



PROPOSAL PACKET

For Solicitation

2025-1015 FIRE WATCH SERVICES

ATTENTION: ELECTRONIC PROPOSALS MUST BE SUBMITTED TO PROCUREMENT@CINTIMHA.COM AND DREW.KENDALL@CINTIMHA.COM THE EMAIL TITLE MUST HAVE THE SOLICITATION NUMBER AND NAME (2026-1015, FIRE WATCH) AND THE VENDOR NAME IN THE SUBJECT LINE.

IF YOU DO NOT RECEIVE PROCUREMENT ACKNOWLEDGEMENT OF YOUR PROPOSAL WITHIN 24 HOURS OF SUBMISSION. PLEASE EMAIL [PROCUREMENT](mailto:PROCUREMENT@CINTIMHA.COM) AND [DREW KENDALL](mailto:DREW.KENDALL@CINTIMHA.COM) TO CONFIRM RECEIPT.

Submitted by

Company Name: _____



PROPOSAL PACKET CHECKLIST

Instructions: Unless otherwise specifically required, the items listed below must be completed and included in the quote packet. Please complete this form by marking an "X," where provided, to verify that the referenced completed form or information has been included within the quote submittal submitted by the proposer.

| X=ITEM INCLUDED | SUBMITTAL ITEMS |
|--------------------------|---|
| <input type="checkbox"/> | HUD Form Packet |
| <input type="checkbox"/> | Proof of Insurance and Licensing |
| <input type="checkbox"/> | Professional References and Experience Summary |
| <input type="checkbox"/> | Equal Employment Opportunity Policy |
| <input type="checkbox"/> | Subcontractor/Joint Venture Information |
| <input type="checkbox"/> | Other Information (Optional) |
| <input type="checkbox"/> | Contract Award and Acceptance Form |
| <input type="checkbox"/> | Fee Submission Form |

Debarred Statement: Has this firm, or any principal(s) ever been debarred from providing any services by the Federal Government, any state government, the State of Ohio, or any local government agency within or without the State of Ohio? Yes No
 If "Yes," please attach a full detailed explanation, including dates, circumstances and current status.

Disclosure Statement: Does this firm or any principals thereof have any current or past personal or professional relationship(s) with any Commissioner, Officer or employee of the Cincinnati Metropolitan Housing Authority (the Authority)? Yes No
 If "Yes," please attach a full detailed explanation, including dates, circumstances and current status

Non-Collusive Affidavit: The undersigned party submitting this proposal hereby certifies that such proposal is genuine and not collusive and that said proposer entity has not colluded, conspired, connived or agreed, directly or indirectly, with any proposer or person, to put in a sham proposal or to refrain from proposing, and has not in any manner, directly or indirectly sought by agreement or collusion, or communication or conference, with any person, to fix the proposal price of affiant or of any other proposer, to fix overhead, profit or cost element of said proposal price, or that of any other proposer or to secure any advantage against the Authority or any person interested in the proposed contract; and that all statements in said proposal are true.

PROPOSER'S STATEMENT

The undersigned proposer hereby states that by completing and submitting this Form and all other documents within this quote submittal, he/she is verifying that all information provided herein is, to the best of his/her knowledge, true and accurate, and that if the Authority discovers that any information entered herein to be false, such shall entitle the



Authority to not consider or make award or to cancel any award with the undersigned party. Further, by completing and submitting the quote, the undersigned proposer is thereby agreeing to abide by all terms and conditions pertaining to this RFP as issued by the Authority, either in hard copy or on the noted Internet System. Upon issuance of award to proposer, CMHA is accepting Contractor's offer contained in the quote submittal and Best and Final Offer (if applicable). No other contractual documents will be necessary or accepted unless specifically expressed in the Contract Acceptance and Award. Pursuant to all RFP Documents and all attachments, and pursuant to all completed Documents submitted, including these forms and all attachments, the undersigned proposes to supply the Authority with the services described herein for the fee(s) submitted pertaining to this RFP.

Signature

Date

Printed Name

Company

E-mail

Phone

Certifications and Representations of Offerors

Non-Construction Contract

Public reporting burden for this collection of information is estimated to average 5 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information.

This form includes clauses required by OMB's common rule on bidding/offering procedures, implemented by HUD in 24 CFR 85.36, and those requirements set forth in Executive Order 11625 for small, minority, women-owned businesses, and certifications for independent price determination, and conflict of interest. The form is required for nonconstruction contracts awarded by Housing Agencies (HAs). The form is used by bidders/offers to certify to the HA's Contracting Officer for contract compliance. If the form were not used, HAs would be unable to enforce their contracts. Responses to the collection of information are required to obtain a benefit or to retain a benefit. The information requested does not lend itself to confidentiality.

1. Contingent Fee Representation and Agreement

(a) The bidder/offeror represents and certifies as part of its bid/offer that, except for full-time bona fide employees working solely for the bidder/offeror, the bidder/offeror:

- (1) has, has not employed or retained any person or company to solicit or obtain this contract; and
- (2) has, has not paid or agreed to pay to any person or company employed or retained to solicit or obtain this contract any commission, percentage, brokerage, or other fee contingent upon or resulting from the award of this contract.

(b) If the answer to either (a)(1) or (a) (2) above is affirmative, the bidder/offeror shall make an immediate and full written disclosure to the PHA Contracting Officer.

(c) Any misrepresentation by the bidder/offeror shall give the PHA the right to (1) terminate the resultant contract; (2) at its discretion, to deduct from contract payments the amount of any commission, percentage, brokerage, or other contingent fee; or (3) take other remedy pursuant to the contract.

2. Small, Minority, Women-Owned Business Concern Representation

The bidder/offeror represents and certifies as part of its bid/offer that it:

- (a) is, is not a small business concern. "Small business concern," as used in this provision, means a concern, including its affiliates, that is independently owned and operated, not dominant in the field of operation in which it is bidding, and qualified as a small business under the criteria and size standards in 13 CFR 121.
- (b) is, is not a women-owned small business concern. "Women-owned," as used in this provision, means a small business that is at least 51 percent owned by a woman or women who are U.S. citizens and who also control and operate the business.
- (c) is, is not a minority enterprise which, pursuant to Executive Order 11625, is defined as a business which is at least 51 percent owned by one or more minority group members or, in the case of a publicly owned business, at least 51 percent of its voting stock is owned by one or more minority group members, and whose management and daily operations are controlled by one or more such individuals.

For the purpose of this definition, minority group members are:

(Check the block applicable to you)

- | | | | |
|--------------------------|--------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | Black Americans | <input type="checkbox"/> | Asian Pacific Americans |
| <input type="checkbox"/> | Hispanic Americans | <input type="checkbox"/> | Asian Indian Americans |
| <input type="checkbox"/> | Native Americans | <input type="checkbox"/> | Hasidic Jewish Americans |

3. Certificate of Independent Price Determination

(a) The bidder/offeror certifies that—

- (1) The prices in this bid/offer have been arrived at independently, without, for the purpose of restricting competition, any consultation, communication, or agreement with any other bidder/offeror or competitor relating to (i) those prices, (ii) the intention to submit a bid/offer, or (iii) the methods or factors used to calculate the prices offered;
- (2) The prices in this bid/offer have not been and will not be knowingly disclosed by the bidder/offeror, directly or indirectly, to any other bidder/offeror or competitor before bid opening (in the case of a sealed bid solicitation) or contract award (in the case of a negotiated solicitation) unless otherwise required by law; and
- (3) No attempt has been made or will be made by the bidder/offeror to induce any other concern to submit or not to submit a bid/offer for the purpose of restricting competition.

