

**Request for Quotations**  
**Vertical Surface/Spectator Bench Seating**  
**Reupholstery Courtroom 350**  
**U.S. Bankruptcy Court Western District of Wisconsin**  
**Robert W. Kastenmeier U.S. Courthouse**  
**Madison, Wisconsin**

RFQ Number: WIWBCLERK24-0001

Request Due Date: August 28, 2024

**Introduction**

The U.S. Bankruptcy Court for the Western District of Wisconsin is seeking Open Market price quotes for the provision and installation of acoustical wall covering and spectator bench seating and chair re-upholstery in Courtroom 350 within the Robert W. Kastenmeier U.S. Courthouse located in Madison, Wisconsin.

**Scope of Work**

The scope of work includes the following project components:

Removal and prep work for the replacement of all upholstered vertical surface fabric (existing burgundy color) and backer at all benches, rails and boxes; and the installation of new upholstery on all spectator benches and chairs in the courtroom.

For additional information, see Attachment A - Scope of Work Specifications and Details and Attachment B - Bid Form.

**Pre-Bid Site Visit**

Offerors are invited to visit the site for a pre-bid site visit scheduled for Wednesday, August 21, 2024, at 1:00 pm at the Robert W. Kastenmeier Courthouse, 120 North Henry Street, Room 350, Madison, Wisconsin 53703. Please contact Tami Gardow at [tami\\_gardow@wiwb.uscourts.gov](mailto:tami_gardow@wiwb.uscourts.gov) or 715-930-7376 if you would like to attend.

Subsequent to the site visit, offerors may submit additional questions via email to Tami Gardow at [tami\\_gardow@wiwb.uscourts.gov](mailto:tami_gardow@wiwb.uscourts.gov) and Brenda Welhoefer at [brenda\\_welhoefer@wiwb.uscourts.gov](mailto:brenda_welhoefer@wiwb.uscourts.gov). Answers to all questions will be distributed to all offerors. Questions by telephone will not be accepted.

**Submitting Quotes**

The due date for submitting quotes is 4:00 PM on Wednesday, August 28, 2024.

Quotes shall be sent in PDF format, via email to Tami Gardow at [tami\\_gardow@wiwb.uscourts.gov](mailto:tami_gardow@wiwb.uscourts.gov) and Brenda Welhoefer at [brenda\\_welhoefer@wiwb.uscourts.gov](mailto:brenda_welhoefer@wiwb.uscourts.gov).

**Technical and Price Requirements of Quotes**

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

**Late Submissions, Modifications, and Withdrawals of Offers**

Offerors are responsible for submitting offers, and any modifications or withdrawals, so as to reach the court as designated in the time specified.

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

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

**Evaluation and Award of Contract**

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

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

**Fabric Replacement**

1. Remove existing vertical surface fabric and substrate and dispose.
2. Prep and patch surface to receive new product.
3. Install new wall covering according to manufacturer's installation guide. Fabric selection to be determined by the court.
4. Removal of existing vertical surface fabric and the installation of new wall covering shall occur in Courtroom 350 in the following locations:
  - a. Judge's Bench Area (exterior and interior)
  - b. Jury Box (exterior and interior)
  - c. Court Reporter (exterior and interior)
  - d. Spectator Benches (top, bottom, front, back)
  - e. Spectator Rail (exterior and interior)
  - f. Podium (both sides)
  - g. TO BE QUOTED SEPARATELY – Free Standing Chairs With Wheels, Free Standing Chairs Without Wheels and Fixed Jury Chairs (top, bottom, front, back)
5. Clean panels on completion of the installation to remove dust and other foreign materials according to the manufacturer's written instructions.
6. Provide provisions to remove and rehang bronze court seal from judge's bench to its existing location as directed by the court. Contractor to hang seal.
7. Remove the spectator benches and chairs as necessary to complete the work. Benches and chairs may be removed off-site for re-upholstery work. Benches shall be marked for reinstallation into same locations.
8. Remove existing upholstery from the bench and chairs and install new upholstery and batting. The finished product should be installed in a manner similar to the existing finished benches. Fabric for the seat and back of benches may be different and as specified per the included documents.
9. Install new fabric and substrate. Apply fabric facing to fully cover visible surfaces of substrate with material stretched straight, on the grain, tight, square and free from puckers, ripples, wrinkles, sags, blisters, seams, adhesive, or other visible distortions or foreign matter. Corners shall be tailor corners to match the existing bench upholstery. For radius and other non-square corners, attach facing material so there are no seams or gathering of material. Attach fabric in same direction so pattern and weave match the adjacent units.
10. Re- upholstering of all benches and chairs including textiles as specified as basis of design or equal and new 1.5" FR Medium Firm Dacron Foam- continuous seat and back (front and back of back)

