Buena Vista, Cass, Cherokee, Clay, Crawford, Dickinson, Fremont, Harrison, Ida, Lyon, Mills, Monona, Montgomery, Obrien, Osceola, Page, Plymouth, Pottawattamie, Sac, Shelby, Sioux, Woodbury  
Nebraska Counties of Burt, Butler, Cass, Cedar, Colfax, Cuming, Dakota, Dixon, Dodge, Douglas, Gage, Johnson, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce, Richardson, Sarpy, Saunders, Stanton, Thurston, Washington, Wayne

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

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

13.31

01012 - Accounting Clerk II

14.94

01013 - Accounting Clerk III

18.73

01020 - Administrative Assistant

20.14

01040 - Court Reporter  
19.61  
01051 - Data Entry Operator I  
11.53  
01052 - Data Entry Operator II  
12.58  
01060 - Dispatcher, Motor Vehicle  
17.90  
01070 - Document Preparation Clerk  
12.76  
01090 - Duplicating Machine Operator  
12.76  
01111 - General Clerk I  
12.53  
01112 - General Clerk II  
13.67  
01113 - General Clerk III  
17.51  
01120 - Housing Referral Assistant  
17.59  
01141 - Messenger Courier  
11.68  
01191 - Order Clerk I  
11.55  
01192 - Order Clerk II  
12.60  
01261 - Personnel Assistant (Employment) I  
14.81  
01262 - Personnel Assistant (Employment) II  
17.58  
01263 - Personnel Assistant (Employment) III  
19.55  
01270 - Production Control Clerk  
18.04  
01280 - Receptionist  
12.32  
01290 - Rental Clerk  
12.30  
01300 - Scheduler, Maintenance  
13.94  
01311 - Secretary I  
13.94  
01312 - Secretary II  
15.59  
01313 - Secretary III  
17.59  
01320 - Service Order Dispatcher  
15.74  
01410 - Supply Technician  
20.14  
01420 - Survey Worker  
12.93  
01531 - Travel Clerk I  
12.17  
01532 - Travel Clerk II  
12.94  
01533 - Travel Clerk III  
13.73  
01611 - Word Processor I  
13.07

01612 - Word Processor II  
14.67  
01613 - Word Processor III  
16.41  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
18.50  
05010 - Automotive Electrician  
18.93  
05040 - Automotive Glass Installer  
18.38  
05070 - Automotive Worker  
18.38  
05110 - Mobile Equipment Servicer  
16.99  
05130 - Motor Equipment Metal Mechanic  
19.53  
05160 - Motor Equipment Metal Worker  
18.38  
05190 - Motor Vehicle Mechanic  
17.96  
05220 - Motor Vehicle Mechanic Helper  
16.21  
05250 - Motor Vehicle Upholstery Worker  
18.08  
05280 - Motor Vehicle Wrecker  
18.38  
05310 - Painter, Automotive  
18.93  
05340 - Radiator Repair Specialist  
17.13  
05370 - Tire Repairer  
13.49  
05400 - Transmission Repair Specialist  
19.53  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.54  
07041 - Cook I  
10.87  
07042 - Cook II  
12.11  
07070 - Dishwasher  
8.33  
07130 - Food Service Worker  
9.03  
07210 - Meat Cutter  
12.74  
07260 - Waiter/Waitress  
7.74  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
16.35  
09040 - Furniture Handler  
12.31  
09080 - Furniture Refinisher  
16.35  
09090 - Furniture Refinisher Helper  
13.99

09110 - Furniture Repairer, Minor  
15.17  
09130 - Upholsterer  
16.35  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
9.63  
11060 - Elevator Operator  
9.63  
11090 - Gardener  
14.37  
11122 - Housekeeping Aide  
10.67  
11150 - Janitor  
10.39  
11210 - Laborer, Grounds Maintenance  
11.65  
11240 - Maid or Houseman  
9.05  
11260 - Pruner  
11.11  
11270 - Tractor Operator  
13.44  
11330 - Trail Maintenance Worker  
11.65  
11360 - Window Cleaner  
11.27  
12000 - Health Occupations  
12010 - Ambulance Driver  
15.76  
12011 - Breath Alcohol Technician  
15.75  
12012 - Certified Occupational Therapist Assistant  
22.31  
12015 - Certified Physical Therapist Assistant  
19.08  
12020 - Dental Assistant  
15.10  
12025 - Dental Hygienist  
33.94  
12030 - EKG Technician  
23.41  
12035 - Electroneurodiagnostic Technologist  
23.41  
12040 - Emergency Medical Technician  
14.46  
12071 - Licensed Practical Nurse I  
14.68  
12072 - Licensed Practical Nurse II  
16.43  
12073 - Licensed Practical Nurse III  
18.32  
12100 - Medical Assistant  
14.00  
12130 - Medical Laboratory Technician  
16.42  
12160 - Medical Record Clerk  
14.21  
12190 - Medical Record Technician  
15.90

12195 - Medical Transcriptionist  
15.22  
12210 - Nuclear Medicine Technologist  
31.93  
12221 - Nursing Assistant I  
10.49  
12222 - Nursing Assistant II  
11.79  
12223 - Nursing Assistant III  
12.87  
12224 - Nursing Assistant IV  
14.44  
12235 - Optical Dispenser  
13.87  
12236 - Optical Technician  
11.74  
12250 - Pharmacy Technician  
13.17  
12280 - Phlebotomist  
14.44  
12305 - Radiologic Technologist  
23.06  
12311 - Registered Nurse I  
22.24  
12312 - Registered Nurse II  
27.20  
12313 - Registered Nurse II, Specialist  
27.20  
12314 - Registered Nurse III  
32.91  
12315 - Registered Nurse III, Anesthetist  
32.91  
12316 - Registered Nurse IV  
39.44  
12317 - Scheduler (Drug and Alcohol Testing)  
19.95  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
17.43  
13012 - Exhibits Specialist II  
21.58  
13013 - Exhibits Specialist III  
26.39  
13041 - Illustrator I  
19.13  
13042 - Illustrator II  
23.71  
13043 - Illustrator III  
29.00  
13047 - Librarian  
23.91  
13050 - Library Aide/Clerk  
9.09  
13054 - Library Information Technology Systems  
21.59  
Administrator  
13058 - Library Technician  
15.09  
13061 - Media Specialist I  
15.58

13062 - Media Specialist II  
17.42  
13063 - Media Specialist III  
19.42  
13071 - Photographer I  
13.89  
13072 - Photographer II  
15.54  
13073 - Photographer III  
19.17  
13074 - Photographer IV  
22.54  
13075 - Photographer V  
27.27  
13110 - Video Teleconference Technician  
14.95  
14000 - Information Technology Occupations  
14041 - Computer Operator I  
15.26  
14042 - Computer Operator II  
17.08  
14043 - Computer Operator III  
20.69  
14044 - Computer Operator IV  
22.16  
14045 - Computer Operator V  
24.58  
14071 - Computer Programmer I (see 1)  
24.18  
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  
15.26  
14160 - Personal Computer Support Technician  
22.16  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
30.60  
15020 - Aircrew Training Devices Instructor (Rated)  
34.46  
15030 - Air Crew Training Devices Instructor (Pilot)  
40.44  
15050 - Computer Based Training Specialist / Instructor  
30.60  
15060 - Educational Technologist  
27.15  
15070 - Flight Instructor (Pilot)  
40.44  
15080 - Graphic Artist  
21.89  
15090 - Technical Instructor  
21.17  
15095 - Technical Instructor/Course Developer  
23.58  
15110 - Test Proctor  
17.08