(b) Each signature on the bid/offer is considered to be a certification by the signatory that the signatory:

- (1) Is the person in the bidder/offeror's organization responsible for determining the prices being offered in this bid or proposal, and that the signatory has not participated and will not participate in any action contrary to subparagraphs (a)(1) through (a)(3) above; or
- (2) (i) Has been authorized, in writing, to act as agent for the following principals in certifying that those principals have not participated, and will not participate in any action contrary to subparagraphs (a)(1) through (a)(3) above (insert full name of person(s) in the bidder/offeror's organization responsible for determining the prices offered in this bid or proposal, and the title of his or her position in the bidder/offeror's organization);
- (ii) As an authorized agent, does certify that the principals named in subdivision (b)(2)(i) above have not participated, and will not participate, in any action contrary to subparagraphs (a)(1) through (a)(3) above; and

(iii) As an agent, has not personally participated, and will not participate in any action contrary to subparagraphs (a)(1) through (a)(3) above.

- (c) If the bidder/offeror deletes or modifies subparagraph (a)2 above, the bidder/offeror must furnish with its bid/offer a signed statement setting forth in detail the circumstances of the disclosure.

4. Organizational Conflicts of Interest Certification

- (a) The Contractor warrants that to the best of its knowledge and belief and except as otherwise disclosed, it does not have any organizational conflict of interest which is defined as a situation in which the nature of work under a proposed contract and a prospective contractor's organizational, financial, contractual or other interest are such that:

(i) Award of the contract may result in an unfair competitive advantage;

(ii) The Contractor's objectivity in performing the contract work may be impaired; or

(iii) That the Contractor has disclosed all relevant information and requested the HA to make a determination with respect to this Contract.

- (b) The Contractor agrees that if after award he or she discovers an organizational conflict of interest with respect to this contract, he or she shall make an immediate and full disclosure in writing to the HA which shall include a description of the action which the Contractor has taken or intends to eliminate or neutralize the conflict. The HA may, however, terminate the Contract for the convenience of HA if it would be in the best interest of HA.

- (c) In the event the Contractor was aware of an organizational conflict of interest before the award of this Contract and intentionally did not disclose the conflict to the HA, the HA may terminate the Contract for default.

- (d) The Contractor shall require a disclosure or representation from subcontractors and consultants who may be in a position to influence the advice or assistance rendered to the HA and shall include any necessary provisions to eliminate or neutralize conflicts of interest in consultant agreements or subcontracts involving performance or work under this Contract.

5. Authorized Negotiators (RFPs only)

The offeror represents that the following persons are authorized to negotiate on its behalf with the PHA in connection with this request for proposals: (list names, titles, and telephone numbers of the authorized negotiators):

| |
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6. Conflict of Interest

In the absence of any actual or apparent conflict, the offeror, by submission of a proposal, hereby warrants that to the best of its knowledge and belief, no actual or apparent conflict of interest exists with regard to my possible performance of this procurement, as described in the clause in this solicitation titled "Organizational Conflict of Interest."

7. Offeror's Signature

The offeror hereby certifies that the information contained in these certifications and representations is accurate, complete, and current.

Signature & Date:

| | |
|--|--|
| | |
|--|--|

Typed or Printed Name:

Title:

Certification Regarding Debarment and Suspension

Certification A: Certification Regarding Debarment, Suspension, and Other Responsibility Matters - Primary Covered Transactions

1. The prospective primary participant certifies to the best of its knowledge and belief that its principals;

a. Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal debarment or agency;

b. Have not within a three-year period preceding this proposal, been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification, or destruction of records, making false statements, or receiving stolen property;

c. Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (1)(b) of this certification; and

d. Have not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State, or local) terminated for cause or default.

2. Where the prospective primary participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

Instructions for Certification (A)

1. By signing and submitting this proposal, the prospective primary participant is providing the certification set out below.

2. The inability of a person to provide the certification required below will not necessarily result in denial of participation in this covered transaction. The prospective participant shall submit an explanation of why it cannot provide the certification set out below. The certification or explanation will be considered in connection with the department or agency's determination whether to enter into this transaction. However, failure of the prospective primary participant to furnish a certification or an explanation shall disqualify such person from participation in this transaction.

3. The certification in this clause is a material representation of fact upon which reliance was placed when the department or agency determined to enter into this transaction. If it is later determined that the prospective primary participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government, the department or agency may terminate this transaction for cause of default.

4. The prospective primary participant shall provide immediate written notice to the department or agency to whom this proposal is submitted if at any time the prospective primary participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.

5. The terms **covered transaction, debarred, suspended, ineligible, lower tier covered transaction, participant, person, primary covered transaction, principal, proposal, and voluntarily excluded**, as used in this clause, have the meanings set out in the Definitions and Coverage sections of the rules implementing Executive Order 12549. You may contact the department or agency to which this proposal is being submitted for assistance in obtaining a copy of these regulations.

6. The prospective primary participant agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency entering into this transaction.

7. The prospective primary participant further agrees by submitting this proposal that it will include the clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion - Lower Tier Covered Transaction," provided by the department or agency entering into this covered transaction, without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.

8. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that it is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant may decide the method and frequency by which it determines this eligibility of its principals. Each participant may, but is not required to, check the Nonprocurement List.

9. Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

10. Except for transactions authorized under paragraph (6) of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the department or agency may terminate this transaction for cause of default.

Certification B: Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion - Lower Tier Covered Transactions

1. The prospective lower tier participant certifies, by submission of this proposal, that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.
2. Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

Instructions for Certification (B)

1. By signing and submitting this proposal, the prospective lower tier participant is providing the certification set out below.
2. The certification in this clause is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the prospective lower tier participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.
3. The prospective lower tier participant shall provide immediate written notice to the person to which this proposal is submitted if at any time the prospective lower tier participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.
4. The terms **covered transaction, debarred, suspended, ineligible, lower tier covered transaction, participant, person, primary covered transaction, principal, proposal, and voluntarily excluded**, as used in this clause, have the meanings set out in the Definitions and Coverage sections of rules implementing Executive Order 12549. You may contact the person to which this proposal is submitted for assistance in obtaining a copy of these regulations.