11. The benches are in the following quantities and approximate sizes:
  - a. Six (6) 71.5" length, 18" back height, 16" seat depth (note upholstery extends under entire seat)
  - b. Three (3) 108" length, 18" back height, 16" seat depth (note upholstery extends under entire seat)
  - c. Two (2) 57" length, 18" back height, 16" seat depth (note upholstery extends under entire seat)
12. The chairs are in the following quantities and approximate sizes:
  - a. Eight (8) Wheeled 21" length, 18" back height, 19" seat depth (note upholstery extends under seat)
  - b. Ten (10) Free Standing 19" length, 11" back height, 20" seat depth (note upholstery extends under seat)
  - c. Seven (7) Jury 21" length, 18" back height, 19" seat depth (note upholstery extends under seat)
13. Return and reinstall the existing benches into their existing locations, attaching to the floor. Return chairs to courtroom.
14. All work shall be completed in a clean and workmanlike manner. Upon completion, clip loose threads; remove pills and extraneous materials. Clean upholstery on completion of the installation to remove dust and other foreign materials according to the manufacturer's written instructions.
15. Photos provided are for reference only. Field conditions will be verified by Contractor. Conditions may vary.
16. The contractor shall appropriately store, protect and secure fabric until required for installation. Contractor shall determine if fabric should be cured onsite prior to installation.
17. The contractor shall receive fabrics and shall immediately upon receipt inspect fabric for damage, manufacturing defects or flaws and verify type and quantity. Any damage, defects, flaws or discrepancies shall be reported to Owner immediately.
18. Contractor(s) shall prepare for, apply, install, and clean manufactured materials and items as recommended by the manufacturer, except as approved in writing by Owner. The manufacturer's latest recommendations at the time of bidding shall be used.
19. Contractor shall be responsible for all cleaning required within the technical sections of the specifications governing work under the Contractor's jurisdiction as well as for keeping all work areas, passageways, ramps, stairs and all other areas of the premises free of accumulation of surplus materials, garbage, debris and scrap which may be caused by the Contractor's operations. Dirt, soil, fingerprints, stains and the like, shall be completely removed from all exposed finished surfaces.
20. Contractor shall move all furniture necessary to complete the work and replace furniture to its original position upon completion of work.
21. Contractor shall cover and protect surrounding areas while work is being completed.
22. Contractor shall assume the responsibility for the protection of all finished construction under the Contract and shall repair and restore any and all damage of finished work to its original state.
23. Remove garbage, debris and scrap from the premises promptly upon its accumulation and in no event later than the end of each work day. There will be no space provided on site for storage of waste or waste containers.

### **Installation**

Installation shall be as specified and shall be in full accordance with the following: install seamless along length, off bolt direction. Do not railroad. Warp and weft yarns must be stretched perfectly square and plumbed so that the fabric is not distorted and does not pucker or ripple. All sewn seams will be squared with a plumb bob and must be true top to bottom without wavering. All fabrics will be stretched and secured in such a way as not to show the fastening technique. All fabrics will be blind tacked on all sides of each wall area in and around cut-outs and doors without the use of any gimp, trim, hand sewing, welts or batons and not too tight as to pucker around track/framework or too loose around track/framework thus leaving a space. All fabric patterns and grains will match vertically and/or horizontally and be perfectly level.

The finished appearance shall be seamless, free from blisters, wrinkles, warping or any other defects due to faulty workmanship.

### **Warranty**

The warranty shall be the contractor's/manufacturer's standard form in which the manufacturer agrees to repair or replace components of wall units or bench upholstery that fail in workmanship within the specified warranty. Failures include, but are not limited to, the following: fabric sagging, distorting, or releasing from the substrate or attachment, and warping of core material. The warranty period shall extend two years from the date of substantial completion.

