

DEPARTMENT OF THE ARMY U.S. ARMY CORPS OF ENGINEERS, FORT WORTH DISTRICT P.O. BOX 17300 FORT WORTH, TX 76102-0300

CESWF-CT 25 January 2021

Sheriff Jim Skinner Collin County Sheriff's Office 4300 Community Ave McKinney, TX 75071

Dear Sheriff Skinner,

Attached is Solicitation No. W9126G21Q0014 for the requirement of police services for the project, FY21 Contract for Increased Law Enforcement for that part of Lavon Lake lying within Collin County, Texas. Request you submit a price quote for performing the work and services outlined in the Performance Work Statement (PWS). Your quote shall be filled in on the Bid Sheet found in the Solicitation. The quote must be received on or before 12:00 P.M. CST, on Monday, 1 March 2021. Please submit your quote via email to Matthew S. Dickson, matthew.s.dickson@usace.army.mil

You are advised this letter shall NOT be construed as authority to proceed with any work or to incur any obligations chargeable to the Government in response to this solicitation. If you have any questions regarding this request, please contact Matthew S. Dickson, Contract Specialist at 817-886-1110.

The quote will be used for contract award if determined to be fair and reasonable. By submitting a quote, you agree that the proposed price is final and will accept contract award unilaterally, provided that the contract is for the exact amount of the quote.

Only a warranted Contracting Officer or Administrative Contracting Officer, acting within their delegated limits, has the authority to issue modifications or otherwise change the terms and conditions of this contract. If an individual other than the Contracting Officer or ACO attempts to make changes to the terms and conditions of this contract you shall not proceed with the change and shall immediately notify the Contracting Officer.

Sincerely,

Matthew S. Dickson Contract Specialist

Matthew S. Dickson

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Section SF 1449 - CONTINUATION SHEET

DELIVERY INFORMATION

CLIN DELIVERY DATE QUANTITY SHIP TO ADDRESS DODAAC / CAGE

0001 POP 21-MAY-2021 TO N/A N/A

11-SEP-2021 FOB: Destination

INSPECTION AND ACCEPTANCE TERMS

Supplies/services will be inspected/accepted at:

CLIN INSPECT AT INSPECT BY ACCEPT AT ACCEPT BY
0001 Destination Government Destination Government

ITEM NO SUPPLIES/SERVICES QUANTITY UNIT UNIT PRICE AMOUNT 0001 1 Job

FY21 Increased Law Enforcement

FFP

FY21 Contract for Increased Law Enforcement (CILE) at for that part of Lavon Lake lying within Collin County for the purposes of enforcement of State and local criminal and civil laws. The Contractor shall provide all personnel, equipment, supplies, facilities, transportation, tools, materials, supervision, and other items and non-personal services necessary to perform increased law enforcement services as defined in this Performance Work Statement.

FOB: Destination PSC CD: R499

NET AMT

Bid Schedule Lavon Lake County Law Enforcement Contract

Period of Performance (21 May 2021 thru 11 September 2021)

| Description | Quantity | U/M | Rate | Total |
|-----------------------------|----------|-------|------|-------|
| Estimated Labor Cost/Hour | | Hours | | |
| Estimated Vehicle Cost/Mile | | Miles | | |
| | | | | |
| Total Contract Cost | | | | |
| Chargeable Hourly Rate (V | - | ırs) | | |

Estimated Labor Quanitity = Scheduled Patrol Hours
Estimated Labor Rate = Total Labor Costs (Officers, Admin, Supervisory, etc)

PERFORMANCE WORK STATEMENT (PWS)

County Law Enforcement Services, Collin County Lavon Lake 2021

- 1. <u>GENERAL</u>: This is a non-personal services contract to provide increased law enforcement services at Lavon Lake. The Government shall not exercise any supervision or control over the contract service providers performing the services herein. Such contract service providers shall be accountable solely to the Contractor who, in turn is responsible to the Government.
 - 1.1 <u>Description of Services/Introduction</u>: The Contractor shall provide all personnel, equipment, supplies, facilities, transportation, tools, materials, supervision, and other items and non-personal services necessary to perform increased law enforcement services as defined in this Performance Work Statement (PWS) except for those items specified as government furnished property and services. The Contractor shall perform to the standards in this contract.
 - 1.2. <u>Scope</u>: Collin County Sheriff's Office (Contractor) agrees to provide a specific level of increased law enforcement services for that part of Lavon Lake lying within Collin County's jurisdiction for the purpose of enforcement of State and local criminal and civil laws. Services include vehicular patrol by the contractor of the interior roads on Government property at Lavon Lake, with special emphasis on the interior roads of Little Ridge, Pebble Beach, Lakeland, Elm Creek, Caddo, Twin Groves, Ticky Creek, Clear Lake, Bratonia, Highland, and Brockdale Parks. The contractor shall accomplish enforcement of state and local laws, warnings for Title 36 violations, monitoring of visitor use to increase public safety, and assisting Corps of Engineers rangers with their visitor assistance duties if requested. When requested by the Corps of Engineers representative, the Sheriff agrees to dispatch a deputy or deputies, within his manpower capabilities, to unforeseen or emergency situations. This assistance will be considered non-reimbursable.
 - 1.3 <u>Period of Performance</u>: Contractor shall provide described services on certain days of the week from 21 May 2021 through 11 September 2021, for a total of 644 patrol hours, further specified in Appendices A & B to this PWS. Effective start date is 21 May 2021 or after the contractor has been notified by the Contracting Officer, Fort Worth District, that the contract has been executed, whichever is later. Patrols will be conducted based on the attached schedule (See Appendices A and B).

1.4 General Information:

1.4.1 Quality Control: (Not applicable)

- 1.4.2 Quality Assurance: The Contractor will prepare a Daily Enforcement Action Summary (DEAS) in accordance with the attached format (Appendix C) or format accepted by the Quality Assurance Point of Contact (QA POC). In addition, the Contractor will prepare a Daily Patrol Log to include but not limited to: start time of shift, end time of shift, time in/time out of location or action area, location, and description of activities and actions in format currently used by the agency. The DEAS, Patrol Logs, and associated Call Reports will be completed daily and submitted at the close of each month to the Corps of Engineers QA POC listed in paragraph 1.4.11 of this plan. Any arrest or serious incident report should be forwarded to the Lavon Lake Office upon completion of the initial report (notify immediately, paperwork within 24hrs of completion). The Government shall evaluate the contractor's performance under this contract in accordance with the Quality Assurance Surveillance Plan (QASP). This plan is primarily focused on what the Government must do to ensure that the contractor has performed in accordance with the performance standards. It defines how the performance standards will be applied.
- 1.4.3 <u>Government Holidays</u>: Contractor will be required to perform services on those Federal holidays falling during the contract period, namely, Memorial Day, Independence Day and Labor Day (see Appendices A and B).
- 1.4.4 Hours of Operation: (Not applicable)
- 1.4.5 <u>Place of Performance</u>: The work to be performed under this contract will be performed at Corps administered lands in Collin County specified in Para. 1.2. State and local law enforcement agencies generally have the same authority and responsibilities on Corps administered lands as they do elsewhere in their respective jurisdictions. Because of this, requests by the Lake Manager or his authorized representatives for emergency or unanticipated law enforcement assistance will be considered non-reimbursable. (E.g. deputies responding to a call on government property after the scheduled patrol hours, or officers working a call on government property which requires them to stay past the scheduled patrol time, etc).
- 1.4.6 Type of Contract: The government will award a firm fixed price contract.
- 1.4.7 <u>Security Requirements</u>: This contract does not require Contractor personnel to have access to or enter secured government facilities such as dam outlet structures, powerhouses, etc. Contractor personnel shall follow locally-established security policies and procedures such as key control and security of lock combinations.
 - 1.4.7.1 AT Level 1 Training. All contractor employees, to include subcontractor employees, requiring access to Army installations, facilities, controlled access areas, or require network access, shall complete AT Level 1 awareness training within 30 calendar days after contract start

date or effective date of incorporation of this requirement into the contract, whichever is applicable. Upon request, the contractor shall submit certificates of completion for each affected employee and subcontractor employee, to the COR or to the contracting officers (if a COR is not assigned), within 5 calendar days after completion of training by all employees and subcontractor personnel. AT Level 1 awareness training is available at the following website:

http://jko.jten.mil/courses/atl1/launch.html; or it can be provided by the RA ATO in presentation form which will be documented via memorandum.

1.4.7.2 General Protection/Security Policy and Procedures:

- 1.4.7.2.1 All contractor and all associated sub-contractors employees shall comply with applicable installation, facility and area commander installation/facility access and local security policies and procedures (provided by government representative). The contractor shall also provide all information required for background checks to meet installation/facility access requirements to be accomplished by installation Provost Marshal Office, Director of Emergency Services or Security Office. Contractor workforce must comply with all personal identity verification requirements (FAR clause 52.204-9, Personal Identity Verification of Contractor Personnel) as directed by DOD, HQDA and/or local policy. In addition to the changes otherwise authorized by the changes clause of this contract, should the Force Protection Condition (FPCON) at any installation or facility change, the Government may require changes in contractor security matters or processes.
- 1.4.7.2.2 Contractor and all associated sub-contractors employees shall comply with adjudication standards and procedures using the National Crime Information Center Interstate Identification Index (NCIC-III) and Terrorist Screening Database (TSDB) (Army Directive 2014-05 / AR 190-13), applicable installation, facility and area commander installation/facility access and local security policies and procedures (provided by government representative, as NCIC and TSDB are available), or, at OCONUS locations, in accordance with status of forces agreements and other theater regulations.
- 1.4.7.3 <u>Key Control:</u> Government keys provided to the contractor will be issued and controlled in accordance with IAW AR 190-51. The Contractor shall establish and implement methods of making sure all keys issued to the Contractor by the Government are not lost or misplaced and are not used by unauthorized persons. Keys issued to the Contractor by the Government shall **NOT** be duplicated. The Contractor shall develop

procedures covering key control that shall be provided in writing to the Lake Security Officer. Such procedures shall include turn-in of any issued keys by personnel who no longer require access to locked areas. The Contractor shall immediately report any occurrences of lost or duplicate keys to the Contracting Officer.

(a) The Contractor shall prohibit the use of Government issued keys by any persons other than the Contractor and team member. The Contractor shall prohibit the opening of locked areas by persons other than the Contractor and team member.

1.4.8 Sustainability

- 1.4.8.1 The contractor must meet the recycled content requirements set forth by the EPA for specified products. The following web site contains a list of EPA designated products:
- http://www.ssc.nasa.gov/environmental/pdf/AffirPro.pdf. Contractor will ensure compliance of the EPA guidelines under the categories of: non-paper office products, paper and paper products.
- 1.4.8.2 The contractor shall ensure all deliverables be printed double sided on paper that contains post-consumer fiber (recycled content).
- 1.4.9 <u>Special Qualifications</u>: All Contractor personnel shall be currently certified and licensed Texas Peace Officers in accordance with the requirements of the Texas Commission on Law Enforcement (TCOLE). TCOLE standards meet or exceed E-verify and background check requirements established by the Department of Homeland Security. The Contractor will provide, in advance, the Corps representative designated in paragraph 1.4.12 the name of each Deputy who will be performing scheduled work under this contract.
- 1.4.10 Post Award Conference/Periodic Progress Meetings: The Contractor agrees to attend any post award conference convened by the contracting activity or contract administration office in accordance with Federal Acquisition Regulation Subpart 42.5. The Contracting Officer, QA POC, and other Government personnel, as appropriate, may meet periodically with the contractor to review the contractor's performance. At these meetings the Contracting Officer will apprise the contractor of how the Government views the contractor's performance and the contractor will apprise the Government of problems, if any, being experienced. Appropriate action shall be taken to resolve outstanding issues. These meetings shall be at no additional cost to the Government.
- 1.4.11 <u>Contracting Officer Representative (COR)</u>: A COR will not be appointed for this contract. Quality Assurance duties will be performed by the QA POC designated in Paragraph 1.4.12.

- 1.4.12 <u>Key Personnel</u>: The following personnel are considered key personnel by the Government, and will serve as the Corps QA POC: Michael K. Kinard, Lake Manager, Lavon Lake; Alternate: Stephen Perrin, Lead Park Ranger, Lavon Lake. The contractor shall provide a contract manager who shall be responsible for the performance of the work. The name of this person and an alternate who shall act for the contractor when the manager is absent shall be designated in writing to the Contracting Officer. The contract manager or alternate shall have full authority to act for the contractor on all contract matters relating to daily operation of this contract.
- 1.4.13 <u>Identification of Contractor Employees</u>: All officers performing services under this contract shall wear standard uniforms and personal identification normally worn and carried by the law enforcement agency. All patrol vehicles shall have standard insignia and markings normally used by the law enforcement agency.
- 1.4.14 Contractor Travel: (Not applicable)
- 1.4.15 Data Rights: (Not applicable)
- 1.4.16 Organizational Conflict of Interest: (Not applicable)
- 1.4.17 <u>Invoicing</u>: Contractor shall submit 1 copy of the invoice along with the daily log sheets no later than the 5th of every month for the previous calendar month. Invoice should be sent to the following address:

US Army Corps of Engineers Lavon Lake Attn: Michael Kinard 3375 Skyview Drive Wylie, Texas 75098

- 1.5. GOVERNMENT FURNISHED ITEMS AND SERVICES: (Not applicable)
- 1.6 CONTRACTOR FURNISHED ITEMS AND RESPONSIBILITIES:
 - 1.6.1 <u>General</u>: The Contractor shall furnish all manpower, vehicles, supplies, equipment, facilities and services required to perform work under this contract.
 - 1.6.2 Equipment: The Contractor shall provide all patrol vehicles and equipment required to perform services under this contract. All such vehicles shall have standard insignia and markings normally used by the law enforcement agency. Patrol vehicles shall also be equipped with standard law enforcement type lights, radios, and any other standard equipment necessary to perform the required services. The Contractor shall be responsible for all vehicle costs, including insurance, fuel, service and maintenance, and any other costs associated with the operation of each vehicle.

- 1.6.3. Materials: (Not applicable).
- 1.7 CONTRACTOR MANAGEMENT REPORTING (CMR): (Not applicable)
- 1.8 APPLICABLE PUBLICATIONS (CURRENT EDITIONS): (Not applicable)
- 1.9 ATTACMENTS/TECHNICAL EXHIBITS AND APPENDICES:
 - 1.9.1 Attachment 1/Technical Exhibit 1 Performance Requirements Summary
 - 1.9.2 Attachment 2/Technical Exhibit 2 Deliverables Schedule
 - 1.9.3 Appendix A Patrol Schedule
 - 1.9.4 Appendix B Hours by Month
 - 1.9.5 Appendix C Daily Enforcement Action Summary

2.0 MISCELLANEOUS PROVISIONS:

2.1 <u>Orientation</u>: An appropriate orientation for all participating contract personnel will be conducted by the Corps of Engineers staff to familiarize the Contractor with the policies and procedures of the Corps, and to familiarize Corps personnel with the functions and duties of the contracted law enforcement agency.

TECHNICAL EXHIBIT 1

Performance Requirements Summary

The contractor service requirements are summarized into performance objectives that relate directly to mission essential items. The performance threshold briefly describes the minimum acceptable levels of service required for each requirement. These thresholds are critical to mission success.

| Performance Objective | Standard | Performance Threshold | Method of Surveillance |
|--|--|--|---|
| The contractor shall provide additional patrolling presence and discretionary law enforcement actions in specified areas to help keep the peace and increase public safety in parks and other designated Corps areas IAW para 1.2. | The contractor provides visible and verifiable presence and actions in the designated areas at the specified days and times. | All required shifts were covered and the specified contract services were performed. Contractor coordinated in advance with Corps key personnel in the event of an unforeseen event which prevented an officer from serving all or part of a shift, which would not be billable to the Government. | Contractor's Daily Enforcement Action Summaries turned in by Contractor will be examined by QA POC to ensure accuracy prior to authorizing payment. |

TECHNICAL EXHIBIT 2

DELIVERABLES SCHEDULE

| <u>Deliverable</u> | Frequency Once within 5 | Number of Copies | Medium / Format | Submit To |
|---|---|--|--------------------------------|---|
| Contract manager and alternate designated in writing IAW para 1.4.12 | Once within 5 days of contract award | One copy | Hard copy, FAX, or email | US Army Corps of Engineers Attn: Michael Kinard 3375 Skyview Drive Wylie, Texas 75098 |
| Invoice for contract services performed; includes billing start/end dates, hours worked, total charges IAW para 1.4.17 | Submitted to Corps by the 5 th of every month, listing contract services performed during the previous calendar month. | One copy of the invoice, submitted to the Corps QA POC | Hard copy, FAX, or email | US Army Corps of Engineers Attn: Michael Kinard 3375 Skyview Drive Wylie, Texas 75098 |
| Daily Enforcement Action Summaries, Daily Logs, and Call Reports IAW para 1.4.2 | To Corps with monthly invoice | One copy | Hard copy, FAX, or email | US Army Corps of Engineers Attn: Michael Kinard 3375 Skyview Drive Wylie, Texas 75098 |

PERFORMANCE WORK STATEMENT

APPENDIX A

PATROL SCHEDULE 2021

STARTS ON NEXT PAGE

May 2021 Calendar

| Sund | day | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
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| | | 0.4 | 0.5 | | 0.7 | 1800-2200=4 hrs | 1800-2200=4 hrs |
| | 23 | 24 | 25_ | 26 | 27 | 28_ | 29 |
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| 1400-180 | | | | | | | 1400-1800=4 hrs |
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| 1800-220 | 30 30 | 1800-2200=4 hrs | | 1800-2200=4 hrs | | 1800-2200=4 hrs | 1800-2200=4 hrs |
| | | | | | | | |
| 4400 455 | | 1000-1400= 4hrs | | | | | |
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June 2021 Calendar

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| | | 1800-2200=4hrs | | 1800-2200=4hrs | 1800-2200=4hrs | 1800-2200=4hrs |
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July 2021 Calendar

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| 1400-1800 | =4 hrs | | | | | | | 1400-1800 | =4 hrs | 1800-2200 | |
| 1800-2200 | | | 1800-2200=4hrs | | | 1800-2200 | =4hrs | 1800-2200 | | 1800-2200 | |
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| | | | | | | | | | | | |
| | | | | | | | | | | 1400-1800 |)=4 hrs |
| 1400-1800 | =4 hrs | | | | | | | 1400-1800 | =4 hrs | 1800-2200 | =4hrs |
| 1800-2200 | | 1800-2200=4hrs | | 1800-2200 | =4hrs | | | 1800-2200 | | 1800-2200 | |
| | 25 | 26 | 27 | | 28 | | 29 | | 30 | | 31 |
| | | | | 1 | | , | | , | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | 1400-1800 |)=4 hre |
| 1400-1800 | =4 hrs | | | | | | | 1400-1800: | =4 hrs | 1800-1000 | |
| 1800-2200 | | | 1800-2200=4hrs | | | 1800-2200 | =4hrs | 1800-2200 | | 1800-2200 | |
| | | ļ | | 1 | | 1000 == 00 | | | | .555 ==00 | |

August 2021 Calendar

| Sunday | Monday | Tuesday | Wednesday | Thursday | Saturday | | |
|-----------------|----------------|----------------|----------------|----------------|-----------------|-------------------|--|
| 3unday 1 | Wioriday 2 | 3 | 4 | 5 Thursday | Friday 6 | Saturday 7 | |
| | | | 4 | | 0 | / | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | 1400-1800=4 hrs | |
| 1400-1800=4 hrs | | | | | 1400-1800=4 hrs | 1800-2200=4hrs | |
| 1800-2200=4hrs | 1800-2200=4hrs | | 1800-2200=4hrs | | 1800-2200=4hrs | 1800-2200=4hrs | |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | 1400-1800=4 hrs | |
| 1400-1800=4 hrs | | | | | 1400-1800=4 hrs | 1800-2200=4hrs | |
| 1800-2200=4hrs | | 1800-2200=4hrs | | 1800-2200=4hrs | 1800-2200=4hrs | 1800-2200=4hrs | |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | 1400-1800=4 hrs | |
| 1400-1800=4 hrs | | | | | 1400-1800=4 hrs | 1800-2200=4hrs | |
| 1800-2200=4hrs | 1800-2200=4hrs | | 1800-2200=4hrs | | 1800-2200=4hrs | 1800-2200=4hrs | |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 | |
| | 23 | 24 | 25 | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | 1400-1800=4 hrs | |
| 1400-1800=4 hrs | | | | | 1400-1800=4 hrs | 1800-2200=4hrs | |
| 1800-2200=4hrs | | 1800-2200=4hrs | | 1800-2200=4hrs | 1800-2200=4hrs | 1800-2200=4hrs | |
| 29 | 30 | 31 | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| 1400-1800=4 hrs | | | | | | 39 shifts x 4 hrs | |
| 1800-2200=4hrs | 1800-2200=4hrs | | | | | = 156 hrs | |

