

Request for Quotation
Window Treatment Replacement
Clerk's Office Spaces
3rd and 4th Floor
U.S. District Court Western District of Wisconsin
Robert W. Kastenmeier U.S. Courthouse
Madison, Wisconsin

RFQ Number: WIWDCLERK24-0002
Quotes due no later than: August 30, 2024 at 4:00 p.m.
Provide quotes to: joan_stifter@wiwd.uscourts.gov

Introduction

The U.S. District Court, Western District of Wisconsin, is seeking Open Market price quotes for the provision and installation of window treatments in the Clerk's Office spaces on 3rd and 4th Floor within the *Robert W. Kastenmeier U.S. Courthouse* located in Madison, Wisconsin.

Scope of Work

The scope of work includes removal and disposal of existing blinds, and prep work for the installation of roller shades.

For additional information, see Attachment A - Scope of Work Specifications and Details, and Attachment B – Basis of Design Specification, Plan and Photos and Attachment C – Quote Sheet.

Pre-Quote Site Visit

Offerors are invited to visit the site for a pre-quote site visit scheduled for **Friday, August 23, 2024 at 10:00 am** at the Robert W. Kastenmeier Courthouse, 120 North Henry Street, Madison, Wisconsin 53703. Please contact Joan Stifter at joan.stifter@wiwd.uscourts.gov or 608-261-5723 if you'd like to attend.

Subsequent to the site visit, offerors may submit additional questions via email to Joan Stifter at joan.stifter@wiwd.uscourts.gov with copy to Ken Muhlbach, Construction Project Manager at ken_muhlbach@ohnb.uscourts.gov. Answers to all questions will be distributed to all offerors. Questions by telephone will not be accepted.

Technical and Price Requirements of Quotes

1. The offeror shall be a professional provider of these services, fully insured, capable of completing the scope of work in a timely manner.
2. The offeror shall have a proven track record of performance quality for similar projects and services.
3. The court and its contractors are required to comply with the Department of Labor requirements to pay their service employees at least the wages and fringe benefits prevailing in the locality and in no event must service employees be paid less than the minimum wages specified in the Fair Labor Standards Act, 29 U.S. C. 206(a)(1). Provisions and conditions of solicitations of standard competitive contracting are included in the appendix.
4. Price quotes from offerors shall include all material, labor and other costs necessary to complete the project.

Quotes shall be submitted in the same format as Attachment C - Project Quote Sheet.

5. Quotes shall include a project schedule with estimated time requirements for accomplishing each phase of the project. The project shall be scheduled and coordinated with the material delivery, court schedules, and other ancillary projects within the courthouse.

Late Submissions, Modifications, and Withdrawals of Offers

Offerors are responsible for submitting offers, and any modifications or withdrawals by the specified due date.

Any offer, modification or withdrawal received at the court after the specified due date is classified as late and will not be considered unless it is received before award is made, and the contracting officer determines accepting the late offer would not unduly delay the procurement, and the contracting officer determines it is in the best interest of the court to accept the proposal.

Offers may be withdrawn by written notice received at any time before the time set for receipt of offers. An offer may be withdrawn in person by an offeror or its authorized representative, if, before the time set for receipt of offers, the identity of the person requesting withdrawal is established and the person signs a receipt for the offer.

Evaluation and Award of Contract

It is at the court's discretion to award a purchase contract for all, some or none of the items requested, and offerors will be notified of changes prior to establishing the contract. The firm-fixed price award will be made to the lowest priced, technically acceptable offeror meeting the solicitation requirements.

**ATTACHMENT A
SCOPE OF WORK
SPECIFICATIONS AND DETAILS**

WINDOW TREATMENT REPLACEMENT/ INSTALLATION

1. Remove existing blinds and dispose.
2. Prep and patch surface to receive new product.
3. Install roller shades according to the manufacturer's installation guide. See attached Finishes and Materials for basis of design or equal. Note the detail of the existing head condition. There is a recess at the frame – about 3-3/8" wide by 5/8" deep. If the proposed, approved shade has a finished valence pocket that will fit the recess it can be installed accordingly. If the proposed shade pocket valence will not fit the recess the vendor will need to install a wood backer (painted to match the frame/valence) to flush the surface for mounting the valence shade pocket. The vendor shall confirm all existing conditions and submit drawings outlining the method of installation as well as a plan showing the shade sizes and controls locations.
4. All work shall be completed in a clean and workmanlike manner. Clean shades and work area on completion of the installation to remove dust and other foreign materials, following the manufacturer's written instructions.
5. Renderings and photos provided are for reference only. Field conditions will be verified by Contractor. Conditions may vary.
6. The contractor shall appropriately store, protect and secure roller shades until required for installation.
7. The contractor shall receive roller shades and shall immediately upon receipt inspect shades for damage, manufacturing defects or flaws and verify type and quantity. Any damage, defects, flaws or discrepancies shall be reported to Owner immediately.
8. Contractor(s) shall prepare for, apply, install, and clean manufactured materials and items as recommended by the manufacturer, except as approved in writing by Owner. The manufacturer's latest recommendations at the time of bidding shall be used.
9. Contractor shall be responsible for all cleaning required within the technical sections of the specifications governing work under the Contractor's jurisdiction as well as for keeping all work areas, passageways, ramps, stairs and all other areas of the premises free of accumulation of surplus materials, rubbish, debris and scrap which may be caused by the Contractor's operations. Dirt, soil, fingerprints, stains and the like, shall be completely removed from all exposed finished surfaces.
10. Contractor shall move all furniture necessary to complete the work and replace furniture to its original position upon completion of work.
11. Contractor shall cover and protect surrounding areas while work is being completed.
12. Contractor shall assume the responsibility for the protection of all finished construction under the Contract and shall repair and restore any and all damage of finished work to its original state.