15120 - Tutor  
17.08  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.03  
16030 - Counter Attendant  
9.03  
16040 - Dry Cleaner  
10.82  
16070 - Finisher, Flatwork, Machine  
9.03  
16090 - Presser, Hand  
9.03  
16110 - Presser, Machine, Drycleaning  
9.03  
16130 - Presser, Machine, Shirts  
9.03  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.03  
16190 - Sewing Machine Operator  
11.44  
16220 - Tailor  
12.11  
16250 - Washer, Machine  
9.68  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
19.95  
19040 - Tool And Die Maker  
22.62  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
14.53  
21030 - Material Coordinator  
18.04  
21040 - Material Expediter  
18.04  
21050 - Material Handling Laborer  
12.09  
21071 - Order Filler  
11.76  
21080 - Production Line Worker (Food Processing)  
14.53  
21110 - Shipping Packer  
14.67  
21130 - Shipping/Receiving Clerk  
14.67  
21140 - Store Worker I  
11.77  
21150 - Stock Clerk  
14.98  
21210 - Tools And Parts Attendant  
14.53  
21410 - Warehouse Specialist  
14.53  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
26.14  
23021 - Aircraft Mechanic I  
24.89

23022 - Aircraft Mechanic II  
26.14  
23023 - Aircraft Mechanic III  
27.45  
23040 - Aircraft Mechanic Helper  
20.66  
23050 - Aircraft, Painter  
24.50  
23060 - Aircraft Servicer  
23.11  
23080 - Aircraft Worker  
23.40  
23110 - Appliance Mechanic  
18.35  
23120 - Bicycle Repairer  
13.49  
23125 - Cable Splicer  
26.38  
23130 - Carpenter, Maintenance  
16.67  
23140 - Carpet Layer  
18.06  
23160 - Electrician, Maintenance  
21.66  
23181 - Electronics Technician Maintenance I  
21.23  
23182 - Electronics Technician Maintenance II  
23.35  
23183 - Electronics Technician Maintenance III  
23.92  
23260 - Fabric Worker  
17.71  
23290 - Fire Alarm System Mechanic  
20.26  
23310 - Fire Extinguisher Repairer  
16.65  
23311 - Fuel Distribution System Mechanic  
26.39  
23312 - Fuel Distribution System Operator  
22.22  
23370 - General Maintenance Worker  
16.54  
23380 - Ground Support Equipment Mechanic  
24.89  
23381 - Ground Support Equipment Servicer  
23.11  
23382 - Ground Support Equipment Worker  
23.40  
23391 - Gunsmith I  
16.65  
23392 - Gunsmith II  
18.76  
23393 - Gunsmith III  
20.57  
23410 - Heating, Ventilation And Air-Conditioning  
22.40  
Mechanic  
23411 - Heating, Ventilation And Air Contditioning  
23.40  
Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic  
18.56  
23440 - Heavy Equipment Operator  
18.14  
23460 - Instrument Mechanic  
23.27  
23465 - Laboratory/Shelter Mechanic  
19.75  
23470 - Laborer  
12.09  
23510 - Locksmith  
19.51  
23530 - Machinery Maintenance Mechanic  
19.36  
23550 - Machinist, Maintenance  
18.26  
23580 - Maintenance Trades Helper  
14.65  
23591 - Metrology Technician I  
22.91  
23592 - Metrology Technician II  
23.34  
23593 - Metrology Technician III  
24.08  
23640 - Millwright  
20.83  
23710 - Office Appliance Repairer  
20.16  
23760 - Painter, Maintenance  
15.61  
23790 - Pipefitter, Maintenance  
26.10  
23810 - Plumber, Maintenance  
25.32  
23820 - Pneudraulic Systems Mechanic  
20.57  
23850 - Rigger  
20.57  
23870 - Scale Mechanic  
18.76  
23890 - Sheet-Metal Worker, Maintenance  
22.73  
23910 - Small Engine Mechanic  
16.69  
23931 - Telecommunications Mechanic I  
23.54  
23932 - Telecommunications Mechanic II  
26.07  
23950 - Telephone Lineman  
19.67  
23960 - Welder, Combination, Maintenance  
16.05  
23965 - Well Driller  
18.93  
23970 - Woodcraft Worker  
20.57  
23980 - Woodworker  
15.36  
24000 - Personal Needs Occupations

24570 - Child Care Attendant  
9.72  
24580 - Child Care Center Clerk  
13.42  
24610 - Chore Aide  
10.04  
24620 - Family Readiness And Support Services  
14.31  
Coordinator  
24630 - Homemaker  
15.60  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
19.95  
25040 - Sewage Plant Operator  
20.76  
25070 - Stationary Engineer  
19.95  
25190 - Ventilation Equipment Tender  
14.84  
25210 - Water Treatment Plant Operator  
20.76  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.14  
27007 - Baggage Inspector  
13.01  
27008 - Corrections Officer  
17.79  
27010 - Court Security Officer  
22.20  
27030 - Detection Dog Handler  
16.42  
27040 - Detention Officer  
17.79  
27070 - Firefighter  
22.36  
27101 - Guard I  
13.01  
27102 - Guard II  
16.42  
27131 - Police Officer I  
22.90  
27132 - Police Officer II  
25.45  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
11.27  
28042 - Carnival Equipment Repairer  
11.72  
28043 - Carnival Equipment Worker  
8.15  
28210 - Gate Attendant/Gate Tender  
14.00  
28310 - Lifeguard  
11.34  
28350 - Park Attendant (Aide)  
15.66  
28510 - Recreation Aide/Health Facility Attendant  
11.43

28515 - Recreation Specialist  
13.43  
28630 - Sports Official  
12.47  
28690 - Swimming Pool Operator  
17.03  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
19.13  
29020 - Hatch Tender  
19.13  
29030 - Line Handler  
19.13  
29041 - Stevedore I  
18.13  
29042 - Stevedore II  
20.23  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
35.77  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
24.66  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
27.16  
30021 - Archeological Technician I  
18.46  
30022 - Archeological Technician II  
20.64  
30023 - Archeological Technician III  
25.57  
30030 - Cartographic Technician  
25.57  
30040 - Civil Engineering Technician  
20.26  
30061 - Drafter/CAD Operator I  
18.46  
30062 - Drafter/CAD Operator II  
20.64  
30063 - Drafter/CAD Operator III  
23.02  
30064 - Drafter/CAD Operator IV  
27.98  
30081 - Engineering Technician I  
16.00  
30082 - Engineering Technician II  
17.95  
30083 - Engineering Technician III  
20.08  
30084 - Engineering Technician IV  
24.89  
30085 - Engineering Technician V  
30.45  
30086 - Engineering Technician VI  
36.83  
30090 - Environmental Technician  
21.47  
30210 - Laboratory Technician  
22.74  
30240 - Mathematical Technician  
25.41