September 2021 Calendar

| Sund | | Mond | lay | Tues | day | Wedne | sday | Thurs | day | Frida | ay | Satur | day |
|-----------|--------|------------------------|-----|-----------|--------|-----------|------|-----------|-------|-----------|---------|-----------|---------|
| | | | | | | | 1 | | 2 | | 3 | | 4 |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | 1400-1800 |)=4 hrs |
| | | | | | | 4000 000 | | | | 1400-1800 | | 1800-2200 | |
| | _ | | | | | 1800-2200 | | | | 1800-2200 | | 1800-2200 | |
| | 5 | • | 6 | | 7 | | 8 | | 9 | | 10 | • | 11 |
| | | 4000 4400 | | | | | | | | | | | |
| 1400-1800 | -4 bro | 1000-1400 1400-1800 | _ | | | | | | | | | 1400-1800 | 1-4 bro |
| 1800-1800 | | 1800-2200 | | | | | | | | 1400-1800 |)=4 hrs | 1800-1800 | |
| 1800-2200 | | 1800-2200 | | 1800-2200 |)=4hrs | | | 1800-2200 | =4hrs | 1800-2200 | | 1800-2200 | |
| | 12 | | 13 | | 14 | | 15 | | 16 | | 17 | | 18 |
| | | | | | | | | | | | | | |
| | 19 | | 20 | | 21 | | 22 | | 23 | | 24 | | 25 |
| | 15 | | 20 | | | | | | 23 | | 24 | | |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| | 26 | | 27 | | 28 | | 29 | | 30 | | | | |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | 20 shifts | v 4 bvo |
| | | | | | | | | | | | | = 80 hr | |

Grand Total Hours = 644

APPENDIX B

HOURS BY MONTH 2021

May: 20 shifts X 4 hours = 80 hours

(Includes Memorial Day)

June: 37 shifts X 4 hours = 148 hours

July: 45 shifts X 4 hours = 180 hours

(Includes Independence Day)

August: 39 shifts X 4 hours = 156 hours

September: 20 shifts X 4 hours = 80 hours

(Includes Labor Day)

Total = 644 Hours

APPENDIX C

DAILY ENFORCEMENT ACTION SUMMARY

| OPERATING AGEN | NCY: Collin C | county Sheriff's Office | ce | |
|---------------------|-------------------|-------------------------|---------------------|--|
| OFFICERS NAME: | | | DATE: | |
| TIME STARTED: _ | | _ TIME ENDED: | TOTAL H | OURS: |
| ABBREVIATIONS: | A = Arrest | C = Citation | W = Written Warning | V = Verbal Warning |
| OFFENCE TITLE | Action A C W V | | Include the na | NOTES me of the park where offense occurred |
| Vehicle Offense | | | | |
| Parking | | | | |
| Speeding | | | | |
| Reckless | | | | |
| State Req. | | | | |
| DWI | | | | |
| Other | | | | |
| Total | | | | |
| Conduct Offense | | | | |
| Loud/Unruly | | | | |
| Pubic Intox | | | | |
| Cont Subst. | | | | |
| Minor Poss. | | | | |
| Theft | | | | |
| Vandal | | | | |
| Litter | | | | |
| Weapons | | | | |
| Assault | | | | |
| Other | | | | |
| Total | | | | |
| | | | | |
| TOTALS | | | | |
| *** For all arrests | and evictions | include details on b | eack *** | |
| Officer Number: | | Date: | Signat | ure: |

CLAUSES INCORPORATED BY REFERENCE

| 52.204-7 | System for Award Management | OCT 2018 |
|--------------|--|------------|
| 52.204-13 | System for Award Management Maintenance | OCT 2018 |
| 52.204-16 | Commercial and Government Entity Code Reporting | AUG 2020 |
| 52.204-18 | Commercial and Government Entity Code Maintenance | AUG 2020 |
| 52.204-21 | Basic Safeguarding of Covered Contractor Information | JUN 2016 |
| | Systems | |
| 52.209-2 | Prohibition on Contracting with Inverted Domestic | NOV 2015 |
| | CorporationsRepresentation | |
| 52.212-1 | Instructions to OfferorsCommercial Items | JUN 2020 |
| 52.222-50 | Combating Trafficking in Persons | OCT 2020 |
| 52.222-55 | Minimum Wages Under Executive Order 13658 | DEC 2015 |
| 52.222-62 | Paid Sick Leave Under Executive Order 13706 | JAN 2017 |
| 52.232-40 | Providing Accelerated Payments to Small Business | DEC 2013 |
| | Subcontractors | |
| 52.242-15 | Stop-Work Order | AUG 1989 |
| 52.242-17 | Government Delay Of Work | APR 1984 |
| 252.203-7000 | Requirements Relating to Compensation of Former DoD | SEP 2011 |
| | Officials | |
| 252.203-7005 | Representation Relating to Compensation of Former DoD Officials | NOV 2011 |
| 252.204-7003 | Control Of Government Personnel Work Product | APR 1992 |
| 252.204-7004 | Antiterrorism Awareness Training for Contractors. | FEB 2019 |
| 252.204-7008 | Compliance With Safeguarding Covered Defense Information | n OCT 2016 |
| | Controls | |
| 252.204-7009 | Limitations on the Use or Disclosure of Third-Party | OCT 2016 |
| | Contractor Reported Cyber Incident Information | |
| 252.204-7015 | Notice of Authorized Disclosure of Information for Litigation | n MAY 2016 |
| | Support | |
| 252.204-7019 | Notice of NIST SP 800-171 DoD Assessment Requirements | NOV 2020 |
| 252.204-7020 | NIST SP 800-171 DoD Assessment Requirements | NOV 2020 |
| 252.223-7008 | Prohibition of Hexavalent Chromium | JUN 2013 |
| 252.232-7003 | Electronic Submission of Payment Requests and Receiving | DEC 2018 |
| | Reports | |
| 252.232-7010 | Levies on Contract Payments | DEC 2006 |
| 252.237-7010 | Prohibition on Interrogation of Detainees by Contractor Personnel | JUN 2013 |
| 252.247-7023 | Transportation of Supplies by Sea | FEB 2019 |
| | 1 11 7 | _ |

CLAUSES INCORPORATED BY FULL TEXT

52.204-8 ANNUAL REPRESENTATIONS AND CERTIFICATIONS (MAR 2020)

- (a)(1) The North American Industry Classification System (NAICS) code for this acquisition is 922120.
- (2) The small business size standard is
- (3) The small business size standard for a concern which submits an offer in its own name, other than on a construction or service contract, but which proposes to furnish a product which it did not itself manufacture, is 500 employees.

- (b)(1) If the provision at 52.204-7, System for Award Management, is included in this solicitation, paragraph (d) of this provision applies.
- (2) If the provision at 52.204-7, System for Award Management, is not included in this solicitation, and the Offeror has an active registration in the System for Award Management (SAM), the Offeror may choose to use paragraph (d) of this provision instead of completing the corresponding individual representations and certifications in the solicitation. The Offeror shall indicate which option applies by checking one of the following boxes:
- () Paragraph (d) applies.
- () Paragraph (d) does not apply and the offeror has completed the individual representations and certifications in the solicitation.
- (c) (1) The following representations or certifications in SAM are applicable to this solicitation as indicated:
- (i) 52.203-2, Certificate of Independent Price Determination. This provision applies to solicitations when a firm-fixed-price contract or fixed-price contract with economic price adjustment is contemplated, unless—
- (A) The acquisition is to be made under the simplified acquisition procedures in Part 13;
- (B) The solicitation is a request for technical proposals under two-step sealed bidding procedures; or
- (C) The solicitation is for utility services for which rates are set by law or regulation.
- (ii) 52.203-11, Certification and Disclosure Regarding Payments to Influence Certain Federal Transactions. This provision applies to solicitations expected to exceed \$150,000.
- (iii) 52.203-18, Prohibition on Contracting with Entities that Require Certain Internal Confidentiality Agreements or Statements--Representation. This provision applies to all solicitations.
- (iv) 52.204-3, Taxpayer Identification. This provision applies to solicitations that do not include the provision at 52.204-7, System for Award Management.
- (v) 52.204-5, Women-Owned Business (Other Than Small Business). This provision applies to solicitations that—
- (A) Are not set aside for small business concerns;
- (B) Exceed the simplified acquisition threshold; and
- (C) Are for contracts that will be performed in the United States or its outlying areas.
- (vi) 52.204-26, Covered Telecommunications Equipment or Services--Representation. This provision applies to all solicitations.
- (vii) 52.209-2, Prohibition on Contracting with Inverted Domestic Corporations--Representation.
- (viii) 52.209-5, Certification Regarding Responsibility Matters. This provision applies to solicitations where the contract value is expected to exceed the simplified acquisition threshold.
- (ix) 52.209-11, Representation by Corporations Regarding Delinquent Tax Liability or a Felony Conviction under any Federal Law. This provision applies to all solicitations.

- (x) 52.214-14, Place of Performance--Sealed Bidding. This provision applies to invitations for bids except those in which the place of performance is specified by the Government.
- (xi) 52.215-6, Place of Performance. This provision applies to solicitations unless the place of performance is specified by the Government.
- (xii) 52.219-1, Small Business Program Representations (Basic, Alternates I, and II). This provision applies to solicitations when the contract will be performed in the United States or its outlying areas.
- (A) The basic provision applies when the solicitations are issued by other than DoD, NASA, and the Coast Guard.
- (B) The provision with its Alternate I applies to solicitations issued by DoD, NASA, or the Coast Guard.
- (C) The provision with its Alternate II applies to solicitations that will result in a multiple-award contract with more than one NAICS code assigned.
- (xiii) 52.219-2, Equal Low Bids. This provision applies to solicitations when contracting by sealed bidding and the contract will be performed in the United States or its outlying areas.
- (xiv) 52.222-22, Previous Contracts and Compliance Reports. This provision applies to solicitations that include the clause at 52.222-26, Equal Opportunity.
- (xv) 52.222-25, Affirmative Action Compliance. This provision applies to solicitations, other than those for construction, when the solicitation includes the clause at 52.222-26, Equal Opportunity.
- (xvi) 52.222-38, Compliance with Veterans' Employment Reporting Requirements. This provision applies to solicitations when it is anticipated the contract award will exceed the simplified acquisition threshold and the contract is not for acquisition of commercial items.
- (xvii) 52.223-1, Biobased Product Certification. This provision applies to solicitations that require the delivery or specify the use of USDA-designated items; or include the clause at 52.223-2, Affirmative Procurement of Biobased Products Under Service and Construction Contracts.
- (xviii) 52.223-4, Recovered Material Certification. This provision applies to solicitations that are for, or specify the use of, EPA- designated items.
- (xix) 52.223-22, Public Disclosure of Greenhouse Gas Emissions and Reduction Goals--Representation. This provision applies to solicitations that include the clause at 52.204-7.)
- (xx) 52.225-2, Buy American Certificate. This provision applies to solicitations containing the clause at 52.225-1.
- (xxi) 52.225-4, Buy American--Free Trade Agreements--Israeli Trade Act Certificate. (Basic, Alternates I, II, and III.) This provision applies to solicitations containing the clause at 52.225-3.
- (A) If the acquisition value is less than \$25,000, the basic provision applies.
- (B) If the acquisition value is \$25,000 or more but is less than \$50,000, the provision with its Alternate I applies.
- (C) If the acquisition value is \$50,000 or more but is less than \$83,099, the provision with its Alternate II applies.
- (D) If the acquisition value is \$83,099 or more but is less than \$100,000, the provision with its Alternate III applies.

- (xxii) 52.225-6, Trade Agreements Certificate. This provision applies to solicitations containing the clause at 52.225-5.
- (xxiii) 52.225-20, Prohibition on Conducting Restricted Business Operations in Sudan--Certification. This provision applies to all solicitations.
- (xxiv) 52.225-25, Prohibition on Contracting with Entities Engaging in Certain Activities or Transactions Relating to Iran—Representation and Certification. This provision applies to all solicitations.
- (xxv) 52.226-2, Historically Black College or University and Minority Institution Representation. This provision applies to solicitations for research, studies, supplies, or services of the type normally acquired from higher educational institutions.
- (2) The following representations or certifications are applicable as indicated by the Contracting Officer:

[Contracting Officer check as appropriate.]

- (i) 52.204-17, Ownership or Control of Offeror.
- (ii) 52.204-20, Predecessor of Offeror.
- (iii) 52.222-18, Certification Regarding Knowledge of Child Labor for Listed End Products.
- (iv) 52.222-48, Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment--Certification.
- (v) 52.222-52 Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services--Certification.
- (vi) 52.223-9, with its Alternate I, Estimate of Percentage of Recovered Material Content for EPA-Designated Products (Alternate I only).
 - (vii) 52.227-6, Royalty Information.
 - (A) Basic.
 - (B) Alternate I.
 - (viii) 52.227-15, Representation of Limited Rights Data and Restricted Computer Software.
- (d) The Offeror has completed the annual representations and certifications electronically in SAM accessed through https://www.sam.gov. After reviewing the SAM information, the Offeror verifies by submission of the offer that the representations and certifications currently posted electronically that apply to this solicitation as indicated in paragraph (c) of this provision have been entered or updated within the last 12 months, are current, accurate, complete, and applicable to this solicitation (including the business size standard applicable to the NAICS code referenced for this solicitation), as of the date of this offer and are incorporated in this offer by reference (see FAR 4.1201); except for the changes identified below [offeror to insert changes, identifying change by clause number, title, date]. These amended representation(s) and/or certification(s) are also incorporated in this offer and are current, accurate, and complete as of the date of this offer.

| FAR Clause | Title | Date | Change | |
|------------|-------|------|--------|--|
| | | | | |

Any changes provided by the offeror are applicable to this solicitation only, and do not result in an update to the representations and certifications posted on SAM.

(End of provision)

52.204-24 REPRESENTATION REGARDING CERTAIN TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT (AUG 2020)

The Offeror shall not complete the representation at paragraph (d)(1) of this provision if the Offeror has represented that it "does not provide covered telecommunications equipment or services as a part of its offered products or services to the Government in the performance of any contract, subcontract, or other contractual instrument" in the provision at 52.204-26, Covered Telecommunications Equipment or Services--Representation, or in paragraph (v) of the provision at 52.212-3, Offeror Representations and Certifications-Commercial Items.

(a) Definitions. As used in this provision-

Backhaul, covered telecommunications equipment or services, critical technology, interconnection arrangements, reasonable inquiry, roaming, and substantial or essential component have the meanings provided in the clause 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment.

- (b) Prohibition.
- (1) Section 889(a)(1)(A) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2019, from procuring or obtaining, or extending or renewing a contract to procure or obtain, any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. Nothing in the prohibition shall be construed to--
- (i) Prohibit the head of an executive agency from procuring with an entity to provide a service that connects to the facilities of a third-party, such as backhaul, roaming, or interconnection arrangements; or
- (ii) Cover telecommunications equipment that cannot route or redirect user data traffic or cannot permit visibility into any user data or packets that such equipment transmits or otherwise handles.
- (2) Section 889(a)(1)(B) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2020, from entering into a contract or extending or renewing a contract with an entity that uses any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. This prohibition applies to the use of covered telecommunications equipment or services, regardless of whether that use is in performance of work under a Federal contract. Nothing in the prohibition shall be construed to--
- (i) Prohibit the head of an executive agency from procuring with an entity to provide a service that connects to the facilities of a third-party, such as backhaul, roaming, or interconnection arrangements; or

- (ii) Cover telecommunications equipment that cannot route or redirect user data traffic or cannot permit visibility into any user data or packets that such equipment transmits or otherwise handles.
- (c) Procedures. The Offeror shall review the list of excluded parties in the System for Award Management (SAM) (https://www.sam.gov) for entities excluded from receiving federal awards for "covered telecommunications equipment or services."
- (d) Representations. The Offeror represents that--
- (1) It [] will, [] will not provide covered telecommunications equipment or services to the Government in the performance of any contract, subcontract or other contractual instrument resulting from this solicitation. The Offeror shall provide the additional disclosure information required at paragraph (e)(1) of this section if the Offeror responds "will" in paragraph (d)(1) of this section; and
- (2) After conducting a reasonable inquiry, for purposes of this representation, the Offeror represents that--
- It [] does, [] does not use covered telecommunications equipment or services, or use any equipment, system, or service that uses covered telecommunications equipment or services. The Offeror shall provide the additional disclosure information required at paragraph (e)(2) of this section if the Offeror responds "does" in paragraph (d)(2) of this section.
- (e) Disclosures.
- (1) Disclosure for the representation in paragraph (d)(1) of this provision. If the Offeror has responded "will" in the representation in paragraph (d)(1) of this provision, the Offeror shall provide the following information as part of the offer:
- (i) For covered equipment--
- (A) The entity that produced the covered telecommunications equipment (include entity name, unique entity identifier, CAGE code, and whether the entity was the original equipment manufacturer (OEM) or a distributor, if known);
- (B) A description of all covered telecommunications equipment offered (include brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); and
- (C) Explanation of the proposed use of covered telecommunications equipment and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b)(1) of this provision.
- (ii) For covered services--
- (A) If the service is related to item maintenance: A description of all covered telecommunications services offered (include on the item being maintained: Brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); or
- (B) If not associated with maintenance, the Product Service Code (PSC) of the service being provided; and explanation of the proposed use of covered telecommunications services and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b)(1) of this provision.
- (2) Disclosure for the representation in paragraph (d)(2) of this provision. If the Offeror has responded "does" in the representation in paragraph (d)(2) of this provision, the Offeror shall provide the following information as part of the offer:
- (i) For covered equipment--

- (A) The entity that produced the covered telecommunications equipment (include entity name, unique entity identifier, CAGE code, and whether the entity was the OEM or a distributor, if known);
- (B) A description of all covered telecommunications equipment offered (include brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); and
- (C) Explanation of the proposed use of covered telecommunications equipment and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b)(2) of this provision.
- (ii) For covered services--
- (A) If the service is related to item maintenance: A description of all covered telecommunications services offered (include on the item being maintained: Brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); or
- (B) If not associated with maintenance, the PSC of the service being provided; and explanation of the proposed use of covered telecommunications services and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b)(2) of this provision.

(End of provision)

52.204-25 PROHIBITION ON CONTRACTING FOR CERTAIN TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT (AUG 2020)

(a) Definitions. As used in this clause--

Backhaul means intermediate links between the core network, or backbone network, and the small subnetworks at the edge of the network (e.g., connecting cell phones/towers to the core telephone network). Backhaul can be wireless (e.g., microwave) or wired (e.g., fiber optic, coaxial cable, Ethernet).

Covered foreign country means The People's Republic of China.

Covered telecommunications equipment or services means--

- (1) Telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities);
- (2) For the purpose of public safety, security of Government facilities, physical security surveillance of critical infrastructure, and other national security purposes, video surveillance and telecommunications equipment produced by Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities);
- (3) Telecommunications or video surveillance services provided by such entities or using such equipment; or
- (4) Telecommunications or video surveillance equipment or services produced or provided by an entity that the Secretary of Defense, in consultation with the Director of National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.

Critical technology means--

- (1) Defense articles or defense services included on the United States Munitions List set forth in the International Traffic in Arms Regulations under subchapter M of chapter I of title 22, Code of Federal Regulations;
- (2) Items included on the Commerce Control List set forth in Supplement No. 1 to part 774 of the Export Administration Regulations under subchapter C of chapter VII of title 15, Code of Federal Regulations, and controlled--
- (i) Pursuant to multilateral regimes, including for reasons relating to national security, chemical and biological weapons proliferation, nuclear nonproliferation, or missile technology; or
- (ii) For reasons relating to regional stability or surreptitious listening;
- (3) Specially designed and prepared nuclear equipment, parts and components, materials, software, and technology covered by part 810 of title 10, Code of Federal Regulations (relating to assistance to foreign atomic energy activities);
- (4) Nuclear facilities, equipment, and material covered by part 110 of title 10, Code of Federal Regulations (relating to export and import of nuclear equipment and material);
- (5) Select agents and toxins covered by part 331 of title 7, Code of Federal Regulations, part 121 of title 9 of such Code, or part 73 of title 42 of such Code; or
- (6) Emerging and foundational technologies controlled pursuant to section 1758 of the Export Control Reform Act of 2018 (50 U.S.C. 4817).

Interconnection arrangements means arrangements governing the physical connection of two or more networks to allow the use of another's network to hand off traffic where it is ultimately delivered (e.g., connection of a customer of telephone provider A to a customer of telephone company B) or sharing data and other information resources.

