

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL PRODUCTS AND COMMERCIAL SERVICES

NOTE: OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, AND 30.

| | |
|---|--|
| 1. REQUISITION NUMBER 0044047880 | PAGE 1 OF 52 |
| 5. SOLICITATION NUMBER 140D0426Q0566 | 6. SOLICITATION ISSUE DATE 06/12/2026 |
| b. TELEPHONE NUMBER (No collect calls) 2082077391 | 8. OFFER DUE DATE/ LOCAL TIME 06/19/2026 1500 MD |

| | | |
|---|-------------------------|-----------------|
| 2. CONTRACT NUMBER | 3. AWARD/EFFECTIVE DATE | 4. ORDER NUMBER |
| <div style="display: flex; justify-content: space-between;"> <div style="width: 60%;"> 7. FOR SOLICITATION INFORMATION CALL: </div> <div style="width: 40%;"> a. NAME Robert Staats </div> </div> | | |

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| 9. ISSUED BY CODE D55 Interior Business Center, AQD Acquisition Services Directorate 381 Elden Street Suite 2000A Herndon VA 20170 | 10. THIS ACQUISITION IS <input type="checkbox"/> UNRESTRICTED OR <input checked="" type="checkbox"/> SET ASIDE: 100.00% FOR: <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <input checked="" type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> HUBZONE SMALL BUSINESS <input type="checkbox"/> SERVICE-DISABLED <input type="checkbox"/> VETERAN-OWNED SMALL BUSINESS (SDVOSB) </div> <div style="width: 50%;"> <input type="checkbox"/> WOMEN-OWNED SMALL BUSINESS (WOSB) <input type="checkbox"/> ECONOMICALLY DISADVANTAGED <input type="checkbox"/> WOMEN-OWNED SMALL BUSINESS (EDWOSB) 8(A) </div> <div style="width: 50%;"> NORTH AMERICAN INDUSTRY CLASSIFICATION STANDARD (NAICS): 531320 SIZE STANDARD: \$9.5 </div> </div> |
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| 11. DELIVERY FOR FREE ON BOARD (FOB) DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE | 12. DISCOUNT TERMS | 13a. THIS CONTRACT IS A RATED ORDER UNDER THE DEFENSE PRIORITIES AND ALLOCATIONS SYSTEM - DPAS (15 CFR 700) <input type="checkbox"/> | 13b. RATING 14. METHOD OF SOLICITATION REQUEST <input checked="" type="checkbox"/> FOR QUOTE (RFQ) <input type="checkbox"/> INVITATION FOR BID (IFB) <input type="checkbox"/> FOR PROPOSAL (RFP) |
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| 15. DELIVER TO CODE 0011281639 See Schedule | 16. ADMINISTERED BY CODE D55 See Schedule |
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| 17a. CONTRACTOR/ OFFEROR CODE FACILITY CODE | 18a. PAYMENT WILL BE MADE BY CODE |
| TELEPHONE NUMBER | |

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| <input type="checkbox"/> 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER | 18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM |
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| 19. ITEM NO. | 20. SCHEDULE OF SUPPLIES/SERVICES | 21. QUANTITY | 22. UNIT | 23. UNIT PRICE | 24. AMOUNT |
|--------------|--|--------------|----------|----------------|------------|
| | ADMINISTERED BY: Interior Business Center, AQD Acquisition Services Directorate 381 Elden Street Suite 2000A Herndon VA 20170 USA <div style="text-align: right;">Continued...</div> <div style="text-align: center; margin-top: 10px;">(Use Reverse and/or Attach Additional Sheets as Necessary)</div> | | | | |

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| 25. ACCOUNTING AND APPROPRIATION DATA | 26. TOTAL AWARD AMOUNT (For Government Use Only) |
|---------------------------------------|--|

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| <input checked="" type="checkbox"/> 27a. SOLICITATION INCORPORATES BY REFERENCE (FEDERAL ACQUISITION REGULATION) FAR 52.212-1, 52.212-4. ADDENDA FAR 52.212-3 AND 52.212-5 ARE ATTACHED. | <input type="checkbox"/> ARE <input checked="" type="checkbox"/> ARE NOT ATTACHED |
| <input type="checkbox"/> 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED. ADDENDA | <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED |
| <input type="checkbox"/> 28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN COPIES TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED | <input type="checkbox"/> 29. AWARD OF CONTRACT: REFERENCE _____ OFFER DATED: _____. YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS: |

| | | | |
|---|--|---|------------------|
| 30a. SIGNATURE OF OFFEROR/CONTRACTOR | 31a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER) | | |
| 30b. NAME AND TITLE OF SIGNER (Type or print) | 30c. DATE SIGNED | 31b. NAME OF CONTRACTING OFFICER (Type or print) Morgan Schickler | 31c. DATE SIGNED |

| 19. ITEM NO. | 20. SCHEDULE OF SUPPLIES/SERVICES | 21. QUANTITY | 22. UNIT | 23. UNIT PRICE | 24. AMOUNT |
|-----------------|---|-----------------|-------------|-------------------|---------------|
| 00010 | <p>DELIVER TO: DOI APPRAISAL SVCS REG OFFICE 3601 C St Ste 256 Anchorage AK 99503-5923 US</p> <p>The U.S. Department of Interior, Appraisal and Valuation Services Office (AVSO), requirement for land appraisal services in Nez Perce County, Idaho. Case name: OS5_26_8 Nez Perce, ID. (4 Requests).</p> <p>Final Delivery Date: 205 days after award.</p> <p>Appraisal Service Contract: OS5_26_8 Product/Service Code: R411 Product/Service Description: SUPPORT-PROFESSIONAL: REAL PROPERTY APPRAISALS</p> <p>System updates may lag policy updates. The System for Award Management (SAM) may continue to require entities to complete representations based on provisions that are not included in agency solicitations. Contracting officers will not consider these representations when making award decisions or enforce requirements. Entities are not required to, nor are they able to, update their entity registration to remove these representations in SAM</p> | | | | |

32a. QUANTITY IN COLUMN 21 HAS BEEN

☐ RECEIVED☐ INSPECTED☐ ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED: _____

32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE

32c. DATE

32d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE

32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE

32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE

32g. EMAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE

33. SHIP NUMBER

34. VOUCHER NUMBER

35. AMOUNT VERIFIED
CORRECT FOR

36. PAYMENT

37. CHECK NUMBER

☐ PARTIAL ☐ FINAL☐ COMPLETE ☐ PARTIAL ☐ FINAL

STOCK RECORD (S/R)

40. PAID BY

38. S/R ACCOUNT NUMBER

39. S/R VOUCHER NUMBER

41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT

41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER

41c. DATE

42a. RECEIVED BY (Print)

42b. RECEIVED AT (Location)

42c. DATE RECEIVED (MM/DD/YYYY)

42d. TOTAL CONTAINERS



United States Department of the Interior

INTERIOR BUSINESS CENTER
Washington, DC 20240

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INSTRUCTIONS TO OFFERORS:

PROPERTY DESCRIPTION

The Department of the Interior (DOI), Interior Business Center (IBC), Acquisition Services Directorate (AQD), on behalf of the Appraisal & Valuation Services Office (AVSO), is issuing this request for quote (RFQ) for appraisal services.

The appraisal requirement is for market value appraisal of **OS5_26_8 Nez Perce, Idaho (4 Requests)**. The properties will be appraised as vacant parcels on the Nez Perce Reservation in Idaho. It is a Native Allotment held in trust status by the United States of America for the landowners per the BIA Title Status Report, which will be provided to the Appraiser. Any structural improvements are not to be appraised. These are appraisal requests of land only. If applicable, a timber statement for each tract with the potential for merchantable timber will be provided after award. For use by AVSO and the BIA Northern Idaho Agency for probate matters. It is not intended for any other use.

SOLICITATION/AWARD PROCEDURES

This RFQ is issued in accordance with the Revolutionary FAR Overhaul (RFO) Part 12 - Acquisition of Commercial Products and Commercial Services.

ANTICIPATED AWARD TYPE

- Total Small Business Set-Aside
- NAICS Code: 531320; for Offices of Real Estate Appraisers.
- PSC: R411; Support-Professional: Real Property Appraisals
- Type of Contract: Firm-Fixed-Price (FFP)

SERVICE AND SUPPLIES

Requirements are provided in the Statement of Work (SOW) (Attachment 1).

DELIVERY/PERIOD OF PERFORMANCE

The target period of performance is **205 calendar days** from the date of the Purchase Order (PO) award. The initial appraisal target date is **160 days** from contract award date. Due date of the appraisal may be in terms of number of days or a specific date as agreed upon between the non-Federal party and the Appraiser.

LINE-ITEM PRICING

| CLIN No. | AVSO Case Name | Total Price |
|-----------------|--|--------------------|
| 00010 | OS5_26_8 Nez Perce, Idaho (4 Requests) | |

As a FFP requirement, the pricing within an offeror's quotation shall reflect the cost to perform the assignment to include but not limited to any travel, fees, Government discounts granted.

GENERAL REQUIREMENTS

Cover letter no more than one (1) page that includes:

- Tax Identification Number (TIN)
- Unique Entity Identifier (UEI) **UEI replaced DUNS on April 4, 2022*
- Complete Business Mailing Address
- Contact Name
- Contact Phone

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- Contact Email Address
- Quotation Date
- Quotation Expiration date (60 days)

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TECHNICAL QUALIFICATION FOR REQUIREMENT

The appraiser's quote must specifically follow the format for each evaluation criteria item below, in addition to providing their appraisal qualifications.

FACTOR A. TECHNICAL QUALIFICATIONS

1. **STATE CERTIFICATION:** According to The Accelerating Appraisals and Conservation Efforts Act (AACE), Public Law 118-230, approved January 4, 2025, the Offeror must hold a current, valid Certified General Appraiser's License in only one (1) state to perform appraisal services in any state for a transaction over which the Secretary of Interior has jurisdiction. A copy of a valid Certified General Appraiser's License is required. Historically, appraisers who are certified and who have performed appraisals in Idaho and within Indian Country provide a higher quality appraisal product than those who have not.

2. TECHNICAL ACCEPTABILITY

- a. **Experience for Assignment** – Both geographical competency and technical competency will be considered. The contractor shall provide a standard Appraiser's Statement of Qualifications and a signed proposal letter that describes and attests to the following:
 1. Please provide a summary of your years of experience appraising vacant and improved agricultural use tracts and improved rural residential tracts similar to the subject tracts within the general market area, and/or similar market areas, to include site size range and improvement types.
 2. Please provide a summary of your years of experience appraising land under USPAP guidelines. If none, please state such.
- b. **Qualifications of Associate Appraisers:** Sub-contracting of this assignment is not permissible. Any associates expected to contribute to the appraisal must be identified in the proposal and a statement of qualifications and a copy of their license must be provided.
- c. **Initial Delivery Date:** Target date for initial delivery of the appraisal reports to the AVSO Reviewer is within 160 days from the date of engagement. Earlier delivery is preferable and will be given consideration but is not a requirement.

FACTOR B: PAST PERFORMANCE

- a. Submit a list of at least two (2) of the most recent USPAP-compliant appraisal reports completed. Include property type, size of property, date of value, location, and the client /contact information for reference purposes. If none have been completed, please state such.
- b. Submit a list of at least two (2) of the most recent appraisal reports completed for land with or without improvements within the general market area or similar market areas. Include property type, size of site, date of value, location, and the client contact information for reference purposes.

FACTOR C: PRICE QUOTE

A. The Quoter must provide a firm-fixed price quote with any and all discounts applied for all the work to complete the assignment described in the Statements of Work (SOWs).

B. Price quotes will be evaluated for completeness and reasonableness.

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EVALUATION OF QUOTATIONS

FAR 52.212-2 Evaluation-Commercial Products and Commercial Services (Nov 2021)

a) The Government will award a contract resulting from this solicitation to the responsible offeror whose offer conforming to the solicitation will be most advantageous to the Government, price and other factors considered. Award of this Purchase Order will be made **on a Best Value/Trade Off basis**.

- **The following factors shall be used to evaluate offers:**
 - A. Technical Qualifications**
 - B. Past Performance**
 - C. Price Quote**

Technical Qualifications (State Certification, Technical Acceptability and Initial Delivery Date), and Past Performance when combined, are more important than the Price Quote.

(b) Options. The Government will evaluate offers for award purposes by adding the total price for all options to the total price for the basic requirement. The Government may determine that an offer is unacceptable if the option prices are significantly unbalanced. Evaluation of options shall not obligate the Government to exercise the option(s).

(c) A written notice of award or acceptance of an offer, mailed or otherwise furnished to the successful offeror within the time for acceptance specified in the offer, shall result in a binding contract without further action by either party. Before the offer's specified expiration time, the Government may accept an offer (or part of an offer), whether or not there are negotiations after its receipt, unless a written notice of withdrawal is received before award.

(End of provision)

Further past performance determinations in federal contracting shall be made through a review of relevant information listed within the System of Award Management (SAM) and the Contractor Performance Assessment Reporting System (CPARS).

All offerors are required to have an active Unique Entity Identifier (UEI) and be registered in www.SAM.gov prior to submission of quotation.

****SUBMISSION OF INTENT****

The Contractor is requested to notify Mr. Morgan Schickler, Contracting Officer (CO), at morgan_schickler@ibc.doi.gov and Mr. Robert Staats, Contract Specialist (CS), via email at robert_staats@ibc.doi.gov of their intent to submit a quote on this order **on or before 15:00 PM Mountain Time, June 16, 2026**. All submissions shall reference **"Quote – 140D0426Q0566"** included in the subject line.

SUBMISSION OF QUESTIONS

Submissions of Questions to this RFQ shall be sent to CO Morgan Schickler, at morgan_schickler@ibc.doi.gov and CS Robert Staats, via email at robert_staats@ibc.doi.gov **on or before 15:00 PM Mountain Time, June 16, 2026**. All submissions shall reference **"Quote - 140D0426Q0566"** and include in the subject line.

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SUBMISSION OF QUOTE

Submissions of Quote to this RFQ shall be sent to CO Morgan Schickler, at morgan_schickler@ibc.doi.gov and CS Robert Staats, via email at robert_staats@ibc.doi.gov **on or before 15:00 PM Mountain Time, June 19, 2026.** All submissions shall reference “Quote - 140D0426Q0566” and include in the subject line.

