

Request for Quotations

Open Market

Lowest Price, Technically Acceptable

Request Date: Friday, August 8, 2025

U.S. District Court and Bankruptcy Courts for the District of Columbia – D.C. Circuit

RFQ Number: USDC RFQ CMGJ25-0001- New Paint and Carpet: – Grand Jury Suites, Attorney Conference Rooms, Hallways, and Grand Jury Witness Rooms.

Open-Market

The United States District and Bankruptcy Courts for the District of Columbia is seeking firm-fixed price solicitation. The request for quotations (RFQ) is for Open-Market pricing. Quotes for this requirement must be submitted using an official company quote. The Court is seeking to award a firm fixed price contract to a vendor providing Lowest Price, Technically Acceptable (LPTA) quote to perform the following services for cyclical maintenance.

Location:

United States District and Bankruptcy Courts for the District of Columbia
E. Barrett Prettyman U.S. Courthouse
333 Constitution Avenue, N.W.
Washington D.C. 20001

Point of Contact listed below:

Procurement and Facilities Specialist, Juan Rivera
Work number (202) 354-3018.
Email: juan_rivera@dcd.uscourts.gov

All questions regarding this RFQ must be sent via email to juan_rivera@dcd.uscourts.gov by Wednesday, August 20, 2025, 4:00 PM EDT (Eastern Daylight Time). All questions received and responses will be sent to all vendors included in this RFQ. Quotes in response to this requirement must be sent via email (PDF format) to juan_rivera@dcd.uscourts.gov by Friday, August 22, 2025, by 4:00 PM EDT (Eastern Daylight Time).

Hand carried quotes must be delivered by the same time to:

E. Barrett Prettyman U.S. Courthouse
Attention: Juan Rivera
333 Constitution Avenue, N.W.
Suite 1350 Annex
Washington D.C. 20001.

CLIN NO 0001

1. Remove old carpet tile, cove base, padding, and dispose in Grand Jury Suites, Attorney Conference Rooms, Hallways, and Grand Jury Witness Rooms.
2. Contractor will be responsible for moving all furniture as necessary. Contractor must protect all furniture and will be responsible for any damages to furniture.
3. If network and/or US Marshals cables under carpet are cut, then contractor is responsible for providing new cables and all cost associated with installation of new cables.

CLIN NO 0002

4. Install new carpet tile, cove base (paint first, then install new cove base), and padding will be glue down in Grand Jury Suites, Attorney Conference Rooms, Hallways, and Grand Jury Witness Rooms.
5. Shaw Contract or equivalent: Style name: Conte. Style number: 5A213. Color name: INK. Color number 13496. Collection: Hand Drawn. Product type: Carpet tile.
6. Padding:
7. Contractor will be responsible for moving all furniture as necessary. Contractor must protect all furniture and will be responsible for any damages to furniture.
8. If network and/or US Marshals cables under carpet are cut, then contractor is responsible for providing new cables and all cost associated with installation of new cables.

CLIN NO 0003

9. Prime, prep, and paint in Grand Jury Suites, Attorney Conference Rooms, Hallways, and Grand Jury Witness Rooms.
10. Paint to be determined.
11. Install cove base in Grand Jury Suites, Attorney Conference Rooms, Hallways, and Grand Jury Witness Rooms after paint is completed.
12. Cove base color to be determined.
13. Contractor will be responsible for moving all furniture as necessary. Contractor must protect all furniture and will be responsible for any damages to furniture.
14. If network and/or US Marshals cables under carpet are cut, then contractor is responsible for providing new cables and all cost associated with installation of new cables.

CLIN NO 0001: Remove old carpet tile, cove base, padding, and dispose. Move furniture as necessary. Contractor must protect and will be responsible for any damages. If network and/or US Marshals cables under carpet are cut, then contractor is responsible for providing new cables and all cost associated with installation of new cables.

CLIN NO 0002: Install new carpet tile, cove base, and padding. Move furniture as necessary. Contractor must protect and will be responsible for any damages. If network and/or US Marshals cables under carpet are cut, then contractor is responsible for providing new cables and all cost associated with installation of new cables.

CLIN NO 0003: Prime, prep, and paint. Move furniture as necessary. Contractor must protect and will be responsible for any damages.

Cost of Project: _____

PROPOSE A FIRM FIXED PRICE FOR JOB: \$ _____

Cost of Carpet Per Square Yard \$ _____

Vendor's Name

Vendor's Phone Number/fax number/e-mail address

Vendor's Street Address

Vendor's City, State, and Zip Code

Signature of Person Authorized
to Sign Quote

Date

Printed or Typed Name of Signator

UEI Number

Discount Terms or Net 30?

Delivery Date (if other than stated ARO period)

Task Summary:

The United States District and Bankruptcy Courts for the District of Columbia requires to remove old carpet tiles, cove base, padding, and to dispose. Install new carpet, new padding, and cove base. Contractor will be responsible for moving furniture as necessary and will be responsible for any damages. If network and/or US Marshals cables under carpet are cut, then contractor is responsible for providing new cables and all cost associated with installation of new cables.

Remove old carpet tile, cove base, padding, and dispose. Move furniture as necessary. Contractor must protect and will be responsible for any damages. If network and/or US Marshals cables under carpet are cut, then contractor is responsible for providing new cables and all cost associated with installation of new cables.

