

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>				1. CONTRACT ID CODE		PAGE OF PAGES 1   38	
2. AMENDMENT/MODIFICATION NO. 0001		3. EFFECTIVE DATE 27-Oct-2020		4. REQUISITION/PURCHASE REQ. NO. SHELLPR		5. PROJECT NO.(If applicable) 87437	
6. ISSUED BY U S ARMY CORPS OF ENGINEERS, WILMINGTON WILMINGTON DISTRICT ATTN: CONTRACTING DIVISION 69 DARLINGTON AVE WILMINGTON NC 28403-1343		CODE W912PM		7. ADMINISTERED BY (If other than item 6)  <b>See Item 6</b>		CODE	
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)				X		9A. AMENDMENT OF SOLICITATION NO. W912PM21R0001	
				X		9B. DATED (SEE ITEM 11) 07-Oct-2020	
						10A. MOD. OF CONTRACT/ORDER NO.	
						10B. DATED (SEE ITEM 13)	
CODE		FACILITY CODE					
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS							
<input checked="" type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offer <input checked="" type="checkbox"/> is extended, <input type="checkbox"/> is not extended.  Offer must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended by one of the following methods: (a) By completing Items 8 and 15, and returning <u>1</u> copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.							
12. ACCOUNTING AND APPROPRIATION DATA (If required)							
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.							
A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.							
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(B).							
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:							
D. OTHER (Specify type of modification and authority)							
E. IMPORTANT: Contractor <input type="checkbox"/> is not, <input type="checkbox"/> is required to sign this document and return _____ copies to the issuing office.							
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)  The purpose of this amendment is to: 1. Extend proposal due date from 12 November 2020 to 11 December 2020 and adjust ProjNet closing. 2. Remove FAR 52.225-9 3. Remove Davis Bacon Wage Rate Determination and replace with correct version for Cumberland County, North Carolina. 4. Remove Service Contract Act Wage Determination and replace with correct version for Cumberland County, North Carolina. 5. Correct the number of factors in header of Section 3.8.2 of Proposal Submission Instructions. 6. Correct reference paragraphs listed in Section 4.1.1 of Proposal Submission Instructions. 7. Remove reference to "Design" requirement in Project Overview in Section 1.1 of Proposal Instructions. 8. Provide template for Small Business Participation Plan. 9. Provide Project Data Sheet to be used for this solicitation. All other provisions of this solicitation remain unchanged. ////////////////////////////////////LAST ITEM//////////////////////////////////// Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.							
15A. NAME AND TITLE OF SIGNER (Type or print)				16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)			
				TEL: _____ EMAIL: _____			
15B. CONTRACTOR/OFFEROR  _____ (Signature of person authorized to sign)		15C. DATE SIGNED		16B. UNITED STATES OF AMERICA  BY _____ (Signature of Contracting Officer)		16C. DATE SIGNED  27-Oct-2020	

SECTION SF 30 BLOCK 14 CONTINUATION PAGE

**SUMMARY OF CHANGES**

SECTION 00 10 00 - SOLICITATION

The required response date/time has changed from 12-Nov-2020 02:00 PM to 11-Dec-2020 02:00 PM.

The following have been modified:

**SOLICITATION/TECHNICAL INQUIRY**

Solicitation/Technical Inquiries via ProjNet (Local Instruction CECT-SAW October 2012)

1. Solicitation/Technical Inquiries.
  - a. Inquiries are to be submitted via Bidder Inquiry at the ProjNet website at <https://www.projnet.org> <<https://www.projnet.org>>.
  - b. If you have technical problems accessing the Bidder Inquiry via the ProjNet website, contact the ProjNet Help Desk at 1-800-428-4357 (HELP). This number is for technical issues accessing the website ONLY.
2. Read this paragraph in conjunction with contract provision FAR 52.214-6, "Explanation to Prospective Bidders".
3. Any prospective bidder/offeror desiring an explanation or interpretation of the solicitation, drawings specifications, etc., must request it in writing via Bidder Inquiry in ProjNet within no less than ~~ten (10)~~ **twenty (20)** calendar days prior to the date of bid opening or receipt of proposals. The Government reserves the right to decline addressing questions received less than ~~ten (10)~~ **twenty (20)** calendar days prior to receipt of bid opening or receipt of proposals.
4. No Inquiries will be accepted by the Bidder Inquiry system within ~~ten (10)~~ **twenty (20)** calendar days prior to the date of bid opening. However, you may still access the Bidder Inquiry system to view answers/replies to previous inquiries until the bid opening.
5. ProjNet - Bidder Inquiry module.
  - a. To submit and review bid inquiry items, bidders/offerors will need to be a current registered user or self-register into system. To access Bidder Inquiry, go to the ProjNet web page at <http://www.projnet.org> <<http://www.projnet.org>> and click the "Quick Add" link. Once at the Quick Add screen, select agency USACE, enter Bidder Inquiry Key for this solicitation listed below, and bidder's/offeror's e-mail address, then click login. If this is bidder's/offeror's first time logging in they will be taken to the Bidder Inquiry Create Account screen to self-register. Fill in all required information and click create user. Verify that information on next screen is correct and click continue. Please remember your Secret Question Answer and email address used for future access to this website.
  - b. From this page you may view all bidder/offeror inquiries under Reports or post a new inquiry under Submit.
  - c. Bidders/Offerors will receive an acknowledgement of their question via email, followed by another email notification that an answer to their question has been posted after it has been reviewed by our technical team and responded to by a Contracting Officer. It is the responsibility of the Bidder/Offeror to check their junk email and email delivery options to ensure delivery of these acknowledgement emails.
  - d. Bidders/Offerors are responsible for checking bid inquiry items.
  - e. Bidders/Offerors are requested to review the specification in its entirety, review the Bidder Inquiry System for answers to questions prior to submission of a new inquiry. The name of the submitter or

firm is not published for the public on the report of all Bidder Inquiries. Bidders/ Offerors are on notice of, and assumed to be aware of, all inquiries, responses, and information posted in the Bidder Inquiry System up to the date of bid submission, whether the inquiry was generated by the Bidder themselves or another potential Bidder/ Offeror. Bidders are responsible for incorporating all such information into their bid, or for requesting further clarification."

6. Solicitation Information: IFB/RFP No: **W912PM21R0001**  
Bidder Inquiry Key: **H32VVI-35TB2D**

(end)

## SECTION 00 21 00 - INSTRUCTIONS

The following have been modified:

### SUBMISSION OF PROPOSALS

### **GENERAL PROPOSAL SUBMISSION INSTRUCTIONS & REQUIREMENTS**

**W912PM21R0001**

**PN 87437**

**SOF Group Headquarters, at Fort Bragg, Cumberland County, North Carolina**

## **1. OVERVIEW.**

**1.1** This Request for Proposal (RFP) solicits construction ~~and design~~ of a SOF Group Headquarters facility, at Fort Bragg NC. The scope of work includes: Construction of a Group Headquarters facility approximately 96,000 SF including administrative space, conference rooms, classrooms, sensitive compartmented information facility, group operations center, logistics network operation center, Headquarters Company, arms room vault, secure storage, unit storage, lockers, toilets, showers, and required mechanical, electrical and communication rooms. Construction consists of concrete foundation and floor slab with metal frame structure. Built-in building systems will include fire alarm/mass notification, fire suppression, energy management control, telephone and advanced unclassified and classified communications networks, cable TV, intrusion detection, closed circuit surveillance, and electronic access control systems, and a hardened protected distribution system. Supporting facilities include site preparation, utilities (electrical, water, gas, sanitary sewer, chilled water, and information systems distribution), lighting, vehicle parking, access drives, curb and gutter, sidewalks, storm drainage, landscaping, roads, and other site improvements. Appropriate cybersecurity measures will be applied to the facility-related control systems in accordance with current Department of Defense criteria. Access for persons with disabilities will be provided. Comprehensive interior design and audio visual services are included.