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STATEMENT OF WORK

RFQ Attachment 1:

OS5_26_8 Nez Perce, Idaho (4 Requests)

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PURCHASE ORDER CLAUSES

FAR 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>

<https://www.acquisition.gov/far-overhaul>

FAR Clauses Incorporated by Reference:

| FAR Section | FAR Section Title | Date |
|----------------------------------|---|-------------|
| <u>52.203-17</u> | Contractor Employee Whistleblower Rights | Nov 2023 |
| <u>52.203-19</u> | Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements | Jan 2017 |
| <u>52.204-13</u> | System for Award Management Maintenance | Oct 2018 |
| <u>52.212-4</u> | Contract Terms and Conditions—Commercial Products and Commercial Services | Nov 2023 |
| <u>52.219-6</u> | Notice of Total Small Business Set-Aside | Nov 2020 |
| <u>52.222-19</u> | Child Labor—Cooperation with Authorities and Remedies | Mar 2026 |
| <u>52.222-3</u> | Convict Labor | June 2003 |
| <u>52.222-41</u> | Service Contract Labor Standards | Aug 2018 |
| <u>52.222-42</u> | Statement of Equivalent Rates for Federal Hires | May 2014 |
| <u>52.222-44</u> | Fair Labor Standards Act and Service Contract Labor Standards-Price Adjustment | May 2014 |
| <u>52.222-50</u> | Combating Trafficking in Persons | Oct 2025 |
| <u>52.222-53</u> | Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services-Requirements | May 2014 |
| <u>52.223-23</u> | Sustainable Products and Services | May 2024 |
| <u>52.226-8</u> | Encouraging Contractor Policies To Ban Text Messaging While Driving | May 2024 |
| 52.232-33 | Payment by Electronic Funds Transfer—System for Award Management | Oct 2018 |
| <u>52.232-40</u> | Providing Accelerated Payments to Small Business Subcontractors | Mar 2023 |

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| FAR Section | FAR Section Title | Date |
|--------------------------|---|-------------|
| 52.233-3 | Protest After Award | Aug 1996 |
| 52.233-4 | Applicable Law for Breach of Contract Claim | Oct 2004 |
| 52.240-91 | Security Prohibitions and Exclusions | TBD |

(End clause)

FAR 52.252-6 Authorized Deviations in Clauses (Nov 2020)

(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 Department of the Interior Acquisition Regulation (48 CFR Chapter 14) clause with an authorized deviation is indicated by the addition of "(Deviation)" after the name of the regulation.

(End of clause)

FAR 52.222-55 Minimum Wages for Contractor Workers Under Executive Order 14026. (Jan 2022) [(DEVIATION (Oct 2023))]

(a) Definitions. As used in this clause—

United States means the 50 states, the District of Columbia, Puerto Rico, the Northern Mariana Islands, American Samoa, Guam, the U.S. Virgin Islands, Johnston Island, Wake Island, and the outer Continental Shelf as defined in the Outer Continental Shelf Lands Act (43 U.S.C. 1331, *et seq.*).

Worker –

(1)

(i) Means any person engaged in performing work on, or in connection with, a contract covered by Executive Order 14026, and—

(A) Whose wages under such contract are governed by the Fair Labor Standards Act (29 U.S.C. chapter 8), the Service Contract Labor Standards statute (41 U.S.C. chapter 67), or the Wage Rate Requirements (Construction) statute (40 U.S.C. chapter 31, subchapter IV);

(B) Other than individuals employed in a bona fide executive, administrative, or professional capacity, as those terms are defined in 29 CFR part 541; and

(C) Regardless of the contractual relationship alleged to exist between the individual and the employer.

(ii) Includes workers performing on, or in connection with, the contract whose wages are calculated pursuant to special certificates issued under 29 U.S.C. 214(c).

(iii) Also includes any person working on, or in connection with, the contract and individually registered in a bona fide apprenticeship or training program registered with the Department of Labor's Employment and Training Administration, Office of Apprenticeship, or with a State Apprenticeship Agency recognized by the Office of Apprenticeship.

(2)

(i) A worker performs *on* a contract if the worker directly performs the specific services called for by the contract; and

(ii) A worker performs *in connection* with a contract if the worker's work activities are necessary to the performance of a contract but are not the specific services called for by the contract.

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(b) Executive Order Minimum wage rate.

(1) The Contractor shall pay to workers, while performing in the United States, and performing on, or in connection with, this contract, a minimum hourly wage rate of \$15.00 per hour beginning January 30, 2022.

(2) The Contractor shall adjust the minimum wage paid, if necessary, beginning January 1, 2023, and annually thereafter, to meet the applicable annual E.O. minimum wage. The Administrator of the Department of Labor's Wage and Hour Division (the Administrator) will publish annual determinations in the Federal Register no later than 90 days before the effective date of the new E.O. minimum wage rate. The Administrator will also publish the applicable E.O. minimum wage on <https://www.sam.gov> (or any successor website), and a general notice on all wage determinations issued under the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute, that will provide information on the E.O. minimum wage and how to obtain annual updates. The applicable published E.O. minimum wage is incorporated by reference into this contract.

(3)

(i) The Contractor may request a price adjustment only after the effective date of the new annual E.O. minimum wage determination. Prices will be adjusted only for increased labor costs (including subcontractor labor costs) as a result of an increase in the annual E.O. minimum wage, and for associated labor costs (including those for subcontractors). Associated labor costs shall include increases or decreases that result from changes in social security and unemployment taxes and workers' compensation insurance, but will not otherwise include any amount for general and administrative costs, overhead, or profit.

(ii) Subcontractors may be entitled to adjustments due to the new minimum wage, pursuant to paragraph (b)(2). Contractors shall consider any subcontractor requests for such price adjustment.

(iii) The Contracting Officer will not adjust the contract price under this clause for any costs other than those identified in paragraph (b)(3)(i) of this clause, and will not provide duplicate price adjustments with any price adjustment under clauses implementing the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute.

(4) The Contractor warrants that the prices in this contract do not include allowance for any contingency to cover increased costs for which adjustment is provided under this clause.

(5) A pay period under this clause may not be longer than semi-monthly, but may be shorter to comply with any applicable law or other requirement under this contract establishing a shorter pay period. Workers shall be paid no later than one pay period following the end of the regular pay period in which such wages were earned or accrued.

(6) The Contractor shall pay, unconditionally to each worker, all wages due free and clear without subsequent rebate or kickback. The Contractor may make deductions that reduce a worker's wages below the E.O. minimum wage rate only if done in accordance with 29 CFR 23.230, Deductions.

(7) The Contractor shall not discharge any part of its minimum wage obligation under this clause by furnishing fringe benefits or, with respect to workers whose wages are governed by the Service Contract Labor Standards statute, the cash equivalent thereof.

(8) Nothing in this clause shall excuse the Contractor from compliance with any applicable Federal or State prevailing wage law or any applicable law or municipal ordinance or any applicable contract establishing a minimum wage higher than the E.O. 14026 minimum wage. However, wage increases under such other laws or municipal ordinances are not subject to price adjustment under this subpart.

(9) The Contractor shall pay the E.O. minimum wage rate whenever it is higher than any applicable collective bargaining agreement(s) wage rate.

(10) The Contractor shall follow the policies and procedures in 29 CFR 23.240(b) and 23.280 for treatment of workers engaged in an occupation in which they customarily and regularly receive more than \$30 a month in tips.

(c)

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(1) This clause applies to workers as defined in paragraph (a). As provided in that definition–
 (i) Workers are covered regardless of the contractual relationship alleged to exist between the contractor or subcontractor and the worker;

(ii) Workers with disabilities whose wages are calculated pursuant to special certificates issued under 29 U.S.C. 214(c) are covered; and

(iii) Workers who are registered in a bona fide apprenticeship program or training program registered with the Department of Labor’s Employment and Training Administration, Office of Apprenticeship, or with a State Apprenticeship Agency recognized by the Office of Apprenticeship, are covered.

(2) This clause does not apply to–

(i) Contracts or subcontracts to which the States of Texas, Louisiana, or Mississippi, including their agencies, are a party;

(ii) Fair Labor Standards Act (FLSA)-covered individuals performing in connection with contracts covered by the E.O., *i.e.* those individuals who perform duties necessary to the performance of the contract, but who are not directly engaged in performing the specific work called for by the contract, and who spend less than 20 percent of their hours worked in a particular workweek performing in connection with such contracts;

(iii) Individuals exempted from the minimum wage requirements of the FLSA under 29 U.S.C. 213(a) and 214(a) and (b), unless otherwise covered by the Service Contract Labor Standards statute, or the Wage Rate Requirements (Construction) statute. These individuals include but are not limited to–

(A) Learners, apprentices, or messengers whose wages are calculated pursuant to special certificates issued under 29 U.S.C. 214(a) ;

(B) Students whose wages are calculated pursuant to special certificates issued under 29 U.S.C. 214(b) ; and

(C) Those employed in a bona fide executive, administrative, or professional capacity (29 U.S.C. 213(a)(1) and 29 CFR part 541).

(d) Notice. The Contractor shall notify all workers performing work on, or in connection with, this contract of the applicable E.O. minimum wage rate under this clause. With respect to workers covered by the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute, the Contractor may meet this requirement by posting, in a prominent and accessible place at the worksite, the applicable wage determination under those statutes. With respect to workers whose wages are governed by the FLSA, the Contractor shall post notice, utilizing the poster provided by the Administrator, which can be obtained at www.dol.gov/agencies/whd/government-contracts, in a prominent and accessible place at the worksite. Contractors that customarily post notices to workers electronically may post the notice electronically provided the electronic posting is displayed prominently on any Web site that is maintained by the contractor, whether external or internal, and customarily used for notices to workers about terms and conditions of employment.

(e) Payroll Records.

(1) The Contractor shall make and maintain records, for three years after completion of the work, containing the following information for each worker:

(i) Name, address, and social security number;

(ii) The worker’s occupation(s) or classification(s);

(iii) The rate or rates of wages paid;

(iv) The number of daily and weekly hours worked by each worker;

(v) Any deductions made; and

(vi) Total wages paid.

(2) The Contractor shall make records pursuant to paragraph (e)(1) of this clause available for inspection and transcription by authorized representatives of the Administrator. The Contractor shall also make such records available upon request of the Contracting Officer.

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(3) The Contractor shall make a copy of the contract available, as applicable, for inspection or transcription by authorized representatives of the Administrator.

(4) Failure to comply with this paragraph (e) shall be a violation of 29 CFR 23.260 and this contract. Upon direction of the Administrator or upon the Contracting Officer's own action, payment shall be withheld until such time as the noncompliance is corrected.

(5) Nothing in this clause limits or otherwise modifies the Contractor's payroll and recordkeeping obligations, if any, under the Service Contract Labor Standards statute, the Wage Rate Requirements (Construction) statute, the Fair Labor Standards Act, or any other applicable law.

(f) Access. The Contractor shall permit authorized representatives of the Administrator to conduct investigations, including interviewing workers at the worksite during normal working hours.

(g) Withholding. The Contracting Officer, upon his or her own action or upon written request of the Administrator, will withhold funds or cause funds to be withheld, from the Contractor under this or any other Federal contract with the same Contractor, sufficient to pay workers the full amount of wages required by this clause.

(h) Disputes. Department of Labor has set forth in 29 CFR 23.510, Disputes concerning contractor compliance, the procedures for resolving disputes concerning a contractor's compliance with Department of Labor regulations at 29 CFR part 23. Such disputes shall be resolved in accordance with those procedures and not the Disputes clause of this contract. These disputes include disputes between the Contractor (or any of its subcontractors) and the contracting agency, the Department of Labor, or the workers or their representatives.

(i) Antiretaliation. The Contractor shall not discharge or in any other manner discriminate against any worker because such worker has filed any complaint or instituted or caused to be instituted any proceeding under or related to compliance with the E.O. or this clause, or has testified or is about to testify in any such proceeding.

(j) Subcontractor compliance. The Contractor is responsible for subcontractor compliance with the requirements of this clause and may be held liable for unpaid wages due subcontractor workers.

(k) Subcontracts. The Contractor shall include the substance of this clause, including this paragraph (k) in all subcontracts, regardless of dollar value, that are subject to the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute, and are to be performed in whole or in part in the United States.

(End of clause)

Revolutionary FAR Overhaul 52.222-90 Addressing DEI Discrimination by Federal Contractors (Deviation Date: Apr 2026)

(a) Definitions. As used in this clause-

Program participation means membership or participation in, or access or admission to: training, mentoring, or leadership development programs; educational opportunities; clubs; associations; or similar opportunities that are sponsored or established by the contractor or subcontractor. Racially discriminatory diversity, equity, and inclusion (DEI) activities means disparate treatment based on race or ethnicity in the recruitment, employment (e.g., hiring, promotions), contracting (e.g., vendor agreements), program participation, or allocation or deployment of an entity's resources.

(b) In connection with the performance of work under this contract, the Contractor agrees as follows:

(1) The Contractor will not engage in any racially discriminatory DEI activities;

(2) The Contractor will furnish all information and reports, including providing access to books, records, and accounts, as required by the Contracting Officer, for purposes of ascertaining compliance with this clause;

(3) In the event of the Contractor's or a subcontractor's noncompliance with this clause, this contract may be canceled, terminated, or suspended in whole or in part, and the Contractor or subcontractor may be declared ineligible for further Government contracts;

(4) The Contractor will report any subcontractor's known or reasonably knowable conduct that may

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violate this clause to the Contracting Officer and take any appropriate remedial actions directed by the Contracting Officer; and

(5) The Contractor will inform the Contracting Officer if a subcontractor sues the Contractor and the suit puts at issue, in any way, the validity of this clause.

(6) The Contractor recognizes that compliance with the requirements of this clause are material to the Government's payment decisions for purposes of 31 U.S.C. 3729(b)(4).

(c) The Contractor must include the substance of this clause, including this paragraph (c), in subcontracts at any tier, including those for commercial products and commercial services, except those where the place of delivery or performance is outside the United States.

(End of clause)

DIAR 1452.201-70 Authorities and delegations (SEP 2011)

(a) The Contracting Officer is the only individual authorized to enter into or terminate this contract, modify any term or condition of this contract, waive any requirement of this contract, or accept nonconforming work.

(b) The Contracting Officer will designate a Contracting Officer's Representative (COR) at time of award. The COR will be responsible for technical monitoring of the contractor's performance and deliveries. The COR will be appointed in writing, and a copy of the appointment will be furnished to the Contractor. Changes to this delegation will be made by written changes to the existing appointment or by issuance of a new appointment.

(c) The COR is not authorized to perform, formally or informally, any of the following actions:

(1) Promise, award, agree to award, or execute any contract, contract modification, or notice of intent that changes or may change this contract;

(2) Waive or agree to modification of the delivery schedule;

(3) Make any final decision on any contract matter subject to the Disputes Clause;

(4) Terminate, for any reason, the Contractor's right to proceed;

(5) Obligate in any way, the payment of money by the Government.

(d) The Contractor shall comply with the written or oral direction of the Contracting Officer or authorized representative(s) acting within the scope and authority of the appointment memorandum. The Contractor need not proceed with direction that it considers to have been issued without proper authority. The Contractor shall notify the Contracting Officer in writing, with as much detail as possible, when the COR has taken an action or has issued direction (written or oral) that the Contractor considers to exceed the COR's appointment, within 3 days of the occurrence. Unless otherwise provided in this contract, the Contractor assumes all costs, risks, liabilities, and consequences of performing any work it is directed to perform that falls within any of the categories defined in paragraph (c) prior to receipt of the Contracting Officer's response issued under paragraph (e) of this clause.

(e) The Contracting Officer shall respond in writing within 30 days to any notice made under paragraph (d) of this clause. A failure of the parties to agree upon the nature of a direction, or upon the contract action to be taken with respect thereto, shall be subject to the provisions of the Disputes clause of this contract.

(f) The Contractor shall provide copies of all correspondence to the Contracting Officer and the COR.

(g) Any action(s) taken by the Contractor, in response to any direction given by any person acting on behalf of the Government or any Government official other than the Contracting Officer or the COR acting within his or her appointment, shall be at the Contractor's risk.

(End of clause)

Disclosure of Information: Information made available to the Contractor by the Government for the performance or administration of this effort shall be used only for those purposes and shall not be used in

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any other way without the written agreement of the Contracting Officer.

