

CONTRACT: DCKT-2010-CB-0120

ATTACHMENT J.1.1

Wage Determination

WD 05-2103 (Rev.-8) was first posted on www.wdol.gov on 06/02/2009

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of
Director Wage Determinations

Wage Determination No.: 2005-2103
Revision No.: 8
Date Of Revision: 05/26/2009

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince
George's, St Mary's
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier,
King George, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.05
01012 - Accounting Clerk II		15.78
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.55
01040 - Court Reporter		19.95
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		16.94
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		13.92
01112 - General Clerk II		15.32
01113 - General Clerk III		18.74
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		12.38
01191 - Order Clerk I		14.85
01192 - Order Clerk II		16.29
01261 - Personnel Assistant (Employment) I		17.31
01262 - Personnel Assistant (Employment) II		19.36
01263 - Personnel Assistant (Employment) III		21.66
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.12
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.70
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		16.10
01410 - Supply Technician		28.55
01420 - Survey Worker		19.46
01531 - Travel Clerk I		12.92
01532 - Travel Clerk II		13.89
01533 - Travel Clerk III		14.92
01611 - Word Processor I		14.21
01612 - Word Processor II		16.65
01613 - Word Processor III		19.95
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.26
05010 - Automotive Electrician		23.51
05040 - Automotive Glass Installer		22.15

05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.48
07041 - Cook I	11.97
07042 - Cook II	13.28
07070 - Dishwasher	9.82
07130 - Food Service Worker	10.66
07210 - Meat Cutter	17.04
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	12.78
09080 - Furniture Refinisher	18.39
09090 - Furniture Refinisher Helper	14.11
09110 - Furniture Repairer, Minor	16.31
09130 - Upholsterer	18.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.50
11060 - Elevator Operator	10.50
11090 - Gardener	16.22
11122 - Housekeeping Aide	11.25
11150 - Janitor	11.25
11210 - Laborer, Grounds Maintenance	12.47
11240 - Maid or Houseman	11.03
11260 - Pruner	11.37
11270 - Tractor Operator	14.66
11330 - Trail Maintenance Worker	12.47
11360 - Window Cleaner	11.68
12000 - Health Occupations	
12010 - Ambulance Driver	19.46
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	21.01
12015 - Certified Physical Therapist Assistant	21.01
12020 - Dental Assistant	16.97
12025 - Dental Hygienist	40.68
12030 - EKG Technician	25.95
12035 - Electroneurodiagnostic Technologist	25.95
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	18.82
12072 - Licensed Practical Nurse II	21.09
12073 - Licensed Practical Nurse III	23.47
12100 - Medical Assistant	14.89
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	16.06
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	18.77
12210 - Nuclear Medicine Technologist	34.18
12221 - Nursing Assistant I	10.47
12222 - Nursing Assistant II	11.77
12223 - Nursing Assistant III	13.02
12224 - Nursing Assistant IV	14.62
12235 - Optical Dispenser	20.17
12236 - Optical Technician	14.41

12250 - Pharmacy Technician	16.47
12280 - Phlebotomist	14.62
12305 - Radiologic Technologist	28.28
12311 - Registered Nurse I	26.73
12312 - Registered Nurse II	32.41
12313 - Registered Nurse II, Specialist	32.41
12314 - Registered Nurse III	38.98
12315 - Registered Nurse III, Anesthetist	38.98
12316 - Registered Nurse IV	46.73
12317 - Scheduler (Drug and Alcohol Testing)	19.75
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.86
13012 - Exhibits Specialist II	24.61
13013 - Exhibits Specialist III	30.09
13041 - Illustrator I	20.48
13042 - Illustrator II	25.38
13043 - Illustrator III	31.03
13047 - Librarian	30.80
13050 - Library Aide/Clerk	14.21
13054 - Library Information Technology Systems Administrator	27.82
13058 - Library Technician	19.89
13061 - Media Specialist I	18.73
13062 - Media Specialist II	20.95
13063 - Media Specialist III	23.36
13071 - Photographer I	16.14
13072 - Photographer II	18.90
13073 - Photographer III	23.67
13074 - Photographer IV	28.65
13075 - Photographer V	30.69
13110 - Video Teleconference Technician	19.35
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.54
14042 - Computer Operator II	20.74
14043 - Computer Operator III	23.12
14044 - Computer Operator IV	25.69
14045 - Computer Operator V	28.45
14071 - Computer Programmer I	(see 1) 25.43
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	18.54
14160 - Personal Computer Support Technician	25.69
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.71
15020 - Aircrew Training Devices Instructor (Rated)	43.84
15030 - Air Crew Training Devices Instructor (Pilot)	52.55
15050 - Computer Based Training Specialist / Instructor	34.39
15060 - Educational Technologist	32.75
15070 - Flight Instructor (Pilot)	52.55
15080 - Graphic Artist	26.80
15090 - Technical Instructor	25.08
15095 - Technical Instructor/Course Developer	30.67
15110 - Test Proctor	20.20
15120 - Tutor	20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.44
16030 - Counter Attendant	9.44
16040 - Dry Cleaner	12.21
16070 - Finisher, Flatwork, Machine	9.44
16090 - Presser, Hand	9.44

16110 - Presser, Machine, Drycleaning	9.44
16130 - Presser, Machine, Shirts	9.44
16160 - Presser, Machine, Wearing Apparel, Laundry	9.44
16190 - Sewing Machine Operator	13.07
16220 - Tailor	13.90
16250 - Washer, Machine	10.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.22
19040 - Tool And Die Maker	23.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.90
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	12.92
21071 - Order Filler	13.87
21080 - Production Line Worker (Food Processing)	17.90
21110 - Shipping Packer	14.46
21130 - Shipping/Receiving Clerk	14.46
21140 - Store Worker I	11.44
21150 - Stock Clerk	16.46
21210 - Tools And Parts Attendant	17.90
21410 - Warehouse Specialist	17.90
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.68
23021 - Aircraft Mechanic I	24.46
23022 - Aircraft Mechanic II	25.68
23023 - Aircraft Mechanic III	26.97
23040 - Aircraft Mechanic Helper	16.61
23050 - Aircraft, Painter	23.42
23060 - Aircraft Servicer	18.71
23080 - Aircraft Worker	19.90
23110 - Appliance Mechanic	21.62
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	25.61
23130 - Carpenter, Maintenance	20.99
23140 - Carpet Layer	19.33
23160 - Electrician, Maintenance	27.43
23181 - Electronics Technician Maintenance I	23.70
23182 - Electronics Technician Maintenance II	25.15
23183 - Electronics Technician Maintenance III	26.50
23260 - Fabric Worker	19.01
23290 - Fire Alarm System Mechanic	22.78
23310 - Fire Extinguisher Repairer	17.52
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	19.38
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	24.46
23381 - Ground Support Equipment Servicer	18.71
23382 - Ground Support Equipment Worker	19.90
23391 - Gunsmith I	17.52
23392 - Gunsmith II	20.38
23393 - Gunsmith III	22.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.94
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.37
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	22.78
23460 - Instrument Mechanic	22.59
23465 - Laboratory/Shelter Mechanic	21.62
23470 - Laborer	14.27
23510 - Locksmith	21.11
23530 - Machinery Maintenance Mechanic	22.99
23550 - Machinist, Maintenance	21.78

23580 - Maintenance Trades Helper	16.61
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.62
23790 - Pipefitter, Maintenance	23.19
23810 - Plumber, Maintenance	20.99
23820 - Pneudraulic Systems Mechanic	22.78
23850 - Rigger	22.78
23870 - Scale Mechanic	20.38
23890 - Sheet-Metal Worker, Maintenance	22.78
23910 - Small Engine Mechanic	20.38
23931 - Telecommunications Mechanic I	27.74
23932 - Telecommunications Mechanic II	29.24
23950 - Telephone Lineman	26.38
23960 - Welder, Combination, Maintenance	22.78
23965 - Well Driller	22.78
23970 - Woodcraft Worker	22.78
23980 - Woodworker	17.52
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	10.52
24620 - Family Readiness And Support Services Coordinator	15.68
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.10
25040 - Sewage Plant Operator	20.73
25070 - Stationary Engineer	27.10
25190 - Ventilation Equipment Tender	19.08
25210 - Water Treatment Plant Operator	20.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	12.66
27008 - Corrections Officer	22.25
27010 - Court Security Officer	23.33
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	22.25
27070 - Firefighter	22.39
27101 - Guard I	12.66
27102 - Guard II	20.57
27131 - Police Officer I	26.14
27132 - Police Officer II	28.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.63
28043 - Carnival Equipment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	18.04
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.13
29020 - Hatch Tender	23.13
29030 - Line Handler	23.13
29041 - Stevedore I	21.31
29042 - Stevedore II	24.24
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.00
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.21
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.86
30021 - Archeological Technician I	18.93
30022 - Archeological Technician II	21.11
30023 - Archeological Technician III	27.56
30030 - Cartographic Technician	27.56
30040 - Civil Engineering Technician	24.01
30061 - Drafter/CAD Operator I	19.89
30062 - Drafter/CAD Operator II	22.25
30063 - Drafter/CAD Operator III	24.80
30064 - Drafter/CAD Operator IV	30.52
30081 - Engineering Technician I	21.63
30082 - Engineering Technician II	24.29
30083 - Engineering Technician III	27.17
30084 - Engineering Technician IV	33.66
30085 - Engineering Technician V	41.16
30086 - Engineering Technician VI	49.81
30090 - Environmental Technician	24.92
30210 - Laboratory Technician	23.38
30240 - Mathematical Technician	28.94
30361 - Paralegal/Legal Assistant I	21.36
30362 - Paralegal/Legal Assistant II	26.47
30363 - Paralegal/Legal Assistant III	32.36
30364 - Paralegal/Legal Assistant IV	39.16
30390 - Photo-Optics Technician	27.56
30461 - Technical Writer I	21.84
30462 - Technical Writer II	26.70
30463 - Technical Writer III	32.31
30491 - Unexploded Ordnance (UXO) Technician I	24.15
30492 - Unexploded Ordnance (UXO) Technician II	29.22
30493 - Unexploded Ordnance (UXO) Technician III	35.03
30494 - Unexploded (UXO) Safety Escort	24.15
30495 - Unexploded (UXO) Sweep Personnel	24.15
30620 - Weather Observer, Combined Upper Air Or (see 2)	24.80
Surface Programs	
30621 - Weather Observer, Senior (see 2)	27.56
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.02
31030 - Bus Driver	18.95
31043 - Driver Courier	12.71
31260 - Parking and Lot Attendant	10.07
31290 - Shuttle Bus Driver	14.69
31310 - Taxi Driver	13.98
31361 - Truckdriver, Light	14.69
31362 - Truckdriver, Medium	17.18
31363 - Truckdriver, Heavy	18.42
31364 - Truckdriver, Tractor-Trailer	18.42
99000 - Miscellaneous Occupations	
99030 - Cashier	10.03
99050 - Desk Clerk	11.58
99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	11.30
99252 - Laboratory Animal Caretaker II	12.35
99310 - Mortician	31.73
99410 - Pest Controller	16.01
99510 - Photofinishing Worker	12.75
99710 - Recycling Laborer	16.82
99711 - Recycling Specialist	20.65
99730 - Refuse Collector	14.91
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.63

99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	14.43
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to 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.

