REQUEST FOR PROPOSAL

Skilled and Unskilled Labor

Solicitation # 2026-SWB-56

Proposal Due Date: October 22, 2026
Proposal Due Time: 11:00 AM CST

Sewerage and Water Board of New Orleans
Request for Proposal
Skilled and Unskilled Labor

The Sewerage and Water Board of New Orleans (hereinafter referred to as "SWBNO") desires to contract a vendor to furnish and coordinate the necessary skilled and unskilled labor as requested to perform essential maintenance work of a critical nature, when required, throughout the various water, drainage, and sewerage systems.

RFP will be available **September 21, 2026,** for download at the following websites:
SWBNO: https://www2.swbno.org/business_bidspecifications.asp
LAPAC: https://wwwcfprd.doa.louisiana.gov/OSP/LaPAC/dspBid.cfm?search=department&term=181

A **mandatory** pre-proposal conference for this RFP will be held on **October 7, 2026,** at **11:00 am CST** at the SWBNO Carrollton Water Plant Auditorium, 8800 South Claiborne Ave., New Orleans, LA 70118 or if you are unable to attend this in-person meeting, you can also join via teleconference call:

Microsoft Teams

Join: https://teams.microsoft.com/meet/262323533478680?p=01HjPBtgBcOFytM13a
Meeting ID: 262 323 533 478 680
Passcode: ci6n3du7
Dial in by phone
+1 504-224-8698,,854255880# United States, New Orleans
Phone conference ID: 854 255 880#

At this meeting, staff will discuss the scope of work, proposal requirements and respond to questions from the attendees.

Attendees are required to be on time and stay throughout the meeting. Only vendors who attend this meeting will be allowed to submit a proposal. Any submission from any firm not represented at this meeting will be rejected.

Inquiries and/or Requests for Clarification are due to **Prentice Mackyeon, on October 8, 2026, no later than 5:00 pm CST** via in writing or email to cmoses@swbno.org. All responses will be posted on or before **October 14, 2026.**

Proposals will be received by the Sewerage and Water Board of New Orleans Procurement Department by **October 22, 2026, at 11:00 am** local time. For submission instructions, see proposal documents.

LATE PROPOSALS WILL NOT BE ACCEPTED.

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PART I. ADMINISTRATIVE INFORMATION

1.1 Request for Proposals

The Sewerage and Water Board of New Orleans (hereinafter referred to as "SWBNO") desires to contract a vendor to furnish and coordinate the necessary skilled and unskilled labor as requested to perform essential maintenance work of a critical nature, when required, throughout the various water, drainage, and sewerage systems of the Sewerage and Water Board.

1.2 Proposal Preparation

Proposals submitted for consideration should follow the format and order of presentation provided in Part IV - Proposal Submission Requirements.

1.3 Point of Contact/ Inquiries/ Requests for Information:

All correspondence and other communications regarding this RFP shall be directed to **Prentice Mackyeon, Purchasing Agent**, Sewerage and Water Board of New Orleans, 625 St. Joseph Street, Room 133, New Orleans, Louisiana 70165, **504-585-2368, pmackyeon@swbno.org**.

Inquiries and/or Requests for Information are due to the Board's Procurement Department via email to pmackyeon@swbno.org no later than timeline stated in the **Anticipated Proposal Timetable**. Any request received after that time may not be reviewed for inclusion in this RFP. The request shall contain the requester's name, address, and telephone number.

The Procurement Department will issue a response to any inquiry if it deems it necessary, by written addendum to the RFP, posted on Board's website, and issued prior to the RFP's Delivery Deadline. The Respondents shall not rely on any representation, statement or explanation other than those made in this RFP or in any addenda issued. Where there appears to be a conflict between this RFP and any addendum issued, the last addendum issued will prevail.

1.4 Questions and Answers

Inquiries and/or Requests for Clarification are due to **Prentice Mackyeon, on October 8, 2026, no later than 5:00 pm CST** via in writing or email to pmackyeon@swbno.org. All responses will be posted on or before **October 14, 2026.** Do not contact other SWBNO program personnel with questions regarding this RFP.

The Procurement Department will issue a response to any inquiry if it deems it necessary, by written addendum to the RFP, posted on SWBNO's website, and issued prior to the RFP's Delivery Deadline. The Proposers shall not rely on any representation, statement, or explanation other than those made in this RFP or in any addenda issued. Where there appears to be a conflict between this RFP and any addendum issued, the last addendum issued will prevail.

1.5 Submission of Proposals

Proposers who are interested in providing services requested under this RFP can submit a proposal via email.

Submitting a response:

Electronic Submission:

(1) Digitally signed technical proposal and (1) digitally signed cost proposal in searchable PDF format to **bids@swbno.org**

Subject Line: **2026-SWB-56 – Skilled and Unskilled Labor**

– [Proposer Name]". If the file size of the email submission exceeds server requirements, the email submission may be broken into smaller emails with "Part 1 of #" included at the end of each original Subject Line (e.g. RFP# marked "**2026-SWB-56 – Skilled and Unskilled Labor** – [Proposer Name] – Part 1 of 3)".

Email: If the Proposer intends to submit the response by email, the date and time of the email received by the Procurement Dept. constitutes the time stamp of receipt. The date and time of the email sent by Vendor does NOT constitute a proof of receipt. The Procurement Dept. encourages Vendors to confirm that the response was received timely.

Board assumes no liability for assuring accurate/complete e-mail transmission and receipt. The responsibility solely lies with each Proposer to ensure their proposal is received at the specified email address prior to the deadline for submission. Proposals received after the deadline, corrupted files, and incomplete submissions (e.g., Part 1 and Part 2 of 3 are received, but Part 3 is not) may not be considered.

Fax submission will not be acceptable. Proposers e-mailing their proposals should allow sufficient time to ensure receipt of their proposal by the time specified.

Proposers must complete all required attachments and submit along with proposal submission. Failure to complete and submit the required documents and attachments may result in your proposal being deemed non-responsive.

Proposals should clearly demonstrate the Proposer's qualifications to perform the needed services and attend all factors applicable in a professional relationship.

All proposals must be received by Board on or before the Delivery Deadline. Proposals delivered after the said deadline will not be accepted.

1.6 Changes, Addendum, or Withdrawal of Proposals

Any changes or addenda to a proposal must be submitted in writing, signed by an authorized representative of the proposer, cross-referenced clearly to the relevant proposal section, and received by SWBNO prior to the proposal due date and time. All changes and addenda must meet all requirements for the proposal. Any proposer choosing to withdraw its proposal must submit a written withdrawal request to SWBNO prior to the proposal due date and time.

The Board reserves the right to reject any and all responses to the RFP (with reasonable explanation) and/or to waive any informality in evaluating the RFP responses if it deems this to be in the best interest of the Board, its customers, and the general public. The Board reserves the right to qualify Proposers as it deems in its best interest.

1.7 Prohibition of Communication

From the time of advertising, and until the final award, there is a prohibition on communication by Respondents (or anyone on their behalf) with Board's staff, Selection Committee members and elected officials. This does not apply to oral presentations before selection committees, contract negotiations, or communications at any time

with any Board employee or elected official regarding matters not concerning this RFP. Breaking the established prohibition on communication may result in a disqualification of the proposal.

1.8 Ownership

All Responses, including any submitted documents, to this RFP or any resulting solicitation are the property of the Board for all purposes. Respondents must clearly mark individual documents or information that the applicant claims are exempt from public record disclosure and specifically justify the exemption. The Board does not guarantee the confidentiality of submissions.

1.9 Effect

This RFP and any related discussions, evaluations, qualifications, or resulting solicitations by the Board or any person on its behalf create no rights or obligations whatsoever except as provided in this RFP. The Board may cancel or modify this RFP or any resulting solicitation at any time at will, with or without notice. Anything to the contrary notwithstanding, any professional services agreement executed by the Board will be issued the exclusive statement of rights and obligations extending from this solicitation.

1.10 Errors or Omissions

The Board will not be liable for any error in any proposal. Respondent will not be allowed to alter proposal documents after the deadline for proposal submission, except under the following condition: The Board reserves the right to make corrections or clarifications due to patent errors identified in proposals by the Board or the Respondent. The Board, at its option, has the right to require clarification or additional information from the Respondent.

1.11 Cost of Preparation

The Board is not liable for any costs incurred by prospective Respondents or Proposers prior to issuance of or entering into a Contract. Costs associated with developing the proposal, preparing for oral presentations, and any other expenses incurred by the Respondent in responding to the RFP are entirely the responsibility of the Respondent, and shall not be reimbursed in any manner by the Board.

1.12 RFP Schedule Summary

The events and dates summarized in Table 1 represent milestones in SWBNO's RFP process; however, SWBNO reserves the right to deviate from this schedule.

Table 1. Anticipated RFP Schedule Summary

Event	Date	Local Time
RFP Release	September 21, 2026	
Mandatory Pre-Proposal Meeting	October 7, 2026	
Deadline for SWBNO receipt of written questions from prospective proposers	October 8, 2026	5:00pm
Responses to questions/clarification	October 14, 2026	
Proposal due date and time	October 22, 2026	11:00am

1.13 Bid Protest Procedures

Any formal protest against the recommendation of award which is to be made by an aggrieved Proposer must be submitted in writing to the Procurement Director, Cashanna K Moses at cmoses@swbno.org according to Sewerage and Water Board of New Orleans Policy 83(R): Procedural Rules for Bid Appeals.

1.14 Public Records Request

To request a public record for the proposal documents, please submit to the following website: https://swbno.nextrequest.com/

PART II. GENERAL INFORMATION

Sewerage and Water Board of New Orleans
Request for Proposals
Skilled and Unskilled Labor

2.1 Overview of the SWBNO

The Sewerage and Water Board of New Orleans (SWBNO) operates and maintains infrastructure through Orleans Parish to provide safe drinking water to support fire protection and the public health of all residents, improve sewerage collection services to support public safety and sanitation, and more effectively collect and convey stormwater out of the City of New Orleans to reduce the risk from flood events. SWBNO remains diligent in improving public safety for the citizens of New Orleans continuously at a reasonable cost to the community.

2.2 Scope of Work

The work to be performed under this contract consists of providing the necessary skilled and unskilled labor and coordination where specifically requested to perform essential maintenance work of a critical nature, when required, throughout the various water, drainage, and sewerage systems of the Sewerage and Water Board of New Orleans. All materials, machinery, equipment, and supplies will be furnished by SWBNO. Skilled trade personnel are required to supply their own tools specific to their trade. Work is anticipated to begin without delay upon contract execution. When SWBNO needs additional workers to do maintenance, the Proposer shall provide these workers within a maximum time frame of five (5) days. This additional scope would be agreed upon prior to start of these employees.

2.3 Contract Terms and Compensation

The contract period is two (2) years with three (3) one-year renewals and is scheduled with initiation of the contract period following approval by the SWBNO Board of Directors (Board) and issuance of Notice to Proceed and Purchase Order.