The period of performance shall not exceed **990 calendar days**. Work location is Fort Bragg, North Carolina. Antiterrorism/Force protection measures and sustainment mandates will be incorporated. The resultant contract will be **Firm-Fixed Price (FFP)**.

**1.2** The instructions and requirements contained herein establish uniform evaluation procedures for the technical evaluation of proposals by the Source Selection Evaluation Board (SSEB) and the development of the Best Value Decision by the Source Selection Authority (SSA) using the Trade-Off Process (See Federal Acquisition Regulation 15.101-1).

**1.3** Each offeror must submit a Price Proposal and should submit Past Performance Questionnaires. The Price Proposal and Past Performance Questionnaires must be submitted as separate volumes/files. Do not cross-reference similar material in the Price Proposal with Past Performance, or vice versa.

The Price and the Past Performance Questionnaires must be received by the closing date and time set for receipt of proposals. No dollar amounts from the Price Proposal are to be included in the Past Performance Questionnaires.

Do not include exceptions to the terms and conditions of the solicitation in either the past performance or price proposal. Should the offer include any standard company terms and conditions that conflict with the terms and conditions of the solicitation, the offer may be determined “unacceptable” and thus ineligible for award. Should the offeror have any questions related to specific terms and conditions, these should be resolved prior to the submission of the offer.

The offeror is responsible for including sufficient details in its proposal to permit a complete and accurate evaluation. Accordingly, the offeror shall be clear and concise in its proposal. The Government will not make assumptions concerning the offeror’s intent.

Failure to submit all the data required by the RFP and its Attachments, may be cause for determining a proposal incomplete and therefore may not be considered for award.

## **2. GENERAL INSTRUCTIONS.**

In accordance with FAR Clause 52.215-1, Instructions to Offerors – Competitive Acquisitions, the Government reserves the right to make award without discussions. Therefore, offerors should submit their best past performance questionnaires and price terms in their initial offer and not automatically assume that they will have an opportunity to participate in discussions or to submit a revised offer. The Government may make award of a conforming proposal without discussions, if deemed to be within the best interests of the Government.

In accordance with 15.306(c) (1) and FAR Clause 52.215-1(f) (4), Instructions to Offerors – Competitive Acquisitions, the Government reserves the right to conduct discussions if the Contracting Officer later determines them to be necessary. If the Contracting Officer determines that the number of proposals that would otherwise be in the competitive range exceeds the number at which an efficient competition can be conducted, the Contracting Officer may limit the number of proposals in the competitive range to the greatest number that will permit an efficient competition among the most highly rated proposals.

**2.1 Contractor Team Arrangements.** The Government will recognize the integrity and validity of contractor teaming arrangements, provided the arrangements are identified and company relationships are fully disclosed in the offer. As further described in paragraph 2.3, below, the

Government will only evaluate the information submitted by the legal entity with whom the Government would enter into a contract. This is the legal entity represented in Tab E, as registered in System for Award Management (SAM) and identified by its specifically assigned CAGE Code.

**2.2** If applicable, the offeror shall submit evidence from the offeror's SBA Servicing Agency that the offeror has notified and discussed the proposed joint venture for this project with the appropriate SBA personnel. For 8(a) set-aside procurements, all prospective Joint Ventures must comply with Title 13 Code of Federal Regulations (CFR) Part 124.513. For HUBZone set-aside procurements and awards to HUBZone SBCs through full and open competition after a price evaluation preference in favor of qualified HUBZone SBCs, a Joint Venture must comply with 13 CFR 126.616.

**2.3** The Government will only evaluate the information submitted by the legal entity with whom the Government would enter into a contract. This is the legal entity represented in Tab E, as registered in System for Award Management (SAM) and identified by its specifically assigned CAGE Code. However, IAW CFR 125.8(e), the Government will also evaluate past experience and past performance submitted by the individual firms that make up a joint venture.

**2.4** Notwithstanding the specific requirements of any other area of the RFP, information submitted about any company other than the offeror, whether an affiliated company, subsidiary (including wholly owned subsidiaries), or subcontractor, WILL NOT be evaluated for any factor. Successor entities shall clearly demonstrate in Volume I, Tab A of their proposal the official legal means performed to transform the former Predecessor Company to its current Successor, legal business entity. Examples of substantive documentation may include but is not limited to Articles of Incorporation, Joint Venture Agreements, Novation Agreements, and Merger Documentation.

"Successor" means an entity that has replaced a predecessor by acquiring the assets and carrying out the affairs of the predecessor under a new name (often through acquisition or merger).

Note: The term "successor" does not include new offices/ divisions of the same company or a company that only changes its name.

**2.5** Offerors shall submit their proposal in accordance with the Section 3. General Proposal Format, paragraph 3.4.

**2.6** Proposals are due no later than the time and date specified in Block 13 of Standard Form 1442.

### **3. GENERAL PROPOSAL FORMAT.**

**3.1** Cover Page. Include the title of the solicitation, solicitation number, offeror name, and date of the submittal.

**3.2** Table of Contents. Each volume of the proposal shall contain a detailed table of contents. If

more than one Adobe PDF file is used for a volume, the complete table of contents shall be included in each. Any materials submitted but not required by this solicitation (such as company brochures) shall be relegated to appendices.

**3.3** All information intended to be evaluated as part of the Technical Volume (Vol II) must be submitted as part of the Technical Volume. Do not cross-reference similar material in the Price Proposal (Vol I), or vice versa. No dollar amounts from the Price Proposal are to be included in the Technical Volume.

**3.4** Each offeror must submit two (2) Volumes via email to the Wilmington District Contracting Division at [SAW-CT-MilitaryProposals@usace.army.mil](mailto:SAW-CT-MilitaryProposals@usace.army.mil). Ensure the solicitation number is included in the subject line of the email. Note that attachments exceeding 15 MB may not be accepted by the email server. No hard paper copies will be accepted or evaluated. Both the Price Proposal and the Past Performance Questionnaires must be received by the closing date and time set for receipt of proposals. In an effort to reduce paperwork and reduce cost, all proposals shall be submitted electronically. All submissions shall be in Adobe PDF format and shall be on 8 ½ x 11 size pages in no less than a 10 pitch or 10 font. Page limitations, where specified in the RFP, shall be considered a maximum. Offerors may use compressions utility software such as WinZip or PKZip to reduce file size and facilitate transmission.

Title the file(s) in the following format:

W912PM21R0001\_ *COMPANY NAME*\_VOLUME I

W912PM21R0001\_ *COMPANY NAME*\_VOLUME II

Offerors shall submit bid bonds (Standard Form 24) in both electronic and hard copy format. Electronic copies of bid bonds shall be included in Volume I: Offerors Certifications and Price under Tab G. Hard copies of bid bonds shall be submitted via USPS, UPS, FedEx or DHL. Hand carried bid bonds will not be accepted. Bid bond submissions shall be due by the proposal due date and time to the following address:

USACE-Wilmington  
Contracting Division  
Attn: Mr. John Hill  
69 Darlington Avenue  
Wilmington, NC 28403

Proposal due Date and Time:

**Request For Proposal No: W912PM21R0001**

**Due Date of Proposal: ~~12 November 2020~~ 11 December 2020**

**Time by which Proposals are due: 2:00 P.M. (Eastern Time)**

**Title of Project: PN 87437 SOF Group Headquarters, Fort Bragg, North Carolina**

Proposals are due as specified on the solicitation document (as amended if applicable). The time & date of proposal receipt will be the upload completion / delivery time & date recorded by the

email server. Do not assume that electronic communication is instantaneous. Offerors should time their upload effort with prudence by not waiting until the last few minutes—this will allow for unexpected delays in the transmittal process. If an electronic submission is uploaded minutes before the deadline but the upload doesn't complete until after the deadline, the submission will be considered late. Offerors are encouraged to keep a copy of the upload confirmation for their records.

**3.5** The offeror is responsible for including sufficient details in its proposal to permit a complete and accurate evaluation. Accordingly, the offeror shall be clear and concise in its proposal. The Government will not make assumptions concerning the offeror's intent.