30361 - Paralegal/Legal Assistant I  
 17.58  
 30362 - Paralegal/Legal Assistant II  
 21.80  
 30363 - Paralegal/Legal Assistant III  
 26.65  
 30364 - Paralegal/Legal Assistant IV  
 32.25  
 30390 - Photo-Optics Technician  
 25.37  
 30461 - Technical Writer I  
 19.99  
 30462 - Technical Writer II  
 24.46  
 30463 - Technical Writer III  
 29.39  
 30491 - Unexploded Ordnance (UXO) Technician I  
 22.74  
 30492 - Unexploded Ordnance (UXO) Technician II  
 27.51  
 30493 - Unexploded Ordnance (UXO) Technician III  
 32.97  
 30494 - Unexploded (UXO) Safety Escort  
 22.74  
 30495 - Unexploded (UXO) Sweep Personnel  
 22.74  
 30620 - Weather Observer, Combined Upper Air Or (see 2)  
 23.02  
 Surface Programs  
 30621 - Weather Observer, Senior (see 2)  
 25.27  
 31000 - Transportation/Mobile Equipment Operation Occupations  
 31020 - Bus Aide  
 11.66  
 31030 - Bus Driver  
 15.35  
 31043 - Driver Courier  
 13.50  
 31260 - Parking and Lot Attendant  
 8.57  
 31290 - Shuttle Bus Driver  
 14.43  
 31310 - Taxi Driver  
 9.88  
 31361 - Truckdriver, Light  
 14.43  
 31362 - Truckdriver, Medium  
 21.01  
 31363 - Truckdriver, Heavy  
 19.94  
 31364 - Truckdriver, Tractor-Trailer  
 19.94  
 99000 - Miscellaneous Occupations  
 99030 - Cashier  
 8.71  
 99050 - Desk Clerk  
 10.58  
 99095 - Embalmer  
 29.68

99251 - Laboratory Animal Caretaker I  
10.85  
99252 - Laboratory Animal Caretaker II  
11.13  
99310 - Mortician  
34.13  
99410 - Pest Controller  
16.74  
99510 - Photofinishing Worker  
11.95  
99710 - Recycling Laborer  
13.67  
99711 - Recycling Specialist  
15.77  
99730 - Refuse Collector  
12.60  
99810 - Sales Clerk  
12.39  
99820 - School Crossing Guard  
12.83  
99830 - Survey Party Chief  
26.90  
99831 - Surveying Aide  
14.56  
99832 - Surveying Technician  
18.47  
99840 - Vending Machine Attendant  
13.19  
99841 - Vending Machine Repairer  
14.70  
99842 - Vending Machine Repairer Helper  
13.19

---

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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 4174)

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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure

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.

WD 05-2203 (Rev.-19) was first posted on [www.wdol.gov](http://www.wdol.gov) on 01/05/2016

\*\*\*\*\*

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2005-2203  
Revision No.: 19  
Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the 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 \$10.15 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 2016. 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](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa Counties of Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler, Cedar, Chickasaw, Clayton, Clinton, Delaware, Dubuque, Fayette, Floyd, Grundy, Howard, Iowa, Jackson, Jefferson, Johnson, Jones, Keokuk, Linn, Mitchell, Tama, Van Buren, Washington, Winneshiek

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

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

12.93

01012 - Accounting Clerk II

15.40

01013 - Accounting Clerk III

21.42

01020 - Administrative Assistant

19.38

01040 - Court Reporter  
20.39  
01051 - Data Entry Operator I  
12.49  
01052 - Data Entry Operator II  
14.56  
01060 - Dispatcher, Motor Vehicle  
15.38  
01070 - Document Preparation Clerk  
14.31  
01090 - Duplicating Machine Operator  
14.31  
01111 - General Clerk I  
11.63  
01112 - General Clerk II  
12.68  
01113 - General Clerk III  
14.24  
01120 - Housing Referral Assistant  
16.52  
01141 - Messenger Courier  
11.00  
01191 - Order Clerk I  
13.30  
01192 - Order Clerk II  
15.41  
01261 - Personnel Assistant (Employment) I  
14.60  
01262 - Personnel Assistant (Employment) II  
16.34  
01263 - Personnel Assistant (Employment) III  
18.22  
01270 - Production Control Clerk  
19.25  
01280 - Receptionist  
11.71  
01290 - Rental Clerk  
10.87  
01300 - Scheduler, Maintenance  
13.24  
01311 - Secretary I  
13.24  
01312 - Secretary II  
14.81  
01313 - Secretary III  
16.52  
01320 - Service Order Dispatcher  
14.62  
01410 - Supply Technician  
19.38  
01420 - Survey Worker  
13.11  
01531 - Travel Clerk I  
13.20  
01532 - Travel Clerk II  
14.27  
01533 - Travel Clerk III  
15.44  
01611 - Word Processor I  
11.67

01612 - Word Processor II  
13.10  
01613 - Word Processor III  
14.65  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
19.02  
05010 - Automotive Electrician  
18.51  
05040 - Automotive Glass Installer  
18.00  
05070 - Automotive Worker  
18.00  
05110 - Mobile Equipment Servicer  
16.94  
05130 - Motor Equipment Metal Mechanic  
19.02  
05160 - Motor Equipment Metal Worker  
18.00  
05190 - Motor Vehicle Mechanic  
19.02  
05220 - Motor Vehicle Mechanic Helper  
16.40  
05250 - Motor Vehicle Upholstery Worker  
17.45  
05280 - Motor Vehicle Wrecker  
18.00  
05310 - Painter, Automotive  
18.51  
05340 - Radiator Repair Specialist  
18.00  
05370 - Tire Repairer  
15.19  
05400 - Transmission Repair Specialist  
19.02  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.88  
07041 - Cook I  
10.68  
07042 - Cook II  
11.88  
07070 - Dishwasher  
8.74  
07130 - Food Service Worker  
8.96  
07210 - Meat Cutter  
14.01  
07260 - Waiter/Waitress  
9.07  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
19.76  
09040 - Furniture Handler  
15.32  
09080 - Furniture Refinisher  
20.24  
09090 - Furniture Refinisher Helper  
16.46

09110 - Furniture Repairer, Minor  
18.49  
09130 - Upholsterer  
20.24  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.91  
11060 - Elevator Operator  
10.73  
11090 - Gardener  
13.23  
11122 - Housekeeping Aide  
10.73  
11150 - Janitor  
10.73  
11210 - Laborer, Grounds Maintenance  
11.79  
11240 - Maid or Houseman  
9.50  
11260 - Pruner  
10.95  
11270 - Tractor Operator  
13.46  
11330 - Trail Maintenance Worker  
11.79  
11360 - Window Cleaner  
11.55  
12000 - Health Occupations  
12010 - Ambulance Driver  
15.48  
12011 - Breath Alcohol Technician  
15.48  
12012 - Certified Occupational Therapist Assistant  
19.38  
12015 - Certified Physical Therapist Assistant  
22.25  
12020 - Dental Assistant  
17.85  
12025 - Dental Hygienist  
30.40  
12030 - EKG Technician  
24.95  
12035 - Electroneurodiagnostic Technologist  
24.95  
12040 - Emergency Medical Technician  
15.48  
12071 - Licensed Practical Nurse I  
14.72  
12072 - Licensed Practical Nurse II  
16.46  
12073 - Licensed Practical Nurse III  
18.36  
12100 - Medical Assistant  
14.34  
12130 - Medical Laboratory Technician  
16.34  
12160 - Medical Record Clerk  
14.21  
12190 - Medical Record Technician  
16.41