13. Remove rubbish, debris and scrap from the premises promptly upon its accumulation and in no event later than the end of each work day. There will be no space provided on site for storage of waste or waste containers.

WARRANTY

The warranty shall be the contractor's/manufacture's standard form in which the manufacturer agrees to repair or replace components that fail in workmanship within the specified warranty. The warranty period shall extend two years from the date of substantial completion.

SUBMITTALS

Contractor shall provide one (1) sample of each specified material for review and approval prior to installation.

A. Product Data: For each type of product.

1. Include styles, material descriptions, construction details, dimensions of individual components and profiles, features, finishes, and operating instructions for roller shades.

B. Shop Drawings: Show fabrication and installation details for roller shades, including shade materials, orientation to rollers, and seam locations and valence/pocket.

C. Samples: For each exposed product and for each color and texture specified, 10 inches (250 mm) long.

D. Samples for Initial Selection: For each type and color of fabric band material.

1. Include samples of accessories involving color selection.

E. Samples for Verification: For each type of roller shade.

1. Shade Material: Not less than 6 inches (152 mm) square. Mark inside face of material if applicable.
2. Roller Shade: Full-size operating unit, not less than 16 inches (400 mm) wide by 36 inches (900 mm) long for each type of roller shade indicated.
3. Installation Accessories: Full-size unit, not less than 6 inches (152 mm) long.

F. Roller Shade Schedule: Provide plan with designations and sizes indicated on drawings.

G. Furnish extra materials that match products installed and that are packaged with protective covering for storage and identified with labels describing contents.

1. Roller Shades: Provide two (2) full-size units for each size, color, and fabric band material indicated.

SCHEDULE FOR PERFORMANCE AND DELIVERY/MILESTONE SCHEDULES

Contractor will be responsible for coordination and scheduling of the work with the District Court and other contractors as required.

All work will be completed during normal business hours, 8:00 am – 4:30 pm, within occupied space.

When possible, work that generates excessive noise or vibration should be scheduled prior to 9:00 am or after 3:30 pm. The contractor may be required to halt work due to noise or vibration that interferes with court proceedings. The court will take care to minimize this from happening and will provide the contractor a list of personnel authorized to halt work.

CONTRACTOR FURNISHED ITEMS

The contractor will provide all supplies and equipment necessary to perform work identified in this statement of work.

LOADING DOCK/ELEVATOR

The loading dock is unavailable for deliveries. Items should be lift-gated, off-loaded to street level and brought into the building through the surface parking area. A freight elevator is available.

PARKING

Public metered and ramp parking is available for the installation and delivery crews.

SECURITY

The Court reserves the right to complete background checks on all individuals scheduled to be working on the site through the U.S. Marshal's Service. Contractors who do not have the proper security clearances will be escorted at all times while on site.

ATTACHMENT B
(Basis of Design Specification, Plan, Photos)

SECTION 122413 - ROLLER WINDOW SHADES – MANUAL OPERATION

PART 1 - GENERAL

1.1 RELATED DOCUMENTS

- A. Drawings and general provisions of the Contract, including General and Supplementary Conditions and Division 01 Specification Sections, apply to this Section.

1.2 SUMMARY

A. Section Includes:

- 1. Manually operated roller shades with single rollers.

B. Related Requirements:

- 1. "Miscellaneous Rough Carpentry" for wood blocking and grounds for mounting roller shades and accessories.
- 2. "Joint Sealants" for sealing the perimeters of installation accessories for light-blocking shades with a sealant.
- 3. "Gypsum Board" for coordination with installation of shade pockets, closure, and related accessories.

1.3 ALLOWANCES

- A. None.

1.4 ACTION SUBMITTALS

A. Product Data: For each type of product.

- 1. Include styles, material descriptions, construction details, dimensions of individual components and profiles, features, finishes, and operating instructions for roller shades.

B. Shop Drawings: Show fabrication and installation details for roller shades, including shade materials, orientation to rollers, and seam locations.

C. Samples: For each exposed product and for each color and texture specified, 10 inches (250 mm) long.

D. Samples for Initial Selection: For each type and color of fabric band material.

- 1. Include samples of accessories involving color selection.

E. Samples for Verification: For each type of roller shade.

- 1. Shade Material: Not less than 6 inches (152 mm) square. Mark inside face of material if applicable.
- 2. Roller Shade: Full-size operating unit, not less than 16 inches (400 mm) wide by 36 inches (900 mm) long for each type of roller shade indicated.
- 3. Installation Accessories: Full-size unit, not less than 6 inches (152 mm) long.

F. Roller Shade Schedule: Provide plan with designations and sizes indicated on drawings.

1.5 INFORMATIONAL SUBMITTALS

- A. Qualification Data: For installer.