5. The prospective lower tier participant agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency with which this transaction originated.
6. The prospective lower tier participant further agrees by submitting this proposal that it will include this clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion - Lower Tier Covered Transaction," without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.
7. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that it is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals. Each participant may, but is not required to, check the Nonprocurement List.
8. Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.
9. Except for transactions authorized under paragraph (5) of these instructions, if a participant in a lower covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the department or agency with which this transaction originated may pursue available remedies including suspension and/or debarment.

| | | |
|---|-------|------|
| Applicant | | Date |
| Signature of Authorized Certifying Official | Title | |

Certification of Payments to Influence Federal Transactions

U.S. Department of Housing
and Urban Development
Office of Public and Indian Housing

Public reporting burden for this information collection is estimated to average 30 minutes. This includes the time for collecting, reviewing, and reporting data. The information requested is required to obtain a benefit. This form is used to ensure federal funds are not used to influence members of Congress. There are no assurances of confidentiality. HUD may not conduct or sponsor, and an applicant is not required to respond to a collection of information unless it displays a currently valid OMB control number.

Applicant Name

Program/Activity Receiving Federal Grant Funding

The undersigned certifies, to the best of his or her knowledge and belief, that:

(1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, Disclosure Form to Report Lobbying, in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all sub recipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

I hereby certify that all the information stated herein, as well as any information provided in the accompaniment herewith, is true and accurate.

Warning: HUD will prosecute false claims and statements. Conviction may result in criminal and/or civil penalties. (18 U.S.C. 1001, 1010, 1012; 31 U.S.C. 3729, 3802)

Name of Authorized Official

Title

Signature

Date (mm/dd/yyyy)

DISCLOSURE OF LOBBYING ACTIVITIES

Complete this form to disclose lobbying activities pursuant to 31 U.S.C. 1352

Approved by OMB

0348-0046

(See reverse for public burden disclosure.)

| | | |
|--|---|--|
| 1. Type of Federal Action: <input type="checkbox"/> a. contract <input type="checkbox"/> b. grant <input type="checkbox"/> c. cooperative agreement <input type="checkbox"/> d. loan <input type="checkbox"/> e. loan guarantee <input type="checkbox"/> f. loan insurance | 2. Status of Federal Action: <input type="checkbox"/> a. bid/offer/application <input type="checkbox"/> b. initial award <input type="checkbox"/> c. post-award | 3. Report Type: <input type="checkbox"/> a. initial filing <input type="checkbox"/> b. material change For Material Change Only: year _____ quarter _____ date of last report _____ |
| 4. Name and Address of Reporting Entity: <input type="checkbox"/> Prime <input type="checkbox"/> Subawardee Tier _____, <i>if known</i> : Congressional District, <i>if known</i> : 4c | 5. If Reporting Entity in No. 4 is a Subawardee, Enter Name and Address of Prime: Congressional District, <i>if known</i> : | |
| 6. Federal Department/Agency: | 7. Federal Program Name/Description: CFDA Number, <i>if applicable</i> : _____ | |
| 8. Federal Action Number, if known: | 9. Award Amount, if known: \$ _____ | |
| 10. a. Name and Address of Lobbying Registrant <i>(if individual, last name, first name, MI):</i> | b. Individuals Performing Services <i>(including address if different from No. 10a)</i> <i>(last name, first name, MI):</i> | |
| 11. Information requested through this form is authorized by title 31 U.S.C. section 1352. This disclosure of lobbying activities is a material representation of fact upon which reliance was placed by the tier above when this transaction was made or entered into. This disclosure is required pursuant to 31 U.S.C. 1352. This information will be available for public inspection. Any person who fails to file the required disclosure shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure. | Signature: _____ Print Name: _____ Title: _____ Telephone No.: _____ Date: _____ | |
| Federal Use Only: | | Authorized for Local Reproduction Standard Form LLL (Rev. 7-97) |

SAVE

INSTRUCTIONS FOR COMPLETION OF SF-LLL, DISCLOSURE OF LOBBYING ACTIVITIES

This disclosure form shall be completed by the reporting entity, whether subawardee or prime Federal recipient, at the initiation or receipt of a covered Federal action, or a material change to a previous filing, pursuant to title 31 U.S.C. section 1352. The filing of a form is required for each payment or agreement to make payment to any lobbying entity for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with a covered Federal action. Complete all items that apply for both the initial filing and material change report. Refer to the implementing guidance published by the Office of Management and Budget for additional information.

1. Identify the type of covered Federal action for which lobbying activity is and/or has been secured to influence the outcome of a covered Federal action.
2. Identify the status of the covered Federal action.
3. Identify the appropriate classification of this report. If this is a followup report caused by a material change to the information previously reported, enter the year and quarter in which the change occurred. Enter the date of the last previously submitted report by this reporting entity for this covered Federal action.
4. Enter the full name, address, city, State and zip code of the reporting entity. Include Congressional District, if known. Check the appropriate classification of the reporting entity that designates if it is, or expects to be, a prime or subaward recipient. Identify the tier of the subawardee, e.g., the first subawardee of the prime is the 1st tier. Subawards include but are not limited to subcontracts, subgrants and contract awards under grants.
5. If the organization filing the report in item 4 checks "Subawardee," then enter the full name, address, city, State and zip code of the prime Federal recipient. Include Congressional District, if known.
6. Enter the name of the Federal agency making the award or loan commitment. Include at least one organizational level below agency name, if known. For example, Department of Transportation, United States Coast Guard.
7. Enter the Federal program name or description for the covered Federal action (item 1). If known, enter the full Catalog of Federal Domestic Assistance (CFDA) number for grants, cooperative agreements, loans, and loan commitments.
8. Enter the most appropriate Federal identifying number available for the Federal action identified in item 1 (e.g., Request for Proposal (RFP) number; Invitation for Bid (IFB) number; grant announcement number; the contract, grant, or loan award number; the application/proposal control number assigned by the Federal agency). Include prefixes, e.g., "RFP-DE-90-001."
9. For a covered Federal action where there has been an award or loan commitment by the Federal agency, enter the Federal amount of the award/loan commitment for the prime entity identified in item 4 or 5.
10. (a) Enter the full name, address, city, State and zip code of the lobbying registrant under the Lobbying Disclosure Act of 1995 engaged by the reporting entity identified in item 4 to influence the covered Federal action.

(b) Enter the full names of the individual(s) performing services, and include full address if different from 10 (a). Enter Last Name, First Name, and Middle Initial (MI).
11. The certifying official shall sign and date the form, print his/her name, title, and telephone number.

According to the Paperwork Reduction Act, as amended, no persons are required to respond to a collection of information unless it displays a valid OMB Control Number. The valid OMB control number for this information collection is OMB No. 0348-0046. Public reporting burden for this collection of information is estimated to average 10 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0046), Washington, DC 20503.



Proof of Insurance and Licensing

Attach proof of insurance coverage as required by the Terms and Conditions (re-stated below) and any licenses required for the scope of work.

12. Insurance: Contractor shall obtain and maintain during the performance under this Agreement the following insurance and the amount of such coverage shall be in an amount to cover all indemnity obligations and shall include, but not necessarily be limited to, the following:

12.1. Commercial general liability insurance, including a contractual liability endorsement, in an amount not less than: \$1,000,000 each occurrence; \$2,000,000 general aggregate; \$50,000 damage to premises and fire damage; and \$5,000 medical expenses for any one person.