**3.6** Failure to submit all the data required by the RFP, and these instructions may be cause for determining a proposal incomplete and, therefore, not considered for award.

**3.7** Do not include exceptions to the terms and conditions of the solicitation in either the technical or price proposal. Should the offer include any standard company terms and conditions that conflict with the terms and conditions of the solicitation, the offer may be determined "unacceptable" and thus ineligible for award. Should the offeror have any questions related to specific terms and conditions, these should be resolved prior to the submission of the offer.

**3.8** Tabs. Proposal shall be organized and tabbed as follows:

**3.8.1 VOLUME I: OFFEROR'S CERTIFICATIONS AND PRICE (FACTOR 1)**

One (1) electronic copy Adobe PDF file as tabbed per the table below shall be submitted and one (1) original copy of the bid guarantee in both electronic and hardcopy shall be submitted.

<b>TAB</b>	<b>CONTENTS OF THE PRICE PROPOSAL</b>
A	The Proposal Cover Sheet
B	Standard Form 1442
C	Acknowledgement of Amendments (If Applicable)
D	FACTOR 1: PRICE
E	Section 0045 00 – Representations and Certifications
F	Teaming Arrangement (If Applicable)
G	Bid Guarantee (Bid Bond)
H	Financial Information and Bonding Capability
I	Factor 3: Small Business Participation Plan
J	Subcontracting Plan (FOR LARGE BUSINESSES ONLY)

**TAB A** – The proposal cover sheet is required by FAR 52.215-1 (c) (2) and must be submitted by all offerors. The format for the proposal cover sheet is as follows:

**PROPOSAL COVER SHEET**

1. The solicitation number;
2. The name, address, and telephone and facsimile numbers of the offeror (and electronic address if available);
3. A statement specifying the extent of agreement with all terms, conditions, and provisions included in the solicitation and agreement to furnish any or all items upon which prices are offered at the price set opposite each item;
4. Names, titles, and telephone and facsimile numbers (and electronic addresses if available) of persons authorized to negotiate on the offeror's behalf with the Government in connection with this solicitation; and
5. Name, title, and signature of person authorized to sign the proposal. Proposals signed by an agent shall be accompanied by evidence of that agent's authority, unless that evidence has been previously furnished to the issuing office.

Offerors should ensure telephone number; fax number, e-mail address, DUNS number and CAGE Code are all included. DUNS number will be used to access Contractor Performance Assessment Reporting System (CPARS) data. Offerors should also provide any other assigned number that identifies them in the CPARS database. If a separate DUNS has been created for a joint venture (J-V) it must be submitted. The offeror should also submit their Tax ID number on the proposal data Sheet.

**TAB B** - Standard Form 1442, completed and signed by authorized individual(s) of the offeror. Offers submitted in the name of a Joint Venture must be signed in accordance with the terms and conditions specified in the joint venture agreement as evidenced in the proposal.

**TAB C** - If applicable - All amendments must be acknowledged by all offerors and duly executed with an original signature by an official authorized to bind the company in accordance with FAR 4.102.

**TAB D** – Factor 1 - Price. Proposed price schedule is to be completed in its entirety by all offerors to include the Subtotals and Totals section as found in Section 00 10 00 - Solicitation, Contract Line Item Number (CLIN) Schedule.

**TAB E** - Section 00 45 00 – Representations and Certifications. Offerors shall include any narratives as it pertains to the requirement at 2.2 to document any teaming arrangement the offeror has or will enter into.

**TAB F** - Teaming Agreement, if applicable. See paragraph 2.1 and 2.2 Note to 8(a)—SBA must approve a joint venture agreement prior to the award of an 8(a) contract on behalf of



the joint venture.

**TAB G** - Offerors shall provide a fully executed Bid Bond as required by FAR Clause 52.228-1, Bid Guarantee in **both Hard copy** and ***electronically in Tab G***. Hard copies of Bid Guarantees (submitted via UPS, FedEx, USPS, etc.) shall be addressed to the Contract Officer at:

**USACE – Wilmington District**  
**Attention: John Hill**  
**69 Darlington Ave**  
**Wilmington NC 28403**

**For the purposes of this Request for Proposal, please note that in accordance with (IAW) FAR 28.001:**

“Bond means a written instrument executed by a bidder or contractor (the “principal”), and a second party (the “surety” or “sureties”) (except as provided in 28.204), to assure fulfillment of the principal’s obligations to a third party (the “obligee” or “Government”), identified in the bond. If the principal’s obligations are not met, the bond assures payment, to the extent stipulated, of any loss sustained by the obligee.”

Bonds shall therefore be executed in the name of the legal entity, whether a joint venture, partnership or the Prime Contractor of an informal teaming arrangement, with whom the government would enter into a contract for a successful offeror. The entity named on the bond must be able to acquire bonding capacity on its own merits, and not as the result of indemnification from a subcontractor or third party.

**TAB H** - Financial Information & Bonding Capability (e.g. past three years financial statements, annual reports, Dun & Bradstreet Ratings and/or number, etc.) Provide a list of all current contracts held, total dollar value, award date, anticipated completion, performance and payment bond amount.

**TAB I** - Factor 3- Small Business Participation Plan. Further Description and information of TAB I, Factor 3 can be found in the subsequent paragraph 9 of this section, entitled the GENERAL PROPOSAL SUBMISSION INSTRUCTIONS & REQUIREMENTS

**TAB J** - Subcontracting Plan – FOR LARGE BUSINESS OFFERORS ONLY. Subcontracting Plan shall be prepared in accordance with FAR 52.219-9, and SBA’s Electronic Subcontracting Reporting System (eSRS) located at <http://esrs.gov>. Instructions for completion of requisite forms, as well as guidance on coordinating and preparing for all compliance reviews by Federal agencies can be found at this website. Offerors are to ensure subcontractors agree to submit to ESRS.

### **3.8.2 VOLUME II: TECHNICAL PROPOSAL (FACTORS 2-6 FACTOR 2)**

One (1) electronic copy Adobe PDF file as tabbed per the table below shall be submitted.

TAB	CONTENTS OF THE TECHNICAL PROPOSAL
A	Factor 2: Past Performance

Page Limitations: The following page limitations are established for each factor described above:

Factor 2: Past Performance – Limited to no fewer than three (3) and no more than five (5) projects. Individual project Past Performance Assessment Questionnaires shall not exceed five (5) pages; Government evaluators will review and evaluate only the information contained on the first five (5) pages.

**NOTE: Pages that exceed the required page limitations will not be evaluated. Additional pages over the maximum allowed will be removed or not read and will not be evaluated by the Government. Tables of content, proposal cover letters, and tabs between proposal information do not count toward any page limitations in the proposal.**

#### **4. SUBMISSION REQUIREMENTS & EVALUATION FACTORS**

##### **VOLUME II: TAB A—FACTOR 2 – Past Performance**

#### **4.1 SUBMISSION/MINIMUM REQUIREMENTS:**

**4.1.1** Past performance refers to the quality of recent, relevant project experience from the owner's perspective. The offeror shall complete and provide a NAVFAC/USACE Past Performance Questionnaire (PPQ), see Attachment 3, on no fewer than three (3) and no more than five (5) projects. CPARS evaluations will not be accepted in lieu of the PPQ. Projects submitted under this factor must first be deemed Relevant in accordance with the minimum criteria specified in paragraph ~~4.1.2.1~~ **4.1.3.1** and additional criteria in paragraph ~~4.1.2.2~~ **4.1.3.2** before being evaluated for quality in accordance with the criteria specified in paragraph 5.2.4 and the evaluation standards set forth in paragraphs 9.2 and 9.3. For submissions to be considered Recent, Projects of similar size, scope, and complexity that must have been completed (fully designed and at least 50% construction progress completed) within six (6) years preceding the date of the solicitation.

It is at the offerors discretion if they would like NAVFAC/USACE PPQs completed by their previous clients to be completed and returned to them to be included in their submission or submitted electronically to the attention of both the Contract Specialist, Ms. Amy Jenkins and the Contracting Officer, Mr. John Hill, via email at [SAW-CT-MilitaryProposals@usace.army.mil](mailto:SAW-CT-MilitaryProposals@usace.army.mil) .