- B. Product Certificates: For each type of fabric band material, signed by product manufacturer.
- C. Product Test Reports: For each type of fabric band material, for tests performed by a qualified testing agency.

1.6 CLOSEOUT SUBMITTALS

- A. Maintenance Data: For roller shades to include in maintenance manuals.

1.7 MAINTENANCE MATERIAL SUBMITTALS

- A. Furnish extra materials that match products installed and that are packaged with protective covering for storage and identified with labels describing contents.
 - 1. Roller Shades: Provide two (2) full-size units for each size, color, and fabric band material indicated.

1.8 QUALITY ASSURANCE

- A. Installer Qualifications: Fabricator of products.
 - 1. Installer shall be qualified to install specified products by prior experience and approved by Springs Window Fashions, LLC.
 - 2. Installer shall be responsible for acceptable installation in accordance with instructions published by Springs Window Fashions, LLC.
- B. Mockups: Build mockups to verify selections made under Sample submittals, to demonstrate aesthetic effects, and to set quality standards for materials and execution.
 - 1. Approval of mockups does not constitute approval of deviations from the Contract Documents contained in mockups unless architect specifically approves such deviations in writing.
 - 2. Subject to compliance with requirements, approved mockups may become part of the completed work if undisturbed at time of Substantial Completion.

1.9 DELIVERY, STORAGE, AND HANDLING

- A. Deliver roller shades in factory packages, marked with manufacturer, product name, and location of installation using same designations indicated on submitted drawings.

1.10 FIELD CONDITIONS

- A. Environmental Limitations: Do not install roller shades until construction and finish work in spaces, including painting, is complete and dry and ambient temperature and humidity conditions are maintained at the levels indicated for project when occupied for its intended use.
- B. Field Measurements: Where roller shades are indicated to fit to other construction, verify dimensions of other construction by field measurements before fabrication and indicate measurements on shop drawings. Allow clearances for operating hardware of operable glazed units through entire operating range. Notify Court representative of installation conditions that vary from drawings. Coordinate fabrication schedule with construction progress to avoid delaying the work.

PART 2 - PRODUCTS

2.1 MANUFACTURERS

- A. Basis-of-Design Product: Springs Window Fashions, LLC.
- B. Source Limitations: Obtain roller shades from single source from single manufacturer.

2.2 MANUALLY OPERATED SHADES WITH SINGLE ROLLERS

- A. Chain-and-Clutch Operating Mechanisms: With continuous-loop bead chain and clutch that stops shade movement when bead chain is released; permanently adjusted and lubricated.
 - 1. Bead Chains: #10 Stainless steel
 - a. Loop Length: As required to operate full height of window shade
 - b. Limit Stops: Provide upper and lower round nickel-plated steel ball stops
 - c. Chain-Retainer Type: Locking-style chain retainer restricts the operation of the chain unless the chain retainer is properly mounted to a fixed surface such as a window frame, sill, or wall. Compliant with American National Standard for Safety of Corded Window Covering Products ANSI A100.1. Non-locking P-Clip is not acceptable.
 - 1) Color: black.
 - 2. Spring Lift-Assist Mechanisms (SA): Manufacturer's standard for balancing roller shade weight and lifting heavy roller shades.
 - a. Provides up to 6 lb (2.7 kg) lift assist for shades as recommended by manufacturer.
- B. Roller tube shall be extruded aluminum with the shade fabric adhered securely to tube with 2-sided tape. The tube size shall be determined by the manufacturer based on window size and fabric selection.
 - 1. Clutch System: Consists of fiberglass filled nylon for wear resistance, smooth operation and corrosion resistance. The clutch is comprised Velvetrol™ internal spring arrangement for a smooth pulling force that locks the shade in any position when operating the control loop. The clutch mechanism is bi-directional and does not require adjustment or lubrication. Clutch to be inserted in roller tube at manufacturing. Clutch size to be selected by manufacturer based on fabric selection and shade size.
 - 2. Roller Drive-End Location: Right side of shade
 - 3. Direction of Shade Roll: Regular, from back of roller
 - 4. Idler End: Constructed of high strength, fiberglass filled nylon with spring-loaded pin-end technology for wear resistance, smooth operation, and corrosion resistance.
- C. Mounting Hardware: Brackets, corrosion resistant and compatible with roller assembly, operating mechanism, installation accessories, and mounting location and conditions indicated.
 - 1. Thickness; 16 gauge.
 - 2. Material: Stamped steel.
 - 3. Description: Non-fascia bracket, black powder coated; Fascia bracket, black powder coated
- D. Fabric Bands:
 - 1. Fabric Band Material: per drawings
 - 2. Fabric Band Bottom (Hem) Bar: Extruded aluminum.
 - a. Type: Hem bars to be extruded aluminum in weight sufficient for proper shade

operation. Enclosed in heat sealed pocket of fabric band material.