12195 - Medical Transcriptionist  
14.36  
12210 - Nuclear Medicine Technologist  
36.18  
12221 - Nursing Assistant I  
10.66  
12222 - Nursing Assistant II  
11.98  
12223 - Nursing Assistant III  
13.07  
12224 - Nursing Assistant IV  
14.67  
12235 - Optical Dispenser  
15.13  
12236 - Optical Technician  
14.72  
12250 - Pharmacy Technician  
16.23  
12280 - Phlebotomist  
14.67  
12305 - Radiologic Technologist  
24.45  
12311 - Registered Nurse I  
21.66  
12312 - Registered Nurse II  
26.51  
12313 - Registered Nurse II, Specialist  
26.51  
12314 - Registered Nurse III  
32.08  
12315 - Registered Nurse III, Anesthetist  
32.08  
12316 - Registered Nurse IV  
38.42  
12317 - Scheduler (Drug and Alcohol Testing)  
20.40  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
17.56  
13012 - Exhibits Specialist II  
21.43  
13013 - Exhibits Specialist III  
26.17  
13041 - Illustrator I  
16.69  
13042 - Illustrator II  
20.69  
13043 - Illustrator III  
25.31  
13047 - Librarian  
22.91  
13050 - Library Aide/Clerk  
10.65  
13054 - Library Information Technology Systems  
20.69  
Administrator  
13058 - Library Technician  
13.33  
13061 - Media Specialist I  
14.93



13062 - Media Specialist II  
16.69  
13063 - Media Specialist III  
18.62  
13071 - Photographer I  
14.72  
13072 - Photographer II  
17.66  
13073 - Photographer III  
20.94  
13074 - Photographer IV  
26.01  
13075 - Photographer V  
30.93  
13110 - Video Teleconference Technician  
16.03  
14000 - Information Technology Occupations  
14041 - Computer Operator I  
13.51  
14042 - Computer Operator II  
15.11  
14043 - Computer Operator III  
18.95  
14044 - Computer Operator IV  
21.08  
14045 - Computer Operator V  
23.33  
14071 - Computer Programmer I  
20.67  
14072 - Computer Programmer II  
25.59  
14073 - Computer Programmer III (see 1)  
14074 - Computer Programmer IV (see 1)  
14101 - Computer Systems Analyst I  
27.53  
14102 - Computer Systems Analyst II (see 1)  
14103 - Computer Systems Analyst III (see 1)  
14150 - Peripheral Equipment Operator  
13.51  
14160 - Personal Computer Support Technician  
21.08  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
27.53  
15020 - Aircrew Training Devices Instructor (Rated)  
33.31  
15030 - Air Crew Training Devices Instructor (Pilot)  
39.12  
15050 - Computer Based Training Specialist / Instructor  
27.53  
15060 - Educational Technologist  
26.59  
15070 - Flight Instructor (Pilot)  
39.12  
15080 - Graphic Artist  
19.60  
15090 - Technical Instructor  
18.70  
15095 - Technical Instructor/Course Developer  
22.98

15110 - Test Proctor  
15.09  
15120 - Tutor  
15.09  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.53  
16030 - Counter Attendant  
9.53  
16040 - Dry Cleaner  
12.42  
16070 - Finisher, Flatwork, Machine  
9.53  
16090 - Presser, Hand  
9.53  
16110 - Presser, Machine, Drycleaning  
9.53  
16130 - Presser, Machine, Shirts  
9.53  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.53  
16190 - Sewing Machine Operator  
13.37  
16220 - Tailor  
14.31  
16250 - Washer, Machine  
10.54  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
19.47  
19040 - Tool And Die Maker  
22.07  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.86  
21030 - Material Coordinator  
19.25  
21040 - Material Expediter  
19.25  
21050 - Material Handling Laborer  
15.82  
21071 - Order Filler  
10.93  
21080 - Production Line Worker (Food Processing)  
15.86  
21110 - Shipping Packer  
17.16  
21130 - Shipping/Receiving Clerk  
15.94  
21140 - Store Worker I  
14.36  
21150 - Stock Clerk  
17.94  
21210 - Tools And Parts Attendant  
15.86  
21410 - Warehouse Specialist  
15.86  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
23.70

23021 - Aircraft Mechanic I  
22.78  
23022 - Aircraft Mechanic II  
23.70  
23023 - Aircraft Mechanic III  
24.39  
23040 - Aircraft Mechanic Helper  
17.66  
23050 - Aircraft, Painter  
21.89  
23060 - Aircraft Servicer  
19.85  
23080 - Aircraft Worker  
20.94  
23110 - Appliance Mechanic  
21.89  
23120 - Bicycle Repairer  
15.87  
23125 - Cable Splicer  
29.41  
23130 - Carpenter, Maintenance  
20.39  
23140 - Carpet Layer  
20.94  
23160 - Electrician, Maintenance  
25.46  
23181 - Electronics Technician Maintenance I  
23.27  
23182 - Electronics Technician Maintenance II  
24.15  
23183 - Electronics Technician Maintenance III  
25.31  
23260 - Fabric Worker  
19.85  
23290 - Fire Alarm System Mechanic  
22.78  
23310 - Fire Extinguisher Repairer  
18.75  
23311 - Fuel Distribution System Mechanic  
21.24  
23312 - Fuel Distribution System Operator  
17.57  
23370 - General Maintenance Worker  
18.15  
23380 - Ground Support Equipment Mechanic  
22.78  
23381 - Ground Support Equipment Servicer  
19.85  
23382 - Ground Support Equipment Worker  
20.94  
23391 - Gunsmith I  
18.75  
23392 - Gunsmith II  
20.94  
23393 - Gunsmith III  
22.78  
23410 - Heating, Ventilation And Air-Conditioning  
24.46  
Mechanic

23411 - Heating, Ventilation And Air Contditioning  
25.68  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
21.15  
23440 - Heavy Equipment Operator  
19.95  
23460 - Instrument Mechanic  
22.78  
23465 - Laboratory/Shelter Mechanic  
21.89  
23470 - Laborer  
13.20  
23510 - Locksmith  
21.89  
23530 - Machinery Maintenance Mechanic  
24.28  
23550 - Machinist, Maintenance  
19.63  
23580 - Maintenance Trades Helper  
16.46  
23591 - Metrology Technician I  
22.78  
23592 - Metrology Technician II  
23.57  
23593 - Metrology Technician III  
24.26  
23640 - Millwright  
23.19  
23710 - Office Appliance Repairer  
20.39  
23760 - Painter, Maintenance  
18.50  
23790 - Pipefitter, Maintenance  
25.63  
23810 - Plumber, Maintenance  
21.82  
23820 - Pneudraulic Systems Mechanic  
22.78  
23850 - Rigger  
22.78  
23870 - Scale Mechanic  
20.94  
23890 - Sheet-Metal Worker, Maintenance  
22.17  
23910 - Small Engine Mechanic  
19.22  
23931 - Telecommunications Mechanic I  
23.73  
23932 - Telecommunications Mechanic II  
24.67  
23950 - Telephone Lineman  
21.08  
23960 - Welder, Combination, Maintenance  
20.27  
23965 - Well Driller  
22.78  
23970 - Woodcraft Worker  
22.78

23980 - Woodworker  
18.75  
24000 - Personal Needs Occupations  
24570 - Child Care Attendant  
9.63  
24580 - Child Care Center Clerk  
12.02  
24610 - Chore Aide  
11.02  
24620 - Family Readiness And Support Services  
12.50  
Coordinator  
24630 - Homemaker  
15.31  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
22.78  
25040 - Sewage Plant Operator  
18.72  
25070 - Stationary Engineer  
22.78  
25190 - Ventilation Equipment Tender  
17.66  
25210 - Water Treatment Plant Operator  
18.72  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
17.82  
27007 - Baggage Inspector  
10.95  
27008 - Corrections Officer  
18.93  
27010 - Court Security Officer  
19.14  
27030 - Detection Dog Handler  
14.39  
27040 - Detention Officer  
18.93  
27070 - Firefighter  
18.68  
27101 - Guard I  
10.95  
27102 - Guard II  
14.39  
27131 - Police Officer I  
21.40  
27132 - Police Officer II  
23.77  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
10.45  
28042 - Carnival Equipment Repairer  
10.82  
28043 - Carnival Equipment Worker  
9.09  
28210 - Gate Attendant/Gate Tender  
13.41  
28310 - Lifeguard  
11.01