Reasonable inquiry means an inquiry designed to uncover any information in the entity's possession about the identity of the producer or provider of covered telecommunications equipment or services used by the entity that excludes the need to include an internal or third-party audit.

Roaming means cellular communications services (e.g., voice, video, data) received from a visited network when unable to connect to the facilities of the home network either because signal coverage is too weak or because traffic is too high.

Substantial or essential component means any component necessary for the proper function or performance of a piece of equipment, system, or service.

- (b) Prohibition.
- (1) Section 889(a)(1)(A) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2019, from procuring or obtaining, or extending or renewing a contract to procure or obtain, any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. The Contractor is prohibited from providing to the Government any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system, unless an exception at paragraph (c) of this clause applies or the covered telecommunication equipment or services are covered by a waiver described in FAR 4.2104.
- (2) Section 889(a)(1)(B) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2020, from entering into a contract, or extending or renewing a contract, with an entity that uses any equipment, system, or service that uses covered

telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system, unless an exception at paragraph (c) of this clause applies or the covered telecommunication equipment or services are covered by a waiver described in FAR 4.2104. This prohibition applies to the use of covered telecommunications equipment or services, regardless of whether that use is in performance of work under a Federal contract.

- (c) Exceptions. This clause does not prohibit contractors from providing--
- (1) A service that connects to the facilities of a third-party, such as backhaul, roaming, or interconnection arrangements; or
- (2) Telecommunications equipment that cannot route or redirect user data traffic or permit visibility into any user data or packets that such equipment transmits or otherwise handles.
- (d) Reporting requirement.
- (1) In the event the Contractor identifies covered telecommunications equipment or services used as a substantial or essential component of any system, or as critical technology as part of any system, during contract performance, or the Contractor is notified of such by a subcontractor at any tier or by any other source, the Contractor shall report the information in paragraph (d)(2) of this clause to the Contracting Officer, unless elsewhere in this contract are established procedures for reporting the information; in the case of the Department of Defense, the Contractor shall report to the website at https://dibnet.dod.mil. For indefinite delivery contracts, the Contractor shall report to the Contracting Officer for the indefinite delivery contract and the Contracting Officer(s) for any affected order or, in the case of the Department of Defense, identify both the indefinite delivery contract and any affected orders in the report provided at https://dibnet.dod.mil.
- (2) The Contractor shall report the following information pursuant to paragraph (d)(1) of this clause:
- (i) Within one business day from the date of such identification or notification: The contract number; the order number(s), if applicable; supplier name; supplier unique entity identifier (if known); supplier Commercial and Government Entity (CAGE) code (if known); brand; model number (original equipment manufacturer number, manufacturer part number, or wholesaler number); item description; and any readily available information about mitigation actions undertaken or recommended.
- (ii) Within 10 business days of submitting the information in paragraph (d)(2)(i) of this clause: Any further available information about mitigation actions undertaken or recommended. In addition, the Contractor shall describe the efforts it undertook to prevent use or submission of covered telecommunications equipment or services, and any additional efforts that will be incorporated to prevent future use or submission of covered telecommunications equipment or services.
- (e) Subcontracts. The Contractor shall insert the substance of this clause, including this paragraph (e) and excluding paragraph (b)(2), in all subcontracts and other contractual instruments, including subcontracts for the acquisition of commercial items.

(End of clause)

- 52.204-26 COVERED TELECOMMUNICATIONS EQUIPMENT OR SERVICES--REPRESENTATION (DEC 2019)
- (a) Definitions. As used in this provision, "covered telecommunications equipment or services" has the meaning provided in the clause 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment.

| (https://wy | lures. The Offeror shall review the list of excluded parties in the System for Award Management (SAM) www.sam.gov) for entities excluded from receiving federal awards for "covered telecommunications tor services". |
|-------------|---|
| telecomm | sentation. The Offeror represents that it [] does, [] does not provide covered unications equipment or services as a part of its offered products or services to the Government in the use of any contract, subcontract, or other contractual instrument. |
| (End of pr | rovision) |
| 52.212-3 | OFFEROR REPRESENTATIONS AND CERTIFICATIONSCOMMERCIAL ITEMS (AUG 2020) |

The Offeror shall complete only paragraph (b) of this provision if the Offeror has completed the annual representations and certification electronically in the System for Award Management (SAM) accessed through https://www.sam.gov. If the Offeror has not completed the annual representations and certifications

electronically, the Offeror shall complete only paragraphs (c) through (v) of this provision.

(a) Definitions. As used in this provision --

"Covered telecommunications equipment or services" has the meaning provided in the clause 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment.

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

"Forced or indentured child labor" means all work or service-

- (1) Exacted from any person under the age of 18 under the menace of any penalty for its nonperformance and for which the worker does not offer himself voluntarily; or
- (2) Performed by any person under the age of 18 pursuant to a contract the enforcement of which can be accomplished by process or penalties.
- "Highest-level owner" means the entity that owns or controls an immediate owner of the offeror, or that owns or controls one or more entities that control an immediate owner of the offeror. No entity owns or exercises control of the highest level owner.
- "Immediate owner" means an entity, other than the offeror, that has direct control of the offeror. Indicators of control include, but are not limited to, one or more of the following: Ownership or interlocking management, identity of interests among family members, shared facilities and equipment, and the common use of employees.
- "Inverted domestic corporation" means a foreign incorporated entity that meets the definition of an inverted domestic corporation under 6 U.S.C. 395(b), applied in accordance with the rules and definitions of 6 U.S.C. 395(c).
- "Manufactured end product" means any end product in product and service codes (PSCs) 1000-9999, except-
- (1) PSC 5510, Lumber and Related Basic Wood Materials;

- (2) Product or Service Group (PSG) 87, Agricultural Supplies;
- (3) PSG 88, Live Animals;
- (4) PSG 89, Subsistence;
- (5) PSC 9410, Crude Grades of Plant Materials;
- (6) PSC 9430, Miscellaneous Crude Animal Products, Inedible;
- (7) PSC 9440, Miscellaneous Crude Agricultural and Forestry Products;
- (8) PSC 9610, Ores;
- (9) PSC 9620, Minerals, Natural and Synthetic; and
- (10) PSC 9630, Additive Metal Materials.
- "Place of manufacture" means the place where an end product is assembled out of components, or otherwise made or processed from raw materials into the finished product that is to be provided to the Government. If a product is disassembled and reassembled, the place of reassembly is not the place of manufacture.
- "Predecessor" means an entity that is replaced by a successor and includes any predecessors of the predecessor.
- "Restricted business operations" means business operations in Sudan that include power production activities, mineral extraction activities, oil-related activities, or the production of military equipment, as those terms are defined in the Sudan Accountability and Divestment Act of 2007 (Pub. L. 110-174). Restricted business operations do not include business operations that the person (as that term is defined in Section 2 of the Sudan Accountability and Divestment Act of 2007) conducting the business can demonstrate--
- (1) Are conducted under contract directly and exclusively with the regional government of southern Sudan;
- (2) Are conducted pursuant to specific authorization from the Office of Foreign Assets Control in the Department of the Treasury, or are expressly exempted under Federal law from the requirement to be conducted under such authorization;
- (3) Consist of providing goods or services to marginalized populations of Sudan;
- (4) Consist of providing goods or services to an internationally recognized peacekeeping force or humanitarian organization;
- (5) Consist of providing goods or services that are used only to promote health or education; or
- (6) Have been voluntarily suspended.
- "Sensitive technology"--
- (1) Means hardware, software, telecommunications equipment, or any other technology that is to be used specifically--
- (i) To restrict the free flow of unbiased information in Iran: or
- (ii) To disrupt, monitor, or otherwise restrict speech of the people of Iran; and

(2) Does not include information or informational materials the export of which the President does not have the authority to regulate or prohibit pursuant to section 203(b)(3) of the International Emergency Economic Powers Act (50 U.S.C. 1702(b)(3)).

"Service-disabled veteran-owned small business concern"--

- (1) Means a small business concern--
- (i) Not less than 51 percent of which is owned by one or more service-disabled veterans or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more service-disabled veterans; and
- (ii) The management and daily business operations of which are controlled by one or more service-disabled veterans or, in the case of a service-disabled veteran with permanent and severe disability, the spouse or permanent caregiver of such veteran.
- (2) Service-disabled veteran means a veteran, as defined in 38 U.S.C. 101(2), with a disability that is service-connected, as defined in 38 U.S.C. 101(16).
- "Small business concern" means a concern, including its affiliates, that is independently owned and operated, not dominant in the field of operation in which it is bidding on Government contracts, and qualified as a small business under the criteria in 13 CFR Part 121 and size standards in this solicitation.
- "Small disadvantaged business concern", consistent with 13 CFR 124.1002, means a small business concern under the size standard applicable to the acquisition, that--
- (1) Is at least 51 percent unconditionally and directly owned (as defined at 13 CFR 124.105) by-
- (i) One or more socially disadvantaged (as defined at 13 CFR 124.103) and economically disadvantaged (as defined at 13 CFR 124.104) individuals who are citizens of the United States; and
- (ii) Each individual claiming economic disadvantage has a net worth not exceeding \$750,000 after taking into account the applicable exclusions set forth at 13 CFR 124.104(c)(2); and
- (2) The management and daily business operations of which are controlled (as defined at 13.CFR 124.106) by individuals, who meet the criteria in paragraphs (1)(i) and (ii) of this definition.
- "Subsidiary" means an entity in which more than 50 percent of the entity is owned--
- (1) Directly by a parent corporation; or
- (2) Through another subsidiary of a parent corporation.
- "Successor" means an entity that has replaced a predecessor by acquiring the assets and carrying out the affairs of the predecessor under a new name (often through acquisition or merger). The term
- "successor" does not include new offices/divisions of the same company or a company that only changes its name. The extent of the responsibility of the successor for the liabilities of the predecessor may vary, depending on State law and specific circumstances.
- "Veteran-owned small business concern" means a small business concern-
- (1) Not less than 51 percent of which is owned by one or more veterans (as defined at 38 U.S.C. 101(2)) or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more veterans; and

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

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

"Women-owned small business concern" means a small business concern-

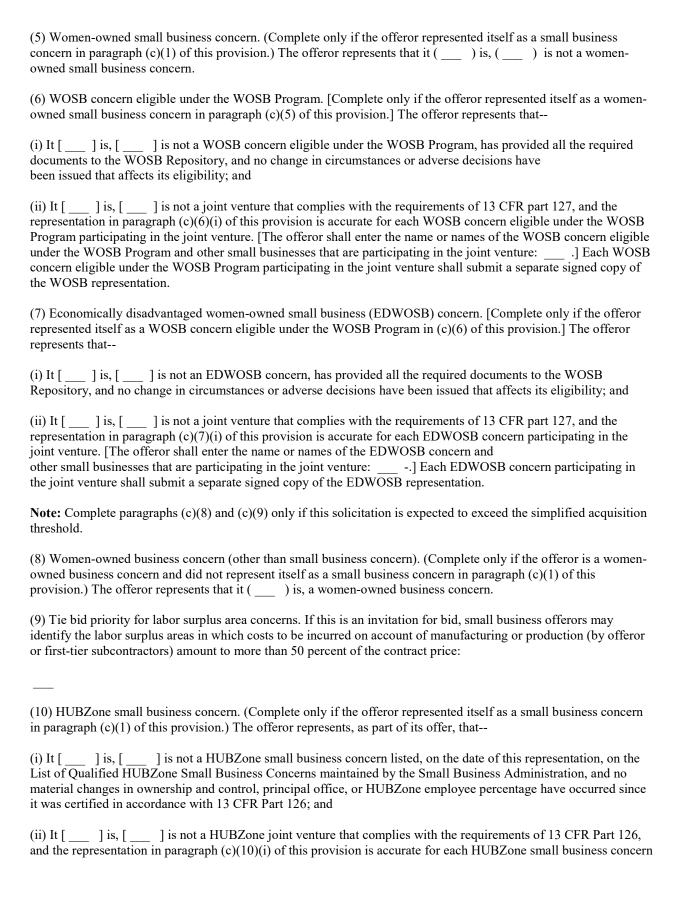
- (1) That is at least 51 percent owned by one or more women or, in the case of any publicly owned business, at least 51 percent of its stock is owned by one or more women; or
- (2) Whose management and daily business operations are controlled by one or more women.
- "Women-owned small business (WOSB) concern eligible under the WOSB Program (in accordance with 13 CFR part 127)", means a small business concern that is at least 51 percent directly and unconditionally owned by, and the management and daily business operations of which are controlled by, one or more women who are citizens of the United States.
- (b) (1) Annual Representations and Certifications. Any changes provided by the Offeror in paragraph (b)(2) of this provision do not automatically change the representations and certifications in SAM.
- (2) The offeror has completed the annual representations and certifications electronically in SAM accessed through http://www.sam.gov. After reviewing SAM information, the Offeror verifies by submission of this offer that the representations and certifications currently posted electronically at FAR 52.212-3, Offeror Representations and Certifications--Commercial Items, have been entered or updated in the last 12 months, are current, accurate, complete, and applicable to this solicitation (including the business size standard(s) applicable to the NAICS code(s) referenced for this solicitation), at the time this offer is submitted and are incorporated in this offer by reference (see FAR 4.1201), except for paragraphs

[Offeror to identify the applicable paragraphs at (c) through (v) of this provision that the offeror has completed for the purposes of this solicitation only, if any.

These amended representation(s) and/or certification(s) are also incorporated in this offer and are current, accurate, and complete as of the date of this offer.

Any changes provided by the offeror are applicable to this solicitation only, and do not result in an update to the representations and certifications posted electronically on SAM.]

- (c) Offerors must complete the following representations when the resulting contract will be performed in the United States or its outlying areas. Check all that apply.
- (1) Small business concern. The offeror represents as part of its offer that it (____) is, (____) is not a small business concern.
- (2) Veteran-owned small business concern. (Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents as part of its offer that it (____) is, (____) is not a veteran-owned small business concern.
- (3) Service-disabled veteran-owned small business concern. (Complete only if the offeror represented itself as a veteran-owned small business concern in paragraph (c)(2) of this provision.) The offeror represents as part of its offer that it () is, () is not a service-disabled veteran-owned small business concern.
- (4) Small disadvantaged business concern. (Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents that it (____) is, (____) is not a small disadvantaged business concern as defined in 13 CFR 124.1002.



| Line Item No. Country of Origin |
|--|
| (f) Buy American Certificate. (Applies only if the clause at Federal Acquisition Regulation (FAR) 52.225-1, Buy AmericanSupplies, is included in this solicitation.) (1) The offeror certifies that each end product, except those listed in paragraph (f)(2) of this provision, is a domestic end product and that for other than COTS items, the offeror has considered components of unknown origin to have been mined, produced, or manufactured outside the United States. The offeror shall list as foreign end products those end products manufactured in the United States that do not qualify as domestic end products, i.e., an end product that is not a COTS item and does not meet the component test in paragraph (2) of the definition of "domestic end product." The terms "commercially available off-the-shelf (COTS) item," "component," "domestic end product," "end product," "foreign end product," and "United States" are defined in the clause of this solicitation entitled "Buy AmericanSupplies." (2) Foreign End Products: |
| (e) Certification Regarding Payments to Influence Federal Transactions (31 U.S.C. 1352). (Applies only if the contract is expected to exceed \$150,000.) By submission of its offer, the offeror certifies to the best of its knowledge and belief that no Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress or an employee of a Member of Congress on his or her behalf in connection with the award of any resultant contract. If any registrants under the Lobbying Disclosure Act of 1995 have made a lobbying contact on behalf of the offeror with respect to this contract, the offeror shall complete and submit, with its offer, OMB Standard Form LLL, Disclosure of Lobbying Activities, to provide the name of the registrants. The offeror need not report regularly employed officers or employees of the offeror to whom payments of reasonable compensation were made. |
| (ii) It () has not previously had contracts subject to the written affirmative action programs requirement of the rules and regulations of the Secretary of Labor. |
| (i) It () has developed and has on file, () has not developed and does not have on file, at each establishment, affirmative action programs required by rules and regulations of the Secretary of Labor (41 CFR Subparts 60-1 and 60-2), or |
| (2) Affirmative Action Compliance. The offeror represents that |
| (ii) It () has, () has not, filed all required compliance reports. |
| (i) It () has, () has not, participated in a previous contract or subcontract subject either to the Equal Opportunity clause of this solicitation, the and |
| (1) Previous Contracts and Compliance. The offeror represents that |
| (d) Certifications and representations required to implement provisions of Executive Order 11246 |
| participating in the HUBZone joint venture. [The offeror shall enter the names of each of the HUBZone small business concerns participating in the HUBZone joint venture:] Each HUBZone small business concern participating in the HUBZone joint venture shall submit a separate signed copy of the HUBZone representation. |

(List as necessary)

- (3) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25.
- (g)(1) Buy American--Free Trade Agreements--Israeli Trade Act Certificate. (Applies only if the clause at FAR 52.225-3, Buy American--Free Trade Agreements--Israeli Trade Act, is included in this solicitation.)
- (i) The offeror certifies that each end product, except those listed in paragraph (g)(1)(ii) or (g)(1)(iii) of this provision, is a domestic end product and that for other than COTS items, the offeror has considered components of unknown origin to have been mined, produced, or manufactured outside the United States. The terms ``Bahrainian, Moroccan, Omani, Panamanian, or Peruvian end product," ``commercially available off-the-shelf (COTS) item," ``component," ``domestic end product," ``end product," ``foreign end product," ``Free Trade Agreement country," ``Free Trade Agreement country end product," ``Israeli end product," and ``United States" are defined in the clause of this solicitation entitled ``Buy American--Free Trade Agreements--Israeli Trade Act."
- (ii) The offeror certifies that the following supplies are Free Trade Agreement country end products (other than Bahrainian, Moroccan, Omani, Panamanian, or Peruvian end products) or Israeli end products as defined in the clause of this solicitation entitled ``Buy American--Free Trade Agreements--Israeli Trade Act":

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

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

[List as necessary]

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

Other Foreign End Products:

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

[List as necessary]

- (iv) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25. (2) Buy American Act-Free Trade Agreements-Israeli Trade Act Certificate, Alternate I (Jan 2004). If Alternate I to the clause at FAR 52.225-3 is included in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph (g)(1)(ii) of the basic provision:
- (g)(1)(ii) The offeror certifies that the following supplies are Canadian end products as defined in the clause of this solicitation entitled "Buy American -Free Trade Agreements-Israeli Trade Act":

Canadian End Products:

| Line Item No. | |
|---------------|--|
| | |
| | |
| | |

[List as necessary]

- (3) Buy American-Free Trade Agreements-Israeli Trade Act Certificate, Alternate II (Jan 2004). If Alternate II to the clause at FAR 52.225-3 is included in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph (g)(1)(ii) of the basic provision:
- (g)(1)(ii) The offeror certifies that the following supplies are Canadian end products or Israeli end products as defined in the clause of this solicitation entitled "Buy American-Free Trade Agreements-Israeli Trade Act":

Canadian or Israeli End Products:

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

[List as necessary]

- (4) Buy American--Free Trade Agreements--Israeli Trade Act Certificate, Alternate III. If Alternate III to the clause at FAR 52.225-3 is included in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph (g)(1)(ii) of the basic provision:
- (g)(1)(ii) The offeror certifies that the following supplies are Free Trade Agreement country end products (other than Bahrainian, Korean, Moroccan, Omani, Panamanian, or Peruvian end products) or Israeli end products as defined in the clause of this solicitation entitled `Buy American --Free Trade Agreements--Israeli Trade Act":

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

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

[List as necessary]

- (5) Trade Agreements Certificate. (Applies only if the clause at FAR 52.225-5, Trade Agreements, is included in this solicitation.)
- (i) The offeror certifies that each end product, except those listed in paragraph (g)(5)(ii) of this provision, is a U.S.-made or designated country end product, as defined in the clause of this solicitation entitled ``Trade Agreements".
- (ii) The offeror shall list as other end products those end products that are not U.S.-made or designated country end products.