2.3.1 Compensation for Public Works Projects:

29 CFR 1.6(c)(2)(iii)(B) - Some contracts call for construction, alteration, and/or repair work over a period of time that is not tied to the completion of any particular project. Examples of such contracts include, but are not limited to, indefinite-delivery-indefinite-quantity construction contracts to perform any necessary repairs to a Federal facility over a period of time; long-term operations-and-maintenance contracts that may include construction, alteration, and/or repair work covered by Davis-Bacon labor standards; or schedule contracts or blanket purchase agreements in which a contractor agrees to provide certain construction work at agreed-upon prices to Federal agencies. These types of contracts often involve a general commitment to perform necessary construction as the need arises, but do not necessarily specify the exact construction to be performed.

For the types of contracts described here, the contracting agency must incorporate into the contract the most recent revision(s) of any applicable wage determination(s) on each anniversary date of the contract's award (or each anniversary date of the beginning of construction when there is no award) unless the agency has sought and received prior written approval from the Department for an alternative process.

2.3.2 Compensation for other projects:

The Proposer will compensate all laborers and mechanics employed under this Agreement, or any associated contract or subcontract, at no less than the minimum wage rate determined by secretary of the United States Department of Labor to be the prevailing wage of the corresponding classes of laborers and mechanics employed on projects of a similar character, within the city of New Orleans.

2.3.3 Compensation for FEMA Funded Projects:

The work to be performed may in the future be federally funded. FEMA funding may attach to work performed at the Board due to a Hurricane for example. At that time the Proposer shall be required to comply with federal law concerning the prevailing wage schedule for the State of Louisiana, Parish of Orleans, and selection of Heavy Industrial construction type; the federal prevailing wage schedule for the state of Louisiana, parish of Orleans, and selection of Service Contracts where required.

- No compensation will be allowed for stand-by time or "Minimum time" during inclement weather, etc., that is, the compensation allowed will be only for the actual time worked. Any stand-by or minimum time pay which would be due to the workman under the various craft agreements must be absorbed within the total price proposed.

- When required due to the needs of the business, workers may be asked to work overtime. Overtime is actual hours worked in excess of 40 in a workweek. Workers will be paid time and one half their regular rate of pay for all overtime hours actually worked in a workweek. All overtime work must be approved in advance by Engineer.

2.4 Payment

The Board shall pay Proposer in accordance with the contracted prices. The Proposer will invoice the agency at the billing address designated by the agency. Payments will be made by the Agency within approximately forty-five (45) calendar days after receipt of a properly executed invoice, and approval by the Department or designee. Invoices submitted without the referenced documentation will not be approved for payment until the required information is provided.

2.5 Information

All reports, surveys, tables, charts, diagrams, product recordings and other data (including electronic, audio and video) or documentation prepared or compiled by Proposer in connection with the performance of its obligations under the contract, shall be the sole and exclusive property of the SWBNO. Proposer shall retain in its files, sufficiently detailed working papers relevant to its engagement with the SWBNO. Proposer further agrees that its working papers will be held in the strictest confidence and will not be disclosed or otherwise made available to outside sources, except as required by law, without the written consent of the SWBNO.

2.6 Non-Collusion Statement

The Proposer confirms that this Agreement is entered into with the Board without any connection with any person or persons making a proposal for the same services, and that it is in all respects fair and without collusion or fraud; also that no member of the Board or public official of the City, who are by law are excluded from participation herein, is directly or indirectly interested herein or in furnishing the services to which it relates or in any portion of the profits thereof.

2.7 Non-Solicitation Statement

The Proposer has not employed or retained any company or person, other than a bona fide employee working solely for it, to solicit or secure this Agreement. The Proposer has not paid or agreed to pay any person, other than a bona fide employee working for it, any fee, commission, percentage, gift, or any other consideration contingent upon or resulting from this Agreement.

2.8 Convicted Felon Statement

The Proposer confirms that no principal, member, or officer of the Proposer has, within the preceding 5 years, been convicted of, or pled guilty to, a felony under state or federal statutes for embezzlement, theft of public funds, bribery, or falsification or destruction of public records.

2.9 Insurance Requirements

Proposer shall maintain at his own expense and in good standing, such insurance as will protect the Board, the City of New Orleans, their officers, officials, employees, boards, commissions, and volunteers, and the Proposer himself, from and against any and all claims or damages to public or private property or personal injury, including death, to employees or the public, which may arise from any operations under this contract or any of its subcontracts. The coverage shall contain no special limitations on the scope of protection afforded to the Board or the City. Both the Board and the City shall appear as "Additional Insured" on all Commercial General Liability and Business Automobile Insurance. Any failure to comply with reporting provisions of the policy shall not affect coverage provided to the Board and the City, their officers, officials, employees, boards and commissions, and volunteers. The Proposer's insurance shall apply separately to each insured against whom claim is made or suit is brought, except with respect to the limits of the insurer's liability.

If this transaction requires the Proposer or sub proposer's employees to enter the Board's facilities or job sites, a senior employee of the Proposer and/or any sub proposer will review the Board's Safety Orientation Notice (Notice) and will explain this Notice to every employee who will enter Board facilities. This Notice is included as a part of the specifications for this contract.

Proposer and its insurers shall agree to waive all rights of subrogation, except on their Professional Liability Policy, against the Board, the City, and their officers, officials, employees, boards and commissions, and volunteers for losses arising from work performed by the Proposer for the Board and the City. Each insurance policy required by this contract shall be endorsed to state that coverage shall not be suspended, voided or canceled by either party, or reduced in coverage or in limits except after thirty (30) days prior written notice by certified mail, return receipt requested, that has been given to the Risk Manager of the Board. In general, insurance is to be placed with insurers with a Best's rating of at least A- V, although this requirement may be reviewed and modified by the Risk Manager of the Board in the best interest of the Board. The Risk Manager may also consider performing such review upon written request from Proposer. Proposer shall furnish the Board with certificates of insurance affecting coverage required by this contract. The certificates for each insurance policy are to be signed by a person authorized by that insurer to bind coverage on its behalf.

The certificates of insurance are to be received and approved by the Risk Manager of the Board before work commences. In the event of a claim, Proposer shall make applicable insurance policies available for review by the Board. Proposer shall retain its rights to restrict disclosure of Proposer's proprietary information.

The following are the types of insurance policies and the minimum limits of insurance coverage which shall be maintained by Proposer during the entire term of the Contract:

a) **WORKERS' COMPENSATION AND EMPLOYERS' LIABILITY**

INSURANCE, as will protect him from claims under Workers' Compensation Laws. The Workers' Compensation section of the policy shall afford statutory limits and be in accordance with all Louisiana Workers' Compensation Statutes. The Employers' Liability limit shall not be less than $1,000,000 each accident for bodily injury by accident and $1,000,000 each employee/policy limit for bodily injury by disease. Whenever any vessel or floating equipment is involved, the insurance shall afford coverage under the Federal Longshoremen's and Harbor Workers' Act and shall also include protection for injuries and/or death to master's and Members of the crews of vessels with statutory limits in accordance with the Jones Act.

b) **COMMERCIAL GENERAL LIABILITY INSURANCE**, with a limit of not less than $1,000,000 each occurrence and $2,000,000 general aggregate, including Explosion, Collapse, and Underground Property Damage Hazards. The Products-Completed Operations aggregate limit shall not be less than $1,000,000 each occurrence. The general aggregate limit shall apply separately to this project.

c) **BUSINESS AUTOMOBILE INSURANCE**, which shall cover liability arising from any auto (including owned, hired, and non-owned vehicle). The limit of liability shall not be less than $1,000,000 combined with each accident for all injuries, property damage, and/or death resulting from one occurrence.

d) **ERRORS AND OMISSIONS/PROFESSIONAL LIABILITY INSURANCE**, whichever is applicable to the particular profession or service to be provided, with limit of not less than $1,000,000 each Claim, with a $2,000,000 annual aggregate, **without** any restrictive "negligent act, negligent error, or negligent omission" clause, and sufficient to protect the Proposer, the Board, and the City, for a five (5) year period from completion of this contract, against any and all claims which may arise from the Proposer's negligent performance of work described herein.

In addition, Proposer shall be required to furnish to the Risk Manager of the Board all copies of investigative reports with regard to any and all claims filed with the Proposer and his insurance carriers relative to the contract, with the exception of claims filed against his Workers' Compensation Insurance. Such reports shall include date, location, and description of loss as well as amounts of settlements or judgments in order that annual aggregate limits may be monitored by the Board for Proposer's compliance with these specifications.

The furnishing of insurance as provided above shall not relieve Proposer of its responsibility for losses not covered by insurance. Prior to the signing of the contract, evidence of all such applicable insurance satisfactory to the Board shall be filed with the Risk Manager of the Board. All policies shall be in insurance companies authorized to do business in Louisiana and shall remain in full force and effect until the final completion of the work and acceptance thereof by the authority of the Board. Proposer and/or his insurer shall notify the Risk Manager of the Board at least thirty (30) days in advance of any insurance coverage to be canceled or of any insurance coverage that will expire. Proposer shall simultaneously furnish the Board evidence of new coverage to be effective the same day and hour of the expired or canceled coverage. In the event Proposer fails to submit this evidence of new coverage five (5) days prior to cancellation date or expiration date of any policy or policies, the Board will obtain the required coverage to become effective on date of cancellation or expiration of said policies. The cost of such new coverage shall be at the expense of Proposer and any expenditure incurred by the Board of this coverage will be deducted from any balance due to Proposer.

2.10 Right to Audit

The Board shall have the right to audit by its personnel or its authorized representative at all reasonable times any and all records pertaining to the administration of this contract by the proposer, including its records of any sub proposer(s) employed on the contract. Such records shall be made and kept by the proposer in accordance with generally accepted accounting principles and practices. Records shall include, but are not limited to,

accounting records, daily reports, correspondence, and subcontract files (hard copies as well as computer readable data, if it can be made available). Records subject to audit shall also include but not be limited to those records necessary to evaluate and verify direct and indirect costs (including overhead allocations) as they may apply to cost and/or change order requests associated with this contract. The Board also reserves the right to interview employees, make photocopies, and inspect any and all records at a reasonable time for a minimum of three (3) years after completion of the project or formal acceptance of the contract by the Board. Proposers shall be required to retain such files of the project as described herein for a minimum of three (3) years after completion of the project or formal acceptance of the contract by the Board.

2.11 Confidential Information

Information contained in the Vendor's proposal that it deems proprietary, or trade secret must be clearly identified in the proposal as described below in the Louisiana Revised Statute 44:3.2. D. (1). The Board will be free to use all information in the Vendor's proposal for the Board's purposes. Vendor proposals shall remain confidential until the Board's Proposal Selection Committee makes its recommendation to SWBNO Board of Directors. The Vendor understands that any material supplied to the Board may be subject to public disclosure pursuant to the Louisiana Public Records Law (LA R.S. 44:1, et seq.).