28350 - Park Attendant (Aide)  
15.00  
28510 - Recreation Aide/Health Facility Attendant  
10.95  
28515 - Recreation Specialist  
18.59  
28630 - Sports Official  
11.95  
28690 - Swimming Pool Operator  
15.27  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
20.93  
29020 - Hatch Tender  
20.93  
29030 - Line Handler  
20.93  
29041 - Stevedore I  
18.59  
29042 - Stevedore II  
21.89  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
35.77  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
24.66  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
27.16  
30021 - Archeological Technician I  
17.33  
30022 - Archeological Technician II  
19.39  
30023 - Archeological Technician III  
24.03  
30030 - Cartographic Technician  
24.03  
30040 - Civil Engineering Technician  
22.29  
30061 - Drafter/CAD Operator I  
17.33  
30062 - Drafter/CAD Operator II  
21.58  
30063 - Drafter/CAD Operator III  
22.11  
30064 - Drafter/CAD Operator IV  
26.60  
30081 - Engineering Technician I  
15.65  
30082 - Engineering Technician II  
17.86  
30083 - Engineering Technician III  
20.62  
30084 - Engineering Technician IV  
24.34  
30085 - Engineering Technician V  
29.79  
30086 - Engineering Technician VI  
36.05  
30090 - Environmental Technician  
24.03

30210 - Laboratory Technician  
25.15  
30240 - Mathematical Technician  
24.03  
30361 - Paralegal/Legal Assistant I  
15.73  
30362 - Paralegal/Legal Assistant II  
19.50  
30363 - Paralegal/Legal Assistant III  
23.85  
30364 - Paralegal/Legal Assistant IV  
28.86  
30390 - Photo-Optics Technician  
24.03  
30461 - Technical Writer I  
18.08  
30462 - Technical Writer II  
22.11  
30463 - Technical Writer III  
26.75  
30491 - Unexploded Ordnance (UXO) Technician I  
22.74  
30492 - Unexploded Ordnance (UXO) Technician II  
27.51  
30493 - Unexploded Ordnance (UXO) Technician III  
32.97  
30494 - Unexploded (UXO) Safety Escort  
22.74  
30495 - Unexploded (UXO) Sweep Personnel  
22.74  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
21.63  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
24.03  
31000 - Transportation/Mobile Equipment Operation Occupations  
31020 - Bus Aide  
12.53  
31030 - Bus Driver  
15.72  
31043 - Driver Courier  
13.44  
31260 - Parking and Lot Attendant  
11.13  
31290 - Shuttle Bus Driver  
14.05  
31310 - Taxi Driver  
12.42  
31361 - Truckdriver, Light  
14.05  
31362 - Truckdriver, Medium  
14.87  
31363 - Truckdriver, Heavy  
19.87  
31364 - Truckdriver, Tractor-Trailer  
19.87  
99000 - Miscellaneous Occupations  
99030 - Cashier  
8.77

99050 - Desk Clerk  
9.56  
99095 - Embalmer  
24.57  
99251 - Laboratory Animal Caretaker I  
12.85  
99252 - Laboratory Animal Caretaker II  
13.63  
99310 - Mortician  
24.57  
99410 - Pest Controller  
15.59  
99510 - Photofinishing Worker  
11.95  
99710 - Recycling Laborer  
15.04  
99711 - Recycling Specialist  
17.17  
99730 - Refuse Collector  
13.97  
99810 - Sales Clerk  
12.45  
99820 - School Crossing Guard  
13.71  
99830 - Survey Party Chief  
24.55  
99831 - Surveying Aide  
12.29  
99832 - Surveying Technician  
16.84  
99840 - Vending Machine Attendant  
13.02  
99841 - Vending Machine Repairer  
14.28  
99842 - Vending Machine Repairer Helper  
13.02

---

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

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

HOLIDAYS: A minimum of 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 4174)

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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

WD 05-2205 (Rev.-20) was first posted on [www.wdol.gov](http://www.wdol.gov) on 01/05/2016

\*\*\*\*\*

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2005-2205  
Revision No.: 20  
Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the 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 \$10.15 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 2016. 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](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa Counties of Adair, Appanoose, Audubon, Boone, Calhoun, Carroll, Cerro Gordo, Clarke, Dallas, Davis, Decatur, Emmet, Franklin, Greene, Guthrie, Hamilton, Hancock, Hardin, Humboldt, Jasper, Kossuth, Lucas, Madison, Mahaska, Marion, Marshall, Monroe, Palo Alto, Pocahontas, Polk, Poweshiek, Ringgold, Story, Taylor, Union, Wapello, Warren, Wayne, Webster, Winnebago, Worth, Wright

\*\*\*Fringe Benefits Required Follow the Occupational Listing\*\*  
OCCUPATION CODE - TITLE                      FOOTNOTE  
RATE  
01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I  
12.67  
01012 - Accounting Clerk II  
14.21  
01013 - Accounting Clerk III  
15.90  
01020 - Administrative Assistant  
22.14  
01040 - Court Reporter  
16.25  
01051 - Data Entry Operator I  
12.10  
01052 - Data Entry Operator II  
13.20  
01060 - Dispatcher, Motor Vehicle  
18.58  
01070 - Document Preparation Clerk  
13.79  
01090 - Duplicating Machine Operator  
13.79  
01111 - General Clerk I  
12.53  
01112 - General Clerk II  
13.68  
01113 - General Clerk III  
15.35  
01120 - Housing Referral Assistant  
18.58  
01141 - Messenger Courier  
11.61  
01191 - Order Clerk I  
15.21  
01192 - Order Clerk II  
18.54  
01261 - Personnel Assistant (Employment) I  
15.06  
01262 - Personnel Assistant (Employment) II  
16.85  
01263 - Personnel Assistant (Employment) III  
21.01  
01270 - Production Control Clerk  
19.65  
01280 - Receptionist  
12.00  
01290 - Rental Clerk  
12.28  
01300 - Scheduler, Maintenance  
14.53  
01311 - Secretary I  
14.53  
01312 - Secretary II  
16.25  
01313 - Secretary III  
18.43  
01320 - Service Order Dispatcher  
16.60  
01410 - Supply Technician  
22.14  
01420 - Survey Worker  
16.09