### **Deliverables**

#### **Submittals**

Contractor shall provide one (1) sample of each fabric for review with the quote submission. Fabric shall be full-width by approximately 36 inch long sample, but not smaller than required to show complete pattern repeat, from dye lot to be used for the project, and with any specified treatments applied. Mark top and face of fabric.

Contractor shall provide 10 percent attic stock of each product specified, but no less than a full package of each product specified.

### **Schedule for Performance and Delivery/Milestone Schedules**

The services requested in this RFQ are part of a renovation project targeted for Fall 2024. Schedule is to be determined. Contractor will be responsible for coordination and scheduling of the work with the Bankruptcy Court and other contractors as required.

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

### **Contractor Furnished Items**

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

## **Environment**

### **Loading Dock/Elevator**

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

### **Parking**

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

### **Security**

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

## **Finishes and Materials**

### **Spectator Benches**

The backs and seats fabric may be of a different fabric and should be equivalent to LUUM Equilux in Blue Hour (4060-06) and HBF Merci Boucle Indigo (955-59). Fabric selection to be determined by the court.

### **Vertical Fabric**

It is the court's intention to have the vertical fabric be quoted in the following three ways:

- A. The acoustic fabric should be equivalent to the Koroseal Acoustics CHORDS line in Navy. Fabric selection to be determined by the court.
- B. HBF Merci Boucle Indigo (955-59) or the equivalent of with padding.
- C. HBF Merci Boucle Indigo (955-59) or the equivalent of without padding.

### **Chair Fabric**

The fabric should be Brentano Newton – Tide Pool (2368-14) or the equivalent of.

**Courtroom 350 – Upholstery Replacement – Cyclical Maintenance Work  
Bankruptcy Court – Western District of Wisconsin  
Kastenmeier Courthouse – Madison, Wisconsin**

Existing Images



Judge's bench area - existing vertical fabric to be removed and replaced - both sides



Free-standing bench AND jury box - existing vertical fabric to be removed and replaced - both sides



Courtroom seating benches-seat and back fabric and batting to be replaced AND spectator rail-existing vertical fabric to be removed and replaced



Podium - existing vertical fabric to be removed and replaced - both sides





Front of existing courtroom seating benches – seat and back fabric and batting to be replaced



Back of existing courtroom seating benches - seat and back fabric and batting to be replaced

RFQ Number: WIWBCLERK24-0001



Chair seat and back fabric to be replaced

**ATTACHMENT B  
PROJECT BID SHEET**

**Vertical Surface/Spectator Bench Seating/Chair Reupholstery**

**Courtroom 350**

**Robert W. Kastenmeier Courthouse**

**Madison, Wisconsin**

1. Removal and prep work for the replacement of all vertical fabric (existing burgundy color) and backer at all benches, rails and boxes; and the installation of new upholstery on all spectator benches in Courtroom 350 within the Robert W. Kastenmeier U.S. Courthouse located in Madison, Wisconsin.

A. Acoustic Fabric TOTAL PROPOSED PROJECT COST: \$ \_\_\_\_\_

B. Upholstery Fabric with Padding TOTAL PROPOSED PROJECT COST: \$ \_\_\_\_\_

C. Upholstery Fabric without Padding TOTAL PROPOSED PROJECT COST: \$ \_\_\_\_\_

2. Chairs (existing mauve color) TOTAL PROPOSED PROJECT COST: \$ \_\_\_\_\_

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

Name of Individual that prepared bid: \_\_\_\_\_

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Print Name and Title: \_\_\_\_\_

\_\_\_\_\_

Company Name: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

TIN Number/UEI Number: \_\_\_\_\_

**Applicable Judiciary Terms and Conditions**

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

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

<b>Clause No.</b>	<b>Title</b>	<b>Date</b>
[ X ] Clause 2-35	F.o.b. Destination, Within Judiciary's Premises	JAN 2003
[ X ] Clause 2-100	Brand Name or Equal	APR 2013
[ ] Clause 2-130	Energy Efficiency in Energy-Consuming Products	APR 2013
[ ] Clause 2-135	IEEE Standard for the Environmental Assessment of Personal Computer Products	APR 2013
[ X ] Clause 3-3	Provisions, Clauses, Terms and Conditions - Small Purchases	JUN 2014
[ X ] Clause 3-300	Registration in the System for Award Management (SAM)	APR 2013
[ X ] Clause 3-305	Payment by Electronic Funds Transfer – System for Award Management (SAM) Registration	APR 2013
[ X ] Clause 3-310	Payment by Electronic Funds Transfer – Other Than System for Award Management (SAM) Registration (applies if Clauses 3-300 and 3-305 do not apply)	APR 2013
[ ] Clause 6-85	Commercial Computer Software License	APR 2013
[ ] Clause 6-105	California E-Waste Fee	APR 2013
[ ] Clause 7-65	Protection of Judiciary Buildings, Equipment and Vegetation	APR 2013
[ ] Clause 7-115	Availability of Funds	JAN 2003