> **Louisiana Revised Statute 44:3.2 D. (1)** All records containing proprietary, or trade secret information submitted by a developer, owner, or manufacturer to a public body pursuant to Subsection A, B, or C of this Section shall contain a cover sheet that provides in bold type "DOCUMENT CONTAINS CONFIDENTIAL PROPRIETARY OR TRADE SECRET INFORMATION". The developer, owner, or manufacturer shall clearly mark each instance of information which is, in his opinion, proprietary or trade secret information.

2.12 Confidentiality Statement

Any information, including materials, drawings, designs, documentation, and other property or data, disclosed to the proposal responder shall not be used, reproduced, appropriated, or otherwise disseminated to anyone other than SWBNO.

2.13 Sub-Contractor

If the proposer intends to subcontract portions of the work or to satisfy any of the Proposer Requirements and/or Scope of Work through the use of a sub proposer, the proposer shall include the name of the sub proposer and specific designations of the tasks to be performed or Vendor requirements to be met by respective sub proposer(s). The information requested of the proposer under the terms of this RFP shall also be supplied for each sub proposer and shall be included in the proposal. The proposer will retain full control over this contract and will not assign or subcontract said contract without the prior written consent of SWBNO. Failure to request consent shall be grounds for default under this contract. The Proposer further agrees that assigning or subcontracting any portion or feature of the work shall not relieve the Proposer from its full obligations under this contract.

2.14 Non-Exclusivity Clause

This contract is non-exclusive and shall not in any way preclude governmental agencies from entering into similar contracts and/or arrangements with other vendors or from acquiring similar, equal, or like goods and/or services from other entities or sources.

PART III. PROPOSAL EVALUATION AND SELECTION

3.1 Selection Committee

Pursuant to Policy Memorandum No. 95, SWBNO must establish a Selection Committee with relevant subject-matter expertise in reviewing and evaluating proposals to the RFP. Each proposal to the RFP must be evaluated by a committee of five individuals consisting of:

- General Superintendent, or designee
- Deputy Director, or designee
- Department Head requestor, or designee
- Employee who will manage and monitor the contract
- An Expert (Employee or Non-Employee) in the field as determined by the Executive Director

The Selection Committee will first evaluate the proposals on the basis of qualitative criteria rather than quantitative prices. The members on the Selection Committee will complete the numerical grading and provide a written explanation stating the reasons for the rating for each criteria.

3.2 Technical Evaluation

SWBNO will select a Proposer generally according to the procedures described in Policy Memorandum No: 95. The Selection Committee will first evaluate and score responsive RFP Responses on the criteria listed below and provide an assessment of that score.

A composite scoring approach will be utilized, in which scores from each Committee member will be in averaged in each category to score the proposals out of a possible 100 points.

The Board reserves the right to reject any and all proposals. As part of the evaluation process, the Selection Committee will interview Proposer references and other parties to confirm Proposer's performance on previous projects. The Board reserves the right to terminate this process at any time, and no guarantee is expressed or implied that obligates the Board to contract for the proposed project. The Board will negotiate its agreement with the highest evaluated proposer, as determined by the Selection Committee.

Proposers shall be treated fairly and equally with respect to any opportunity for discussion and revision of their offer. To obtain the best and final value offers, revisions may be requested after submissions and before award of the Contract.

A Proposer may receive the maximum points, a portion of this score, or no points at all, depending upon the merit of its response, as judged by the Selection Committee in accordance with the qualitative criteria below:

Technical Criteria

(0-10 points) Proposal Content

(0-20 points) Specialized Experience and Technical Competence

(0-20 points) Performance History

(0-5 points) Location of Firm in New Orleans

- **5 points for a firm with a principal office address located in Orleans Parish**
- **4 points for a firm with a principal office address located in Jefferson Parish**
- **3 points for a firm with a principal office address located in any other parish in Louisiana**
- **2 points for out of state offices**

(0-15 points) Company Size and Capability

(0-10 points) Economically Disadvantaged Business Participation

(0-20 points) Cost Proposal

3.3 Price Evaluation

Cost proposals must be submitted in a separate file marked "Cost Proposal." A Proposer may receive the maximum points, a portion of this score, or no points at all, depending upon the merit of its Price Proposal:

The proposer with the lowest cost shall receive the highest cost evaluation score.
Other proposers will receive a cost score computed as follows:

CS = (LPC/PC*20)

Where:
CS = Computed cost score for Proposer
LPC = Lowest proposed cost of all Proposers
.
PC = Proposer's cost

X = 20 of the total number of points assigned

The Cost Proposal will not be opened during the technical evaluation process. The Cost Proposal from the awarded respondent only will be opened and will serve as the basis for negotiations with the Board.

3.4 Shortlist

SWBNO at its sole discretion may recommend a selection of Proposers for a short list based on the overall ranking by the Selection Committee.

During the review of any proposal, the Selection Committee may:

- Conduct reference checks relevant to the solicitation to verify any and all information and rely on or consider any relevant information from such cited references or from any other sources in the evaluation of proposals.
- Seek clarification of a proposal or additional information from any or all proposers and consider same in the evaluation of proposals.
- Waive any requests or requirements if such waiver is in the best interest of the SWBNO; and
- Request interviews/presentations with any, some or all proposers to clarify any questions or considerations based on the information included in proposals, Proposals during the evaluation process, and consider any supplementary information from interviews/presentations in the evaluation

3.5 Best and Final Offer (BAFO)

Selection Committee, at its request, may ask for a Best and Final Offer from the top proposers.

Written notification is sent to the selected proposers that will include a list of the specific items to be addressed, instructions and deadline for submittal, and the evaluation criteria and scoring methodology, if different from the RFP.

If requested, when evaluating BAFO responses, if BAFO cost is requested, this will replace the original cost and the technical proposal may be re-evaluated.

3.6 Notification

Once the Selection Committee recommends a proposal, the Procurement Department notifies the selected firm by a Recommendation of Award letter. The unsuccessful proposer(s) will be notified as well. The Notice of Award Letter will contain information for the awarded proposer to submit to the department responsible for administering the future contract.

IMPORTANT: The Recommendation of Award letter is not a contract award notification. The contract award is subject to the successful satisfaction by the selected respondent of all additional requirements in the solicitation.

PART IV. PROPOSAL SUBMISSION REQUIREMENTS

To achieve a uniform review process and obtain the maximum degree of comparability, it is required that the proposals be organized in the manner specified below.

Proposals must be prepared in English with tabbed indexes separating the following sections in the following order:

4.1 TITLE PAGE

Title Page should contain the following information:

- RFP Number and Name
- Proposer's Name and Address
- Proposer's Contact Person and Information (email address, telephone number(s), etc.)

4.2 TABLE OF CONTENTS

Clearly identify the materials by section, page number, and tabs.

4.3 PROPOSAL CONTENT

Proposer should provide a description of your company's underlying philosophy in providing the services as described. Description should include details such as the following:

- Method of Organization and Staffing
    - Outline the duties and responsibilities of each employee's role in your organization as it relates to the management of this contract. Please detail management and recruitment personnel's experience in industrial mechanical maintenance (i.e., machine shop, welding, plumbing, electrical, HVAC, etc. experience).
- Account Management
    - Detail the job titles and qualifications of all personnel who will be assigned to recruiting potential skilled and unskilled employees and who will be assigned to day-to-day administration of the contract.
- Other Pertinent Information as it may relate to your organization's qualifications to fulfill the contract's requirements.

4.4 SPECIALIZED EXPERIENCE AND TECHNICAL COMPETENCE

Proposer should provide a description of your company's experience. Description should include details such as the following:

- Resumes of individuals currently available for this contract to service this contract (key personnel, contract managers and recruiters and administrators).
- Upgrading and training of personnel
    - Please detail training and development opportunities available to potential contract labor personnel related to maintaining a safe workplace (OSHA 10, for example) and job specific training (welding, plumbing, machining, electrical, mechanical, HVAC, etc.) which may be available.

4.5 PERFORMANCE HISTORY AND CAPABILITY

Proposer should provide a brief review of your company's past performance on similar projects. Description should include details such as the following:

- Cost control
  - Your organization's history and methodology for implementing cost controls.
- Work quality
  - Detail your organization's experience in providing qualified candidates in a timely manner, and your experience in providing quality day-to-day contract administration in maintaining staffing, in accurate payroll calculations, handling human resource issues, and accurate and timely invoicing as examples.
- Ability to meet schedules and deadlines
  - Detail policies and systems your organization has developed and placed to ensure schedules and deadlines are met. Please give examples as applied to your organization's work with current or previous clients showing how compliance with schedules and deadlines were met or improved.
- Customer references
  - Provide references from current and/or previous clients
  - List current or previous clients (and their respective industries) to which your organization has provided similar or identical services as those sought in this RFP.

4.6 LOCATION

Proposers must provide the location of your firm's headquarters and any branch offices, particularly in the New Orleans area. Please provide copies of your Business Filing from your secretary of state or other appropriate state incorporation agency.

4.7 ECONOMIC DISADVANTAGED BUSINESS PARTICIPATION

The Sewerage and Water Board of New Orleans established the Economically Disadvantaged Business Program to offer Disadvantaged Business Enterprises (DBEs) the maximum allowable opportunity to compete for the award of and participation in Board contracts and subcontracts.

All solicitations for bids for contracts where DBE percentage goals have been established and recommended by the Staff Contract Review Committee (SCRC) and approved by the Board, shall inform all Proposers of the DBE requirements that must be submitted to the Board as part of the bid. The award of the contract will depend on the DBE requirements set below.

DBE Contract Percentage Goal: **30%**

See Attachment Section for DBE Forms
Each Bidder must submit the following forms in completion:

1. EDBP Participation Summary Sheet Form
   - Name, address and phone number of each DBE Firm
   - Scope of Work
   - Percentage for each DBE
   - Signature of Prime on Form

2. EDBP Acknowledgement of Negotiated Terms Form
   - Name, address and phone number of DBE Firm
   - Scope of Work
   - Percentage of DBE

- Signatures of Prime and DBE subcontractor on Form

An Acknowledgement Form must be completed for each DBE Firm.

Please note: if you are a DBE bidding as a prime contractor, you cannot count yourself toward the DBE participation requirement. You must select another certified DBE from the SWBNO Approved Vendor List to fulfill this requirement.

Failure to complete and submit the DBE forms according to the above instructions will render your bid non-responsive. Additional criteria taken into consideration during the evaluation of DBE forms submitted include:

- The selected DBE firms must be SLDBE or LaUCP certified in the required work areas. To identify certified DBEs, visit https://www.swbno.org/Business/DisadvantagedBusinesses.
- The work to be performed by the selected DBE firms must be commercially useful and directly related to the project.
- The Board expects Proposers to use their best efforts to meet the DBE goals. If Proposers are unable to meet the goal, Documentation of Good Faith Effort must be submitted for the bid to be considered responsive. Instructions and documents needed to prepare an acceptable good faith effort are available at https://www.swbno.org/Business/DisadvantagedBusinesses.