12.1.1. The Authority and its affiliates must be named as an Additional Insured and as the Certificate Holder.

12.1.2. Commercial General Liability Insurance shall cover premises operations, fire damage, independent contractors, products and completed operations, blanket contractual liability, personal injury, and advertising liability.

12.1.3. If any aggregate limit is reduced below \$1,000,000 because of claims made or paid, the Contractor shall immediately obtain additional insurance to restore the full aggregate limit and furnish to CMHA a certificate of insurance showing compliance with this provision.

12.2. Professional liability and/or “errors and omissions” coverage with a limit not less than \$1,000,000.

12.2.1. This is required for vendors who render observational services to the Authority such as appraisers, inspectors, attorneys, engineers, or consultants.

12.2.2. The coverage shall be not less than \$1,000,000 each occurrence and \$1,000,000 general aggregate.

12.2.3. The Authority and its affiliates must be named as an Additional Insured and be a Certificate Holder.

12.2.4. If any aggregate limit is reduced below \$1,000,000 because of claims made or paid, the Contractor shall immediately obtain additional insurance to restore the full aggregate limit and furnish to CMHA a certificate of insurance showing compliance with this provision.

12.3. Automobile Liability Insurance with CMHA named as an additional insured and as the Certificate Holder with minimum limits as follows: \$1,000,000 combined single limit; \$50,000/\$100,000 for vehicles utilized during the contract if such vehicles are not owned by the Contractor or any agent, owner, or employee of the Contractor (i.e., rental vehicles); \$5,000 medical pay.

12.3.1. This is required of any contractor who will be doing hands on work at the Authority properties.



- 12.4. Workers' Compensation Insurance** as required by state statute and **Employer's Liability Insurance** covering all of Contractor's employees acting within the course and scope of this Contract.
 - 12.4.1.** Worker's Compensation is required for any contractor made up of more than one person.
 - 12.4.2.** Employer's Liability Insurance must cover all of Contractor's employees acting within the course and scope of this Contract. Employer's Liability limit is \$500,000 bodily injury for each accident, \$500,000 bodily injury by disease for each employee, and \$500,000 bodily injury disease aggregate. The Authority and its affiliates must be a Certificate Holder.
- 12.5.** Excess Liability Insurance (Umbrella Policy): may compensate for a deficiency in general liability or automobile insurance coverage limits.
- 12.6.** The coverages provided to CMHA shall be primary and not contributing to or in excess of any existing CMHA insurance coverages.
- 12.7.** The Insurance shall contain provisions preventing cancellation or non-renewal without at least 45 days' notice to CMHA and stating that the carrier will waive all rights of recovery, under subrogation or otherwise, against CMHA, its office, agents, employees or Board of Commissioners.
- 12.8.** Contractor shall provide certificates evidencing the coverage required under this Provision of this Agreement to CMHA upon execution of this Agreement and annually thereafter evidencing renewals thereof. At any time during the term of this Agreement, CMHA may request, in writing, and the Contractor shall thereupon within 10 days supply to CMHA evidence satisfactory of compliance with the provision of this section.
 - 12.8.1.** The Contract may be terminated if the insurance lapses.
- 12.9.** Provide evidence of deductibles. If awarded a contract, CMHA may require lower deductibles depending on the risk to the Agency.
- 12.10.** Coverage required of this Contract will be primary over any insurance or self-insurance carried by CMHA.



Professional References and Experience Summary

CMHA must be referenced if previous work has been provided to the Authority
References should be relevant to the scope of work of this solicitation.

| | | |
|---|--------------------------------------|--|
| 1 | Business Name | |
| | Address | |
| | Phone # & e-mail | |
| | Individual's Name (if applicable) | |
| | Description of Services | |
| | Length of Contract | |
| 2 | Business Name | |
| | Address | |
| | Phone # & e-mail | |
| | Individual's Name (if applicable) | |
| | Description of Services | |
| | Length of Contract | |
| 3 | Business Name | |
| | Address | |
| | Phone # & e-mail | |
| | Individual's Name (if applicable) | |
| | Description of Services | |
| | Length of Contract | |
| 4 | Business Name | |
| | Address | |
| | Phone # & e-mail | |
| | Individual's Name (if applicable) | |
| | Description of Services | |
| | Length of Contract | |
| 5 | Business Name | |
| | Address | |
| | Phone # & e-mail | |
| | Individual's Name (if applicable) | |
| | Description of Services | |
| | Length of Contract | |

Experience Summary

Please provide a response to the technical questions in Section 4 of the RFP document.

Answer in the space below or attach a response to your proposal submittal.

Equal Employment Opportunity Policy

Please provide a copy of your company's Equal Employment Opportunity Policy.

Answer in the space below or attach a response to your proposal submittal.

Subcontractor/Joint Venture Information (If Applicable):

The proposer shall identify hereunder whether or not he/she intends to use any subcontractors for this job, if awarded, and/or if the proposal is a joint venture with another firm. Please remember that all information required from the proposer under the proceeding Sections must also be included for any major subcontractors (10% or more) or from any joint venture. At a minimum, the following forms must be submitted for the subcontractor:

- Contractor's business name, contact name, address, email address, phone number
- HUD Packet of forms
- Section 3 forms
- Licensing and Insurance

Label forms clearly to indicate whether they are for the contractor or subcontractor.

Answer in the space below or attach a response to your proposal submittal.

Other Information (Optional)

The proposer may include hereunder any other general information that the proposer believes is appropriate to assist CMHA in its evaluation.

Answer in the space below or attach a response to your quote submittal.

CINCINNATI METROPOLITAN HOUSING AUTHORITY

CONTRACT ACCEPTANCE AND AWARD

FOR

2026-1015 Fire Watch Services

Note: The vendor should complete the vendor authorized signatures as part of the solicitation response. If the vendor is awarded a contract, then the bottom portion of this form will be completed by CMHA and sent to the vendor.

Vendor

Full business legal name: _____

(Note: Full business legal name should match the name registered with the Secretary of State or should be the owner's name followed by dba then the business name.)

I acknowledge receipt of this form which will become the contract if I am awarded and the following exhibits which are incorporated herein.

| Attachment | Contractor's signature |
|---|-------------------------------|
| Statement of Work | |
| Fees | |
| General Terms and Conditions and RFP Document including HUD 5370-C General Conditions for Non-Construction Contracts Section I (With or without Maintenance Work) | |
| | |
| Addendum ___ Dated _____ | |
| Addendum ___ Dated _____ | |
| Addendum ___ Dated _____ | |
| Addendum ___ Dated _____ | |

| | |
|--------------------------|--|
| Addendum ___ Dated _____ | |
|--------------------------|--|

The undersigned hereby proposes and agrees to furnish goods and/or services in strict compliance with the terms, specifications and conditions at the fees proposed. The undersigned further certifies that he/she is an officer of the company and has authority to negotiate and bind the company named below and that the company is qualified and authorized to perform all services as set forth.