The Contractor agrees to assume responsibility for protecting the confidentiality of Government records, which are not public information. Each Contractor or employee of the Contractor to whom information may be made available or disclosed shall be notified in writing by the Contractor that such information may be disclosed only for a purpose and to the extent authorized herein.

Release of Information: No news release (including photographs and films, public announcements, denial, or confirmation of same) on any part of the subject matter of this effort or any phase of any program hereunder shall be made without the prior written approval of the Contracting Officer.

The Contractor is prohibited from releasing to any source, other than the sponsoring activity, any interim, draft, and final reports or information pertaining to services performed under this contract until report approval or official review has been obtained. Furthermore, the Contractor shall insure that the cover of all interim, draft, and final reports contains the following statement: "The view, opinions, or findings contained in this report are those of the author(s) and should not be construed as an official Government position, policy, or decision, unless so designated by other documentation."

There shall be no dissemination or publication, except within and between the Contractor and any subcontractors, of information developed under this contract or contained in the reports to be furnished pursuant to this effort without prior written approval from the Contracting Officer. Information made available to the Contractor by the Government for the performance or administration of this effort shall be used only for those purposes and shall not be used in any other way without the written agreement of the Contracting Officer.

The Contractor agrees to assume responsibility for protecting the confidentiality of Government records, which are not public information. Each Contractor or employee of the Contractor to whom information may be made available or disclosed shall be notified in writing by the Contractor that such information may be disclosed only for a purpose and to the extent authorized herein.

(a) The contractor agrees, in the performance of this contract, to keep the information furnished by the Government or acquired/developed by the contractor in performance of the contract and designated by the Contracting Officer or Contracting Officer's Representative, in the strictest confidence. The contractor also agrees not to publish or otherwise divulge such information, in whole or in part, in any manner or form, nor to authorize or permit others to do so, taking such reasonable measures as are necessary to restrict access to such information while in the contractor's possession, to those employees needing such information to perform the work described herein, i.e., on a "need to know" basis. The contractor agrees to immediately notify the Contracting Officer in writing in the event that the contractor determines or has reason to suspect a breach of this requirement has occurred.

(b) The contractor agrees that it will not disclose any information described in subsection (a) to any person unless prior written approval is obtained from the Contracting Officer. The contractor agrees to insert the substance of this clause in any consultant agreement or subcontract hereunder.

DOI-AAAP-0028 Electronic Invoicing and Payment Requirements – Invoice Processing Platform (IPP) (February 2021)

Payment requests must be submitted electronically through the U. S. Department of the Treasury's Invoice Processing Platform System (IPP).

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"Payment request" means any request for contract financing payment or invoice payment by the Contractor. To constitute a proper invoice, the payment request must comply with the requirements identified in the applicable Prompt Payment clause included in the contract, or the clause 52.212-4 Contract Terms and Conditions – Commercial Items included in commercial item contracts. The IPP website address is: <https://www.ipp.gov>.

Under this contract, the following documents are required to be submitted as an attachment to the IPP invoice:

- Invoice Contents: Invoices will be paid upon approval and acceptance by the Government COR. Invoices must include, as a minimum, the following information:
 - Contractor name
 - Contractor address
 - Purchase Order No.
 - Invoice date and number
 - Billing Period for the services performed
 - FFP Deliverable (if FFP)
 - ODC Total with corresponding breakout (if applicable)
 - Additional supporting documentation MAY BE REQUESTED at the discretion of the COR.

The Contractor must use the IPP website to register, access and use IPP for submitting requests for payment. The Contractor Government Business Point of Contact (as listed in SAM) will receive enrollment instructions via email from the Federal Reserve Bank of St. Louis (FRBSTL) within 3 – 5 business days of the contract award date. Contractor assistance with enrollment can be obtained by contacting the IPP Production Helpdesk via email IPPCustomerSupport@fiscal.treasury.gov or phone (866) 973-3131.

If the Contractor is unable to comply with the requirement to use IPP for submitting invoices for payment, the Contractor must submit a waiver request in writing to the Contracting Officer with its proposal or quotation.

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PURCHASE ORDER PROVISIONS

FAR 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>

FAR Provisions Incorporated by Reference:

| FAR Section | FAR Section Title | Date |
|----------------------------------|--|-------------|
| <u>52.203-18</u> | Prohibition on Contracting with Entities that Require Certain Internal Confidentiality Agreements or Statements-Representation | Jan 2017 |
| <u>52.204-16</u> | Commercial and Government Entity Code Reporting | Aug 2020 |
| <u>52.204-17</u> | Ownership or Control of Offeror | Aug 2020 |
| <u>52.204-7</u> | System for Award Management | Nov 2024 |
| <u>52.209-11</u> | Representation by Corporations Regarding Delinquent Tax Liability or a Felony Conviction under any Federal Law | Feb 2016 |
| <u>52.209-2</u> | Prohibition on Contracting with Inverted Domestic Corporations-Representation | Nov 2015 |
| <u>52.219-1</u> | Small Business Program Representations | Feb 2021 |
| <u>52.222-48</u> | Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment-Certification | May 2014 |
| <u>52.222-52</u> | Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services-Certification | May 2014 |
| <u>52.225-25</u> | Prohibition on Contracting with Entities Engaging in Certain Activities or Transactions Relating to Iran-Representation and Certifications | Jun 2020 |

(End of provision)

DIAR 1452.215-71 Use and Disclosure of Proposal Information—Department of the Interior (APR 1984)

(a) Definitions. For the purposes of this provision and the Freedom of Information Act (5 U.S.C. 552), the following terms shall have the meaning set forth below:

(1) “Trade Secret” means an unpatented, secret, commercially valuable plan, appliance, formula, or process, which is used for making, preparing, compounding, treating or processing articles or materials which are trade commodities.

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(2) “Confidential commercial or financial information” means any business information (other than trade secrets) which is exempt from the mandatory disclosure requirement of the Freedom of Information Act, 5 U.S.C. 552. Exemptions from mandatory disclosure which may be applicable to business information contained in proposals include exemption (4), which covers “commercial and financial information obtained from a person and privileged or confidential,” and exemption (9), which covers “geological and geophysical information, including maps, concerning wells.”

(b) If the offeror, or its subcontractor(s), believes that the proposal contains trade secrets or confidential commercial or financial information exempt from disclosure under the Freedom of Information Act, (5 U.S.C. 552), the cover page of each copy of the proposal shall be marked with the following legend:

“The information specifically identified on pages _____ of this proposal constitutes trade secrets or confidential commercial and financial information which the offeror believes to be exempt from disclosure under the Freedom of Information Act. The offeror requests that this information not be disclosed to the public, except as may be required by law. The offeror also requests that this information not be used in whole or part by the government for any purpose other than to evaluate the proposal, except that if a contract is awarded to the offeror as a result of or in connection with the submission of the proposal, the Government shall have the right to use the information to the extent provided in the contract.”

(c) The offeror shall also specifically identify trade secret information and confidential commercial and financial information on the pages of the proposal on which it appears and shall mark each such page with the following legend:

“This page contains trade secrets or confidential commercial and financial information which the offeror believes to be exempt from disclosure under the Freedom of Information Act and which is subject to the legend contained on the cover page of this proposal.”

(d) Information in a proposal identified by an offeror as trade secret information or confidential commercial and financial information shall be used by the Government only for the purpose of evaluating the proposal, except that (i) if a contract is awarded to the offeror as a result of or in connection with submission of the proposal, the Government shall have the right to use the information as provided in the contract, and (ii) if the same information is obtained from another source without restriction it may be used without restriction.

(e) If a request under the Freedom of Information Act seeks access to information in a proposal identified as trade secret information or confidential commercial and financial information, full consideration will be given to the offeror's view that the information constitutes trade secrets or confidential commercial or financial information. The offeror will also be promptly notified of the request and given an opportunity to provide additional evidence and argument in support of its position, unless administratively unfeasible to do so. If it is determined that information claimed by the offeror to be trade secret information or confidential commercial or financial information is not exempt from disclosure under the Freedom of Information Act, the offeror will be notified of this determination prior to disclosure of the information.

(f) The Government assumes no liability for the disclosure or use of information contained in a proposal if not marked in accordance with paragraphs (b) and (c) of this provision. If a request under the Freedom of Information Act is made for information in a proposal not marked in accordance with paragraphs (b) and (c) of this provision, the offeror concerned shall be promptly notified of the request and given an opportunity to provide its position to the Government. However, failure of an offeror to mark information contained in a proposal as trade secret information or confidential commercial or financial information will be treated by the Government as evidence that the information is not exempt from disclosure under the Freedom of Information Act, absent a showing that the failure to mark was due to unusual or extenuating circumstances, such as a showing that the offeror had intended to mark, but that markings were omitted from the offeror's proposal due to clerical error.

(End of provision)

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FAR 52.252-5 Authorized Deviations in Provisions (Nov 2020)

- (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 Department of the Interior Acquisition Regulation (48 CFR Chapter 14) provision with an authorized deviation is indicated by the addition of “(Deviation)” after the name of the regulation.

(End of provision)

| ATTACHMENTS | |
|---------------------|---|
| Attachment 1 | SOW: OS5_26_8 Nez Perce, Idaho (4 Requests) |
| Attachment 2 | RFQ Exhibits: EX-01 Maps |
| Attachment 3 | Wage Determination: 2015-5519 (Rev 30) Nez Perce, ID. |

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STATEMENT OF WORK (SOW)

Appraisal and Valuation Services Office (AVSO) - West Region

AVSO Contract Name: OS5_26_8

| | AVIS Project Number | AVIS Case Number |
|---|---------------------|------------------|
| 1 | P05-182-2026-00349 | 231831 |
| 2 | P05-182-2026-00350 | 231830 |
| 3 | P05-182-2026-00351 | 231829 |
| 4 | P05-182-2026-00352 | 231828 |

4 AVIS cases; 4 appraisals

Appraiser Instructions

[REDACTED]

[REDACTED]

[REDACTED]

2. The Appraiser will be provided with the appropriate contact information included in the Appraisal Request, which will be the BIA, designated 638 tribe if applicable, property owner and/or the AVSO West Region Review Appraiser for this appraisal assignment (to be assigned upon report completion).

SECTION 1 – Subject Identification & General Information**Identification**

| Effective Date of Value (DOD) | Tract # | Township, Range, Section | Intended Use | Property Type | Size (ac) | AVIS Project # | AVIS Case # | Lat./Long. |
|-------------------------------|-------------|---------------------------|--------------|---------------|-----------|--------------------|-------------|------------------------|
| 1 8/10/2023 | 182 1679 | 032.00N, 004.00E, Sec. 29 | Probate | Agricultural | 94.00 | P05-182-2026-00349 | 231831 | 46.082557, -115.981266 |
| 2 8/10/2023 | 182 1674 -A | 032.00N, 004.00E, Sec. 20 | Probate | Agricultural | 20.00 | P05-182-2026-00350 | 231830 | 46.09434, -115.981816 |
| 3 8/10/2023 | 182 1541 | 033.00N, 004.00E, Sec. 32 | Probate | Agricultural | 125.24 | P05-182-2026-00351 | 231829 | 46.161384, -115.987256 |
| 4 8/10/2023 | 182 1532 -A | 033.00N, 004.00E, Sec. 19 | Probate | Residential | 2.51 | P05-182-2026-00352 | 231828 | 46.18369, -115.99891 |

Client The Department of Interior-Appraisal Valuation Services Office (AVSO).

Intended Users The US Department of Interior-Appraisal & Valuation Services Office-West Region (DOI-AVSO) on behalf of the Bureau of Indian Affairs (BIA), AVSO, and Landowner.

Intended Use For use by AVSO and the BIA Northern Idaho Agency for probate matters. It is not intended for any other use. The purpose of this appraisal is to have the Appraiser provide an opinion of supported Market Value of the subject per this Statement-of-Work (SOW) instructions as a part of the assignment.

Effective Date Of Value (DOD) 8/10/2023

Decedent Tawnya Sue Ellenwood

Property Description: The subject properties will be appraised as a/an vacant ☒ / improved ☐ parcel on the Nez Perce Reservation in Idaho. It is a Native Allotment held in trust status by the United States of America for the landowners per the BIA Title Status Report, which will be provided to the Appraiser. Any structural improvements are not to be appraised. These are appraisal requests of land only. If applicable, a timber statement for each tract with the potential for merchantable timber will be provided after award.

Property I.D.: See above list

Land Area: See above list.

As an aid to bidders, most allotments can be viewed via BIA Tract Viewer, a website for public use. <https://biamaps.geoplatform.gov/biatracts/> Maps and aerial photographs will be provided by AVSO as needed, to the best of our ability.

Property Interest: The property interest appraised shall be the fee simple estate for the surface and subsurface, subject to the exceptions indicated in the BIA - Title Status Report and Reservations, if any. See Outstanding Rights section below.

The subject property shall be considered as if held in the fee simple estate, subject to existing encumbrances, liens, restrictions, etc. Any encumbrances recorded or not recorded, on the Title

Status Report ("TSR") shall be discussed in the appraisal report. See the provided ownership documents and Title Status Report ("TSR") for specific details. The Appraiser must immediately notify the AVSO Review Appraiser of any indications of rights contrary to these described. This may result in amended instructions.

Outstanding Rights: The Bureau of Indian Affairs Title Status Report for each Allotment will be provided if available on award. Any recorded or unrecorded documents, conditions, agreements, easements and/or encumbrances discovered must be identified and discussed in the appraisal report in relation to their impact on value. The Appraiser must investigate for and promptly report additional or inaccurate encumbrances on the property to AVSO Review Appraiser.

| | |
|-----------------------------------|--|
| Reservations | The property owner reserves NO rights to the property |
| Personal Property | None to be include |
| Physical Access | Varies |
| Parent Tract/Larger Parcel | NA |
| Ownership/Occupant | Ownership information is included within the TSR. |
| Tenancies | N/A |

Owner Contact Information

Contact the AVSO Review Appraiser with any concerns specific to the site inspection of the subject property. The Review Appraiser will coordinate all contact between the Appraiser awarded the contract and the property owner(s) and-or residents.

SECTION 2 – Appraisal Requirements & Instructions

Appraisal Standards

The primary appraisal standards must be the current edition of the Uniform Standards of Professional Appraisal Practice (USPAP). The Appraisal Report must be presented in a narrative style appraisal report format and more specifically must comply with USPAP SR2-2(a). The Appraisal must also be compliant with any supplemental requirements contained in this SOW. A Restricted Appraisal Report is **not** allowed. The briefest narrative report is preferred.

Market Value

"The most probable price, as of a specified date, in cash, or in terms equivalent to cash, or in other precisely revealed terms, for which the specified property rights should sell after reasonable exposure in a competitive market under all conditions requisite to a fair sale, with the buyer and seller each acting prudently, knowledgeably, and for self-interest, and assuming that neither is under undue duress." (The Appraisal of Real Estate, 15th Edition)

Effective Date of Value

The Effective Date of value for these assignments are retrospective to the date of death (DOD). The AVSO Review Appraiser may approve in advance of other conditions in writing when appropriate.

Extraordinary Assumptions (EA's)

If the Appraiser determines Extraordinary Assumptions are necessary for the completion of the assignment, they must contact the AVSO Review Appraiser for prior written approval.

Hypothetical Conditions (HC's)

The following hypothetical condition is applicable to appraisal assignments involving properties in trust and restricted status.