**4.1.2** Completed Past Performance Questionnaires should be submitted with your proposal as required by RFP Section 4.1.1. Offerors shall not incorporate by reference into their proposal PPQs previously submitted for other RFPs. This does not preclude the Government from utilizing previously submitted PPQ information in the past performance evaluation. While the Government may elect to consider data from other sources, the burden of providing detailed, current, accurate and complete past performance information rests with the Offeror.

**Other Sources.** The Government may contact sources other than those provided by the offeror for information with respect to past performance. These other sources may include but are not

limited to: Past Contractor Past Performance Reporting System (CPARS), Federal Awardee Performance Integrity Information System (FAPIS), other Government sources, and interviews with organizations or individuals familiar with the offeror's performance.

**4.1.3** Projects must be deemed relevant to be considered for this procurement. Relevant projects are those projects which meet all of the minimum criteria specified in paragraph 4.1.3.1. The Government will not consider multiple projects such as individual task orders combined to meet the criteria referenced in 4.1.3.1 below. Projects which do not meet all of the minimum criteria specified shall be deemed not relevant and shall not be considered further.

**4.1.3.1** The minimum requirement for a project of similar size, scope, or complexity is defined as having all of the following criteria:

- **Fifty-five** thousand **55,000** square feet (SF) or more aggregate interior space.
- Total value of project equal to or greater than **\$25,000,000.00**
- At least **one (1)** project must include the construction of a SCIF (per ICD 705)

**4.1.3.2** Additional Criteria: N/A

**4.1.4** The offeror shall complete a minimum of three (3), but no more than five (5), NAVFAC/USACE Past Performance Questionnaire (PPQ) forms (Attachment 3) in response to this factor. All projects submitted must be at least 50% complete within the last **six (6) years preceding the date of the solicitation**

**4.1.5** Offerors shall utilize NAVFAC/USACE Past Performance Questionnaire (PPQ) in Attachment 3. This form is MANDATORY and SHALL be used to submit project information. For all submitted projects, the description of the project shall clearly describe the scope of work performed and the relevancy to the project requirements of this RFP. Except as specifically requested, the Government will not consider information submitted in addition to this form. Individual blocks on this form may be expanded; however, total length for each project data sheet shall not exceed Five (5) pages.

**4.1.6** If the offeror is a Joint Venture (J-V), relevant project performance should be submitted for projects completed by the Joint Venture entity, or the individual firms that make up the joint venture. **Offerors that are part of the DoD Mentor Protégé program may only submit two (2) recent and relevant project completed by the Mentor.** Offerors are still limited to a total of five (5) projects. **Performance of proposed subcontractors to be utilized on this project will not be considered.**

## **4.2 EVALUATION CRITERIA:**

**4.2.1** The Government will evaluate the offeror's past performance using the sources available to it including but not limited to: the example projects identified by the offeror and submitted on the

NAVFAC/USACE PPQs and any additional information received from references, CPARS or other sources. Offerors may be provided an opportunity to address any negative past performance information about which the offeror has not previously had an opportunity to respond if such information is determined to present an impact on the rating to be assessed.

**4.2.2** The Government will consider past performance of the prime construction contractor. If a firm has multiple functions or divisions, the Government will only evaluate the past performance of the unit or division submitting the offer. Where the Government views an offeror's role, or that of its team members, if any, as not significant or as not clearly defined, the Government reserves the right to view this lack of involvement, or clarity, as a risk which may impact an offeror's rating for this factor despite the quality of recent, relevant past performance information

**4.2.3** The Government will consider recent, relevant projects that are successfully completed, or substantially completed (fully designed and at least 50% construction progress completed) within six (6) years preceding the date of the solicitation. To be deemed relevant, projects must comply with minimum criteria in paragraph 4.1.3.1. The Government will consider the recency and relevance of the information, source of the information, context of the data, and general trends in contractor performance. The Government places higher value on projects for which successful performance can be validated by means other than the offeror's self-assessment such as through independent telephone interviews with points of contact identified in the proposal, CPARS or other agency performance databases, offeror furnished references or personal knowledge. The Government places a higher value on projects which provided particularly difficult or unique challenges and the innovative methods the offeror used to resolve problems successfully.

**4.3** The Government will evaluate recent, relevant past performance (as set forth in paragraph 6.2) based on the elements listed below to assign a confidence rating in accordance with paragraph 6.3:

**4.3.1** Quality of Construction. The Government will evaluate all information available with respect to the quality of the actual construction undertaken and the standards of workmanship exhibited by the offeror.

**4.3.2** Timeliness of Performance. The Government will evaluate all information available with respect to the completion of projects within the scheduled completion times.

**4.3.3** Customer Satisfaction. The Government will evaluate all information available with respect to customer satisfaction, cooperation with customers, and interaction on past projects.

**4.3.4** Management. The Government will evaluate all information available with respect to effective management of subcontractors, suppliers and labor on past projects.

**4.3.5** Cost. The Government will evaluate all information available with respect to the contractor's ability to perform within the contractually agreed price.

**4.3.6** Safety. The Government will evaluate all information available with respect to the contractor's safety program or efforts.

**4.3.7 General.** The Government will evaluate all general information and comments provided by previous clients with respect to the contractor's efforts.

**4.4** In the case of an offeror without a record of relevant past performance or for whom information on past performance is not available, the offeror may not be evaluated favorably or unfavorably on past performance. In this case, the offeror's past performance is unknown and assigned a performance confidence rating of "neutral." Although the Government may not rate an offeror that lacks recent, relevant past performance favorably or unfavorably with regard to past performance, the Government may determine, that a "Substantial Confidence" or "Satisfactory Confidence" past performance rating is worth more than a "Neutral Confidence" past performance rating.

## **5. SUBMISSION REQUIREMENTS & EVALUATION FACTORS**

### **VOLUME I: TAB I—FACTOR 3 – Small Business Participation Plan**

This factor requires all offerors (both large and small businesses) to submit a proposed Small Business Participation Plan utilizing the template provided as an Attachment of this solicitation. The Small Business Participation Plan will be evaluated on the level of proposed participation of U.S. small businesses in the performance of acquisition (as small business prime offerors or 1st tier small business subcontractors) relative to the objectives and goals established herein. This is NOT a sub-contracting plan. Evaluation of this factor is based on the percentage of total contract value and not total subcontracted dollars. For large business offerors, the goals set forth in the Small Business Participation Plan shall mirror the goals set forth in VOLUME I: Offerors Certifications and Price Tab J - Subcontracting Plan – FOR LARGE BUSINESS OFFERORS ONLY.

#### **5.1 SUBMISSION/MINIMUM REQUIREMENTS:**

**5.1.1 Planned Small Business Utilization:** All offerors are required to provide a Small Business Participation Plan utilizing the template entitled "Proposed Small Business Participation Plan" and a supporting narrative discussion of no more than 5 pages total addressing their corporate approach and methodology for acquiring, soliciting and using small and small disadvantaged businesses in the performance of this contract. All narratives should address the offeror's commitment to providing subcontracting opportunities, as well as evidence of planned and/or continued outreach efforts to encourage and use small and small disadvantaged businesses. Narratives should demonstrate the historical execution of small business participation on no fewer than three (3) and no more than five (5) projects. Offeror's proposal must meet the minimum mandatory Total Small Business Participation goal (20%) through collective small business participation from any type of small business or sub-category small business, whether small business prime or 1st tier small business subcontractor. The subcategory small business goals are NOT mandatory.

**5.1.2** The overall extent to which each small business subcategory will be utilized shall be provided. This should include a general description of the type of work, product or service anticipated to be supplied via a small business concern along with the estimated percentage of each subcontracted portion in relation to the overall project. Identification of the names of specific subcontractors is not required for the small business utilization evaluation; however,

successful offerors will ultimately be required to name subcontractors as a part of their subcontracting plan submission (Example: Demolition Work- 10% of total work effort- SDVOSB identified).

