D.23 LIST OF DOCUMENTS, EXHIBITS, AND OTHER ATTACHMENTS

The following attachments are made a part of this solicitation and any resultant agreement.

TITLE
Exhibit A – Definitions & Abbreviations
Exhibit B – Payment Office Information
Exhibit C - Harassment-Free Workplace Policy
Exhibit D - DOL Wage Determination
Exhibit E – Standard Contractor Performance Report
Exhibit F – Safety Standards
Exhibit G – Emergency Equipment Shift Ticket OF-297
Exhibit H - Terms & Conditions for States
Exhibit I – Contractor Associations and Public Education Providers

EXHIBIT A -- DEFINITIONS AND ABBREVIATIONS

The specific meanings of terms used in this specification may be found in the Glossary of Terms of the Fireline Handbook, NWCG Handbook 3; PMS 410-1; NFES 0065, and any other prevailing current NWCG publication unless otherwise defined herein; the definitions provided in this exhibit are included in every solicitation (i.e., boilerplate), therefore some of the definitions may not be applicable to the solicitation you are responding to:

AGENCY - See "Government"

AGENCY COOPERATOR - Local Government entities available through agreement to assist the Federal and State Government agencies.

AGREEMENT - References the Blanket Purchase Agreement documented on the SF-1449/OF-294, and its attachments.

CAMPSITE - Any area designated by the Government where there are facilities in support of an incident.

CCR - Contractor Central Registration

CJRL - Cotton Jacket Rubber Lined

CMVSA - Commercial Motor Vehicle Safety Alliance

CO - Contracting Officer

COR - Contracting Officer's Representative - GOVERNMENT agent/employee responsible for assisting in the administration of the agreement and who has been designated by the Contracting Officer (CO).

CREW PERSON - Basic wildland firefighter used to control and extinguish wildland fires and works as a member of an engine crew under the supervision of a higher qualified individual.

DESIGNATED DISPATCH POINT (DDP) - Physical address where the resource is located as identified in VIPR.

DOZER BLADE CONFIGURATIONS:
- FULL U BLADE - A blade that is designed to move large amounts of materials and will have a highly curved and tall face to the blade. This blade will normally have large side wings to carry material.
- SEMI-U COMBINATION BLADE - A blade that is shorter, has less curvature and smaller side wings.
- STRAIGHT BLADE - A blade that has no lateral curve or sidewalls.

EXCAVATOR ATTRIBUTES:
- EXCAVATOR CLAMSHELL BUCKET - A two-sided bucket used on an excavator to dig in a vertical direction; the bucket is dropped while its jaw-like halves are open and digs as they close. Also known as a clamshell grab.
- EXCAVATOR UP DOWN BLADE or DOZER BLADE - A blade mounted on the mainframe of the excavator raised and lowered with hydraulic cylinders. This blade will allow the machine to push material in a grading manner and stabilize the machine while it is working on surfaces that are not level.

EXCAVATOR, STEEP GROUND (STEEP GROUND EXCAVATOR in Section B) - Purpose built or modified construction excavator that is capable of working on slopes greater than 45 percent. These excavators may be Feller Buncher carriages with a bucket and hydraulic thumb or clamshell bucket replacing the saw, or tracked carriages that have had modifications to allow the machine to work on steep grades. Operators are highly experienced in steep ground soil work and have knowledge, skills and abilities to construct firelines or rehabilitate firelines to near natural conditions.

ENGB - Single Resource Engine Boss

FS - Forest Service

FLYWHEEL HORSEPOWER RATING - Horsepower rating taken at the flywheel with all the engine accesssories installed not counting transmission losses or anything after the flywheel.

FMCSA - Federal Motor Carrier Safety Administration

FOAM APPLICATION SYSTEM

- Manually Regulated Proportioning System - A proportioning system that requires manual adjustment to maintain the proportioning ratio when there is a change of flow or pressure through the foam proportioner. Typical manually regulated foam systems include: Suction side proportioner, in-line eductor, around-the-pump proportioner and direct injection manually regulated proportioners. Examples of manually regulated foam systems include but are not limited to:

1. Blizzard Wizard
2. Scotty foam inductor
3. Foam Flo

- Automatic Regulating Proportioning System - A proportioning system that automatically adjusts the flow of foam concentrate into the water stream to maintain the desired proportioning ratio. These automatic adjustments are made based on changes in water flow or conductivity. Typical automatic regulating proportioning systems include: Balanced pressure venturi proportioning systems, water motor meter proportioner systems, direct injection automatic regulating proportioners. Examples of automatic regulating proportioning systems include but are not limited to:

1. Foam Pro-1601/2001
2. Robwen 500
3. Darley Fast-foam system
4. Aquis 1.5/2.5 foam system

GACC - Geographic Area Coordination Center

GAWR - Gross Axle Weight Rating

GOVERNMENT - United States Department of Agriculture - Forest Service (USDA-FS), National Park Service (NPS), Bureau of Land Management (BLM), Bureau of Indian Affairs (BIA), and United States Fish & Wildlife Service (USF&WS), Federal Emergency Management Agency (FEMA) Put Cooperators (States) in here

GOVERNMENT REPRESENTATIVE - Those employees of the agencies listed under the definition of Government that have a designation in writing or are designated by their position.