- **Attorney Conference Rooms 3216, 3215, 3225, and 3224.**
- **Kitchenette areas, hallway with lockers, and inside each Grand Jury Room in Grand Jury Suites 3239, 3237, 3240, and 3242.**
- **All four areas outside and inside of each Grand Jury Witness Room.**
- **Grand Jury Witness Room 3242-A, 3242-B, 3240-A, 3240-B, 3239-A, 3239-B, 3237-A, and 3237-B.**

Install new carpet, padding, and cove base. Move furniture as necessary. Contractor must protect and will be responsible for any damages. If network and/or US Marshals cables under carpet are cut, then contractor is responsible for providing new cables and all cost associated with installation of new cables.

- **Attorney Conference Rooms 3216, 3215, 3225, and 3224.**
- **Kitchenette areas, hallway with lockers, and inside each Grand Jury Room in Grand Jury Suites 3239, 3237, 3240, and 3242.**
- **All four areas outside of each Grand Jury Witness Room.**
- **Grand Jury Witness Room 3242-A, 3242-B, 3240-A, 3240-B, 3239-A, 3239-B, 3237-A, and 3237-B.**

Carpet and cove base selections:

1. Shaw Contract or equivalent: Style name: Conte. Style number: 5A213. Color name: INK. Color number 13496. Collection: Hand Drawn. Product type: Carpet tile.
2. 24" x 24" w/attached padding, or equivalent.
3. Rubber Cove base – Infinity - Maize (C40NR39145-011) or equivalent.

Prime, prep, and paint. Move furniture as necessary. Contractor must protect and will be responsible for any damages. If network and/or US Marshals cables under carpet are cut, then contractor is responsible for providing new cables and all cost associated with installation of new cables.

- **Entire area surrounding CSO Booth at entrance of Grand Jury including hallways leading to each Grand Jury Suites.**
- **Attorney Conference Rooms 3216, 3215, 3225, and 3224.**
- **Kitchenette areas, hallway with lockers, and inside each Grand Jury Room in Grand Jury Suites 3239, 3237, 3240, and 3242.**
- **Men's and Women's Restrooms. Semi-gloss for restrooms.**
- **All four areas outside and inside of each Grand Jury Witness Room.**
- **Grand Jury Witness Room 3242-A, 3242-B, 3240-A, 3240-B, 3239-A, 3239-B, 3237-A, and 3237-B.**

Paint:

- Repair, skim coat (as necessary), and prime all walls and door frames.
- Paint all walls, and door frames with two coats of paint.
- Remove the old cove base and repair the wall, skim coat (as necessary), primed, and paint, as well.
- Sanding is required on all trim and drywall after the prime coat. Damage resulting from over sanding drywall will be the painter's responsibility to repair.
- All rough trim is to be filled and sanded by painting contractor prior to final coat of paint.
- Patches and point ups that are applied after the prime coat must be primed prior to applying the finish coat. All wall areas must have two coats of paint.
- **No paint should be on door hinges, signs, any wooden trims, fire alarms, temperature box, and locks.**
- All walls will be painted with an eggshell finish.
- All door frames will be painted with semi-gloss finish.
- Paint ceilings white in all areas and rooms.
- Replace all light switch and outlet covers in all rooms. One light switch and two outlet covers per room. Total of four light switch covers and eight outlet covers.
- The color for the new light switch and outlet covers should be white.

Paint – Men and Women's Restrooms.

- Repair, skim coat (as necessary) and prime the walls of the bathroom.
- The walls and ceiling for (8) restrooms are to be painted with semi-gloss finish.
- You can paint the panel doors on the walls and ceiling.
- Do not paint the vents in the ceiling.
- Do not replace the light switch and covers in the restrooms.
- **No paint should be on door hinges, signs, any wooden trims, fire alarms, temperature box, and locks.**

Paint – The entrance where the CSO Booth is located and the hallways leading to Grand Jury Suites.

- Move and protect all furniture in the entrance where the CSO booth is located and the hallways leading to the Grand Jury Suites.
- Repair, skim coat (as necessary), and prime all walls and door frames.
- Paint all walls, ceilings, and door frames, with two coats of paint.
- Remove the old cove base and repair the wall, skim coat (as necessary), primed, and paint, as well.
- Paint behind each clock. **Do not patch the opening behind the clocks.**
- Sanding is required on all trim and drywall after the prime coat. Damage resulting from over sanding drywall will be the painter's responsibility to repair.
- All rough trim is to be filled and sanded by painting contractor prior to final coat of paint.
- Patches and point ups that are applied after the prime coat must be primed prior to applying the finish coat. All wall areas must have two coats of paint.
- **No paint should be on door hinges, signs, any wooden trims, fire alarms, temperature box, intercom equipment on walls, and locks.**
- All nail holes shall be filled and sanded flush by the Contractor with painter's putty (caulk not acceptable).
- All walls will be painted with an eggshell finish.
- All door frames and ceilings will be painted with semi-gloss finish.
- Replace two light switch covers.
- The color for the new light switch should be white.
- There is no cove base and carpet tiles in this area.

Paint – The kitchenette areas in Grand Jury Suites 3239, 3237, 3240, and 3242.