- It is a hypothetical condition that the subject tract could be sold and purchased on the open market without any restrictions associated with Indian trust or restricted status.
- It is a hypothetical condition that the subject parcel has similar land use restrictions (zoning) and property tax load associated with surrounding private property as well as the comparable sales data used in the analysis.

For improved properties where the assignment is to value the land as though vacant, the Appraiser may use the following hypothetical condition.

- It is a hypothetical condition that subject property is vacant land available for development to its highest and best use.

Even though the assignment is to provide land value, the Appraiser must disclose and provide a general description of the improvements as of the date of value.

If the Appraiser determines that additional hypothetical conditions are necessary for the completion of the assignment, the Appraiser must contact AVSO for prior written approval.

The Appraiser must state their use of Hypothetical Conditions might have affected the assignment results.

Jurisdictional Exceptions (JE's)

None. If the Appraiser decides to invoke USPAP's Jurisdictional Exception Rule to comply with law, he/she must contact the AVSO Review Appraiser to obtain prior written approval.

Placement in Report

The Appraiser must clearly identify all Extraordinary Assumptions, Hypothetical Conditions, and Jurisdictional Exceptions wherever the final value conclusion is stated. These must also be communicated with any General Assumptions and Limiting Conditions.

Property Inspection

The Appraiser must personally inspect the subject property and verify all market data utilized in the value conclusions of the subject property unless the AVSO Review Appraiser has approved other conditions in writing. Requests for retrospective opinions of value do not require a personal inspection of the subject property.

Pre-Work Meeting

The Appraiser may be required to attend a pre-work meeting with the assigned AVSO Review Appraiser. The AVSO Review Appraiser will coordinate the date, time & place of the meeting. If assignment conditions demand, or this is the first appraisal for AVSO, the Appraiser awarded the contract should contact the identified AVSO Review Appraiser to set up a pre-work meeting at the beginning of the appraisal process. The purpose of the pre-work meeting will be to clarify any issues pertaining to the scope of work, appraisal report requirements, and other concerns specific to the appraisal assignment. The meeting can be either by teleconference or at the AVSO Regional field office.

Controversies/Issues

The Appraiser should **immediately** notify the identified AVSO Region Review Appraiser if issues are identified during the course of the assignment, including improper legal descriptions, trespass issues or possible environmental issues. Conflicts and/or controversies discovered by the Appraiser in the course of the project shall be reported to the AVSO Review Appraiser, in writing within five (5) working days from discovery. The Appraiser is not required to resolve title or possession conflicts but is required to report facts and professional opinions that may be relevant to the final value opinion.

Legal Instructions

None.

Special Appraisal Instructions

1. Even though communication is encouraged with the property owner and the client agency, **only** the assigned AVSO Review Appraiser or Supervisory Regional Lead Appraiser can modify appraisal instructions (in writing). The Appraiser may not accept any changes or additions from any source other than by modification to the contract/purchase order from the Contracting Officer. The identified AVSO Review Appraiser shall be contacted if a request for change occurs at the job site location.
2. The Appraiser will not communicate assignment results to any party except AVSO-West Region unless authorized to do so in writing by AVSO. The Appraiser agrees that his/her reports and conclusions are **confidential information** of the U.S. Government and that he/she will not disclose their conclusions, in whole or in part, or reveal the reports to any persons whatsoever, other than the client, BIA or other Intended Users listed in the Statement of Work. The client holds the Appraiser responsible for the appraiser-client relationship regarding confidential information. The client refers the Appraiser to the Confidentiality section of Ethics Rule in the Uniform Standards of Professional Appraisal Practice
3. Any communication (verbal or written) with the Client Agency Realty Contact shall include the assigned AVSO Review Appraiser.

General Appraisal Requirements & Instructions

1. The Appraiser must hold a valid license as a Certified General Appraiser and be in good standing in a licensed State. Temporary/Courtesy licenses will not be acceptable.
2. Experience: Appraiser shall have experience, market competency and geographic competency in appraising properties similar to the subject(s) and experience with the requirements, appraisal principles and procedures in USPAP. Specifically, the Appraiser shall have previous experience in the subject's market area or, the Appraiser shall develop market competency through interviews, research, and visits to the market area.
3. Court Testimony: The Appraiser agrees to provide his/her services if called upon to give testimony or be in attendance in United States Court on behalf of the Government. Prior

arrangements will be made with the Appraiser for such services if it is determined that such services will be needed. Any proposals submitted for this proposed contract are **not** to include estimated costs for court appearances.

4. All work shall be performed by, or under the direct supervision of, a State Certified General Real Estate Appraiser. **Direct supervision** means the State Certified General Appraiser will be on-site to supervise, aid in analyzing and writing of the applicable approaches to value and will perform the inspection of the subject and comparable sales, if inspections are required. All work performed by others shall be reviewed, approved, and signed by the Certified Appraiser awarded the contract prior to submission of the appraisal report. Each person contributing significant professional expertise and the Appraiser awarded the contract will sign and attach a certification to the report of their contribution, as well as include their qualifications and a copy of their Appraiser License. The Appraiser will interpret and reconcile the estimates of value stating the reason(s) why one or more of the conclusions reached are the best indications of a single final opinion of value. A value range is not acceptable, unless otherwise required by the Statement of Work.
5. Scope of Work Rule: The USPAP Scope of Work Rule states an appraiser's scope of work must be sufficient to produce a credible assignment for the type of appraisal requested. The burden of proof is on the appraiser. The Appraiser will fully disclose and justify within the appraisal report the decision to exclude any information or procedure that may appear relevant to the client, intended users, and reviewer. Compelling reasons shall be included in support of the scope of work decision. Gathering of factual information will be conducted with sufficient diligence to ensure market data having a material or significant effect on resulting opinions are discovered to confirm market data. Data will be analyzed with sufficient care to avoid errors that could have significant effect on resulting opinions and conclusions.
6. Each report shall adhere to USPAP Standards 1 and 2 and must be labeled as an Appraisal Report on the title page and the letter of transmittal. Restricted reports are not acceptable. The appraisal report(s) identified with this document are reviewed in accordance with the Statement of Work and USPAP Standards 1 and 2. The Appraiser shall deliver the appraisal reports to the AVSO Regional Office identified in this document.
7. A thorough detailed analysis and summary explanation will be given to the subject property description; the rationale and market factors used to determine highest and best use; the adjustments to sale data, which will be market derived. Each adjustment will be discussed/explained/illustrated/justified, using sale pairing or other recognized methods to derive adjustments. These would include adjustments for: Market conditions, location, size, access, water frontage, utilities, topography, vegetation, improvements, aesthetics, hazards or detriments, scenic and/or other recognized elements of comparison, when in comparison to the subject property. The analysis will include complete reconciliation and correlation of approaches to value. Each appraisal will reflect prevailing market conditions current to the effective date of value and will be performed based upon previous transactions from the competitive market area.

8. All three approaches to value, the Cost Approach, Income Approach, and Sales Comparison Approach, shall be analyzed, developed, and reported in the report, as applicable to the assignment. If an approach to value cannot be developed, the Appraiser shall explain why it cannot be used or why it is not applicable in the assignment. All details and data adjustments, as well as development procedures used for the adjustments made, will be shown in the body of the report in sufficient detail so that the reader/user/reviewer can adequately understand the procedures and adjustments, in a manner that is not misleading, and results in a credible report. The opinion of value will be determined and supported by comparable sales that result in a reasonable credible analysis and conclusion. The comparable sales should have a highest and best use the same as the subject property. The Appraiser will discuss the purpose and reason for the adjustments in the report.
9. The Appraiser shall verify as best as possible the legal description of the subject properties with supporting documents that may include a survey, map(s) and TSR, if available. Any discrepancies identified in the legal description(s) will be reported immediately to the identified AVSO Review Appraiser to obtain clarification prior to proceeding with the assignment.
10. Reports shall include a three-year history of the use and occupancy of the subject property. If any of the information cannot be determined, then the Appraiser shall explain why and report the existing facts. The Appraiser shall report the last sale of the property, regardless of the date. Report the rental history of the subject property, for at least the past three years, or explain the reasons the information cannot be obtained.
11. Reports shall include a copy of the Appraiser's State Certified General Appraiser License, statement of qualification detailing his/her appraisal education and experience with similar properties to the subject properties. Temporary/Courtesy Licenses are NOT acceptable.
12. Reports shall include a signed certification consistent with USPAP Standard Rule 2-3.
13. The Appraiser is required to conduct and use due diligence in market research in gathering, collecting, and verifying sales information for comparables in the subjects' market areas, at the local county or state courthouse(s) deed records, on or near the subject property, including areas outside and adjacent to the boundaries that would be considered within the market neighborhood. The opinion of value will be supported by recent sales in the general market of fee lands and Native Allotments (restricted fee).
14. Written sale sheets will be required in each report for all comparables utilized. The sales sheets will address/discuss, to the degree possible, the following as of the sale date:
 - Grantor and grantee
 - Sale date
 - Sale price
 - Terms of sale
 - Buyer/seller motivation
 - Exposure/marketing time
 - Legal description and size

- Type of instrument and reference of the deed by recording district, including book & page or document number
- Assessor's parcel number and taxes (if applicable)
- Present use
- Highest and best use
- Re-sale information if applicable
- Location (latitude & longitude in DMS) and relevant area/neighborhood information
- Legal and physical access
- Utilities availability to the property with estimated distance & direction & cost to obtain if applicable
- Identify water source, system or project, costs and rights (if applicable)
- Topography
- Water frontage: quantity and quality (if applicable)
- Zoning and other land use restrictions, e.g. Easements and encroachments
- Aesthetics
- Hazards or detriments
- Complete description of site or land improvements (wells, septic systems, fences, corrals, ponds, reservoirs, terraces, driveways, utility connections, roads, etc.) if applicable and, the estimated contribution of each improvement, if applicable
- Complete description of structures or buildings (items not considered site or land improvements), if applicable and, the estimated contribution of each structure or building, if applicable
- Non-fee contributions (leases, other)
- Applicable rental information and history
- Capitalization rate to be derived, illustrated, and fully explained by use of estimated or actual income/expenses, if applicable
- Rates of return to be derived and fully explained, if applicable
- Sale sheets shall include a brief narrative description of the sale property
- Copies of deeds, or, at a minimum, reference to the County, State and deed recording number and, if available, the excise document
- Photographs of the property and description, and the date of photograph (no "thumbnail" photographs may be included, the recommended size for photographs is 3" x 5").
- Plot map or sketch of each comparable property
- Comparable sales map showing the relative location of the comparable sales to the subject property
- AVSO-Northwest Region sales database index number (if applicable).

15. Each sale will be confirmed and supported by the county/municipality records and assessor data if applicable, (showing acres and/or improvements). Sale details should be independently substantiated with knowledgeable parties. While sources such as selling agent, buyer's agent, lender, attorney, appraiser, and title company are allowed, verifications with the buyer or seller are preferred. Source of sale data confirmation will be disclosed and identified with date verified, by whom and contact information. Distance and direction of a known community or town will be listed. Market sources may be supported, but not replaced by data published by federal, state or local agencies.

16. The elements or features of comparison and adjustments made shall be reliable, market extracted and supported by verified sales information. Quantitative analysis, when available through techniques such as paired sales or re-sales, etc., is required in each report. If the quantitative adjustments cannot be applied because the adjustments will not result in a credible report, then the qualitative analysis technique may be utilized. An adjustment based upon a statement such as "based upon my experience" is inadequate. Statistical Analysis or regression may be used **only in support** of the quantitative technique.
17. The Appraiser shall furnish and be responsible for payment of all labor, materials, transportation, equipment, tools, operating supplies, and incidentals to complete the work as specified. **All work shall be performed by the qualified, principal appraiser of this contract. The principal appraiser shall not sub-contract or re-assign the appraisal(s) to another appraiser.**
18. This report shall adhere to USPAP Standards.
19. It is required that reports include photographs of the subject property; date the photograph was taken and by whom, and description of the photograph (subject property). No "thumbnail" photographs may be included and the recommended size for photographs is at least 3" x 5", delineated maps and color photographs with North arrow indication and photographer location of the subject and comparable sales. Maps recommended in each report include: (1) plat or area map of the comparable sales with sections and townships identified, (2) topographic including subject and adjacent sections, (3) aerial, (4) one single map identifying all comparable sales and the subject property, and (5) other illustrations or maps as needed to identify or clarify each property's physical elements and condition. Photographs of the subject property are not required for appraisals developing a retrospective opinion of value.
20. It is required that each report page should have the following header and footer:

Illustrated: Header & Footer

[Header] AVIS Case #00230918
(Based on Case details, 00230918 is shown
here as an example)

[Footer] Page # of #

21. The AVSO Statement of Work, other assignment instructions and engagement letter must be included within the Addenda to the appraisal report. If provided, the BIA Appraisal Request Form should be the final page of the Appraisal Report.
22. The Appraiser must appraise the subject property in its "As Is" condition unless authorized in writing by the AVSO Review Appraiser to do otherwise.
23. The appraisal report will be reviewed for compliance with the terms of this Statement of Work (including all cited standards). Any findings of inadequacy will require clarification and/or correction.

24. The Appraiser shall consider the appraisal report and all DOI internal documents furnished to the Appraiser to be confidential. Refer all requests for information concerning the appraisal to the AVSO Review Appraiser.
25. AVSO will not normally accept custody of confidential information. Should the Appraiser find it necessary to rely on confidential information, he/she will contact the AVSO Review Appraiser for instructions. The Review Appraiser will view the information and provide further instruction to the Appraiser regarding handling and storage of confidential information.
26. While the public is not an intended user of the appraisal report, the Freedom of Information Act (FOIA) and Agency policy may result in the release of all or part of the appraisal report to others.
27. If including any proprietary information in the appraisal, the Appraiser must gain concurrence from AVSO Review Appraiser and deliver the proprietary information in a separate binder.
28. The Appraiser must disclose if he/she has performed any services regarding the subject property within the three prior years.
29. The Appraisal Report will be reviewed in accordance with USPAP Standard 3 by AVSO prior to acceptance. The reviewer is an AVSO reviewer with a State Certified General Appraiser License. Each appraisal report will be reviewed in its entirety for compliance with the SOW and with applicable appraisal standards and rules, including USPAP. The Appraiser is responsible for any corrections and /or revisions to the report necessary for final approval.
30. All file material supplied to the Appraiser by the AVSO is considered and remains government property, it will be returned with the completed report or as requested by the identified AVSO Review Appraiser (When Applicable: specifically Request for Appraisal, Title Status Report, and maps specific to the property, etc.).
31. The Appraiser's work file and supporting documentation, upon request, will be provided to the reviewer.

SECTION 3 – Performance & Submission Requirements

The Appraiser must address any questions regarding appraisal instructions and/or technical requirements for the appraisal to the AVSO Review Appraiser.

The Target Period of Performance for the delivery of the initial appraisal report to the AVSO Review Appraiser should be determined between the Appraiser and the procuring party.

5/13/2026

The Appraiser shall initially submit an encrypted pdf version of the subject appraisal report for review purposes. It will be transmitted to AVSO Region Appraisal Office via email on or before the due date to the following email addresses:



After review and approval of the appraisal report, the final electronic pdf version will be transmitted to the AVSO Regional Office (emails shown above). Simultaneous delivery to the non-Federal party or agency realty staff is **prohibited**.

All versions of the electronically transmitted pdf reports shall adhere to encrypted/password protected protocol to safeguard the confidentiality of the appraisal report. The versions of the encrypted PDF document shall be transmitted by separate email, with the password provided via a separate email from the appraisal report document.