GVAW - Gross Vehicle Axle Weight

GVWR - Gross Vehicle Weight Rating

HOST DISPATCH CENTER - Interagency dispatch center responsible for dispatching resources under this agreement.

HOST DISPATCH ZONE - Geographic area defined by the Host Dispatch Center's area of authority.

ICS - Incident Command System

IIBMH - Interagency Incident Business Management Handbook

IPT - Iron Pipe Thread

INCIDENT - An occurrence or event, either human-caused or natural phenomena, that requires action by emergency service personnel to prevent or minimize loss of life or damage to property and/or natural resources.

INITIAL ATTACK - A planned response to a wildfire given the wildfire's potential fire behavior. The objective of initial attack is to stop the spread of the wildfire and suppress it at least cost. An aggressive suppression action that is consistent with firefighter and public safety.

LOW GROUND PRESSURE EQUIPMENT - Equipment with wide pads, designed by the manufacturer to operate in wet, soft or sandy terrain.

NH - National Hose Thread

NPSH - National Pipe Standard Hose

ON SHIFT - Includes time worked, time that equipment is held or directed to be in a state of readiness, and compensable travel (equipment traveling under its own power) that has a specific start and ending time.

OPERATIONAL PERIOD - Equal to one shift, an operational period is defined by the incident action plan.

ORDINARY WEAR AND TEAR - Equipment furnished under this agreement may be operated and subjected to extreme environmental and/or strenuous operating conditions which could include but is not limited to unimproved roads, steep, rocky, hilly terrain, dust, heat, and smoky conditions. As a result, by entering into this agreement, the contractor agrees that what is considered wear and tear under this agreement is in excess of what the equipment is subjected to under normal operations and is reflected in the rates paid for the equipment.

POINT OF HIRE - The Contractor's place of business or where resource is located at the time of dispatch.

POINT OF RELEASE - The location from which a contractor is released upon expiration or termination of required services. This point may be the same as the point of hire.

PROPERTY -
- Accountable Property. Items with a purchase price of $5,000 (USDA, USDI) or more, or items that the incident agency considers sensitive, such as cameras, computers, chainsaws, and radios, are accountable and are marked with an agency identification number.
- Durable Property. Durable properties are those non-accountable items that have a useful life expectancy greater than one incident (e.g., sleeping bags, water handling accessories, tents, headlamps, tools). This property may be marked with paint or etching to show US GOVT , or an agency specific marking.
- Consumable Goods. Consumable goods are items normally expected to be consumed on the incident (e.g., batteries, Meals Ready to Eat, plastic canteens, petroleum products). This property is not marked.

RON - Remain Over Night

ROSS - Resource Ordering and Status System

SEVERITY - The class of assignments that are related to pre-suppression activities. Examples of appropriate severity activities may include but not limited to standby at the host unit, limited patrol, tool sharpening, or other activities that do not unduly interfere with fire readiness and a 10 minute mobilization response time. Increase the level of pre-suppression capability and fire preparedness when predicted or actual burning conditions exceed those normally expected, due to severe weather conditions.

SJRL - Synthetic Jacket Rubber Lined Hose

SOFTTRACK - A machine constructed to carry water, mounted on a carrier, equipped with a track that is able to conform to varying ground conditions by torsion bar mounted road wheels. These road wheels allow the track to travel up and down to keep the track surface in constant contact with the ground over rough surfaces. These machines can travel at a speed of over 12 miles per hour on flat surfaces.

SUPPRESSION - All the work of extinguishing or confining a fire beginning with its discovery.

SUSPENSION -
- Air Bag - A suspension designed with two (2) air bags per wheel or four (4) air bags per axle. Air bag suspensions were developed for over the road conditions. While this suspension is acceptable, the process where the air bags inflate and deflate to try and maintain an even ride is not as desirable due to the non-static load associated with a tank of water.
- Vocational Duty - All other axle configurations including the walking beam, spring, and trailing arm with two (2) air bags per axle shall be identified as vocational style suspension.
- 2-axle trucks must have a locking (i.e., e-locker/interlock) rear end to get points; no points are allowed for non-locking differentials.

UNDER HIRE - Refer to D.21.8

WHEEL CHOCKS -
- Type 5 and 6 Engines shall be equipped with a wheel chock constructed with a height of 8" or more and a width of 6" or more.
- Type 3 and 4 Engines and ALL Tenders shall be equipped with a wheel chock constructed with a height of 8" or more and width of 7" or more.
- Wheel chock must have a solid bottom or ribbing on the bottom to prevent from sinking in soft soil.
- Wheel chock must have the face beveled at a 30-50 degree angle.
- Wheel chock base must be 1.4 times the height or greater, or the manufacturer specifies the chocks meet

SAE J-348, NFPA 1901, or NFPA 1906 for the size of the vehicle.