Other End Products:

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

[List as necessary]

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

| (h) Certification Regarding Responsibility Matters (Executive Order 12689). (Applies only if the contract value is expected to exceed the simplified acquisition threshold.) The offeror certifies, to the best of its knowledge and belief, that the offeror and/or any of its principals | |
|--|-----|
| (1) [] Are, [] are not presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by any Federal agency; | or |
| (2) [] Have, [] have not, within a three-year period preceding this offer, been convicted of or had a ci judgment rendered against them for: commission of fraud or a criminal offense in connection with obtaining, | vil |

attempting to obtain, or performing a Federal, state or local government contract or subcontract; violation of Federal or state antitrust statutes relating to the submission of offers; or commission of embezzlement, theft, forgery,

| bribery, falsification or destruction of records, making false statements, tax evasion, violating Federal criminal tax laws, or receiving stolen property; and |
|--|
| (3) [] Are, [] are not presently indicted for, or otherwise criminally or civilly charged by a Government entity with, commission of any of these offenses enumerated in paragraph (h)(2) of this clause; and |
| (4) [] Have, [] have not, within a three-year period preceding this offer, been notified of any delinquent Federal taxes in an amount that exceeds the threshold at 9.104-5(a)(2) for which the liability remains unsatisfied. |
| (i) Taxes are considered delinquent if both of the following criteria apply: |
| (A) <i>The tax liability is finally determined</i> . The liability is finally determined if it has been assessed. A liability is not finally determined if there is a pending administrative or judicial challenge. In the case of a judicial challenge to the liability, the liability is not finally determined until all judicial appeal rights have been exhausted. |
| (B) The taxpayer is delinquent in making payment. A taxpayer is delinquent if the taxpayer has failed to pay the tax liability when full payment was due and required. A taxpayer is not delinquent in cases where enforced collection action is precluded. |
| (ii) Examples. |
| (A) The taxpayer has received a statutory notice of deficiency, under I.R.C. §6212, which entitles the taxpayer to seek Tax Court review of a proposed tax deficiency. This is not a delinquent tax because it is not a final tax liability. Should the taxpayer seek Tax Court review, this will not be a final tax liability until the taxpayer has exercised all judicial appear rights. |
| (B) The IRS has filed a notice of Federal tax lien with respect to an assessed tax liability, and the taxpayer has been issued a notice under I.R.C. §6320 entitling the taxpayer to request a hearing with the IRS Office of Appeals Contesting the lien filing, and to further appeal to the Tax Court if the IRS determines to sustain the lien filing. In the course of the hearing, the taxpayer is entitled to contest the underlying tax liability because the taxpayer has had no prior opportunity to contest the liability. This is not a delinquent tax because it is not a final tax liability. Should the taxpayer seek tax court review, this will not be a final tax liability until the taxpayer has exercised all judicial appeal rights. |
| (C) The taxpayer has entered into an installment agreement pursuant to I.R.C. §6159. The taxpayer is making timely payments and is in full compliance with the agreement terms. The taxpayer is not delinquent because the taxpayer is not currently required to make full payment. |
| (D) The taxpayer has filed for bankruptcy protection. The taxpayer is not delinquent because enforced collection action is stayed under 11 U.S.C. §362 (the Bankruptcy Code). |
| |

- (i) Certification Regarding Knowledge of Child Labor for Listed End Products (Executive Order 13126). [The Contracting Officer must list in paragraph (i)(1) any end products being acquired under this solicitation that are included in the List of Products Requiring Contractor Certification as to Forced or Indentured Child Labor, unless excluded at 22.1503(b).]
- (1) Listed end products.

| Listed End Product | Listed Countries of Origin | |
|--|---|--|
| | | |
| | | |
| _ | _ | |
| | Officer has identified end products and countries of orig st certify to either (i)(2)(i) or (i)(2)(ii) by checking the a | |
| | oly any end product listed in paragraph (i)(1) of this proveresponding country as listed for that product. | rision that was mined, |
| produced, or manufactured in the commade a good faith effort to determine manufacture any such end product futhat it is not aware of any such use of (j) <i>Place of manufacture</i> . (Does not a manufactured end products.) For state | an end product listed in paragraph (i)(1) of this provision responding country as listed for that product. The offerce whether forced or indentured child labor was used to marnished under this contract. On the basis of those efforts of child labor. Apply unless the solicitation is predominantly for the acquisitical purposes only, the offeror shall indicate whether appears to provide in response to this solicitation is predominantly. | or certifies that it has nine, produce, or s, the offeror certifies uisition of the place of |
| | eck this box if the total anticipated price of offered end participated price of offered end products manufactured | |
| (2) () Outside the United State | s. | |
| manufactured end products.) For stat | apply unless the solicitation is predominantly for the acquistical purposes only, the offeror shall indicate whether expects to provide in response to this solicitation is predominantly | the place of |
| | eck this box if the total anticipated price of offered end planticipated price of offered end products manufactured | |
| (2) () Outside the United State | s. | |
| | s from the application of the Service Contract Labor Star respect to the contract also constitutes its certification as ne exempt services.) | |
| [The contracting officer is to check a | box to indicate if paragraph $(k)(1)$ or $(k)(2)$ applies.] | |
| [] (1) Maintenance, calibration offeror () does () does | on, or repair of certain equipment as described in FAR 22 not certify that— | 2.1003-4(c)(1). The |
| purposes and are sold or traded by th | viced under this contract are used regularly for other than the offeror (or subcontractor in the case of an exempt subcourse of normal business operations; | |

| (ii) The services will be furnished at prices which are, or are based on, established catalog or market prices (see FAR $\underline{22.1003-4}(c)(2)(ii)$) for the maintenance, calibration, or repair of such equipment; and |
|--|
| (iii) The compensation (wage and fringe benefits) plan for all service employees performing work under the contract will be the same as that used for these employees and equivalent employees servicing the same equipment of commercial customers. |
| [] (2) Certain services as described in FAR $\underline{22.1003-4}(d)(1)$. The offeror () does () does not certify that— |
| (i) The services under the contract are offered and sold regularly to non-Governmental customers, and are provided by the offeror (or subcontractor in the case of an exempt subcontract) to the general public in substantial quantities in the course of normal business operations; |
| (ii) The contract services will be furnished at prices that are, or are based on, established catalog or market prices (see FAR <u>22.1003-4(d)(2)(iii)</u>); |
| (iii) Each service employee who will perform the services under the contract will spend only a small portion of his or her time (a monthly average of less than 20 percent of the available hours on an annualized basis, or less than 20 percent of available hours during the contract period if the contract period is less than a month) servicing the Government contract; and |
| (iv) The compensation (wage and fringe benefits) plan for all service employees performing work under the contract is the same as that used for these employees and equivalent employees servicing commercial customers. |
| (3) If paragraph (k)(1) or (k)(2) of this clause applies— |
| (i) If the offeror does not certify to the conditions in paragraph (k)(1) or (k)(2) and the Contracting Officer did not attach a Service Contract Labor Standards wage determination to the solicitation, the offeror shall notify the Contracting Officer as soon as possible; and |
| (ii) The Contracting Officer may not make an award to the offeror if the offeror fails to execute the certification in paragraph $(k)(1)$ or $(k)(2)$ of this clause or to contact the Contracting Officer as required in paragraph $(k)(3)(i)$ of this clause. |
| (l) Taxpayer Identification Number (TIN) (26 U.S.C. 6109, 31 U.S.C. 7701). (Not applicable if the offeror is required to provide this information to SAM to be eligible for award.) |
| (1) All offerors must submit the information required in paragraphs (l)(3) through (l)(5) of this provision to comply with debt collection requirements of 31 U.S.C. 7701(c) and 3325(d), reporting requirements of 26 U.S.C. 6041, 6041A, and 6050M, and implementing regulations issued by the Internal Revenue Service (IRS). |
| (2) The TIN may be used by the Government to collect and report on any delinquent amounts arising out of the offeror's relationship with the Government (31 U.S.C. 7701(c)(3)). If the resulting contract is subject to the payment reporting requirements described in FAR 4.904, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror's TIN. |
| (3) Taxpayer Identification Number (TIN). |
| () TIN: |
| () TIN has been applied for. |
| () TIN is not required because: |

| () Offeror is a nonresident alien, foreign corporation, or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States; |
|--|
| () Offeror is an agency or instrumentality of a foreign government; |
| () Offeror is an agency or instrumentality of the Federal Government. |
| (4) Type of organization. |
| () Sole proprietorship; |
| () Partnership; |
| () Corporate entity (not tax-exempt); |
| () Corporate entity (tax-exempt); |
| () Government entity (Federal, State, or local); |
| () Foreign government; |
| () International organization per 26 CFR 1.6049-4; |
| () Other |
| (5) Common parent. |
| () Offeror is not owned or controlled by a common parent; |
| () Name and TIN of common parent: |
| Name TIN |
| (m) Restricted business operations in Sudan. By submission of its offer, the offeror certifies that the offeror does not conduct any restricted business operations in Sudan. |
| (n) Prohibition on Contracting with Inverted Domestic Corporations— |
| (1) Government agencies are not permitted to use appropriated (or otherwise made available) funds for contracts with either an inverted domestic corporation, or a subsidiary of an inverted domestic corporation, unless the exception at 9.108-2(b) applies or the requirement is waived in accordance with the procedures at 9.108-4. |
| (2) Representation. By submission of its offer, the offeror represents that |
| (i) It is not an inverted domestic corporation; and |
| (ii) It is not a subsidiary of an inverted domestic corporation. |
| (o) Prohibition on contracting with entities engaging in certain activities or transactions relating to Iran. |
| (1) The offeror shall e-mail questions concerning sensitive technology to the Department of State at CISADA106@state.gov . |

- (2) Representation and Certifications. Unless a waiver is granted or an exception applies as provided in paragraph (o)(3) of this provision, by submission of its offer, the offeror—
- (i) Represents, to the best of its knowledge and belief, that the offeror does not export any sensitive technology to the government of Iran or any entities or individuals owned or controlled by, or acting on behalf or at the direction of, the government of Iran;
- (ii) Certifies that the offeror, or any person owned or controlled by the offeror, does not engage in any activities for which sanctions may be imposed under section 5 of the Iran Sanctions Act; and
- (iii) Certifies that the offeror, and any person owned or controlled by the offeror, does not knowingly engage in any transaction that exceeds the threshold at FAR 25.703-2(a)(2) with Iran's Revolutionary Guard Corps or any of its officials, agents, or affiliates, the property and interests in property of which are blocked pursuant to the International Emergency Economic Powers Act (50 U.S.C. 1701 et seq.) (see OFAC's Specially Designated Nationals and Blocked Persons List at https://www.treasury.gov/resource-center/sanctions/SDN-List/Pages/default.aspx).
- (3) The representation and certification requirements of paragraph (o)(2) of this provision do not apply if—
- (i) This solicitation includes a trade agreements certification (e.g., <u>52.212-3</u>(g) or a comparable agency provision); and
- (ii) The offeror has certified that all the offered products to be supplied are designated country end products.

SAM or a requirement to have a unique entity identifier in the solicitation.

Highest level owner legal name:

(1) The Offeror represents that it [____] has or [___] does not have an immediate owner. If the Offeror has more than one immediate owner (such as a joint venture), then the Offeror shall respond to paragraph (2) and if

(p) Ownership or Control of Offeror. (Applies in all solicitations when there is a requirement to be registered in

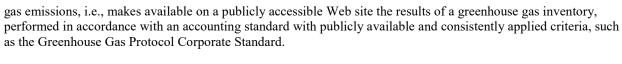
applicable, paragraph (3) of this provision for each participant in the joint venture. (2) If the Offeror indicates "has" in paragraph (p)(1) of this provision, enter the following information: Immediate owner CAGE code: Immediate owner legal name: (Do not use a "doing business as" name) Is the immediate owner owned or controlled by another entity: [] Yes or [] No. (3) If the Offeror indicates "yes" in paragraph (p)(2) of this provision, indicating that the immediate owner is owned or controlled by another entity, then enter the following information: Highest level owner CAGE code:

(Do not use a "doing business as" name)

- (q) Representation by Corporations Regarding Delinquent Tax Liability or a Felony Conviction under any Federal Law.
- (1) As required by section 744 and 745 of Division E of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235), and similar provisions, if contained in subsequent appropriations acts, the Government will not enter into a contract with any corporation that—
- (i) Has any unpaid Federal tax liability that has been assessed, for which all judicial and administrative remedies have been exhausted or have lapsed, and that is not being paid in a timely manner pursuant to an agreement with the authority responsible for collecting the tax liability, where the awarding agency is aware of the unpaid tax liability, unless and agency has considered suspension or debarment of the corporation and made a determination that suspension or debarment is not necessary to protect the interests of the Government; or
- (ii) Was convicted of a felony criminal violation under any Federal law within the preceding 24 months, where the awarding agency is aware of the conviction, unless an agency has considered suspension or debarment of the corporation and made a determination that this action is not necessary to protect the interests of the Government.

| corporation and made a determination that this action is not necessary to protect the interests of the Government. |
|---|
| (2) The Offeror represents that |
| (i) It is [] is not [] a corporation that has any unpaid Federal tax liability that has been assessed, for which all judicial and administrative remedies have been exhausted or have lapsed, and that is not being paid in a timely manner pursuant to an agreement with the authority responsible for collecting the tax liability; and |
| (ii) It is [] is not [] a corporation that was convicted of a felony criminal violation under a Federal law within the preceding 24 months. |
| (r) Predecessor of Offeror. (Applies in all solicitations that include the provision at 52.204-16, Commercial and Government Entity Code Reporting.) |
| (1) The Offeror represents that it [] is or [] is not a successor to a predecessor that held a Federal contract or grant within the last three years. |
| (2) If the Offeror has indicated ``is" in paragraph (r)(1) of this provision, enter the following information for all predecessors that held a Federal contract or grant within the last three years (if more than one predecessor, list in reverse chronological order): |
| Predecessor CAGE code: (or mark ``Unknown"). |
| Predecessor legal name: |
| (Do not use a ``doing business as" name). |
| (t) Public Disclosure of Greenhouse Gas Emissions and Reduction Goals. Applies in all solicitations that require offerors to register in SAM (12.301(d)(1)). |
| (1) This representation shall be completed if the Offeror received \$7.5 million or more in contract awards in the prior Federal fiscal year. The representation is optional if the Offeror received less than \$7.5 million in Federal contract awards in the prior Federal fiscal year. |
| (2) Representation. [Offeror to check applicable block(s) in paragraph (t)(2)(i) and (ii)]. (i) The Offeror (itself or |

through its immediate owner or highest-level owner) [___] does, [___] does not publicly disclose greenhouse



- (ii) The Offeror (itself or through its immediate owner or highest-level owner) [____] does, [____] does not publicly disclose a quantitative greenhouse gas emissions reduction goal, i.e., make available on a publicly accessible Web site a target to reduce absolute emissions or emissions intensity by a specific quantity or percentage.
- (iii) A publicly accessible Web site includes the Offeror's own Web site or a recognized, third-party greenhouse gas emissions reporting program.
- (3) If the Offeror checked ``does" in paragraphs (t)(2)(i) or (t)(2)(ii) of this provision, respectively, the Offeror shall provide the publicly accessible Web site(s) where greenhouse gas emissions and/or reduction goals are reported:
- (u)(1) In accordance with section 743 of Division E, Title VII, of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235) and its successor provisions in subsequent appropriations acts (and as extended in continuing resolutions), Government agencies are not permitted to use appropriated (or otherwise made available) funds for contracts with an entity that requires employees or subcontractors of such entity seeking to report waste, fraud, or abuse to sign internal confidentiality agreements or statements prohibiting or otherwise restricting such employees or subcontractors from lawfully reporting such waste, fraud, or abuse to a designated investigative or law enforcement representative of a Federal department or agency authorized to receive such information.
- (2) The prohibition in paragraph (u)(1) of this provision does not contravene requirements applicable to Standard Form 312 (Classified Information Nondisclosure Agreement), Form 4414 (Sensitive Compartmented Information Nondisclosure Agreement), or any other form issued by a Federal department or agency governing the nondisclosure of classified information.
- (3) Representation. By submission of its offer, the Offeror represents that it will not require its employees or subcontractors to sign or comply with internal confidentiality agreements or statements prohibiting or otherwise restricting such employees or subcontractors from lawfully reporting waste, fraud, or abuse related to the performance of a Government contract to a designated investigative or law enforcement representative of a Federal department or agency authorized to receive such information (e.g., agency Office of the Inspector General).
- (v) Covered Telecommunications Equipment or Services--Representation. Section 889(a)(1)(A) of Public Law 115-232.
- (1) The Offeror shall review the list of excluded parties in the System for Award Management (SAM) (https://www.sam.gov) for entities excluded from receiving federal awards for ``covered telecommunications equipment or services".
- (2) The Offeror represents that it [] does, [] does not provide covered telecommunications equipment or services as a part of its offered products or services to the Government in the performance of any contract, subcontract, or other contractual instrument.

(End of provision)

- (a) Inspection/Acceptance. The Contractor shall only tender for acceptance those items that conform to the requirements of this contract. The Government reserves the right to inspect or test any supplies or services that have been tendered for acceptance. The Government may require repair or replacement of nonconforming supplies or reperformance of nonconforming services at no increase in contract price. If repair/replacement or reperformance will not correct the defects or is not possible, the Government may seek an equitable price reduction or adequate consideration for acceptance of nonconforming supplies or services. The Government must exercise its post-acceptance rights (1) within a reasonable time after the defect was discovered or should have been discovered; and (2) before any substantial change occurs in the condition of the item, unless the change is due to the defect in the item.
- (b) Assignment. The Contractor or its assignee may assign its rights to receive payment due as a result of performance of this contract to a bank, trust company, or other financing institution, including any Federal lending agency in accordance with the Assignment of Claims Act (31 U.S.C. 3727). However, when a third party makes payment (e.g., use of the Governmentwide commercial purchase card), the Contractor may not assign its rights to receive payment under this contract.
- (c) Changes. Changes in the terms and conditions of this contract may be made only by written agreement of the parties.
- (d) Disputes. This contract is subject to 41 U.S.C. chapter 71, Contract Disputes", as amended (41 U.S.C. 601-613). Failure of the parties to this contract to reach agreement on any request for equitable adjustment, claim, appeal or action arising under or relating to this contract shall be a dispute to be resolved in accordance with the clause at FAR 52.233-1, Disputes, which is incorporated herein by reference. The Contractor shall proceed diligently with performance of this contract, pending final resolution of any dispute arising under the contract.
- (e) Definitions. The clause at FAR 52.202-1, Definitions, is incorporated herein by reference.
- (f) Excusable delays. The Contractor shall be liable for default unless nonperformance is caused by an occurrence beyond the reasonable control of the Contractor and without its fault or negligence such as, acts of God or the public enemy, acts of the Government in either its sovereign or contractual capacity, fires, floods, epidemics, quarantine restrictions, strikes, unusually severe weather, and delays of common carriers. The Contractor shall notify the Contracting Officer in writing as soon as it is reasonably possible after the commencement or any excusable delay, setting forth the full particulars in connection therewith, shall remedy such occurrence with all reasonable dispatch and shall promptly give written notice to the Contracting Officer of the cessation of such occurrence.
- (g) Invoice.
- (1) The Contractor shall submit an original invoice and three copies (or electronic invoice, if authorized) to the address designated in the contract to receive invoices. An invoice must include--
- (i) Name and address of the Contractor;
- (ii) Invoice date and number;
- (iii) Contract number, line item number and, if applicable, the order number;
- (iv) Description, quantity, unit of measure, unit price and extended price of the items delivered;
- (v) Shipping number and date of shipment, including the bill of lading number and weight of shipment if shipped on Government bill of lading;
- (vi) Terms of any discount for prompt payment offered;
- (vii) Name and address of official to whom payment is to be sent;

- (viii) Name, title, and phone number of person to notify in event of defective invoice; and
- (ix) Taxpayer Identification Number (TIN). The Contractor shall include its TIN on the invoice only if required elsewhere in this contract.
- (x) Electronic funds transfer (EFT) banking information.
- (A) The Contractor shall include EFT banking information on the invoice only if required elsewhere in this contract.
- (B) If EFT banking information is not required to be on the invoice, in order for the invoice to be a proper invoice, the Contractor shall have submitted correct EFT banking information in accordance with the applicable solicitation provision, contract clause (e.g., 52.232-33, Payment by Electronic Funds Transfer—System for Award Management, or 52.232-34, Payment by Electronic Funds Transfer-Other Than System for Award Management), or applicable agency procedures.
- (C) EFT banking information is not required if the Government waived the requirement to pay by EFT.
- (2) Invoices will be handled in accordance with the Prompt Payment Act (31 U.S.C. 3903) and Office of Management and Budget (OMB) prompt payment regulations at 5 CFR part 1315.
- (h) Patent indemnity. The Contractor shall indemnify the Government and its officers, employees and agents against liability, including costs, for actual or alleged direct or contributory infringement of, or inducement to infringe, any United States or foreign patent, trademark or copyright, arising out of the performance of this contract, provided the Contractor is reasonably notified of such claims and proceedings.
- (i) Payment.--
- (1) Items accepted. Payment shall be made for items accepted by the Government that have been delivered to the delivery destinations set forth in this contract.
- (2) Prompt payment. The Government will make payment in accordance with the Prompt Payment Act (31 U.S.C. 3903) and prompt payment regulations at 5 CFR part 1315.
- (3) Electronic Funds Transfer (EFT). If the Government makes payment by EFT, see 52.212-5(b) for the appropriate EFT clause.
- (4) Discount. In connection with any discount offered for early payment, time shall be computed from the date of the invoice. For the purpose of computing the discount earned, payment shall be considered to have been made on the date which appears on the payment check or the specified payment date if an electronic funds transfer payment is made.
- (5) Overpayments. If the Contractor becomes aware of a duplicate contract financing or invoice payment or that the Government has otherwise overpaid on a contract financing or invoice payment, the Contractor shall--
- (i) Remit the overpayment amount to the payment office cited in the contract along with a description of the overpayment including the--
- (A) Circumstances of the overpayment (e.g., duplicate payment, erroneous payment, liquidation errors, date(s) of overpayment);
- (B) Affected contract number and delivery order number, if applicable;
- (C) Affected line item or subline item, if applicable; and
- (D) Contractor point of contact.