Further, by completing and submitting this form and the response, the undersigned is thereby agreeing to abide by all terms and conditions pertaining to this solicitation as issued by CMHA. Upon issuance of award to proposer, CMHA is accepting Contractor's offer contained in the submittal. No other contractual documents will be necessary or accepted. The Contract commences upon CMHA's signature and issuance of Award on this form. Pursuant to this Contract Acceptance and Award including attachments, and pursuant to all Documents submitted, the undersigned proposes to supply the Authority with the services described herein for the fee(s) submitted pertaining to this solicitation.

Date: _____

Company: _____

By: _____
(Authorized Signature)

By: _____ Title: _____
(Print Name)

Award by CMHA

Term of Contract _____ to _____

This Agreement shall become effective upon CMHA executing and issuing this Contract Acceptance and Award. Unless otherwise stated, this contract is good for a period of one year with an option to renew annually for an additional four years at CMHA's sole discretion. However, at no time may the term of this Agreement exceed five years.

Cincinnati Metropolitan Housing Authority

Date: _____



**SOLICITATION 2026-1015
ATTACHMENT B FEE SUBMISSION FORM**

Fire Watch Services

The proposed fees are all-inclusive of all related costs that the successful proposer will incur to provide the noted services. The Proposer is responsible for providing firm, fixed costs as specified below. In addition, the proposer must provide a fixed, firm cost for additional services.

If Contractor is awarded the contract for this solicitation, this Fee Submission Form may be used as Exhibit B to the Contract. The completion of the form is no guarantee of a contract or the award of any services.

Fire Watch Services

Proposed Fees: Offeror shall provide firm fixed costs to provide the services described in the RFP

| Item No. | Description | Firm Fixed Hourly Rate (\$) |
|----------|---|-----------------------------|
| 1 | Hourly Rate (Regular Time) | \$ |
| 2 | Supervisor Rate (Regular) | \$ |
| 3 | Hourly Rate (Overtime)* 1.5 x Regular Rate | \$ |
| 4 | Supervisor Rate (Overtime)* 1.5 x Regular Rate | \$ |

***SEE SECTION 4.9 OF ATTACHMENT A. CMHA WILL PAY 1.5 OF THE REGULAR RATE. THIS IS FOR HOLIDAYS LISTED IN SECTION 4.9 OF ATTACHMENT A ONLY. ANY WORK OVER 40 HOURS ON NON-HOLIDAYS MUST BE APPROVED IN WRITING BY PROPERTY MANAGER.**

ATTENTION: PER THE ATTACHED SCA RATES AND SCA HEALTH & WELFARE RATE REQUIREMENTS A VENDOR'S MINIMUM RATES FOR REGULAR TIME ALLOWED ARE:

**GUARD \$23.59 (\$17.59 + \$5.55)
SUPERVISOR \$25.25 (\$19.70 + \$5.55)**

DISCOUNT OFFERED FOR EARLY PAYMENT: _____ % if invoice paid within _____ days of properly submitted invoice as stated in the RFP.



**SOLICITATION 2026-1015
ATTACHMENT B FEE SUBMISSION FORM**

PROPOSER'S STATEMENT

The undersigned proposer hereby states that by completing and submitting this Form and all other documents within this submittal, he/she is verifying that all information provided herein is, to the best of his/her knowledge, true and accurate, and that if the Authority discovers that any information entered herein to be false, such shall entitle the Authority to not consider or make award or to cancel any award with the undersigned party. Pursuant to all solicitation documents including attachments, this Fee Submission Form, and pursuant to all documents submitted, the undersigned proposes to supply the Authority with the services and/or products described herein for the fee(s) submitted pertaining to this RFP.

Date: _____

Company: _____

Address: _____

City, State, Zip _____

Phone(s): _____

Email: _____

By: _____
(Signature of Offerer)

By: _____ Title: _____
(Print Name)

| | |
|--|--|
| "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 Wage Determination No.: 2015-4719 Revision No.: 31 Date Of Last Revision: 12/03/2025 |
| Daniel W. Simms Director | Division of Wage Determinations |

States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Ohio
 Kentucky Counties of Boone, Bracken, Campbell, Gallatin, Grant, Kenton,
 Pendleton
 Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 18.61 |
| 01012 - Accounting Clerk II | | 20.88 |
| 01013 - Accounting Clerk III | | 23.36 |
| 01020 - Administrative Assistant | | 31.80 |
| 01035 - Court Reporter | | 29.11 |
| 01041 - Customer Service Representative I | | 15.98 |
| 01042 - Customer Service Representative II | | 17.44 |
| 01043 - Customer Service Representative III | | 19.57 |
| 01051 - Data Entry Operator I | | 18.27 |
| 01052 - Data Entry Operator II | | 19.93 |
| 01060 - Dispatcher, Motor Vehicle | | 23.49 |
| 01070 - Document Preparation Clerk | | 21.03 |
| 01090 - Duplicating Machine Operator | | 21.03 |
| 01111 - General Clerk I | | 17.05 |
| 01112 - General Clerk II | | 18.61 |
| 01113 - General Clerk III | | 20.89 |
| 01120 - Housing Referral Assistant | | 23.82 |
| 01141 - Messenger Courier | | 19.24 |
| 01191 - Order Clerk I | | 20.01 |
| 01192 - Order Clerk II | | 21.84 |
| 01261 - Personnel Assistant (Employment) I | | 19.38 |
| 01262 - Personnel Assistant (Employment) II | | 21.68 |
| 01263 - Personnel Assistant (Employment) III | | 24.16 |
| 01270 - Production Control Clerk | | 27.73 |
| 01290 - Rental Clerk | | 18.24 |
| 01300 - Scheduler, Maintenance | | 19.10 |
| 01311 - Secretary I | | 19.10 |
| 01312 - Secretary II | | 21.36 |
| 01313 - Secretary III | | 23.82 |
| 01320 - Service Order Dispatcher | | 21.00 |
| 01410 - Supply Technician | | 31.80 |
| 01420 - Survey Worker | | 20.00 |
| 01460 - Switchboard Operator/Receptionist | | 16.86 |
| 01531 - Travel Clerk I | | 16.59 |
| 01532 - Travel Clerk II | | 18.49 |
| 01533 - Travel Clerk III | | 20.65 |
| 01611 - Word Processor I | | 19.64 |
| 01612 - Word Processor II | | 22.05 |
| 01613 - Word Processor III | | 24.66 |

