

**United States District Court
District of New Mexico**

Request for Quotation

Request Date: March 20, 2026

Deadline for Quotes: April 10, 2026

Project Review Meeting/Field Measurements: 10:30 A.M., April 03, 2026

Project: Las Cruces Courthouse – 3rd & 4th Floor Courtrooms - Carpet Replacement

To: VIA EMAIL
Casey Carpets
Business Environments
Malooly's Flooring Company
Floor Tech

Special Notes:

- All contractors must agree to the Terms and Conditions set out in Attachment A & B.
- A fixed price award from this RFQ will be made based on the lowest priced, technically acceptable offer. Technical specifications are listed in the Scope of Work (SOW) section.
- *All* bids must be based on **open market** pricing.
- The per square yard ceiling costs for carpeting established by the Administrative Office of the U.S. Courts include the cost of carpet, padding, adhesive and installation labor only, and should be quoted as if installing into an empty room, ready to receive carpet. Any other costs associated with installation of carpet, i.e., removing existing carpet, floor preparation, clean-up, disposal costs, etc., should be quoted as a separate line item.
- All contractors should have reviewed the area and taken measurements at the designated meeting time prior to bidding. If further review is needed, please contact Lorenzo Diaz for arrangements.
- All contractors must provide a detailed seam plan. Small patching is **NOT ALLOWED**, carpet should be laid out to provide minimal seams and patching.
- All bids shall include detailed descriptions of the work to be performed according to the SOW.
- All quotes shall include a proposed schedule of operations, including estimated times for completion of work. While speed is important, accurate installation is more important.
- All work will be completed evenings and weekends and coordinated through USDC with the vendors providing the carpet installation. The work must be completed according to the timeline provided by USDC. Typically, work will begin on a Friday evening or Saturday morning, completing Sunday evening.
- Contractors must submit names, birthdates, Social Security numbers, and finger prints of all crew members who will be on the job site so that they can be cleared for access badges.
- Contractors will be responsible for any damage to building, furnishings or carpet during the course of contractor's work.
- Contractors must supply their own tools needed for carpet installation.
- USDC will be responsible for moving and reinstalling all furniture and IT/Computer equipment.

- Award of contract and acceptance of work performed will be dependent on approval from the General Services Administration and the U.S. District Court. Please note, GSA requires a Certificate of General Liability Insurance naming GSA as the beneficiary.
- Labor and materials should be delineated, and tax applied to labor only. Tax exempt certificate can be provided.
- **Quotes must be valid through September 30, 2026.**

Proposals:

Submit a proposal/quote for the material and work to be completed in accordance with the attached Statement of Work (SOW). Quotes may be mailed, hand delivered, faxed or e-mailed to:

Lorenzo Diaz
U.S. District Court
100 N. Church St.
Las Cruces, New Mexico 88001
Phone: 575-528-1457 Fax: 575-528-1425
Email: lorenzo_diaz@nmd.uscourts.gov

Questions concerning this RFQ should be addressed to the same.

STATEMENT OF WORK

1. Description of Project

1.1 Introduction

The court intends to replace the existing carpet on the 3rd and 4th floor courtrooms at the 100 N. Church St. Court House in Las Cruces, NM. This will require a coordinated effort between the moving vendor and carpet installers.

1.2 Purpose

The purpose of this Statement of Work is to define the requirements and scope of the project, including the specifications for the area covered by the project, the type of work to be performed and time frame for work. This will ensure that the proposals provided meet the same standards for material and workmanship.

1.3 Scope of Work to Be Performed

The work to be performed in connection with this project will occur over one to two weekends and includes the following services:

- Ordering, receiving and storing new carpet until installation;
- A 10' X 10' sample will be needed to insure color and pattern blend with existing carpet;
- 10% will be added to the total order for attic stock
- Removal of old carpet and padding;

- Disposal of old carpet and padding;
- Removal and replacement of cove base when necessary;
- Preparation and cleaning of floor to receive new carpet, including removal of any tacks, nails, adhesives or other materials from previous carpet installation;
- Installation of new carpet (Padding if needed) (Installation shall be done in accordance with manufacturer’s recommendations and will insure patterns are aligned and seams are tight; small piecing of carpet is unacceptable. A detailed seam plan is required prior to award of contract.);
- Clean-up and removal of any debris or trash associated with the installation, including leftover carpet. Insufficient cleaning could result in up to 5% discount or return clean-up trip.;
- Treatment of “pile crush” that may occur in shipping. This includes using a pile lifter on the carpet to return it to its normal state;
- Ability to transport carpet up stairwells if necessary in event elevators shut down;
- Any and all additional work necessary to complete the installation of carpet and padding to meet industry and manufacturers standards and to the satisfaction and approval of the General Services Administration and U.S. District Court; and
- Any and all additional work necessary to meet all local building, fire and safety codes, and the Terms and Conditions set out in Attachments A& B.