Contract Exhibits

Request for Quote (RFQ) Exhibits:

The following documents are provided as part of the RFQ and are incorporated into this Statement of Work (SOW) by reference:

- RFQ EX-01 Maps

Post Award (AWD) Exhibits:

The following documents will be provided after award of the contract and are hereby incorporated into this SOW upon issuance:

AWD EX-01_OS5_26_8_182_1679_(AVIS 231831)
AWD EX-02_OS5_26_8_182_1674_A_(AVIS 231830)
AWD EX-03_OS5_26_8_182_1541_(AVIS 231829)
AWD EX-04_OS5_26_8_182_1532_A_(AVIS 231828)

Deliverable/Task Schedule

| REQUIRED DELIVERABLES | DELIVERY DATE |
|---|--|
| Pre-Work Meeting | *TBD (In person at AVSO office or via telephone). |
| Initial Appraisal Report | 160 days after Award Submit on or before the end of assignment Period of Performance date: Due date of the appraisal may be in terms of number of days or a specific date as agreed upon between the non-Federal party and the Appraiser. One (1) Report to be submitted as a signed password protected encrypted pdf file. |
| Review Period & Comments Provided to Appraiser | 30 days after the submission of the Appraisal. |
| Final Appraisal Report | 15 days after the appraisal review and acceptance, the final edition as an encrypted pdf file must be submitted to the AVSO Review Appraiser. |
| Invoice Submission and Payment | 60 days after final appraisal report acceptance by the Government |
| Closeout | 60 days after final payment |
| <p>Please note: The final invoice/request for payment is not to be submitted until the AVSO Review Appraiser is in receipt of the final copy of the appraisal report and has notified the Appraiser that the contract is complete.</p> <p>Any adjustments to the above Deliverable/Task Schedule shall be submitted to the Contracting Officer (CO). The Contracting Officer will approve or reject the request by email.</p> | |

182 1679 Aerial Photo 94.0 Acres

4/20/2026

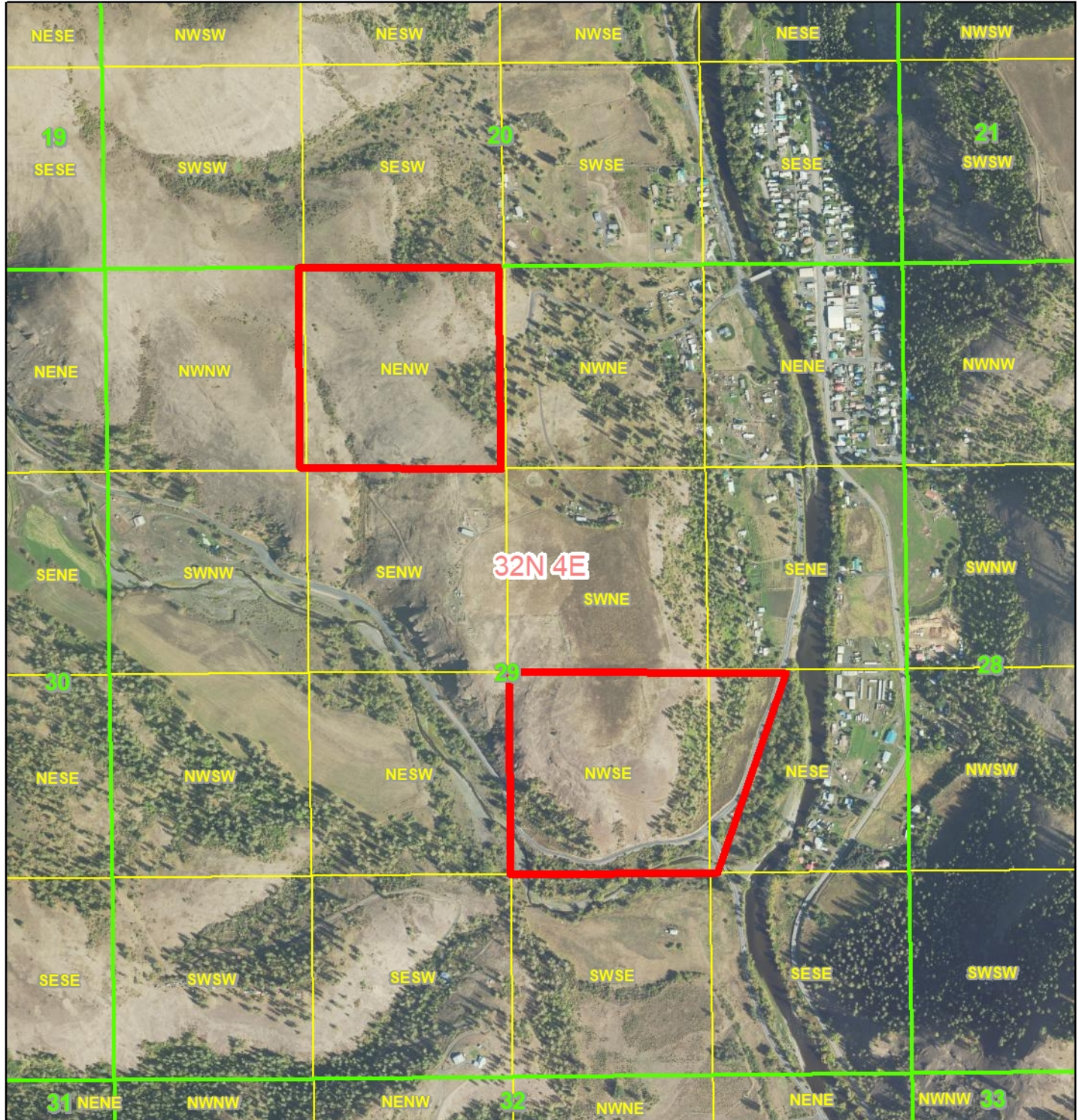


Image Credit: USA NAIP Imagery 2023



0 0.1 0.2 0.3 Miles



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182 1679 Streets 94.0 Acres

4/20/2026

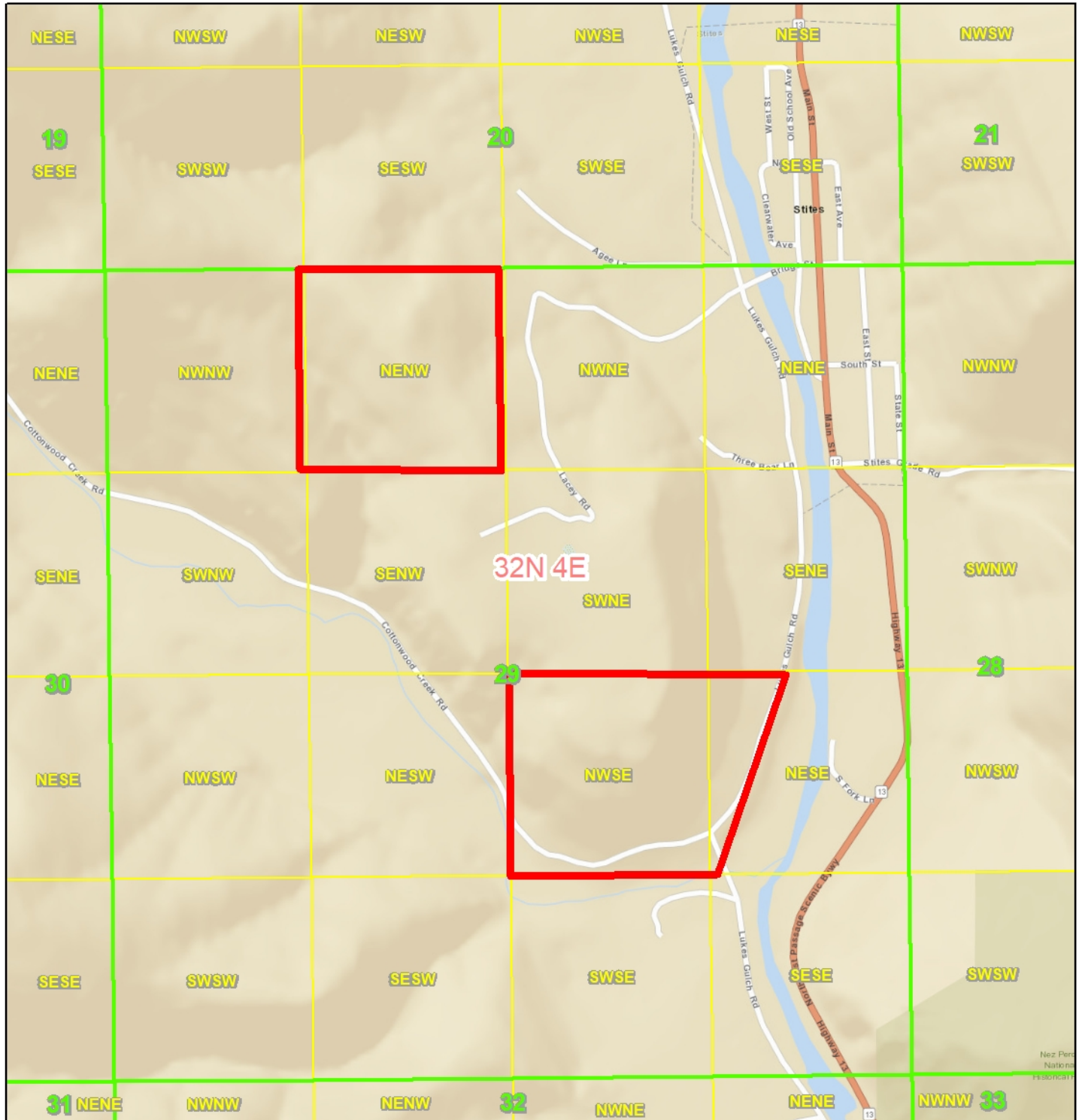
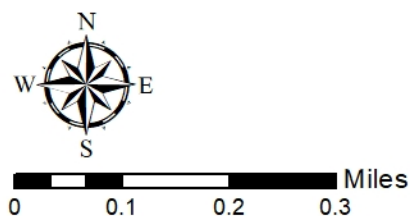


Image Credit: ESRI ArcGIS Online Map Service



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4/20/2026



182 1674 -A Aerial Photo 20.0 Acres

4/20/2026

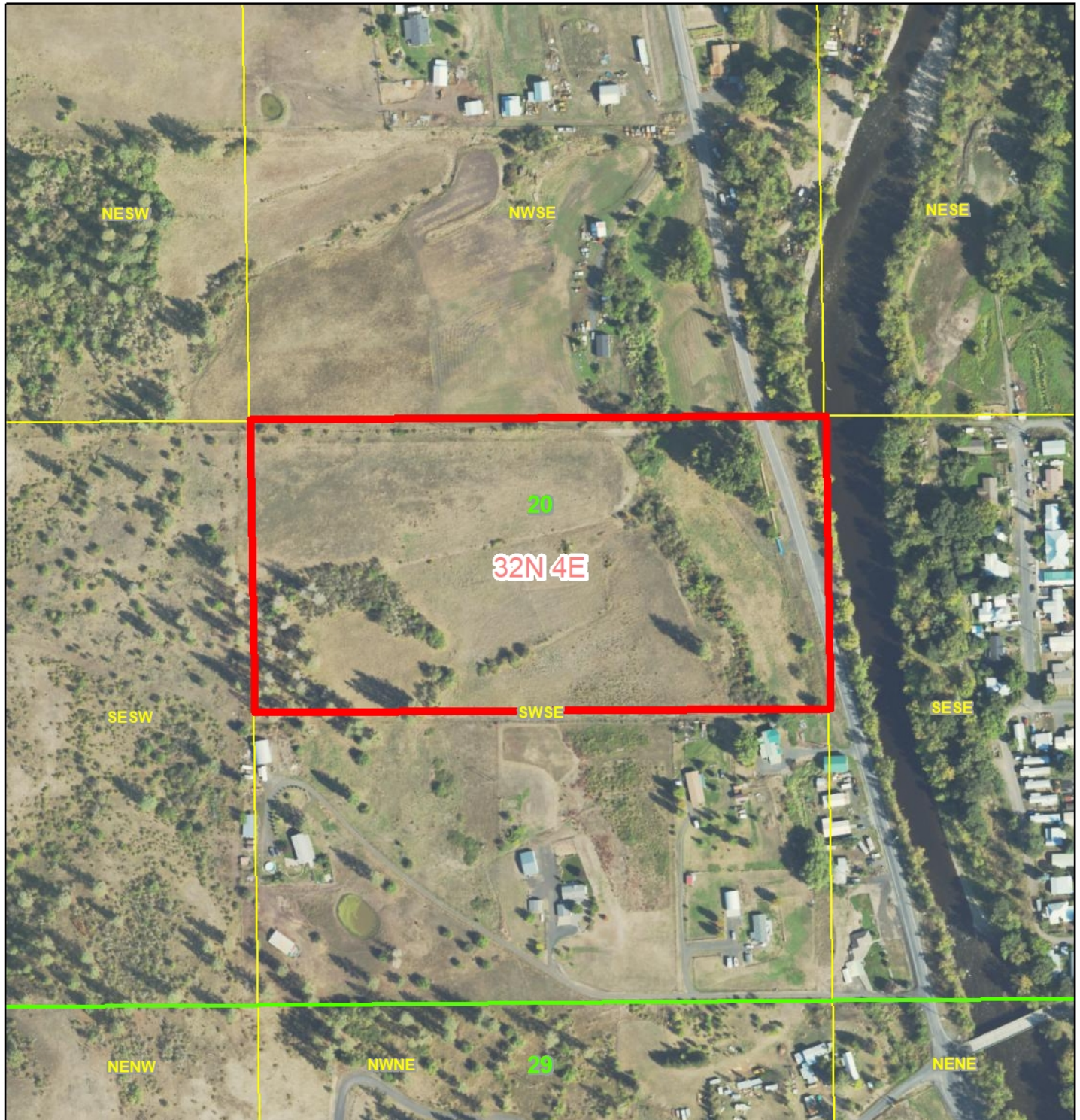
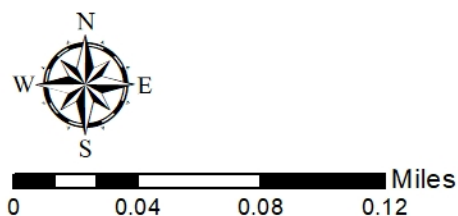


Image Credit: USA NAIP Imagery 2023



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182 1674 -A Streets 20.0 Acres