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|--|-------|
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.71 |
| 05010 - Automotive Electrician | 23.12 |
| 05040 - Automotive Glass Installer | 21.61 |
| 05070 - Automotive Worker | 22.26 |
| 05110 - Mobile Equipment Servicer | 20.65 |
| 05130 - Motor Equipment Metal Mechanic | 24.59 |
| 05160 - Motor Equipment Metal Worker | 22.26 |
| 05190 - Motor Vehicle Mechanic | 23.03 |
| 05220 - Motor Vehicle Mechanic Helper | 20.30 |
| 05250 - Motor Vehicle Upholstery Worker | 21.42 |
| 05280 - Motor Vehicle Wrecker | 22.26 |
| 05310 - Painter, Automotive | 23.12 |
| 05340 - Radiator Repair Specialist | 22.26 |
| 05370 - Tire Repairer | 18.72 |
| 05400 - Transmission Repair Specialist | 24.59 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.00 |
| 07041 - Cook I | 17.40 |
| 07042 - Cook II | 19.73 |
| 07070 - Dishwasher | 14.36 |
| 07130 - Food Service Worker | 15.05 |
| 07210 - Meat Cutter | 18.05 |
| 07260 - Waiter/Waitress | 13.26 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.86 |
| 09040 - Furniture Handler | 14.18 |
| 09080 - Furniture Refinisher | 21.41 |
| 09090 - Furniture Refinisher Helper | 16.92 |
| 09110 - Furniture Repairer, Minor | 19.37 |
| 09130 - Upholsterer | 21.02 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 17.53 |
| 11060 - Elevator Operator | 16.89 |
| 11090 - Gardener | 23.67 |
| 11122 - Housekeeping Aide | 16.89 |
| 11150 - Janitor | 16.89 |
| 11210 - Laborer, Grounds Maintenance | 18.05 |
| 11240 - Maid or Houseman | 14.82 |
| 11260 - Pruner | 16.23 |
| 11270 - Tractor Operator | 21.72 |
| 11330 - Trail Maintenance Worker | 18.05 |
| 11360 - Window Cleaner | 18.79 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.56 |
| 12011 - Breath Alcohol Technician | 26.97 |
| 12012 - Certified Occupational Therapist Assistant | 31.02 |
| 12015 - Certified Physical Therapist Assistant | 31.23 |
| 12020 - Dental Assistant | 23.83 |
| 12025 - Dental Hygienist | 44.63 |
| 12030 - EKG Technician | 36.64 |
| 12035 - Electroneurodiagnostic Technologist | 36.64 |
| 12040 - Emergency Medical Technician | 19.56 |
| 12071 - Licensed Practical Nurse I | 24.11 |
| 12072 - Licensed Practical Nurse II | 26.97 |
| 12073 - Licensed Practical Nurse III | 30.06 |
| 12100 - Medical Assistant | 20.90 |
| 12130 - Medical Laboratory Technician | 29.99 |
| 12160 - Medical Record Clerk | 22.19 |
| 12190 - Medical Record Technician | 24.82 |
| 12195 - Medical Transcriptionist | 22.39 |
| 12210 - Nuclear Medicine Technologist | 46.41 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.36 |
| 12223 - Nursing Assistant III | 16.77 |

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|--|---------|
| 12224 - Nursing Assistant IV | 18.82 |
| 12235 - Optical Dispenser | 23.53 |
| 12236 - Optical Technician | 19.76 |
| 12250 - Pharmacy Technician | 18.73 |
| 12280 - Phlebotomist | 19.61 |
| 12305 - Radiologic Technologist | 34.23 |
| 12311 - Registered Nurse I | 26.57 |
| 12312 - Registered Nurse II | 32.50 |
| 12313 - Registered Nurse II, Specialist | 32.50 |
| 12314 - Registered Nurse III | 39.32 |
| 12315 - Registered Nurse III, Anesthetist | 39.32 |
| 12316 - Registered Nurse IV | 47.14 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 33.41 |
| 12320 - Substance Abuse Treatment Counselor | 27.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 24.40 |
| 13012 - Exhibits Specialist II | 30.22 |
| 13013 - Exhibits Specialist III | 36.96 |
| 13041 - Illustrator I | 24.07 |
| 13042 - Illustrator II | 29.82 |
| 13043 - Illustrator III | 36.48 |
| 13047 - Librarian | 30.23 |
| 13050 - Library Aide/Clerk | 16.18 |
| 13054 - Library Information Technology Systems Administrator | 27.30 |
| 13058 - Library Technician | 17.01 |
| 13061 - Media Specialist I | 19.70 |
| 13062 - Media Specialist II | 22.03 |
| 13063 - Media Specialist III | 24.56 |
| 13071 - Photographer I | 18.44 |
| 13072 - Photographer II | 20.84 |
| 13073 - Photographer III | 25.81 |
| 13074 - Photographer IV | 31.57 |
| 13075 - Photographer V | 38.19 |
| 13090 - Technical Order Library Clerk | 20.15 |
| 13110 - Video Teleconference Technician | 23.64 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 20.55 |
| 14042 - Computer Operator II | 22.98 |
| 14043 - Computer Operator III | 25.61 |
| 14044 - Computer Operator IV | 28.47 |
| 14045 - Computer Operator V | 31.53 |
| 14071 - Computer Programmer I | (see 1) |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 20.55 |
| 14160 - Personal Computer Support Technician | 28.47 |
| 14170 - System Support Specialist | 31.53 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.05 |
| 15050 - Computer Based Training Specialist / Instructor | 34.51 |
| 15060 - Educational Technologist | 36.66 |
| 15070 - Flight Instructor (Pilot) | 50.05 |
| 15080 - Graphic Artist | 26.77 |
| 15085 - Maintenance Test Pilot, Fixed, Jet/Prop | 50.05 |
| 15086 - Maintenance Test Pilot, Rotary Wing | 50.05 |
| 15088 - Non-Maintenance Test/Co-Pilot | 50.05 |
| 15090 - Technical Instructor | 27.12 |
| 15095 - Technical Instructor/Course Developer | 33.17 |

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|---|-------|
| 15110 - Test Proctor | 21.90 |
| 15120 - Tutor | 21.90 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 12.17 |
| 16030 - Counter Attendant | 12.17 |
| 16040 - Dry Cleaner | 15.01 |
| 16070 - Finisher, Flatwork, Machine | 12.17 |
| 16090 - Presser, Hand | 12.17 |
| 16110 - Presser, Machine, Drycleaning | 12.17 |
| 16130 - Presser, Machine, Shirts | 12.17 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 12.17 |
| 16190 - Sewing Machine Operator | 16.06 |
| 16220 - Tailor | 17.11 |
| 16250 - Washer, Machine | 12.85 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.54 |
| 19040 - Tool And Die Maker | 30.54 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 22.22 |
| 21030 - Material Coordinator | 27.73 |
| 21040 - Material Expediter | 27.73 |
| 21050 - Material Handling Laborer | 19.54 |
| 21071 - Order Filler | 17.79 |
| 21080 - Production Line Worker (Food Processing) | 22.22 |
| 21110 - Shipping Packer | 19.99 |
| 21130 - Shipping/Receiving Clerk | 19.99 |
| 21140 - Store Worker I | 17.27 |
| 21150 - Stock Clerk | 22.66 |
| 21210 - Tools And Parts Attendant | 22.22 |
| 21410 - Warehouse Specialist | 22.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 39.20 |
| 23019 - Aircraft Logs and Records Technician | 32.74 |
| 23021 - Aircraft Mechanic I | 37.86 |
| 23022 - Aircraft Mechanic II | 39.20 |
| 23023 - Aircraft Mechanic III | 40.47 |
| 23040 - Aircraft Mechanic Helper | 28.27 |
| 23050 - Aircraft, Painter | 36.38 |
| 23060 - Aircraft Servicer | 32.74 |
| 23070 - Aircraft Survival Flight Equipment Technician | 36.38 |
| 23080 - Aircraft Worker | 34.77 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 34.77 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 37.86 |
| 23110 - Appliance Mechanic | 24.70 |
| 23120 - Bicycle Repairer | 25.62 |
| 23125 - Cable Splicer | 43.01 |
| 23130 - Carpenter, Maintenance | 27.72 |
| 23140 - Carpet Layer | 25.35 |
| 23160 - Electrician, Maintenance | 30.14 |
| 23181 - Electronics Technician Maintenance I | 30.00 |
| 23182 - Electronics Technician Maintenance II | 31.38 |
| 23183 - Electronics Technician Maintenance III | 32.66 |
| 23260 - Fabric Worker | 27.24 |
| 23290 - Fire Alarm System Mechanic | 29.08 |
| 23310 - Fire Extinguisher Repairer | 25.62 |
| 23311 - Fuel Distribution System Mechanic | 36.62 |
| 23312 - Fuel Distribution System Operator | 29.97 |
| 23370 - General Maintenance Worker | 25.15 |
| 23380 - Ground Support Equipment Mechanic | 37.86 |
| 23381 - Ground Support Equipment Servicer | 32.74 |
| 23382 - Ground Support Equipment Worker | 34.77 |
| 23391 - Gunsmith I | 25.62 |
| 23392 - Gunsmith II | 28.82 |