WORK/REST - Refer to D.6.7

EXHIBIT D – DOL WAGE DETERMINATION

WD 95-0221 (Rev.-24) was first posted on www.wdol.gov on 10/13/2009
Emergency Incident/Fire Safety Services

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

Shirley F. Ebbesen
Director

Division of Wage Determinations

Wage Determination No: 1995-0221
Revision No: 24
Date Of Revision: 10/08/2009

NATIONWIDE: Applicable in the continental U.S., Hawaii and Alaska.
Alaska: Entire state.
Hawaii: Entire state.
Midwestern Region: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin
Northeast Region: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
Southern Region: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia
Western Region: Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming

Fringe Benefits Required Follow the Occupational Listing

Employed on contracts for Emergency Incident and Fire Safety services.

OCCUPATION CODE - TITLE		MINIMUM WAGE RATE
01000	- Administrative Support And Clerical Occupations	
01613	- Word Processor III	
	Alaska	17.92
	Continental U.S.	17.92
	Hawaii and American Samoa	17.68
05000	- Automotive Service Occupations	
05190	- Motor Vehicle Mechanic	
	Alaska	25.28
	Hawaii and American Samoa	16.80
	Midwestern Region	19.96
	Northeast Region	18.74
	Southern Region	17.46
	Western Region	20.19
05220	- Motor Vehicle Mechanic Helper	
	Alaska	18.29
	Hawaii and American Samoa	12.94
	Midwestern Region	12.95
	Northeast Region	14.59
	Southern Region	11.26
	Western Region	13.67
07000	- Food Preparation And Service Occupations	

07010	- Baker	
	Alaska	15.19
	Hawaii and American Samoa	15.17
	Midwestern Region	12.73
	Northeast Region	14.45
	Southern Region	10.40
	Western Region	15.86
07041	- Cook I	
	Alaska	13.08
	Hawaii and American Samoa	12.77
	Midwestern Region	9.36
	Northeast Region	11.68
	Southern Region	8.92
	Western Region	10.67
07042	- Cook II	
	Alaska	15.08
	Hawaii and American Samoa	14.26
	Midwestern Region	10.54
	Northeast Region	13.16
	Southern Region	10.05
	Western Region	12.02
07070	- Dishwasher	
	Alaska	11.21
	Hawaii and American Samoa	12.29
	Midwestern Region	7.58
	Northest Region	8.12
	Southern Region	7.87
	Western Region	8.17
07130	- Food Service Worker	
	Alaska	11.43
	Hawaii and American Samoa	11.37
	Midwestern Region	8.94
	Northeast Region	10.72
	Southern Region	8.45
	Western Region	9.30
07210	- Meat Cutter	
	Alaska	18.64
	Hawaii and American Samoa	18.10
	Midwestern Region	15.70
	Northeast Region	18.29
	Southern Region	13.10
	Western Region	17.15
12000	- Health Occupations	
12040	- Emergency Medical Technician	
	Alaska	21.86
	Continental U.S.	15.93
	Hawaii and American Samoa	17.91
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	
	Alaska	21.00
	Hawaii and American Samoa	16.36
	Midwestern Region	15.09
	Northeast Region	14.75
	Southern Region	12.48
	Western Region	16.14
21150	- Stock Clerk	
	Alaska	13.57

	Hawaii and American Samoa	10.70
	Midwestern Region	11.98
	Northeast Region	11.83
	Southern Region	11.48
	Western Region	12.14
23000	- Mechanics And Maintenance And Repair Occupations	
23021	- Aircraft Mechanic I	
	Alaska	26.63
	Continental U.S.	27.39
	Hawaii and American Samoa	27.53
23040	- Aircraft Mechanic Helper	
	Alaska	20.88
	Continental U.S.	20.59
	Hawaii and American Samoa	19.87
23060	- Aircraft Servicer	
	Alaska	23.33
	Continental U.S.	23.50
	Hawaii and American Samoa	23.06
23160	- Electrician, Maintenance	
	Alaska	30.06
	Hawaii and American Samoa	25.90
	Midwestern Region	22.57
	Northeast Region	24.19
	Southern Region	19.29
	Western Region	23.04
23440	- Heavy Equipment Operator	
	Alaska	24.59
	Hawaii and American Samoa	17.50
	Midwestern Region	19.96
	Northeast Region	18.74
	Southern Region	17.46
	Western Region	20.19
23470	- Laborer	
	Alaska	14.92
	Hawaii and American Samoa	14.48
	Midwestern Region	12.14
	Northeast Region	12.25
	Southern Region	9.88
	Western Region	11.47
23530	- Machinery Maintenance Mechanic	
	Alaska	28.05
	Hawaii and American Samoa	27.67
	Midwestern Region	17.30
	Northeast Region	18.10
	Southern Region	13.70
	Western Region	17.16
23580	- Maintenance Trades Helper	
	Alaska	20.51
	Hawaii and American Samoa	15.82
	Midwestern Region	16.29
	Northeast Region	15.21
	Southern Region	13.69
	Western Region	14.13
27000	- Protective Service Occupations	
27070	- Firefighter	
	Alaska	11.36