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

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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



LIVING WAGE ACT FACT SHEET

The “Living Wage Act of 2006,” Title I of D.C. Law 16-18, (D.C. Official Code §§2-220.01-.11) became effective June 9, 2006. It provides that District of Columbia government contractors and recipients of government assistance (grants, loans, tax increment financing) in the amount of \$100,000 or more shall pay affiliated employees wages no less than the current living wage rate.

Effective January 1, 2008, the living wage rate is \$12.10 per hour.

Subcontractors of D.C. government contractors who receive \$15,000 or more from the contract and subcontractors of the recipients of government assistance who receive \$50,000 or more from the assistance are also required to pay their affiliated employees no less than the current living wage rate.

“Affiliated employee” means any individual employed by a recipient who receives compensation directly from government assistance or a contract with the District of Columbia government, including any employee of a contractor or subcontractor of a recipient who performs services pursuant to government assistance or a contract. The term “affiliated employee” does not include those individuals who perform only intermittent or incidental services with respect to the government assistance or contract, or who are otherwise employed by the contractor, recipient or subcontractor.

Exemptions – The following contracts and agreements are exempt from the Living Wage Act:

1. Contracts or other agreements that are subject to higher wage level determinations required by federal law (i.e., if a contract is subject to the Service Contract Act and certain wage rates are lower than the District’s current living wage, the contractor must pay the higher of the two rates);
2. Existing and future collective bargaining agreements, provided that the future collective bargaining agreement results in the employee being paid no less than the current living wage;
3. Contracts for electricity, telephone, water, sewer or other services provided by a regulated utility;
4. Contracts for services needed immediately to prevent or respond to a disaster or eminent threat to public health or safety declared by the Mayor;
5. Contracts or other agreements that provide trainees with additional services including, but not limited to, case management and job readiness services, provided that the trainees do not replace employees subject to the Living Wage Act;

6. An employee, under 22 years of age, employed during a school vacation period, or enrolled as full-time student, as defined by the respective institution, who is in high school or at an accredited institution of higher education and who works less than 25 hours per week; provided that he or she does not replace employees subject to the Living Wage Act;
7. Tenants or retail establishments that occupy property constructed or improved by receipt of government assistance from the District of Columbia; provided, that the tenant or retail establishment did not receive direct government assistance from the District of Columbia;
8. Employees of nonprofit organizations that employ not more than 50 individuals and qualify for taxation exemption pursuant to Section 501 (c) (3) of the Internal Revenue Code of 1954, approved August 16, 1954 (68A Stat. 163; 26. U.S.C. §501(c)(3));
9. Medicaid provider agreements for direct care services to Medicaid recipients, provided, that the direct care service is not provided through a home care agency, a community residence facility, or a group home for mentally retarded persons as those terms are defined in section 2 of the Health-Care and Community Residence Facility, Hospice, and Home Care Licensure Act of 1983, effective February 24, 1984 (D.C. Law 5-48; D.C. Official Code §44-501); and
10. Contracts or other agreements between managed care organizations and the Health Care Safety Net Administration or the Medicaid Assistance Administration to provide health services.

Enforcement

The Department of Employment Services (DOES) and the D.C. Office of Contracting and Procurement (OCP) share monitoring responsibilities.

If you learn that a contractor subject to this law is not paying at least the current living wage you should report it to the Contracting Officer.

If you believe that your employer is subject to this law and is not paying you at least the current living wage, you may file a complaint with the DOES Office of Wage – Hour, located at 64 New York Ave., NE, Room 3105, (202) 671-1880.

For questions and additional information, contact the Office of Contracting and Procurement at (202) 727-0252 or the Department of Employment Services on (202) 671-1880.

Please note: *This fact sheet is for informational purposes only as required by Section 106 of the Living Wage Act. It should not be relied on as a definitive statement of the Living Wage Act or any regulations adopted pursuant to the law.*

“THE LIVING WAGE ACT OF 2006”

Title I, D.C. Law No. 16-118, (D.C. Official Code §§ 2-220.01-11)

Effective June 9, 2006, recipients of new contracts or government assistance shall pay affiliated employees and subcontractors who perform services under the contracts no less than the current living wage.

Effective January 1, 2008, the living wage rate is **\$12.10 per hour.**

The requirement to pay a living wage applies to:

- All recipients of contracts in the amount of \$100,000 or more; and, all subcontractors of these recipients receiving \$15,000 or more from the funds received by the recipient from the District of Columbia, and,
- All recipients of government assistance in the amount of \$100,000 or more; and, all subcontractors of these recipients of government assistance receiving \$50,000 or more in funds from government assistance received from the District of Columbia.

“Contract” means a written agreement between a recipient and the District government.

“Government assistance” means a grant, loan or tax increment financing that result in a financial benefit from an agency, commission, instrumentality, or other entity of the District government.

“Affiliated employee” means any individual employed by a recipient who received compensation directly from government assistance or a contract with the District of Columbia government, including any employee of a contractor or subcontractor of a recipient who performs services pursuant to government assistance or contract. The term “affiliated employee” does not include those individuals who perform only intermittent or incidental services with respect to the contract or government assistance or who are otherwise employed by the contractor, recipient or subcontractor.

Certain exceptions may apply where contracts or agreements are subject to wage determinations required by federal law which are higher than the wage required by this Act; contracts for electricity, telephone, water, sewer other services delivered by regulated utility; contracts for services needed immediately to prevent or respond to a disaster or eminent threat to the public health or safety declared by the Mayor; contracts awarded to recipients that provide trainees with additional services provided the trainee does not replace employees; tenants or retail establishments that occupy property constructed or improved by government assistance, provided there is no receipt of direct District government assistance; Medicaid provider agreements for direct care services to Medicaid recipients, provided that the direct care service is not provided through a home care agency, a community residential facility or a group home for mentally retarded persons; and contracts or other agreements between managed care organizations and the Health Care Safety Net Administration or the Medicaid Assistance Administration to provide health services.

Exemptions are provided for employees under 22 years of age employed during a school vacation period, or enrolled as a full-time student who works less than 25 hours per week, provided that other employees are not replaced, and for employees of nonprofit organizations that employ not more than 50 individuals.

Each recipient and subcontractor of a recipient shall provide this notice to each affiliate employee covered by this notice, and shall also post this notice concerning these requirements in a conspicuous site in the place of business.

All recipients and subcontractors shall retain payroll records created and maintained in the regular course of business under District of Columbia law for a period of at least 3 years.

This is a summary of the “Living Wage Act of 2006”. For the complete text go to:

www.does.dc.gov or www.ocp.dc.gov

To file a complaint contact: Department of Employment Services

Office of Wage-Hour

64 New York Avenue, N.E., Room 3105, Washington, D.C. 20002

(202) 671-1880

CONTRACT: DCKT-2010-CB-0120

ATTACHMENT J.1.4a

Detailed Price List – Ward 1

Ward 1 Price Schedule - Base Year

Contract Line Item Number	Location Name	Location Address	Ward	Estimated Number of Acres	(A) Estimated Number of Cuts/Year	(B) Price per Cut for Mowing Services	(C) Total Estimated Price for Mowing Services (multiply A x B)	(D) Estimated Number of Routine Application of Fertilizer	(E) Price per Application for Fertilization Services	(F) Total Estimated Price for Fertilization Services (multiply D x E)	Plant Rotation Required (Yes/No)	(G) Total Estimated Price per Location (C + F)
SCHEDULED SERVICE												
DC Public Schools												
1	Adams	2020 19th Ave & California St. NW	1	1		26 \$	2,236.00	0			N	2,236.00
2	Bancroft	1755 Newton & 18th St NW	1	1.5		26 \$	3,954.00	0			N	3,954.00
3	Banneker	800 Euclid St. NW	1	1		26 \$	2,236.00	0			N	2,236.00
4	Bell	2674 Hiatt Pl. NW	1	1.5		26 \$	3,954.00	0			N	3,954.00
5	Cardozo	1300 Clifton St. NW	1	6		26 \$	13,416.00	0			N	13,416.00
6	Cleveland	1825 8th St. NW	1	0.5		26 \$	1,118.00	0			N	1,118.00
7	Garnette-Patterson	2001 10th St. NW	1	0.5		26 \$	1,118.00	0			N	1,118.00
8	K.C. Lewis/Cooke	300 Bryant St. NW	1	2		26 \$	4,472.00	0			N	4,472.00
9	Marie Reed Learning Center	220 Champlain St. NW	1	1.5		26 \$	3,954.00	0			N	3,954.00
10	Parkview	3660 Warder St. NW	1	1.5		26 \$	3,954.00	0			N	3,954.00
11	Tubman	3101 13th & Kenyon St. NW	1	1.5		26 \$	3,954.00	0			N	3,954.00
DC Department of Parks and Recreation												
12	Park	T and 3rd Streets, NW (Anna J. Cooper Circle)	1	0.18		26 \$	645.84	0			N	645.84
13	Park	Columbia Road, Euclid Street and Champlain Street (Unity Park)	1	0.11		26 \$	394.68	0			N	394.68
14	Park	14th Street, Oak and Ogden Streets, NW	1	0.13		26 \$	466.44	0			N	466.44
15	Park	5th Street and Hobart Place, NW	1	0.1		26 \$	358.80	0			N	358.80
16	Park	Biltmore and 20th Streets, NW	1	0.05		26 \$	179.40	0			N	179.40
17	Park	Columbia Road, 19th Street and Kalorama Road, NW	1	0.15		26 \$	538.20	0			N	538.20
18	Park	Columbia Road, 19th Street and Wyoming Ave, NW	1	0.08		26 \$	287.04	0			N	287.04
19	Park	Columbia Road, 20th Street, and Wyoming Ave, NW	1	0.06		26 \$	215.28	0			N	215.28
20	Park	Lamont St. west of 19th st.	1	0.21		26 \$	753.48	0			N	753.48
21	Park	Mt. Pleasant Street and Park Road, NW	1	0.18		26 \$	645.84	0			N	645.84
22	Park	Mt. Pleasant, Lamont and 17th Streets, NW	1	0.33		26 \$	1,184.04	0			N	1,184.04
23	Park	New Hampshire, Sherman Ave and Park Place, NW	1	0.26		26 \$	932.88	0			N	932.88
24	Park	Oak Street Cul De Sac, NW	1	0.02		26 \$	71.76	0			N	71.76
25	Park	Oakwood Terrace Cul De Sac, NW	1	0.01		26 \$	35.88	0			N	35.88
26	Park	Park Rd. and 19th St. NW	1	0.13		26 \$	466.44	0			N	466.44
27	Park	Park Road, Cul De Sac NW	1	0.04		26 \$	143.52	0			N	143.52
28	Park	Perry and Spring Places, NW	1	0.05		26 \$	179.40	0			N	179.40
29	Park	Quarry Road, 18th Street and Harvard Street, NW	1	0.09		26 \$	322.92	0			N	322.92
30	Park	Warder Street and Columbia Road, NW	1	0.01		26 \$	35.88	0			N	35.88
31	Banneker	2600 Georgia Ave NW	1	7.802		26 \$	26,979.42	2	\$ 1,404.36	\$ 2,808.72	N	29,788.14
32	Harrison	13330 V Street NW	1	0.875		26 \$	3,025.88	2	\$ 157.50	\$ 315.00	N	3,340.88
33	Kalorama	1875 Columbia Road NW	1	3.11		26 \$	10,754.38	2	\$ 559.80	\$ 1,119.60	N	11,873.98
34	Marie Reed	2200 Champlain St. NW	1	1.5		26 \$	5,187.00	2	\$ 270.00	\$ 540.00	N	5,727.00
35	DPR Headquarters	1369 16th St NW	1	2.06		26 \$	7,123.48	2	\$ 370.80	\$ 741.60	N	7,865.08
36	Parkview	693 Olis Place NW	1	1.44		26 \$	4,979.52	2	\$ 259.20	\$ 518.40	N	5,497.92
37	Columbia Heights	1480 Girard Street, NW	1	1.38		26 \$	4,772.04	2	\$ 248.40	\$ 496.80	N	5,268.84
38	Park	14th and Girard	1	0.27		26 \$	933.66	0			N	933.66
39	Hobart Twins Park	Hobart Pl & Harvard St NW; Hobart Pl & Columbia Rd NW	1	0.13		26 \$	449.54	0			N	449.54
40	Justice Park	14th and Euclid NW	1	0.29		26 \$	1,002.82	0			N	1,002.82
41	K.C. Lewis	2nd and W St NW	1	2.12		26 \$	7,330.96	0			N	7,330.96
42	Park	11th and Monroe	1	0.3		26 \$	1,037.40	0			N	1,037.40