01531 - Travel Clerk I  
12.17  
01532 - Travel Clerk II  
12.94  
01533 - Travel Clerk III  
13.73  
01611 - Word Processor I  
13.30  
01612 - Word Processor II  
14.93  
01613 - Word Processor III  
16.70  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
20.28  
05010 - Automotive Electrician  
20.43  
05040 - Automotive Glass Installer  
19.68  
05070 - Automotive Worker  
19.68  
05110 - Mobile Equipment Servicer  
18.10  
05130 - Motor Equipment Metal Mechanic  
21.62  
05160 - Motor Equipment Metal Worker  
19.68  
05190 - Motor Vehicle Mechanic  
19.87  
05220 - Motor Vehicle Mechanic Helper  
17.33  
05250 - Motor Vehicle Upholstery Worker  
18.88  
05280 - Motor Vehicle Wrecker  
19.68  
05310 - Painter, Automotive  
20.02  
05340 - Radiator Repair Specialist  
19.68  
05370 - Tire Repairer  
13.35  
05400 - Transmission Repair Specialist  
21.62  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
12.11  
07041 - Cook I  
11.57  
07042 - Cook II  
13.25  
07070 - Dishwasher  
8.49  
07130 - Food Service Worker  
9.05  
07210 - Meat Cutter  
12.99  
07260 - Waiter/Waitress  
9.10  
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter  
17.13  
09040 - Furniture Handler  
14.77  
09080 - Furniture Refinisher  
17.13  
09090 - Furniture Refinisher Helper  
14.53  
09110 - Furniture Repairer, Minor  
15.83  
09130 - Upholsterer  
15.90  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
12.86  
11060 - Elevator Operator  
10.87  
11090 - Gardener  
14.73  
11122 - Housekeeping Aide  
10.87  
11150 - Janitor  
10.87  
11210 - Laborer, Grounds Maintenance  
12.27  
11240 - Maid or Houseman  
9.66  
11260 - Pruner  
11.19  
11270 - Tractor Operator  
14.01  
11330 - Trail Maintenance Worker  
13.08  
11360 - Window Cleaner  
11.94  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.11  
12011 - Breath Alcohol Technician  
16.44  
12012 - Certified Occupational Therapist Assistant  
21.71  
12015 - Certified Physical Therapist Assistant  
20.56  
12020 - Dental Assistant  
16.95  
12025 - Dental Hygienist  
31.76  
12030 - EKG Technician  
22.64  
12035 - Electroneurodiagnostic Technologist  
22.64  
12040 - Emergency Medical Technician  
16.11  
12071 - Licensed Practical Nurse I  
14.40  
12072 - Licensed Practical Nurse II  
16.10  
12073 - Licensed Practical Nurse III  
17.96



12100 - Medical Assistant  
15.08  
12130 - Medical Laboratory Technician  
18.33  
12160 - Medical Record Clerk  
13.71  
12190 - Medical Record Technician  
15.32  
12195 - Medical Transcriptionist  
14.60  
12210 - Nuclear Medicine Technologist  
30.80  
12221 - Nursing Assistant I  
9.78  
12222 - Nursing Assistant II  
11.00  
12223 - Nursing Assistant III  
12.00  
12224 - Nursing Assistant IV  
13.47  
12235 - Optical Dispenser  
16.10  
12236 - Optical Technician  
13.93  
12250 - Pharmacy Technician  
14.75  
12280 - Phlebotomist  
14.70  
12305 - Radiologic Technologist  
22.29  
12311 - Registered Nurse I  
20.82  
12312 - Registered Nurse II  
25.47  
12313 - Registered Nurse II, Specialist  
25.47  
12314 - Registered Nurse III  
30.81  
12315 - Registered Nurse III, Anesthetist  
30.81  
12316 - Registered Nurse IV  
36.93  
12317 - Scheduler (Drug and Alcohol Testing)  
19.66  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
17.57  
13012 - Exhibits Specialist II  
21.77  
13013 - Exhibits Specialist III  
26.63  
13041 - Illustrator I  
17.57  
13042 - Illustrator II  
21.77  
13043 - Illustrator III  
26.63  
13047 - Librarian  
24.10

13050 - Library Aide/Clerk  
 11.11  
 13054 - Library Information Technology Systems  
 21.77  
 Administrator  
 13058 - Library Technician  
 12.56  
 13061 - Media Specialist I  
 14.39  
 13062 - Media Specialist II  
 16.12  
 13063 - Media Specialist III  
 18.05  
 13071 - Photographer I  
 15.38  
 13072 - Photographer II  
 17.57  
 13073 - Photographer III  
 21.76  
 13074 - Photographer IV  
 26.74  
 13075 - Photographer V  
 32.21  
 13110 - Video Teleconference Technician  
 18.44  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I  
 14.71  
 14042 - Computer Operator II  
 16.46  
 14043 - Computer Operator III  
 18.36  
 14044 - Computer Operator IV  
 20.40  
 14045 - Computer Operator V  
 22.58  
 14071 - Computer Programmer I  
 22.64  
 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  
 14.71  
 14160 - Personal Computer Support Technician  
 22.33  
 15000 - Instructional Occupations  
 15010 - Aircrew Training Devices Instructor (Non-Rated)  
 28.72  
 15020 - Aircrew Training Devices Instructor (Rated)  
 34.74  
 15030 - Air Crew Training Devices Instructor (Pilot)  
 41.63  
 15050 - Computer Based Training Specialist / Instructor  
 28.72  
 15060 - Educational Technologist  
 30.99

15070 - Flight Instructor (Pilot)  
41.63  
15080 - Graphic Artist  
22.58  
15090 - Technical Instructor  
19.97  
15095 - Technical Instructor/Course Developer  
24.42  
15110 - Test Proctor  
16.12  
15120 - Tutor  
16.12  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.03  
16030 - Counter Attendant  
9.03  
16040 - Dry Cleaner  
10.82  
16070 - Finisher, Flatwork, Machine  
9.03  
16090 - Presser, Hand  
9.03  
16110 - Presser, Machine, Drycleaning  
9.03  
16130 - Presser, Machine, Shirts  
9.03  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.03  
16190 - Sewing Machine Operator  
11.44  
16220 - Tailor  
12.11  
16250 - Washer, Machine  
9.68  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
18.61  
19040 - Tool And Die Maker  
21.54  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
14.29  
21030 - Material Coordinator  
19.65  
21040 - Material Expediter  
19.65  
21050 - Material Handling Laborer  
11.70  
21071 - Order Filler  
12.56  
21080 - Production Line Worker (Food Processing)  
14.29  
21110 - Shipping Packer  
15.83  
21130 - Shipping/Receiving Clerk  
15.83  
21140 - Store Worker I  
11.66

21150 - Stock Clerk  
15.46  
21210 - Tools And Parts Attendant  
14.29  
21410 - Warehouse Specialist  
14.29  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
26.77  
23021 - Aircraft Mechanic I  
25.32  
23022 - Aircraft Mechanic II  
26.77  
23023 - Aircraft Mechanic III  
28.21  
23040 - Aircraft Mechanic Helper  
19.20  
23050 - Aircraft, Painter  
23.15  
23060 - Aircraft Servicer  
20.92  
23080 - Aircraft Worker  
21.81  
23110 - Appliance Mechanic  
21.67  
23120 - Bicycle Repairer  
13.32  
23125 - Cable Splicer  
22.76  
23130 - Carpenter, Maintenance  
18.98  
23140 - Carpet Layer  
18.48  
23160 - Electrician, Maintenance  
23.63  
23181 - Electronics Technician Maintenance I  
24.42  
23182 - Electronics Technician Maintenance II  
26.02  
23183 - Electronics Technician Maintenance III  
27.60  
23260 - Fabric Worker  
17.30  
23290 - Fire Alarm System Mechanic  
20.16  
23310 - Fire Extinguisher Repairer  
16.13  
23311 - Fuel Distribution System Mechanic  
23.91  
23312 - Fuel Distribution System Operator  
18.94  
23370 - General Maintenance Worker  
16.44  
23380 - Ground Support Equipment Mechanic  
25.32  
23381 - Ground Support Equipment Servicer  
20.92  
23382 - Ground Support Equipment Worker  
21.81