1.4 Location and Material Specifications

This project is located at the U.S. District Court, 100 N. Church St. Las Cruces, New Mexico, on the 3rd and 4th floors.

Table A, below, identifies the specifications of the carpet to be installed and the approximate square footage of the area being replaced. Vendors should take measurements to confirm square footage. Please note, carpet specifications are a guide only. If other manufacturers can match the specification in color, style, size, etc., vendors should present these for consideration.

Table A

Location	Approx. Area (Sqft)	Carpet Specifications (TARR Rating: Severe Traffic)	Padding
<u>Carpeted Areas on the 3rd floor, Sierra Blanca Courtroom – 100 N. Church St, Las Cruces</u>			
3rd Floor – Tortugas Courtroom	3800*	Mfg: Mannington Commercial Carpet tile Style: Precision Collection: Quadrant Color: Probability (84588) OR EQUAL	
4 th floor – Guadalupe Courtroom	3800*		
	*Rough Estimate Field Verification required.		

2. Special Requirements and Procedures

- The contractor must be willing to start work based on a Purchase Order. No down payments or advances will be allowed.

- The contractor will work at the convenience of the court and must be available to complete the work evenings and weekends.
- A decision for awarding the contract will be made within a week after deadline date.
- A Purchase Order for this project will be issued as soon as the project has been awarded.
- Once the contract has been awarded and Purchase Order issued, the contractor shall provide the court with an expected delivery date of selected carpet.
- Once carpet has been delivered, the court and contractor will work together to develop an installation schedule that minimizes disruption to the court staff.
- Payment will be made once carpet installation has been inspected and approved by the court and GSA.

ATTACHMENT A - TERMS AND CONDITIONS

APPLICABLE JUDICIARY TERMS AND CONDITIONS

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>

(end)

The following judiciary clauses, that the Contracting Officer has indicated are applicable, are incorporated in this contract by reference:

Clause 3-3 Provisions, Clauses, Terms and Conditions - Small Purchases (JUN 2014)

Clause 3-160 Service Contract Labor Standards (MAR 2019)

Clause 3-175 Fair Labor Standards Act and Service Contract Act – Price Adjustment (Multiple Year and Option Contracts) (JUN 2012)

Clause 6-20 Insurance – Work on or Within a Judiciary Facility (APR 2011)

Clause 7-55 Contractor Use of Judiciary Networks (JUN 2014)

Clause 7-65 Protection of Judiciary Buildings, Equipment and Vegetation (APR 2013)

Clause 7-115 Availability of Funds (JAN 2003)

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

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

The judiciary may require continued performance of any services within the limits and at the rates specified in the contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed 6 months. The contracting officer may exercise the option by written notice to the contractor no later than calendar days prior to the contract's current expiration date *[insert the period of time within which the contracting officer may exercise the option]*.

(end)

Clause 2-90D Option to Extend the Term of the Contract (APR 2013)

1) The judiciary may extend the term of this contract by written notice to the contractor no later than calendar days prior to the contract's current expiration date *[insert the period of time within which the contracting officer may exercise the option]*; provided that the judiciary gives the contractor a preliminary written notice of its intent to extend at least calendar days [60 days unless a different number of days is inserted] before the contract expires. The preliminary notice does not commit the judiciary to an extension.

2) If the judiciary exercises this option, the extended contract shall be considered to include this option clause.

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

(end)

4. Incorporation of Department of Labor Wage Rate Determination

(If the estimated cost is over \$2,500, attach the current applicable Department of Labor wage rate determination.)

SUBMISSION OF QUOTE AND EVALUATION OF OFFERS

1. The following judiciary provisions, that the Contracting Officer has indicated are applicable, are incorporated in this solicitation:

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>.