Ward 1 Price Schedule - Option Year 1

Contract Line Item Number	Location Name	Location Address	Ward	Estimated Number of Acres	(A) Estimated Number of Cuts/Year	(B) Price per Cut for Mowing Services	(C) Total Estimated Price for Mowing Services (multiply A x B)	(D) Estimated Number of Routine Application of Fertilizer	(E) Price per Application for Fertilization Services	(F) Total Estimated Price for Fertilization Services (multiply D x E)	Plant Rotation Required (Yes/No)	(G) Total Estimated Price per Location (C + F)
SCHEDULED SERVICE												
DC Public Schools												
1	Adams	2020 19th Ave & California St. NW	1	1	26	\$ 86.00	\$ 2,236.00	0		\$ 0.00		\$ 2,236.00
2	Bancroft	1755 Newton & 18th St NW	1	1.5	26	\$ 129.00	\$ 3,354.00	0		\$ 0.00		\$ 3,354.00
3	Banneker	800 Euclid St. NW	1	1	26	\$ 86.00	\$ 2,236.00	0		\$ 0.00		\$ 2,236.00
4	Bell	2674 Hiatt Pl. NW	1	1.5	26	\$ 129.00	\$ 3,354.00	0		\$ 0.00		\$ 3,354.00
5	Cardozo	1300 Clifton St. NW	1	6	26	\$ 516.00	\$ 13,416.00	0		\$ 0.00		\$ 13,416.00
6	Cleveland	1825 8th St. NW	1	0.5	26	\$ 43.00	\$ 1,118.00	0		\$ 0.00		\$ 1,118.00
7	Garnette-Patterson	2001 10th St. NW	1	0.5	26	\$ 43.00	\$ 1,118.00	0		\$ 0.00		\$ 1,118.00
8	K.C. Lewis/Cooke	300 Bryant St. NW	1	2	26	\$ 172.00	\$ 4,472.00	0		\$ 0.00		\$ 4,472.00
9	Marie Reed Learning Center	220 Champlain St. NW	1	1.5	26	\$ 129.00	\$ 3,354.00	0		\$ 0.00		\$ 3,354.00
10	Parkview	3560 Warder St. NW	1	1.5	26	\$ 129.00	\$ 3,354.00	0		\$ 0.00		\$ 3,354.00
11	Tobman	3101 13th & Kenyon St. NW	1	1.5	26	\$ 129.00	\$ 3,354.00	0		\$ 0.00		\$ 3,354.00
DC Department of Parks and Recreation												
12	Park	T and 3rd Streets, NW (Anna J. Cooper Circle)	1	0.18	26	\$ 24.84	\$ 645.84	0		\$ 0.00		\$ 645.84
13	Park	Columbia Road, Euclid Street and Champlain Street (Unity Park)	1	0.11	26	\$ 15.18	\$ 394.68	0		\$ 0.00		\$ 394.68
14	Park	14th Street, Oak and Ogden Streets, NW	1	0.13	26	\$ 17.94	\$ 466.44	0		\$ 0.00		\$ 466.44
15	Park	5th Street and Hobart Place, NW	1	0.1	26	\$ 13.80	\$ 358.80	0		\$ 0.00		\$ 358.80
16	Park	Billmore and 20th Streets, NW	1	0.05	26	\$ 6.90	\$ 179.40	0		\$ 0.00		\$ 179.40
17	Park	Kalorama Road, 19th Street and Kalorama Road, NW	1	0.15	26	\$ 20.70	\$ 538.20	0		\$ 0.00		\$ 538.20
18	Park	Columbia Road, 19th Street and Wyoming Ave. NW	1	0.08	26	\$ 11.04	\$ 287.04	0		\$ 0.00		\$ 287.04
19	Park	Columbia Road, 20th Street, and Wyoming Ave. NW	1	0.06	26	\$ 8.28	\$ 215.28	0		\$ 0.00		\$ 215.28
20	Park	Lamont St. west of 19th st.	1	0.21	26	\$ 28.98	\$ 753.48	0		\$ 0.00		\$ 753.48
21	Park	Mt. Pleasant, Lamont and 17th Streets, NW	1	0.18	26	\$ 24.84	\$ 645.84	0		\$ 0.00		\$ 645.84
22	Park	New Hampshire, Sherman Ave and Park Place, NW	1	0.33	26	\$ 45.54	\$ 1,184.04	0		\$ 0.00		\$ 1,184.04
23	Park	Oak Street, Cui De Sac, NW	1	0.26	26	\$ 35.88	\$ 932.88	0		\$ 0.00		\$ 932.88
24	Park	Oakwood Terrace, Cui De Sac, NW	1	0.02	26	\$ 2.76	\$ 71.76	0		\$ 0.00		\$ 71.76
25	Park	Park Rd. and 19th St. NW	1	0.13	26	\$ 17.94	\$ 466.44	0		\$ 0.00		\$ 466.44
26	Park	Park Road, Cui De Sac NW	1	0.04	26	\$ 5.52	\$ 143.52	0		\$ 0.00		\$ 143.52
27	Park	Perry and Spring Places, NW	1	0.05	26	\$ 6.90	\$ 179.40	0		\$ 0.00		\$ 179.40
28	Park	Quary Road, 18th Street and Harvard Street, NW	1	0.09	26	\$ 12.42	\$ 322.92	0		\$ 0.00		\$ 322.92
29	Park	Warder Street and Columbia Road, NW	1	0.01	26	\$ 1.38	\$ 35.88	0		\$ 0.00		\$ 35.88
30	Park	2650 Georgia Ave NW	1	7.802	26	\$ 1,037.67	\$ 26,979.42	2	\$ 1,404.36	\$ 2,808.72	N	\$ 29,788.14
31	Banneker	13330 V Street NW	1	0.875	26	\$ 116.38	\$ 3,025.88	2	\$ 157.50	\$ 315.00	N	\$ 3,340.88
32	Harrison	1875 Columbia Road NW	1	3.14	26	\$ 413.63	\$ 10,754.38	2	\$ 559.80	\$ 1,119.60	N	\$ 11,873.98
33	Kalorama	2200 Champlain St. NW	1	1.5	26	\$ 199.50	\$ 5,187.00	2	\$ 270.00	\$ 540.00	N	\$ 5,727.00
34	Marie Reed	1369 16th St NW	1	2.06	26	\$ 273.98	\$ 7,123.48	2	\$ 370.80	\$ 741.60	N	\$ 7,865.08
35	DPPR Headquarters	693 Oils Place NW	1	1.44	26	\$ 191.52	\$ 4,979.52	2	\$ 259.20	\$ 518.40	N	\$ 5,497.92
36	Parkview	1480 Girard Street, NW	1	1.38	26	\$ 183.54	\$ 4,772.04	2	\$ 248.40	\$ 496.80	N	\$ 5,268.84
37	Columbia Heights	14th and Girard	1	0.27	26	\$ 35.91	\$ 933.66	0		\$ 0.00		\$ 933.66
38	Park	Hobart Pl & Harvard St NW; Hobart Pl. & Columbia Rd NW	1	0.13	26	\$ 17.29	\$ 449.54	0		\$ 0.00		\$ 449.54
39	Hobart Twins Park	14th and Euclid NW	1	0.29	26	\$ 38.57	\$ 1,002.82	0		\$ 0.00		\$ 1,002.82
40	Justice Park	2nd and W St NW	1	2.12	26	\$ 281.96	\$ 7,330.96	0		\$ 0.00		\$ 7,330.96
41	K.C. Lewis	11th and Monroe	1	0.3	26	\$ 38.90	\$ 1,037.40	0		\$ 0.00		\$ 1,037.40
42	Park		1	0.13	26	\$ 34.06	\$ 892.78	0		\$ 0.00		\$ 892.78