4.8 COST PROPOSAL (SUBMITTED SEPARATELY)

Proposers must provide their hourly rate, markup, and a total hourly rate schedule by position for all personnel as noted in the Technical Specifications. Proposer must calculate each position's total hourly rate by 2,080 hours and provide a total for each position. Proposers must add all of the Annual Total Costs per position and enter that amount at the Yearly Total Line.

Proposers are to include a fee schedule as described below. No other fees shall apply except those included in the fee schedule. The base bid will be calculated on anticipated FTEs multiplied out to 40-hour work weeks.

Price

a. The Total Base Bid amount shall include and cover the furnishing of the skilled labor and coordination for the work named herein, as described in the Technical Specifications. There is no alternate bid associated with this contract.

b. The rates proposed shall be the total price per hour for each of the various worker positions set out in the Technical Specifications, and each price proposed shall include any and all direct and indirect costs attributable to said worker positions, such as insurance, bond, payroll taxes, overhead, welfare fund fees, proposer's profit, etc.

Please note the calculation of the yearly total is for comparative purposes for this RFP and does not constitute the actual total hours employees will be working.

RFP Technical and Cost Proposal Submittal Checklist
Technical Proposal – In Sections
Business License Filing
Cost Proposal (separate file in Excel format), complete
Attachments

Redacted RFP Technical and Cost Proposal Submittal
Proposers may submit a separate redacted copy of their technical and cost proposal to provide in response to a public records request. This is not a requirement of the proposal submission documents, and it can be submitted anytime with the proposal submission or after.

Signed Documents and Forms (not included in page total)
This section shall include the forms required for proposal submission and those required for the awarded proposer.

Attachments Checklist (REQUIRED AT PROPOSAL SUBMISSION):
ATTACHMENT – COVER SHEET
ATTACHMENT – PRICING SHEET
ATTACHMENT – ECONOMICALLY DISADVANTAGED BUSINESS PARTICIPATION SUMMARY SHEET
ATTACHMENT – EDBP ACKNOWLEDGEMENT OF NEGOTIATED TERMS FORM

REQUIRED FOR AWARDED PROPOSER AT CONTRACT:
ATTACHMENT – AFFIDAVITS
1. Conflict of Interest Disclosure Affidavit
2. Corporate Resolution or Proposer Organization
3. Convicted Felon Affidavit
4. Non-Solicitation Affidavit
5. Non-Collusion Affidavit

ATTACHMENT
COVER SHEET

Request for Proposal: _____

Company Name: _____

Company Address: _____

_____

Please provide the key contact person's information who will be responsible during the active event:

Primary Contact Person:

Name: _____ Title: _____

Cell Phone: _____ Email Address: _____

This RFP must be signed by an authorized Representative of the Company/Firm for proposal to be valid. Signing indicates you have read and comply with the Instructions and Conditions.

Name of Person Authorized to Sign: _____

Title of Person Authorized to Sign: _____

Signature of Person Authorized to Sign: _____

Email Address of Person Authorized to Sign: _____

Date: _____

This form must be completed in its entirety and submitted with proposal documents. Deviations and failure to complete, sign, and submit this form will deem your proposal non-responsive.

ATTACHMENT
PRICE SHEET

DESCRIPTION	Hourly Rate	Proposer Markup	Total Hourly Rate = HR + PM	ANNUAL TOTAL COST = THR x 2080
Coordinator				
Electric Crane Mechanic				
Electric Crane Inspector				
Electrician – Master				
Electrician-Journeyman				
Electrician Helper				
Elevator Installer or Repairer				
HVAC Mechanic				
Heavy Equipment Operator				
Instrumentation Tech				
Laborer				
Mechanic-Journeyman				
Machinist/Millwright – Journeyman				
Millwright Helper				
Plumber – Master				
Plumber - Journeyman				
Plumber Helper				
Stationary Engine Mechanic				
Stationary Engine Mechanic- Certified				
Welder- Certified				
Welder Helper				
YEARLY TOTAL (all positions)				

ATTACHMENT
TECHNICAL SPECIFICATIONS

Vendor Requirements:
The following items cover various vendor requirements, which should be addressed in the RFP submittal. Vendor is responsible for confirming appropriate and required state certifications for the applicable positions.

SWBNP Requirements:

- SWBNO shall contact the proposer when labor is required.
- SWBNO shall insist that the work be performed to the highest quality. SWBNO reserves the right to discontinue use of the labor if it appears to be in the best interest of the Board.

Personnel:
The vendor needs to provide personnel that meet the below job descriptions and associated criteria. These personnel will be paid on an hourly basis. Position Composition:

- Adding positions to this contract: The Board may request that the contractor add a particular staff position or service when the need for additional personnel or activities has been identified. The addition of services shall be discussed annually during the budget preparation cycle, or as the need arises. The required scope (new development or operations & maintenance) will be discussed with the contractor to determine the bill rate and potential impact on the budget. If the position title has been included in the rates supplied in the RFP submittal, then those rates will apply. If the position title is not included in the RFP submittal, SWBNO and the Coordinator will review the bills rates to determine if there is currently a rate that could apply to the new position. If not, a new job description and bill rate will be created.
- The prices bid shall be for an hour's (or portion thereof) active use of the various workers present on the job and ready for work. It is the intention of the Board under this contract, to have the Proposer furnish labor to perform certain tasks as the need arises. The Proposer is advised that work may or may not be continuous. At the completion of a work project when there is no longer any need for a worker, he or she shall be released. The Board has the authority to terminate the services of any worker at any time, if the Board, in its sole discretion desires to do so.
- The Board will insist that the work output of worker paid for be of the highest quality; that the work be well planned (if requested); and that the work progress rapidly. The Board reserves the right to have the Proposer change working personnel or supervisory personnel or to discontinue certain phases of the work, where in the Board's sole discretion; it may appear to be in the best interest of the Board.

Terminations:
When a vendor's employee's performance becomes unacceptable, the employee will be warned once, and the coordinator notified. Immediate termination will occur if an employee is aggressive, destructive, or threatening.

The SWBNO shall play an active part in determining the exact timing for termination. Prior to termination, the coordinator shall work to ascertain and document the status of all projects currently in progress. Upon termination all other important information for these projects shall be gathered and filed for future

reference. At termination the Employee will meet with SWBNO supervision and the coordinator for notification of termination and reclamation of SWBNO property before being escorted off the property.

Mandatory Quarterly Updates:

- Contact from the vendor to SWBNO shall occur once every 3 months at a minimum.

Profile of Vendor

a) The vendor should have the background and financial strength to provide this service and sufficient benefits to retain employees. Please provide:
b) literature on your company's background and the services being offered, indicating the types of industries and/or businesses you have served in the past
c) number of years your company has been in business including date of origin and/or incorporation
d) Number of employees
e) major employee benefits
f) Number and types of clients the Proposer is currently providing similar services to including a description of previous experience with public utilities
g) Any unique features, qualities, or processes that distinguish the Proposers from other temporary staffing providers
h) Approximate number of active and qualified temporary employees currently available for each of the functional areas/disciplines.
i) At least three (3) customer references including company names, addresses, and telephone numbers. Please include the name and telephone number.

Positions:

DESCRIPTION	Anticipate Full Time Employee Count
Coordinator	1
Electric Crane Mechanic	1
Electric Crane Inspector	.5
Electrician – Master (Class A License, City of N.O.)	1
Electrician-Journeyman (Class D License, City of N.O.)	4
Electrician Helper (Class E License, City of N.O.)	3
Elevator Installer or Repairer	0.5
Heating, Ventilation, and Air Conditioning Mechanic	3
Heavy Equipment Operator	1
Instrumentation Tech	2
Laborer	8
Mechanic-Journeyman	11
Machinist/Millwright – Journeyman	5
Millwright Helper	3
Plumber – Master (state licensed)	1

Plumber - Journeyman	3
Plumber Helper	1
Stationary Engine Mechanic	2
Stationary Engine Mechanic-Certified	1
Welder- Certified	5
Welder Helper	2

Note-1: The Board shall have the ability to reduce or increase with respect to the stated Hours of Work drastically with respect to its needs. If this is the case, the coordinator will be notified 24 hours in advance.

Position Descriptions:

The following paragraphs describe the qualification of the worker:

a. **Coordinator** shall comply with Scope of Work for providing and managing skilled craft labor. Duties shall include the following:

i. Ensure that the worker of the necessary crafts is knowledgeable in their crafts and report to their work site as required, including maintenance of state certification documentation. The coordinator must be present on site during normal business hours. The proposer shall provide a 24-hour contact phone number for after hours and holidays to address emergency and safety related issues.

ii. Provide working guidelines for a safe working environment for all crafts.

iii. Assist the Board in formulating list of materials, etc. that may be required, if any.

iv. Provide daily labor reports for Board approval.

v. Provide a daily log of ~~the~~ work progress, keep job records, etc.

vi. The coordinator shall insure that the workers satisfy all safety and sanitary requirements prescribed in the current Craft Agreement, (such as furnishing safety hats, safety goggles, etc. at the Proposer's cost), in accordance with the Safety Orientation Notice included herein. Picture identification tags for all its workers shall be provided by the Proposer.

vii. In general, the Proposer's coordinator must be able to supervise machinery and piping work of the same general nature as this project. The coordinator proposed by the proposer shall have been regularly employed in a similar capacity and doing work recognized to be of the same nature. Adequate proof of such employment, experience, records, character references, etc., shall be submitted upon written request by the Board.

b. **Electric Crane Mechanic** shall install, repair, and adjust electric cranes.

c. **Electric Crane Inspector** - shall have a minimum of 2000 field hours of experience related to the maintaining, servicing, repairing, modifying, and functional testing of cranes and associated hoisting equipment. Inspector shall have received formal training in the areas of safety and design codes and regulations; safe operating practices of cranes; report writing and documentation; and communication skills. Inspectors shall receive additional formal training every two years as a minimum and be able to document such training.

d. **Electrician Master** shall be a Class A-Electrical License with the City of New Orleans and he/she shall be required to complete and pass a performance test consisting of connecting electronic ballast, three (3) and four (4) way switches, use schematic diagram for motor starter, overloads, pilot lights and transformers, connect a 9-lead motor for low voltage, connecting a single-phase transformer, and use conduit benders etc.

e. **Electrician Journeyman** shall be a Class D- Electrical license or higher with the city of New Orleans and he/she shall be required to complete and pass a performance test consisting of connecting electronic ballast, three (3) & four (4) way switches, use schematic diagram for motor starter, overloads, pilot lights, and transformers, connect a 9-lead motor for low voltage, connecting a single phase transformer, and use conduit benders etc.

f. **Electrician Helper** shall be a Class E Electrical License or higher with the City of New Orleans and he/she will be required to pass a performance test consisting of connecting electronic ballast three (3) and four (4) way switches, connect a 9-lead motor for low voltage, and use a conduit bender.