- **Move and protect all furniture and appliances, as necessary.**
- Repair, skim coat (as necessary), and prime all walls, and door frames.
- Paint all walls, and door frames with two coats of paint.
- Remove the old cove base and repair the wall, skim coat (as necessary), primed, and paint, as well.
- Sanding is required on all trim and drywall after the prime coat. Damage resulting from over sanding drywall will be the painter's responsibility to repair.
- All rough trim is to be filled and sanded by painting contractor prior to final coat of paint.
- Patches and point ups that are applied after the prime coat must be primed prior to applying the finish coat. All wall areas must have two coats of paint.
- **No paint should be on door hinges, signs, any wooden trims, fire alarms, temperature box, and locks.**
- All nail holes shall be filled and sanded flush by the Contractor with painter's putty (caulk not acceptable).
- All walls are to be painted with an eggshell finish.
- All door frames will be painted with semi-gloss finish.
- Replace all light switch and outlet covers in all rooms including the closets.
- Five light switches and four outlet covers per kitchenette. There are four kitchenettes.

- The color for the new light switch and outlet covers should be white.
- Two closets and two restrooms per kitchenette.
- All closets will be painted with an eggshell finish.
- **Do not paint any light fixtures and protect the water fountains, as well.**

Paint – The hallways with lockers in Grand Jury Suites 3239, 3237, 3240, and 3242.

- **Protect all lockers.**
- Repair, skim coat (as necessary), and prime all walls, and door frames.
- Paint all walls, and door frames with two coats of paint.
- Remove the old cove base and repair, skim coat (as necessary), primed, and paint, as well.
- Sanding is required on all trim and drywall after the prime coat. Damage resulting from over sanding drywall will be the painter's responsibility to repair.
- All rough trim is to be filled and sanded by painting contractor prior to final coat of paint.
- Patches and point ups that are applied after the prime coat must be primed prior to applying the finish coat. All wall areas must have two coats of paint.
- **No paint should be on door hinges, signs, fire alarms, temperature box, and locks.**
- All nail holes shall be filled and sanded flush by the Contractor with painter's putty (caulk not acceptable).
- All walls are to be painted with an eggshell finish.
- All door frames will be painted with semi-gloss finish.
- All walls and door frames will be Benjamin Moore Cookie dough or equivalent.
- All ceiling colors: Ceiling white.
- Replace all light switch (total of eight) and outlet covers (total of four) in all hallways.
- The color for the new light switch and outlet covers should be white.
- No ceiling in hallways.

Paint – Grand Jury Rooms in Suites 3239, 3237, 3240, and 3242.

- **Move and protect all furniture, as necessary.**
- Repair, skim coat (as necessary), and prime all walls, and door frames.
- Paint all walls, and door frames with two coats of paint.
- Remove the old cove base and repair the wall, skim coat (as necessary), primed, and paint, as well.
- Paint behind each clock.
- **Do not remove the large boards on the walls. Paint around the large boards.**
- Sanding is required on all trim and drywall after the prime coat. Damage resulting from over sanding drywall will be the painter's responsibility to repair.
- All rough trim is to be filled and sanded by painting contractor prior to final coat of paint.
- Patches and point ups that are applied after the prime coat must be primed prior to applying the finish coat. All wall areas must have two coats of paint.
- **No paint should be on door hinges, signs, any wooden trims, fire alarms, temperature box, and locks.**
- All nail holes shall be filled and sanded flush by the Contractor with painter's putty (caulk not acceptable).

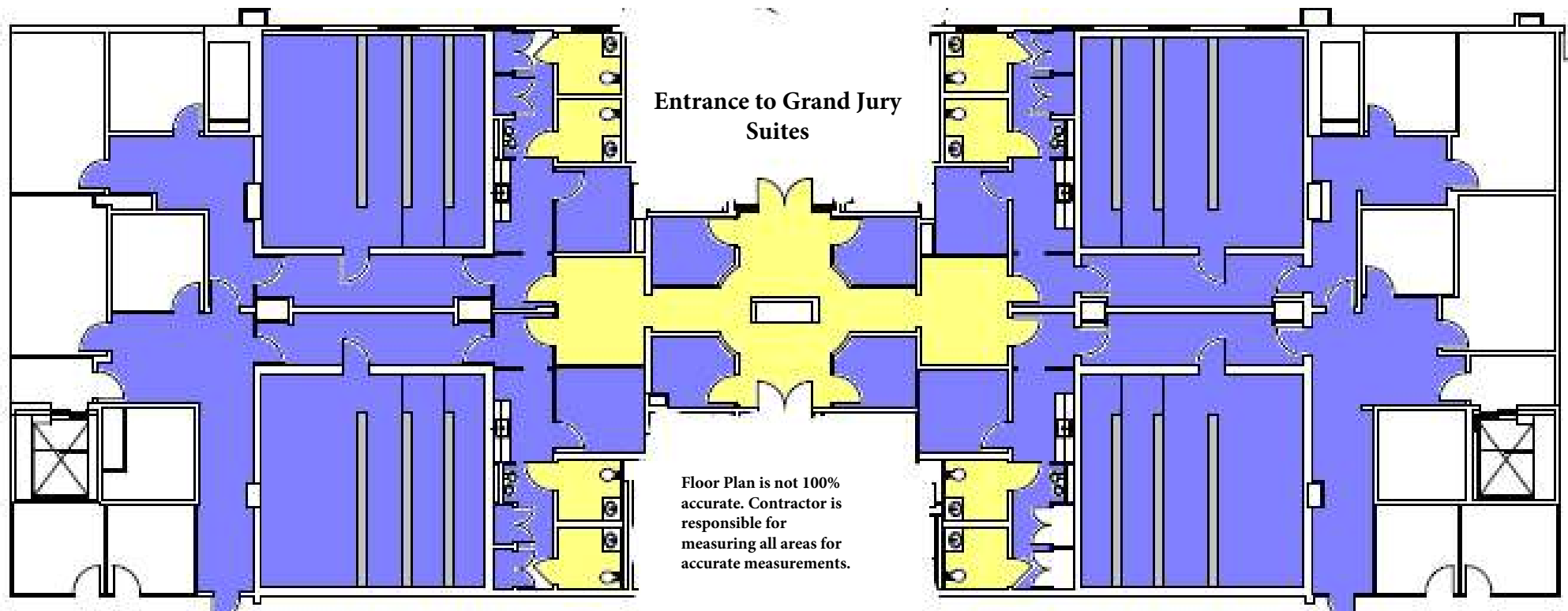
- All walls are to be painted with an eggshell finish.
- All door frames will be painted with semi-gloss finish.
- Replace all light switch (total of four) and outlet covers (total of four) in all rooms. One light switch and outlet cover per room.
- The color for the new light switch and outlet covers should be white.
- Paint the front and back of the walls on the three wooden rows where the chairs are located with semi-gloss.
- **Paint the strip on the ceiling in each Grand Jury. Juan will show you the area in the ceiling.**