Contract Line Item Number	Description	Ward	(H) Estimated Quantity	(I) Unit	(J) Unit Price	(K) Estimated Total (multiply H x J)						
44	Department of Transportation Adams Mill Road, Ontario Rd to Laneir Place	1	0.04		26 \$ 4.72	\$ 122.72	0	0	0	0	0	\$ 122.72
45	273-N Florida Avenue ; Vermont Avenue and V Street	1	0.01		26 \$ 1.18	\$ 30.68	0	0	0	0	0	\$ 30.68
Office of Property Management												
46	Franklin D. Reeres Center 2000 14 St. NW	1	11.75		26 \$ 1,385.55	\$ 36,024.30	0	0	0	0	0	\$ 36,024.30
47	Grimke School 1923 Vermont Avenue, NW	1	1.05		26 \$ 123.34	\$ 3,206.84	0	0	0	0	0	\$ 3,206.84
48	DDOT - Annex 8 280 McMillan Dr., NW	1	0.10		26 \$ 11.30	\$ 293.80	0	0	0	0	0	\$ 293.80
49	DDOT - Annex 9 350 McMillan Dr., NW	1	0.10		26 \$ 11.30	\$ 293.80	0	0	0	0	0	\$ 293.80
50	Fire & EMS PSCC 310 & 320 McMillan Dr. NW	1	0.85		26 \$ 100.21	\$ 2,605.46	0	0	0	0	0	\$ 2,605.46
51	Fire Alarm 310 McMillan Dr. NW	1	0.39		26 \$ 45.98	\$ 1,194.96	0	0	0	0	0	\$ 1,194.96
52	Gage-Eckington 2025 2nd Street, N.W.	1	1.99		26 \$ 234.08	\$ 6,086.08	0	0	0	0	0	\$ 6,086.08
53	Meyer 2501 11th Street, N.W.	1	1.43		26 \$ 168.32	\$ 4,376.32	0	0	0	0	0	\$ 4,376.32
54	DC CAH 2901 14th Street, NW	1	0.16		26 \$ 19.22	\$ 499.72	0	0	0	0	0	\$ 499.72
55	Third District Substation 1750 Park Road, NW	1	0.31		26 \$ 36.73	\$ 954.98	0	0	0	0	0	\$ 954.98
Estimated Total Scheduled Service - Ward 1						60.30						\$ 185,582.88

Contract Line Item Number	Description	Ward	(H) Estimated Quantity	(I) Unit	(J) Unit Price	(K) Estimated Total (multiply H x J)
UNSCHEДУED SERVICE (upcharge)						
AS NEEDED SERVICES:						
1001AC	1 Weed Control as described in section C.3.5	1	20	man hour	\$ 180.00	\$ 3,600.00
1001AB	2 Fertilizing as described in section C.3.6	1	200	1,000 sf	\$ 7.20	\$ 1,440.00
	3 Core Aeration as described in section C.3.7	1	10	acre	\$ 540.00	\$ 5,400.00
	4 Seeding as described in section C.3.8	1	10	acre	\$ 720.00	\$ 7,200.00
	5 Pruning (Shrubs/Plants) as described in section C.3.9	1	20	man hour	\$ 60.00	\$ 1,200.00
	6 Bed Maintenance as described in section C.3.11	1	20	man hour	\$ 60.00	\$ 1,200.00
	7 Leaf Removal as described in section C.3.12	1	50	cubic yard	\$ 72.00	\$ 3,600.00
	8 Mulching (brown, hardwood mulch) as described in section C.3.13	1	50	cubic yard	\$ 84.00	\$ 4,200.00
	8B Mulching (dyed mulch) as described in section C.3.13	1	50	man hour	\$ 31.00	\$ 1,550.00
	9 Sod Installation as described in section C.3.14	1	100	3-man crew/ hr	\$ 180.00	\$ 18,000.00
	10A Snow Removal Services as described in section C.3.15	1	500	bags	\$ 14.00	\$ 7,000.00
	10B Deicing Materials	1	30	tons	\$ 85.00	\$ 2,550.00
1001AD	Estimated Total Unscheduled and As Needed Services - Ward 1					\$ 61,136.65
	Cost Reimbursement for Plant Materials					\$ 10,000.00

TOTAL ESTIMATED AMOUNT - OY 1 - WARD 1

\$ 266,719.53

Ward 1 Price Schedule - Option Year 2

Contract Line Item Number	Location Name	Location Address	Ward	Estimated Number of Acres	(A) Estimated Number of Cuts/Year	(B) Price per Cut for Mowing Services	(C) Estimated Total Mowing Services (multiply A x B)	(D) Estimated Number of Routine Application of Fertilizer	(E) Price per Application for Fertilization Services	(F) Estimated Total Fertilization Services (multiply D x E)	Plant Rotation Required (Yes/No)	(G) Estimated Total Price per Location (C + F)
2001AA	SCHEDULED SERVICE											
	DC Public Schools											
1	Adams	2020 19th Ave & California St, NW	1	1	26	\$ 88.58	\$ 2,303.08	0			N	\$ 2,303.08
2	Bannroff	1755 Newton & 18th St NW	1	1.5	26	\$ 132.87	\$ 3,454.62	0			N	\$ 3,454.62
3	Banneker	800 Euclid St, NW	1	1	26	\$ 88.58	\$ 2,303.08	0			N	\$ 2,303.08
4	Bell	2674 Hiatt Pl, NW	1	1.5	26	\$ 132.87	\$ 3,454.62	0			N	\$ 3,454.62
5	Cardozo	1300 Clifton St, NW	1	6	26	\$ 531.48	\$ 13,818.48	0			N	\$ 13,818.48
6	Cleveland	1825 8th St, NW	1	0.5	26	\$ 44.29	\$ 1,151.54	0			N	\$ 1,151.54
7	Garnette-Patterson	2001 10th St, NW	1	0.5	26	\$ 44.29	\$ 1,151.54	0			N	\$ 1,151.54
8	K.C. Lewis/Cooke	300 Bryant St, NW	1	2	26	\$ 177.16	\$ 4,606.16	0			N	\$ 4,606.16
9	Marie Reed Learning Center	220 Champlain St, NW	1	1.5	26	\$ 132.87	\$ 3,454.62	0			N	\$ 3,454.62
10	Parkview	3560 Warden St, NW	1	1.5	26	\$ 132.87	\$ 3,454.62	0			N	\$ 3,454.62
11	Tubman	3101 13th & Kenyon St, NW	1	1.5	26	\$ 132.87	\$ 3,454.62	0			N	\$ 3,454.62
	DC Department of Parks and Recreation											
12	Park	T and 3rd Streets, NW (Anna J. Cooper Circle)	1	0.18	26	\$ 25.59	\$ 665.34	0			N	\$ 665.34
13	Park	Columbia Road, Euclid Street and Champlain Street (Unity Park)	1	0.11	26	\$ 15.64	\$ 406.64	0			N	\$ 406.64
14	Park	14th Street Oak and Ogden Streets, NW	1	0.13	26	\$ 18.48	\$ 480.48	0			N	\$ 480.48
15	Park	5th Street and Hobart Place, NW	1	0.1	26	\$ 14.21	\$ 369.46	0			N	\$ 369.46
16	Park	Baltimore and 20th Streets, NW	1	0.05	26	\$ 7.11	\$ 184.86	0			N	\$ 184.86
17	Park	Columbia Road, 19th Street and Kalamazoo Road, NW	1	0.15	26	\$ 21.32	\$ 554.32	0			N	\$ 554.32
18	Park	Columbia Road, 19th Street and Wyoming Ave, NW	1	0.08	26	\$ 11.37	\$ 295.62	0			N	\$ 295.62
19	Park	Columbia Road, 20th Street and Wyoming Ave, NW	1	0.06	26	\$ 8.53	\$ 221.78	0			N	\$ 221.78
20	Park	Lamont St. west of 19th st.	1	0.21	26	\$ 29.85	\$ 776.10	0			N	\$ 776.10
21	Park	NW Pleasant Street and Park Road, NW	1	0.18	26	\$ 25.59	\$ 665.34	0			N	\$ 665.34
22	Park	NW Pleasant, Lamont and 17th Streets, NW	1	0.33	26	\$ 46.91	\$ 1,219.66	0			N	\$ 1,219.66
23	Park	New Hampshire, Sherman Ave and Park Place, NW	1	0.26	26	\$ 36.96	\$ 960.96	0			N	\$ 960.96
24	Park	Oak Street Cul De Sac, NW	1	0.02	26	\$ 2.84	\$ 73.84	0			N	\$ 73.84
25	Park	Oakwood Terrace Cul De Sac, NW	1	0.01	26	\$ 1.42	\$ 36.92	0			N	\$ 36.92
26	Park	Park Rd and 19th St, NW	1	0.13	26	\$ 18.48	\$ 480.48	0			N	\$ 480.48
27	Park	Park Road, Cul De Sac NW	1	0.04	26	\$ 5.69	\$ 147.94	0			N	\$ 147.94
28	Park	Perry and Spring Places, NW	1	0.05	26	\$ 7.11	\$ 184.86	0			N	\$ 184.86
29	Park	Quarry Road, 18th Street and Harvard Street, NW	1	0.09	26	\$ 12.79	\$ 332.54	0			N	\$ 332.54
30	Park	Warden Street and Columbia Road, NW	1	0.01	26	\$ 1.42	\$ 36.92	0			N	\$ 36.92
31	Banneker	2600 Georgia Ave NW	1	7.802	26	\$ 1,068.80	\$ 27,788.80	2	\$ 1,404.36	\$ 2,808.72	N	\$ 30,597.52
32	Harrison	13330 V Street NW	1	0.875	26	\$ 119.87	\$ 3,116.62	2	\$ 157.50	\$ 315.00	N	\$ 3,431.62
33	Kalorama	1875 Columbia Road NW	1	3.11	26	\$ 426.04	\$ 11,077.04	2	\$ 559.80	\$ 1,119.60	N	\$ 12,196.64
34	Marie Reed	2200 Champlain St, NW	1	1.5	26	\$ 205.49	\$ 5,342.74	2	\$ 270.00	\$ 540.00	N	\$ 5,882.74
35	DPR Headquarters	1369 16th st NW	1	2.06	26	\$ 282.20	\$ 7,337.20	2	\$ 370.80	\$ 741.60	N	\$ 8,078.80
36	Parkview	693 Ols Place NW	1	1.44	26	\$ 197.27	\$ 5,129.02	2	\$ 259.20	\$ 518.40	N	\$ 5,647.42
37	Columbia Heights	1480 Girard Street, NW	1	1.38	26	\$ 189.05	\$ 4,915.30	2	\$ 248.40	\$ 496.80	N	\$ 5,412.10
38	Park	14th and Girard	1	0.27	26	\$ 36.99	\$ 961.74	0			N	\$ 961.74
39	Hobart Twins Park	Hobart Pl & Howard St NW, Hobart Pl & Columbia Rd NW	1	0.13	26	\$ 17.81	\$ 463.06	0			N	\$ 463.06
40	Justice Park	14th and Euclid NW	1	0.29	26	\$ 39.73	\$ 1,032.98	0			N	\$ 1,032.98
41	K.C. Lewis	2nd and W St NW	1	2.12	26	\$ 280.42	\$ 7,550.92	0			N	\$ 7,550.92
42	Park	11th and Monroe	1	0.3	26	\$ 41.10	\$ 1,068.60	0			N	\$ 1,068.60