	Hawaii and American Samoa	9.26
	Midwestern Region	7.40
	Northeast Region	7.81
	Southern Region	7.40
	Western Region	7.81
30000	- Technical Occupations	
30210	- Laboratory Technician	
	Alaska	21.99
	Hawaii and American Samoa	20.92
	Mid Western Region	19.55
	Northeast Region	18.09
	Southern Region	19.88
	Western Region	18.59
31000	- Transportation/Mobile Equipment Operation Occupations	
31030	- Bus Driver	
	Alaska	20.63
	Hawaii and American Samoa	13.40
	Midwestern Region: 1 1/2 to 4 tons	17.00
	Midwestern Region: over 4 tons	17.77
	Midwestern Region: under 1 1/2 tons	12.72
	Northeast Region: 1 1/2 to 4 tons	17.43
	Northeast Region: over 4 tons	18.19
	Northeast Region: under 1 1/2 tons	13.52
	Southern Region: 1 1/2 to 4 tons	15.53
	Southern Region: over 4 tons	16.10
	Southern Region: under 1 1/2 tons	8.65
	Western Region: 1 1/2 to 4 tons	16.01
	Western Region: over 4 tons	16.46
	Western Region: under 1 1/2 tons	10.08
31361	- Truckdriver, Light	
	Alaska	19.31
	Hawaii and American Samoa	10.56
	Midwestern Region	12.72
	Northeast Region	13.52
	Southern Region	8.65
	Western Region	10.08
31362	- Truckdriver, Medium	
	Alaska	20.91
	Hawaii and American Samoa	13.39
	Midwestern Region	17.00
	Northeast Region	17.43
	Southern Region	15.48
	Western Region	16.01
31363	- Truckdriver, Heavy	
	Alaska	22.10
	Hawaii and American Samoa	14.61
	Midwestern Region	17.77
	Northeast Region	18.19
	Southern Region	16.10
	Western Region	17.06
31364	- Truckdriver, Tractor-Trailer	
	Alaska	23.27
	Hawaii and American Samoa	14.80
	Midwestern Region	21.14
	Northeast Region	18.31
	Southern Regioon	16.93
	Western Region	17.41

47000	- Water Transportation Occupations	
47021	- Cook-Baker/Second Cook/Second Cook-Baker/Assistant Cook	
	Alaska	15.02
	Hawaii and American Samoa	14.26
	Midwestern Region	10.54
	Northeast Region	13.16
	Southern Region	10.04
	Western Region	12.02
92000	- Non Standard Occupations	
(not set)	- Quality Assurance Representative I	
	Alaska	18.67
	Hawaii and American Samoa	19.18
	Midwestern Region	16.81
	Northeast Region	17.74
	Southern Region	18.40
	Western Region	16.94
(not set)	- Quality Assurance Representative II	
	Alaska	24.42
	Hawaii and American Samoa	22.80
	Midwestern Region	20.73
	Northeast Region	22.03
	Southern Region	19.47
	Western Region	20.53
(not set)	- Quality Assurance Representative III	
	Alaska	25.98
	Hawaii and American Samoa	24.81
	Midwestern Region	24.40
	Northeast Region	25.93
	Southern Region	23.02
	Western Region	24.62
(not set)	- Chief Cook	
	Alaska	19.96
	Hawaii and American Samoa	23.92
	Midwestern Region	17.60
	Northeast Region	21.29
	Southern Region	16.12
	Western Region	19.60
(not set)	- Environmental Protection Specialist	
	Alaska	31.46
	Hawaii and American Samoa	29.11
	Midwestern Region	26.47
	Northeast Region	31.75
	Southern Region	26.96
	Western Region	27.88
(not set)	- Fire Safety Professional	
	Alaska	31.46
	Hawaii and American Samoa	29.11
	Midwestern Region	26.47
	Northeast Region	31.75
	Southern Region	26.96
	Western Region	27.88
(not set)	- Aircraft Quality Control Inspector	
	Alaska	27.85
	Continental U.S.	28.64
	Hawaii and American Samoa	28.79
99000	- Miscellaneous Occupations	
99730	- Refuse Collector	

Alaska	11.02
Hawaii and American Samoa	10.19
Midwestern Region	9.43
Northeast Region	10.76
Southern Region	7.40
Western Region	9.17

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $3.35 per hour or $134.00 per week or $580.66 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

VACATION (Hawaii): 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 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)

HEALTH & WELFARE (Hawaii): $1.40 per hour, or $56.00 per week, or $242.66 per month hour for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be $3.35 per hour.