g. **Elevator and Escalator Installers and Repairers Certified** shall assemble, install, repair, or maintain electric or hydraulic freight or passenger elevators, escalators, or dumbwaiters. Must have CET from NAEC.Heating, Air Conditioning, and Refrigeration Mechanics and Installers install or repair heating, central air conditioning, HVAC, or refrigeration systems. Must have CFC card. Manufactures certification desired. Experience working with Mechanical Contractor preferred.

h. **Heavy Equipment Operator, Material Moving Workers, Crane Operators** (55T and less). Must have CDL License. Must have Crane License. Operate mechanical boom and cable to lift and move materials, machines, or products in many directions via cherry picker 55T, 30T and 25T boom trucks. Hoist and Winch Operator who operate or tend hoists or winches to lift and pull loads using power-operated cable equipment. Must be familiar with operating an excavator, backhoe, and mini excavator (Bobcat.)

i. **Instrumentation Tech** - No license required. Must have basic knowledge to pass electronic test. Solder and Desolder components on a circuit board, make voltage readings on circuits with a Fluke Voltmeter. Install Kenwood 800 MHz Radios in Board Vehicles along with GPS. Install Batteries and perform maintenance to all the Drainage Stations Battery Banks. Perform maintenance on SCADA systems. Perform maintenance to all Rain Gauges on catch cans. Pull and terminate wires.

j. **Laborer** shall be able to provide general assistance to the skilled crafts in the field as well as in the shop.

k. **Mechanic Journeyman** shall be required to repair, rebuild, install, align, adjust, or maintain industrial machinery, engines, excluding mobile and/or mobile heavy equipment as the candidate shares machinist as well as millwright qualifications.

l. **Machinist/Millwright Journeyman** shall be required to operate three (3) jaw or four (4) jaw lathes, CNC computer operated lathes, mills, drill presses, etc. He/she shall be required to complete and pass the Sewerage and Water Board machinist test, which requires boring, threading, and pressing test pieces together as required.

m. **Millwright Helper** shall assist Millwrights and Machinists. Must have knowledge of various tools as it applies to related work of Millwrights and Machinists. Must be able to dismantle and reassemble equipment under Millwrights' or Machinists' supervision. Helpers shall have knowledge of trades they are working with and shall be semi-skilled and have knowledge of pipefitting, threading, grinding, measuring, and cutting, hand tool, and equipment.

n. **Plumbing Master** shall be a licensed Plumber for the State of Louisiana, City of New Orleans, with the Water Supply Protection Specialist (WSPS) endorsement, certified professional approved by the State Plumbing Board of Louisiana (SPBLA) qualified to perform installation, repair, and maintenance of new and existing plumbing systems and have performed related work as required. Plumber must have a working knowledge of water and sewer systems relative to residential and commercial applications. Must carry a valid Louisiana plumbing license.

o. **Plumber Journeyman** shall be a licensed Plumber for the State of Louisiana, with a Water Supply Protection Specialist (WSPS) endorsement, certified professional approved by the State Plumbing Board of Louisiana (SPBLA) qualified to perform installation, repair, and maintenance of new and existing plumbing systems and have performed related work as required. Plumber must have

a working knowledge of water and sewer systems relative to residential and commercial applications. Must carry a valid Louisiana plumbing license.

p. **Plumber Helper** working knowledge of hand tools as they relate to plumbing, knowledge of pipe, and pipefitting. Must be able to thread pipes. Ability to work with US measuring units.

q. **Welder-Certified** shall be required to pass a performance test of cut and butt weld two (2) pieces of pipe in 5-G fix position, butt weld two (2) pieces of stainless steel in 4-G overhead and tungsten inert gas (TIG) weld two (2) pieces of aluminum in tee position.

r. **Welder Helper**, must be able to tack weld, grind various materials. Must be able to accurately measure. Must be able to pipe weld. Must be able to secure, anchor and move large work or finished pieces of objects with maximum safety and caution minimizing risk of injury.

s. **Stationary Engine Mechanic** shall be required to repair and overhaul primarily diesel engines, stationary machines, and the auxiliary systems for these machines. This includes mobile and stationary generators as well as diesel pump engines. Ability to troubleshoot and diagnose one or more types of major industry branded units.

t. **Stationary Engine Mechanic Certified** must perform the duties of a Stationary Engine Mechanic. Must also be able to use computer diagnostics in troubleshooting of related equipment. Must be certified by at least one of the following: Caterpillar, Cummins, EMD, Fairbanks- Morris, John Deere, MTU or ALCO. Marine or Railroad experience desired.

All workers hired by the proposer shall possess a valid driver's license and be able to legally drive.

All the listed labor classes must be able to carry weight in accordance with OSHA standards and guidelines.

Locations of Contract Work

The locations of the work envisioned are located anywhere within the limits of the City of New Orleans and portions of Jefferson Parish where it is required to maintain the integrity of the various Board facilities. These locations encompass nearby existing facilities, such as pumps, turbo- generators, machinery, etc. The work must be performed in such a way as to maintain the safe, reliable operation of those facilities. Many times, the exact scheduling, and details of certain items of work may be dependent upon the operating conditions of other machinery components at the time when such work must be undertaken, and the proposer should make allowances for such. Some areas of work have equipment and machinery such that exact location and details cannot be readily determined, and the Proposer must familiarize itself with these conditions to perform the work in the most safe and efficient way.

Labor Standards

a. The normal workday for worker shall be eight (8) hours. However, worker will be paid only for those hours worked on the job at the unit price. No night or Sunday work requiring the presence of an engineer or inspector, will be permitted except in cases of emergency, and then only to such an extent as is necessary, and with the written permission of the Engineer; however, this clause does not operate in case of a gang, organized with the approval of the Engineer, for regular and continuous night or weekend work.

b. Compliance with the Contract Work Hours and Safety Standards Act Overtime requirements. No proposer or sub proposer contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed on such work to work in excess of forty hours in such workweek unless such laborer or

mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of forty hours in such workweek.

Drug Free Workplace Policy

To ensure full participation in the above policy, proposer must confirm acknowledgement of this policy. Policy included in Attachment A.

Safety Notification

To ensure full participation in the above policy, proposer must confirm acknowledgement of this policy. Policy included in Attachment B.

ATTACHMENT
DRUG-FREE WORKPLACE

STATEMENT OF POLICY
It is the policy of the Sewerage and Water Board of New Orleans that all workplaces associated with its operation, maintenance, improvements, and expansion be kept drug free. In order to insure this, the Sewerage and Water Board has approved the following drug testing policy to be implemented on this contract.

NOTICE
The contractor shall notify all personnel to be employed on this contract that they must submit to drug testing upon the occurrence of any accident, injury, or unsafe and hazardous incident which involves them. Agreement to submit to such drug testing shall be required for the employment of all personnel under this contract.

PENALTIES
Any employee who refuses to agree to testing under this policy or who refuses to be drug tested after the occurrence of any accident, injury or unsafe and hazardous incident which involves them, or who fails to report any such accident, injury or incident within twenty-four (24) hours of its occurrence, shall be deemed incompetent under Paragraph 47 of the General Specifications. Any employee found to have a positive test result after his conformational testing shall be deemed incompetent under Paragraph 47 of the General Specifications. Any employee deemed incompetent under these provisions shall be removed by the contractor from work under this contract and any other current Board contract.

A. TESTING PROCEDURE

The contractor shall while performing this contract, require any of its employees who are involved in an accident, injury or unsafe and hazardous incident while in the course and scope of their employment, whether vehicular or non-vehicular in nature, to be tested for blood alcohol or drug levels through a laboratory approved by the National Institute for Drug Abuse. Said employee shall provide a testing sample as soon as possible after such accident, injury or incident, but no longer than twenty-four (24) hours from the time of the occurrence. The contractor shall provide copies of the results of the initial testing on the samples involved to the Risk Manager of the Sewerage and Water Board of New Orleans as soon as such results are known. If the initial testing reveals a positive result, the contractor shall forward the remainder of the original testing sample to a second, conformational testing. The Sewerage and Water Board of New Orleans shall consider any result to be positive if it indicates any level which exceeds the levels set forth as follows:

CUT-OFF LEVELS INDICATING POSITIVE TEST RESULTS

The following initial cut-off levels shall be used when screening specimens to determine whether negative or positive:

	Initial Test Level (ng/ml)
Marijuana metabolites	50
Cocaine metabolites	300
Opiate metabolites	300
Phencyclidine (PCP, etc.)	25
Amphetamines	1000
Alcohol	.05% by weight based on grams of alcohol per 100cc of blood
LSD	150
Barbiturates	300
Benzodiazepines	300

Quantitative GC/MS confirmation procedures at the following cut-off values shall be used for the following drugs:

Confirmatory Test Level (ng/ml)

Marijuana metabolites*	10
Cocaine metabolites**	150
Opiates (Morphine, Codeine)	150
Phencyclidine (PCP, etc.)	25
Amphetamines (amphetamine, Methamphetamine)	300
LSD	150
Barbiturates	300
Benzodiazepines	300
* Delta-9-Tetrahydrocannabinol - 9-Carboxylic Acid	-
** Benzoylecgonine	-

The contractor shall choose the laboratory to be used for drug testing and shall identify such laboratory to the Risk Manager of the Sewerage and Water Board prior to receiving approval to start work. All laboratories shall be approved by the National Institute for Drug Abuse.

The contractor shall notify the Board's Risk Manager immediately of the results of any conformational testing.

The Contractor's Senior Project Superintendent working in consultation and conjunction with the Board's Risk Manager and the Board's Engineer, shall determine whether an accident, injury or unsafe or hazardous incident occurred. The Safety Department of the Sewerage and Water Board reserves the right to investigate any such matter and make a complete report to the Executive Director of the Sewerage and Water Board whose decision shall be final.

The Sewerage and Water Board shall not be liable for any cause of action of any employee of the contractor brought against the contractor as a result of this policy. The Sewerage and Water Board shall not be liable for the contractor's failure to stipulate adherence to the terms and conditions of this drug testing policy as a condition of employment of any employee on this contract. The Board shall not release the contractor from his responsibilities under the policy unless failure to adhere to the conditions of this policy shall be a direct result of any action taken by the Board.

These requirements shall be acknowledged by signature of the contractor's authorized representative in the space provided in the "Form of Proposal".

ATTACHMENT
SAFETY ORIENTATION NOTICE

Welcome
We welcome you to the S&WB and request your assistance in maintaining our Safety Standards. For the safety of yourself and everyone working at the S&WB, you are asked to observe the following safety precautions. When this notice has been read thoroughly, a senior representative of your company is required to distribute this information to all employees who will be affected. You may call the Board's Risk Management Department at (504) 585-2382 if you have any questions.