Paint – Four areas outside of Grand Jury Witness Rooms, and Grand Jury Witness Rooms 3242-A, 3242-B, 3240-A, 3240-B, 3239-A, 3239-B, 3237-A, and 3237-B.

- **Move and protect all furniture, as necessary.**
- Repair, skim coat (as necessary), and prime all walls, and door frames.
- Paint all walls, and door frames with two coats of paint.
- Remove the old cove base and repair the wall, skim coat (as necessary), primed, and paint, as well.
- Paint behind each clock.
- **Do not remove the large boards on the walls. Paint around the large boards.**
- Sanding is required on all trim and drywall after the prime coat. Damage resulting from over sanding drywall will be the painter's responsibility to repair.
- All rough trim is to be filled and sanded by painting contractor prior to final coat of paint.
- Patches and point ups that are applied after the prime coat must be primed prior to applying the finish coat. All wall areas must have two coats of paint.
- **No paint should be on door hinges, signs, any wooden trims, fire alarms, temperature box, and locks.**
- All nail holes shall be filled and sanded flush by the Contractor with painter's putty (caulk not acceptable).
- All walls are to be painted with an eggshell finish.
- All door frames will be painted with semi-gloss finish.
- Replace all light switch (total of four) and outlet covers (total of four) in all rooms. One light switch and outlet cover per room.
- The color for the new light switch and outlet covers should be white.

Selection of Paint Colors:

1. All walls and door frames should be Benjamin Moore cookie dough or equivalent. Please provide sample prior to painting.
2. All ceilings should be ceiling white.



Paint:

1. Entire area surrounding CSO Booth at entrance of Grand Jury including hallways leading to each Grand Jury Suites.
2. Attorney Conference Rooms 3216, 3215, 3225, and 3224.
3. Kitchenette areas, OIT room, closets, hallway with lockers, and inside each Grand Jury Room in Grand Jury Suites 3239, 3237, 3240, and 3242.
4. Men's and Women's Restrooms. Semi-gloss for restrooms.
5. All four areas outside and inside of each Grand Jury Witness Room. Grand Jury Witness Room 3242-A, 3242-B, 3240-A, 3240-B, 3239-A, 3239-B, 3237-A, and 3237-B.

Carpet:

1. Attorney Conference Rooms 3216, 3215, 3225, and 3224.
2. Kitchenette areas, OIT room, closets, hallway with lockers, and inside each Grand Jury Room in Grand Jury Suites 3239, 3237, 3240, and 3242.
3. All four areas outside and inside of each Grand Jury Witness Room. Grand Jury Witness Room 3242-A, 3242-B, 3240-A, 3240-B, 3239-A, 3239-B, 3237-A, and 3237-B.

Scheduling Walkthrough

- All contractors submitting a quote are required to schedule a walkthrough with Juan Rivera to retrieve measurements of each room receiving new carpet. Mondays are usually the day all rooms are available.
- Contractor will be responsible for ensuring correct amount of carpet tile is ordered and any shortages on carpet tiles, then Contractor will be responsible for any additional costs to procure shortage of carpet tile to complete project.

Protecting Furniture

- Contractor will be responsible for moving and protecting furniture as necessary.
- Contractor will be responsible for any damages to furniture.

Labor and Materials

- Contractor will be responsible for all labor and materials required to complete projects. This includes all adhesives, etc.

Supplies, Tools, and Equipment

- Contractor will be responsible for providing all supplies, tools, and equipment to complete projects.

Inspection, Acceptance, Quality Assurance, and Reliability

- All furniture will be inspected for damages to ensure furniture is placed back correctly without damages.
- All rooms will be inspected to ensure carpet tiles are laid correctly.
- All rooms will be inspected to ensure no damages to network boxes, data cables under carpet tiles, US Marshals equipment and wires, walls, floors, doors, and door frames.

Deliveries and Acceptance

- Contractor and Procurement and Facilities Staff will review and walk punch list with contractor to ensure all work has been completed and/or obtain time frame for punch list items to be completed.

Invoicing and Payment

- Contractor can submit invoices after completion of projects. This can be discussed further if required.