E. Installation Accessories:

1. Front Fascia: Aluminum extrusion that conceals front and underside of roller and operating mechanism and attaches to roller brackets without exposed fasteners.
 - a. Shape: L-shaped.
 - b. Height: Manufacturer's standard height required to conceal roller and shade when shade is fully open, but not less than 4 inches (101.6 mm).
 - c. Color and Finish: black powder coated
2. Fascia End Caps: Flat steel plate, adhered to fascia bracket using double-sided tape.
 - a. Shape: 4 inches (101.6 mm) by 4.125 inches (104.78 mm)
 - b. Color and Finish: black powder coated

2.3 FABRIC BAND MATERIALS

A. Simplicity Weave: Basketweave.

1. Source: Springs Window Fashions, LLC.
2. Type: Dependent on color, 16% polyester/84% vinyl on polyester, 18% polyester/82% vinyl on polyester, 21% polyester/79% vinyl on polyester, 24% polyester, 76% vinyl on polyester, 25% polyester/75% vinyl on polyester.
3. Weave: Basketweave.
4. Roll Width: 118 inches.
5. Orientation on Fabric Band: Yes.
6. Openness Factor: 1%, 3%.

2.4 ROLLER SHADE FABRICATION

A. Product Safety Standard: Fabricate roller shades to comply with ANSI - WCMA A 100.1, including requirements for flexible, chain-loop devices; lead content of components; and warning labels.

B. Unit Sizes: Fabricate units in sizes to fill window and other openings as follows, measured at 74 deg F (23 deg C):

1. Between (Inside) Jamb Installation: Width equal to jamb-to-jamb dimension of opening in which shade is installed, plus or minus 1/8 inch (3.1 mm). Length equal to head-to-sill or -floor dimension of opening in which shade is installed less 1/4 inch (6 mm), plus or minus 1/8 inch (3.1 mm).
2. Outside of Jamb Installation: Width and length as indicated, with terminations between shades of end-to-end installations at centerlines of mullion or other defined vertical separations between openings.

C. Fabric Band Fabrication: Fabricate fabric bands without battens or seams to extent possible except as follows:

1. Railroaded Materials: Railroad material where material roll width is less than the required width of fabric band and where indicated. Provide seams as required by railroaded material to produce fabric bands with full roll-width panel(s) plus, if required, one partial roll-width panel located at top of fabric band.

PART 3 - EXECUTION

3.1 EXAMINATION

- A. Examine substrates, areas, and conditions, with installer present, for compliance with requirements for installation tolerances, operational clearances, and other conditions affecting performance of the work.
- B. Proceed with installation only after unsatisfactory conditions have been corrected.

3.2 ROLLER SHADE INSTALLATION

- A. Install roller shades level, plumb, and aligned with adjacent units according to manufacturer's written instructions.
 - 1. Opaque Fabric Bands: Located so fabric band is not closer than 2 inches (51 mm) to interior face of glass. Allow clearances for window operation hardware.

3.3 ADJUSTING

- A. Adjust and balance roller shades to operate smoothly, easily, safely, and free from binding or malfunction throughout entire operational range.

3.4 CLEANING AND PROTECTION

- A. Clean roller shade surfaces after installation, according to manufacturer's written instructions.
- B. Provide final protection and maintain conditions, in a manner acceptable to manufacturer and installer, ensuring that roller shades are without damage or deterioration at time of Substantial Completion.
- C. Replace damaged roller shades that cannot be repaired, in a manner approved by architect, before time of Substantial Completion.

3.5 DEMONSTRATION

- A. Engage a factory-authorized service representative to train owner's maintenance personnel to adjust, operate, and maintain motor-operated roller shades.

END OF SECTION 122413

ROLLER SHADE -Fourth Floor Plan



Indicates limit
of work



Indicates limit
of work

ATTACHMENT B
(Basis of Design Specification, Plan, Photos)

EXISTING PHOTOS AND CONDITIONS



ATTACHMENT C PROJECT QUOTE SHEET

Instructions for Quoter:

Provide the information requested here **and** below in Provision 3-5:

Company name:	
UEI Number:	
Discount terms, if other than Net 30:	

Instructions for Quoter:

Fill in the materials, labor and grand total amount below.

Bidders shall attach a detailed breakdown, outlining the provisions included in their proposal along with their specifications for the proposed system.

Item	Description	Price (\$)
1	Materials	
2	Labor	

GRAND TOTAL:	\$
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NOTE: Pursuant to Clause 3-305, all payments by the judiciary under this contract shall be made by electronic funds transfer (EFT) using information contained in the System for Award Management (SAM) database.

TERMS AND CONDITIONS

The following judiciary terms and conditions are incorporated into this request and will be included in the resulting order.

SOLICITATION PROVISIONS

The following judiciary provisions, that the contracting officer has indicated are applicable, are incorporated by reference in this solicitation:

Provision 3-5, Taxpayer Identification and Other Offeror Information (APR 2011)(a) Definitions. "Taxpayer Identification (TIN)," as used in this provision, means the number required by the Internal Revenue Service (IRS) to be used by the offeror in reporting income tax and other returns. The TIN may be either a social security number or an employer identification number.

(b) All offerors shall submit the information required in paragraphs (d) and (e) of this provision to comply with debt collection requirements of 31 U.S.C. §§ 7701(c) and 3325(d), reporting requirements of 26 U.S.C. §§ 6041, 6041A, and implementing regulations issued by the IRS. If the resulting contract is subject to the payment reporting requirements, the failure or refusal by the offeror to furnish the information may result in a 31 percent reduction of payments otherwise due under the contract.