4/20/2026

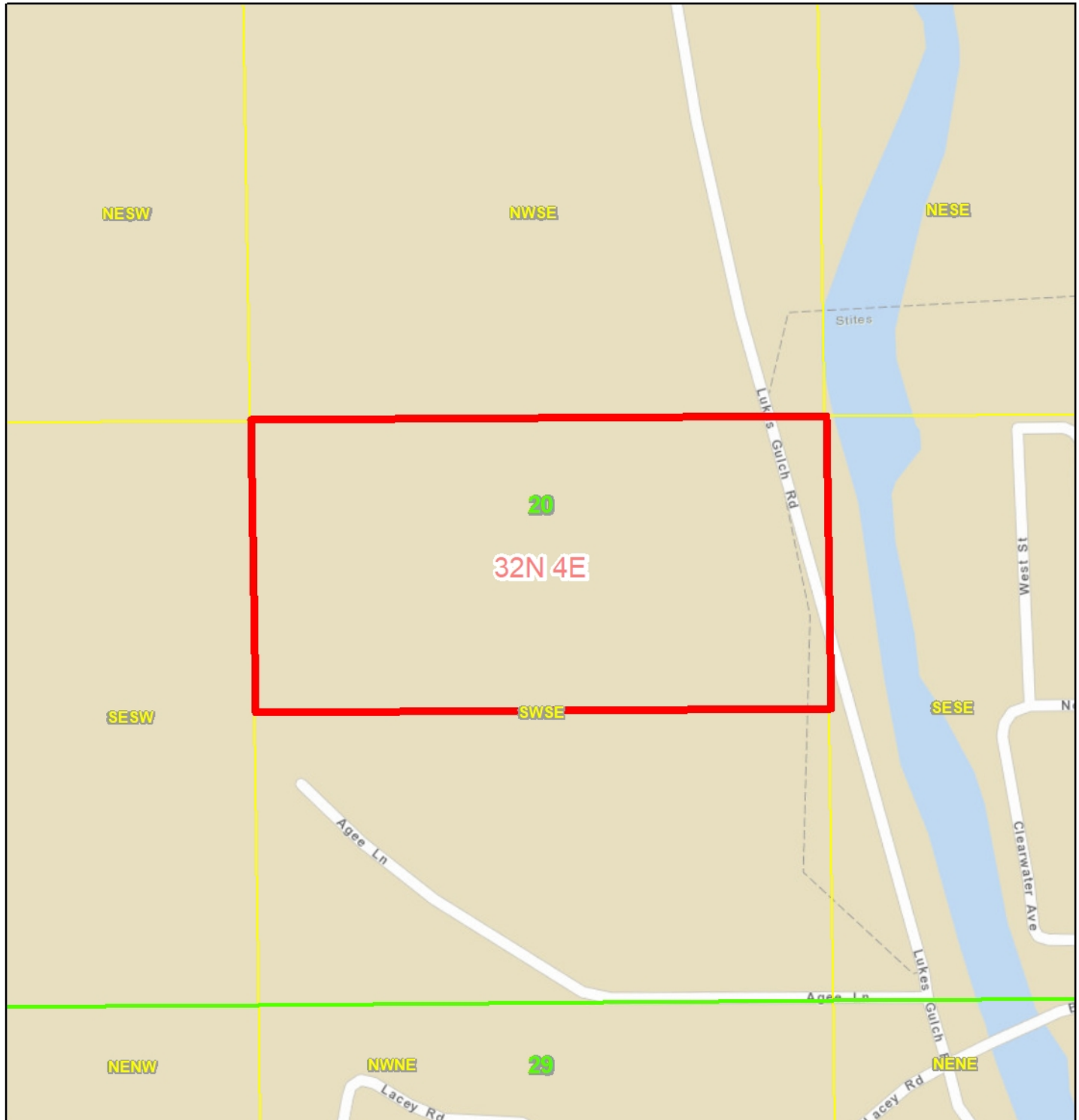


Image Credit: ESRI ArcGIS Online Map Service



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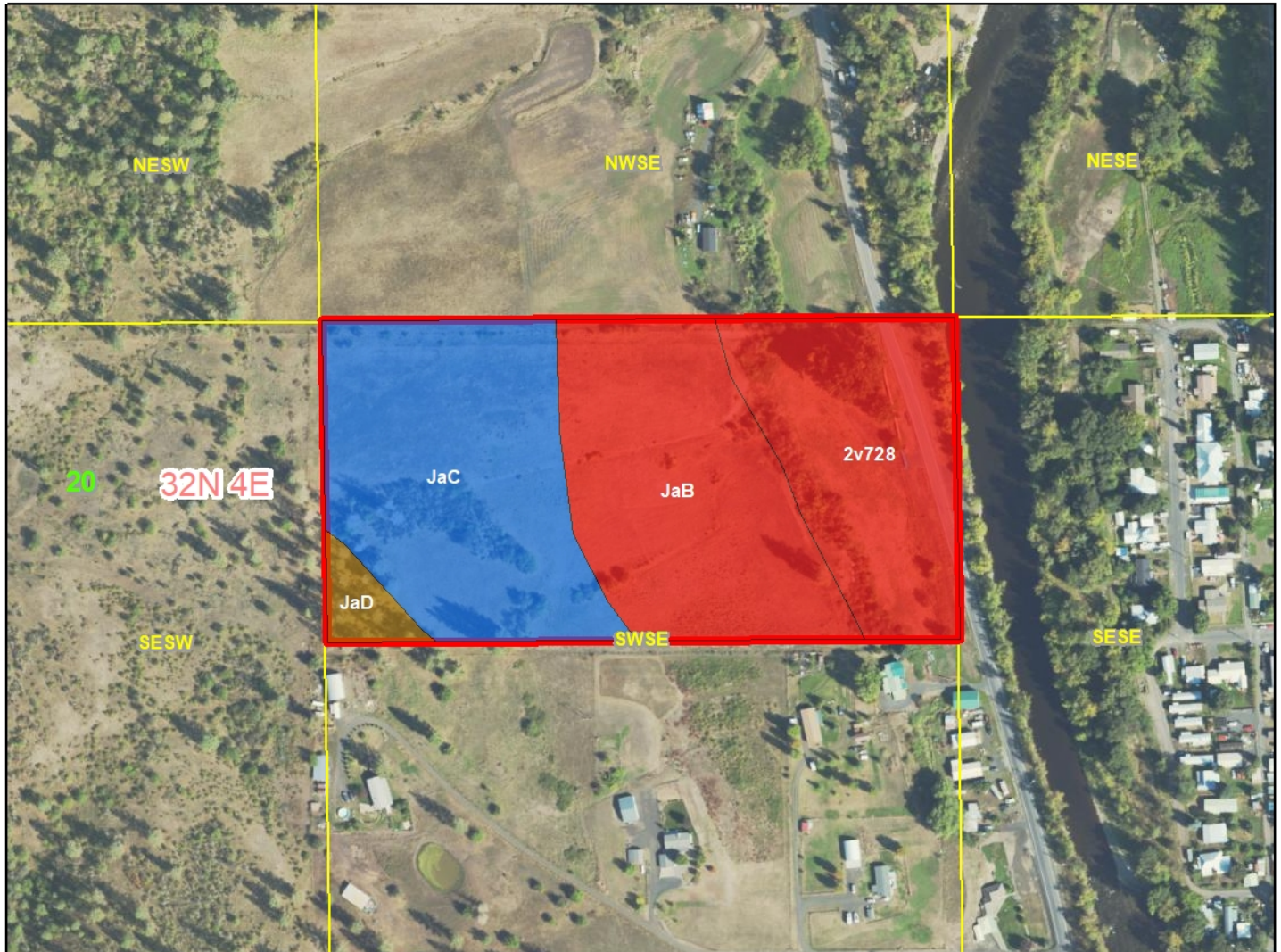


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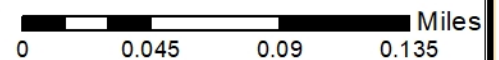


182 1674 -A Soils 20.0 Acres

4/20/2026



| Map Unit | Name | Capability Class | Percent Acres | Acres |
|----------|---|------------------|---------------|-------|
| JaB | Jacknife silt loam, 7 to 12 percent slopes | 3 | 33.21 % | 6.64 |
| JaC | Jacknife silt loam, 12 to 25 percent slopes | 4 | 36.47 % | 7.29 |
| JaD | Jacknife silt loam, 25 to 45 percent slopes | 7 | 3.13 % | 0.63 |
| 2v728 | Nicodemus-Tombeall-Tombeall, wet complex, 0 to 3 percent slopes | 3 | 27.2 % | 5.44 |



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Image Credit: USA NAIP Imagery 2023

182 1541 Aerial Photo 125.24 Acres

4/20/2026

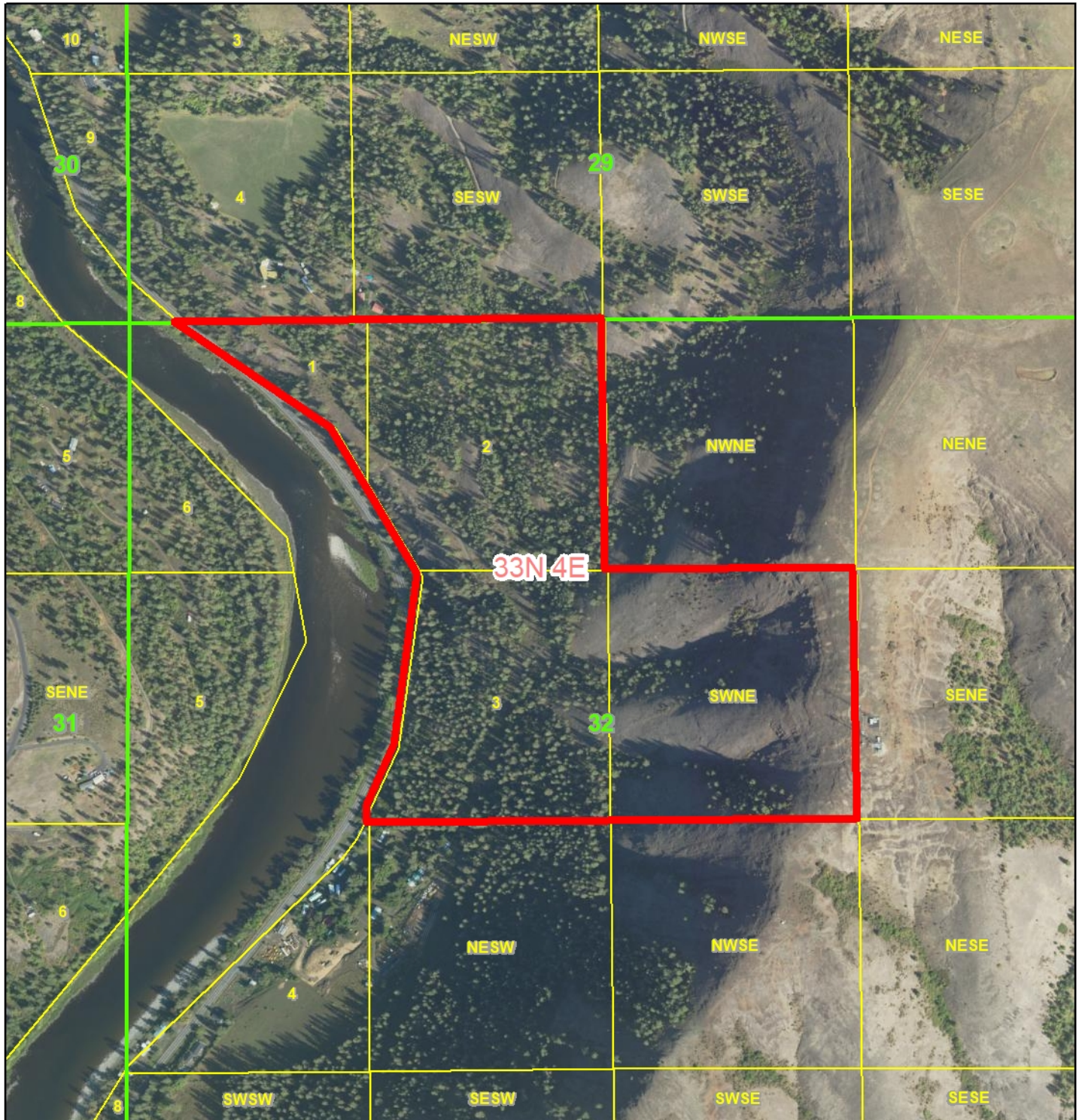
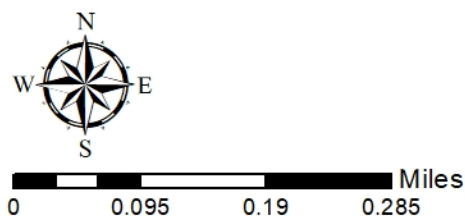


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182 1541 Streets 125.24 Acres

4/20/2026

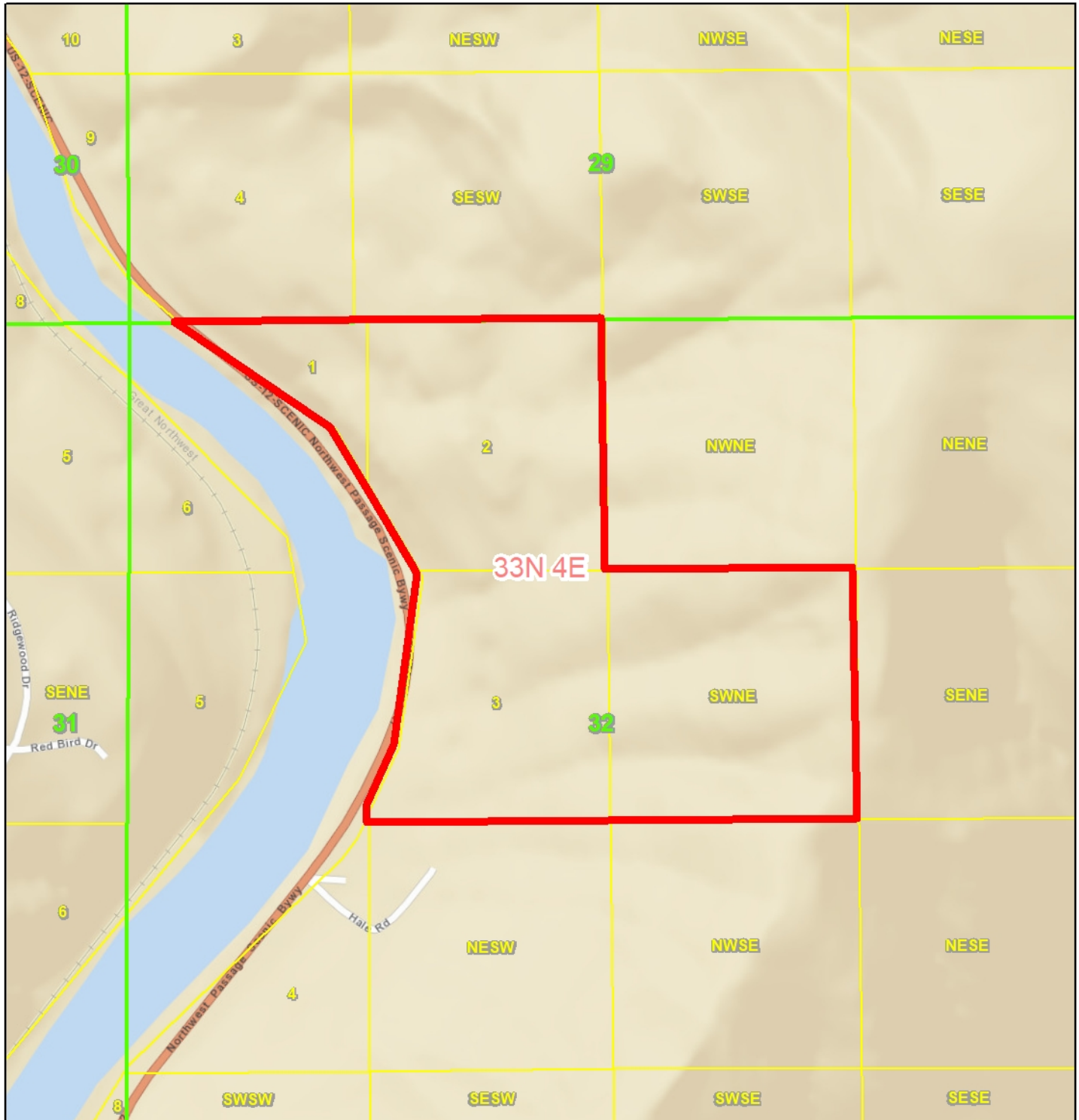
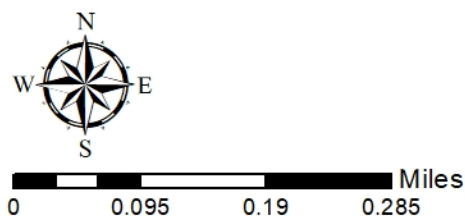