Special Contract Requirements

- Number of contractors to complete project.
- All personnel must have a valid ID to perform services at The Courthouse.
- All personnel must receive security background checks if work is performed during after hours and/or weekends.
- Provide dates and time to schedule walkthrough.
- No pictures are allowed during walkthrough.
- Notes can be taken during walkthrough.
- Estimate time frame to complete project.
- Must provide real time status of carpet availability.
- Contractor shall at its own expense, protect its employees and all other persons from risk of death, injury or bodily harm arising from or in any way related to the work.
- Contractor shall fully comply with all laws, orders, citations, rules, regulations, standards and statutes concerning occupational health and safety, accident prevention, safety equipment and practices, including, but not limited to federal and state OSHA regulations.

Section I – Contract Clauses

CLAUSES & PROVISIONS

1. Clauses & Provisions Incorporated by Reference

This Section incorporates the following clauses by reference (see Clause B-5, Clauses Incorporated by Reference, included in full text below for further information about clauses incorporated by reference):

	Clause No.	TITLE	DATE
X	B-1	Solicitation Provisions Incorporated by Reference	SEP 2010
X	1-10	Gratuities or Gifts	JAN 2010
X	1-15	Disclosure of Contractor Information to the Public	AUG 2004
X	2-35	F.o.bo Destination, Within Judiciary Premises	JAN 2003
X	2-55	Privacy or Security Safeguards	JAN 2003
X	2-57	Protecting, Reporting, and Responding to Incidents Involving Sensitive Information	MAR 2024
X	2-60	Stop-Work Order	JAN 2010
X	2-65	Key Personnel	APR 2013
X	2-75	Liquidated Damages	JAN 2003
X	2-80	Judiciary Property	JAN 2003
	2-100	Brand Name or Equal	APR 2013
X	2-140	Judiciary IT Security Standards	APR 2013
X	3-3	Provisions, Clauses, Terms and Conditions – Small Purchases	JUN 2014
X	3-15	Place of Performance	JAN 2003
X	3-25	Protecting the Judiciary's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment	MAR 2019
X	3-50	Cancellation, Rescission, and Recovery of Funds for Illegal or Improper Activity	JUN 2012
X	3-70	Determination of Responsibility	JAN 2003
	3-85	Explanation to Prospective Offerors	AUG 2004
	3-95	Preparation of Offers	APR 2013
X	3-300	Registration in the System for Award Management (SAM)	APR 2013
X	3-305	Payment by Electronic Funds Transfer – System for Award Management (SAM) Registration	APR 2013
X	4-90	Limitation of Funds	APR 2013
X	5-5	Non-disclosure (Professional Services)	JAN 2003
X	5-10	Inspection of Professional Services	SEP 2010
X	6-20	Insurance-Work On or Within a Judiciary Facility	APR 2011
X	7-1	Contract Administration	JAN 2003
X	7-15	Observance of Regulations/Standards of Conduct	JAN 2003
X	7-20	Security Requirements	APR 22013
X	7-25	Indemnification	AUG 2004
X	7-30	Public Use of the Name of the Federal Judiciary	JUN 2014
X	7-35	Disclosure or Use of Information	APR 2013

X	7-40	Judiciary-Contractor Relationships	JAN 2003
X	7-55	Contractor Use of Judiciary Networks	JUN 2014
X	7-65	Protection of Judiciary Buildings, Equipment, and Vegetation	APR 2013
X	7-95	Contractor Inspection Requirements	JAN 2003
X	7-100A	Limitation of Liability (Products)	JAN 2003
X	7-100B	Limitation of Liability (Services)	JAN 2003
X	7-115	Availability of Funds (JAN 2003)	JAN 2003
X	7-125	Invoices	APR 2011
X	7-130	Interest (Prompt Payment)	JAN 2003
X	7-135	Payments	APR 2013
	7-140	Discounts for Prompt Payment	JAN 2003
X	7-150	Extras	JAN 2003
X	7-210	Payment for Emergency Closures	APR 2013
X	7-235	Disputes	JAN 2003

(end)

Clause B-5 Clauses Incorporated by Reference (SEP 2010)

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 address: <http://www.uscourts.gov/procurement.aspx>.

The following judiciary clauses, when marked by the Contracting Officer, are also applicable and provided in full text:

_ X_ Clause 2-90C Option to Extend Services (APR 2013)

The judiciary 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 no later than 30 calendar days prior to the contract's current expiration date *[insert the period of time within which the contracting officer may exercise the option]*.

Section J – List of Attachments

- N/A.

Section K – Representations, Certifications, and Other Statement of Offerors

- Valid DMV identification required.
- Require full name, birthday, and social security number of each contractor's personnel working on the project to complete background checks.
- Certifications of Special Clearance.
- Proof of insurance for working within a Judiciary Facility.

Section L – Instructions, Conditions, Notices to Offerors

Point of contact listed below:

Procurement and Facilities Specialist, Juan Rivera:

Work number (202) 354-3018.

Email: juan_rivera@dcd.uscourts.gov

All questions regarding this RFQ must be sent via email only to juan_rivera@dcd.uscourts.gov by COB, on Wednesday, August 20, 2025, 4:00 PM EDT (Eastern Daylight Time). All questions received and responses will be sent to all vendors included in this RFQ. Quotes in response to this requirement must be sent via email (PDF format) only to juan_rivera@dcd.uscourts.gov by COB, on Friday, August 22, 2025, 4:00 PM EDT (Eastern Daylight Time).