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, 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 regrading 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 ordance, (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 ordance, 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 ordance, 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **
Aircraft Quality Control Inspector
Develops and implements quality control and ground safety programs to ensure compliance with contract specifications. Inspects and verifies proper completion and documentation of safety and flight discrepancies. Briefs and debriefs pilots and crew members assigned to functional check flights. Evaluates personnel, including verification of skills, training and experience. Performs audits and inspections of work centers and ongoing maintenance actions, procedures, equipment and facilities. Monitors timeliness and applicability of aircraft maintenance technical data and technical library. Reviews maintenance source documents, aircraft inspection records, notes recurring discrepancies or trends and initiates appropriate action. Manages the material deficiency and technical order improvement program. Reviews engineering investigation requests. Initiates and reviews quality deficiency reports, technical deficiency reports and hazardous material reports, ensuring that they are accurate, clear, concise and comprehensive. Receives aircraft and explosive mishap reports and studies them

for applicability. Oversees aircraft weight and balance program. Conducts safety inspections, training and drills.

Chief Cook
Directs and participates in the preparation and serving of meals; determines timing and sequence of operations required to meet serving times; inspects galley/kitchen unit and equipment for cleanliness and proper storage and preparation of food. Many plan or assist in planning meals and taking inventory of stores and equipment.

Environmental Protection Specialist
Environmental protection specialist positions require specialized knowledge of the principles, practices, and methods of program or administrative work relating to environmental protection programs. This entails (1) an understanding of the philosophy underlying environmental regulation; (2) knowledge of environmental laws and regulations; (3) knowledge of the planning, funding, organization, administration, and evaluation of environmental programes; (4) practical knowledge of environmental sciences and related disciplines, the effects of actions and technology on the environment, the means of preventing or reducing pollution, and the relationship between environmental factors and human health and well-being; and (5) practical knowledge of important historic, cultural, and natural resources (including land, vegetation, fish, wildlife, endangered species, forests) and the relationship between the preservation and management of these resources and environmental protection. Environmental protection specialists apply specialized knowledge of one or more program or functional areas of environmental protection work, but do not require full professional competence in environmental engineering or science.

Fire Safety Professional
The Fire Safety Professional works to control and extinguish fires, rescue persons endangered by fire, and reduce or eliminate potential fire hazards. It also controls hazardous materials incidents, provides emergency medical services, trains personnel in fire protection and prevention, operates fire communications equipment, develops and implements fire protection and prevention plans, procedures, and standards and, advises on improvements to structures for better fire prevention.

Quality Assurance Representative I
A Quality Assurance Representative I independently inspects a few standardized procedures, items or operations of limited difficulty. A Quality Assurance Representative I's assignments involve independent record keeping and preparation of reports, inspection and testing, interpretation of plans and specifications and observation of construction activities to check adherence to safety practices and requirements. Quality Assurance Representative I's maintain work relationships with contractor supervisory personnel. Contacts involve obtaining information on sequence of operations and work methods, explaining standard requirements of plans and specifications, and informing the contractor of inspection results.

Quality Assurance Representative II
A Quality Assurance Representative II independently inspects a wide variety of standardized items or operations requiring a substantial knowledge of the method and techniques of construction inspection and of construction methods, equipment, materials, practices and the ability to interpret varied requirements in drawings and specifications. Quality Assurance Representative II's obtain information on schedules and work methods and explain requirements of plans and specifications. They make suggestions to the contractor concerning

well-established acceptable methods and practices to assist the contractor in meeting standard requirements. Quality Assurance Representative II's are typically not authorized to approve deviations in construction plans, methods and practices even of a minor nature.

Quality Assurance Representative III
A Quality Assurance Representative III is expected to interpret plans and specifications relating to construction problems of normal difficulty, that is, those for which there are precedents and those without unusual complications. Quality Assurance Representative III's resolve differences between plans and specifications when such differences do not involve questions of cost or engineering design. Engineering and supervisory assistance is readily available and is provided as needed to assist in interpreting plans and specifications and in resolving differences involving complex problems. Technical assistance is also available on unusual specialized trade, crafts or materials problems. Inspection reports are reviewed for accuracy, completeness and adequacy. Unusually difficult and novel problems are discussed with the supervisor. Quality Assurance Representative III's are typically authorized to approve minor deviations in construction methods and practices which conform to established precedents, do not involve added costs, and are consistent with contract plans and specifications. Decisions by Quality Assurance Representative III's on the acceptability of construction methods and practices, workmanship, materials, and the finished product are considered to be final.