(end)

Solicitation Provisions Incorporated by Reference

Provision 2-70 Site Visit (JAN 2003)

Provision 2-85A Evaluation Inclusive of Options (JAN 2003)

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

Additional Solicitation Provisions

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

The judiciary plans to award a fixed price 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)

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
 - Hispanic American
 - Native American (American Indians, Eskimos, Aleuts, or Native Hawaiians)
 - Asian-Pacific American (persons with origins from Burma, Thailand, Malaysia, Indonesia, 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 (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 3-195 Exemption from Application of the Service Contract Act to Contracts for Maintenance, Calibration, or Repair of Certain Equipment – Certification (APR 2011)

(a) The offeror shall check following certification:

CERTIFICAT
ION

The offeror does does not certify that –

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

(2) the services will be furnished at prices which are, or are based on, established catalog or market prices for the maintenance, calibration, or repair of equipment.

(i) An "established catalog price" is a price included in a catalog, price list, schedule, or other form that is regularly maintained by the manufacturer or the offeror, is either published or otherwise available for inspection by customers, and states prices at which sales currently, or were last, made to a significant number of buyers constituting the general public.

(ii) An "established market price" is a current price, established in the usual course of trade between buyers and sellers free to bargain, which can be substantiated from sources independent of the manufacturer or contractor; and

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

(b) Certification by the offeror as to its compliance with respect to the contract also constitutes its certification as to compliance by its subcontractor if it subcontracts out the exempt services. If the offeror certifies to the conditions in paragraph (a) of this provision then [Clause 3-160, Service Contract Act of 1965](#), will not be included in any resultant contract to this offeror.

(c) If the offeror does not certify to the conditions in paragraph (a) of this provision –

(1) [Clause 3-215, Exemption from Application of the Service Contract Act to Contracts for Maintenance, Calibration, or Repair of Certain Equipment – Requirements](#), will not be included in any resultant contract awarded to this offeror; and

(2) the offeror shall notify the contracting officer as soon as possible, if the contracting officer did not attach a Service Contract Act wage determination to the solicitation.

(d) The contracting officer may not make an award to the offeror, if the offeror fails to execute the certification in paragraph (a) of this provision or to contact the contracting officer as required in paragraph (c) of this provision.

(end)

_____ Provision 3-220 Exemption from Application of the Service Contract Act to Contracts for Certain Services – Certification (APR 2011)

(a) The offeror shall check following certification:

CERTIFICATION

The offeror [] does [] does not certify that –

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

(2) The contract services are furnished at prices that are, or are based on, established catalog or market prices. An "established catalog price" is a price included in a catalog, price list, schedule, or other form that is regularly maintained by the manufacturer or the offeror, is either published or otherwise available for inspection by customers, and states prices at which sales currently, or were last, made to a significant number of buyers constituting the general public. An "established market price" is a current price, established in the usual course of ordinary and usual trade between buyers and sellers free to bargain, which can be substantiated from sources independent of the manufacturer or offeror;

(3) Each service employee who will perform the services under the contract will spend only a small portion of his or her time (a monthly average of less than 20 percent of the available hours on an annualized basis, or less

than 20 percent of available hours during the contract period if the contract period is less than a month) servicing the Government contract; and

(4) The offeror uses the same compensation (wage and fringe benefits) plan for all service employees performing work under the contract as the offeror uses for these employees and for equivalent employees servicing commercial customers.

(b) Certification by the offeror as to its compliance with respect to the contract also constitutes its certification as to compliance by its subcontractor if it subcontracts out the exempt services. If the offeror certifies to the conditions in paragraph (a) of this provision then [Clause 3-160, Service Contract Act of 1965](#), as amended, will not be included in any resultant contract to this offeror.

(c) If the offeror does not certify to the conditions in paragraph (a) of this provision—

(1) [Clause 3-225, Exemption from Application of the Service Contract Act to Contracts for Certain Services – Requirements](#), will not be included in any resultant contract to this offeror; and

(2) The offeror shall notify the contracting officer as soon as possible if the contracting officer did not attach a Service Contract Act wage determination to the solicitation.

(d) The contracting officer may not make an award to the offeror, if the offeror fails to execute the certification in paragraph (a) of this provision or to contact the Contracting Officer as required in paragraph (c) of this provision.