## **5.2 EVALUATION CRITERIA:**

**5.2.1** Small Business Participation Plans will be evaluated on the basis of:

- The extent to which such Small Business firms are specifically identified in proposals;
- The extent of commitment to use such Small Business firms
- Identification of the complexity and variety of the work small firms are to perform;
- The extent of participation of small business prime offerors and 1st tier small business subcontractors in terms of the percentage of the value of the total acquisition and the extent to which the proposal meets or exceeds the small business participation goals for this acquisition.
- The work to be performed directly by a small business prime will be evaluated as small business participation.

The small business participation goal for this acquisition is Total Small Business (any type of small business) goal of **20%** of the total contract value for this acquisition.

The Sub-category Small Business goals are:

**3.0%** of total contract value to Small Disadvantaged Business (SDB)

**3.0%** of total contract value to HUBZONE

**3.0%** of total contract value to Women Owned (WOSB)

**2.0%** of total contract value to Service-Disabled Veteran Owned (SDVOSB)

**2.0%** of total contract value to Veteran Owned (VOSB)

**0.0%** of total contract value to Historically Black Colleges and Universities and Minority Institutions (HBCU/MI)

(Note, for example, that a participation plan that reflects 1% of the total contract value for WOSB would also count towards the overall Small Business Goal; and percentages for SDVOSB also count towards VOSB).

**5.2.2** The Government will evaluate narratives provided by applying the adjectival descriptions of paragraph 6.4 of this solicitation. Those narratives with greater detail and specificity will be given greater credit than general statements and commitments provided said details clearly demonstrate offeror's historical achievement of proposed goals.

**5.2.3** If the Government does not obtain information on past performance from the offeror and cannot establish a past performance record for the offeror's small business utilization through other sources that aspect of this factor will be rated neither favorably nor unfavorably.

**5.2.4** The Government will only consider the prime construction contractor participation plan. If



a firm has multiple functions or divisions, the Government will only evaluate the past performance of the unit or division submitting the offer. The offeror is required to demonstrate its planned level of commitment to small business usage if awarded a contract from this solicitation and demonstrate its previous commitment to small business usage in the past performance of recent and relevant projects. Work performed by the offeror that is a small business shall be considered small business participation.

**5.2.5** The Government will consider recent, relevant projects that are successfully completed, or substantially completed (fully designed and at least 50% construction progress completed) within six (6) years preceding the date of the solicitation. To be deemed relevant, projects must comply with minimum criteria in paragraph 4.1.2.1. The Government will consider the degree to which the project is recent and relevant, the source of project information, context of the data, and general trends in contractor performance. The Government places higher value on projects for which successful performance can be validated by means other than the offeror's self-assessment such as through independent interviews with points of contact identified in the proposal, PPIRS or other agency performance databases, offeror furnished references or personal knowledge. The Government places a higher value on projects which provided particularly difficult or unique challenges and the innovative methods the offeror used to resolve problems successfully.

**5.2.6** Offerors are cautioned that the submission of each Proposed Small Business Participation Plan shall not exceed eight (8) pages in length. This page limit shall include three (3) pages for the submission of the template provided in this RFP, entitled "Proposed Small Business Participation Plan" and five (5) pages for the supporting narrative discussion addressing the criteria as set forth in paragraph 6.2.1 of this section. Narratives should demonstrate the historical execution of small business participation on no fewer than three (3) and no more than five (5) projects. Note that Government evaluators will review and evaluate only the information contained on the first eight pages.

## **6. EVALUATION STANDARDS.**

**6.1** Evaluation factors will be rated using the following adjectival descriptions. Evaluators will apply the appropriate adjective to each factor rated. The evaluator's narrative explanation must clearly establish that the offeror's submittal meets the definitions established below. As each factor is evaluated an assessment of Performance Risk will be made. Performance Risk relates to the assessment of an offeror's present and past work and accomplishments to determine the offeror's ability to successfully perform as required.

**6.2** In performing the past performance factor evaluation, the government will apply the following relevance levels to assess the relevance of the prior contract effort(s) of offerors in accordance with the Army Source Selection Supplement utilizing the following tables:

Past Performance Relevancy Ratings

<b>Adjectival Rating</b>	<b>Description</b>
Very Relevant	Present/past performance effort involved essentially the same scope and magnitude of effort and complexities this solicitation requires.

Relevant	Present/past performance effort involved similar scope and magnitude of effort and complexities this solicitation requires.
Somewhat Relevant	Present/past performance effort involved some of the scope and magnitude of effort and complexities this solicitation requires.
Not Relevant	Present/past performance effort involved little or none of the scope and magnitude of effort and complexities this solicitation requires.

**6.3** The Government will assign a confidence level to FACTOR 2 - PAST PERFORMANCE in order to establish an overall rating for this factor. In assessing past performance the ratings for relevancy, and the Evaluation Criteria as established at 4.2, will be consider for the Prime contractor only. Regardless of whether the offeror is a joint venture, partnership or if the Prime Contractor is part of informal teaming arrangement, as defined at 2.1 the government will only evaluate this factor for the legal entity whom the government would enter into a contract. The Confidence levels are defined as:

<b>Adjectival Rating</b>	<b>Description</b>
Substantial Confidence	Based on the offeror's recent/relevant performance record, the Government has a high expectation that the offeror will successfully perform the required effort.
Satisfactory Confidence	Based on the offeror's recent/relevant performance record, the Government has a reasonable expectation that the offeror will successfully perform the required effort.
Neutral Confidence	No recent/relevant performance record is available or the offeror's performance record is so sparse that no meaningful confidence assessment rating can be reasonably assigned. The offeror may not be evaluated favorably or unfavorably on the factor of past performance.
Limited Confidence	Based on the offeror's recent/relevant performance record, the Government has a low expectation that the offeror will successfully perform the required effort.
No Confidence	Based on the offeror's recent/relevant performance record, the Government has no expectation that the offeror will be able to successfully perform the required effort.

**6.4** The Government will assign adjectival rating and adjectival descriptions contained in the following table for Factor 3 Small Business Participation Plan:

<b>Color Rating</b>	<b>Adjectival Rating</b>	<b>Description</b>
Blue	Outstanding	Proposal indicates an exceptional approach and understanding of the small business objectives.



Purple	Good	Proposal indicates a thorough approach and understanding of the small business objectives.
Green	Acceptable	Proposal indicates an adequate approach and understanding of small business objectives.
Yellow	Marginal	Proposal has not demonstrated an adequate approach and understanding of the small business objectives.
Red	Unacceptable	Proposal does not meet small business objectives.

## 6.5 Definitions

**6.5.1 Deficiency.** A material failure of a proposal to meet a Government requirement or a combination of significant weaknesses in a proposal that increases the risk of unsuccessful contract performance to an unacceptable level. See FAR 15.001.

**6.5.2 Strength.** An aspect of an offerors' proposal that has merit or exceeds specified performance or capability requirements in a way that will be advantageous to the Government during contract performance.

**6.5.3 Significant Strength.** An aspect of an offerors' proposal that has appreciable merit or appreciably exceeds specified performance or capability requirements in a way that will be appreciably advantageous to the Government during contract performance.

**6.5.4 Weakness.** A flaw in the proposal that increases the risk of unsuccessful contract performance. See FAR 15.001.

**6.5.5 Significant Weakness.** A flaw in the proposal that appreciably increases the risk of unsuccessful contract performance. See FAR 15.001.

## 7. RELEVANCE OF EVALUATION CRITERIA

**7.1 FACTOR 1: PRICE.** All non-cost factors, when combined, are **EQUAL** to Price.

### 7.2 NON-COST FACTORS:

**FACTOR 2: PAST PERFORMANCE:** This factor is significantly more important than Factor 3.

**FACTOR 3: SMALL BUSINESS PARTICIPATION PLAN.** This factor is significantly less important than Factors 2.

## 8. PROPOSAL EVALUATION

**8.1** The SSEB will be established to conduct the evaluation of proposals received in response to this solicitation. The evaluation will be based on the content of the proposal, proposal corrections and any information obtained from other sources, e.g. past performance

information. The SSEB will not consider any documents incorporated by reference, except as expressly allowed by this solicitation.