Image Credit: ESRI ArcGIS Online Map Service

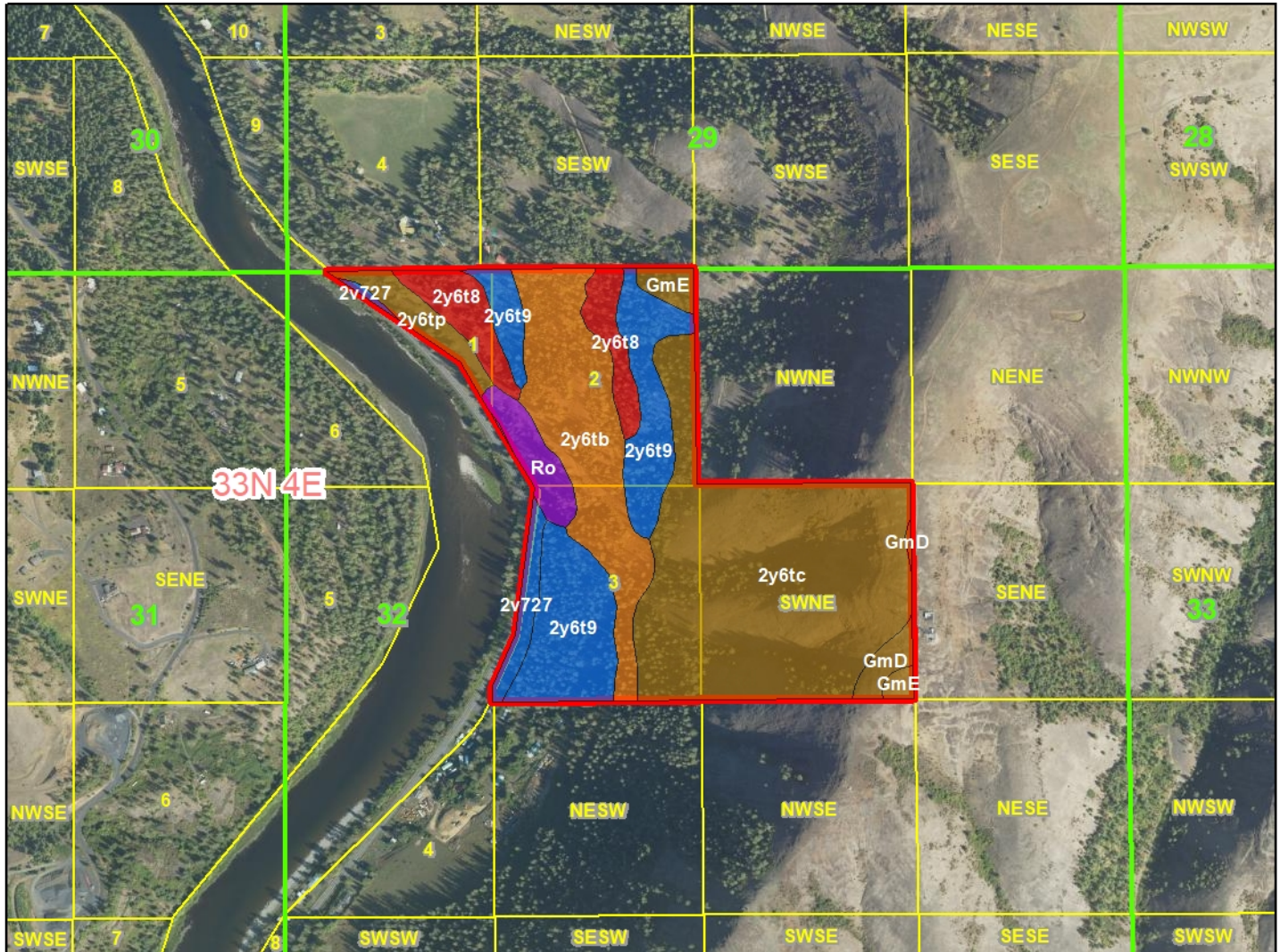


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182 1541 Soils 125.24 Acres

4/20/2026



| Map Unit | Name | Capability Class | Percent Acres | Acres |
|----------|--|------------------|---------------|-------|
| GmD | Gwin-Mehlhorn stony loams, 12 to 45 percent slopes | 7 | 1.75 % | 2.19 |
| GmE | Gwin-Mehlhorn stony loams, 45 to 65 percent slopes | 7 | 1.99 % | 2.49 |
| Ro | Rock outcrop | 8 | 3.56 % | 4.46 |
| 2v727 | Itzee-Tombell, dry complex, 0 to 2 percent slopes | 4 | 2.67 % | 3.34 |
| 2y6t8 | Jacket silt loam, moist, 3 to 12 percent slopes | 3 | 7.18 % | 8.99 |
| 2y6t9 | Jacket silt loam, moist, 12 to 30 percent slopes | 4 | 19.21 % | 24.06 |
| 2y6tb | Jacket-Larkin complex, 15 to 40 percent slopes | 6 | 17.83 % | 22.33 |
| 2y6tc | Klickson-Bluesprun complex, 30 to 75 percent slopes | 7 | 42.59 % | 53.34 |
| 2y6tp | Kettenbach-Gwin-Kettenbach, moist complex, 30 to 75 percent slopes | 7 | 3.23 % | 4.05 |

0 0.1 0.2 0.3 Miles



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Image Credit: USA NAIP Imagery 2023

182 1532 -A Aerial Photo 2.51 Acres

4/20/2026



Image Credit:USA NAIP Imagery 2023



0 0.03 0.06 0.09 Miles



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182 1532 -A Streets 2.51 Acres

4/20/2026

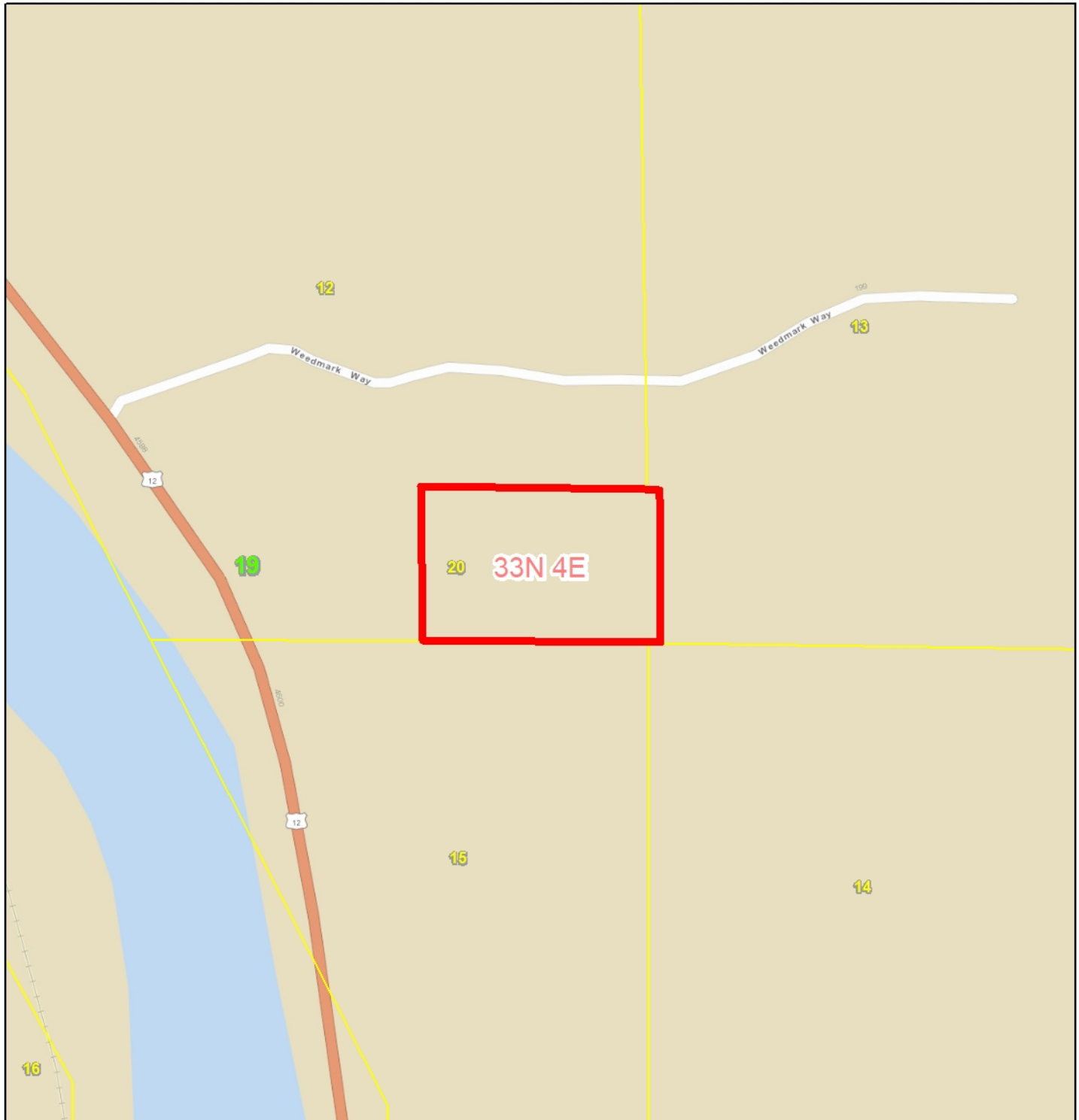
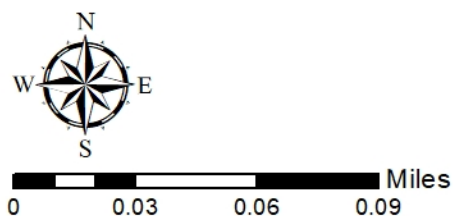


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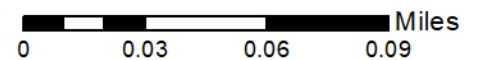


182 1532 -A Soils 2.51 Acres

4/20/2026



| Map Unit | Name | Capability Class | Percent Acres | Acres |
|----------|--|------------------|---------------|-------|
| 2y6tb | Jacket-Larkin complex, 15 to 40 percent slopes | 6 | 32.49 % | 0.82 |
| 2y6tr | Newbig silt loam, 2 to 20 percent slopes | 3 | 67.51 % | 1.69 |



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Image Credit: USA NAIP Imagery 2023

| | |
|---|--|
| REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Daniel W. Simms Director | Division of Wage Determinations |
| | Wage Determination No.: 2015-5519 Revision No.: 30 Date Of Last Revision: 5/13/2026 |

State: Idaho

Area: Idaho Counties of Nez Perce

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 18.26 |
| 01012 - Accounting Clerk II | | 20.50 |
| 01013 - Accounting Clerk III | | 22.93 |
| 01020 - Administrative Assistant | | 29.76 |
| 01035 - Court Reporter | | 22.66 |
| 01041 - Customer Service Representative I | | 15.71 |
| 01042 - Customer Service Representative II | | 17.14 |
| 01043 - Customer Service Representative III | | 19.24 |
| 01051 - Data Entry Operator I | | 15.95 |
| 01052 - Data Entry Operator II | | 17.40 |
| 01060 - Dispatcher, Motor Vehicle | | 25.12 |
| 01070 - Document Preparation Clerk | | 17.40 |
| 01090 - Duplicating Machine Operator | | 17.40 |
| 01111 - General Clerk I | | 16.06 |
| 01112 - General Clerk II | | 17.52 |
| 01113 - General Clerk III | | 19.67 |
| 01120 - Housing Referral Assistant | | 24.36 |
| 01141 - Messenger Courier | | 14.18 |
| 01191 - Order Clerk I | | 15.95 |
| 01192 - Order Clerk II | | 17.40 |
| 01261 - Personnel Assistant (Employment) I | | 19.53 |
| 01262 - Personnel Assistant (Employment) II | | 21.85 |
| 01263 - Personnel Assistant (Employment) III | | 24.36 |
| 01270 - Production Control Clerk | | 29.81 |
| 01290 - Rental Clerk | | 18.32 |
| 01300 - Scheduler, Maintenance | | 19.53 |
| 01311 - Secretary I | | 19.53 |
| 01312 - Secretary II | | 21.85 |
| 01313 - Secretary III | | 24.36 |
| 01320 - Service Order Dispatcher | | 22.46 |
| 01410 - Supply Technician | | 29.76 |
| 01420 - Survey Worker | | 19.58 |
| 01460 - Switchboard Operator/Receptionist | | 17.93 |
| 01531 - Travel Clerk I | | 15.42 |
| 01532 - Travel Clerk II | | 17.30 |
| 01533 - Travel Clerk III | | 19.01 |
| 01611 - Word Processor I | | 17.40 |
| 01612 - Word Processor II | | 19.53 |
| 01613 - Word Processor III | | 21.85 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.90 |
| 05010 - Automotive Electrician | | 22.70 |
| 05040 - Automotive Glass Installer | | 21.47 |
| 05070 - Automotive Worker | | 21.47 |
| 05110 - Mobile Equipment Servicer | | 19.03 |
| 05130 - Motor Equipment Metal Mechanic | | 23.90 |
| 05160 - Motor Equipment Metal Worker | | 21.47 |
| 05190 - Motor Vehicle Mechanic | | 23.90 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.81 |
| 05250 - Motor Vehicle Upholstery Worker | | 20.24 |
| 05280 - Motor Vehicle Wrecker | | 21.47 |
| 05310 - Painter, Automotive | | 22.70 |
| 05340 - Radiator Repair Specialist | | 21.47 |
| 05370 - Tire Repairer | | 19.06 |
| 05400 - Transmission Repair Specialist | | 23.90 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 18.69 |