**ATTACHMENT B – DEPARTMENT OF LABOR WAGE
DETERMINATION**

05040 - Automotive Glass Installer	18.56
05070 - Automotive Worker	18.56
05110 - Mobile Equipment Servicer	15.49
05130 - Motor Equipment Metal Mechanic	21.55
05160 - Motor Equipment Metal Worker	18.56
05190 - Motor Vehicle Mechanic	21.55
05220 - Motor Vehicle Mechanic Helper	13.92
05250 - Motor Vehicle Upholstery Worker	17.04
05280 - Motor Vehicle Wrecker	18.56
05310 - Painter, Automotive	19.99
05340 - Radiator Repair Specialist	18.56
05370 - Tire Repairer	14.48
05400 - Transmission Repair Specialist	21.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.20
07041 - Cook I	14.56
07042 - Cook II	17.40
07070 - Dishwasher	13.64
07130 - Food Service Worker	14.28
07210 - Meat Cutter	16.62
07260 - Waiter/Waitress	13.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.38
09040 - Furniture Handler	11.31
09080 - Furniture Refinisher	20.38
09090 - Furniture Refinisher Helper	14.19
09110 - Furniture Repairer, Minor	17.37
09130 - Upholsterer	20.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.92
11060 - Elevator Operator	14.16
11090 - Gardener	23.43
11122 - Housekeeping Aide	14.16
11150 - Janitor	14.16
11210 - Laborer, Grounds Maintenance	16.79
11240 - Maid or Houseman	13.58
11260 - Pruner	15.60
11270 - Tractor Operator	21.06
11330 - Trail Maintenance Worker	16.79
11360 - Window Cleaner	14.84
12000 - Health Occupations	
12010 - Ambulance Driver	20.09
12011 - Breath Alcohol Technician	26.58
12012 - Certified Occupational Therapist Assistant	36.65
12015 - Certified Physical Therapist Assistant	28.65
12020 - Dental Assistant	17.74
12025 - Dental Hygienist	42.97
12030 - EKG Technician	40.26
12035 - Electroneurodiagnostic Technologist	40.26
12040 - Emergency Medical Technician	20.09
12071 - Licensed Practical Nurse I	23.76
12072 - Licensed Practical Nurse II	26.58
12073 - Licensed Practical Nurse III	29.62
12100 - Medical Assistant	17.54
12130 - Medical Laboratory Technician	21.53
12160 - Medical Record Clerk	16.91
12190 - Medical Record Technician	18.91
12195 - Medical Transcriptionist	23.76
12210 - Nuclear Medicine Technologist	58.40
12221 - Nursing Assistant I	13.50
12222 - Nursing Assistant II	15.18
12223 - Nursing Assistant III	16.57
12224 - Nursing Assistant IV	18.60
12235 - Optical Dispenser	21.99
12236 - Optical Technician	23.76