Contract Line Item Number	Description	Ward	(H) Estimated Quantity	(I) Unit	(J) Unit Price	(K) Estimated Total (multiply H x J)														
43	Westminster playground		0.16		\$ 21.92	\$ 3,507.52														
	907 Westminster St. NW	1																		
	Department of Transportation																			
44	306-A Adams Mill Road; Ontario Rd to Lanair Place	1	0.04		\$ 4.86	\$ 126.36														
45	273-N Florida Avenue ; Vermont Avenue and V Street	1	0.01		\$ 1.21	\$ 31.46														
	Office of Property Management																			
46	Franklin D. Reeves Center 2007 14 St. NW	1	11.75		\$ 1,427.12	\$ 16,767.12														
47	Grimke School 1923 Vermont Avenue, NW	1	1.05		\$ 127.04	\$ 133.39														
48	DDOT - Annex 8 280 McMillan Dr., NW	1	0.10		\$ 11.64	\$ 302.64														
49	DDOT - Annex 9 350 McMillan Dr., NW	1	0.10		\$ 11.64	\$ 302.64														
50	Fire & EMS PSCC 310 & 320 McMillan Dr. NW	1	0.85		\$ 103.22	\$ 2,683.72														
51	Fire Alarm 310 McMillan Dr. NW	1	0.39		\$ 47.34	\$ 1,230.84														
52	Gage-Eckington 2025 3rd Street, N.W.	1	1.99		\$ 241.10	\$ 479.79														
53	Meyer 2501 11th Street, N.W.	1	1.43		\$ 173.37	\$ 4,507.62														
54	DC CAH 2901 14th Street, NW	1	0.16		\$ 19.80	\$ 514.80														
55	Third District Substation 1750 Park Road, NW	1	0.31		\$ 37.83	\$ 983.58														
	Estimated Total Scheduled Service - Ward 1		60.30																	

Contract Line Item Number	Description	Ward	(H) Estimated Quantity	(I) Unit	(J) Unit Price	(K) Estimated Total (multiply H x J)														
2001AB	UNSCHEDULED SERVICE (upcharge)	1	5	occurrence	\$ 122.91	\$ 614.55														
2001AC	AS NEEDED SERVICES:																			
	1 Weed Control as described in section C.3.5	1	20	man hour	\$ 185.40	\$ 3,708.00														
	2 Fertilizing as described in section C.3.6	1	200	1,000 sf	\$ 7.42	\$ 1,484.00														
	3 Core Aeration as described in section C.3.7	1	10	acre	\$ 556.20	\$ 5,562.00														
	4 Seeding as described in section C.3.8	1	10	acre	\$ 741.60	\$ 7,416.00														
	5 Pruning (Shrubs/Plants) as described in section C.3.9	1	20	man hour	\$ 61.80	\$ 1,236.00														
	6 Bed Maintenance as described in section C.3.11	1	20	man hour	\$ 61.80	\$ 1,236.00														
	7 Leaf Removal as described in section C.3.12	1	50	man hour	\$ 74.16	\$ 3,708.00														
	8A Mulching (brown, hardwood mulch) as described in section C.3.13	1	50	cubic yard	\$ 74.16	\$ 3,708.00														
	8B Mulching (dried mulch) as described in section C.3.13	1	50	cubic yard	\$ 86.52	\$ 4,326.00														
	9 Sod Installation as described in section C.3.14	1	50	man hour	\$ 31.93	\$ 1,596.50														
	10A Snow Removal Services as described in section C.3.15	1	100	3-man crew/hour	\$ 185.40	\$ 18,540.00														
	10B Deicing Materials	1	500	bags	\$ 14.42	\$ 7,210.00														
	10C Salt	1	30	tons	\$ 87.55	\$ 2,626.50														
	Estimated Total Unscheduled and As Needed Services - Ward 1					\$ 62,971.55														
2001AD	Cost Reimbursement for Plant Materials					\$ 10,000.00														

TOTAL ESTIMATED AMOUNT - OY 2 - WARD 1

\$ 263,927.07

\$ 190,955.52

Ward 1 Price Schedule - Option Year 3

Contract Line Item Number	Location Name	Location Address	Ward	Estimated Number of Acres	(A) Estimated Number of Cuts/Year	(B) Price per Cut for Mowing Services	(C) Total Estimated Price for Mowing Services (multiply A x B)	(D) Estimated Number of Routine Application of Fertilizer	(E) Price per Application for Fertilization Services	(F) Total Estimated Price for Fertilization Services (multiply D x E)	Plant Rotation Required (Yes/No)	(G) Total Estimated Price per Location (C + F)
SCHEDULED SERVICE												
3001AA	DC Public Schools											
1	Adams	2020 19th Ave & California St. NW		1		88.58	2,303.08	0				2,303.08
2	Bancroft	1755 Newton & 18th St NW		1.5		132.87	3,454.62	0				3,454.62
3	Banneker	800 Euclid St. NW		1		88.58	2,303.08	0				2,303.08
4	Bell	2674 Hiatt Pl. NW		1.5		132.87	3,454.62	0				3,454.62
5	Cardozo	1300 Clifton St. NW		1		531.48	13,818.48	0				13,818.48
6	Cleveland	1825 8th St. NW		0.5		44.29	1,151.54	0				1,151.54
7	Garnett-Patterson	2001 10th St. NW		0.5		44.29	1,151.54	0				1,151.54
8	K.C. Lewis/Cooke	300 Bryant St. NW		2		177.16	4,606.16	0				4,606.16
9	Marie Reed Learning Center	220 Champlain St. NW		1.5		132.87	3,454.62	0				3,454.62
10	Parkview	3560 Warder St. NW		1.5		132.87	3,454.62	0				3,454.62
11	Tubman	3101 13th & Kenyon St. NW		1.5		132.87	3,454.62	0				3,454.62
DC Department of Parks and Recreation												
12	Park	T and 3rd Streets, NW (Anna J. Cooper Circle)		1		25.59	665.34	0				665.34
13	Park	Columbia Road, Euclid Street and Champlain Street. (Unity Park)		1	0.11	15.64	406.64	0				406.64
14	Park	14th Street, Oak and Ogden Streets, NW		1	0.13	18.48	480.48	0				480.48
15	Park	5th Street and Hobart Place, NW		1	0.1	14.21	369.46	0				369.46
16	Park	Baltimore and 20th Streets, NW		1	0.05	7.11	184.86	0				184.86
17	Park	Columbia Road, 19th Street and Kalorama Road, NW		1	0.15	21.32	554.32	0				554.32
18	Park	Columbia Road, 19th Street and Wyoming Ave, NW		1	0.08	11.37	295.62	0				295.62
19	Park	Columbia Road, 20th Street and Wyoming Ave, NW		1	0.06	8.53	221.78	0				221.78
20	Park	Lamont St. west of 19th st		1	0.21	29.85	776.10	0				776.10
21	Park	Mt. Pleasant Street and Park Road, NW		1	0.18	25.59	665.34	0				665.34
22	Park	Mt. Pleasant, Lamont and 17th Streets, NW		1	0.33	46.91	1,219.66	0				1,219.66
23	Park	New Hampshire, Sherman Ave and Park Place, NW		1	0.26	36.96	960.96	0				960.96
24	Park	Oak Street Cul De Sac, NW		1	0.02	2.84	73.84	0				73.84
25	Park	Oakwood Terrace Cul De Sac, NW		1	0.01	1.42	36.92	0				36.92
26	Park	Park Rd. and 19th St. NW		1	0.13	18.48	480.48	0				480.48
27	Park	Park Road, Cul De Sac NW		1	0.04	5.69	147.94	0				147.94
28	Park	Perry and Spring Places, NW		1	0.05	7.11	184.86	0				184.86
29	Park	Quarry Road, 18th Street and Harvard Street, NW		1	0.09	12.79	332.54	0				332.54
30	Park	Warder Street and Columbia Road, NW		1	0.01	1.42	36.92	0				36.92
31	Banneker	2600 Georgia Ave NW		1	7.802	1,068.80	27,788.80	2	1,404.36	2,808.72	N	30,597.52
32	Harrison	13330 V Street NW		1	0.875	119.87	3,116.62	2	157.50	315.00	N	3,431.62
33	Kalorama	1875 Champlain Road NW		1	3.11	426.04	11,077.04	2	559.80	1,119.60	N	12,196.64
34	Marie Reed	2200 Champlain St. NW		1	1.5	205.49	5,342.74	2	270.00	540.00	N	5,882.74
35	DFR Headquarters	1369 16th st NW		1	2.06	282.20	7,337.20	2	370.80	741.60	N	8,078.80
36	Parkview	693 Olis Place NW		1	1.44	197.27	5,129.02	2	259.20	518.40	N	5,647.42
37	Columbia Heights	1480 Girard Street, NW		1	0.38	189.05	4,915.50	2	248.40	496.80	N	5,412.10
38	Park	14th and Girard		1	0.27	36.99	981.74	0				981.74
39	Hobart Twins Park	Hobart Pl & Harvard St. NW, Hobart Pl. & Columbia Rd NW		1	0.13	17.81	463.06	0				463.06
40	Justice Park	14th and Euclid NW		1	0.29	39.73	1,032.98	0				1,032.98
41	K.C. Lewis	2nd and W. St. NW		1	2.12	290.42	7,550.92	0				7,550.92
42	Park	11th and Monroe		1	0.3	41.10	1,068.60	0				1,068.60