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

(d) Taxpayer Identification Number (TIN): _____

☐ TIN has been applied for.

☐ TIN is not required, because:

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

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

☐ Offeror is an agency or instrumentality of the federal government. (e) Type of Organization:

☐ sole proprietorship;

☐ partnership;

☐ corporate entity (not tax-exempt);

☐ corporate entity (tax-exempt);

☐ government entity (federal, state or local);

☐ foreign government;

☐ international organization per 26 CFR 1.6049-4;

☐ other

(f) Contractor representations. The offeror represents as part of its offer that it is ☐, is not ☐ 51% owned and the management and daily operations are controlled by one or more members of the selected socio-economic group(s) below:

☐ Women Owned Business

☐ Minority Owned Business (if selected then one sub-type is required)

☐ Black American Owned

☐ Hispanic American Owned

☐ Native American Owned (American Indians, Eskimos, Aleuts, or Native Hawaiians)

☐ Asian-Pacific American Owned (persons with origins from Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Japan, China, Taiwan, Laos, Cambodia (Kampuchea), Vietnam, Korea, The Philippines, U.S. Trust Territory of the Pacific Islands (Republic of Palau), Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru)

☐ Subcontinent Asian (Asian-Indian) American Owned (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal)

☐ Individual/concern, other than one of the preceding.

(end)

☒ Provision B-1, Solicitation Provisions Incorporated by Reference (SEP 2010)

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

☒ Provision 2-15, Warranty Information

☒ Provision 2-70, Site Visit

☒ Provision 2-100, Brand Name or Equal (APR 2013)

☐ Provision 3-135, Single or Multiple Awards (JAN 2003)

☒ Provision 3-160 Service Contract Act of 1965

Additional Solicitation Provisions

☒ Provision 4-1, Type of Contract (JAN 2003)

The judiciary plans to award a fixed fee type of contract under this solicitation, and all offers shall be submitted on this basis. Alternate offers based on other contract types will not be considered.

(end)

CONTRACT CLAUSES

The following judiciary clauses, that the contracting officer has indicated are applicable, are incorporated by reference in this solicitation and contract:

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

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the contracting officer will make their full text available. Also, the full text of a clause may be accessed electronically at this address: <http://www.uscourts.gov/procurement.aspx/>

2. The contractor shall comply with the clauses in this paragraph that the contracting officer has indicated with an "X" as being incorporated in this contract by reference:

<input checked="" type="checkbox"/> Clause 1-10	Gratuities or Gifts (JAN 2010)
<input checked="" type="checkbox"/> Clause 1-15	Disclosure of Contractor Information to the Public (AUG 2004)
<input checked="" type="checkbox"/> Clause 2-5B	Inspection of Services (APR 2013)
<input checked="" type="checkbox"/> Clause 2-10	Responsibility for Products
<input checked="" type="checkbox"/> Clause 2-35	F.o.b. Destination, Within Judiciary's Premises (JAN 2003)
<input checked="" type="checkbox"/> Clause 2-80	Judiciary Property (JAN 2003)
<input type="checkbox"/> Clause 2-130	Energy Efficiency in Energy-Consuming Products (APR 2013)
<input type="checkbox"/> Clause 2-135	IEEE Standard for Environmental Assessment of Personal Computer Products (APR 2013)
<input checked="" type="checkbox"/> Clause 3-3	Provisions, Clauses, Terms and Conditions – Small Purchases
<input checked="" type="checkbox"/> Clause 3-305	Payment by Electronic Funds Transfer – System for Award (SAM) Registration
<input checked="" type="checkbox"/> Clause 6-20	Insurance – Work on or Within a Judiciary Facility (APR 2011)
<input type="checkbox"/> Clause 6-85	Commercial Computer Software License (APR 2013)

<u> X </u> Clause 7-1	Contract Administration (JAN 2003)
<u> X </u> Clause 7-5	Contracting Officer's Representative (APR 2013)
<u> X </u> Clause 7-15	Observance of Regulations/Standards of Conduct (JAN 2003)
<u> X </u> Clause 7-25	Indemnification (AUG 2004)
<u> X </u> Clause 7-30	Public Use of the Name of the Federal Judiciary (JUN 2014)
<u> X </u> Clause 7-35	Disclosure or Use of Information (APR 2013)
<u> </u> Clause 7-55	Contractor Use of Judiciary Networks (JUN 2014)
<u> X </u> Clause 7-65	Protection of Judiciary Buildings, Equipment and Vegetation (APR 2013)
<u> X </u> Clause 7-95	Contractor Inspection Requirements
<u> </u> Clause 7-115	Availability of Funds (JAN 2003)
<u> X </u> Clause 7-130	Interest (Prompt Payment) (JAN 2003)
<u> X </u> Clause 7-140	Discounts for Prompt Payment (JAN 2003)
<u> X </u> Clause 7-185	Changes
<u> X </u> Clause 7-215	Notification of Ownership Changes (JAN 2003)
<u> X </u> Clause 7-235	Disputes (JAN 2003)

3. The following full text clauses are incorporated if the Contracting Officer has marked them as applicable (X):

 X Incorporation of Department of Labor Wage Rate Determination

Attached

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4897 Revision No.: 26 Date Of Last Revision: 07/22/2024