12250 - Pharmacy Technician	20.96
12280 - Phlebotomist	19.68
12305 - Radiologic Technologist	32.18
12311 - Registered Nurse I	26.16
12312 - Registered Nurse II	31.99
12313 - Registered Nurse II, Specialist	31.99
12314 - Registered Nurse III	38.71
12315 - Registered Nurse III, Anesthetist	38.71
12316 - Registered Nurse IV	46.41
12317 - Scheduler (Drug and Alcohol Testing)	32.92
12320 - Substance Abuse Treatment Counselor	30.35
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.18
13012 - Exhibits Specialist II	28.19
13013 - Exhibits Specialist III	34.49
13041 - Illustrator I	23.18
13042 - Illustrator II	28.19
13043 - Illustrator III	34.49
13047 - Librarian	31.22
13050 - Library Aide/Clerk	18.13
13054 - Library Information Technology Systems Administrator	28.19
13058 - Library Technician	19.04
13061 - Media Specialist I	20.34
13062 - Media Specialist II	22.75
13063 - Media Specialist III	25.37
13071 - Photographer I	20.34
13072 - Photographer II	22.75
13073 - Photographer III	28.19
13074 - Photographer IV	34.49
13075 - Photographer V	41.72
13090 - Technical Order Library Clerk	22.75
13110 - Video Teleconference Technician	20.34
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.87
14042 - Computer Operator II	21.10
14043 - Computer Operator III	23.52
14044 - Computer Operator IV	26.14
14045 - Computer Operator V	28.95
14071 - Computer Programmer I	(see 1) 21.95
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	18.87
14160 - Personal Computer Support Technician	26.14
14170 - System Support Specialist	28.95
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.41
15020 - Aircrew Training Devices Instructor (Rated)	40.42
15030 - Air Crew Training Devices Instructor (Pilot)	48.45
15050 - Computer Based Training Specialist / Instructor	33.41
15060 - Educational Technologist	50.67
15070 - Flight Instructor (Pilot)	48.45
15080 - Graphic Artist	22.52
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.45
15086 - Maintenance Test Pilot, Rotary Wing	48.45
15088 - Non-Maintenance Test/Co-Pilot	48.45
15090 - Technical Instructor	22.05
15095 - Technical Instructor/Course Developer	26.98
15110 - Test Proctor	17.80
15120 - Tutor	17.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	14.40
16030 - Counter Attendant	14.40
16040 - Dry Cleaner	16.47
16070 - Finisher, Flatwork, Machine	14.40
16090 - Presser, Hand	14.40
16110 - Presser, Machine, Drycleaning	14.40
16130 - Presser, Machine, Shirts	14.40
16160 - Presser, Machine, Wearing Apparel, Laundry	14.40
16190 - Sewing Machine Operator	17.16
16220 - Tailor	17.85
16250 - Washer, Machine	15.09
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.07
19040 - Tool And Die Maker	31.12
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.86
21030 - Material Coordinator	20.92
21040 - Material Expediter	20.92
21050 - Material Handling Laborer	15.98
21071 - Order Filler	14.96
21080 - Production Line Worker (Food Processing)	15.86
21110 - Shipping Packer	16.86
21130 - Shipping/Receiving Clerk	16.86
21140 - Store Worker I	13.71
21150 - Stock Clerk	16.83
21210 - Tools And Parts Attendant	15.86
21410 - Warehouse Specialist	15.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.63
23019 - Aircraft Logs and Records Technician	23.30
23021 - Aircraft Mechanic I	29.17
23022 - Aircraft Mechanic II	31.63
23023 - Aircraft Mechanic III	33.22
23040 - Aircraft Mechanic Helper	19.83
23050 - Aircraft, Painter	25.64
23060 - Aircraft Servicer	23.30
23070 - Aircraft Survival Flight Equipment Technician	25.64
23080 - Aircraft Worker	25.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.17
23110 - Appliance Mechanic	24.07
23120 - Bicycle Repairer	18.65
23125 - Cable Splicer	29.58
23130 - Carpenter, Maintenance	21.59
23140 - Carpet Layer	22.34
23160 - Electrician, Maintenance	25.25
23181 - Electronics Technician Maintenance I	23.68
23182 - Electronics Technician Maintenance II	25.43
23183 - Electronics Technician Maintenance III	27.43
23260 - Fabric Worker	20.52
23290 - Fire Alarm System Mechanic	25.94
23310 - Fire Extinguisher Repairer	18.65
23311 - Fuel Distribution System Mechanic	25.94
23312 - Fuel Distribution System Operator	18.65
23370 - General Maintenance Worker	18.50
23380 - Ground Support Equipment Mechanic	29.17
23381 - Ground Support Equipment Servicer	23.30
23382 - Ground Support Equipment Worker	25.15
23391 - Gunsmith I	18.65
23392 - Gunsmith II	22.34
23393 - Gunsmith III	25.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.25

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.03
23430 - Heavy Equipment Mechanic	31.02
23440 - Heavy Equipment Operator	22.32
23460 - Instrument Mechanic	25.94
23465 - Laboratory/Shelter Mechanic	24.07
23470 - Laborer	15.98
23510 - Locksmith	24.07
23530 - Machinery Maintenance Mechanic	24.44
23550 - Machinist, Maintenance	21.99
23580 - Maintenance Trades Helper	16.22
23591 - Metrology Technician I	25.94
23592 - Metrology Technician II	27.77
23593 - Metrology Technician III	29.55
23640 - Millwright	25.94
23710 - Office Appliance Repairer	24.07
23760 - Painter, Maintenance	19.53
23790 - Pipefitter, Maintenance	26.97
23810 - Plumber, Maintenance	25.03
23820 - Pneudraulic Systems Mechanic	25.94
23850 - Rigger	25.94
23870 - Scale Mechanic	22.34
23890 - Sheet-Metal Worker, Maintenance	24.23
23910 - Small Engine Mechanic	22.34
23931 - Telecommunications Mechanic I	32.22
23932 - Telecommunications Mechanic II	34.48
23950 - Telephone Lineman	25.94
23960 - Welder, Combination, Maintenance	22.94
23965 - Well Driller	25.94
23970 - Woodcraft Worker	25.94
23980 - Woodworker	18.65
24000 - Personal Needs Occupations	
24550 - Case Manager	20.33
24570 - Child Care Attendant	14.20
24580 - Child Care Center Clerk	17.71
24610 - Chore Aide	12.36
24620 - Family Readiness And Support Services Coordinator	20.33
24630 - Homemaker	20.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.37
25040 - Sewage Plant Operator	24.47
25070 - Stationary Engineer	26.37
25190 - Ventilation Equipment Tender	17.05
25210 - Water Treatment Plant Operator	24.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.86
27007 - Baggage Inspector	16.73
27008 - Corrections Officer	22.74
27010 - Court Security Officer	24.42
27030 - Detection Dog Handler	18.71
27040 - Detention Officer	22.74
27070 - Firefighter	26.39
27101 - Guard I	16.73
27102 - Guard II	18.71
27131 - Police Officer I	26.58
27132 - Police Officer II	29.54
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.75
28042 - Carnival Equipment Repairer	18.63
28043 - Carnival Worker	12.10
28210 - Gate Attendant/Gate Tender	20.20
28310 - Lifeguard	18.00
28350 - Park Attendant (Aide)	22.61
28510 - Recreation Aide/Health Facility Attendant	16.49