Ward 1 Price Schedule - Option Year 4

Contract Line Item Number	Location Name	Location Address	Ward	Estimated Number of Acres	(A) Estimated Number of Cuts/Year	(B) Price per Cut for Mowing Services	(C) Total Estimated Price for Mowing Services (Multiply A x B)	(D) Estimated Number of Routine Application of Fertilizer	(E) Price per Application for Fertilization Services	(F) Total Estimated Price for Fertilization Services (Multiply D x E)	Plant Rotation Required (Yes/No)	(G) Total Estimated Price per Location (C + F)
4001AA	SCHEDULED SERVICE											
	DC Public Schools											
1	Adams	2020 19th Ave & California St. NW	1	1	26	\$ 91.24	\$ 2,372.24	0			N	\$ 2,372.24
2	Bancroft	1755 Newton & 18th St NW	1	1.5	26	\$ 136.86	\$ 3,558.36	0			N	\$ 3,558.36
3	Banneker	800 Euclid St. NW	1	1	26	\$ 91.24	\$ 2,372.24	0			N	\$ 2,372.24
4	Bell	2674 Hatt Pl. NW	1	1.5	26	\$ 136.86	\$ 3,558.36	0			N	\$ 3,558.36
5	Cardozo	1300 Clifton St. NW	1	6	26	\$ 547.42	\$ 14,232.92	0			N	\$ 14,232.92
6	Cleveland	1825 8th St. NW	1	0.5	26	\$ 45.62	\$ 1,186.12	0			N	\$ 1,186.12
7	Garnette-Patterson	2001 10th St. NW	1	0.5	26	\$ 45.62	\$ 1,186.12	0			N	\$ 1,186.12
8	K.C. Lewis/Cooke	300 Bryant St. NW	1	2	26	\$ 182.47	\$ 4,744.22	0			N	\$ 4,744.22
9	Marie Reed Learning Center	220 Champlain St. NW	1	1.5	26	\$ 136.86	\$ 3,558.36	0			N	\$ 3,558.36
10	Parkview	3560 Warder St. NW	1	1.5	26	\$ 136.86	\$ 3,558.36	0			N	\$ 3,558.36
11	Tubman	3101 13th & Kenyon St. NW	1	1.5	26	\$ 136.86	\$ 3,558.36	0			N	\$ 3,558.36
	DC Department of Parks and Recreation											
12	Park	T and 3rd Streets, NW (Anna J. Cooper Circle)	1	0.18	26	\$ 26.35	\$ 685.10	0			N	\$ 685.10
13	Park	Columbia Road, Euclid Street and Champlain Street, (Unity Park)	1	0.11	26	\$ 16.10	\$ 418.60	0			N	\$ 418.60
14	Park	14th Street, Oak and Ogden Streets, NW	1	0.13	26	\$ 19.03	\$ 494.78	0			N	\$ 494.78
15	Park	5th Street and Hobart Place, NW	1	0.1	26	\$ 14.64	\$ 380.64	0			N	\$ 380.64
16	Park	Billmore and 20th Streets, NW	1	0.05	26	\$ 7.32	\$ 190.32	0			N	\$ 190.32
17	Park	Columbia Road, 19th Street and Kalorama Road, NW	1	0.15	26	\$ 21.96	\$ 570.96	0			N	\$ 570.96
18	Park	Columbia Road, 19th Street and Wyoming Ave, NW	1	0.08	26	\$ 11.71	\$ 304.46	0			N	\$ 304.46
19	Park	Columbia Road, 20th Street, and Wyoming Ave, NW	1	0.06	26	\$ 8.78	\$ 228.28	0			N	\$ 228.28
20	Park	Lamont St. west of 19th st.	1	0.21	26	\$ 30.74	\$ 799.24	0			N	\$ 799.24
21	Park	Mt. Pleasant Street and Park Road, NW	1	0.18	26	\$ 26.35	\$ 685.10	0			N	\$ 685.10
22	Park	Mt. Pleasant, Lamont and 17th Streets, NW	1	0.33	26	\$ 48.31	\$ 1,256.06	0			N	\$ 1,256.06
23	Park	New Hampshire, Sherman Ave and Park Place, NW	1	0.26	26	\$ 38.07	\$ 989.82	0			N	\$ 989.82
24	Park	Oak Street Cui De Sac, NW	1	0.02	26	\$ 2.93	\$ 76.18	0			N	\$ 76.18
25	Park	Oakwood Terrace Cui De Sac, NW	1	0.01	26	\$ 1.46	\$ 37.96	0			N	\$ 37.96
26	Park	Park Rd. and 19th St. NW	1	0.13	26	\$ 19.03	\$ 494.78	0			N	\$ 494.78
27	Park	Park Road, Cui De Sac NW	1	0.04	26	\$ 5.88	\$ 152.36	0			N	\$ 152.36
28	Park	Perry and Spring Places, NW	1	0.05	26	\$ 7.32	\$ 190.32	0			N	\$ 190.32
29	Park	Quarry Road, 18th Street and Harvard Street, NW	1	0.09	26	\$ 13.18	\$ 342.68	0			N	\$ 342.68
30	Park	Warder Street and Columbia Road, NW	1	0.01	26	\$ 1.46	\$ 37.96	0			N	\$ 37.96
31	Banneker	2600 Georgia Ave NW	1	7.802	26	\$ 1,100.86	\$ 28,622.36	2	\$ 1,404.36	\$ 2,808.72	N	\$ 31,431.08
32	Harrison	13330 V Street NW	1	0.875	26	\$ 123.46	\$ 3,209.96	2	\$ 157.50	\$ 315.00	N	\$ 3,524.96
33	Kalorama	1875 Columbia Road NW	1	3.11	26	\$ 438.82	\$ 11,409.32	2	\$ 559.80	\$ 1,119.60	N	\$ 12,528.92
34	Marie Reed	2200 Champlain St. NW	1	1.5	26	\$ 211.65	\$ 5,502.90	2	\$ 270.00	\$ 540.00	N	\$ 6,042.90
35	DPR Headquarters	1369 16th st NW	1	2.06	26	\$ 290.67	\$ 7,557.42	2	\$ 370.80	\$ 741.60	N	\$ 8,299.02
36	Parkview	693 Ols Place NW	1	1.44	26	\$ 203.18	\$ 5,282.68	2	\$ 259.20	\$ 518.40	N	\$ 5,801.08
37	Columbia Heights	1490 Girard Street, NW	1	1.38	26	\$ 194.72	\$ 5,062.72	2	\$ 248.40	\$ 496.80	N	\$ 5,559.52
38	Park	14th and Girard	1	0.27	26	\$ 38.10	\$ 990.60	0			N	\$ 990.60
39	Hobart Twins Park	Hobart Pl & Harvard St NW, Hobart Pl. & Columbia Rd NW	1	0.13	26	\$ 18.34	\$ 476.84	0			N	\$ 476.84
40	Justice Park	14th and Euclid NW	1	0.29	26	\$ 40.92	\$ 1,063.92	0			N	\$ 1,063.92
41	K.C. Lewis	2nd and W St NW	1	2.12	26	\$ 299.13	\$ 7,777.38	0			N	\$ 7,777.38
42	Park	11th and Moirre	1	0.3	26	\$ 42.33	\$ 1,100.58	0			N	\$ 1,100.58

Fertilizing Facts For Home Lawns

Fertilizer is an essential component in maintaining a healthy and attractive lawn. Often, fertilizing is a misunderstood and mismanaged practice that can lead to future turf problems. The purpose of this publication is to educate homeowners about the correct procedure for buying and applying fertilizer and to clear up misconceptions about this important practice of lawn care maintenance. The goal is to produce a high quality lawn, while protecting our natural resources.

Why Fertilize?

The purpose of lawn fertilization is to provide nutrients to encourage healthy active turf growth. Many stresses are placed upon lawns: weekly mowing and foot traffic alone are stressful! Turfgrass needs to out-compete weeds, recover from disease outbreaks, insect infestations, and drought damage. To do this turfgrass needs to be kept actively growing, although cool-season turfgrasses such as turf type tall fescue will recover if allowed to go dormant in the summer. Fertilizer should be applied according to a lawn fertilization schedule (see **Tables 4 and 5**): too little fertilizer results in thin, sometimes yellowing turf that has a higher susceptibility to disease such as, red thread and rust; too much fertilizer also contributes to turf problems. (see box below)

Problems Caused by Overfertilization

- ✓ Increase in maintenance practices, such as mowing and dethatching
- ✓ Lower drought tolerance
- ✓ Increase in insect damage
- ✓ Greater susceptibility to lawn diseases, such as leaf spot diseases
- ✓ Burning of roots and foliage, especially if applied in the summer or applied in excessive amounts
- ✓ Contributes to excess nutrients that filter into and pollute the Chesapeake Bay

Fall vs. Spring Fertilization

All nitrogen fertilizer should be applied to cool season lawns in the fall (except if turf is weak and thin after spring green-up). In the fall, turf directs growth to the root system. The development of a healthy root system is the key to a strong, healthy lawn that can withstand drought and recover from stress. Nitrogen is essential for shoot growth, but fall applications promote root growth as well. Root growth continues up until the ground freezes. Fall fertilization helps lawns recover from summer stress and allows roots to store food that is used in the spring when lawns green-up and begin active growth. Warm season turf (zoysiagrass and bermudagrass) is fertilized in mid-May through July (see **Table 5**).

Plant Nutrients

Macronutrients or Primary Nutrients

Turf needs nitrogen, phosphorus and potassium for proper growth. Nitrogen (N) is required in the greatest amount and fertilizer recommendations are based on the amount of nitrogen needed or lbs. of N per 1000 square feet (the standard recommendation is 1 lb. of nitrogen per 1000 sq. feet applied at each application). Nitrogen helps give turf its green color and promotes both root and shoot growth. Poor color and yellowing can occur if nitrogen is depleted in the soil. Phosphorus (P) is used for root development and potassium (K) promotes disease resistance, winter hardiness and drought and foot tolerance.

Secondary nutrients needed for turf growth include calcium, magnesium and sulfur. Many Maryland soils have sufficient amounts of calcium and magnesium. Sulfur is present in most commercial fertilizer products and additional amounts are usually not recommended.

Micronutrients

These are nutrients that are necessary for plant growth in very small amounts and are sometimes referred to as trace elements. Micronutrients include iron, manganese, zinc, copper, boron, molybdenum, and chlorine. Deficiencies are more likely to occur in sandy soils. With the exception of iron, the addition of micronutrients is usually not necessary or beneficial. In alkaline (high pH) soils, iron binds to soil particles and becomes unavailable to the plant. The result is iron chlorosis, which causes yellowing of grass blades. This is not common in Maryland, as our soils for the most part are acidic. If the soil pH is kept within the proper range for turf (6.0-6.8) there is little chance that a micronutrient deficiency would affect the growth of turf, especially if grass clippings are allowed to break down on turf (see **Grasscycling** on page 6).

Why Test your Soil?

Soil testing provides homeowners with important information regarding the condition of their soil. Unnecessary applications of lime and fertilizer are avoided when lawns are limed and fertilized according to soil test results. A basic soil test should be performed before lawn renovation or on a 2-4 year cycle. A basic soil test provides information such as:

- ❖ pH.
- ❖ Levels of phosphorus, potassium and magnesium.
- ❖ Lbs. of nitrogen*, potassium, and phosphorus per 1000 sq. feet that needs to be applied.
- ❖ Soil texture.
- ❖ Special tests (soluble salts, organic matter, micronutrients, and nitrates) are available, but in most cases are not necessary.