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 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 2024.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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

State: Wisconsin

Area: Wisconsin Counties of Columbia, Dane, Green, Iowa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.75
01012 - Accounting Clerk II		21.05
01013 - Accounting Clerk III		23.54
01020 - Administrative Assistant		31.35
01035 - Court Reporter		23.05
01041 - Customer Service Representative I		17.04***
01042 - Customer Service Representative II		18.59
01043 - Customer Service Representative III		20.88
01051 - Data Entry Operator I		16.18***
01052 - Data Entry Operator II		17.65
01060 - Dispatcher, Motor Vehicle		21.31
01070 - Document Preparation Clerk		19.46
01090 - Duplicating Machine Operator		19.46
01111 - General Clerk I		16.69***
01112 - General Clerk II		18.21
01113 - General Clerk III		20.44

01120 - Housing Referral Assistant	25.70
01141 - Messenger Courier	16.49***
01191 - Order Clerk I	17.39
01192 - Order Clerk II	18.97
01261 - Personnel Assistant (Employment) I	18.29
01262 - Personnel Assistant (Employment) II	20.45
01263 - Personnel Assistant (Employment) III	22.80
01270 - Production Control Clerk	24.63
01290 - Rental Clerk	17.77
01300 - Scheduler, Maintenance	20.61
01311 - Secretary I	20.61
01312 - Secretary II	23.05
01313 - Secretary III	25.70
01320 - Service Order Dispatcher	19.05
01410 - Supply Technician	31.35
01420 - Survey Worker	22.36
01460 - Switchboard Operator/Receptionist	18.75
01531 - Travel Clerk I	18.55
01532 - Travel Clerk II	20.05
01533 - Travel Clerk III	21.70
01611 - Word Processor I	22.10
01612 - Word Processor II	24.82
01613 - Word Processor III	27.74
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.81
05010 - Automotive Electrician	24.88
05040 - Automotive Glass Installer	23.90
05070 - Automotive Worker	23.90
05110 - Mobile Equipment Servicer	21.76
05130 - Motor Equipment Metal Mechanic	25.65
05160 - Motor Equipment Metal Worker	23.90
05190 - Motor Vehicle Mechanic	25.65
05220 - Motor Vehicle Mechanic Helper	20.37
05250 - Motor Vehicle Upholstery Worker	22.85
05280 - Motor Vehicle Wrecker	23.90
05310 - Painter, Automotive	24.88
05340 - Radiator Repair Specialist	23.90
05370 - Tire Repairer	18.47
05400 - Transmission Repair Specialist	25.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.20***
07041 - Cook I	18.11
07042 - Cook II	19.90
07070 - Dishwasher	13.76***
07130 - Food Service Worker	15.01***
07210 - Meat Cutter	20.34
07260 - Waiter/Waitress	14.13***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.31
09040 - Furniture Handler	15.73***
09080 - Furniture Refinisher	22.31
09090 - Furniture Refinisher Helper	18.26
09110 - Furniture Repairer, Minor	20.48
09130 - Upholsterer	22.31
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.63***
11060 - Elevator Operator	16.05***
11090 - Gardener	23.41
11122 - Housekeeping Aide	16.50***
11150 - Janitor	16.50***
11210 - Laborer, Grounds Maintenance	18.88
11240 - Maid or Houseman	16.09***
11260 - Pruner	17.41
11270 - Tractor Operator	21.92
11330 - Trail Maintenance Worker	18.88

11360 - Window Cleaner	17.90
12000 - Health Occupations	
12010 - Ambulance Driver	19.97
12011 - Breath Alcohol Technician	24.82
12012 - Certified Occupational Therapist Assistant	28.91
12015 - Certified Physical Therapist Assistant	29.72
12020 - Dental Assistant	22.97
12025 - Dental Hygienist	38.84
12030 - EKG Technician	37.37
12035 - Electroneurodiagnostic Technologist	37.37
12040 - Emergency Medical Technician	19.97
12071 - Licensed Practical Nurse I	22.19
12072 - Licensed Practical Nurse II	24.82
12073 - Licensed Practical Nurse III	27.67
12100 - Medical Assistant	21.46
12130 - Medical Laboratory Technician	29.40
12160 - Medical Record Clerk	23.31
12190 - Medical Record Technician	26.07
12195 - Medical Transcriptionist	22.19
12210 - Nuclear Medicine Technologist	44.10
12221 - Nursing Assistant I	14.49***
12222 - Nursing Assistant II	16.30***
12223 - Nursing Assistant III	17.79
12224 - Nursing Assistant IV	19.97
12235 - Optical Dispenser	21.96
12236 - Optical Technician	22.54
12250 - Pharmacy Technician	19.06
12280 - Phlebotomist	20.67
12305 - Radiologic Technologist	34.30
12311 - Registered Nurse I	28.10
12312 - Registered Nurse II	34.38
12313 - Registered Nurse II, Specialist	34.38
12314 - Registered Nurse III	41.59
12315 - Registered Nurse III, Anesthetist	41.59
12316 - Registered Nurse IV	49.85
12317 - Scheduler (Drug and Alcohol Testing)	30.76
12320 - Substance Abuse Treatment Counselor	28.93
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.82
13012 - Exhibits Specialist II	32.00
13013 - Exhibits Specialist III	39.13
13041 - Illustrator I	22.39
13042 - Illustrator II	27.74
13043 - Illustrator III	33.94
13047 - Librarian	35.43
13050 - Library Aide/Clerk	18.59
13054 - Library Information Technology Systems Administrator	32.00
13058 - Library Technician	16.30***
13061 - Media Specialist I	23.09
13062 - Media Specialist II	25.82
13063 - Media Specialist III	28.79
13071 - Photographer I	17.35
13072 - Photographer II	19.41
13073 - Photographer III	24.05
13074 - Photographer IV	29.41
13075 - Photographer V	35.58
13090 - Technical Order Library Clerk	23.35
13110 - Video Teleconference Technician	23.12
14000 - Information Technology Occupations	
14041 - Computer Operator I	25.20
14042 - Computer Operator II	28.19
14043 - Computer Operator III	31.44
14044 - Computer Operator IV	34.93
14045 - Computer Operator V	38.68