Hand carried quotes must be delivered:

E. Barrett Prettyman Courthouse

333 Constitution Ave., N.W., Suite 1350 Annex

Washington D.C., 20001

Attention: Juan Rivera.

- Must follow Wage of Determination for services provided.

Section M – Evaluation Factors for Award

- The Lowest Price, Technically Acceptable (LPTA) quote will be selected.
- Availability of funds.
- Personnel must be approved to work onsite.

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4281 Revision No.: 33 Date Of Last Revision: 04/25/2025

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
Maryland Counties of Charles, Prince George's
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, Loudoun, Manassas, Manassas Park, Prince William, Stafford

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.83
01012 - Accounting Clerk II		24.50
01013 - Accounting Clerk III		27.41
01020 - Administrative Assistant		39.97
01035 - Court Reporter		29.26
01041 - Customer Service Representative I		17.59***
01042 - Customer Service Representative II		19.19
01043 - Customer Service Representative III		21.54
01051 - Data Entry Operator I		19.11
01052 - Data Entry Operator II		20.85
01060 - Dispatcher, Motor Vehicle		25.71
01070 - Document Preparation Clerk		21.07
01090 - Duplicating Machine Operator		21.07

01111 - General Clerk I	20.12
01112 - General Clerk II	21.96
01113 - General Clerk III	24.65
01120 - Housing Referral Assistant	26.61
01141 - Messenger Courier	22.01
01191 - Order Clerk I	20.25
01192 - Order Clerk II	22.10
01261 - Personnel Assistant (Employment) I	22.42
01262 - Personnel Assistant (Employment) II	25.08
01263 - Personnel Assistant (Employment) III	27.95
01270 - Production Control Clerk	28.45
01290 - Rental Clerk	21.83
01300 - Scheduler, Maintenance	21.33
01311 - Secretary I	21.33
01312 - Secretary II	23.86
01313 - Secretary III	26.61
01320 - Service Order Dispatcher	22.98
01410 - Supply Technician	39.97
01420 - Survey Worker	22.94
01460 - Switchboard Operator/Receptionist	19.12
01531 - Travel Clerk I	22.65
01532 - Travel Clerk II	24.70
01533 - Travel Clerk III	26.66
01611 - Word Processor I	18.97
01612 - Word Processor II	21.29
01613 - Word Processor III	23.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.21
05010 - Automotive Electrician	28.76
05040 - Automotive Glass Installer	27.09
05070 - Automotive Worker	27.09
05110 - Mobile Equipment Servicer	23.30
05130 - Motor Equipment Metal Mechanic	30.28
05160 - Motor Equipment Metal Worker	27.09
05190 - Motor Vehicle Mechanic	30.28
05220 - Motor Vehicle Mechanic Helper	21.32
05250 - Motor Vehicle Upholstery Worker	25.28
05280 - Motor Vehicle Wrecker	27.09
05310 - Painter, Automotive	28.76
05340 - Radiator Repair Specialist	27.09
05370 - Tire Repairer	21.12
05400 - Transmission Repair Specialist	30.28
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.87
07041 - Cook I	20.40
07042 - Cook II	23.72
07070 - Dishwasher	17.70***
07130 - Food Service Worker	17.41***
07210 - Meat Cutter	22.13
07260 - Waiter/Waitress	18.48
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.23
09040 - Furniture Handler	15.47***
09080 - Furniture Refinisher	24.81
09090 - Furniture Refinisher Helper	18.38
09110 - Furniture Repairer, Minor	21.80
09130 - Upholsterer	21.85
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.68***
11060 - Elevator Operator	17.84
11090 - Gardener	25.16
11122 - Housekeeping Aide	17.84
11150 - Janitor	17.84
11210 - Laborer, Grounds Maintenance	19.16
11240 - Maid or Houseman	17.70***

11260 - Pruner	18.28
11270 - Tractor Operator	23.02
11330 - Trail Maintenance Worker	19.16
11360 - Window Cleaner	18.70
12000 - Health Occupations	
12010 - Ambulance Driver	24.09
12011 - Breath Alcohol Technician	31.01
12012 - Certified Occupational Therapist Assistant	40.02
12015 - Certified Physical Therapist Assistant	36.67
12020 - Dental Assistant	23.78
12025 - Dental Hygienist	52.41
12030 - EKG Technician	45.58
12035 - Electroneurodiagnostic Technologist	45.58
12040 - Emergency Medical Technician	24.09
12071 - Licensed Practical Nurse I	27.72
12072 - Licensed Practical Nurse II	31.01
12073 - Licensed Practical Nurse III	34.57
12100 - Medical Assistant	22.48
12130 - Medical Laboratory Technician	34.27
12160 - Medical Record Clerk	25.58
12190 - Medical Record Technician	28.61
12195 - Medical Transcriptionist	20.72
12210 - Nuclear Medicine Technologist	49.45
12221 - Nursing Assistant I	15.11***
12222 - Nursing Assistant II	17.01***
12223 - Nursing Assistant III	18.56
12224 - Nursing Assistant IV	20.83
12235 - Optical Dispenser	28.14
12236 - Optical Technician	23.50
12250 - Pharmacy Technician	21.90
12280 - Phlebotomist	23.72
12305 - Radiologic Technologist	41.51
12311 - Registered Nurse I	31.84
12312 - Registered Nurse II	38.95
12313 - Registered Nurse II, Specialist	38.95
12314 - Registered Nurse III	47.12
12315 - Registered Nurse III, Anesthetist	47.12
12316 - Registered Nurse IV	56.48
12317 - Scheduler (Drug and Alcohol Testing)	38.42
12320 - Substance Abuse Treatment Counselor	30.37
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.30
13012 - Exhibits Specialist II	30.10
13013 - Exhibits Specialist III	36.82
13041 - Illustrator I	25.90
13042 - Illustrator II	32.08
13043 - Illustrator III	39.23
13047 - Librarian	43.76
13050 - Library Aide/Clerk	21.22
13054 - Library Information Technology Systems Administrator	39.51
13058 - Library Technician	24.49
13061 - Media Specialist I	28.52
13062 - Media Specialist II	31.90
13063 - Media Specialist III	35.55
13071 - Photographer I	24.22
13072 - Photographer II	27.09
13073 - Photographer III	33.55
13074 - Photographer IV	41.04
13075 - Photographer V	49.65
13090 - Technical Order Library Clerk	26.65
13110 - Video Teleconference Technician	30.84
14000 - Information Technology Occupations	
14041 - Computer Operator I	27.25
14042 - Computer Operator II	30.48