Wage Determinations

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

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

If the contract is entered into on or		Executive Order 14026 generally applies to	
after January 30, 2022, or the		the contract.	
contract is renewed or extended (e.g.,		The contractor must pay all covered workers	
an option is exercised) on or after		at least \$17.20 per hour (or the applicable	
January 30, 2022:		wage rate listed on this wage determination,	
		if it is higher) for all hours spent	
		performing on the contract in 2024.	

If the contract was awarded on or		Executive Order 13658 generally applies to	
between January 1, 2015 and January 29,		the contract.	
2022, and the contract is not renewed		The contractor must pay all covered workers	
or extended on or after January 30,		at least \$12.90 per hour (or the applicable	
2022:		wage rate listed on this wage determination,	
		if it is higher) for all hours spent	
		performing on the contract in 2024.	

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

State: Wisconsin

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.75
01012 - Accounting Clerk II		21.05
01013 - Accounting Clerk III		23.54
01020 - Administrative Assistant		31.35
01035 - Court Reporter		23.05

01041 - Customer Service Representative I	17.04***
01042 - Customer Service Representative II	18.59
01043 - Customer Service Representative III	20.88
01051 - Data Entry Operator I	16.18***
01052 - Data Entry Operator II	17.65
01060 - Dispatcher, Motor Vehicle	21.31
01070 - Document Preparation Clerk	19.46
01090 - Duplicating Machine Operator	19.46
01111 - General Clerk I	16.69***
01112 - General Clerk II	18.21
01113 - General Clerk III	20.44
01120 - Housing Referral Assistant	25.70
01141 - Messenger Courier	16.49***
01191 - Order Clerk I	17.39
01192 - Order Clerk II	18.97
01261 - Personnel Assistant (Employment) I	18.29
01262 - Personnel Assistant (Employment) II	20.45
01263 - Personnel Assistant (Employment) III	22.80
01270 - Production Control Clerk	24.63
01290 - Rental Clerk	17.77
01300 - Scheduler, Maintenance	20.61
01311 - Secretary I	20.61
01312 - Secretary II	23.05
01313 - Secretary III	25.70
01320 - Service Order Dispatcher	19.05
01410 - Supply Technician	31.35
01420 - Survey Worker	22.36
01460 - Switchboard Operator/Receptionist	18.75
01531 - Travel Clerk I	18.55
01532 - Travel Clerk II	20.05



RFQ Number: WIWBCLERK24-0001

01533 - Travel Clerk III	21.70
01611 - Word Processor I	22.10
01612 - Word Processor II	24.82
01613 - Word Processor III	27.74

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	24.81
05010 - Automotive Electrician	24.88
05040 - Automotive Glass Installer	23.90
05070 - Automotive Worker	23.90
05110 - Mobile Equipment Servicer	21.76
05130 - Motor Equipment Metal Mechanic	25.65
05160 - Motor Equipment Metal Worker	23.90
05190 - Motor Vehicle Mechanic	25.65
05220 - Motor Vehicle Mechanic Helper	20.37
05250 - Motor Vehicle Upholstery Worker	22.85
05280 - Motor Vehicle Wrecker	3.90
05310 - Painter, Automotive	24.88
05340 - Radiator Repair Specialist	23.90
05370 - Tire Repairer	18.47
05400 - Transmission Repair Specialist	25.65

07000 - Food Preparation And Service Occupations

07010 - Baker	16.20***
07041 - Cook I	18.11
07042 - Cook II	19.90
07070 - Dishwasher	13.76***
07130 - Food Service Worker	15.01***
07210 - Meat Cutter	20.34
07260 - Waiter/Waitress	14.13***



09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	22.31
09040 - Furniture Handler	15.73***
09080 - Furniture Refinisher	22.31
09090 - Furniture Refinisher Helper	18.26
09110 - Furniture Repairer, Minor	20.48
09130 - Upholsterer	22.31