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| 07041 - Cook I | 17.63 |
| 07042 - Cook II | 19.90 |
| 07070 - Dishwasher | 16.08 |
| 07130 - Food Service Worker | 16.34 |
| 07210 - Meat Cutter | 18.92 |
| 07260 - Waiter/Waitress | 14.37 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 24.99 |
| 09040 - Furniture Handler | 18.39 |
| 09080 - Furniture Refinisher | 24.99 |
| 09090 - Furniture Refinisher Helper | 20.96 |
| 09110 - Furniture Repairer, Minor | 22.50 |
| 09130 - Upholsterer | 24.99 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 16.92 |
| 11060 - Elevator Operator | 17.41 |
| 11090 - Gardener | 22.75 |
| 11122 - Housekeeping Aide | 17.41 |
| 11150 - Janitor | 17.41 |
| 11210 - Laborer, Grounds Maintenance | 18.70 |
| 11240 - Maid or Houseman | 16.52 |
| 11260 - Pruner | 17.78 |
| 11270 - Tractor Operator | 21.30 |
| 11330 - Trail Maintenance Worker | 18.70 |
| 11360 - Window Cleaner | 18.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 27.01 |
| 12011 - Breath Alcohol Technician | 27.01 |
| 12012 - Certified Occupational Therapist Assistant | 37.05 |
| 12015 - Certified Physical Therapist Assistant | 35.10 |
| 12020 - Dental Assistant | 21.97 |
| 12025 - Dental Hygienist | 45.77 |
| 12030 - EKG Technician | 40.91 |
| 12035 - Electroneurodiagnostic Technologist | 40.91 |
| 12040 - Emergency Medical Technician | 27.01 |
| 12071 - Licensed Practical Nurse I | 24.15 |
| 12072 - Licensed Practical Nurse II | 27.01 |
| 12073 - Licensed Practical Nurse III | 30.10 |
| 12100 - Medical Assistant | 21.00 |
| 12130 - Medical Laboratory Technician | 26.02 |
| 12160 - Medical Record Clerk | 20.93 |
| 12190 - Medical Record Technician | 23.41 |
| 12195 - Medical Transcriptionist | 24.15 |
| 12210 - Nuclear Medicine Technologist | 59.35 |
| 12221 - Nursing Assistant I | 13.52 |
| 12222 - Nursing Assistant II | 15.21 |
| 12223 - Nursing Assistant III | 16.60 |
| 12224 - Nursing Assistant IV | 18.63 |
| 12235 - Optical Dispenser | 27.01 |
| 12236 - Optical Technician | 24.15 |
| 12250 - Pharmacy Technician | 22.42 |
| 12280 - Phlebotomist | 23.61 |
| 12305 - Radiologic Technologist | 35.23 |
| 12311 - Registered Nurse I | 27.40 |
| 12312 - Registered Nurse II | 33.51 |
| 12313 - Registered Nurse II, Specialist | 33.51 |
| 12314 - Registered Nurse III | 40.54 |
| 12315 - Registered Nurse III, Anesthetist | 40.54 |
| 12316 - Registered Nurse IV | 48.61 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 33.45 |
| 12320 - Substance Abuse Treatment Counselor | 32.83 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.36 |
| 13012 - Exhibits Specialist II | 20.27 |
| 13013 - Exhibits Specialist III | 24.80 |
| 13041 - Illustrator I | 16.36 |
| 13042 - Illustrator II | 20.27 |
| 13043 - Illustrator III | 24.80 |
| 13047 - Librarian | 22.59 |
| 13050 - Library Aide/Clerk | 16.28 |
| 13054 - Library Information Technology Systems Administrator | 20.57 |
| 13058 - Library Technician | 13.42 |
| 13061 - Media Specialist I | 14.72 |
| 13062 - Media Specialist II | 16.48 |
| 13063 - Media Specialist III | 18.36 |
| 13071 - Photographer I | 14.95 |
| 13072 - Photographer II | 16.76 |
| 13073 - Photographer III | 20.72 |
| 13074 - Photographer IV | 25.35 |
| 13075 - Photographer V | 30.67 |
| 13090 - Technical Order Library Clerk | 20.44 |
| 13110 - Video Teleconference Technician | 18.11 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.92 |
| 14042 - Computer Operator II | 18.93 |
| 14043 - Computer Operator III | 21.10 |
| 14044 - Computer Operator IV | 23.45 |
| 14045 - Computer Operator V | 25.97 |
| 14071 - Computer Programmer I (see 1) | 17.62 |
| 14072 - Computer Programmer II (see 1) | 22.88 |
| 14073 - Computer Programmer III (see 1) | |
| 14074 - Computer Programmer IV (see 1) | |

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| 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 | | 16.92 |
| 14160 - Personal Computer Support Technician | | 23.45 |
| 14170 - System Support Specialist | | 25.97 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 35.89 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 43.41 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 52.04 |
| 15050 - Computer Based Training Specialist / Instructor | | 35.89 |
| 15060 - Educational Technologist | | 26.82 |
| 15070 - Flight Instructor (Pilot) | | 52.04 |
| 15080 - Graphic Artist | | 25.55 |
| 15085 - Maintenance Test Pilot, Fixed, Jet/Prop | | 52.04 |
| 15086 - Maintenance Test Pilot, Rotary Wing | | 52.04 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 52.04 |
| 15090 - Technical Instructor | | 20.89 |
| 15095 - Technical Instructor/Course Developer | | 25.55 |
| 15110 - Test Proctor | | 16.87 |
| 15120 - Tutor | | 16.87 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 11.90 |
| 16030 - Counter Attendant | | 11.90 |
| 16040 - Dry Cleaner | | 14.21 |
| 16070 - Finisher, Flatwork, Machine | | 11.90 |
| 16090 - Presser, Hand | | 11.90 |
| 16110 - Presser, Machine, Drycleaning | | 11.90 |
| 16130 - Presser, Machine, Shirts | | 11.90 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 11.90 |
| 16190 - Sewing Machine Operator | | 14.98 |
| 16220 - Tailor | | 15.82 |
| 16250 - Washer, Machine | | 12.47 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 28.66 |
| 19040 - Tool And Die Maker | | 34.78 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 24.93 |
| 21030 - Material Coordinator | | 30.35 |
| 21040 - Material Expediter | | 30.35 |
| 21050 - Material Handling Laborer | | 18.60 |
| 21071 - Order Filler | | 18.71 |
| 21080 - Production Line Worker (Food Processing) | | 24.93 |
| 21110 - Shipping Packer | | 21.30 |
| 21130 - Shipping/Receiving Clerk | | 21.30 |
| 21140 - Store Worker I | | 17.98 |
| 21150 - Stock Clerk | | 21.09 |
| 21210 - Tools And Parts Attendant | | 24.93 |
| 21410 - Warehouse Specialist | | 24.93 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 31.72 |
| 23019 - Aircraft Logs and Records Technician | | 25.55 |
| 23021 - Aircraft Mechanic I | | 30.18 |
| 23022 - Aircraft Mechanic II | | 31.72 |
| 23023 - Aircraft Mechanic III | | 33.27 |
| 23040 - Aircraft Mechanic Helper | | 22.49 |
| 23050 - Aircraft, Painter | | 28.66 |
| 23060 - Aircraft Servicer | | 25.55 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 28.66 |
| 23080 - Aircraft Worker | | 27.11 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | | 27.11 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | | 30.18 |
| 23110 - Appliance Mechanic | | 28.66 |
| 23120 - Bicycle Repairer | | 24.02 |
| 23125 - Cable Splicer | | 30.18 |
| 23130 - Carpenter, Maintenance | | 24.42 |
| 23140 - Carpet Layer | | 27.11 |
| 23160 - Electrician, Maintenance | | 37.30 |
| 23181 - Electronics Technician Maintenance I | | 32.14 |
| 23182 - Electronics Technician Maintenance II | | 33.97 |
| 23183 - Electronics Technician Maintenance III | | 35.77 |
| 23260 - Fabric Worker | | 25.55 |
| 23290 - Fire Alarm System Mechanic | | 30.18 |
| 23310 - Fire Extinguisher Repairer | | 24.02 |
| 23311 - Fuel Distribution System Mechanic | | 30.18 |
| 23312 - Fuel Distribution System Operator | | 24.02 |
| 23370 - General Maintenance Worker | | 22.50 |
| 23380 - Ground Support Equipment Mechanic | | 30.18 |
| 23381 - Ground Support Equipment Servicer | | 25.55 |
| 23382 - Ground Support Equipment Worker | | 27.11 |
| 23391 - Gunsmith I | | 24.02 |
| 23392 - Gunsmith II | | 27.11 |
| 23393 - Gunsmith III | | 30.18 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | | 26.43 |
| 23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | | 27.79 |

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| 23430 - Heavy Equipment Mechanic | 31.36 |
| 23440 - Heavy Equipment Operator | 29.99 |
| 23460 - Instrument Mechanic | 30.18 |
| 23465 - Laboratory/Shelter Mechanic | 28.66 |
| 23470 - Laborer | 18.60 |
| 23510 - Locksmith | 28.66 |
| 23530 - Machinery Maintenance Mechanic | 33.43 |
| 23550 - Machinist, Maintenance | 28.42 |
| 23580 - Maintenance Trades Helper | 22.49 |
| 23591 - Metrology Technician I | 30.18 |
| 23592 - Metrology Technician II | 31.72 |
| 23593 - Metrology Technician III | 33.27 |
| 23640 - Millwright | 35.58 |
| 23710 - Office Appliance Repairer | 28.66 |
| 23760 - Painter, Maintenance | 21.38 |
| 23790 - Pipefitter, Maintenance | 30.72 |
| 23810 - Plumber, Maintenance | 29.17 |
| 23820 - Pseudraulic Systems Mechanic | 30.18 |
| 23850 - Rigger | 29.52 |
| 23870 - Scale Mechanic | 27.11 |
| 23890 - Sheet-Metal Worker, Maintenance | 30.18 |
| 23910 - Small Engine Mechanic | 27.11 |
| 23931 - Telecommunications Mechanic I | 30.43 |
| 23932 - Telecommunications Mechanic II | 31.98 |
| 23950 - Telephone Lineman | 30.18 |
| 23960 - Welder, Combination, Maintenance | 27.98 |
| 23965 - Well Driller | 30.18 |
| 23970 - Woodcraft Worker | 30.18 |
| 23980 - Woodworker | 24.02 |
| | |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 22.97 |
| 24570 - Child Care Attendant | 14.44 |
| 24580 - Child Care Center Clerk | 18.00 |
| 24610 - Chore Aide | 17.68 |
| 24620 - Family Readiness And Support Services Coordinator | 22.97 |
| 24630 - Homemaker | 22.34 |
| | |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.18 |
| 25040 - Sewage Plant Operator | 28.66 |
| 25070 - Stationary Engineer | 30.18 |
| 25190 - Ventilation Equipment Tender | 22.49 |
| 25210 - Water Treatment Plant Operator | 28.66 |
| | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.91 |
| 27007 - Baggage Inspector | 17.80 |
| 27008 - Corrections Officer | 29.22 |
| 27010 - Court Security Officer | 29.22 |
| 27030 - Detection Dog Handler | 19.91 |
| 27040 - Detention Officer | 29.22 |
| 27070 - Firefighter | 29.22 |
| 27101 - Guard I | 17.80 |
| 27102 - Guard II | 19.91 |
| 27131 - Police Officer I | 29.22 |
| 27132 - Police Officer II | 32.48 |
| | |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.44 |
| 28042 - Carnival Equipment Repairer | 17.44 |
| 28043 - Carnival Worker | 12.23 |
| 28210 - Gate Attendant/Gate Tender | 19.37 |
| 28310 - Lifeguard | 17.25 |
| 28350 - Park Attendant (Aide) | 21.20 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.81 |
| 28515 - Recreation Specialist | 25.95 |
| 28630 - Sports Official | 17.25 |
| 28690 - Swimming Pool Operator | 22.64 |
| | |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.11 |
| 29020 - Hatch Tender | 27.11 |
| 29030 - Line Handler | 27.11 |
| 29041 - Stevedore I | 25.55 |
| 29042 - Stevedore II | 28.66 |
| | |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | (see 2) 46.07 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | (see 2) 31.77 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | (see 2) 34.99 |
| 30021 - Archeological Technician I | 17.79 |
| 30022 - Archeological Technician II | 20.76 |
| 30023 - Archeological Technician III | 24.38 |
| 30030 - Cartographic Technician | 24.39 |
| 30040 - Civil Engineering Technician | 22.41 |
| 30051 - Cryogenic Technician I | 21.24 |
| 30052 - Cryogenic Technician II | 23.46 |
| 30061 - Drafter/CAD Operator I | 17.59 |
| 30062 - Drafter/CAD Operator II | 20.76 |
| 30063 - Drafter/CAD Operator III | 21.94 |
| 30064 - Drafter/CAD Operator IV | 25.54 |
| 30081 - Engineering Technician I | 13.93 |
| 30082 - Engineering Technician II | 15.62 |

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| 30083 - Engineering Technician III | 18.43 |
| 30084 - Engineering Technician IV | 21.66 |
| 30085 - Engineering Technician V | 26.49 |
| 30086 - Engineering Technician VI | 30.94 |
| 30090 - Environmental Technician | 22.32 |
| 30095 - Evidence Control Specialist | 19.18 |
| 30210 - Laboratory Technician | 20.26 |
| 30221 - Latent Fingerprint Technician I | 21.24 |
| 30222 - Latent Fingerprint Technician II | 23.46 |
| 30240 - Mathematical Technician | 24.45 |
| 30361 - Paralegal/Legal Assistant I | 19.81 |
| 30362 - Paralegal/Legal Assistant II | 24.54 |
| 30363 - Paralegal/Legal Assistant III | 30.02 |
| 30364 - Paralegal/Legal Assistant IV | 36.32 |
| 30375 - Petroleum Supply Specialist | 23.46 |
| 30390 - Photo-Optics Technician | 24.45 |
| 30395 - Radiation Control Technician | 23.46 |
| 30461 - Technical Writer I | 20.81 |
| 30462 - Technical Writer II | 25.45 |
| 30463 - Technical Writer III | 27.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 29.28 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 35.43 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 42.46 |
| 30494 - Unexploded (UXO) Safety Escort | 29.28 |
| 30495 - Unexploded (UXO) Sweep Personnel | 29.28 |
| 30501 - Weather Forecaster I | 25.54 |
| 30502 - Weather Forecaster II | 31.07 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.94 |
| 30621 - Weather Observer, Senior | (see 2) 23.97 |
| | |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 35.43 |
| 31020 - Bus Aide | 19.08 |
| 31030 - Bus Driver | 24.70 |
| 31043 - Driver Courier | 21.37 |
| 31260 - Parking and Lot Attendant | 17.64 |
| 31290 - Shuttle Bus Driver | 17.33 |
| 31310 - Taxi Driver | 15.75 |
| 31361 - Truckdriver, Light | 22.81 |
| 31362 - Truckdriver, Medium | 24.28 |
| 31363 - Truckdriver, Heavy | 27.50 |
| 31364 - Truckdriver, Tractor-Trailer | 27.50 |
| | |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 17.27 |
| 99030 - Cashier | 16.38 |
| 99050 - Desk Clerk | 16.70 |
| 99095 - Embalmer | 29.28 |
| 99130 - Flight Follower | 29.28 |
| 99251 - Laboratory Animal Caretaker I | 22.66 |
| 99252 - Laboratory Animal Caretaker II | 24.20 |
| 99260 - Marketing Analyst | 25.81 |
| 99310 - Mortician | 29.28 |
| 99410 - Pest Controller | 25.74 |
| 99510 - Photofinishing Worker | 15.39 |
| 99710 - Recycling Laborer | 21.82 |
| 99711 - Recycling Specialist | 24.87 |
| 99730 - Refuse Collector | 20.83 |
| 99810 - Sales Clerk | 17.00 |
| 99820 - School Crossing Guard | 18.98 |
| 99830 - Survey Party Chief | 21.26 |
| 99831 - Surveying Aide | 14.42 |
| 99832 - Surveying Technician | 19.33 |
| 99840 - Vending Machine Attendant | 22.66 |
| 99841 - Vending Machine Repairer | 27.31 |
| 99842 - Vending Machine Repairer Helper | 22.66 |

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

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

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