28515 - Recreation Specialist	27.98
28630 - Sports Official	18.00
28690 - Swimming Pool Operator	22.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.34
29020 - Hatch Tender	22.34
29030 - Line Handler	22.34
29041 - Stevedore I	20.52
29042 - Stevedore II	24.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.99
30021 - Archeological Technician I	19.32
30022 - Archeological Technician II	21.61
30023 - Archeological Technician III	26.78
30030 - Cartographic Technician	26.78
30040 - Civil Engineering Technician	27.56
30051 - Cryogenic Technician I	29.65
30052 - Cryogenic Technician II	32.75
30061 - Drafter/CAD Operator I	19.32
30062 - Drafter/CAD Operator II	21.61
30063 - Drafter/CAD Operator III	24.10
30064 - Drafter/CAD Operator IV	29.65
30081 - Engineering Technician I	16.99
30082 - Engineering Technician II	19.07
30083 - Engineering Technician III	21.33
30084 - Engineering Technician IV	26.42
30085 - Engineering Technician V	32.31
30086 - Engineering Technician VI	39.09
30090 - Environmental Technician	26.78
30095 - Evidence Control Specialist	26.78
30210 - Laboratory Technician	24.10
30221 - Latent Fingerprint Technician I	29.65
30222 - Latent Fingerprint Technician II	32.75
30240 - Mathematical Technician	26.78
30361 - Paralegal/Legal Assistant I	21.04
30362 - Paralegal/Legal Assistant II	26.06
30363 - Paralegal/Legal Assistant III	31.88
30364 - Paralegal/Legal Assistant IV	38.57
30375 - Petroleum Supply Specialist	32.75
30390 - Photo-Optics Technician	26.78
30395 - Radiation Control Technician	32.75
30461 - Technical Writer I	26.89
30462 - Technical Writer II	32.89
30463 - Technical Writer III	39.79
30491 - Unexploded Ordnance (UXO) Technician I	29.28
30492 - Unexploded Ordnance (UXO) Technician II	35.43
30493 - Unexploded Ordnance (UXO) Technician III	42.46
30494 - Unexploded (UXO) Safety Escort	29.28
30495 - Unexploded (UXO) Sweep Personnel	29.28
30501 - Weather Forecaster I	29.65
30502 - Weather Forecaster II	36.07
30620 - Weather Observer, Combined Upper Air Or (see 2)	24.10
Surface Programs	
30621 - Weather Observer, Senior (see 2)	26.78
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.43
31020 - Bus Aide	12.40
31030 - Bus Driver	19.35
31043 - Driver Courier	15.79
31260 - Parking and Lot Attendant	12.01
31290 - Shuttle Bus Driver	14.81
31310 - Taxi Driver	12.02
31361 - Truckdriver, Light	17.57

31362 - Truckdriver, Medium	19.33
31363 - Truckdriver, Heavy	22.14
31364 - Truckdriver, Tractor-Trailer	22.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	13.54
99050 - Desk Clerk	13.18
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	15.09
99252 - Laboratory Animal Caretaker II	16.78
99260 - Marketing Analyst	26.60
99310 - Mortician	29.28
99410 - Pest Controller	22.02
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	19.09
99711 - Recycling Specialist	23.91
99730 - Refuse Collector	17.30
99810 - Sales Clerk	14.31
99820 - School Crossing Guard	15.40
99830 - Survey Party Chief	37.64
99831 - Surveying Aide	26.06
99832 - Surveying Technician	30.77
99840 - Vending Machine Attendant	18.93
99841 - Vending Machine Repairer	25.23
99842 - Vending Machine Repairer Helper	18.93

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 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))."