23391 - Gunsmith I  
16.13  
23392 - Gunsmith II  
18.48  
23393 - Gunsmith III  
20.89  
23410 - Heating, Ventilation And Air-Conditioning  
20.22  
Mechanic  
23411 - Heating, Ventilation And Air Contditioning  
21.16  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
21.40  
23440 - Heavy Equipment Operator  
22.46  
23460 - Instrument Mechanic  
20.89  
23465 - Laboratory/Shelter Mechanic  
19.69  
23470 - Laborer  
11.70  
23510 - Locksmith  
18.54  
23530 - Machinery Maintenance Mechanic  
19.77  
23550 - Machinist, Maintenance  
18.83  
23580 - Maintenance Trades Helper  
14.86  
23591 - Metrology Technician I  
20.89  
23592 - Metrology Technician II  
22.09  
23593 - Metrology Technician III  
23.26  
23640 - Millwright  
20.89  
23710 - Office Appliance Repairer  
18.51  
23760 - Painter, Maintenance  
18.51  
23790 - Pipefitter, Maintenance  
23.55  
23810 - Plumber, Maintenance  
22.20  
23820 - Pneudraulic Systems Mechanic  
20.89  
23850 - Rigger  
20.89  
23870 - Scale Mechanic  
18.48  
23890 - Sheet-Metal Worker, Maintenance  
22.02  
23910 - Small Engine Mechanic  
16.48  
23931 - Telecommunications Mechanic I  
23.13  
23932 - Telecommunications Mechanic II  
24.46

23950 - Telephone Lineman  
19.64  
23960 - Welder, Combination, Maintenance  
19.58  
23965 - Well Driller  
21.33  
23970 - Woodcraft Worker  
20.89  
23980 - Woodworker  
16.13  
24000 - Personal Needs Occupations  
24570 - Child Care Attendant  
10.51  
24580 - Child Care Center Clerk  
13.10  
24610 - Chore Aide  
12.44  
24620 - Family Readiness And Support Services  
14.20  
Coordinator  
24630 - Homemaker  
17.64  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
22.08  
25040 - Sewage Plant Operator  
20.55  
25070 - Stationary Engineer  
22.08  
25190 - Ventilation Equipment Tender  
15.94  
25210 - Water Treatment Plant Operator  
20.55  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
19.77  
27007 - Baggage Inspector  
13.55  
27008 - Corrections Officer  
22.35  
27010 - Court Security Officer  
20.95  
27030 - Detection Dog Handler  
18.66  
27040 - Detention Officer  
22.35  
27070 - Firefighter  
19.70  
27101 - Guard I  
13.55  
27102 - Guard II  
18.66  
27131 - Police Officer I  
23.98  
27132 - Police Officer II  
26.63  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
10.75

28042 - Carnival Equipment Repairer  
11.32  
28043 - Carnival Equipment Worker  
9.19  
28210 - Gate Attendant/Gate Tender  
12.94  
28310 - Lifeguard  
11.01  
28350 - Park Attendant (Aide)  
14.48  
28510 - Recreation Aide/Health Facility Attendant  
10.57  
28515 - Recreation Specialist  
17.62  
28630 - Sports Official  
11.53  
28690 - Swimming Pool Operator  
15.77  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
22.21  
29020 - Hatch Tender  
22.21  
29030 - Line Handler  
22.21  
29041 - Stevedore I  
21.05  
29042 - Stevedore II  
23.26  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO)  
35.77  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
24.66  
30012 - Air Traffic Control Specialist, Terminal (HFO)  
27.16  
30021 - Archeological Technician I (see 2)  
16.46  
30022 - Archeological Technician II  
18.42  
30023 - Archeological Technician III  
22.80  
30030 - Cartographic Technician  
22.80  
30040 - Civil Engineering Technician  
22.57  
30061 - Drafter/CAD Operator I  
16.29  
30062 - Drafter/CAD Operator II  
18.42  
30063 - Drafter/CAD Operator III  
20.32  
30064 - Drafter/CAD Operator IV  
25.00  
30081 - Engineering Technician I  
15.76  
30082 - Engineering Technician II  
17.69  
30083 - Engineering Technician III  
19.79

30084 - Engineering Technician IV  
24.51  
30085 - Engineering Technician V  
29.98  
30086 - Engineering Technician VI  
36.28  
30090 - Environmental Technician  
24.12  
30210 - Laboratory Technician  
20.36  
30240 - Mathematical Technician  
22.80  
30361 - Paralegal/Legal Assistant I  
19.03  
30362 - Paralegal/Legal Assistant II  
23.63  
30363 - Paralegal/Legal Assistant III  
28.90  
30364 - Paralegal/Legal Assistant IV  
34.98  
30390 - Photo-Optics Technician  
25.08  
30461 - Technical Writer I  
22.42  
30462 - Technical Writer II  
28.41  
30463 - Technical Writer III  
34.37  
30491 - Unexploded Ordnance (UXO) Technician I  
22.47  
30492 - Unexploded Ordnance (UXO) Technician II  
27.51  
30493 - Unexploded Ordnance (UXO) Technician III  
32.97  
30494 - Unexploded (UXO) Safety Escort  
22.74  
30495 - Unexploded (UXO) Sweep Personnel  
22.74  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
20.32  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
24.83  
31000 - Transportation/Mobile Equipment Operation Occupations  
31020 - Bus Aide  
12.57  
31030 - Bus Driver  
16.61  
31043 - Driver Courier  
14.48  
31260 - Parking and Lot Attendant  
9.41  
31290 - Shuttle Bus Driver  
15.81  
31310 - Taxi Driver  
9.93  
31361 - Truckdriver, Light  
15.81  
31362 - Truckdriver, Medium  
16.06



31363 - Truckdriver, Heavy  
19.88  
31364 - Truckdriver, Tractor-Trailer  
19.88  
99000 - Miscellaneous Occupations  
99030 - Cashier  
9.17  
99050 - Desk Clerk  
9.97  
99095 - Embalmer  
26.52  
99251 - Laboratory Animal Caretaker I  
10.04  
99252 - Laboratory Animal Caretaker II  
10.65  
99310 - Mortician  
27.89  
99410 - Pest Controller  
17.29  
99510 - Photofinishing Worker  
12.16  
99710 - Recycling Laborer  
16.00  
99711 - Recycling Specialist  
18.82  
99730 - Refuse Collector  
14.56  
99810 - Sales Clerk  
13.46  
99820 - School Crossing Guard  
11.95  
99830 - Survey Party Chief  
26.36  
99831 - Surveying Aide  
14.12  
99832 - Surveying Technician  
19.93  
99840 - Vending Machine Attendant  
15.47  
99841 - Vending Machine Repairer  
17.52  
99842 - Vending Machine Repairer Helper  
15.47

---

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 4174)

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 regrading 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

ordance, 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

## SECTION E - SOLICITATION PROVISIONS

### E.1 52.212-2 EVALUATION—COMMERCIAL ITEMS (OCT 2014)

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

#### PRICE, TECHNICAL, AND PAST PERFORMANCE

Technical and past performance, when combined, are .

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

(c) A written notice of award or acceptance of an offer, mailed or otherwise furnished to the successful offeror within the time for acceptance specified in the offer, shall result in a binding contract without further action by either party. Before the offer's specified expiration time, the Government may accept an offer (or part of an offer), whether or not there are negotiations after its receipt, unless a written notice of withdrawal is received before award.