14043 - Computer Operator III	33.99
14044 - Computer Operator IV	37.76
14045 - Computer Operator V	41.82
14071 - Computer Programmer I	(see 1)
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	27.25
14160 - Personal Computer Support Technician	37.76
14170 - System Support Specialist	41.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	41.82
15020 - Aircrew Training Devices Instructor (Rated)	50.59
15030 - Air Crew Training Devices Instructor (Pilot)	60.66
15050 - Computer Based Training Specialist / Instructor	41.82
15060 - Educational Technologist	48.91
15070 - Flight Instructor (Pilot)	60.66
15080 - Graphic Artist	39.60
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	60.66
15086 - Maintenance Test Pilot, Rotary Wing	60.66
15088 - Non-Maintenance Test/Co-Pilot	60.66
15090 - Technical Instructor	32.56
15095 - Technical Instructor/Course Developer	39.83
15110 - Test Proctor	26.28
15120 - Tutor	26.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	20.03
16030 - Counter Attendant	20.03
16040 - Dry Cleaner	22.90
16070 - Finisher, Flatwork, Machine	20.03
16090 - Presser, Hand	20.03
16110 - Presser, Machine, Drycleaning	20.03
16130 - Presser, Machine, Shirts	20.03
16160 - Presser, Machine, Wearing Apparel, Laundry	20.03
16190 - Sewing Machine Operator	23.86
16220 - Tailor	24.82
16250 - Washer, Machine	20.99
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.46
19040 - Tool And Die Maker	38.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.07
21030 - Material Coordinator	28.45
21040 - Material Expediter	28.45
21050 - Material Handling Laborer	19.81
21071 - Order Filler	18.01
21080 - Production Line Worker (Food Processing)	24.07
21110 - Shipping Packer	21.99
21130 - Shipping/Receiving Clerk	21.99
21140 - Store Worker I	19.08
21150 - Stock Clerk	22.91
21210 - Tools And Parts Attendant	24.07
21410 - Warehouse Specialist	24.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	46.69
23019 - Aircraft Logs and Records Technician	37.02
23021 - Aircraft Mechanic I	44.33
23022 - Aircraft Mechanic II	46.69
23023 - Aircraft Mechanic III	48.97
23040 - Aircraft Mechanic Helper	31.21
23050 - Aircraft, Painter	42.10
23060 - Aircraft Servicer	37.02

23070 - Aircraft Survival Flight Equipment Technician	42.10
23080 - Aircraft Worker	39.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	39.66
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	44.33
23110 - Appliance Mechanic	27.81
23120 - Bicycle Repairer	20.03
23125 - Cable Splicer	43.10
23130 - Carpenter, Maintenance	28.58
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	36.28
23181 - Electronics Technician Maintenance I	35.18
23182 - Electronics Technician Maintenance II	37.35
23183 - Electronics Technician Maintenance III	39.32
23260 - Fabric Worker	29.06
23290 - Fire Alarm System Mechanic	31.36
23310 - Fire Extinguisher Repairer	26.78
23311 - Fuel Distribution System Mechanic	37.07
23312 - Fuel Distribution System Operator	28.53
23370 - General Maintenance Worker	26.68
23380 - Ground Support Equipment Mechanic	44.33
23381 - Ground Support Equipment Servicer	37.02
23382 - Ground Support Equipment Worker	39.66
23391 - Gunsmith I	26.78
23392 - Gunsmith II	31.14
23393 - Gunsmith III	34.80
23410 - Heating, Ventilation And Air-Conditioning Mechanic	34.66
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	36.51
23430 - Heavy Equipment Mechanic	34.05
23440 - Heavy Equipment Operator	29.25
23460 - Instrument Mechanic	37.03
23465 - Laboratory/Shelter Mechanic	33.05
23470 - Laborer	19.81
23510 - Locksmith	35.47
23530 - Machinery Maintenance Mechanic	33.73
23550 - Machinist, Maintenance	34.32
23580 - Maintenance Trades Helper	20.27
23591 - Metrology Technician I	37.03
23592 - Metrology Technician II	39.00
23593 - Metrology Technician III	40.91
23640 - Millwright	29.89
23710 - Office Appliance Repairer	24.28
23760 - Painter, Maintenance	24.00
23790 - Pipefitter, Maintenance	33.08
23810 - Plumber, Maintenance	31.42
23820 - Pneudraulic Systems Mechanic	34.80
23850 - Rigger	34.16
23870 - Scale Mechanic	31.14
23890 - Sheet-Metal Worker, Maintenance	30.59
23910 - Small Engine Mechanic	24.40
23931 - Telecommunications Mechanic I	37.06
23932 - Telecommunications Mechanic II	39.03
23950 - Telephone Lineman	45.15
23960 - Welder, Combination, Maintenance	28.87
23965 - Well Driller	32.07
23970 - Woodcraft Worker	34.80
23980 - Woodworker	26.78
24000 - Personal Needs Occupations	
24550 - Case Manager	23.07
24570 - Child Care Attendant	17.20***
24580 - Child Care Center Clerk	21.46
24610 - Chore Aide	17.91