Basic
1. Smoking will be allowed in designated areas only.
2. Horseplay, practical joking and fighting are positively prohibited.
3. The use or possession of illegal drugs or intoxicating beverages is strictly prohibited on all S&WB property.
4. Housekeeping is a must. We will keep our area safe and free from litter and expect you do to the same.
5. Handrails must always be used when going up and down ladders or stairs.
6. When working in confined spaces, the contractor must be in full compliance with Occupational Safety and Health Administration (OSHA) Standard # 29CFR 1910.146 at all times. Atmospheric conditions such as adequate ventilation, the presence of oxygen and the absence of explosive gases must be assured before working in voids, tanks, or other enclosed spaces.
7. Radios must be turned off.

Emergency
8. The S&WB Emergency Response Plan is a document which provides specific notification instructions to be followed in case of hazardous material spills. The Board's Environmental Affairs Office phone number is 942-3855 during normal business hours 7:30 a.m. to 4:00 p.m.
9. The Board's 24-hour emergency lines are (504) 529-2837 and 865-0575 (Central Control Dispatcher, Carrollton Plant.)
10. Since Board contracts are performed under various circumstances at various locations, prior to beginning any work, the contractor should consult with the Board employee who is responsible for monitoring the contract in order to establish the most effective procedures for handling emergencies.

Transportation
Warning signals and lights shall be used as follows:
11. Rotating beacons shall be used if your vehicle is so equipped.
12. Taillights / emergency flashers shall be used.
13. Orange reflector type safety cones shall be placed to give other motorists warning.
14. If vehicle is moving, backing, or parking, proper traffic control shall be exercised.

Protective Clothing and Equipment
15. All personnel who are exposed to eye hazards will wear safety glasses. Hard hats will be worn at all times while an employee is in the immediate vicinity of overhead hazards or while operating heavy equipment without a Rollover Protection Device.
16. Protective clothing and equipment such as rubber aprons and gloves, eye and face protection, approved respirators or dust masks will be worn when handling all harmful chemicals.

Reporting
17. Defective equipment, machinery, hazardous conditions, or unsafe work practices or conditions shall be reported immediately to your Supervisor / Foreman who will then contact proper S&WB personnel for corrections.
18. All injuries will be reported to the Risk Manager, (504) 585-2422, or to the Safety Unit, (504) 585-2522, regardless of how minor an injury may seem.

19. S&WB employees may hold safety meetings to discuss and promote safe working conditions and accident prevention. You may be asked to attend.

Work Smart

20. Stay alert at all times, know what is going on around you. Know the safe operating procedures concerned with your assigned duties. When your duties may influence the safety of Board employees, notify the employees and their supervisors first.
21. Vendor / Contractors shall at all times demonstrate strict compliance with all Federal, State and Local regulations regarding safety, including but not limited to, all relevant Department of Environmental Quality (DEQ), Department of Transportation (DOT), Environmental Protection Agency (EPA), and Occupational Safety and Health Act (OSHA) regulations.
22. The Vendor / Contractor will at the request of the Risk Manager and/ or Safety Manager remove any of his employees found to be creating or contributing to unsafe conditions.

23. The following items are not allowed on any S&WB Facility or jobsite:
    - Firearms and Ammunition
    - Alcohol and illegal drugs

ECONOMICALLY DISADVANTAGED BUSINESS PARTICIPATION SUMMARY SHEET

Minimum Percentage Goal Participation for this Contract is _____%

Contract Name and # _____

Name and Address of Disadvantaged Business Enterprise Company	Name of Contact Person	Scope of Work to be Performed	Percentage of Work to be Performed

THIS FORM MUST BE COMPLETED AND SUBMITTED AT THE TIME OF RFQ SUBMISSION. FAILURE TO DO SO WILL RENDER THE BID NON-RESPONSIVE.

NOTE: Signature required even if judged NOT APPLICABLE by the BIDDER

Prime Representative Name: _____
Print Name

Prime Signature: _____
Signature

Prime Company's Name: _____

Date: _____

Prime Address: _____

_____

E-mail: _____

Telephone Number: _____

ACKNOWLEDGEMENT
OF NEGOTIATED TERMS BETWEEN
PRIME CONTRACTOR AND DBE SUBCONTRACTOR

Solicitation: _____

This form acknowledges that the Prime _____

and DBE Subcontractor _____

Certification: ☐ SLDBE or ☐ LAUCP

have agreed to the following terms of service:

Scope of Work:

DBE Address: _____

_____

DBE Phone Number: _____

Please note: Scope of work should describe the agreed upon terms between the Prime and DBE.

DBE Percentage of Total Contract: _____

By signing this acknowledgement, the Prime Contractor and DBE Subcontractor affirm that it will perform the Scope of Work for the estimated percentage stated. Both parties hereby certify that the information contained herein is true and correct.

FAILURE TO SUBMIT THIS FORM COMPLETED WITH SIGNATURES WILL RENDER BID/PROPOSAL NON-RESPONSIVE.

PRIME CONTRACTOR:

Printed Name: _____

Signature: _____

Date: _____

DBE SUBCONTRACTOR:

Printed Name: _____

Signature: _____

Date: _____

BIDDERS'S ORGANIZATION

AN INDIVIDUAL

Individual's Name: _____

Doing business as: _____

Address: _____

Telephone No.:_____ Fax No.: _____ Email: _____

A PARTNERSHIP

Firm Name:_____

Address:_____

Name of person authorized to sign: _____

Title: _____

Telephone No.:_____ Fax No.: _____ Email: _____

A LIMITED LIABILITY COMPANY

Company Name:_____

Address:_____

Name of person authorized to sign: _____

Title: _____

Telephone No.:_____ Fax No.: _____ Email: _____

A CORPORATION

IF PROPOSAL IS BY A CORPORATION, THE CORPORATE RESOLUTION MUST BE SUBMITTED WITH PROPOSAL.

CORPORATE RESOLUTION

A meeting of the Board of Directors of _____a corporation organized under the laws of the State of_____ and domiciled in was held this_____day_____,20_____ and was attended by a quorum of the members of the Board of Directors.

The following resolution was offered, duly seconded and after discussion was unanimously adopted by said quorum:

BE IT RESOLVED, that _____ is hereby authorized to submit proposals and execute agreements on behalf of this corporation with the Sewerage and Water Board of New Orleans.

BE IT FURTHER RESOLVED, that said authorization and appointment shall remain in full force and effect, unless revoked by resolution of this Board of Directors and that said revocation will not take effect until the Procurement Director of the Board, shall have been furnished a copy of said resolution, duly certified.

I,_____, hereby certify that I am the Secretary of_____, a corporation created under the laws of the State of _domiciled in__;that the foregoing is a true and exact copy of a resolution adopted by a quorum of the Board of Directors of said corporation at a meeting legally called and held on the _____ day of____20_____, as said resolution appears of record in the Official Minutes of the Board of Directors in my possession.

This _____day of _____, 20_____

_____

SECRETARY

CONFLICT OF INTEREST DISCLOSURE AFFIDAVIT

STATE OF _____

PARISH/COUNTY OF _____

Before me, the undersigned authority, came and appeared _____ who, being first duly sworn, deposed and said that:

He/She is _____ and authorized representative of
_____,
Hereafter called "Bidder."

The Respondent hereby confirms that a conflict(s) of interest **exists /does not exist/may exist** (**circle one**) in connection with this solicitation which might impair Respondent's ability to perform if awarded the contract, including any familial or business relationships that the Respondent, the proposed subcontractors, and their principals have with the Board officials or employees.

(If a conflict(s) of interest exists and/or may exist, describe in a letter the nature of the conflict, the parties involved and why there is a conflict. Attach said letter to this form).

_____
Respondent Representative (Signature)

_____
(Print or type name)

_____
(Address)

SWORN TO AND SUBSCRIBED BEFORE ME
THIS _____DAY OF _____ 20_____.

_____ _____
NOTARY PUBLIC (Signature) NOTARY PUBLIC (Print Name)

Notary ID#/Bar Roll# _____

CONVICTED FELON AFFIDAVIT

STATE OF _____

PARISH/COUNTY OF _____

Before me, the undersigned authority, came and appeared_____,

who, being first duly sworn, deposed and said that:

1. He/She is the_____and authorized representative of

_____, hereafter called "Contractor."

2. The Contractor complies with City Code Section 2-8 (c) for the City of New Orleans.

3. No Contractor principal, member, or officer has, within the preceding five years, been convicted of, or pled guilty to, a felony under state or federal statutes for embezzlement, theft of public funds, bribery, or falsification or destruction of public records.

_____
Proposer Representative (Signature)

_____
(Print or type name) (Address)

Sworn to and subscribed before me, in (CITY/STATE) _____

This ____day of (MONTH) _____, 20 ____.

_____
Notary Public

_____
Notary Identification No./Bar Roll No.

NON-COLLUSION AFFIDAVIT

STATE OF _____

PARISH/COUNTY OF _____

_____, being first duly sworn, deposes and says that:

(1) S/He is (Owner) (Partner) (Office) (Representative) or (Agent), of:

_____

the Proposer that has submitted the attached Proposal:

(2) Such Proposal is genuine and is not a collusive or sham Proposal:

(3) Neither the said Proposer nor any of its officers, partners, owners, agents, representatives, employees or parties of interest, including this affiant, has in any way colluded, conspired, connived or agreed, directly, or indirectly with any other Proposer, firm or person to submit a collusive or sham proposal in connection with the Contract for which the attached Proposal has been submitted or to refrain from proposing in connection with such contract, or has in any manner, directly or indirectly sought by agreement or collusion or communication or conference with any other Proposer, or to fix any overhead, profit or cost element of the proposal price or the proposal price of any other proposer, or to secure through any advantage against the Sewerage and Water Board of New Orleans of any person interested in the proposed contract; and

(4) The price or prices quoted in the attached Proposal are fair and proper and are not tainted by any collusion, conspiracy, connivance or unlawful agreement on the part of the Proposer or any of its agents, representatives, owners, employees, or parties in interest, including this affiant.

_____ _____

Proposer Representative (Signature) Title

_____

(Print or type name)

SWORN TO AND SUBSCRIBED BEFORE ME

THIS _____ DAY OF _____ 20_____. Notary ID#/Bar Roll #_____

_____ _____

NOTARY PUBLIC (Signature) NOTARY PUBLIC (Print Name)

NON-SOLICITATION AFFIDAVIT

STATE OF _____

PARISH/COUNTY OF _____

Before me, the undersigned authority, came and appeared_____,

who, being first duly sworn, deposed and said that:

1. He/She is the _____ and authorized representative of _____hereafter called "Contractor."
2. The Contractor has not employed or retained any company or person, other than a bona fide employee working solely for Contractor, to solicit or secure the subject contract. The Contractor has not paid or agreed to pay any person, other than a bona fide employee working for Contractor, any fee, commission, percentage, gift, or any other consideration contingent upon or resulting from the subject contract.