(End of Provision)

### E.2 52.212-3 OFFEROR REPRESENTATIONS AND CERTIFICATIONS—COMMERCIAL ITEMS (NOV 2015)

The offeror shall complete only paragraph (b) of this provision if the offeror has completed the annual representations and certifications electronically via <http://www.acquisition.gov>. If an offeror has not completed the annual representations and certifications electronically at the System for Award Management (SAM) website, the offeror shall complete only paragraphs (c) through (p) of this provision.

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

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

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

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

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

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

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

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

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

- (1) PSC 5510, Lumber and Related Basic Wood Materials;
- (2) Product or Service Group (PSG) 87, Agricultural Supplies;
- (3) PSG 88, Live Animals;
- (4) PSG 89, Subsistence;
- (5) PSC 9410, Crude Grades of Plant Materials;
- (6) PSC 9430, Miscellaneous Crude Animal Products, Inedible;
- (7) PSC 9440, Miscellaneous Crude Agricultural and Forestry Products;
- (8) PSC 9610, Ores;
- (9) PSC 9620, Minerals, Natural and Synthetic; and
- (10) PSC 9630, Additive Metal Materials.

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

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



in Section 2 of the Sudan Accountability and Divestment Act of 2007) conducting the business can demonstrate—

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

“Sensitive technology”—

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

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

- (1) Means a small business concern—
  - (i) Not less than 51 percent of which is owned by one or more service-disabled veterans or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more service-disabled veterans; and
  - (ii) The management and daily business operations of which are controlled by one or more service-disabled veterans or, in the case of a service-disabled veteran with permanent and severe disability, the spouse or permanent caregiver of such veteran.
- (2) Service-disabled veteran means a veteran, as defined in 38 U.S.C. 101(2), with a disability that is service-connected, as defined in 38 U.S.C. 101(16).

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

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

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

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

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

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

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

(1) Directly by a parent corporation; or

(2) Through another subsidiary of a parent corporation.

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

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

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

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

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

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

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

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

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

(2) The offeror has completed the annual representations and certifications electronically via the SAM website access through <http://www.acquisition.gov>. After reviewing the SAM database information, the offeror verifies by submission of this offer that the representations and certifications currently posted

electronically at FAR 52.212-3, Offeror Representations and Certifications—Commercial Items, have been entered or updated in the last 12 months, are current, accurate, complete, and applicable to this solicitation (including the business size standard applicable to the NAICS code referenced for this solicitation), as of the date of this offer and are incorporated in this offer by reference (see FAR 4.1201), except for paragraphs .

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

---

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

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

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

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

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

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

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

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

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

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

(e) *Certification Regarding Payments to Influence Federal Transactions* (31 U.S.C. 1352). (Applies only if the contract is expected to exceed \$150,000.) By submission of its offer, the offeror certifies to the best of its knowledge and belief that no Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress or an employee of a Member of Congress on his or her behalf in connection with the award of any resultant contract. If any registrants under the Lobbying Disclosure Act of 1995 have made a lobbying contact on behalf of the offeror with respect to this contract, the offeror shall complete and submit, with its offer, OMB Standard Form LLL, Disclosure of Lobbying Activities, to provide the name of the registrants. The offeror need not report regularly employed officers or employees of the offeror to whom payments of reasonable compensation were made.

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

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

(2) Foreign End Products:

Line Item No	Country of Origin
_____	_____
_____	_____
_____	_____

[List as necessary]

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

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

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

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

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

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

*[List as necessary]*

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

Other Foreign End Products:

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

*[List as necessary]*

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

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

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

Canadian End Products:

Line Item No.

---



---



---

*[List as necessary]*

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

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

Canadian or Israeli End Products:

Line Item No.	Country of Origin
---------------	-------------------


*[List as necessary]*

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

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

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

Line Item No.	Country of Origin
---------------	-------------------


\_\_\_\_\_  
 [List as necessary]

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

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

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

Other End Products:

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

[List as necessary]

(iii) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25. For line items covered by the WTO GPA, the Government will evaluate offers of U.S.-made or designated country end products without regard to the restrictions of the Buy American statute. The Government will consider for award only offers of U.S.-made or designated country end products unless the Contracting Officer determines that there are no offers for such products or that the offers for such products are insufficient to fulfill the requirements of the solicitation.

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

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

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

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



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

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

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

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

(ii) *Examples.*

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

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

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

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

(i) *Certification Regarding Knowledge of Child Labor for Listed End Products (Executive Order 13126).*

(1) *Listed end products.*

Listed End Product      Listed Countries of Origin

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

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

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

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

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

(2) ☐ Outside the United States.

(k) *Certificates regarding exemptions from the application of the Service Contract Labor Standards.* (Certification by the offeror as to its compliance with respect to the contract also constitutes its certification as to compliance by its subcontractor if it subcontracts out the exempt services.)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(3) *Taxpayer Identification Number (TIN)*.

☐ TIN: \_\_\_\_\_.

☐ TIN has been applied for.

☐ TIN is not required because:

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

☐ Offeror is an agency or instrumentality of a foreign government;

☐ Offeror is an agency or instrumentality of the Federal Government.

(4) *Type of organization*.

☐ Sole proprietorship;

- ☐ Partnership;
- ☐ Corporate entity (not tax-exempt);
- ☐ Corporate entity (tax-exempt);
- ☐ Government entity (Federal, State, or local);
- ☐ Foreign government;
- ☐ International organization per 26 CFR 1.6049-4;
- ☐ Other \_\_\_\_\_.

(5) *Common parent.*

- ☐ Offeror is not owned or controlled by a common parent;
- ☐ Name and TIN of common parent:

Name \_\_\_\_\_.

TIN \_\_\_\_\_.

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

(n) *Prohibition on Contracting with Inverted Domestic Corporations.*

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

(2) *Representation.* The Offeror represents that—

- (i) It ☐ is, ☐ is not an inverted domestic corporation; and
- (ii) It ☐ is, ☐ is not a subsidiary of an inverted domestic corporation.

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

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

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

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

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

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

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

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

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

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

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

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

Immediate owner CAGE code:

---

Immediate owner legal name:

---

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

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

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

Highest-level owner CAGE code:

---

Highest-level owner legal name:

---

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

(End of Provision)

<u>FAR Number</u>	<u>Title</u>	<u>Date</u>
52.204-16	COMMERCIAL AND GOVERNMENT ENTITY CODE REPORTING	JUL 2015
52.204-17	OWNERSHIP OR CONTROL OF OFFEROR	NOV 2014
52.212-1	INSTRUCTIONS TO OFFERORS—COMMERCIAL ITEMS	OCT 2015

### **E.3 52.252-1 SOLICITATION PROVISIONS INCORPORATED BY REFERENCE (FEB 1998)**

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

<http://www.acquisition.gov/far/index.html>  
<http://www.va.gov/oal/library/vaar/>

(End of Provision)

### **E.4 VAAR 852.252-70 SOLICITATION PROVISIONS OR CLAUSES INCORPORATED BY REFERENCE (JAN 2008)**

The following provisions or clauses incorporated by reference in this solicitation must be completed by the offeror or prospective contractor and submitted with the quotation or offer. Copies of these provisions or clauses are available on the Internet at the Web sites provided in the provision at FAR 52.252-1, Solicitation Provisions Incorporated by Reference, or the clause at FAR 52.252-2, Clauses Incorporated by Reference. Copies may also be obtained from the contracting officer.

[Contracting officer shall list all FAR and 48 CFR Chapter 8 (VAAR) provisions and clauses incorporated by reference that must be completed by the offeror or prospective contractor and submitted with the quotation or offer.]

(End of Provision)