**8.2** Each member of the SSEB will independently consider all information provided in the proposal. Once these individual analyses are completed, the SSEB will assign a consensus rating for each evaluation factor. It is the responsibility of each member of the SSEB to provide and document sufficient strengths, weaknesses, and/or deficiencies to support the assigned rating for each factor as well as the overall rating. Comments are required for all ratings.

**8.3** The final overall rating along with ratings on individual factors, to include all support documentation, will be provided to the Source Selection Authority. The Source Selection Authority, independently exercising prudent business judgment, will determine which offeror, if any, will receive the contract award.

## **9. EXCEPTIONS.**

**9.1** Exceptions to the contractual terms and conditions of the solicitation (e.g., standard company terms and conditions) may result in a determination to reject a proposal.

## **10. RESTRICTIONS.**

**10.1** Failure to submit all the data in the format indicated in this section may be cause for determining a proposal incomplete and, therefore, not considered for evaluation, and for subsequent award.

## **11. Factor 1 - PRICE.**

**11.1** Price will not be rated, but will be a factor in establishing the competitive range prior to discussions (if held) and in making the best value decision for award of any resultant contract. Pricing for the contract shall be completed and submitted on the Pricing Schedule shown at Section 00 10 00 - Solicitation, Contract Line Item Number (CLIN) Schedule.

Historical price information, competitive price information, the Independent Government Estimate (IGE), or any other pricing tool will be utilized as necessary in making this determination. Offerors are advised that any offer wherein pricing is deemed unbalanced or unreasonable, to include offers deemed to be unreasonably low, will be rendered ineligible for award. Additionally, all offers will be analyzed for unbalanced pricing.

**11.2** The Government will perform a price analysis on all proposals received for the contract. Price analysis will be performed in accordance with FAR 15.404-1, to determine fairness and reasonableness as well as to assure an understanding of the work and ability to execute the contract at price proposed. The evaluation will determine the extent to which the price proposal is consistent with the requirements of the RFP. Historical price information, competitive price information, the Independent Government Estimate (IGE), or any other pricing tool as necessary will be utilized in making this determination. Offerors are advised that any offer wherein pricing is deemed unfair or unreasonable will be rendered ineligible for award.

**11.3** In accordance with FAR 52.217-5 – Evaluations of Options (Jul 1990), the Government will

evaluate offers for award purposes by adding the total price for all options to the total price for the basic requirement. Evaluation of options will not obligate the Government to exercise the option(s).

This total contract price including the price for optional line items as the evaluated price for making the best value decision.

## **12. BASIS FOR AWARD.**

**12.1** Proposals must meet the criteria stated in the RFP in order to be eligible for award, to include responsiveness and responsibility.

**12.2** In order to determine which proposal(s) represent the best value, the SSA will compare proposals to one another. Best value will be determined by a comparative assessment of proposals against all source selection criteria in this RFP.

**12.3** The contract will be awarded to that successful offeror whose proposal offers the best overall value.

**12.4** As relative advantages and disadvantages become less distinct, differences in price between proposals are of increased importance in determining the most advantageous proposal. Conversely, as differences in price become less distinct, differences in scoring and relative advantages and disadvantages between proposals are of increased importance to the determination.

**12.5** The Government reserves the right to accept other than the lowest priced offer(s). The right is also reserved to reject any and all offers.

**12.6** Offerors are reminded to include their best overall proposal in their initial offer and not to automatically assume that they will have an opportunity to participate in discussions or be asked to submit a revised offer.

**NOTE 1: Pages that exceed the required page limitations will not be evaluated. Additional pages over the maximum allowed will be removed or not read and will not be evaluated by the Government. Tables of content, proposal cover letters, and tabs between proposal information do not count toward any page limitations in the proposal. The total number of Pages for Volume I shall not exceed 150 Pages and Volume II shall not exceed 150 Pages. The offerors submission for Solicitation W912PM21R0001 shall not exceed 300 pages in total.**

The following have been deleted:

52.225-9

Buy American--Construction Materials

MAY 2014

## SECTION 00 73 00 - SUPPLEMENTARY CONDITIONS

The following have been modified:

### DB WAGE RATE INFO

**IAW 52.222-6 – Construction Wage Rate Requirements, the following Wage Determination(s) apply to this solicitations and any resulting contract award:**

**NC20200025 08/14/2020: This wage determination applies to CLIN's 0001, 0002, 0004 and 0005.**

v

"General Decision Number: NC20200025 08/14/2020

Superseded General Decision Number: NC20190025

State: North Carolina

Construction Type: Building

County: Cumberland County in North Carolina.

**BUILDING CONSTRUCTION PROJECTS** (does not include single family homes or apartments up to and including 4 stories).

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2020. If this contract is covered by the EO and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must pay workers in that classification at least the wage rate determined through the conformance process set forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate, if it is higher than the conformed wage rate). The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). 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).

Modification Number	Publication Date
0	01/03/2020
1	08/14/2020

CARP0312-001 06/01/2017	Rates	Fringes
CARPENTER, Excludes Drywall		
Hanging, and Form Work.....	\$ 23.35	9.15

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 \* IRON0848-005 07/01/2020  
 Rates Fringes

IRONWORKER, STRUCTURAL.....	.\$ 26.00	15.80
-----		
* PLUM0421-001 07/01/2019		
Rates Fringes		
PLUMBER/PIPEFITTER.....	\$ 28.50	12.41
-----		
SUNC2011-006 08/24/2011		
BRICKLAYER.....	\$ 19.00	0.00
CARPENTER (Drywall Hanging Only).....	\$ 13.83	0.00
CARPENTER (Form Work Only).....	\$ 13.38	1.80
CEMENT MASON/CONCRETE FINISHER...	\$ 15.80	0.00
ELECTRICIAN.....	\$ 20.64	6.68
HVAC MECHANIC (HVAC Duct Installation Only).....	\$ 17.37	1.82
LABORER: Common or General.....	\$ 10.54	0.52
LABORER: Landscape & Irrigation.....	\$ 9.13	0.28
LABORER: Pipelayer.....	\$ 13.35	2.80
LABORER: Mason Tender-Brick/Cement/Concrete.....	\$ 12.00	0.00
OPERATOR: Backhoe/Excavator/Trackhoe.....	\$ 18.47	2.41
OPERATOR: Bulldozer.....	\$ 16.00	1.87
OPERATOR: Crane.....	\$ 19.77	4.48
OPERATOR: Forklift.....	\$ 13.86	0.00
OPERATOR: Grader/Blade.....	\$ 15.72	1.49
OPERATOR: Loader.....	\$ 16.17	0.25
PAINTER: Brush, Roller and Spray.....	\$ 12.35	0.00
ROOFER.....	\$ 11.75	1.06
SHEET METAL WORKER, Excludes HVAC Duct Installation.....	\$ 15.81	1.40
TRUCK DRIVER.....	\$ 13.38	1.48
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WELDERS - Receive rate prescribed for craft performing  
operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave

for Federal Contractors applies to all contracts subject to the Davis-Bacon 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 a 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](http://www.dol.gov/whd/govcontracts). Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

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The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of ""identifiers"" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

#### Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than ""SU"" or ""UAVG"" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

#### Survey Rate Identifiers

Classifications listed under the ""SU"" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-0075/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the

wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier. Survey wage rates are not updated and remain in effect until a new survey is conducted.

#### Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

#### ----- WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
  - \* a survey underlying a wage determination
  - \* a Wage and Hour Division letter setting forth a position on a wage determination matter
  - \* a conformance (additional classification and rate) ruling
- On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION"

SCA WAGE DETERMINATION

SCA Wage Determinations

**IAW 52.222-41 – Service Contract Labor Standards, the following Wage Determinations apply to this solicitation and any resulting contract award:**

**2015-4378, Revision No 13; Dated 05/19/2020: This wage determination(s) applies to CLIN's 0006, 0007, 0008 and 0009**

"REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-4378

Daniel W. Simms	Division of	Revision No.: 13
Director	Wage Determinations!	Date Of Last Revision: 05/19/2020



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

wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least **\$10.80** per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: North Carolina

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Area: North Carolina Counties of Cumberland Hoke

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.21
01013 - Accounting Clerk III		18.13
01020 - Administrative Assistant		27.61
01035 - Court Reporter		19.39
01041 - Customer Service Representative I		11.95
01042 - Customer Service Representative II		13.43
01043 - Customer Service Representative III		14.65
01051 - Data Entry Operator I		13.03
01052 - Data Entry Operator II		14.21
01060 - Dispatcher Motor Vehicle		21.31
01070 - Document Preparation Clerk		15.43
01090 - Duplicating Machine Operator		15.43
01111 - General Clerk I		13.40
01112 - General Clerk II		14.61
01113 - General Clerk III		16.40
01120 - Housing Referral Assistant		21.61
01141 - Messenger Courier		13.78
01191 - Order Clerk I		13.57
01192 - Order Clerk II		14.82
01261 - Personnel Assistant (Employment) I		16.35
01262 - Personnel Assistant (Employment) II		18.30
01263 - Personnel Assistant (Employment) III		20.40
01270 - Production Control Clerk		23.24
01290 - Rental Clerk		11.84
01300 - Scheduler Maintenance		17.33
01311 - Secretary I		17.33
01312 - Secretary II		19.39
01313 - Secretary III		21.61
01320 - Service Order Dispatcher		18.59
01410 - Supply Technician		27.61
01420 - Survey Worker		14.48
01460 - Switchboard Operator/Receptionist		12.08
01531 - Travel Clerk I		12.07
01532 - Travel Clerk II		12.84

01533 - Travel Clerk III	13.68
01611 - Word Processor I	15.43
01612 - Word Processor II	17.33
01613 - Word Processor III	19.39
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.71
05010 - Automotive Electrician	19.33
05040 - Automotive Glass Installer	17.76
05070 - Automotive Worker	17.76
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.71
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	19.71
05220 - Motor Vehicle Mechanic Helper	14.83
05250 - Motor Vehicle Upholstery Worker	16.17
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter Automotive	18.99
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	12.85
05400 - Transmission Repair Specialist	19.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.08
07041 - Cook I	13.91
07042 - Cook II	15.77
07070 - Dishwasher	9.29
07130 - Food Service Worker	9.68
07210 - Meat Cutter	16.15
07260 - Waiter/Waitress	9.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.15
09040 - Furniture Handler	14.67
09080 - Furniture Refinisher	22.15
09090 - Furniture Refinisher Helper	17.17
09110 - Furniture Repairer Minor	19.65
09130 - Upholsterer	22.15
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.85
11060 - Elevator Operator	11.52
11090 - Gardener	15.26
11122 - Housekeeping Aide	11.52
11150 - Janitor	11.52
11210 - Laborer Grounds Maintenance	12.14
11240 - Maid or Houseman	10.34
11260 - Pruner	11.17
11270 - Tractor Operator	14.21
11330 - Trail Maintenance Worker	12.14
11360 - Window Cleaner	12.52
12000 - Health Occupations	
12010 - Ambulance Driver	19.91
12011 - Breath Alcohol Technician	19.91
12012 - Certified Occupational Therapist Assistant	31.26
12015 - Certified Physical Therapist Assistant	29.26
12020 - Dental Assistant	18.86
12025 - Dental Hygienist	33.38
12030 - EKG Technician	30.27
12035 - Electroneurodiagnostic Technologist	30.27
12040 - Emergency Medical Technician	19.91
12071 - Licensed Practical Nurse I	17.79
12072 - Licensed Practical Nurse II	19.91
12073 - Licensed Practical Nurse III	22.19
12100 - Medical Assistant	13.97
12130 - Medical Laboratory Technician	25.33

12160	- Medical Record Clerk	18.34
12190	- Medical Record Technician	22.57
12195	- Medical Transcriptionist	18.67
12210	- Nuclear Medicine Technologist	36.51
12221	- Nursing Assistant I	11.38
12222	- Nursing Assistant II	12.79
12223	- Nursing Assistant III	13.97
12224	- Nursing Assistant IV	15.67
12235	- Optical Dispenser	18.86
12236	- Optical Technician	17.79
12250	- Pharmacy Technician	18.53
12280	- Phlebotomist	16.45
12305	- Radiologic Technologist	28.74
12311	- Registered Nurse I	23.43
12312	- Registered Nurse II	28.65
12313	- Registered Nurse II Specialist	28.65
12314	- Registered Nurse III	34.66
12315	- Registered Nurse III Anesthetist	34.66
12316	- Registered Nurse IV	41.51
12317	- Scheduler (Drug and Alcohol Testing)	24.64
12320	- Substance Abuse Treatment Counselor	20.16
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	17.88
13012	- Exhibits Specialist II	22.15
13013	- Exhibits Specialist III	27.09
13041	- Illustrator I	17.88
13042	- Illustrator II	22.15
13043	- Illustrator III	27.09
13047	- Librarian	24.53
13050	- Library Aide/Clerk	12.73
13054	- Library Information Technology Systems Administrator	22.15
13058	- Library Technician	17.28
13061	- Media Specialist I	15.98
13062	- Media Specialist II	17.88
13063	- Media Specialist III	19.93
13071	- Photographer I	16.15
13072	- Photographer II	18.07
13073	- Photographer III	22.39
13074	- Photographer IV	27.37
13075	- Photographer V	33.12
13090	- Technical Order Library Clerk	16.28
13110	- Video Teleconference Technician	16.35
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.62
14042	- Computer Operator II	17.47
14043	- Computer Operator III	19.87
14044	- Computer Operator IV	21.65
14045	- Computer Operator V	23.97
14071	- Computer Programmer I	(see 1) 22.75
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	15.62
14160	- Personal Computer Support Technician	21.65
14170	- System Support Specialist	35.42
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	30.58
15020	- Aircrew Training Devices Instructor (Rated)	36.99

15030	Air Crew Training Devices Instructor (Pilot)	44.08
15050	Computer Based Training Specialist/ Instructor	30.58
15060	- Educational Technologist	38.99
15070	- Flight Instructor (Pilot)	44.08
15080	Graphic Artist	21.52
15085	Maintenance Test Pilot Fixed Jet/Prop	44.08
15086	- Maintenance Test Pilot Rotary Wing	44.08
15088	- Non-Maintenance Test/Co-Pilot	44.08
15090	- Technical Instructor	24.07
15095	- Technical Instructor/Course Developer	29.45
15110	- Test Proctor	19.43
15120	- Tutor	19.43
16000	- Laundry Dry-Cleaning Pressing And Related Occupations	
16010	- Assembler	10.30
16030	- Counter Attendant	10.30
16040	- Dry Cleaner	12.66
16070	- Finisher Flatwork Machine	10.30
16090	- Presser Hand	10.30
16110	- Presser Machine Drycleaning	10.30
16130	- Presser Machine Shirts	10.30
16160	- Presser Machine Wearing Apparel Laundry	10.30
16190	- Sewing Machine Operator	13.43
16220	- Tailor	14.18
16250	- Washer Machine	11.00
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	23.48
19040	- Tool And Die Maker	28.80
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	18.84
21030	- Material Coordinator	23.24
21040	- Material Expediter	23.24
21050	- Material Handling Laborer	12.51
21071	- Order Filler	12.49
21080	- Production Line Worker (Food Processing)	18.84
21110	- Shipping Packer	15.86
21130	- Shipping/Receiving Clerk	15.86
21140	- Store Worker I	12.62
21150	- Stock Clerk	16.59
21210	- Tools And Parts Attendant	18.84
21410	- Warehouse Specialist	18.84
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	25.29
23019	- Aircraft Logs and Records Technician	20.17
23021	- Aircraft Mechanic I	24.04
23022	- Aircraft Mechanic II	25.29
23023	- Aircraft Mechanic III	26.51
23040	- Aircraft Mechanic Helper	17.74
23050	- Aircraft Painter	22.75
23060	- Aircraft Servicer	20.17
23070	- Aircraft Survival Flight Equipment Technician	22.75
23080	- Aircraft Worker	21.41
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I	21.41
23092	- Aircrew Life Support Equipment (ALSE) Mechanic II	24.04
23110	- Appliance Mechanic	22.15
23120	- Bicycle Repairer	18.44
23125	- Cable Splicer	29.77
23130	- Carpenter Maintenance	17.20
23140	- Carpet Layer	20.86
23160	- Electrician Maintenance	20.76
23181	- Electronics Technician Maintenance I	25.22