- (ii) Provide a copy of the remittance and supporting documentation to the Contracting Officer.
- (6) Interest.
- (i) All amounts that become payable by the Contractor to the Government under this contract shall bear simple interest from the date due until paid unless paid within 30 days of becoming due. The interest rate shall be the interest rate established by the Secretary of the Treasury as provided in 41 U.S.C.
- 7109, which is applicable to the period in which the amount becomes due, as provided in (i)(6)(v) of this clause, and then at the rate applicable for each six-month period as fixed by the Secretary until the amount is paid.
- (ii) The Government may issue a demand for payment to the Contractor upon finding a debt is due under the contract.
- (iii) Final decisions. The Contracting Officer will issue a final decision as required by 33.211 if-
- (A) The Contracting Officer and the Contractor are unable to reach agreement on the existence or amount of a debt within 30 days;
- (B) The Contractor fails to liquidate a debt previously demanded by the Contracting Officer within the timeline specified in the demand for payment unless the amounts were not repaid because the Contractor has requested an installment payment agreement; or
- (C) The Contractor requests a deferment of collection on a debt previously demanded by the Contracting Officer (see 32.607-2).
- (iv) If a demand for payment was previously issued for the debt, the demand for payment included in the final decision shall identify the same due date as the original demand for payment.
- (v) Amounts shall be due at the earliest of the following dates:
- (A) The date fixed under this contract.
- (B) The date of the first written demand for payment, including any demand for payment resulting from a default termination.
- (vi) The interest charge shall be computed for the actual number of calendar days involved beginning on the due date and ending on--
- (A) The date on which the designated office receives payment from the Contractor;
- (B) The date of issuance of a Government check to the Contractor from which an amount otherwise payable has been withheld as a credit against the contract debt; or
- (C) The date on which an amount withheld and applied to the contract debt would otherwise have become payable to the Contractor.
- (vii) The interest charge made under this clause may be reduced under the procedures prescribed in 32.608-2 of the Federal Acquisition Regulation in effect on the date of this contract.
- (j) Risk of loss. Unless the contract specifically provides otherwise, risk of loss or damage to the supplies provided under this contract shall remain with the Contractor until, and shall pass to the Government upon:
- (1) Delivery of the supplies to a carrier, if transportation is f.o.b. origin; or

- (2) Delivery of the supplies to the Government at the destination specified in the contract, if transportation is f.o.b. destination.
- (k) Taxes. The contract price includes all applicable Federal, State, and local taxes and duties.
- (l) Termination for the Government's convenience. The Government reserves the right to terminate this contract, or any part hereof, for its sole convenience. In the event of such termination, the Contractor shall immediately stop all work hereunder and shall immediately cause any and all of its suppliers and subcontractors to cease work. Subject to the terms of this contract, the Contractor shall be paid a percentage of the contract price reflecting the percentage of the work performed prior to the notice of termination, plus reasonable charges the Contractor can demonstrate to the satisfaction of the Government using its standard record keeping system, have resulted from the termination. The Contractor shall not be required to comply with the cost accounting standards or contract cost principles for this purpose. This paragraph does not give the Government any right to audit the Contractor's records. The Contractor shall not be paid for any work performed or costs incurred which reasonably could have been avoided.
- (m) Termination for cause. The Government may terminate this contract, or any part hereof, for cause in the event of any default by the Contractor, or if the Contractor fails to comply with any contract terms and conditions, or fails to provide the Government, upon request, with adequate assurances of future performance. In the event of termination for cause, the Government shall not be liable to the Contractor for any amount for supplies or services not accepted, and the Contractor shall be liable to the Government for any and all rights and remedies provided by law. If it is determined that the Government improperly terminated this contract for default, such termination shall be deemed a termination for convenience.
- (n) Title. Unless specified elsewhere in this contract, title to items furnished under this contract shall pass to the Government upon acceptance, regardless of when or where the Government takes physical possession.
- (o) Warranty. The Contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract.
- (p) Limitation of liability. Except as otherwise provided by an express warranty, the Contractor will not be liable to the Government for consequential damages resulting from any defect or deficiencies in accepted items.
- (q) Other compliances. The Contractor shall comply with all applicable Federal, State and local laws, executive orders, rules and regulations applicable to its performance under this contract.
- (r) Compliance with laws unique to Government contracts. The Contractor agrees to comply with 31 U.S.C. 1352 relating to limitations on the use of appropriated funds to influence certain Federal contracts; 18 U.S.C. 431 relating to officials not to benefit; 40 U.S.C. chapter 37, Contract Work Hours and Safety Standards; 41 U.S.C. chapter 87, Kickbacks; 41 U.S.C. 4712 and 10 U.S.C. 2409 relating to whistleblower protections; 49 U.S.C. 40118, Fly American; and 41 U.S.C. chapter 21 relating to procurement integrity.
- (s) Order of precedence. Any inconsistencies in this solicitation or contract shall be resolved by giving precedence in the following order: (1) the schedule of supplies/services; (2) The Assignments, Disputes, Payments, Invoice, Other Compliances, Compliance with Laws Unique to Government Contracts, and Unauthorized Obligations paragraphs of this clause; (3) the clause at 52.212-5; (4) addenda to this solicitation or contract, including any license agreements for computer software; (5) solicitation provisions if this is a solicitation; (6) other paragraphs of this clause; (7) the Standard Form 1449; (8) other documents, exhibits, and attachments; and (9) the specification.
- (t) Reserved.
- (u) Unauthorized Obligations.
- (1) Except as stated in paragraph (u)(2) of this clause, when any supply or service acquired under this contract is subject to any End User License Agreement (EULA), Terms of Service (TOS), or similar legal instrument or agreement, that includes any clause requiring the Government to indemnify the Contractor or any person or entity

for damages, costs, fees, or any other loss or liability that would create an Anti-Deficiency Act violation (31 U.S.C. 1341), the following shall govern:

- (i) Any such clause is unenforceable against the Government.
- (ii) Neither the Government nor any Government authorized end user shall be deemed to have agreed to such clause by virtue of it appearing in the EULA, TOS, or similar legal instrument or agreement. If the EULA, TOS, or similar legal instrument or agreement is invoked through an ``I agree" click box or other comparable mechanism (e.g., ``click-wrap" or ``browse-wrap" agreements), execution does not bind the Government or any Government authorized end user to such clause.
- (iii) Any such clause is deemed to be stricken from the EULA, TOS, or similar legal instrument or agreement.
- (2) Paragraph (u)(1) of this clause does not apply to indemnification by the Government that is expressly authorized by statute and specifically authorized under applicable agency regulations and procedures.
- (v) Incorporation by reference. The Contractor's representations and certifications, including those completed electronically via the System for Award Management (SAM), are incorporated by reference into the contract.

(End of Clause)

52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS—COMMERCIAL ITEMS (DEVIATION 2018-00021) (OCT 2020)

- (a) Comptroller General Examination of Record. The Contractor shall comply with the provisions of this paragraph (a) if this contract was awarded using other than sealed bid, is in excess of the simplified acquisition threshold, and does not contain the clause at 52.215-2, Audit and Records—Negotiation.
- (1) The Comptroller General of the United States, or an authorized representative of the Comptroller General, shall have access to and right to examine any of the Contractor's directly pertinent records involving transactions related to this contract.
- (2) The Contractor shall make available at its offices at all reasonable times the records, materials, and other evidence for examination, audit, or reproduction, until 3 years after final payment under this contract or for any shorter period specified in FAR Subpart 4.7, Contractor Records Retention, of the other clauses of this contract. If this contract is completely or partially terminated, the records relating to the work terminated shall be made available for 3 years after any resulting final termination settlement. Records relating to appeals under the disputes clause or to litigation or the settlement of claims arising under or relating to this contract shall be made available until such appeals, litigation, or claims are finally resolved.
- (3) As used in this clause, records include books, documents, accounting procedures and practices, and other data, regardless of type and regardless of form. This does not require the Contractor to create or maintain any record that the Contractor does not maintain in the ordinary course of business or pursuant to a provision of law.
- (b)(1) Notwithstanding the requirements of any other clauses of this contract, the Contractor is not required to flow down any FAR clause, other than those in this paragraph (b) (1) in a subcontract for commercial items. Unless otherwise indicated below, the extent of the flow down shall be as required by the clause—
- (i) 52.203-13, Contractor Code of Business Ethics and Conduct (OCT 2015) (41 U.S.C. 3509).

- (ii) 52.203-19, Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (JAN 2017) (section 743 of Division E, Title VII, of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235) and its successor provisions in subsequent appropriations acts (and as extended in continuing resolutions)).
- (iii) 52.204-23, Prohibition on Contracting for Hardware, Software, and Services Developed or Provided by Kaspersky Lab and Other Covered Entities (Jul 2018) (Section 1634 of Pub. L. 115-91).
- (iv) 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment. (AUG 2020) (Section 889(a)(1)(A) of Pub. L. 115-232).
- (v) 52.219-8, Utilization of Small Business Concerns (OCT 2018) (15 U.S.C. 637(d)(2) and (3)), in all subcontracts that offer further subcontracting opportunities. If the subcontract (except subcontracts to small business concerns) exceeds \$700,000 (\$1.5 million for construction of any public facility), the subcontractor must include 52.219-8 in lower tier subcontracts that offer subcontracting opportunities.
- (vi) 52.222-21, Prohibition of Segregated Facilities (APR 2015).
- (vii) 52.222-26, Equal Opportunity (SEP 2016) (E.O. 11246).
- (viii) 52.222-35, Equal Opportunity for Veterans (OCT 2015) (38 U.S.C. 4212).
- (ix) 52.222-36, Equal Opportunity for Workers with Disabilities (JUL 2014) (29 U.S.C. 793).
- (x) 52.222-37, Employment Reports on Veterans (FEB 2016) (38 U.S.C. 4212).
- (xi) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (DEC 2010) (E.O. 13496). Flow down required in accordance with paragraph (f) of FAR clause 52.222-40.
- (xii) 52.222-41, Service Contract Labor Standards (AUG 2018) (41 U.S.C. chapter 67).
- (xiii)(A) 52.222-50, Combating Trafficking in Persons (OCT 2020) (22 U.S.C. chapter 78 and E.O. 13627).
- (B) Alternate I (Mar 2015) of 52.222-50 (22 U.S.C. chapter 78 and E.O. 13627).
- (xiv) 52.222-51, Exemption from Application of the Service Contract Act to Contracts for Maintenance, Calibration, or Repair of Certain Equipment-Requirements (MAY 2014) (41 U.S.C. chapter 67).
- (xv) 52.222-53, Exemption from Application of the Service Contract Act to Contracts for Certain Services-Requirements (MAY 2014) (41 U.S.C. chapter 67).
- (xvi) 52.222-54, Employment Eligibility Verification (OCT 2015) (E.O. 12989).
- (xvii) 52.222-55, Minimum Wages Under Executive Order 13658 (DEC 2015).
- (xviii) 52.222-62 Paid Sick Leave Under Executive Order 13706 (JAN 2017) (E.O. 13706).
- (xix)(A) 52.224-3, Privacy Training (JAN 2017) (5 U.S.C. 552a).
- (B) Alternate I (JAN 2017) of 52.224-3.

- (xx) 52.225-26, Contractors Performing Private Security Functions Outside the United States (OCT 2016) (Section 862, as amended, of the National Defense Authorization Act for Fiscal Year 2008; 10 U.S.C. 2302 Note).
- (xxi) 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations (MAY 2014) (42 U.S.C. 1792). Flow down required in accordance with paragraph (e) of FAR clause 52.226-6.
- (xxii) 52.247-64, Preference for Privately Owned U.S.-Flag Commercial Vessels (FEB 2006) (46 U.S.C. Appx. 1241(b) and 10 U.S.C. 2631). Flow down required in accordance with paragraph (d) of FAR clause 52.247-64.
- (2) While not required, the contractor MAY include in its subcontracts for commercial items a minimal number of additional clauses necessary to satisfy its contractual obligations.

(End of clause)

52.252-1 SOLICITATION PROVISIONS INCORPORATED BY REFERENCE (FEB 1998)

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

https://www.acquisition.gov/content/regulations

(End of provision)

52.252-2 CLAUSES INCORPORATED BY REFERENCE (FEB 1998)

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

https://www.acquisition.gov/content/regulations

(End of clause)

52.252-5 AUTHORIZED DEVIATIONS IN PROVISIONS (APR 1984)

- (a) The use in this solicitation of any Federal Acquisition Regulation (48 CFR Chapter 1) provision with an authorized deviation is indicated by the addition of "(DEVIATION)" after the date of the provision.
- (b) The use in this solicitation of any **DFARS** (48 CFR Chapter 2) provision with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

(End of provision)

52.252-6 AUTHORIZED DEVIATIONS IN CLAUSES (APR 1984)

- (a) The use in this solicitation or contract of any Federal Acquisition Regulation (48 CFR Chapter 1) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the date of the clause.
- (b) The use in this solicitation or contract of any **DFARS** (48 CFR Chapter 2) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

(End of clause)

252.204-7012 SAFEGUARDING COVERED DEFENSE INFORMATION AND CYBER INCIDENT REPORTING (DEC 2019)

(a) Definitions. As used in this clause--

Adequate security means protective measures that are commensurate with the consequences and probability of loss, misuse, or unauthorized access to, or modification of information.

Compromise means disclosure of information to unauthorized persons, or a violation of the security policy of a system, in which unauthorized intentional or unintentional disclosure, modification, destruction, or loss of an object, or the copying of information to unauthorized media may have occurred.

Contractor attributional/proprietary information means information that identifies the contractor(s), whether directly or indirectly, by the grouping of information that can be traced back to the contractor(s) (e.g., program description, facility locations), personally identifiable information, as well as trade secrets, commercial or financial information, or other commercially sensitive information that is not customarily shared outside of the company.

Controlled technical information means technical information with military or space application that is subject to controls on the access, use, reproduction, modification, performance, display, release, disclosure, or dissemination. Controlled technical information would meet the criteria, if disseminated, for distribution statements B through F using the criteria set forth in DoD Instruction 5230.24, Distribution Statements on Technical Documents. The term does not include information that is lawfully publicly available without restrictions.

Covered contractor information system means an unclassified information system that is owned, or operated by or for, a contractor and that processes, stores, or transmits covered defense information.

Covered defense information means unclassified controlled technical information or other information, as described in the Controlled Unclassified Information (CUI) Registry at http://www.archives.gov/cui/registry/category-list.html, that requires safeguarding or dissemination controls pursuant to and consistent with law, regulations, and Governmentwide policies, and is--

- (1) Marked or otherwise identified in the contract, task order, or delivery order and provided to the contractor by or on behalf of DoD in support of the performance of the contract; or
- (2) Collected, developed, received, transmitted, used, or stored by or on behalf of the contractor in support of the performance of the contract.

Cyber incident means actions taken through the use of computer networks that result in a compromise or an actual or potentially adverse effect on an information system and/or the information residing therein.

Forensic analysis means the practice of gathering, retaining, and analyzing computer-related data for investigative purposes in a manner that maintains the integrity of the data.

Information system means a discrete set of information resources organized for the collection, processing, maintenance, use, sharing, dissemination, or disposition of information.

Malicious software means computer software or firmware intended to perform an unauthorized process that will have adverse impact on the confidentiality, integrity, or availability of an information system. This definition includes a virus, worm, Trojan horse, or other code-based entity that infects a host, as well as spyware and some forms of adware.

Media means physical devices or writing surfaces including, but is not limited to, magnetic tapes, optical disks, magnetic disks, large-scale integration memory chips, and printouts onto which covered defense information is recorded, stored, or printed within a covered contractor information system.

Operationally critical support means supplies or services designated by the Government as critical for airlift, sealift, intermodal transportation services, or logistical support that is essential to the mobilization, deployment, or sustainment of the Armed Forces in a contingency operation.

Rapidly report means within 72 hours of discovery of any cyber incident.

Technical information means technical data or computer software, as those terms are defined in the clause at DFARS 252.227-7013, Rights in Technical Data--Noncommercial Items, regardless of whether or not the clause is incorporated in this solicitation or contract. Examples of technical information include research and engineering data, engineering drawings, and associated lists, specifications, standards, process sheets, manuals, technical reports, technical orders, catalog-item identifications, data sets, studies and analyses and related information, and computer software executable code and source code.

- (b) Adequate security. The Contractor shall provide adequate security on all covered contractor information systems. To provide adequate security, the Contractor shall implement, at a minimum, the following information security protections:
- (1) For covered contractor information systems that are part of an information technology (IT) service or system operated on behalf of the Government, the following security requirements apply:
- (i) Cloud computing services shall be subject to the security requirements specified in the clause 252.239-7010, Cloud Computing Services, of this contract.
- (ii) Any other such IT service or system (i.e., other than cloud computing) shall be subject to the security requirements specified elsewhere in this contract.
- (2) For covered contractor information systems that are not part of an IT service or system operated on behalf of the Government and therefore are not subject to the security requirement specified at paragraph (b)(1) of this clause, the following security requirements apply:
- (i) Except as provided in paragraph (b)(2)(ii) of this clause, the covered contractor information system shall be subject to the security requirements in National Institute of Standards and Technology (NIST) Special Publication (SP) 800-171, "Protecting Controlled Unclassified Information in Nonfederal Information Systems and Organizations" (available via the internet at http://dx.doi.org/10.6028/NIST.SP.800-171) in effect at the time the solicitation is issued or as authorized by the Contracting Officer.

- (ii)(A) The Contractor shall implement NIST SP 800-171, as soon as practical, but not later than December 31, 2017. For all contracts awarded prior to October 1, 2017, the Contractor shall notify the DoD Chief Information Officer (CIO), via email at osd.dibcsia@mail.mil, within 30 days of contract award, of any security requirements specified by NIST SP 800-171 not implemented at the time of contract award.
- (B) The Contractor shall submit requests to vary from NIST SP 800-171 in writing to the Contracting Officer, for consideration by the DoD CIO. The Contractor need not implement any security requirement adjudicated by an authorized representative of the DoD CIO to be nonapplicable or to have an alternative, but equally effective, security measure that may be implemented in its place.
- (C) If the DoD CIO has previously adjudicated the contractor's requests indicating that a requirement is not applicable or that an alternative security measure is equally effective, a copy of that approval shall be provided to the Contracting Officer when requesting its recognition under this contract.
- (D) If the Contractor intends to use an external cloud service provider to store, process, or transmit any covered defense information in performance of this contract, the Contractor shall require and ensure that the cloud service provider meets security requirements equivalent to those established by the Government for the Federal Risk and Authorization Management Program (FedRAMP) Moderate baseline (https://www.fedramp.gov/resources/documents/) and that the cloud service provider complies with requirements in paragraphs (c) through (g) of this clause for cyber incident reporting, malicious software, media preservation and protection, access to additional information and equipment necessary for forensic analysis, and cyber incident damage assessment.
- (3) Apply other information systems security measures when the Contractor reasonably determines that information systems security measures, in addition to those identified in paragraphs (b)(1) and (2) of this clause, may be required to provide adequate security in a dynamic environment or to accommodate special circumstances (e.g., medical devices) and any individual, isolated, or temporary deficiencies based on an assessed risk or vulnerability. These measures may be addressed in a system security plan.
- (c) Cyber incident reporting requirement.
- (1) When the Contractor discovers a cyber incident that affects a covered contractor information system or the covered defense information residing therein, or that affects the contractor's ability to perform the requirements of the contract that are designated as operationally critical support and identified in the contract, the Contractor shall-
- (i) Conduct a review for evidence of compromise of covered defense information, including, but not limited to, identifying compromised computers, servers, specific data, and user accounts. This review shall also include analyzing covered contractor information system(s) that were part of the cyber incident, as well as other information systems on the Contractor's network(s), that may have been accessed as a result of the incident in order to identify compromised covered defense information, or that affect the Contractor's ability to provide operationally critical support; and
- (ii) Rapidly report cyber incidents to DoD at https://dibnet.dod.mil.
- (2) Cyber incident report. The cyber incident report shall be treated as information created by or for DoD and shall include, at a minimum, the required elements at https://dibnet.dod.mil.
- (3) Medium assurance certificate requirement. In order to report cyber incidents in accordance with this clause, the Contractor or subcontractor shall have or acquire a DoD-approved medium assurance certificate to report cyber incidents. For information on obtaining a DoD-approved medium assurance certificate, see https://public.cyber.mil/eca/.
- (d) Malicious software. When the Contractor or subcontractors discover and isolate malicious software in connection with a reported cyber incident, submit the malicious software to DoD Cyber Crime Center (DC3) in

accordance with instructions provided by DC3 or the Contracting Officer. Do not send the malicious software to the Contracting Officer.