EXHIBIT B – PAYMENT OFFICE INFORMATION

FOREST SERVICE

Incident Payment Center
101B Sun Drive NE
Albuquerque, NM 87105

1-877-372-7248

BUREAU OF LAND MANAGEMENT

National Business Center
PO Box 25047, Bldg 50
Denver Federal Center
Denver, CO 80225-0047
Mail Stop BC-620

303-236-7117

NATIONAL PARK SERVICE

Attn: Debbie Townsend
13461 Sunrise Valley Dr
Herndon, VA 20171

703-487-9310

EXHIBIT C - HARASSMENT FREE WORKPLACE POLICY

POLICY: The National policy states: The Forest Service will not tolerate harassment based on race, national origin, religion, age, mental or physical disability, color, sex, or any other non-merit factors.

The Forest Service strives for a harassment-free work environment where people treat one another with respect. Managers, supervisors, and all employees, as well as our contractors, cooperators and volunteers have the primary responsibility for creating and sustaining this harassment-free environment (by example, by job supervision, by coaching, by training, by contract enforcement, and by other means). All employees, contractor personnel, and visitors must take personal responsibility for maintaining conduct that is professional and supportive of this environment.

ACTION REQUIRED: Mangers and supervisors must take immediate action to stop harassment (or any other inappropriate behavior), to protect the people targeted and to take all reasonable steps to ensure that no further harassment or retaliation occurs. Employees who witness harassment should report it to the proper authority.

LOCATIONS COVERED: The contractors work environment covers any area where employees work or where work-related activities occur including travel. This includes field sites, incident bases, staging areas, firelines, government buildings and other facilities such as fitness centers and campgrounds. Also included are vehicles or other conveyances used for travel.

WHAT HARASSMENT IS: Harassment is coercive or repeated, unsolicited and unwelcome verbal comments, gestures or physical contacts and includes retaliation for confronting or reporting harassment. Examples of harassment include, but are not limited to, the following:

Physical conduct: Unwelcome touching, standing too close, inappropriate or threatening staring or glaring, obscene, threatening, or offensive gestures.

Verbal or written conduct: Inappropriate references to body parts, derogatory or demeaning comments, jokes, or personal questions; sexual innuendoes; offensive remarks about race, gender, religion, age, ethnicity, sexual orientation, political beliefs, marital status, or disability; obscene letters or telephone calls; catcalls; whistles; sexually suggestive sounds; loud, aggressive, inappropriate comments or other verbal abuse.

Visual, Graphic or Pictorial Displays: Display of nude pictures, scantily-clad, or offensively-clad people; display of intimidating or offensive religious, political, or other symbols; display of offensive, threatening, demeaning, or derogatory drawings, cartoons, or other graphics; offensive T-shirts, coffee mugs, bumper stickers in locations covered above or other articles.
Individuals who believe they are being harassed or retaliated against should exercise any one or more of the following options as soon as possible:

Tell the harasser to stop the offensive conduct; and/or
Tell a manager or supervisor about the conduct; and/or
Contact your Procurement Unit Leader, Contracting Officer, a special Emphasis Program Manager, or any other individual you trust who would take action.

In addition, you may seek help from the Human Resource Specialist on the incident.

EXHIBIT D – DOL WAGE DETERMINATION

See Separate Exhibit D

EXHIBIT E - Standard Contractor Performance Report

Highlighted blocks are required to be completed.

Evaluation Type: Interim _ Final _ *(check one)*			
Evaluating Organization *(Fire Name)*:		**Reporting Period: From to**	
Contracting Office:		**Contract Number:**	**Order Number** *(Resource Order/Incident #)*:
Contractor Name:		**Contractor Address:**	
DUNS:		**City:**	**State:**
Additional or Alternate Contractor Name:		**Zip/Postal Code:**	**Country:**
TIN:	**Industrial Code (NAICS):**	**Commodity Code:**	**Contract Type:**
Contract Award Date:	**Contract Expiration Date:**		**Contract Value:**
Requirement Description *(Equipment Type)*:			

Ratings

Summarize contractor performance and check the number which corresponds to the rating for each rating category *(See attached Rating Guidelines).*

Quality of Product or Service ***(How did the Contractor perform, document any noncompliance or performance issues)***

0=Unsatisfactory 1=Poor 2=Fair 3=Good 4=Excellent 5=Outstanding

Government Comments for Quality of Product or Service (2000 characters maximum):

Timeliness of Performance ***(Did the Contractor arrive when expected, deliver timely; and perform the work in a timely manner)***

0=Unsatisfactory 1=Poor 2=Fair 3=Good 4=Excellent 5=Outstanding

Government Comments for Timeliness of Performance (2000 characters maximum):

Business Relations ***(Did the Contractor perform in a business-like manner; complete administrative requirements timely)***

0=Unsatisfactory 1=Poor 2=Fair 3=Good 4=Excellent 5=Outstanding

Government Comments for Business Relations (2000 characters maximum):