_____
Contractor Representative (Signature)

_____
(Print or type name) (Address)

_____

Sworn to and subscribed before me, in _____, Louisiana,

this ___day of _____, 20 _____.

_____
Notary Public

_____
Notary Identification No./Bar Roll No.

ATTACHMENT

Wage Rates

Contracts issued by the Sewerage and Water Board of New Orleans which require or involve the employment of mechanics or laborers shall include provisions for minimum wages as determined by the Department of Labor of the United States. The wage decisions governing this solicitation are Heavy Industrial (LA20250008 Mod 9 dated 09/19/2025) and Services Contract Act 2015-5189 Revision 31 dated 07/08/2025.

This title page is followed by the General Wage Decisions referenced above.

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.: 2015-5189
Revision No.: 35
Date Of Last Revision: 8/22/2026

State: Louisiana

Area: Louisiana Counties of Jefferson, Orleans, Plaquemines, Saint John The Baptist, St Bernard and St Charles

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.00
01012 - Accounting Clerk II		20.19
01013 - Accounting Clerk III		22.59
01020 - Administrative Assistant		29.02
01035 - Court Reporter		36.53
01041 - Customer Service Representative I		15.44
01042 - Customer Service Representative II		16.85
01043 - Customer Service Representative III		18.90
01051 - Data Entry Operator I		16.29
01052 - Data Entry Operator II		17.78
01060 - Dispatcher, Motor Vehicle		22.29
01070 - Document Preparation Clerk		17.50
01090 - Duplicating Machine Operator		17.50
01111 - General Clerk I		14.92
01112 - General Clerk II		16.28
01113 - General Clerk III		18.27
01120 - Housing Referral Assistant		23.90
01141 - Messenger Courier		16.15
01191 - Order Clerk I		17.57
01192 - Order Clerk II		19.17
01261 - Personnel Assistant (Employment) I		19.10
01262 - Personnel Assistant (Employment) II		21.37
01263 - Personnel Assistant (Employment) III		23.83
01270 - Production Control Clerk		29.87
01290 - Rental Clerk		15.86
01300 - Scheduler, Maintenance		19.17
01311 - Secretary I		19.17
01312 - Secretary II		21.44
01313 - Secretary III		23.90
01320 - Service Order Dispatcher		19.92
01410 - Supply Technician		29.02
01420 - Survey Worker		18.41
01460 - Switchboard Operator/Receptionist		17.19
01531 - Travel Clerk I		19.66
01532 - Travel Clerk II		20.93
01533 - Travel Clerk III		22.54
01611 - Word Processor I		16.44
01612 - Word Processor II		18.45
01613 - Word Processor III		20.64
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.84
05010 - Automotive Electrician		22.10
05040 - Automotive Glass Installer		20.53
05070 - Automotive Worker		20.53
05110 - Mobile Equipment Servicer		17.44
05130 - Motor Equipment Metal Mechanic		23.65
05160 - Motor Equipment Metal Worker		20.53
05190 - Motor Vehicle Mechanic		23.65
05220 - Motor Vehicle Mechanic Helper		15.87
05250 - Motor Vehicle Upholstery Worker		18.99
05280 - Motor Vehicle Wrecker		20.53
05310 - Painter, Automotive		22.10
05340 - Radiator Repair Specialist		20.53
05370 - Tire Repairer		17.74
05400 - Transmission Repair Specialist		23.65
07000 - Food Preparation And Service Occupations		

07010 - Baker		14.70
07041 - Cook I		14.43
07042 - Cook II		16.98
07070 - Dishwasher		13.31
07130 - Food Service Worker		12.60
07210 - Meat Cutter		18.66
07260 - Waiter/Waitress		10.69
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		22.77
09040 - Furniture Handler		13.42
09080 - Furniture Refinisher		22.77
09090 - Furniture Refinisher Helper		16.35
09110 - Furniture Repairer, Minor		19.56
09130 - Upholsterer		22.77
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		13.82
11060 - Elevator Operator		14.44
11090 - Gardener		23.21
11122 - Housekeeping Aide		14.44
11150 - Janitor		14.44
11210 - Laborer, Grounds Maintenance		17.03
11240 - Maid or Houseman		13.42
11260 - Pruner		14.97
11270 - Tractor Operator		21.12
11330 - Trail Maintenance Worker		17.03
11360 - Window Cleaner		16.42
12000 - Health Occupations		
12010 - Ambulance Driver		21.29
12011 - Breath Alcohol Technician		26.14
12012 - Certified Occupational Therapist Assistant		32.08
12015 - Certified Physical Therapist Assistant		33.12
12020 - Dental Assistant		21.25
12025 - Dental Hygienist		44.12
12030 - EKG Technician		31.18
12035 - Electroneurodiagnostic Technologist		31.18
12040 - Emergency Medical Technician		21.29
12071 - Licensed Practical Nurse I		23.36
12072 - Licensed Practical Nurse II		26.14
12073 - Licensed Practical Nurse III		29.15
12100 - Medical Assistant		18.16
12130 - Medical Laboratory Technician		31.19
12160 - Medical Record Clerk		21.77
12190 - Medical Record Technician		24.35
12195 - Medical Transcriptionist		18.56
12210 - Nuclear Medicine Technologist		45.79
12221 - Nursing Assistant I		13.44
12222 - Nursing Assistant II		15.12
12223 - Nursing Assistant III		16.50
12224 - Nursing Assistant IV		18.51
12235 - Optical Dispenser		18.41
12236 - Optical Technician		23.00
12250 - Pharmacy Technician		20.68
12280 - Phlebotomist		18.13
12305 - Radiologic Technologist		34.01
12311 - Registered Nurse I		26.62
12312 - Registered Nurse II		33.59
12313 - Registered Nurse II, Specialist		33.59
12314 - Registered Nurse III		40.65
12315 - Registered Nurse III, Anesthetist		40.65
12316 - Registered Nurse IV		48.72
12317 - Scheduler (Drug and Alcohol Testing)		32.38
12320 - Substance Abuse Treatment Counselor		20.26
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.61
13012 - Exhibits Specialist II		28.02
13013 - Exhibits Specialist III		34.27
13041 - Illustrator I		21.71
13042 - Illustrator II		26.90
13043 - Illustrator III		32.90
13047 - Librarian		30.89
13050 - Library Aide/Clerk		16.69
13054 - Library Information Technology Systems Administrator		27.89
13058 - Library Technician		21.16
13061 - Media Specialist I		20.13
13062 - Media Specialist II		22.52
13063 - Media Specialist III		25.11
13071 - Photographer I		20.13
13072 - Photographer II		22.52
13073 - Photographer III		27.89
13074 - Photographer IV		34.12
13075 - Photographer V		41.29
13090 - Technical Order Library Clerk		20.95
13110 - Video Teleconference Technician		23.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.95
14042 - Computer Operator II		21.20
14043 - Computer Operator III		23.64
14044 - Computer Operator IV		26.27
14045 - Computer Operator V		29.09
14071 - Computer Programmer I	(see 1)	21.79
14072 - Computer Programmer II	(see 1)	25.53
14073 - Computer Programmer III	(see 1)	

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.95
14160 - Personal Computer Support Technician		26.27
14170 - System Support Specialist		32.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.29
15020 - Aircrew Training Devices Instructor (Rated)		39.07
15030 - Air Crew Training Devices Instructor (Pilot)		46.84
15050 - Computer Based Training Specialist / Instructor		32.29
15060 - Educational Technologist		32.11
15070 - Flight Instructor (Pilot)		46.84
15080 - Graphic Artist		24.86
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.84
15086 - Maintenance Test Pilot, Rotary Wing		46.84
15088 - Non-Maintenance Test/Co-Pilot		46.84
15090 - Technical Instructor		24.66
15095 - Technical Instructor/Course Developer		30.15
15110 - Test Proctor		19.90
15120 - Tutor		19.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		16.54
16030 - Counter Attendant		16.54
16040 - Dry Cleaner		18.92
16070 - Finisher, Flatwork, Machine		16.54
16090 - Presser, Hand		16.54
16110 - Presser, Machine, Drycleaning		16.54
16130 - Presser, Machine, Shirts		16.54
16160 - Presser, Machine, Wearing Apparel, Laundry		16.54
16190 - Sewing Machine Operator		19.71
16220 - Tailor		20.50
16250 - Washer, Machine		17.34
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		28.22
19040 - Tool And Die Maker		36.12
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.85
21030 - Material Coordinator		30.35
21040 - Material Expediter		30.35
21050 - Material Handling Laborer		17.49
21071 - Order Filler		16.74
21080 - Production Line Worker (Food Processing)		22.85
21110 - Shipping Packer		19.44
21130 - Shipping/Receiving Clerk		19.44
21140 - Store Worker I		11.98
21150 - Stock Clerk		17.75
21210 - Tools And Parts Attendant		22.85
21410 - Warehouse Specialist		22.85
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		38.69
23019 - Aircraft Logs and Records Technician		29.16
23021 - Aircraft Mechanic I		36.31
23022 - Aircraft Mechanic II		38.69
23023 - Aircraft Mechanic III		41.04
23040 - Aircraft Mechanic Helper		24.39
23050 - Aircraft, Painter		33.31
23060 - Aircraft Servicer		29.16
23070 - Aircraft Survival Flight Equipment Technician		33.31
23080 - Aircraft Worker		31.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		31.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		36.31
23110 - Appliance Mechanic		29.30
23120 - Bicycle Repairer		22.27
23125 - Cable Splicer		37.64
23130 - Carpenter, Maintenance		24.58
23140 - Carpet Layer		26.22
23160 - Electrician, Maintenance		30.04
23181 - Electronics Technician Maintenance I		35.36
23182 - Electronics Technician Maintenance II		38.06
23183 - Electronics Technician Maintenance III		40.75
23260 - Fabric Worker		24.24
23290 - Fire Alarm System Mechanic		27.20
23310 - Fire Extinguisher Repairer		22.27
23311 - Fuel Distribution System Mechanic		31.92
23312 - Fuel Distribution System Operator		23.54
23370 - General Maintenance Worker		21.76
23380 - Ground Support Equipment Mechanic		36.31
23381 - Ground Support Equipment Servicer		29.16
23382 - Ground Support Equipment Worker		31.50
23391 - Gunsmith I		22.27
23392 - Gunsmith II		26.22
23393 - Gunsmith III		30.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic		30.53
23411 - Heating, Ventilation And Air Contidioning		