24620 - Family Readiness And Support Services Coordinator	23.07
24630 - Homemaker	23.07
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	42.88
25040 - Sewage Plant Operator	32.51
25070 - Stationary Engineer	42.88
25190 - Ventilation Equipment Tender	30.19
25210 - Water Treatment Plant Operator	32.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.26
27007 - Baggage Inspector	20.31
27008 - Corrections Officer	33.19
27010 - Court Security Officer	32.91
27030 - Detection Dog Handler	22.72
27040 - Detention Officer	33.19
27070 - Firefighter	32.62
27101 - Guard I	20.31
27102 - Guard II	22.72
27131 - Police Officer I	36.09
27132 - Police Officer II	40.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.74
28042 - Carnival Equipment Repairer	23.76
28043 - Carnival Worker	17.22***
28210 - Gate Attendant/Gate Tender	21.78
28310 - Lifeguard	16.92***
28350 - Park Attendant (Aide)	24.36
28510 - Recreation Aide/Health Facility Attendant	17.78
28515 - Recreation Specialist	30.17
28630 - Sports Official	19.40
28690 - Swimming Pool Operator	27.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.81
29020 - Hatch Tender	35.81
29030 - Line Handler	35.81
29041 - Stevedore I	33.42
29042 - Stevedore II	38.01
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	52.72
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	36.35
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	40.04
30021 - Archeological Technician I	24.14
30022 - Archeological Technician II	27.00
30023 - Archeological Technician III	33.44
30030 - Cartographic Technician	33.44
30040 - Civil Engineering Technician	41.58
30051 - Cryogenic Technician I	37.04
30052 - Cryogenic Technician II	40.90
30061 - Drafter/CAD Operator I	24.14
30062 - Drafter/CAD Operator II	27.00
30063 - Drafter/CAD Operator III	30.09
30064 - Drafter/CAD Operator IV	37.04
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	31.79
30095 - Evidence Control Specialist	33.44
30210 - Laboratory Technician	29.01
30221 - Latent Fingerprint Technician I	37.63
30222 - Latent Fingerprint Technician II	41.56
30240 - Mathematical Technician	42.36

30361 - Paralegal/Legal Assistant I	25.58
30362 - Paralegal/Legal Assistant II	31.69
30363 - Paralegal/Legal Assistant III	38.77
30364 - Paralegal/Legal Assistant IV	46.90
30375 - Petroleum Supply Specialist	40.90
30390 - Photo-Optics Technician	33.44
30395 - Radiation Control Technician	40.90
30461 - Technical Writer I	31.78
30462 - Technical Writer II	38.87
30463 - Technical Writer III	47.03
30491 - Unexploded Ordnance (UXO) Technician I	33.50
30492 - Unexploded Ordnance (UXO) Technician II	40.54
30493 - Unexploded Ordnance (UXO) Technician III	48.59
30494 - Unexploded (UXO) Safety Escort	33.50
30495 - Unexploded (UXO) Sweep Personnel	33.50
30501 - Weather Forecaster I	37.04
30502 - Weather Forecaster II	45.05
30620 - Weather Observer, Combined Upper Air Or (see 2)	30.09
Surface Programs	
30621 - Weather Observer, Senior (see 2)	33.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	40.54
31020 - Bus Aide	20.16
31030 - Bus Driver	28.94
31043 - Driver Courier	21.14
31260 - Parking and Lot Attendant	17.17***
31290 - Shuttle Bus Driver	21.06
31310 - Taxi Driver	17.71***
31361 - Truckdriver, Light	23.10
31362 - Truckdriver, Medium	25.07
31363 - Truckdriver, Heavy	28.39
31364 - Truckdriver, Tractor-Trailer	28.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.76
99030 - Cashier	16.73***
99050 - Desk Clerk	17.76
99095 - Embalmer	34.10
99130 - Flight Follower	33.50
99251 - Laboratory Animal Caretaker I	20.32
99252 - Laboratory Animal Caretaker II	22.20
99260 - Marketing Analyst	40.69
99310 - Mortician	34.10
99410 - Pest Controller	21.91
99510 - Photofinishing Worker	22.57
99710 - Recycling Laborer	23.14
99711 - Recycling Specialist	28.16
99730 - Refuse Collector	22.08
99810 - Sales Clerk	17.18***
99820 - School Crossing Guard	20.44
99830 - Survey Party Chief	31.00
99831 - Surveying Aide	19.26
99832 - Surveying Technician	29.45
99840 - Vending Machine Attendant	17.68***
99841 - Vending Machine Repairer	22.47
99842 - Vending Machine Repairer Helper	17.68***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into

with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month*

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

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

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

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

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

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

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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