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	16.63***
11060 - Elevator Operator	16.05***
11090 - Gardener	23.41
11122 - Housekeeping Aide	16.50***
11150 - Janitor	16.50***
11210 - Laborer, Grounds Maintenance	18.88
11240 - Maid or Houseman	16.09***
11260 - Pruner	17.41
11270 - Tractor Operator	21.92
11330 - Trail Maintenance Worker	18.88
11360 - Window Cleaner	17.90

12000 - Health Occupations

12010 - Ambulance Driver	19.97
12011 - Breath Alcohol Technician	24.82
12012 - Certified Occupational Therapist Assistant	28.91
12015 - Certified Physical Therapist Assistant	29.72
12020 - Dental Assistant	22.97
12025 - Dental Hygienist	38.84

12030 - EKG Technician	37.37
12035 - Electroneurodiagnostic Technologist	37.37
12040 - Emergency Medical Technician	19.97
12071 - Licensed Practical Nurse I	22.19
12072 - Licensed Practical Nurse II	24.82
12073 - Licensed Practical Nurse III	27.67
12100 - Medical Assistant	21.46
12130 - Medical Laboratory Technician	29.40
12160 - Medical Record Clerk	23.31
12190 - Medical Record Technician	26.07
12195 - Medical Transcriptionist	22.19
12210 - Nuclear Medicine Technologist	44.10
12221 - Nursing Assistant I	14.49***
12222 - Nursing Assistant II	16.30***
12223 - Nursing Assistant III	17.79
12224 - Nursing Assistant IV	19.97
12235 - Optical Dispenser	21.96
12236 - Optical Technician	22.54
12250 - Pharmacy Technician	19.06
12280 - Phlebotomist	20.67
12305 - Radiologic Technologist	34.30
12311 - Registered Nurse I	28.10
12312 - Registered Nurse II	34.38
12313 - Registered Nurse II, Specialist	34.38
12314 - Registered Nurse III	41.59
12315 - Registered Nurse III, Anesthetist	41.59
12316 - Registered Nurse IV	49.85
12317 - Scheduler (Drug and Alcohol Testing)	30.76
12320 - Substance Abuse Treatment Counselor	28.93

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	25.82
13012 - Exhibits Specialist II	32.00
13013 - Exhibits Specialist III	39.13
13041 - Illustrator I	22.39
13042 - Illustrator II	27.74
13043 - Illustrator III	33.94
13047 - Librarian	35.43
13050 - Library Aide/Clerk	18.59
13054 - Library Information Technology Systems Administrator	32.00
13058 - Library Technician	16.30***
13061 - Media Specialist I	23.09
13062 - Media Specialist II	25.82
13063 - Media Specialist III	28.79
13071 - Photographer I	17.35
13072 - Photographer II	19.41
13073 - Photographer III	24.05
13074 - Photographer IV	29.41
13075 - Photographer V	35.58
13090 - Technical Order Library Clerk	23.35
13110 - Video Teleconference Technician	23.12

14000 - Information Technology Occupations

14041 - Computer Operator I	25.20
14042 - Computer Operator II	28.19
14043 - Computer Operator III	31.44
14044 - Computer Operator IV	34.93
14045 - Computer Operator V	38.68
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		25.20
14160 - Personal Computer Support Technician		34.93
14170 - System Support Specialist		38.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.91
15020 - Aircrew Training Devices Instructor (Rated)		38.62
15030 - Air Crew Training Devices Instructor (Pilot)		46.28
15050 - Computer Based Training Specialist / Instructor		31.91
15060 - Educational Technologist		38.03
15070 - Flight Instructor (Pilot)		46.28
15080 - Graphic Artist		27.59
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.28
15086 - Maintenance Test Pilot, Rotary Wing		46.28
15088 - Non-Maintenance Test/Co-Pilot		46.28
15090 - Technical Instructor		27.77
15095 - Technical Instructor/Course Developer		33.97
15110 - Test Proctor		22.41
15120 - Tutor		22.41
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.58
16030 - Counter Attendant		17.58
16040 - Dry Cleaner		20.09
16070 - Finisher, Flatwork, Machine		17.58