23182 - Electronics Technician Maintenance II	26.80
23183 - Electronics Technician Maintenance III	28.32
23260 - Fabric Worker	19.65
23290 - Fire Alarm System Mechanic	19.76
23310 - Fire Extinguisher Repairer	18.44
23311 - Fuel Distribution System Mechanic	23.41
23312 - Fuel Distribution System Operator	18.44
23370 - General Maintenance Worker	17.99
23380 - Ground Support Equipment Mechanic	24.04
23381 - Ground Support Equipment Servicer	20.17
23382 - Ground Support Equipment Worker	21.41
23391 - Gunsmith I	18.44
23392 - Gunsmith II	20.86
23393 - Gunsmith III	23.41
23410 - Heating Ventilation And Air-Conditioning	20.65
Mechanic	
23411 - Heating Ventilation And Air Conditioning	21.73
Mechanic (Research Facility)	

23430 - Heavy Equipment Mechanic	22.85
23440 - Heavy Equipment Operator	18.32
23460 - Instrument Mechanic	23.41
23465 - Laboratory/Shelter Mechanic	22.15
23470 - Laborer	12.51
23510 - Locksmith	22.15
23530 - Machinery Maintenance Mechanic	23.24
23550 - Machinist Maintenance	26.14
23580 - Maintenance Trades Helper	14.67
23591 - Metrology Technician I	23.41
23592 - Metrology Technician II	24.63
23593 - Metrology Technician III	25.83
23640 - Millwright	23.41
23710 - Office Appliance Repairer	18.77
23760 - Painter Maintenance	18.04
23790 - Pipefitter Maintenance	22.98
23810 - Plumber Maintenance	21.75
23820 - Pneudraulic Systems Mechanic	23.41
23850 - Rigger	23.41
23870 - Scale Mechanic	20.86
23890 - Sheet-Metal Worker Maintenance	18.40
23910 - Small Engine Mechanic	18.96
23931 - Telecommunications Mechanic I	25.03
23932 - Telecommunications Mechanic II	26.33
23950 - Telephone Lineman	26.49
23960 - Welder Combination Maintenance	20.24
23965 - Well Driller	23.41
23970 - Woodcraft Worker	23.41
23980 - Woodworker	18.44
24000 - Personal Needs Occupations	
24550 - Case Manager	16.55
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.58
24610 - Chore Aide	10.79
24620 - Family Readiness And Support Services Coordinator	16.55
24630 - Homemaker	16.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.12
25040 - Sewage Plant Operator	21.65
25070 - Stationary Engineer	23.12
25190 - Ventilation Equipment Tender	16.92
25210 - Water Treatment Plant Operator	21.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.10
27007 - Baggage Inspector	17.67
27008 - Corrections Officer	17.32
27010 - Court Security Officer	16.86
27030 - Detection Dog Handler	19.77
27040 - Detention Officer	17.32
27070 - Firefighter	15.64
27101 - Guard I	17.67
27102 - Guard II	19.77

27131 - Police Officer I	20.68
27132 - Police Officer II	22.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.90
28042 - Carnival Equipment Repairer	12.78
28043 - Carnival Worker	9.36
28210 - Gate Attendant/Gate Tender	15.11
28310 - Lifeguard	13.46
28350 - Park Attendant (Aide)	16.91
28510 - Recreation Aide/Health Facility Attendant	12.34
28515 - Recreation Specialist	19.95
28630 - Sports Official	13.46
28690 - Swimming Pool Operator	18.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.86
29020 - Hatch Tender	20.86
29030 - Line Handler	20.86
29041 - Stevedore I	19.65
29042 - Stevedore II	22.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.58
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.48
30021 - Archeological Technician I	18.28
30022 - Archeological Technician II	20.53
30023 - Archeological Technician III	25.80
30030 - Cartographic Technician	25.80
30040 - Civil Engineering Technician	24.51
30051 - Cryogenic Technician I	28.57
30052 - Cryogenic Technician II	31.56
30061 - Drafter/CAD Operator I	18.28
30062 - Drafter/CAD Operator II	20.53
30063 - Drafter/CAD Operator III	22.97
30064 - Drafter/CAD Operator IV	27.72
30081 - Engineering Technician I	16.55
30082 - Engineering Technician II	18.58
30083 - Engineering Technician III	20.80
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.50
30086 - Engineering Technician VI	38.11
30090 - Environmental Technician	24.89
30095 - Evidence Control Specialist	25.80
30210 - Laboratory Technician	25.93
30221 - Latent Fingerprint Technician I	27.56
30222 - Latent Fingerprint Technician II	30.44
30240 - Mathematical Technician	25.80
30361 - Paralegal/Legal Assistant I	20.23
30362 - Paralegal/Legal Assistant II	25.06
30363 - Paralegal/Legal Assistant III	30.64
30364 - Paralegal/Legal Assistant IV	37.07
30375 - Petroleum Supply Specialist	31.56
30390 - Photo-Optics Technician	25.80
30395 - Radiation Control Technician	31.56

30461 - Technical Writer I	25.80
30462 - Technical Writer II	31.56
30463 - Technical Writer III	38.17
30491 - Unexploded Ordnance (UXO) Technician I	26.34
30492 - Unexploded Ordnance (UXO) Technician II	31.87
30493 - Unexploded Ordnance (UXO) Technician III	38.20
30494 - Unexploded (UXO) Safety Escort	26.34
30495 - Unexploded (UXO) Sweep Personnel	26.34
30501 - Weather Forecaster I	28.57
30502 - Weather Forecaster II	34.75
30620 - Weather Observer Combined Upper Air Or	(see 2) 22.97
Surface Programs	
30621 - Weather Observer Senior	(see 2) 25.04
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.87
31020 - Bus Aide	12.80
31030 - Bus Driver	17.17
31043 - Driver Courier	14.11
31260 - Parking and Lot Attendant	10.94
31290 - Shuttle Bus Driver	15.15
31310 - Taxi Driver	14.03
31361 - Truckdriver Light	15.15
31362 - Truckdriver Medium	16.18
31363 - Truckdriver Heavy	18.23
31364 - Truckdriver Tractor-Trailer	18.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	9.56
99050 - Desk Clerk	10.17
99095 - Embalmer	26.34
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	13.41
99252 - Laboratory Animal Caretaker II	14.74
99260 - Marketing Analyst	26.60
99310 - Mortician	26.34
99410 - Pest Controller	17.05
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	17.25
99711 - Recycling Specialist	20.18
99730 - Refuse Collector	15.87
99810 - Sales Clerk	11.08
99820 - School Crossing Guard	14.05
99830 - Survey Party Chief	25.27
99831 - Surveying Aide	14.95
99832 - Surveying Technician	20.49
99840 - Vending Machine Attendant	14.89
99841 - Vending Machine Repairer	18.12
99842 - Vending Machine Repairer Helper	14.89

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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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans.

Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.

22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. \*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8 (b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

\$27.63 per hour conformances may be necessary for certain nonexempt employees.

For

example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:

If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours

worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### \*\* HAZARDOUS PAY DIFFERENTIAL\*\*

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

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

These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE\*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In

addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

of work on which contract work is performed by them in the classification.

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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))."

(End of Summary of Changes)