- (e) Media preservation and protection. When a Contractor discovers a cyber incident has occurred, the Contractor shall preserve and protect images of all known affected information systems identified in paragraph (c)(1)(i) of this clause and all relevant monitoring/packet capture data for at least 90 days from the submission of the cyber incident report to allow DoD to request the media or decline interest.
- (f) Access to additional information or equipment necessary for forensic analysis. Upon request by DoD, the Contractor shall provide DoD with access to additional information or equipment that is necessary to conduct a forensic analysis.
- (g) Cyber incident damage assessment activities. If DoD elects to conduct a damage assessment, the Contracting Officer will request that the Contractor provide all of the damage assessment information gathered in accordance with paragraph (e) of this clause.
- (h) DoD safeguarding and use of contractor attributional/proprietary information. The Government shall protect against the unauthorized use or release of information obtained from the contractor (or derived from information obtained from the contractor) under this clause that includes contractor attributional/proprietary information, including such information submitted in accordance with paragraph (c). To the maximum extent practicable, the Contractor shall identify and mark attributional/proprietary information. In making an authorized release of such information, the Government will implement appropriate procedures to minimize the contractor attributional/proprietary information that is included in such authorized release, seeking to include only that information that is necessary for the authorized purpose(s) for which the information is being released.
- (i) Use and release of contractor attributional/proprietary information not created by or for DoD. Information that is obtained from the contractor (or derived from information obtained from the contractor) under this clause that is not created by or for DoD is authorized to be released outside of DoD--
- (1) To entities with missions that may be affected by such information;
- (2) To entities that may be called upon to assist in the diagnosis, detection, or mitigation of cyber incidents;
- (3) To Government entities that conduct counterintelligence or law enforcement investigations;
- (4) For national security purposes, including cyber situational awareness and defense purposes (including with Defense Industrial Base (DIB) participants in the program at 32 CFR part 236); or
- (5) To a support services contractor ("recipient") that is directly supporting Government activities under a contract that includes the clause at 252.204-7009, Limitations on the Use or Disclosure of Third-Party Contractor Reported Cyber Incident Information.
- (j) Use and release of contractor attributional/proprietary information created by or for DoD. Information that is obtained from the contractor (or derived from information obtained from the contractor) under this clause that is created by or for DoD (including the information submitted pursuant to paragraph (c) of this clause) is authorized to be used and released outside of DoD for purposes and activities authorized by paragraph (i) of this clause, and for any other lawful Government purpose or activity, subject to all applicable statutory, regulatory, and policy based restrictions on the Government's use and release of such information.
- (k) The Contractor shall conduct activities under this clause in accordance with applicable laws and regulations on the interception, monitoring, access, use, and disclosure of electronic communications and data.
- (l) Other safeguarding or reporting requirements. The safeguarding and cyber incident reporting required by this clause in no way abrogates the Contractor's responsibility for other safeguarding or cyber incident reporting

pertaining to its unclassified information systems as required by other applicable clauses of this contract, or as a result of other applicable U.S. Government statutory or regulatory requirements.

- (m) Subcontracts. The Contractor shall--
- (1) Include this clause, including this paragraph (m), in subcontracts, or similar contractual instruments, for operationally critical support, or for which subcontract performance will involve covered defense information, including subcontracts for commercial items, without alteration, except to identify the parties. The Contractor shall determine if the information required for subcontractor performance retains its identity as covered defense information and will require protection under this clause, and, if necessary, consult with the Contracting Officer; and
- (2) Require subcontractors to--
- (i) Notify the prime Contractor (or next higher-tier subcontractor) when submitting a request to vary from a NIST SP 800-171 security requirement to the Contracting Officer, in accordance with paragraph (b)(2)(ii)(B) of this clause; and
- (ii) Provide the incident report number, automatically assigned by DoD, to the prime Contractor (or next higher-tier subcontractor) as soon as practicable, when reporting a cyber incident to DoD as required in paragraph (c) of this clause.

(End of clause)

252.204-7016 COVERED DEFENSE TELECOMMUNICATIONS EQUIPMENT OR SERVICES -- REPRESENTATION (DEC 2019)

- (a) Definitions. As used in this provision, covered defense telecommunications equipment or services has the meaning provided in the clause 252.204-7018, Prohibition on the Acquisition of Covered Defense Telecommunications Equipment or Services.
- (b) Procedures. The Offeror shall review the list of excluded parties in the System for Award Management (SAM) (https://www.sam.gov) for entities excluded from receiving federal awards for "covered defense telecommunications equipment or services".
- (c) Representation. The Offeror represents that it [] does, [] does not provide covered defense telecommunications equipment or services as a part of its offered products or services to the Government in the performance of any contract, subcontract, or other contractual instrument.

(End of provision)

252.204-7017 PROHIBITION ON THE ACQUISITON OF COVERED DEFENSE TELECOMMUNICATIONS EQUIPMENT OR SERVICES--REPRESENTATION (DEC 2019)

The Offeror is not required to complete the representation in this provision if the Offeror has represented in the provision at 252.204-7016, Covered Defense Telecommunications Equipment or Services--Representation, that it "does not provide covered defense telecommunications equipment or services as a part of its offered products or services to the Government in the performance of any contract, subcontract, or other contractual instrument."

- (a) Definitions. Covered defense telecommunications equipment or services, covered mission, critical technology, and substantial or essential component, as used in this provision, have the meanings given in the 252.204-7018 clause, Prohibition on the Acquisition of Covered Defense Telecommunications Equipment or Services, of this solicitation.
- (b) Prohibition. Section 1656 of the National Defense Authorization Act for Fiscal Year 2018 (Pub. L. 115-91) prohibits agencies from procuring or obtaining, or extending or renewing a contract to procure or obtain, any equipment, system, or service to carry out covered missions that uses covered defense telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system.
- (c) Procedures. The Offeror shall review the list of excluded parties in the System for Award Management (SAM) at https://www.sam.gov for entities that are excluded when providing any equipment, system, or service to carry out covered missions that uses covered defense telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system, unless a waiver is granted.
- (d) Representation. If in its annual representations and certifications in SAM the Offeror has represented in paragraph (c) of the provision at 252.204-7016, Covered Defense Telecommunications Equipment or Services-Representation, that it "does" provide covered defense telecommunications equipment or services as a part of its offered products or services to the Government in the performance of any contract, subcontract, or other contractual instrument, then the Offeror shall complete the following additional representation:

The Offeror represents that it [] will [] will not provide covered defense telecommunications equipment or services as a part of its offered products or services to DoD in the performance of any award resulting from this solicitation.

- (e) Disclosures. If the Offeror has represented in paragraph (d) of this provision that it "will provide covered defense telecommunications equipment or services," the Offeror shall provide the following information as part of the offer:
- (1) A description of all covered defense telecommunications equipment and services offered (include brand or manufacturer; product, such as model number, original equipment manufacturer (OEM) number, manufacturer part number, or wholesaler number; and item description, as applicable).
- (2) An explanation of the proposed use of covered defense telecommunications equipment and services and any factors relevant to determining if such use would be permissible under the prohibition referenced in paragraph (b) of this provision.
- (3) For services, the entity providing the covered defense telecommunications services (include entity name, unique entity identifier, and Commercial and Government Entity (CAGE) code, if known).
- (4) For equipment, the entity that produced or provided the covered defense telecommunications equipment (include entity name, unique entity identifier, CAGE code, and whether the entity was the OEM or a distributor, if known).

(End of provision)

252.204-7018 PROHIBITION ON THE ACQUISITION OF COVERED DEFENSE TELECOMMUNICATIONS EQUIPMENT OR SERVICES (DEC 2019)

(a) Definitions. As used in this clause--

Covered defense telecommunications equipment or services means--

- (1) Telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation, or any subsidiary or affiliate of such entities;
- (2) Telecommunications services provided by such entities or using such equipment; or
- (3) Telecommunications equipment or services produced or provided by an entity that the Secretary of Defense reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.

Covered foreign country means--

- (1) The People's Republic of China; or
- (2) The Russian Federation.

Covered missions means--

- (1) The nuclear deterrence mission of DoD, including with respect to nuclear command, control, and communications, integrated tactical warning and attack assessment, and continuity of Government; or
- (2) The homeland defense mission of DoD, including with respect to ballistic missile defense.

Critical technology means--

- (1) Defense articles or defense services included on the United States Munitions List set forth in the International Traffic in Arms Regulations under subchapter M of chapter I of title 22, Code of Federal Regulations;
- (2) Items included on the Commerce Control List set forth in Supplement No. 1 to part 774 of the Export Administration Regulations under subchapter C of chapter VII of title 15, Code of Federal Regulations, and controlled--
- (i) Pursuant to multilateral regimes, including for reasons relating to national security, chemical and biological weapons proliferation, nuclear nonproliferation, or missile technology; or
- (ii) For reasons relating to regional stability or surreptitious listening;
- (3) Specially designed and prepared nuclear equipment, parts and components, materials, software, and technology covered by part 810 of title 10, Code of Federal Regulations (relating to assistance to foreign atomic energy activities);
- (4) Nuclear facilities, equipment, and material covered by part 110 of title 10, Code of Federal Regulations (relating to export and import of nuclear equipment and material);
- (5) Select agents and toxins covered by part 331 of title 7, Code of Federal Regulations, part 121 of title 9 of such Code, or part 73 of title 42 of such Code; or
- (6) Emerging and foundational technologies controlled pursuant to section 1758 of the Export Control Reform Act of 2018 (50 U.S.C. 4817).

Substantial or essential component means any component necessary for the proper function or performance of a piece of equipment, system, or service.

(b) Prohibition. In accordance with section 1656 of the National Defense Authorization Act for Fiscal Year 2018 (Pub. L. 115-91), the contractor shall not provide to the Government any equipment, system, or service to carry out covered missions that uses covered defense telecommunications equipment or services as a substantial or essential

component of any system, or as critical technology as part of any system, unless the covered defense telecommunication equipment or services are covered by a waiver described in Defense Federal Acquisition Regulation Supplement 204.2104.

- (c) Procedures. The Contractor shall review the list of excluded parties in the System for Award Management (SAM) at https://www.sam.gov for entities that are excluded when providing any equipment, system, or service, to carry out covered missions, that uses covered defense telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system, unless a waiver is granted.
- (d) Reporting.
- (1) In the event the Contractor identifies covered defense telecommunications equipment or services used as a substantial or essential component of any system, or as critical technology as part of any system, during contract performance, the Contractor shall report at https://dibnet.dod.mil the information in paragraph (d)(2) of this clause.
- (2) The Contractor shall report the following information pursuant to paragraph (d)(1) of this clause:
- (i) Within one business day from the date of such identification or notification: The contract number; the order number(s), if applicable; supplier name; brand; model number (original equipment manufacturer number, manufacturer part number, or wholesaler number); item description; and any readily available information about mitigation actions undertaken or recommended.
- (ii) Within 10 business days of submitting the information in paragraph (d)(2)(i) of this clause: Any further available information about mitigation actions undertaken or recommended. In addition, the Contractor shall describe the efforts it undertook to prevent use or submission of a covered defense telecommunications equipment or services, and any additional efforts that will be incorporated to prevent future use or submission of covered telecommunications equipment or services.
- (e) Subcontracts. The Contractor shall insert the substance of this clause, including this paragraph (e), in all subcontracts and other contractual instruments, including subcontracts for the acquisition of commercial items.

(End of clause)

252.225-7974 REPRESENTATION REGARDING BUSINESS OPERATIONS WITH THE MADURO REGIME (DEVIATION 2020-00005) (FEB 2020)

(a) Definitions. As used in this provision -

Agency or instrumentality of the government of Venezuela means an agency or instrumentality of a foreign state as defined in section 28 U.S.C. 1603(b), with each reference in such section to "a foreign state" deemed to be a reference to "Venezuela".

Business operations means engaging in commerce in any form, including acquiring, developing, maintaining, owning, selling, possessing, leasing, or operating equipment, facilities, personnel, products, services, personal property, real property, or any other apparatus of business or commerce.

Government of Venezuela means the government of any political subdivision of Venezuela, and any agency or instrumentality of the government of Venezuela.

Person means -

- (1) A natural person, corporation, company, business association, partnership, society, trust, or any other nongovernmental entity, organization, or group:
- (2) Any governmental entity or instrumentality of a government, including a multilateral development institution (as defined in section 1701(c)(3) of the International Financial Institutions Act (22 U.S.C. 262r(c)(3)); and
- (3) Any successor, subunit, parent entity, or subsidiary of, or any entity under common ownership or control with, any entity described in paragraphs (1) or (2) of this definition.

- (b) Prohibition. In accordance with section 890 of the National Defense Authorization Act for Fiscal Year 2020 (Pub. L. 116-92), contracting officers are prohibited from entering into a contract for the procurement of products or services with any person that has business operations with an authority of the government of Venezuela that is not recognized as the legitimate government of Venezuela by the United States Government, unless the person has a valid license to operate in Venezuela issued by the Office of Foreign Assets Control of the Department of the Treasury.
- (c) Representation. By submission of its offer, the Offeror represents that the Offeror -
- (1) Does not have any business operations with an authority of the Maduro regime or the government of Venezuela that is not recognized as the legitimate government of Venezuela by the United States Government; or
- (2) Has a valid license to operate in Venezuela issued by the Office of Foreign Assets Control of the Department of the Treasury.

(End of provision)

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-5227

Daniel W. Simms Division of | Revision No.: 12
Wage Determinations | Date Of Last Revision: 12/21/2020 Director

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Collin Dallas Denton Ellis Hunt Kaufman Rockwall

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.60 |
| 01012 - Accounting Clerk II | | 18.64 |
| 01013 - Accounting Clerk III | | 20.84 |
| 01020 - Administrative Assistant | | 29.11 |
| 01035 - Court Reporter | | 20.54 |
| 01041 - Customer Service Representative I | | 14.02 |
| 01042 - Customer Service Representative II | | 15.77 |
| 01043 - Customer Service Representative III | | 17.21 |
| 01051 - Data Entry Operator I | | 14.39 |
| 01052 - Data Entry Operator II | | 15.70 |
| 01060 - Dispatcher Motor Vehicle | | 21.36 |
| 01070 - Document Preparation Clerk | | 15.89 |
| 01090 - Duplicating Machine Operator | | 15.89 |
| 01111 - General Clerk I | | 13.63 |
| 01112 - General Clerk II | | 14.87 |
| 01113 - General Clerk III | | 16.69 |
| 01120 - Housing Referral Assistant | | 22.46 |
| 01141 - Messenger Courier | | 14.29 |
| 01191 - Order Clerk I | | 16.47 |
| 01192 - Order Clerk II | | 17.96 |
| 01261 - Personnel Assistant (Employment) I | | 16.99 |
| 01262 - Personnel Assistant (Employment) II | | 19.01 |
| 01263 - Personnel Assistant (Employment) III | | 21.19 |
| 01270 - Production Control Clerk | | 23.27 |
| 01290 - Rental Clerk | | 15.30 |
| 01300 - Scheduler Maintenance | | 18.01 |
| 01311 - Secretary I | | 18.01 |
| 01312 - Secretary II | | 20.14 |
| | | |

| 01313 | - Secretary III | 22.46 |
|---------|--|-------|
| | - Service Order Dispatcher | 17.47 |
| | - Supply Technician | 29.11 |
| | - Survey Worker | 17.29 |
| | | 14.27 |
| | - Switchboard Operator/Receptionist | |
| | - Travel Clerk I | 15.19 |
| | - Travel Clerk II | 16.37 |
| 01533 | - Travel Clerk III | 17.52 |
| 01611 | - Word Processor I | 15.15 |
| 01612 | - Word Processor II | 17.01 |
| 01613 | - Word Processor III | 19.02 |
| | Automotive Service Occupations | |
| | - Automobile Body Repairer Fiberglass | 22.70 |
| | - Automotive Electrician | 23.04 |
| | | |
| | - Automotive Glass Installer | 20.93 |
| | - Automotive Worker | 22.02 |
| | - Mobile Equipment Servicer | 18.52 |
| 05130 | - Motor Equipment Metal Mechanic | 22.16 |
| 05160 | - Motor Equipment Metal Worker | 20.93 |
| | - Motor Vehicle Mechanic | 22.99 |
| | - Motor Vehicle Mechanic Helper | 17.27 |
| | - Motor Vehicle Upholstery Worker | 19.82 |
| | | |
| | - Motor Vehicle Wrecker | 20.93 |
| | - Painter Automotive | 24.22 |
| | - Radiator Repair Specialist | 20.93 |
| 05370 | - Tire Repairer | 13.78 |
| 05400 | - Transmission Repair Specialist | 22.16 |
| 07000 - | Food Preparation And Service Occupations | |
| | - Baker | 12.15 |
| | - Cook I | 12.89 |
| | | |
| | - Cook II | 14.81 |
| | - Dishwasher | 10.52 |
| | - Food Service Worker | 11.32 |
| 07210 | - Meat Cutter | 13.34 |
| 07260 | - Waiter/Waitress | 10.03 |
| 09000 - | Furniture Maintenance And Repair Occupations | |
| | - Electrostatic Spray Painter | 18.54 |
| | - Furniture Handler | 10.24 |
| | - Furniture Refinisher | 15.32 |
| | | 12.02 |
| | - Furniture Refinisher Helper | |
| | - Furniture Repairer Minor | 13.78 |
| | - Upholsterer | 16.57 |
| | General Services And Support Occupations | |
| 11030 | - Cleaner Vehicles | 11.77 |
| 11060 | - Elevator Operator | 11.77 |
| 11090 | - Gardener | 19.56 |
| | - Housekeeping Aide | 12.12 |
| | - Janitor | 12.12 |
| | - Laborer Grounds Maintenance | 14.56 |
| | | |
| | - Maid or Houseman | 11.19 |
| | - Pruner | 12.87 |
| 11270 | - Tractor Operator | 17.89 |
| 11330 | - Trail Maintenance Worker | 14.56 |
| 11360 | - Window Cleaner | 13.72 |
| | Health Occupations | |
| | - Ambulance Driver | 20.65 |
| | - Breath Alcohol Technician | 21.21 |
| | | |
| | - Certified Occupational Therapist Assistant | 35.61 |
| | - Certified Physical Therapist Assistant | 35.12 |
| | - Dental Assistant | 20.20 |
| | - Dental Hygienist | 39.40 |
| 12030 | - EKG Technician | 30.40 |
| 12035 | - Electroneurodiagnostic Technologist | 30.40 |
| | | |