16090 - Presser, Hand	17.58
16110 - Presser, Machine, Drycleaning	17.58
16130 - Presser, Machine, Shirts	17.58
16160 - Presser, Machine, Wearing Apparel, Laundry	17.58
16190 - Sewing Machine Operator	20.92
16220 - Tailor	21.76
16250 - Washer, Machine	18.42
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.15
19040 - Tool And Die Maker	28.35
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.86
21030 - Material Coordinator	24.63
21040 - Material Expediter	24.63
21050 - Material Handling Laborer	19.23
21071 - Order Filler	17.13***
21080 - Production Line Worker (Food Processing)	21.86
21110 - Shipping Packer	20.26
21130 - Shipping/Receiving Clerk	20.26
21140 - Store Worker I	17.06***
21150 - Stock Clerk	21.82
21210 - Tools And Parts Attendant	21.86
21410 - Warehouse Specialist	21.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.78
23019 - Aircraft Logs and Records Technician	26.63
23021 - Aircraft Mechanic I	29.90

23022 - Aircraft Mechanic II	30.78
23023 - Aircraft Mechanic III	31.74
23040 - Aircraft Mechanic Helper	23.74
23050 - Aircraft, Painter	29.00
23060 - Aircraft Servicer	26.63
23070 - Aircraft Survival Flight Equipment Technician	29.00
23080 - Aircraft Worker	27.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.90
23110 - Appliance Mechanic	25.65
23120 - Bicycle Repairer	23.47
23125 - Cable Splicer	45.63
23130 - Carpenter, Maintenance	29.26
23140 - Carpet Layer	29.73
23160 - Electrician, Maintenance	36.98
23181 - Electronics Technician Maintenance I	28.96
23182 - Electronics Technician Maintenance II	30.15
23183 - Electronics Technician Maintenance III	31.08
23260 - Fabric Worker	29.26
23290 - Fire Alarm System Mechanic	26.68
23310 - Fire Extinguisher Repairer	27.87
23311 - Fuel Distribution System Mechanic	46.80
23312 - Fuel Distribution System Operator	37.68
23370 - General Maintenance Worker	23.73
23380 - Ground Support Equipment Mechanic	29.90
23381 - Ground Support Equipment Servicer	26.63
23382 - Ground Support Equipment Worker	27.86
23391 - Gunsmith I	27.87
23392 - Gunsmith II	30.62
23393 - Gunsmith III	32.85

23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.76
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	30.64
23430 - Heavy Equipment Mechanic	31.30
23440 - Heavy Equipment Operator	36.12
23460 - Instrument Mechanic	32.85
23465 - Laboratory/Shelter Mechanic	31.87
23470 - Laborer	19.23
23510 - Locksmith	24.37
23530 - Machinery Maintenance Mechanic	29.96
23550 - Machinist, Maintenance	23.60
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	32.85
23592 - Metrology Technician II	33.82
23593 - Metrology Technician III	34.88
23640 - Millwright	32.85
23710 - Office Appliance Repairer	21.78
23760 - Painter, Maintenance	25.60
23790 - Pipefitter, Maintenance	38.93
23810 - Plumber, Maintenance	37.77
23820 - Pneudraulic Systems Mechanic	32.85
23850 - Rigger	32.85
23870 - Scale Mechanic	30.62
23890 - Sheet-Metal Worker, Maintenance	34.75
23910 - Small Engine Mechanic	24.36
23931 - Telecommunications Mechanic I	31.01
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	31.70
23960 - Welder, Combination, Maintenance	24.72
23965 - Well Driller	32.85
23970 - Woodcraft Worker	32.85

23980 - Woodworker	27.87
24000 - Personal Needs Occupations	
24550 - Case Manager	22.09
24570 - Child Care Attendant	13.23***
24580 - Child Care Center Clerk	16.51***
24610 - Chore Aide	16.30***
24620 - Family Readiness And Support Services Coordinator	22.09
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.74
25040 - Sewage Plant Operator	29.82
25070 - Stationary Engineer	30.74
25190 - Ventilation Equipment Tender	24.41
25210 - Water Treatment Plant Operator	29.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.96
27007 - Baggage Inspector	17.32
27008 - Corrections Officer	26.24
27010 - Court Security Officer	28.07
27030 - Detection Dog Handler	19.37
27040 - Detention Officer	26.24
27070 - Firefighter	29.23
27101 - Guard I	17.32
27102 - Guard II	19.37
27131 - Police Officer I	34.91
27132 - Police Officer II	38.79