**Available nitrogen is variable due to temperature, moisture, and microbial activity. Since nitrogen values fluctuate they are not tested for in a basic soil test: soil test recommendations are based on the amount of nitrogen needed for optimum turf growth for the year.*

Refer to publications [HG# 110 Selecting and Using a Soil Testing Lab](#) and [HG#110a Comparison Chart of Regional Soil Testing Laboratories](#) for information on soil testing.

When interpreting your soil test results focus on three important points: soil pH, liming recommendation and fertilizer recommendation. Also keep in mind that fertilizer recommendations may differ from the University of Maryland recommendations. Compare results with the fertilizer schedule in **Tables 4 and 5**. When selecting a fertilizer, try to find one that most closely supplies the amounts of nitrogen, phosphorus and potassium given in the soil test results. In many cases, only nitrogen is recommended. The difficulty lies in finding a fertilizer grade that contains nitrogen only (e.g. 21-0-0). Most turf fertilizers are complete fertilizers, which means they supply nitrogen, phosphorous and potassium (e.g. 10-10-10), although the trend in lawn fertilizers is to manufacture fertilizers lower in phosphorus and potassium. If a single source of nitrogen cannot be found, use one that is low in phosphorus and potassium.

Lawn Care Companies, Soil Tests and Fertilizer Applications

The *Water Quality Improvement Act of 1998* authorizes the Maryland Department of Agriculture to regulate the commercial application of fertilizer on a homeowner's property. Commercial companies that apply fertilizer are required to perform a soil test and maintain records of their fertilizing practices. A soil test must be performed within one year of beginning service and then again every three years. Questions or concerns should be directed to the Maryland Department of Agriculture, Nutrient Management Program, 50 Harry S. Truman Parkway, Annapolis Maryland, 21401, www.mda.state.md.us

It is not mandated that homeowners applying their own nutrients need to perform a test, but it is recommended. Everyone needs to take responsibility in protecting the Bay!

Role of pH

Soil pH is the measure of how acidic or alkaline the soil is. Any value above 7.0 is alkaline and any value below is acidic. Turf grows best in slightly acidic soil (6.0-6.8). Lime should only be applied according to soil test results. Fertilizer and lime can be applied at the same time in two separate applications.

The Importance of Amending Soil with Organic Matter

Your turfgrass is as healthy as the soil that it grows in. Soils that contain the proper ratio of water, air, minerals and organic matter will promote the growth of a deep root system, resulting in a healthy, dense lawn.

Adding organic matter is the best way to improve poor soil types. Sources of organic matter include: well-rotted manure, compost, leaf mold, grassclippings or processed sewer sludge. The incorporation of organic matter into sandy soil improves water and nutrient retention. It also improves the soil structure of clay soil, thus allowing better drainage and improved aeration of plant roots. Organic matter should be added before a lawn establishment or renovation project (refer to [HG# 102 Lawn Establishment, Renovation and Overseeding](#)). Organic Matter can be added to lawns in small amounts each year, after core aeration or as a light topdressing (1/4" - 1/2"). For additional information on soil amendments refer to [HG# 42 Soil Amendments and Fertilizers](#).

No amount of fertilizing is going to overcome poor soil or poor growing conditions. Examples of poor growing conditions include: areas of poor drainage, growing a species of grass not suited for site conditions, compacted soil, or turf with an excessive thatch build-up (which prevents fertilizer and water from reaching the soil).

Choosing Lawn Fertilizer

The three prominent numbers found on every bag of fertilizer is the guaranteed analysis. These numbers represent the percentage of nutrients by weight contained in the fertilizer. The first number represents the percentage of nitrogen. For example, a 32-3-4 fertilizer is a complete fertilizer that contains 32% nitrogen, 3% phosphate and 4% potash. You should apply approximately 1 lb. of nitrogen per 1000 sq. feet at each application. An example of how to calculate the pounds of nitrogen contained in the bag and how many pounds of nitrogen will be applied per thousand square feet is illustrated in **Table 1**. If soil test results show that your soil is sufficient in phosphorus or you haven't performed a soil test, look for a fertilizer low in phosphorus, e.g. 32-3-4, 18-0-3 or 26-4-12 or a fertilizer with a 2-1-1, 3-1-2, or a 4-1-2 ratio. Greenview (Lebanon-Seaboard), Espoma, and Lesco manufacture turf fertilizers with a low percentage of phosphorus or no phosphorus at all.

An incomplete fertilizer contains one or two primary nutrients (e.g. ammonium sulfate 21-0-0, or triple super phosphate 0-46-0).

Table 1. Calculating lbs. of nitrogen and lbs. of N per 1000 sq. ft.

In order to follow the fertilizer schedule on page 7, it is necessary to determine the amount of nitrogen contained in a bag of fertilizer and how many square feet it covers. The guaranteed analysis is **32-3-4**, the bag weighs 15.5 lbs, and it covers 5000 sq. ft:

To calculate the lbs. of nitrogen in the bag of fertilizer, multiply the weight of the bag by the percent of nitrogen. To calculate the lbs. of nitrogen per 1000 sq. ft. divide this by the thousands of sq. ft. listed on the label that the bag will cover and multiply by 1000.

$$15.5 \times .32 = 5.0 \text{ lbs. of nitrogen contained in the bag.}$$

$$5 \div 5000 \text{ sq. ft.} \times 1000 = 1 \text{ lb. of N per 1000 sq.ft.}$$

This bag of fertilizer will supply 1 lb. of N per 1000 sq.ft.

Fertilizer Ratio

The fertilizer ratio is the comparison of the N (nitrogen), P_2O_5 (phosphate) and K_2O (potash) in a fertilizer. Some common ratios for turf fertilizers are 2-1-1, 3-1-2 or 4-1-2. The ratio is determined by dividing all three numbers by the lowest number (a 16-4-8 fertilizer has a 4-1-2 ratio.) Fertilizers with similar ratios can be substituted for one another, provided the rate of application is adjusted so the correct amount of fertilizer is applied.

Types of Nitrogen

It is very important to determine the source of nitrogen in the fertilizer you are purchasing. Nitrogen sources fall into two categories: quickly available or water soluble and slowly available or water insoluble (WIN). There is also a category of slow release fertilizers that are naturally derived from organic sources, these include different types of organic materials.

When applying fertilizer according to soil test results, multiple applications of fertilizer can be combined if using a fertilizer that contains more than 40% slowly available nitrogen or water insoluble nitrogen (WIN) and when applied in the fall. If this is done with quickly available fertilizer, damage to your lawn may occur. It is important to calculate the WIN. Do not assume that a fertilizer has a high WIN, even if the bag says it contains slow release fertilizer. It is possible only a small percentage of the product contains a source of slow release nitrogen. Refer to **Table 2** to determine the percentage of water insoluble nitrogen (WIN). A high quality slow release turf fertilizer should contain at least 40% of the nitrogen in a slow release form. Many fertilizers formulated today are a combination of slow release and quick release sources of nitrogen. This promotes extended, uniform green-up without producing excessive growth.

Table 2. Examples of Fertilizer Labels and the Methodology for Determining the % of Water Insoluble Nitrogen (WIN)

<p style="text-align: center;">32-3-4</p> <p>Total nitrogen (N)* 32% 5 % ammoniacal nitrogen* 12 % urea nitrogen* 4 % ammonium sulfate* 9.8 % water soluble organic nitrogen* 1.2 % water insoluble nitrogen (WIN)*#</p> <p>Available phosphate (P₂O₅%) 3% Soluble potash (K₂O) 4% Sulfur (S)+ 3% Iron (Fe)+ 1% Manganese (Mn)+ 0.5%</p> <p>Derived from: monoammonium phosphate, urea, muriate of potash, ferrous sulfate, managanese oxide, manganese sulfate, ammoniacal nitrogen, ammonium sulfate, sulfur coated urea +Certain manufacturers include sources of iron or sulfur and manganese.</p> <p><u>Calculating WIN</u> WIN is calculated by dividing the percentage of water insoluble nitrogen by the total percentage of nitrogen in the bag and multiply by 100. $1.2 \div 32 = .0375 \times 100 = 3.75\% \text{ WIN}$</p>	<p>*It is common to blend a number of nitrogen sources, which can include quick release and slow release sources.</p> <p>*#Other terms used to indicate WIN are slow release nitrogen, slowly available nitrogen and controlled-release nitrogen. N sources to look for include: IBDU, sulfur coated urea, and ureaformaldehyde.</p>	<p style="text-align: center;">18-0-3</p> <p>Total nitrogen* 18% 4.7% Ammoniacal nitrogen* 6.3% Other water soluble nitrogen* 7.0% Water insoluble nitrogen*#</p> <p>Soluble Potash (K₂O) 3%</p> <p>Derived from: dehydrated manure, feather meal, kelp meal, iron humate, ureaform, ammonium sulfate and sulfate of potash</p> <p style="text-align: center;"><u>Calculating WIN</u></p> <p>Win is calculated by dividing the percentage of water insoluble nitrogen by the total percentage of nitrogen in the bag and multiply by 100.</p> <p style="text-align: center;">$7 \div 18 = .39 \times 100 = 39\% \text{ WIN}$</p>
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Nitrogen Sources

Quick release nitrogen

Quick release or water-soluble nitrogen sources are ammonium nitrate, ammonium sulfate, and urea. Their major characteristics are:

- ✓ Rapid release of nitrogen, providing immediate green-up
- ✓ Less expensive
- ✓ Water-soluble
- ✓ Greater tendency to burn lawn
- ✓ Short term effects
- ✓ High potential to leach causing nutrient pollution

Slow release nitrogen

Slow release or water insoluble nitrogen sources include IBDU, sulfur coated urea, and ureaformaldehyde (also known as ureaform) Turf roots do not absorb these materials immediately; the nitrogen needs to go through a longer conversion process before the nitrogen is available to the plant. This process is dependent on a number of factors such as, microbial activity, pH, soil moisture, and soil temperature.