| 12040 - Emergency Medical Technician | | 20.65 |
|---|---------|----------------|
| 12071 - Licensed Practical Nurse I | | 18.96 |
| 12072 - Licensed Practical Nurse II | | 21.21 |
| 12073 - Licensed Practical Nurse III | | 23.64 |
| 12100 - Medical Assistant | | 16.37 |
| 12130 - Medical Laboratory Technician | | 25.58 |
| 12160 - Medical Record Clerk | | 18.40 |
| 12190 - Medical Record Technician | | 20.58 |
| 12195 - Medical Transcriptionist | | 19.66 |
| 12210 - Nuclear Medicine Technologist | | 39.84 |
| 12221 - Nursing Assistant I | | 12.72 |
| 12222 - Nursing Assistant II | | 14.30 |
| 12223 - Nursing Assistant III | | 15.60 |
| 12224 - Nursing Assistant IV | | 17.51 |
| 12235 - Optical Dispenser | | 19.50 |
| 12236 - Optical Technician | | 16.25 |
| 12250 - Pharmacy Technician | | 16.82 |
| 12280 - Phlebotomist | | 16.83 |
| 12305 - Radiologic Technologist | | 29.53 |
| 12311 - Registered Nurse I | | 25.82 |
| 12312 - Registered Nurse II | | 31.58 |
| 12313 - Registered Nurse II Specialist | | 31.58 |
| 12314 - Registered Nurse III | | 38.19 |
| 12315 - Registered Nurse III Anesthetist | | 38.19 |
| 12316 - Registered Nurse IV | | 45.78 |
| 12317 - Scheduler (Drug and Alcohol Testing) | | 26.27 |
| 12320 - Substance Abuse Treatment Counselor | | 22.82 |
| 13000 - Information And Arts Occupations | | 20 65 |
| 13011 - Exhibits Specialist I | | 20.65 |
| 13012 - Exhibits Specialist II | | 25.58 |
| 13013 - Exhibits Specialist III | | 31.28 |
| 13041 - Illustrator I | | 24.95 |
| 13042 - Illustrator II | | 30.91 |
| 13043 - Illustrator III | | 36.18 |
| 13047 - Librarian | | 31.56 |
| 13050 - Library Aide/Clerk | | 14.33 |
| 13054 - Library Information Technology Systems | | 27.42 |
| Administrator | | 1.6.20 |
| 13058 - Library Technician | | 16.29 19.78 |
| 13061 - Media Specialist I | | 22.13 |
| 13062 - Media Specialist II 13063 - Media Specialist III | | 24.67 |
| | | |
| 13071 - Photographer I 13072 - Photographer II | | 18.15 20.31 |
| 13072 - Photographer III | | 25.16 |
| 13073 - Photographer III 13074 - Photographer IV | | 30.77 |
| 13075 - Photographer V | | 37.24 |
| | | |
| 13090 - Technical Order Library Clerk | | 17.28 |
| 13110 - Video Teleconference Technician 14000 - Information Technology Occupations | | 21.59 |
| | | 18.34 |
| 14041 - Computer Operator I | | |
| 14042 - Computer Operator II 14043 - Computer Operator III | | 20.50 22.87 |
| 14044 - Computer Operator IV | | 27.14 |
| 14044 - Computer Operator IV 14045 - Computer Operator V | | 30.04 |
| 14071 - Computer Programmer I | (see 1) | JU.U4 |
| 14071 - Computer Programmer I 14072 - Computer Programmer II | (see 1) | |
| 14072 - Computer Programmer III | (see 1) | |
| 14073 - Computer Programmer III 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | (555 ±) | 18.34 |
| 11100 Terrbuerar pdarbweite obergeor | | 10.01 |

| | - Personal Computer Support Technician | 27.14 |
|------------|--|----------------|
| | - System Support Specialist | 39.80 |
| | Instructional Occupations | |
| | - Aircrew Training Devices Instructor (Non-Rated) | 35.04 |
| | - Aircrew Training Devices Instructor (Rated) | 41.90 |
| | - Air Crew Training Devices Instructor (Pilot) | 46.09 |
| | - Computer Based Training Specialist / Instructor | 35.04 |
| | - Educational Technologist | 34.30 |
| | - Flight Instructor (Pilot) | 46.09 |
| | - Graphic Artist | 25.28 |
| | - Maintenance Test Pilot Fixed Jet/Prop | 45.10 |
| | - Maintenance Test Pilot Rotary Wing | 45.10 |
| | - Non-Maintenance Test/Co-Pilot | 45.10 26.98 |
| | - Technical Instructor | 33.00 |
| | - Technical Instructor/Course Developer - Test Proctor | 21.78 |
| | - Tutor | 21.78 |
| | Laundry Dry-Cleaning Pressing And Related Occupations | 21.70 |
| | - Assembler | 10.59 |
| | - Counter Attendant | 10.59 |
| | - Dry Cleaner | 13.60 |
| | - Finisher Flatwork Machine | 10.59 |
| | - Presser Hand | 10.59 |
| | - Presser Machine Drycleaning | 10.59 |
| | - Presser Machine Shirts | 10.59 |
| | - Presser Machine Wearing Apparel Laundry | 10.59 |
| | - Sewing Machine Operator | 14.43 |
| | - Tailor | 15.51 |
| | - Washer Machine | 11.64 |
| | Machine Tool Operation And Repair Occupations | |
| | - Machine-Tool Operator (Tool Room) | 21.10 |
| | - Tool And Die Maker | 25.34 |
| | Materials Handling And Packing Occupations | |
| | - Forklift Operator | 16.95 |
| | - Material Coordinator | 23.27 |
| 21040 | - Material Expediter | 23.27 |
| | - Material Handling Laborer | 14.38 |
| 21071 | - Order Filler | 13.57 |
| 21080 | - Production Line Worker (Food Processing) | 16.95 |
| | - Shipping Packer | 16.13 |
| 21130 | - Shipping/Receiving Clerk | 16.13 |
| | - Store Worker I | 12.54 |
| 21150 | - Stock Clerk | 18.18 |
| | - Tools And Parts Attendant | 16.95 |
| | - Warehouse Specialist | 16.95 |
| | Mechanics And Maintenance And Repair Occupations | |
| | - Aerospace Structural Welder | 38.23 |
| | - Aircraft Logs and Records Technician | 31.02 |
| | - Aircraft Mechanic I | 36.48 |
| | - Aircraft Mechanic II | 38.23 |
| | - Aircraft Mechanic III | 40.02 |
| | - Aircraft Mechanic Helper | 26.15 |
| | - Aircraft Painter | 34.57 |
| | - Aircraft Servicer | 31.02 34.57 |
| | - Aircraft Survival Flight Equipment Technician - Aircraft Worker | 34.57 |
| | - Aircraft worker - Aircrew Life Support Equipment (ALSE) Mechanic | 32.80 |
| 23091 I | virgiem mile ambhoir edarbaseur (vras) mecuquic | 34.80 |
| | - Aircrew Life Support Equipment (ALSE) Mechanic | 36.48 |
| | - Appliance Mechanic | 19.52 |
| | - Bicycle Repairer | 18.50 |
| | - Cable Splicer | 27.55 |
| | | |

| 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith III | 18.47 19.04 23.75 25.82 27.21 29.34 24.43 22.28 18.50 21.32 16.71 19.40 36.48 31.02 32.80 18.50 21.25 23.60 22.55 |
|---|--|
| Mechanic 23411 - Heating Ventilation And Air Contidioning | 23.63 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter Maintenance 23790 - Pipefitter Maintenance 23810 - Plumber Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder Combination Maintenance 23965 - Well Driller 23970 - Woodworker 24000 - Personal Needs Occupations | 23.63 24.71 19.87 25.41 22.40 14.38 22.46 25.26 20.24 16.17 25.41 26.64 27.88 24.70 18.66 17.32 26.55 25.20 23.60 26.09 21.25 20.11 19.51 27.34 28.64 23.54 18.96 21.63 23.60 18.50 |
| 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services | 18.06 10.73 13.39 9.75 18.06 |
| Coordinator 24630 - Homemaker | 18.06 |
| 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer | 27.73 20.18 27.73 |