Mechanic (Research Facility)		32.54
23430 - Heavy Equipment Mechanic		29.91
23440 - Heavy Equipment Operator		27.58
23460 - Instrument Mechanic		38.28
23465 - Laboratory/Shelter Mechanic		28.22
23470 - Laborer		17.49
23510 - Locksmith		25.30
23530 - Machinery Maintenance Mechanic		30.52
23550 - Machinist, Maintenance		32.21
23580 - Maintenance Trades Helper		18.29
23591 - Metrology Technician I		38.28
23592 - Metrology Technician II		40.78
23593 - Metrology Technician III		43.28
23640 - Millwright		33.16
23710 - Office Appliance Repairer		24.67
23760 - Painter, Maintenance		22.11
23790 - Pipefitter, Maintenance		30.93
23810 - Plumber, Maintenance		28.90
23820 - Pneudraulic Systems Mechanic		30.20
23850 - Rigger		28.43
23870 - Scale Mechanic		26.22
23890 - Sheet-Metal Worker, Maintenance		27.25
23910 - Small Engine Mechanic		23.09
23931 - Telecommunications Mechanic I		38.56
23932 - Telecommunications Mechanic II		41.09
23950 - Telephone Lineman		26.06
23960 - Welder, Combination, Maintenance		30.42
23965 - Well Driller		30.20
23970 - Woodcraft Worker		30.20
23980 - Woodworker		22.27
24000 - Personal Needs Occupations		
24550 - Case Manager		17.26
24570 - Child Care Attendant		12.50
24580 - Child Care Center Clerk		15.58
24610 - Chore Aide		11.37
24620 - Family Readiness And Support Services Coordinator		17.26
24630 - Homemaker		17.26
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.78
25040 - Sewage Plant Operator		24.00
25070 - Stationary Engineer		24.78
25190 - Ventilation Equipment Tender		16.63
25210 - Water Treatment Plant Operator		24.00
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.86
27007 - Baggage Inspector		15.51
27008 - Corrections Officer		24.50
27010 - Court Security Officer		20.40
27030 - Detection Dog Handler		17.35
27040 - Detention Officer		24.50
27070 - Firefighter		17.91
27101 - Guard I		15.51
27102 - Guard II		17.35
27131 - Police Officer I		23.58
27132 - Police Officer II		26.21
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.22
28042 - Carnival Equipment Repairer		18.92
28043 - Carnival Worker		12.21
28210 - Gate Attendant/Gate Tender		19.07
28310 - Lifeguard		12.31
28350 - Park Attendant (Aide)		21.33
28510 - Recreation Aide/Health Facility Attendant		15.58
28515 - Recreation Specialist		26.42
28630 - Sports Official		16.98
28690 - Swimming Pool Operator		23.00
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.25
29020 - Hatch Tender		29.25
29030 - Line Handler		29.25
29041 - Stevedore I		27.05
29042 - Stevedore II		31.49
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.33
30021 - Archeological Technician I		23.75
30022 - Archeological Technician II		26.58
30023 - Archeological Technician III		32.88
30030 - Cartographic Technician		32.93
30040 - Civil Engineering Technician		33.67
30051 - Cryogenic Technician I		36.42
30052 - Cryogenic Technician II		40.21
30061 - Drafter/CAD Operator I		23.75
30062 - Drafter/CAD Operator II		26.58
30063 - Drafter/CAD Operator III		29.63
30064 - Drafter/CAD Operator IV		36.45
30081 - Engineering Technician I		17.86

30082 - Engineering Technician II		20.04
30083 - Engineering Technician III		22.42
30084 - Engineering Technician IV		27.77
30085 - Engineering Technician V		33.97
30086 - Engineering Technician VI		41.11
30090 - Environmental Technician		27.75
30095 - Evidence Control Specialist		32.88
30210 - Laboratory Technician		38.65
30221 - Latent Fingerprint Technician I		31.01
30222 - Latent Fingerprint Technician II		34.27
30240 - Mathematical Technician		33.92
30361 - Paralegal/Legal Assistant I		22.44
30362 - Paralegal/Legal Assistant II		27.80
30363 - Paralegal/Legal Assistant III		33.99
30364 - Paralegal/Legal Assistant IV		41.13
30375 - Petroleum Supply Specialist		40.21
30390 - Photo-Optics Technician		32.93
30395 - Radiation Control Technician		40.21
30461 - Technical Writer I		25.72
30462 - Technical Writer II		31.47
30463 - Technical Writer III		38.07
30491 - Unexploded Ordnance (UXO) Technician I		29.57
30492 - Unexploded Ordnance (UXO) Technician II		35.78
30493 - Unexploded Ordnance (UXO) Technician III		42.89
30494 - Unexploded (UXO) Safety Escort		29.57
30495 - Unexploded (UXO) Sweep Personnel		29.57
30501 - Weather Forecaster I		36.42
30502 - Weather Forecaster II		44.30
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.63
30621 - Weather Observer, Senior	(see 2)	32.88
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.78
31020 - Bus Aide		15.83
31030 - Bus Driver		23.49
31043 - Driver Courier		19.23
31260 - Parking and Lot Attendant		11.55
31290 - Shuttle Bus Driver		20.32
31310 - Taxi Driver		14.85
31361 - Truckdriver, Light		21.13
31362 - Truckdriver, Medium		23.00
31363 - Truckdriver, Heavy		25.00
31364 - Truckdriver, Tractor-Trailer		25.00
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.45
99030 - Cashier		13.64
99050 - Desk Clerk		14.20
99095 - Embalmer		29.57
99130 - Flight Follower		29.57
99251 - Laboratory Animal Caretaker I		17.08
99252 - Laboratory Animal Caretaker II		18.77
99260 - Marketing Analyst		31.53
99310 - Mortician		29.57
99410 - Pest Controller		22.41
99510 - Photofinishing Worker		15.54
99710 - Recycling Laborer		21.35
99711 - Recycling Specialist		26.48
99730 - Refuse Collector		18.77
99810 - Sales Clerk		14.62
99820 - School Crossing Guard		14.95
99830 - Survey Party Chief		30.34
99831 - Surveying Aide		22.41
99832 - Surveying Technician		27.57
99840 - Vending Machine Attendant		18.61
99841 - Vending Machine Repairer		24.07
99842 - Vending Machine Repairer Helper		18.61

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 cor
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: $5.92 per hour, up to 40 hours per week, or $236.80 per week or $1,026.13 per month

HEALTH & WELFARE EO 13706: $5.42 per hour, up to 40 hours per week, or $216.80 per

week, or $939.46 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 8 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. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

"General Decision Number: LA20260005 05/18/2026

State: Louisiana

Construction Types: Heavy

Counties: Louisiana Counties of
Jefferson, Orleans, Plaquemines, St
Bernard, St Charles, St James, St John
the Baptist and St Tammany

Includes flood control, water & sewer lines, and water wells. Includes elevated storage tanks in all listed parishes except Plaquemines and St. James. E>

Modification Number	Publication Date
1	01/30/2026
2	05/18/2026

CARP0729-001 01/01/2025

	Rates	Fringes
MILLWRIGHT	$ 40.34	14.16

CARP1846-006 07/01/2024

	Rates	Fringes
CARPENTER (FORMBUILDING/FORMSETTING AND PILEDRIVERS)	$ 32.59	10.52

ELEC0130-005 12/01/2025

	Rates	Fringes
ELECTRICIAN: INCLUDING LOW VOLTAGE WIRING (JEFFERSON, ORLEANS, PLAQUEMINES, ST. BERNARD, ST. CHARLES, ST. JAMES, AND ST. JOHN THE BAPTIST PARISHES)	$ 36.00	16.66

ELEC1077-002 05/26/2025

	Rates	Fringes
ELECTRICIAN: INCLUDING LOW VOLTAGE WIRING (ST. TAMMANY PARISH)	$ 30.35	12.46

ENGI0406-018 07/01/2009

	Rates	Fringes
OPERATOR: POWER EQUIPMENT: MECHANIC	$ 23.31	6.70
OPERATOR: POWER EQUIPMENT: BULLDOZER	$ 21.26	6.70

PLAS0567-003 08/01/2022

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER (JEFFERSON, ORLEANS, PLAQUEMINES, ST. BERNARD, ST. CHARLES, ST. JOHN THE BAPTIST, AND ST. TAMMANY PARISHES)	$ 30.47	7.97

PLAS0812-003 01/01/2022

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER (ST. JAMES PARISH)	$ 31.83	5.90

PLUM0060-002 06/05/2023

	Rates	Fringes
PLUMBERS: EXCLUDING PIPE LAYING (JEFFERSON, ORLEANS, PLAQUEMINES, ST. BERNARD, ST. CHARLES, ST. JAMES (SOUTHEASTERN PORTION), ST. JOHN THE BAPTIST, AND ST. TAMMANY PARISHES)	$ 31.70	13.85

PLUM0198-005 12/08/2022

	Rates	Fringes
PLUMBER: EXCLUDING PIPE LAYING (ST. JAMES PARISH (NORTHWESTERN PORTION))	$ 32.42	16.50

SULA2004-007 05/13/2004

	Rates	Fringes
TRUCK DRIVERS: PICKUP	$ 12.25	0.00
TRUCK DRIVERS: DUMP	$ 11.01	0.00
POWER EQUIPMENT OPERATORS: OILER	$ 10.03	0.00
POWER EQUIPMENT OPERATORS: FRONT END LOADER	$ 13.89	0.00
POWER EQUIPMENT OPERATORS: DRAGLINE	$ 16.50	0.00
POWER EQUIPMENT OPERATORS: CRANE	$ 16.34	3.30
POWER EQUIPMENT OPERATORS: BACKHOE/EXCAVATOR	$ 14.42	0.00
PIPEFITTER (EXCLUDING PIPELAYING)	$ 17.52	4.51
LABORERS: MASON TENDER	$ 7.25	0.00
LABORERS: FLAGGER	$ 8.58	0.00
LABORERS: FENCE	$ 11.24	0.00
LABORERS: COMMON/LANDSCAPE	$ 9.88	0.00
LABORERS: (PIPELAYER)	$ 9.84	0.00

CARPENTER (ALL OTHER WORK).....$ 13.75 2.60

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon 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 a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at https://www.dol.gov/agencies/whd/government-contracts.

Note: Executive Order 13658 generally applies to contracts subject to the Davis-Bacon 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. Executive Order 13658 does not apply to contracts subject only to the Davis-Bacon Related Acts regardless of when they were awarded. 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 from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (iii)).

The body of each wage determination lists the classifications and wage rates that have been found to be prevailing for the type(s) of construction and geographic area covered by the wage determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

Union Rate Identifiers

A four-letter identifier beginning with characters other than ◆SU◆, ◆UAVG◆, ◆SA◆, or ◆SC◆ denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

Survey Rate Identifiers

The ◆SU◆ identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted

average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

SU wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

State Adopted Rate Identifiers

The SA identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which the classifications and rates under the SA identifier took effect under state law in the state from which the rates were adopted.

WAGE DETERMINATION APPEALS PROCESS

1) Has there been an initial decision in the matter? This can be:

a) a survey underlying a wage determination
b) an existing published wage determination
c) an initial WHD letter setting forth a position on a wage determination matter
d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to davisbaconinfo@dol.gov or by mail to:

Branch of Wage Surveys
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to BCWD-Office@dol.gov or by mail to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to dba.reconsideration@dol.gov or by mail to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210.

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END OF GENERAL DECISION

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