Additional Info

Contractor Key Personnel

Contractor Manager/Principal Investigator (*Owner's Name*):
Government Comment on Contractor Manager/Principal Investigator (2000 characters maximum): *(If applicable, describe working relationship with government representatives for this assignment)*

Contractor Key Person (*Equipment Operator's Name*):
Government Comment on Contractor Key Person (2000 characters maximum): *(Describe working relationship with government representatives for this assignment)*

Customer Satisfaction

Is/was the contractor committed to customer satisfaction? ___ **Yes** ___ **No (*Check one*)**

Would you recommend the selection of this firm again? ___ **Yes** ___ **No (*Check one*)**

Government Comments on Customer Satisfaction (2000 characters maximum): *If no to either of above, explain below)*

Admin Info

Project Officer/COTR *(Individual completing the evaluation)*

Name: _____
Phone: _____
Fax:
E-mail Address: _____

Contractor Representative
Name:
Phone:
Fax:
E-mail Address:

Alternate Contractor Representative
Name:
Phone:
Fax:
E-mail Address:

Contracting Officer:
Name:
Phone:
Fax:
E-Mail Address:

Rating Guidelines

Quality of Product or Service

Unsatisfactory	Non-conformances are jeopardizing the achievement of contract requirements, despite use of Agency resources. Recovery is not likely. If performance cannot be substantially corrected, it constitutes a significant impediment in consideration for future awards containing similar requirements.
Poor	Overall compliance requires significant Agency resources to ensure achievement of contract requirements.
Fair	Overall compliance requires minor Agency resources to ensure achievement of contract requirements.
Good	There are no, or very minimal, quality problems, and the Contractor has met the contract requirements.
Excellent	There are no quality issues, and the Contractor has substantially exceeded the contract performance requirements without commensurate additional costs to the Government.
Outstanding	The contractor has demonstrated an outstanding performance level that was significantly in excess of anticipated achievements and is commendable as an example for others, so that it justifies adding a point to the score. It is expected that this rating will be used in those rare circumstances where contractor performance clearly exceeds the performance levels described as "Excellent".

0 = Unsatisfactory 1 = Poor 2 = Fair 3 = Good 4 = Excellent 5 = Outstanding

Timeliness of Performance

0 = Unsatisfactory 1 = Poor 2 = Fair 3 = Good 4 = Excellent 5 = Outstanding

Unsatisfactory	Delays are jeopardizing the achievement of contract requirements, despite use of Agency resources. Recovery is not likely. If performance cannot be substantially corrected, it constitutes a significant impediment in consideration for future awards.
Poor	Delays require significant Agency resources to ensure achievement of contract requirements.
Fair	Delays require minor Agency resources to ensure achievement of contract requirements.
Good	There are no, or minimal, delays that impact achievement of contract requirements.
Excellent	There are no delays and the contractor has exceeded the agreed upon time schedule.
Outstanding	The contractor has demonstrated an outstanding performance level that justifies adding a point to the score. It is expected that this rating will be used in those rare circumstances where contractor performance clearly exceeds the performance levels described as "Excellent".

Business Relations

0 = Unsatisfactory 1 = Poor 2 = Fair 3 = Good 4 = Excellent 5 = Outstanding

Unsatisfactory	Response to inquiries and/or technical, service, administrative issues is not effective. If not substantially mitigated or corrected it should constitute a significant impediment in considerations for future awards.
Poor	Response to inquiries and/or technical, service, administrative issues is marginally effective.
Fair	Response to inquiries and/or technical, service, administrative issues is somewhat effective.
Good	Response to inquiries and/or technical, service, administrative issues is consistently effective.
Excellent	Response to inquiries and/or technical, service, administrative issues exceeds Government expectation.
Outstanding	The contractor has demonstrated an outstanding performance level that justifies adding a point to the score. It is expected that this rating will be used in those rare circumstances where contractor performance clearly exceeds the performance levels described as "Excellent".

EXHIBIT F – SAFETY STANDARDS

NOTICE: The following minimum contract standard shall be upheld at all times. The Contracting Officer or appointed representatives (COR) shall consider individuals who cannot meet these minimum requirements UNSAFE and may remove the individual or, if necessary the entire resource from the job site in accordance with the terms of the agreement specification:

A. Heat Stress

There are three forms of heat stress. The mildest is heat cramps. Heat stress can progress to heat exhaustion and eventually heat stroke. Heat stroke is a medical emergency! Delayed treatment can result in brain damage and even death. At the first sign of heat stress, stop work, get into the shade, and begin drinking fluid. See chapter 5 of Fitness and Work Capacity, 2nd ed. (1997). Heat Stress: NFES 1594, PMS-303-1 explains how to detect, treat & prevent heat stress. Cost is 10 cents each.

B. Smoke and Carbon Monoxide

For information on this subject call USDA Forest Service, Technology and Development Program, Publications, (406) 329-3978, and ask for Health hazards of Smoke, Recommendations of the Consensus Conference, April 1997 (Item Number 97512836). Copies are available free of charge in limited numbers.