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|---|-------|
| 23393 - Gunsmith III | 31.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 29.30 |
| 23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 30.34 |
| 23430 - Heavy Equipment Mechanic | 30.75 |
| 23440 - Heavy Equipment Operator | 31.32 |
| 23460 - Instrument Mechanic | 34.77 |
| 23465 - Laboratory/Shelter Mechanic | 30.12 |
| 23470 - Laborer | 19.54 |
| 23510 - Locksmith | 23.52 |
| 23530 - Machinery Maintenance Mechanic | 31.83 |
| 23550 - Machinist, Maintenance | 27.39 |
| 23580 - Maintenance Trades Helper | 18.54 |
| 23591 - Metrology Technician I | 34.77 |
| 23592 - Metrology Technician II | 36.00 |
| 23593 - Metrology Technician III | 37.17 |
| 23640 - Millwright | 36.88 |
| 23710 - Office Appliance Repairer | 23.15 |
| 23760 - Painter, Maintenance | 26.24 |
| 23790 - Pipefitter, Maintenance | 32.98 |
| 23810 - Plumber, Maintenance | 31.74 |
| 23820 - Pneudraulic Systems Mechanic | 31.30 |
| 23850 - Rigger | 34.14 |
| 23870 - Scale Mechanic | 28.82 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.42 |
| 23910 - Small Engine Mechanic | 22.76 |
| 23931 - Telecommunications Mechanic I | 29.80 |
| 23932 - Telecommunications Mechanic II | 30.86 |
| 23950 - Telephone Lineman | 28.30 |
| 23960 - Welder, Combination, Maintenance | 24.53 |
| 23965 - Well Driller | 31.30 |
| 23970 - Woodcraft Worker | 31.30 |
| 23980 - Woodworker | 25.62 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 19.81 |
| 24570 - Child Care Attendant | 14.02 |
| 24580 - Child Care Center Clerk | 17.49 |
| 24610 - Chore Aide | 15.38 |
| 24620 - Family Readiness And Support Services Coordinator | 19.81 |
| 24630 - Homemaker | 19.81 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 37.54 |
| 25040 - Sewage Plant Operator | 28.59 |
| 25070 - Stationary Engineer | 37.54 |
| 25190 - Ventilation Equipment Tender | 27.91 |
| 25210 - Water Treatment Plant Operator | 28.59 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 28.18 |
| 27007 - Baggage Inspector | 17.59 |
| 27008 - Corrections Officer | 25.45 |
| 27010 - Court Security Officer | 25.74 |
| 27030 - Detection Dog Handler | 19.70 |
| 27040 - Detention Officer | 25.45 |
| 27070 - Firefighter | 26.03 |
| 27101 - Guard I | 17.59 |
| 27102 - Guard II | 19.70 |
| 27131 - Police Officer I | 34.78 |
| 27132 - Police Officer II | 38.66 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 17.20 |
| 28042 - Carnival Equipment Repairer | 18.51 |
| 28043 - Carnival Worker | 13.37 |
| 28210 - Gate Attendant/Gate Tender | 17.54 |

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|---|-------|
| 28310 - Lifeguard | 13.62 |
| 28350 - Park Attendant (Aide) | 19.62 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.32 |
| 28515 - Recreation Specialist | 24.30 |
| 28630 - Sports Official | 15.63 |
| 28690 - Swimming Pool Operator | 21.65 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 30.42 |
| 29020 - Hatch Tender | 30.42 |
| 29030 - Line Handler | 30.42 |
| 29041 - Stevedore I | 28.75 |
| 29042 - Stevedore II | 31.80 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 47.99 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 33.10 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 36.45 |
| 30021 - Archeological Technician I | 19.58 |
| 30022 - Archeological Technician II | 21.90 |
| 30023 - Archeological Technician III | 27.12 |
| 30030 - Cartographic Technician | 27.12 |
| 30040 - Civil Engineering Technician | 29.40 |
| 30051 - Cryogenic Technician I | 30.04 |
| 30052 - Cryogenic Technician II | 33.17 |
| 30061 - Drafter/CAD Operator I | 19.58 |
| 30062 - Drafter/CAD Operator II | 21.90 |
| 30063 - Drafter/CAD Operator III | 24.40 |
| 30064 - Drafter/CAD Operator IV | 30.04 |
| 30081 - Engineering Technician I | 19.15 |
| 30082 - Engineering Technician II | 21.49 |
| 30083 - Engineering Technician III | 24.04 |
| 30084 - Engineering Technician IV | 29.78 |
| 30085 - Engineering Technician V | 36.42 |
| 30086 - Engineering Technician VI | 44.07 |
| 30090 - Environmental Technician | 24.51 |
| 30095 - Evidence Control Specialist | 27.12 |
| 30210 - Laboratory Technician | 27.78 |
| 30221 - Latent Fingerprint Technician I | 29.12 |
| 30222 - Latent Fingerprint Technician II | 32.16 |
| 30240 - Mathematical Technician | 27.71 |
| 30361 - Paralegal/Legal Assistant I | 23.75 |
| 30362 - Paralegal/Legal Assistant II | 29.42 |
| 30363 - Paralegal/Legal Assistant III | 35.98 |
| 30364 - Paralegal/Legal Assistant IV | 43.53 |
| 30375 - Petroleum Supply Specialist | 33.17 |
| 30390 - Photo-Optics Technician | 27.12 |
| 30395 - Radiation Control Technician | 33.17 |
| 30461 - Technical Writer I | 28.72 |
| 30462 - Technical Writer II | 35.12 |
| 30463 - Technical Writer III | 42.49 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 30.50 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 36.90 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 44.23 |
| 30494 - Unexploded (UXO) Safety Escort | 30.50 |
| 30495 - Unexploded (UXO) Sweep Personnel | 30.50 |
| 30501 - Weather Forecaster I | 30.04 |
| 30502 - Weather Forecaster II | 36.54 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 24.40 |
| 30621 - Weather Observer, Senior (see 2) | 27.12 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 36.90 |
| 31020 - Bus Aide | 19.59 |
| 31030 - Bus Driver | 26.49 |
| 31043 - Driver Courier | 19.30 |
| 31260 - Parking and Lot Attendant | 15.43 |