| 25190 | | | |
|--|--|--|---|
| 27000 - Protective Service Occupations 27004 - Alarm Monitor 20.64 27007 - Baggage Inspector 14.10 27008 - Corrections Officer 23.01 27010 - Court Security Officer 25.65 27030 - Detection Officer 23.01 27010 - Priefighter 28.28 27040 - Detection Officer 23.01 27070 - Priefighter 28.28 27101 - Guard I 14.10 27102 - Guard II 14.10 27112 - Guard I 14.10 31.05 27132 - Police Officer II 31.05 27132 - Police Officer II 34.51 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 14.21 28042 - Carnival Equipment Operator 14.28 28043 - Carnival Medical Explorations 28041 - Carnival Equipment Operator 14.18 28130 - Lifeguard 11.19 28350 - Park Attendant (Aide) 28550 - Recreation Specialist 12.63 28690 - Systeming Pool Operator 21.99 29000 - Stewedering/Longsheremen Occupational Services 29000 - Blocker And Bracer 25.86 29030 - Line Handler 25.86 29030 - Air Traffic Control Specialist Center (HFO) 36000 - 27.26 30000 - 27.26 30000 - 27.26 30000 - 27.26 30000 - 27.26 30000 - 27.26 30000 - 27.26 30000 - 37.27 | 25190 | - Ventilation Equipment Tender | 19.37 |
| 27004 - Alarm Monitor | 25210 | - Water Treatment Plant Operator | 20.18 |
| 27007 - Baggage Inspector 14.10 | | - | |
| 270108 - Corrections Officer 23.01 270100 - Detection Dog Handler 16.92 270400 - Detection Dofficer 23.01 270700 - Firefighter 28.28 27101 - Guard I 16.92 271010 - Guard II 16.92 27131 - Police Officer II 34.10 27132 - Police Officer II 34.51 27132 - Police Officer II 34.51 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 14.21 28042 - Carnival Equipment Operator 14.21 28042 - Carnival Equipment Operator 14.21 28041 - Carnival Equipment Operator 14.21 28042 - Carnival Equipment Operator 14.21 28041 - Carnival Equipment Operator 14.21 28040 - Recreation Occupations 11.92 28210 - Gate Attendant/Gate Tender 11.92 28310 - Park Attendant (Aido) 15.86 28510 - Park Attendant (Aido) 15.86 28510 - Park Attendant (Aido) 15.86 28510 - Secreation Specialist 18.53 28630 - Sports Official 18.53 28630 - Sports Official 18.53 28630 - Sports Official 12.63 29010 - Stevedoring/Longshorenen Occupational Services 29010 - Blocker And Bracer 25.86 29030 - Line Handler 25.86 29031 - Sine Ander 25.86 29031 - Stevedore II 27.26 29041 - Stevedore II 27.26 29042 - Stevedore II 27.26 30000 - Pechnical Occupations 30010 - Air Traffic Control Specialist Station (HFO) (see 2) 32.64 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 32.64 30021 - Archeological Technician II 22.40 30032 - Archeological Technician II 22.40 30033 - Cryogenic Technician II 22.40 30034 - Archeological Technician II 22.40 30035 - Cryogenic Technician II 22.40 30040 - Drafter/CAD Operator IV 30.63 30050 - Drafter/CAD Operator IV 30.63 30061 - Drafter/CAD Operator IV 30.63 30070 - Engineering Technician II 22.40 30084 - Engineering Technician II 22.40 30095 - Engineering Technician II 22.40 30096 - Engineering Technician II 22.40 30096 - Engineering Technician II 22. | | | |
| 27010 - Court Security Officer 25.65 | | 33 3 1 | |
| 27030 - Detection Dog Handler 16.92 27040 - Detection Officer 23.01 27070 - Firefighter 28.28 28.28 27101 - Guard 1 14.10 27102 - Guard II 16.92 27131 - Police Officer II 30.05 27132 - Police Officer II 30.05 28041 - Carnival Equipment Operator 34.51 28043 - Carnival Equipment Operator 15.54 28043 - Carnival Equipment Repairer 15.54 28043 - Carnival Equipment Repairer 15.28 28043 - Carnival Equipment Repairer 16.92 28210 - Gate Attendant/Gate Tender 14.18 28310 - Lifeguard 11.19 28350 - Park Attendant (Aide) 15.86 28510 - Recreation Aide/Health Facility Attendant 11.57 28515 - Recreation Aide/Health Facility Attendant 18.53 28630 - Sports Official 12.63 28690 - Sports Official 12.63 28690 - Swimming Pool Operator 29000 - Stevedoring/Longsboremen Occupational Services 29010 - Blocker And Bracer 25.86 29030 - Line Handler 25.86 29030 - Line Handler 25.86 29031 - Stevedore I 27.26 30001 - Air Traffic Control Specialist Center (HFO) (see 2) 30.00 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 32.64 30021 - Archeological Technician I 20.07 30030 - Drafter/CAD Operator II 20.07 30030 - Dra | | | |
| 27040 - Detention Officer 23.01 | | | |
| 27070 - Firefighter 28.28 27101 - Guard I | | | |
| 27101 - Guard T | | | |
| 27102 - Guard IT 16.92 27131 - Police Officer IT 31.05 27132 - Police Officer IT 34.51 28000 - Recreation Occupations 34.51 28001 - Carnival Equipment Operator 14.21 28043 - Carnival Equipment Repairer 15.54 28043 - Carnival Worker 15.22 28210 - Gate Attendant/Gate Tender 14.18 28310 - Lifequard 11.19 28350 - Park Attendant (Aide) 15.86 28510 - Recreation Aide/Realth Facility Attendant 11.57 28515 - Recreation Specialist 18.53 28630 - Sports Official 12.63 28690 - Sports Official 12.63 28690 - Swimming Pool Operator 21.99 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 25.86 29020 - Hatch Tender 25.86 29020 - Hatch Tender 25.86 29030 - Line Handler 25.86 29030 - Air Traffic Control Specialist Station (HFO) (see 2) 43.00 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Station (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Station (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Station (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist 39.012 - Air Traffic Control Specialist 39.012 | | | |
| 27131 - Police Officer I 31.05 27132 - Police Officer II 34.51 28000 - Recreation Occupations 34.51 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 15.54 28043 - Carnival Equipment Repairer 15.54 28043 - Carnival Equipment Repairer 10.22 28210 - Gate Attendant/Gate Tender 14.18 28310 - Lifequard 11.19 28330 - Park Attendant (Aide) 15.86 28510 - Recreation Aide/Health Facility Attendant 11.57 28515 - Recreation Specialist 12.63 28690 - Swimming Pool Operator 21.99 22000 - Stewedoring/Longshoremen Occupational Services 29000 - Stewedoring/Longshoremen Occupational Services 29000 - Recreation Stewedoring/Longshoremen Occupational Services 25.86 29030 - Line Handler 25.86 29030 - Line Handler 25.86 29030 - Stewedore I 27.26 29041 - Stewedore I 27.26 29041 - Stewedore I 27.26 29041 - Air Traffic Control Specialist Center (HFO) (see 2) 32.64 29042 - Stewedore I 27.26 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Station (HFO) (see 2) 32.64 30021 - Archeological Technician I 20.07 30022 - Archeological Technician I 20.07 30022 - Archeological Technician II 27.75 30030 - Cartographic Technician II 27.75 30031 - Cryogenic Technician II 27.75 30032 - Cryogenic Technician II 27.75 30033 - Engineering Technician II 27.75 30034 - Engineering Technician II 27.75 30035 - Engineering Technician II 27.75 30036 - Engineering Technician II 27.75 30036 - Engineering Technician II 27.75 | | | |
| 27122 - Police Officer IT 28000 - Recreation Occupations | | | |
| 28000 - Recreation Occupations 14.21 | | | |
| 28041 - Carnival Equipment Operator 15.54 | | | 34.31 |
| 28042 - Carnival Equipment Repairer 15.54 | | - | 1 / 01 |
| 28043 - Carnival Worker | | | |
| 28210 - Gate Attendant/Gate Tender 14.18 | | | |
| 28350 - Park Attendant (Aide) 15.86 | | | |
| 28350 - Park Attendant (Aide) | | | |
| 28510 - Recreation Aide/Health Facility Attendant 11.57 | | | |
| 28515 - Recreation Specialist 18.53 28630 - Sports Official 12.63 28690 - Swimming Pool Operator 21.99 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 25.86 29020 - Hatch Tender 25.86 29030 - Line Handler 25.86 29041 - Stevedore I 27.26 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.00 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Station (HFO) (see 2) 29.64 30013 - Air Traffic Control Specialist Station (HFO) (see 2) 29.64 30014 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.64 30015 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.64 30021 - Archeological Technician I 20.07 30022 - Archeological Technician II 22.40 30030 - Cartographic Technician III 22.40 30031 - Civil Engineering Technician 3005 30040 - Civil Engineering Technician 3005 30051 - Cryogenic Technician II 29.63 30061 - Drafter/CAD Operator I 29.63 30062 - Drafter/CAD Operator II 29.63 30063 - Drafter/CAD Operator III 20.07 30063 - Drafter/CAD Operator III 30.07 30084 - Drafter/CAD Operator III 30.08 30085 - Engineering Technician II 30.08 30086 - Engineering Technician II 30.08 30087 - Engineering Technician II 30.08 300888 - Engineering Technician II 30.08 30089 - Engineering Technician II 30.09 30080 - Environmental Technician II 30.09 30080 - Paralegal/Legal Assistant II 30.09 30080 - Paralegal/Legal Assistant II 30.09 30080 - Paralegal/Legal Assi | | | |
| 28630 - Sports Official 12.63 28690 - Stwimming Pool Operator 21.99 29000 - Stevedoring/Longshoremen Occupational Services 29100 - Blocker And Bracer 25.86 29020 - Hatch Tender 25.86 29030 - Line Handler 25.86 29041 - Stevedore I 24.46 29042 - Stevedore II 27.26 30000 - Technical Occupations 27.26 30011 - Air Traffic Control Specialist Center (HFO) (see 2) 43.00 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.64 30021 - Archeological Technician II 20.07 30022 - Archeological Technician II 22.40 30023 - Archeological Technician II 27.75 30040 - Civil Engineering Technician II 27.75 30051 - Cryogenic Technician II 29.63 30052 - Cryogenic Technician II 29.63 30061 - Drafter/CAD Operator II 29.63 30062 - Drafter/CAD Operator II 29.63 30063 - Drafter/CAD Operator III 29.63 30084 - Engineering Technician II 19.76 30082 - Engineering Technician II 29.73 30084 - Engineering Technician II 29.73 30085 | | | |
| 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 25.86 29020 - Hatch Tender 25.86 29030 - Line Handler 25.86 29041 - Stevedore I 24.46 29042 - Stevedore II 24.46 29042 - Stevedore II 27.26 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.00 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.64 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.64 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.64 30013 - Archeological Technician II 22.47 30023 - Archeological Technician III 27.75 30030 - Cartographic Technician III 27.75 30030 - Cartographic Technician III 27.75 30030 - Cartographic Technician II 26.83 30051 - Cryogenic Technician II 26.83 30052 - Cryogenic Technician II 26.83 30062 - Drafter/CAD Operator I 20.07 30063 - Drafter/CAD Operator II 20.07 30064 - Drafter/CAD Operator III 24.97 30064 - Drafter/CAD Operator III 24.97 30083 - Engineering Technician II 27.30 30083 - Engineering Technician II 27.30 30084 - Engineering Technician II 27.30 30085 - Engineering Technician II 27.30 30085 - Engineering Technician II 30.73 30085 - Engineering Technician II 30.95 30. | | - | |
| 29010 - Stevedoring/Longshoremen Occupational Services 29101 - Blocker And Bracer 25.86 29020 - Hatch Tender 25.86 29030 - Line Handler 25.86 29041 - Stevedore I 24.46 29042 - Stevedore II 27.26 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.00 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.64 30021 - Archeological Technician I 20.07 30022 - Archeological Technician II 22.40 30023 - Archeological Technician III 27.75 30030 - Cartographic Technician III 27.75 30030 - Cartographic Technician II 26.83 30051 - Cryogenic Technician II 26.83 30052 - Cryogenic Technician II 29.63 30061 - Drafter/CAD Operator II 29.63 30062 - Drafter/CAD Operator II 20.07 30062 - Drafter/CAD Operator II 24.97 30084 - Drafter/CAD Operator II 24.97 30084 - Drafter/CAD Operator IV 30.73 30082 - Engineering Technician II 27.73 30082 - Engineering Technician II 27.73 30082 - Engineering Technician II 27.73 30084 - Drafter/CAD Operator IV 30.73 30085 - Engineering Technician II 27.73 30086 - Engineering Technician II 27.73 30087 - Engineering Technician IV 30.73 30088 - Engineering Technician IV 30.73 30085 - Engineering Technician IV 30.73 | | | |
| 29010 - Blocker And Bracer 25.86 | | | 21.55 |
| 29020 - Hatch Tender 25.86 29030 - Line Handler 25.86 29041 - Stevedore I 24.46 29042 - Stevedore II 27.26 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.00 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.64 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.64 30012 - Archeological Technician I 20.07 30022 - Archeological Technician II 22.40 30023 - Archeological Technician II 27.75 30030 - Cartographic Technician II 27.75 30030 - Cartographic Technician 27.75 30030 - Cartographic Technician I 26.83 30051 - Cryogenic Technician II 26.83 30052 - Cryogenic Technician II 29.63 30061 - Drafter/CAD Operator II 20.07 30062 - Drafter/CAD Operator II 20.07 30063 - Drafter/CAD Operator II 22.40 30063 - Drafter/CAD Operator II 22.40 30063 - Drafter/CAD Operator IV 30.73 30081 - Engineering Technician II 27.56 30082 - Engineering Technician II 27.56 30082 - Engineering Technician II 27.30 30083 - Engineering Technician II 27.30 30084 - Engineering Technician II 27.30 30085 - Engineering Technician II 30.90 Environmental Technician II 30.90 Environmental Technician II 30.90 20.9 | | | 25 86 |
| 29030 - Line Handler 25.86 29041 - Stevedore I 24.46 29042 - Stevedore II 27.26 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.00 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.64 30012 - Air Archeological Technician I 20.07 30012 - Archeological Technician II 22.40 30023 - Archeological Technician III 22.40 30023 - Archeological Technician III 27.75 30030 - Cartographic Technician III 27.75 30030 - Cartographic Technician III 29.63 30051 - Cryogenic Technician II 29.63 30051 - Cryogenic Technician II 29.63 30052 - Cryogenic Technician II 29.63 30061 - Drafter/CAD Operator II 29.63 30062 - Drafter/CAD Operator II 20.07 30062 - Drafter/CAD Operator II 24.97 30083 - Drafter/CAD Operator IV 30.73 30081 - Engineering Technician II 24.97 30082 - Engineering Technician II 22.03 30084 - Engineering Technician III 22.03 30085 - Engineering Technician IV 30.73 30085 - Engineering Technician IV 30.73 30085 - Engineering Technician IV 30.73 30086 - Engineering Technician IV 30.73 30085 - Engineering Technician IV 30.73 30095 - Evidence Control Specialist 32.43 30210 - Laboratory Technician V 30.74 30220 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician II 30.53 30361 - Paralegal/Legal Assistant II 30.53 30363 - Paralegal/Legal Assistant III 30.55 30364 30364 - Paralegal/Legal Assistant III 30.55 30364 30365 30365 30365 3036 | | | |
| 29041 - Stevedore IT | | | |
| 29042 - Stevedore II | | | |
| 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | | | |
| 30010 - Air Traffic Control Specialist Center (HFO) (see 2) | | | 27.20 |
| 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 32.64 | | Technical Occupations | |
| 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.64 | | | 43.00 |
| 30021 - Archeological Technician I 20.07 30022 - Archeological Technician III 22.40 30023 - Archeological Technician III 27.75 30030 - Cartographic Technician 27.75 30040 - Civil Engineering Technician 24.42 30051 - Cryogenic Technician I 26.83 30052 - Cryogenic Technician II 29.63 30061 - Drafter/CAD Operator I 20.07 30062 - Drafter/CAD Operator II 22.40 30063 - Drafter/CAD Operator II 24.97 30064 - Drafter/CAD Operator IV 30.73 30081 - Engineering Technician II 17.56 30082 - Engineering Technician II 19.70 30083 - Engineering Technician III 22.03 30084 - Engineering Technician IV 27.30 30085 - Engineering Technician IV 27.30 30086 - Engineering Technician VI 33.40 30086 - Engineering Technician VI 30.90 - Environmental Technician VI 40.41 30090 - Environmental Technician II 24.73 30210 - Laboratory Technician II 26.76 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician II 30.53 30361 - Paralegal/Legal Assistant II 24.15 30364 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant III 29.55 30364 - Paralegal/Legal Assistant III 29.56 30364 - Paralegal/Legal Assistant III 30363 - Paralegal/Legal Assistant III 30364 - Paralegal/Legal Assistant III 30365 - Paralegal/Legal Assistant III 30366 - Paralegal/Legal Assistant III 30367 - Paralegal/Legal Assistant III 30368 - Paralegal/L | 30010 | - Air Traffic Control Specialist Center (HFO) (see 2) | |
| 30022 - Archeological Technician II 22.40 | 30010 30011 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) | 29.64 |
| 30030 - Cartographic Technician 27.75 | 30010 30011 30012 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) | 29.64 32.64 |
| 30040 - Civil Engineering Technician 24.42 30051 - Cryogenic Technician II 26.83 30052 - Cryogenic Technician II 29.63 30061 - Drafter/CAD Operator I 20.07 30062 - Drafter/CAD Operator III 24.97 30063 - Drafter/CAD Operator IV 30.73 30084 - Engineering Technician I 17.56 30082 - Engineering Technician III 19.70 30083 - Engineering Technician IV 27.30 30084 - Engineering Technician IV 27.30 30085 - Engineering Technician V 33.40 30096 - Environmental Technician V 40.41 30090 - Environmental Technician 24.73 30210 - Laboratory Technician 25.44 30221 - Latent Fingerprint Technician I 26.76 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician 30.53 30361 - Paralegal/Legal Assistant II 19.49 30362 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I | 29.64 32.64 20.07 |
| 30051 - Cryogenic Technician I 26.83 30052 - Cryogenic Technician II 29.63 30061 - Drafter/CAD Operator I 20.07 30062 - Drafter/CAD Operator II 22.40 30063 - Drafter/CAD Operator III 24.97 30064 - Drafter/CAD Operator IV 30.73 30081 - Engineering Technician I 17.56 30082 - Engineering Technician II 19.70 30083 - Engineering Technician IV 22.03 30084 - Engineering Technician IV 27.30 30085 - Engineering Technician V 33.40 30086 - Engineering Technician V 40.41 30090 - Environmental Technician V 40.41 30090 - Environmental Technician II 24.23 30210 - Laboratory Technician II 26.76 30222 - Latent Fingerprint Technician I 29.57 30240 - Mathematical Technician II 29.57 30240 - Mathematical Technician II 30.53 30361 - Paralegal/Legal Assistant II 19.49 30362 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant III 29.54 | 30010 30011 30012 30021 30022 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician II | 29.64 32.64 20.07 22.40 |
| 30052 - Cryogenic Technician II 29.63 30061 - Drafter/CAD Operator I 20.07 30062 - Drafter/CAD Operator II 22.40 30063 - Drafter/CAD Operator III 22.49 30064 - Drafter/CAD Operator IV 30.73 30081 - Engineering Technician I 17.56 30082 - Engineering Technician II 19.70 30083 - Engineering Technician IV 22.03 30084 - Engineering Technician IV 27.30 30085 - Engineering Technician V 33.40 30086 - Engineering Technician V 40.41 30090 - Environmental Technician V 40.41 30090 - Evidence Control Specialist 24.23 30210 - Laboratory Technician I 25.44 30221 - Latent Fingerprint Technician I 26.76 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician I 30.53 30361 - Paralegal/Legal Assistant II 29.54 30363 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant III 29.54 | 30010 30011 30012 30021 30022 30023 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III | 29.64 32.64 20.07 22.40 27.75 |
| 30061 - Drafter/CAD Operator I 20.07 30062 - Drafter/CAD Operator II 22.40 30063 - Drafter/CAD Operator III 24.97 30064 - Drafter/CAD Operator IV 30.73 30081 - Engineering Technician I 17.56 30082 - Engineering Technician III 22.03 30083 - Engineering Technician IV 27.30 30085 - Engineering Technician IV 27.30 30086 - Engineering Technician V 33.40 30090 - Environmental Technician VI 40.41 30090 - Evidence Control Specialist 24.73 30210 - Laboratory Technician 25.44 30221 - Latent Fingerprint Technician I 26.76 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician 30.53 30361 - Paralegal/Legal Assistant II 29.57 30362 - Paralegal/Legal Assistant III 29.54 30363 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician IIII - Cartographic Technician - Civil Engineering Technician | 29.64 32.64 20.07 22.40 27.75 27.75 |
| 30062 - Drafter/CAD Operator II 22.40 30063 - Drafter/CAD Operator III 24.97 30064 - Drafter/CAD Operator IV 30.73 30081 - Engineering Technician I 17.56 30082 - Engineering Technician III 19.70 30083 - Engineering Technician IVI 22.03 30084 - Engineering Technician IV 27.30 30085 - Engineering Technician VI 33.40 30090 - Environmental Technician VI 40.41 30090 - Environmental Technician 24.73 30210 - Laboratory Technician 25.44 30221 - Latent Fingerprint Technician I 26.76 30240 - Mathematical Technician 30.53 30361 - Paralegal/Legal Assistant II 24.15 30363 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician IIII - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 |
| 30063 - Drafter/CAD Operator III 24.97 30064 - Drafter/CAD Operator IV 30.73 30081 - Engineering Technician I 17.56 30082 - Engineering Technician III 19.70 30083 - Engineering Technician IV 27.30 30084 - Engineering Technician IV 33.40 30085 - Engineering Technician VI 40.41 30090 - Environmental Technician 24.73 30095 - Evidence Control Specialist 24.23 30210 - Laboratory Technician 25.44 30221 - Latent Fingerprint Technician I 26.76 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician 30.53 30361 - Paralegal/Legal Assistant I 19.49 30362 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician IIII - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 |
| 30064 - Drafter/CAD Operator IV 30.73 30081 - Engineering Technician I 17.56 30082 - Engineering Technician III 19.70 30083 - Engineering Technician IV 22.03 30084 - Engineering Technician IV 27.30 30085 - Engineering Technician V 33.40 30096 - Engineering Technician VI 40.41 30090 - Environmental Technician 24.73 30210 - Laboratory Technician 25.44 30221 - Latent Fingerprint Technician I 26.76 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician 30.53 30361 - Paralegal/Legal Assistant I 19.49 30362 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30052 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician IIII - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I - Cryogenic Technician II | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 |
| 30081 - Engineering Technician I 17.56 30082 - Engineering Technician II 19.70 30083 - Engineering Technician III 22.03 30084 - Engineering Technician IV 27.30 30085 - Engineering Technician V 33.40 30096 - Engineering Technician VI 40.41 30090 - Environmental Technician 24.73 30210 - Laboratory Technician 25.44 30221 - Latent Fingerprint Technician I 26.76 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician 30.53 30361 - Paralegal/Legal Assistant I 19.49 30362 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30052 30061 30062 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician IIII - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator II | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 |
| 30082 - Engineering Technician III 19.70 30083 - Engineering Technician III 22.03 30084 - Engineering Technician IV 27.30 30085 - Engineering Technician V 33.40 30096 - Engineering Technician VI 40.41 30090 - Environmental Technician 24.73 30210 - Laboratory Technician 25.44 30221 - Latent Fingerprint Technician I 26.76 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician 30.53 30361 - Paralegal/Legal Assistant II 19.49 30362 - Paralegal/Legal Assistant III 29.54 30363 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30052 30061 30062 30063 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician IIII - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator III | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 |
| 30083 - Engineering Technician III 22.03 30084 - Engineering Technician IV 27.30 30085 - Engineering Technician V 33.40 30086 - Engineering Technician VI 40.41 30090 - Environmental Technician 24.73 30095 - Evidence Control Specialist 24.23 30210 - Laboratory Technician 25.44 30221 - Latent Fingerprint Technician I 26.76 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician 30.53 30361 - Paralegal/Legal Assistant II 19.49 30362 - Paralegal/Legal Assistant III 29.54 30363 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30052 30061 30062 30063 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician IIII - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator III - Drafter/CAD Operator IV | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 |
| 30084 - Engineering Technician IV 27.30 30085 - Engineering Technician V 33.40 30086 - Engineering Technician VI 40.41 30090 - Environmental Technician 24.73 30095 - Evidence Control Specialist 24.23 30210 - Laboratory Technician 25.44 30221 - Latent Fingerprint Technician I 26.76 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician 30.53 30361 - Paralegal/Legal Assistant II 19.49 30362 - Paralegal/Legal Assistant III 24.15 30363 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30062 30063 30064 30064 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 17.56 |
| 30085 - Engineering Technician V 33.40 30086 - Engineering Technician VI 40.41 30090 - Environmental Technician 24.73 30095 - Evidence Control Specialist 24.23 30210 - Laboratory Technician 25.44 30221 - Latent Fingerprint Technician I 26.76 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician 30.53 30361 - Paralegal/Legal Assistant I 19.49 30362 - Paralegal/Legal Assistant III 24.15 30363 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30062 30063 30064 30081 30082 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 17.56 19.70 |
| 30086 - Engineering Technician VI 40.41 30090 - Environmental Technician 24.73 30095 - Evidence Control Specialist 24.23 30210 - Laboratory Technician 25.44 30221 - Latent Fingerprint Technician I 26.76 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician 30.53 30361 - Paralegal/Legal Assistant I 19.49 30362 - Paralegal/Legal Assistant III 24.15 30363 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30062 30063 30064 30081 30082 30083 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator IV - Engineering Technician II - Engineering Technician II - Engineering Technician III - Engineering Technician III | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 17.56 19.70 22.03 |
| 30090 - Environmental Technician 24.73 30095 - Evidence Control Specialist 24.23 30210 - Laboratory Technician 25.44 30221 - Latent Fingerprint Technician I 26.76 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician 30.53 30361 - Paralegal/Legal Assistant I 19.49 30362 - Paralegal/Legal Assistant III 24.15 30363 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30062 30063 30064 30081 30082 30083 30084 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator IV - Engineering Technician II - Engineering Technician III - Engineering Technician III - Engineering Technician III - Engineering Technician IIII - Engineering Technician IV | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 17.56 19.70 22.03 27.30 |
| 30095 - Evidence Control Specialist 30210 - Laboratory Technician 30221 - Latent Fingerprint Technician I 26.76 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician 30.53 30361 - Paralegal/Legal Assistant I 30362 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant III 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30062 30063 30064 30081 30082 30083 30084 30084 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician II - Engineering Technician III - Engineering Technician III - Engineering Technician IV - Engineering Technician IV - Engineering Technician V | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 17.56 19.70 22.03 27.30 33.40 |
| 30210 - Laboratory Technician 25.44 30221 - Latent Fingerprint Technician I 26.76 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician 30.53 30361 - Paralegal/Legal Assistant I 19.49 30362 - Paralegal/Legal Assistant II 24.15 30363 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30062 30063 30064 30081 30082 30083 30084 30085 30086 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician II - Engineering Technician III - Engineering Technician III - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician VI | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 17.56 19.70 22.03 27.30 33.40 40.41 |
| 30221 - Latent Fingerprint Technician I 26.76 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician 30.53 30361 - Paralegal/Legal Assistant I 19.49 30362 - Paralegal/Legal Assistant II 24.15 30363 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator IV - Engineering Technician II - Engineering Technician III - Engineering Technician III - Engineering Technician III - Engineering Technician IV - Engineering Technician V - Engineering Technician VI - Environmental Technician | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 17.56 19.70 22.03 27.30 33.40 40.41 24.73 |
| 30222 - Latent Fingerprint Technician II 29.57 30240 - Mathematical Technician 30.53 30361 - Paralegal/Legal Assistant I 30362 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant III 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30095 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician II - Engineering Technician III - Engineering Technician III - Engineering Technician IV - Engineering Technician V - Engineering Technician VI - Environmental Technician - Evidence Control Specialist | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 17.56 19.70 22.03 27.30 33.40 40.41 24.73 24.23 |
| 30240 - Mathematical Technician30.5330361 - Paralegal/Legal Assistant I19.4930362 - Paralegal/Legal Assistant II24.1530363 - Paralegal/Legal Assistant III29.5430364 - Paralegal/Legal Assistant IV35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30095 30210 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician II - Engineering Technician III - Engineering Technician III - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician VI - Environmental Technician - Evidence Control Specialist - Laboratory Technician | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 17.56 19.70 22.03 27.30 33.40 40.41 24.73 24.23 25.44 |
| 30361 - Paralegal/Legal Assistant I 19.49 30362 - Paralegal/Legal Assistant II 24.15 30363 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30095 30210 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician II - Engineering Technician III - Engineering Technician III - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician V - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician I | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 17.56 19.70 22.03 27.30 33.40 40.41 24.73 24.23 25.44 26.76 |
| 30362 - Paralegal/Legal Assistant II 24.15 30363 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30095 30210 30221 30222 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician II - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator IV - Engineering Technician II - Engineering Technician II - Engineering Technician II - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician V - Engineering Technician II - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician II | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 17.56 19.70 22.03 27.30 33.40 40.41 24.73 24.23 25.44 26.76 29.57 |
| 30363 - Paralegal/Legal Assistant III 29.54 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30095 30210 30221 30222 30240 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician II - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Civil Engineering Technician - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator IV - Engineering Technician II - Engineering Technician II - Engineering Technician III - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician V - Engineering Technician II - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician II - Mathematical Technician | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 17.56 19.70 22.03 27.30 33.40 40.41 24.73 24.23 25.44 26.76 29.57 30.53 |
| 30364 - Paralegal/Legal Assistant IV 35.74 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30095 30210 30221 30222 30240 30361 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician II - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Cryogenic Technician I - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician II - Engineering Technician III - Engineering Technician III - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician II - Mathematical Technician - Paralegal/Legal Assistant I | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 17.56 19.70 22.03 27.30 33.40 40.41 24.73 24.23 25.44 26.76 29.57 30.53 19.49 |
| | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30095 30210 30221 30222 30240 30361 30362 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician III - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Civil Engineering Technician - Cryogenic Technician I - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator IV - Engineering Technician II - Engineering Technician II - Engineering Technician II - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician II - Mathematical Technician - Paralegal/Legal Assistant II | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 17.56 19.70 22.03 27.30 33.40 40.41 24.73 24.23 25.44 26.76 29.57 30.53 19.49 24.15 |
| 29.03 | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30095 30210 30221 30222 30240 30361 30362 30363 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician II - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Civil Engineering Technician - Cryogenic Technician II - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician II - Engineering Technician II - Engineering Technician III - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician V - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician II - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 17.56 19.70 22.03 27.30 33.40 40.41 24.73 24.23 25.44 26.76 29.57 30.53 19.49 24.15 29.54 |
| | 30010 30011 30012 30021 30022 30023 30030 30040 30051 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30095 30210 30221 30222 30240 30361 30362 30363 30364 | - Air Traffic Control Specialist Center (HFO) (see 2) - Air Traffic Control Specialist Station (HFO) (see 2) - Air Traffic Control Specialist Terminal (HFO) (see 2) - Archeological Technician I - Archeological Technician II - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Civil Engineering Technician - Cryogenic Technician II - Drafter/CAD Operator II - Drafter/CAD Operator II - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician II - Engineering Technician II - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician II - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III | 29.64 32.64 20.07 22.40 27.75 27.75 24.42 26.83 29.63 20.07 22.40 24.97 30.73 17.56 19.70 22.03 27.30 33.40 40.41 24.73 24.23 25.44 26.76 29.57 30.53 19.49 24.15 29.54 35.74 |

| 30390 - Photo-Optics Technician 30395 - Radiation Control Technician 30461 - Technical Writer I 30462 - Technical Writer II 30463 - Technical Writer III | | 27.75 29.63 25.69 31.42 38.01 |
|--|----------|---|
| 30491 - Unexploded Ordnance (UXO) Technician I | | 27.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 33.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 39.62 |
| 30494 - Unexploded (UXO) Safety Escort | | 27.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | | 27.32 |
| 30501 - Weather Forecaster I | | 26.83 |
| 30502 - Weather Forecaster II | (2) | 32.63 |
| | (see 2) | 24.97 |
| Surface Programs 30621 - Weather Observer Senior | (222 2) | 25.23 |
| | (see 2) | 23.23 |
| 31000 - Transportation/Mobile Equipment Operation Occu | ipations | 22.00 |
| 31010 - Airplane Pilot | | 33.06 |
| 31020 - Bus Aide 31030 - Bus Driver | | 14.54 21.23 |
| 31043 - Driver Courier | | 16.94 |
| 31260 - Parking and Lot Attendant | | 10.60 |
| 31290 - Parking and Lot Attendant 31290 - Shuttle Bus Driver | | 18.53 |
| 31310 - Taxi Driver | | 12.70 |
| 31361 - Taxi Briver 31361 - Truckdriver Light | | 18.53 |
| 31362 - Truckdriver Medium | | 20.13 |
| 31363 - Truckdriver Heavy | | 22.14 |
| 31364 - Truckdriver Tractor-Trailer | | 22.14 |
| 99000 - Miscellaneous Occupations | | 22.14 |
| 99020 - Cabin Safety Specialist | | 16.12 |
| 99030 - Cashier | | 10.77 |
| 99050 - Desk Clerk | | 11.33 |
| 99095 - Embalmer | | 24.05 |
| 99130 - Flight Follower | | 27.32 |
| 99251 - Laboratory Animal Caretaker I | | 13.18 |
| 99252 - Laboratory Animal Caretaker II | | 14.42 |
| 99260 - Marketing Analyst | | 36.10 |
| 99310 - Mortician | | 24.42 |
| 99410 - Pest Controller | | 22.97 |
| 99510 - Photofinishing Worker | | 14.89 |
| 99710 - Recycling Laborer | | 19.52 |
| 99711 - Recycling Specialist | | 23.99 |
| 99730 - Refuse Collector | | 17.25 |
| 99810 - Sales Clerk | | 13.65 |
| 99820 - School Crossing Guard | | 10.80 |
| 99830 - Survey Party Chief | | 26.65 |
| 99831 - Surveying Aide | | 15.97 |
| 99832 - Surveying Technician | | 20.46 |
| 99840 - Vending Machine Attendant | | 15.50 |
| 99841 - Vending Machine Repairer | | 18.73 |
| 99842 - Vending Machine Repairer Helper | | 15.46 |
| | | |

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per

week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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