C. "Six Minutes for Safety" Training

It is recommended that daily Six Minutes for Safety training be conducted that focuses on high risk and low frequency activities that fire personnel may encounter during a fire season. The NWCG website gives information on Six Minutes for Safety, go to www.nwcg.gov

D. Seat Belts

Seat belts will be available and used in any vehicle when in motion. It is the operator's responsibility to ensure compliance.

E. Personal Protective Equipment (PPE) – see Section D.2.1.2 of the specifications for a complete list of PPE required by the contractor.

F. Fireline Leadership Communications Skills.

All personnel in leadership positions such as Equipment Operators, Engine Bosses and radio operators, shall be able to communicate fluently at a conversational level in English. Specifically:

- All radio communication on tactical, command and air-to-ground frequencies will be in the English language.
- All supervisors of personnel engaged in fire suppression and prescribed fire operations will be able to read write and speak English sufficient to understand and communicate in English. All supervisors must also be able to communicate in the language of the individuals they directly supervise.

G. Incident Identification/ Qualification Card.

Personnel shall carry a government (state or federal) picture identification card, such as a driver's license, passport, state identification card, etc

H. Physical Demands

The work requires strenuous physical exertion for extended periods including walking, climbing, chopping, throwing, lifting, pulling and frequently carrying objects weighing fifty (50) pounds or more.

Added for Engine and Tactical Water Tender personnel:
All engine and tactical tender personnel shall have passed the "Work Capacity Fitness Test" at the arduous level. The fitness requirement is the ability to negotiate a three (3) mile hike with a 45-pound pack in 45 minutes.

Added for Skidgine, Pumper Cat and Softtrack personnel:
All personnel assigned to skidgines, pumper cats, and softtracks shall pass the "Work Capacity Fitness Test" at the light level. The fitness requirement is the ability to negotiate a one (1) mile hike without a pack and complete within 16 minutes.

Copies of the publication titled "Fitness and Work Capacity," second edition NFES 1596 April 1997, and associated videos can be purchased from the Great Basin Fire Cache at the National Interagency Fire Center in Boise, Idaho. The Work Capacity Test, Administrator's Guide, April 2003, NFES 1109 can be accessed at www.nwcg.gov, in Publications. The Contractor(s) shall provide proof that their employee(s) has/have met this requirement upon request.

The Government reserves the right to monitor the administration of any classroom instruction, and Pack Tests administered for compliance with "Work Capacity Fitness Test Instructor's Guide."

I. Work/Rest/Driving/ and Length of Assignment Guidelines

Information on current agency policy on work/rest guidelines, length of assignment, days off and other fire business management information can be found at: www.nwcg.gov

EXHIBIT G – EXAMPLE OF EMERGENCY EQUIPMENT SHIFT TICKET, OF-297

EMERGENCY EQUIPMENT SHIFT TICKET

NOTE: The responsible Government Officer will update this form each day or shift and make initial and final equipment inspections. E-16

1.AGREEMENT NUMBER 54-04R4-2-4567		2. CONTRACTOR (name) Jones Equipment
3. INCIDENT OR PROJECT NAME LOST CREEK	4. INCIDENT NUMBER WIF-2-061	5. OPERATOR (name) PAUL JONES
6. EQUIPMENT MAKE Caterpillar	7. EQUIPMENT MODEL Dozer, D6C	8. OPERATOR FURNISHED BY ☒ CONTRACTOR ☐ GOVERNMENT
9. SERIAL NUMBER 47A89876	10. LICENSE NUMBER	11. OPERATING SUPPLIES FURNISHED BY ☒ CONTRACTOR (wet) ☐ GOVERNMENT (dry)

12.DATE MO/DAY/YR	13. EQUIPMENT USE				14. REMARKS (released, down time and cause, problems, etc.)
	START	STOP	HOURS/DAYS/MILES(circle one) WORK	SPECIAL	
09/15/07	0600	1800	12		Paul Jones - Operator
					15. EQUIPMENT STATUS ☒a. Inspected and under agreement ☐ b. Released by Government ☐ c. Withdrawn by Contractor
					16. INVOICE POSTED BY (Recorder's initials)

17. CONTRACTOR'S OR AUTHORIZED AGENT'S SIGNATURE	18. GOVERNMENT OFFICER'S SIGNATURE	19. DATE SIGNED
Paul L Jones - Owner	SAMUAL JONES - DIV SUP.	09/15/07

NSN 7540-01-119-562850297-102

OPTIONAL FORM 297 (Rev. 7-90)
USDA/USDI

EXHIBIT H

Insert exhibits on terms & conditions for states in your Geographic Area if applicable

EXHIBIT I - CONTRACTOR ASSOCIATIONS AND PUBLIC EDUCATION PROVIDERS

Insert information on sources of training in your Geographic Area here.