28000 - Recreation Occupations

28041 - Carnival Equipment Operator	17.22
28042 - Carnival Equipment Repairer	18.39
28043 - Carnival Worker	13.68***
28210 - Gate Attendant/Gate Tender	19.60
28310 - Lifeguard	13.27***
28350 - Park Attendant (Aide)	21.93
28510 - Recreation Aide/Health Facility Attendant	16.01***
28515 - Recreation Specialist	27.17
28630 - Sports Official	17.47
28690 - Swimming Pool Operator	20.21

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	30.97
29020 - Hatch Tender	30.97
29030 - Line Handler	30.97
29041 - Stevedore I	29.57
29042 - Stevedore II	32.21

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	45.21
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.17
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.34
30021 - Archeological Technician I		19.94
30022 - Archeological Technician II		22.31
30023 - Archeological Technician III		27.64
30030 - Cartographic Technician		27.64
30040 - Civil Engineering Technician		30.55
30051 - Cryogenic Technician I		30.61
30052 - Cryogenic Technician II		33.81

30061 - Drafter/CAD Operator I	19.94
30062 - Drafter/CAD Operator II	22.31
30063 - Drafter/CAD Operator III	24.88
30064 - Drafter/CAD Operator IV	30.61
30081 - Engineering Technician I	15.79***
30082 - Engineering Technician II	17.72
30083 - Engineering Technician III	19.82
30084 - Engineering Technician IV	24.56
30085 - Engineering Technician V	30.04
30086 - Engineering Technician VI	36.34
30090 - Environmental Technician	26.98
30095 - Evidence Control Specialist	27.64
30210 - Laboratory Technician	23.49
30221 - Latent Fingerprint Technician I	26.16
30222 - Latent Fingerprint Technician II	28.90
30240 - Mathematical Technician	28.67
30361 - Paralegal/Legal Assistant I	23.12
30362 - Paralegal/Legal Assistant II	28.66
30363 - Paralegal/Legal Assistant III	35.06
30364 - Paralegal/Legal Assistant IV	42.39
30375 - Petroleum Supply Specialist	33.81
30390 - Photo-Optics Technician	27.64
30395 - Radiation Control Technician	33.81
30461 - Technical Writer I	25.02
30462 - Technical Writer II	30.61
30463 - Technical Writer III	37.03
30491 - Unexploded Ordnance (UXO) Technician I	28.73
30492 - Unexploded Ordnance (UXO) Technician II	34.76
30493 - Unexploded Ordnance (UXO) Technician III	41.67
30494 - Unexploded (UXO) Safety Escort	28.73

30495 - Unexploded (UXO) Sweep Personnel	28.73
30501 - Weather Forecaster I	30.61
30502 - Weather Forecaster II	37.24
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	24.88
30621 - Weather Observer, Senior (see 2)	27.64
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.76
31020 - Bus Aide	26.35
31030 - Bus Driver	34.31
31043 - Driver Courier	20.17
31260 - Parking and Lot Attendant	16.19***
31290 - Shuttle Bus Driver	17.11***
31310 - Taxi Driver	15.58***
31361 - Truckdriver, Light	21.55
31362 - Truckdriver, Medium	22.63
31363 - Truckdriver, Heavy	26.00
31364 - Truckdriver, Tractor-Trailer	26.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.95***
99030 - Cashier	14.37***
99050 - Desk Clerk	15.63***
99095 - Embalmer	37.77
99130 - Flight Follower	28.73
99251 - Laboratory Animal Caretaker I	17.23
99252 - Laboratory Animal Caretaker II	18.40
99260 - Marketing Analyst	30.85
99310 - Mortician	37.77

99410 - Pest Controller	26.30
99510 - Photofinishing Worker	15.10***
99710 - Recycling Laborer	26.91
99711 - Recycling Specialist	31.24
99730 - Refuse Collector	24.82
99810 - Sales Clerk	15.08***
99820 - School Crossing Guard	19.80
99830 - Survey Party Chief	33.45
99831 - Surveying Aide	24.72
99832 - Surveying Technician	25.89
99840 - Vending Machine Attendant	18.43
99841 - Vending Machine Repairer	21.63
99842 - Vending Machine Repairer Helper	18.43

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

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

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

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

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

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

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

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

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

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

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

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

**Conformance Process:**

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

violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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