14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		25.20
14160 - Personal Computer Support Technician		34.93
14170 - System Support Specialist		38.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.91
15020 - Aircrew Training Devices Instructor (Rated)		38.62
15030 - Air Crew Training Devices Instructor (Pilot)		46.28
15050 - Computer Based Training Specialist / Instructor		31.91
15060 - Educational Technologist		38.03
15070 - Flight Instructor (Pilot)		46.28
15080 - Graphic Artist		27.59
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.28
15086 - Maintenance Test Pilot, Rotary Wing		46.28
15088 - Non-Maintenance Test/Co-Pilot		46.28
15090 - Technical Instructor		27.77
15095 - Technical Instructor/Course Developer		33.97
15110 - Test Proctor		22.41
15120 - Tutor		22.41
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.58
16030 - Counter Attendant		17.58
16040 - Dry Cleaner		20.09
16070 - Finisher, Flatwork, Machine		17.58
16090 - Presser, Hand		17.58
16110 - Presser, Machine, Drycleaning		17.58
16130 - Presser, Machine, Shirts		17.58
16160 - Presser, Machine, Wearing Apparel, Laundry		17.58
16190 - Sewing Machine Operator		20.92
16220 - Tailor		21.76
16250 - Washer, Machine		18.42
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.15
19040 - Tool And Die Maker		28.35
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.86
21030 - Material Coordinator		24.63
21040 - Material Expediter		24.63
21050 - Material Handling Laborer		19.23
21071 - Order Filler		17.13***
21080 - Production Line Worker (Food Processing)		21.86
21110 - Shipping Packer		20.26
21130 - Shipping/Receiving Clerk		20.26
21140 - Store Worker I		17.06***
21150 - Stock Clerk		21.82
21210 - Tools And Parts Attendant		21.86
21410 - Warehouse Specialist		21.86
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.78
23019 - Aircraft Logs and Records Technician		26.63
23021 - Aircraft Mechanic I		29.90
23022 - Aircraft Mechanic II		30.78
23023 - Aircraft Mechanic III		31.74
23040 - Aircraft Mechanic Helper		23.74
23050 - Aircraft, Painter		29.00
23060 - Aircraft Servicer		26.63
23070 - Aircraft Survival Flight Equipment Technician		29.00
23080 - Aircraft Worker		27.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		27.86

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	29.90
II	
23110 - Appliance Mechanic	25.65
23120 - Bicycle Repairer	23.47
23125 - Cable Splicer	45.63
23130 - Carpenter, Maintenance	29.26
23140 - Carpet Layer	29.73
23160 - Electrician, Maintenance	36.98
23181 - Electronics Technician Maintenance I	28.96
23182 - Electronics Technician Maintenance II	30.15
23183 - Electronics Technician Maintenance III	31.08
23260 - Fabric Worker	29.26
23290 - Fire Alarm System Mechanic	26.68
23310 - Fire Extinguisher Repairer	27.87
23311 - Fuel Distribution System Mechanic	46.80
23312 - Fuel Distribution System Operator	37.68
23370 - General Maintenance Worker	23.73
23380 - Ground Support Equipment Mechanic	29.90
23381 - Ground Support Equipment Servicer	26.63
23382 - Ground Support Equipment Worker	27.86
23391 - Gunsmith I	27.87
23392 - Gunsmith II	30.62
23393 - Gunsmith III	32.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.76
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.64
23430 - Heavy Equipment Mechanic	31.30
23440 - Heavy Equipment Operator	36.12
23460 - Instrument Mechanic	32.85
23465 - Laboratory/Shelter Mechanic	31.87
23470 - Laborer	19.23
23510 - Locksmith	24.37
23530 - Machinery Maintenance Mechanic	29.96
23550 - Machinist, Maintenance	23.60
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	32.85
23592 - Metrology Technician II	33.82
23593 - Metrology Technician III	34.88
23640 - Millwright	32.85
23710 - Office Appliance Repairer	21.78
23760 - Painter, Maintenance	25.60
23790 - Pipefitter, Maintenance	38.93
23810 - Plumber, Maintenance	37.77
23820 - Pneudraulic Systems Mechanic	32.85
23850 - Rigger	32.85
23870 - Scale Mechanic	30.62
23890 - Sheet-Metal Worker, Maintenance	34.75
23910 - Small Engine Mechanic	24.36
23931 - Telecommunications Mechanic I	31.01
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	31.70
23960 - Welder, Combination, Maintenance	24.72
23965 - Well Driller	32.85
23970 - Woodcraft Worker	32.85
23980 - Woodworker	27.87
24000 - Personal Needs Occupations	
24550 - Case Manager	22.09
24570 - Child Care Attendant	13.23***
24580 - Child Care Center Clerk	16.51***
24610 - Chore Aide	16.30***
24620 - Family Readiness And Support Services Coordinator	22.09
24630 - Homemaker	22.09