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|---|-------|
| 31290 - Shuttle Bus Driver | 18.95 |
| 31310 - Taxi Driver | 14.26 |
| 31361 - Truckdriver, Light | 21.03 |
| 31362 - Truckdriver, Medium | 22.45 |
| 31363 - Truckdriver, Heavy | 28.37 |
| 31364 - Truckdriver, Tractor-Trailer | 28.37 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 17.99 |
| 99030 - Cashier | 13.77 |
| 99050 - Desk Clerk | 14.65 |
| 99095 - Embalmer | 30.56 |
| 99130 - Flight Follower | 30.50 |
| 99251 - Laboratory Animal Caretaker I | 16.59 |
| 99252 - Laboratory Animal Caretaker II | 17.85 |
| 99260 - Marketing Analyst | 33.85 |
| 99310 - Mortician | 30.56 |
| 99410 - Pest Controller | 21.70 |
| 99510 - Photofinishing Worker | 16.03 |
| 99710 - Recycling Laborer | 26.39 |
| 99711 - Recycling Specialist | 31.76 |
| 99730 - Refuse Collector | 23.72 |
| 99810 - Sales Clerk | 14.76 |
| 99820 - School Crossing Guard | 16.12 |
| 99830 - Survey Party Chief | 27.85 |
| 99831 - Surveying Aide | 16.81 |
| 99832 - Surveying Technician | 24.88 |
| 99840 - Vending Machine Attendant | 16.81 |
| 99841 - Vending Machine Repairer | 20.77 |
| 99842 - Vending Machine Repairer Helper | 16.81 |

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 \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. 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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

week, or \$882.27 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is

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

The process for preparing a conformance request is as follows:

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

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

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



July 7, 2025

ALL AGENCY MEMORANDUM NUMBER 250

TO: All Contracting Agencies of the Federal Government and the District of Columbia

FROM: Donald M. Harrison, III, Acting Administrator *D.M.H.*

SUBJECT: 2025 Service Contract Act Health and Welfare Fringe Benefit

Per 29 C.F.R. § 4.52, the prevailing health and welfare fringe benefits issued under the McNamara-O'Hara Service Contract Act (SCA) will increase to a rate of **\$5.55 per hour**. As prescribed by the regulations, this benefit rate is derived from the latest Bureau of Labor Statistics Employment Cost Index summary of Employer Cost for Employee Compensation (ECEC). On or about July 7, 2025, the Wage and Hour Division (WHD) will publish updated wage determinations reflecting the new SCA health and welfare fringe benefits rate of \$5.55 per hour on the SAM.gov (www.sam.gov) and WHD (www.dol.gov/whd) websites.

Paid Sick Leave - Executive Order 13706

Executive Order 13706, Establishing Paid Sick Leave for Federal Contractors (EO 13706), requires certain employers that contract with the federal government to provide their employees with up to 56 hours (seven days) of paid sick leave annually, including for family care and absences resulting from domestic violence, sexual assault, and stalking. EO 13706 applies to new contracts with the federal government that result from solicitations *issued on or after January 1, 2017* (or that are awarded outside the solicitation process on or after January 1, 2017). More information is available at <https://www.dol.gov/whd/govcontracts/eo13706/>.

An employer's contributions made to satisfy its paid sick leave obligations under EO 13706 must be provided *in addition to* health and welfare fringe benefit contributions under the SCA. Therefore, an employer's paid sick leave contributions under EO 13706 may not be credited toward its obligations under the SCA. In accordance with EO 13706, WHD establishes an alternate health and welfare rate that excludes the portion of the standard health and welfare rate attributed to paid sick leave. Therefore, when an employer is required to comply with EO 13706, the SCA health and welfare fringe benefits rate for employees performing on contracts covered by EO 13706 will be \$5.09 for each hour of work on the contracts (which, based on a 40-hour workweek, is \$203.60 per week, or \$882.27 per month).

Service Contract Act Health and Welfare Fringe Benefit Rate for Contracts not Subject to Executive Order 13706

As of July 7, 2025, the employee-by-employee benefit rate will be **\$5.55 per hour**. Based on a 40-hour workweek, this equates to \$222.00 per week, or \$962.00 per month.

Solicitations/Contracts Affected

All invitations for bids opened and service contracts awarded on or after July 7, 2025 must include an updated SCA Wage Determination (WD) that comports with the regulatory health and welfare fringe benefit determination method. Contracting agencies may make pen-and-ink changes to their current WDs received for contracts beginning on or after July 7, 2025 and for which the updated health and welfare rates were not included. Revised WDs reflecting the new benefit rates will be available at SAM.gov (www.sam.gov) and WHD (www.dol.gov/whd) websites on or about July 7, 2025.

Health and Welfare Fringe Benefit Rates for Wage Determinations for the State of Hawaii

Under section 2(a)(2) of the SCA, fringe benefit payments required by state law may not be used to satisfy an employer's fringe benefit obligations. Hawaii law, for example, requires that most employers provide health insurance coverage for their employees. Therefore, employer contributions that are made to satisfy an employer's obligations under the Hawaii Prepaid Health Care Act (HPHCA) may not be credited toward the employer's obligations under the SCA. The SCA WDs have addressed this issue in the past by excluding the health insurance portion of the nationwide health and welfare fringe benefit rate.

Consistent with past practice, and in recognition that Hawaii law requires employers to provide health care coverage for most employees, the SCA WDs for Hawaii will continue to exclude the health insurance portion of the nationwide health and welfare fringe benefit rate for all employees on whose behalf the employer provides benefits pursuant to the HPHCA. Some Hawaii employers, however, are not required to make, and in fact do not make, contributions for certain employees under the HPHCA. In such circumstances, the reduced fringe benefit level is not appropriate.

The SCA health and welfare fringe benefits level for Hawaii will be \$2.42 per hour (which, based on a 40-hour workweek, is \$96.80 per week, or \$419.47 per month) for all employees on whose behalf the contractor is required to provide health care benefits pursuant to the HPHCA. For employees on whose behalf the contractor is required to provide health care benefits pursuant to the HPHCA and who are performing on contracts covered by EO 13706, the health and welfare fringe benefits level will be \$1.96 for each hour performing work on such a contract (which, based on a 40-hour workweek, is \$78.40 per week, or \$339.73 per month). For employees not receiving mandated health care benefits under the HPHCA, the new health and welfare amount will be \$5.55 per hour (or, as noted on page 2 above, \$5.09 per hour for employees performing work on contracts covered by EO 13706).