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.74
25040 - Sewage Plant Operator	29.82
25070 - Stationary Engineer	30.74
25190 - Ventilation Equipment Tender	24.41
25210 - Water Treatment Plant Operator	29.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.96
27007 - Baggage Inspector	17.32
27008 - Corrections Officer	26.24
27010 - Court Security Officer	28.07
27030 - Detection Dog Handler	19.37
27040 - Detention Officer	26.24
27070 - Firefighter	29.23
27101 - Guard I	17.32
27102 - Guard II	19.37
27131 - Police Officer I	34.91
27132 - Police Officer II	38.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.22
28042 - Carnival Equipment Repairer	18.39
28043 - Carnival Worker	13.68***
28210 - Gate Attendant/Gate Tender	19.60
28310 - Lifeguard	13.27***
28350 - Park Attendant (Aide)	21.93
28510 - Recreation Aide/Health Facility Attendant	16.01***
28515 - Recreation Specialist	27.17
28630 - Sports Official	17.47
28690 - Swimming Pool Operator	20.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.97
29020 - Hatch Tender	30.97
29030 - Line Handler	30.97
29041 - Stevedore I	29.57
29042 - Stevedore II	32.21
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.21
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.34
30021 - Archeological Technician I	19.94
30022 - Archeological Technician II	22.31
30023 - Archeological Technician III	27.64
30030 - Cartographic Technician	27.64
30040 - Civil Engineering Technician	30.55
30051 - Cryogenic Technician I	30.61
30052 - Cryogenic Technician II	33.81
30061 - Drafter/CAD Operator I	19.94
30062 - Drafter/CAD Operator II	22.31
30063 - Drafter/CAD Operator III	24.88
30064 - Drafter/CAD Operator IV	30.61
30081 - Engineering Technician I	15.79***
30082 - Engineering Technician II	17.72
30083 - Engineering Technician III	19.82
30084 - Engineering Technician IV	24.56
30085 - Engineering Technician V	30.04
30086 - Engineering Technician VI	36.34
30090 - Environmental Technician	26.98
30095 - Evidence Control Specialist	27.64
30210 - Laboratory Technician	23.49
30221 - Latent Fingerprint Technician I	26.16
30222 - Latent Fingerprint Technician II	28.90
30240 - Mathematical Technician	28.67
30361 - Paralegal/Legal Assistant I	23.12
30362 - Paralegal/Legal Assistant II	28.66
30363 - Paralegal/Legal Assistant III	35.06

30364 - Paralegal/Legal Assistant IV	42.39
30375 - Petroleum Supply Specialist	33.81
30390 - Photo-Optics Technician	27.64
30395 - Radiation Control Technician	33.81
30461 - Technical Writer I	25.02
30462 - Technical Writer II	30.61
30463 - Technical Writer III	37.03
30491 - Unexploded Ordnance (UXO) Technician I	28.73
30492 - Unexploded Ordnance (UXO) Technician II	34.76
30493 - Unexploded Ordnance (UXO) Technician III	41.67
30494 - Unexploded (UXO) Safety Escort	28.73
30495 - Unexploded (UXO) Sweep Personnel	28.73
30501 - Weather Forecaster I	30.61
30502 - Weather Forecaster II	37.24
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.88
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.64
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.76
31020 - Bus Aide	26.35
31030 - Bus Driver	34.31
31043 - Driver Courier	20.17
31260 - Parking and Lot Attendant	16.19***
31290 - Shuttle Bus Driver	17.11***
31310 - Taxi Driver	15.58***
31361 - Truckdriver, Light	21.55
31362 - Truckdriver, Medium	22.63
31363 - Truckdriver, Heavy	26.00
31364 - Truckdriver, Tractor-Trailer	26.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.95***
99030 - Cashier	14.37***
99050 - Desk Clerk	15.63***
99095 - Embalmer	37.77
99130 - Flight Follower	28.73
99251 - Laboratory Animal Caretaker I	17.23
99252 - Laboratory Animal Caretaker II	18.40
99260 - Marketing Analyst	30.85
99310 - Mortician	37.77
99410 - Pest Controller	26.30
99510 - Photofinishing Worker	15.10***
99710 - Recycling Laborer	26.91
99711 - Recycling Specialist	31.24
99730 - Refuse Collector	24.82
99810 - Sales Clerk	15.08***
99820 - School Crossing Guard	19.80
99830 - Survey Party Chief	33.45
99831 - Surveying Aide	24.72
99832 - Surveying Technician	25.89
99840 - Vending Machine Attendant	18.43
99841 - Vending Machine Repairer	21.63
99842 - Vending Machine Repairer Helper	18.43

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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