Microbial activity is higher when there is sufficient soil moisture and temperatures are warm. Their major characteristics are:

- ✓ Slow release of nitrogen
- ✓ More expensive
- ✓ Water insoluble
- ✓ Less likely to damage lawn
- ✓ Effects last over a longer period of time
- ✓ Less likely to leach and cause nutrient pollution

Slow release natural organic fertilizers

Natural organic fertilizers include materials such as processed sewer sludge, composted manures, poultry meal, bone meal, dried blood, soybean meal and greensand rock. These fertilizers have similar characteristics listed under slow release nitrogen and also:

- ✓ Help to improve soil structure
- ✓ Help to reduce thatch build up
- ✓ Are more expensive per lb. of nutrient

Liquid Fertilizer or Water Soluble Fertilizer

Lawn fertilizers can also be purchased in liquid form. There is no significant difference in the nutrients in liquid or granular fertilizers. The only difference is the method of application. Liquid fertilizers are applied directly to the lawn using a sprayer and are used to supplement soil applications of nitrogen, phosphorus and potassium. If the fertilizer schedule is followed (Table 4 or 5), these applications are not necessary. If soil pH is high making iron unavailable to grass roots, and iron chlorosis symptoms are observed, a foliar application of iron can be beneficial. However, exercise caution when applying iron sulfate fertilizers since hard surfaces such as sidewalks and patios may be stained.

Starter Fertilizers

These are commonly used when starting a new lawn or when renovating an existing lawn. The nitrogen applied should be included in the total amount of nitrogen you are applying for

the year. After 2-3 mowings additional nitrogen can be applied to new turf according to the fertilizer schedule in **Table 4**. It is advisable to begin lawn renovation projects in late summer so there is ample time to apply the recommended nitrogen to the turf in the fall (refer to [HG# 102 Lawn Establishment, Renovation and Overseeding](#)).

Measuring Lawn Size

The square footage of your lawn needs to be calculated before you can purchase the correct amount of fertilizer. For rectangular and square lawns multiply the length times the width (sq. ft. = l x w). For triangular shaped areas, multiply the base times the height and divide by two (sq. ft = b x h÷2). For irregular shaped lawns, calculate the areas separately and add them together (refer to [HG#306 How to Measure Your Yard](#)).

Table 3.

Calculating the correct amount of fertilizer

Three numbers are important: 1) pounds of nitrogen desired per 1000 sq. ft. (see fertilizer schedule page 6), 2) percentage of nitrogen in guaranteed analysis, and 3) square footage of lawn. Use the following formula:

$$\frac{\text{Lbs. of nitrogen desired to apply per 1000 sq. ft.} \times \text{sq. footage of lawn}}{\% \text{ of nitrogen in guaranteed analysis} \times 1,000} = \text{amount of fertilizer needed to apply}$$

Example:

A lawn measures 8,000 sq. ft. and 1.0 lb. of nitrogen is needed per 1,000 sq. ft. The guaranteed analysis of the fertilizer is **26-3-3**.

$$1.0 \div .26 \times 8000 \div 1000 = 31 \text{ lbs. of fertilizer is needed}$$

If the lawn area is more than an acre, convert area to square feet. There are 43,560 square feet in an acre.

Always use the calculated amount of fertilizer. Excess fertilizer should be tightly closed and stored in a dry environment and used as soon as possible (long term storage is not advisable). Calculate how much fertilizer is needed before purchasing.

The Importance of Grasscycling

Grasscycling benefits both your lawn and the environment. If lawns are mowed on a regular basis, grass clippings quickly decompose providing free fertilizer for your lawn. It is a misconception that grasscycling contributes to a thatch build-up or spreads lawn disease. Thatch is an accumulation of partly decomposed grass roots and stems that develops below the actively growing turf. Grass clippings are largely composed of water and decompose rapidly.

Grasscycling has many positive attributes:

- ❖ It encourages a healthier lawn by returning nutrients to the soil, in a slow release form.
- ❖ Saves time by eliminating the need to bag or rake grass clippings.
- ❖ Helps protect the environment by reducing the amount of lawn clippings in the landfill.
- ❖ 25% less fertilizer needs to be applied saving money and reducing the amount of runoff into the Chesapeake Bay.

Tips on Grasscycling

- ❖ Mow with sharp blades.
- ❖ Mow lawn when dry. After a rainy period, large clumps of grass can be raked and removed.
- ❖ Mow on a regular basis. Remove no more than 1/3rd of the leaf blade at each cutting. During the spring it may be necessary to mow twice a week.
- ❖ Mulching mowers hasten the decomposition process, but are not necessary. Check availability of mulching “kits” which can be purchased for some models of lawn mowers. Kits include a plate that blocks discharge shoots, forcing clippings back through the blades. Check your lawn mower manual for information on mulching.
- ❖ Avoid the overuse of fertilizer.

Maintaining Turf Organically*

- ❖ Plant proper turfgrass species for site. Turf-type tall fescue is the #1 recommended grass for sunny or partially sunny lawns
- ❖ Concentrate on building healthy soil by broadcasting a thin (1/4” - 1/2”) layer of screened organic matter on top of turf on a regular basis
- ❖ Fertilize in the fall according to soil test results
- ❖ Fertilize using slow release natural organic fertilizers
- ❖ Maintain proper pH (6.0-6.8) by applying lime according to soil test results
- ❖ Grasscycle
- ❖ Mow turf to recommended height (2 1/2 - 3 1/2 inches for tall fescue) on a regular basis
- ❖ Core aerate and overseed lawns in the fall
- ❖ Hand pull weeds in the early spring and fall or use a corn gluten based herbicide in early spring
- ❖ Do not irrigate turf; allow it to go dormant in the summer

**without chemical fertilizers or pesticides; this is a working definition used by most organic gardeners.*

Nitrogen Fertilizer Schedule for Maryland Lawns*

Fertilizer schedules should be used as a guideline. In some years your lawn may need the maximum total amount of nitrogen, while in others lesser amounts would be sufficient. Nitrogen requirements change depending on the weather conditions (e.g. drought), the age of your lawn (newly established lawns require more nitrogen than older lawns), how much nitrogen was applied the previous season, conditions of the turf, grasscycling and other factors. The key is to be flexible and never use more than the recommended amount of nitrogen fertilizer.

**Nitrogen recommendations vary from state-to-state. Check with your local cooperative extensions service if you live outside of Maryland.*

If grasscycling is performed, reduce the nitrogen amounts listed below by 25%.

Table 4.

COOL SEASON TURF

	Sept.	Oct. thru mid-Nov.	Mid-Nov. thru mid-Dec.	Mid-May thru June+	July thru August	Total
Turf-type tall fescue	1 lb.++	1 lb.++	.5 lb.++	.5 lb.*	0	2 ½ - 3 lbs.
Fine fescues	0	1 lb.++	.5-1 lb.++	0	0	1 ½ -2 lbs.
Kentucky bluegrass	1 lb.++	1 lb.++	1 lb.++	.5-1 lb.*	0	3 ½ - 4 lbs.

+Nitrogen should be applied to cool season turf before the end of May.

++Applications can be combined if fertilizer contains 40% WIN (water insoluble nitrogen).

*Omit this application if turf color and density are acceptable.

Table 5.

WARM SEASON TURF

	Sept.	Oct. thru mid-Nov.	Mid-Nov. thru mid-Dec.	Mid-May thru June+	July thru August	Total
Zoysiagrass	0	0	0	1 lb.	1lb.*	2 lbs.
Bermudagrass	0	0	0	1 lb.	1 lb.	2 lbs.

*Omit this application if turf color and density are acceptable.

Fertilizer Application Methods

Use a spreader for even application of fertilizer. Never apply by hand. A drop type or rotary spreader can be used. Minimize streaking by overlapping wheel tracks when using a drop spreader. Streaking can also be reduced by spreading one-half of the fertilizer in a north-south direction and the remaining half in an east-west direction.

Most brand name fertilizers will list the proper setting for your spreader. Follow label directions. Refer to [FS# 702 Lawns and the Chesapeake Bay](#) for additional information on spreader calibration.

Combination Fertilizers

It is common for homeowners to find "weed and feed" products or fertilizer combined with an herbicide. While they are convenient, they often lead to over-fertilization and fertilizer applied at the wrong time of the year. You should be aware of the potential problems that could occur when using these types of products. Certain herbicides can injure nearby trees and shrubs. It is best to treat weeds or insects, such as white grubs separately using products specific for the problem. For information on weed control refer to [HG# 101 Guide to Controlling Weeds in Cool Season Turf](#). Information on grub control can be found in [HG# 78 The Japanese Beetle](#).

Additional Reminders

- ❖ Sweep excess fertilizer off paved surfaces
- ❖ Fill and wash spreaders over grassy areas, not hard surfaces such as driveways or sidewalks
- ❖ Fertilize at appropriate times, never when soil is frozen or turf is dormant
- ❖ Use a drop spreader around waterways or areas of natural drainage. Also maintain a natural buffer zone between the lawn and water to prevent erosion and to filter nutrients from runoff

References

Home and Garden Information Center. 1996. **Maryland Master Gardener Handbook**. Ag. Duplication, Communications and Information Technology Office, College of Agriculture and Natural Resources, University of Maryland.

Turgeon, A.J. 2002 **Turfgrass Management**. Prentice Hall, Inc. Englewood Cliffs, NJ

Ricciuti, P., Clement D., Malinoski, M.K., **HG 63 IPM Series: Turf**, Maryland Cooperative Extension, Home and Garden Information Center, Ellicott City, MD.

Turner, T.R., Ricciuti, P., Revised by MacLachlan, W., **FS 702 Lawns and the Chesapeake Bay**. Maryland Cooperative Extension, University of Maryland, College Park.

Author: Debra Ricigliano, Horticultural Consultant, Home and Garden Information Center. 5/2004

Reviewed by: Jon Traunfeld, Regional Specialist, Home and Garden Information Center., Kevin Mathias, Ph.D., Institute of Applied Agriculture, University of Maryland, David Clement, Ph.D., Director, University of Maryland Home and Garden Information Center.

Trade names mentioned in this publication are for identification purposes only. Endorsement of any product is not intended or implied.

PROTECT THE BAY. USE PESTICIDES AND FERTILIZERS WISELY

Have a pest or gardening question?

Call The Home and Garden Information Center

1-800-342-2507

www.hgic.umd.edu

CONTRACT: DCKT-2010-CB-0120

ATTACHMENT J.1.6

First Source Agreement

FIRST SOURCE EMPLOYMENT AGREEMENT

Contract Number: DCKT-2009-R-0120-003

Contract Amount: Between \$255,000 to \$1.64 million

Project Name: Grounds Keeping & Landscaping Services

Project Address: Washington, DC

Ward: 1-8

Nonprofit Organization with 50 Employees or Less: (Yes) ____ (No) X

This First Source Employment Agreement, in accordance with D. C. Law 14-24, D.C. Law 5-93, and Mayor's Order 83-265 for recruitment, referral, and placement of District of Columbia residents, is between the District of Columbia Department of Employment Services, hereinafter referred to as DOES, and Community Bridge, Inc., hereinafter, referred to as EMPLOYER. Under this Employment Agreement, the EMPLOYER will use DOES as its first source for recruitment, referral, and placement of new hires or employees for the new jobs created by this project and will hire 51% District of Columbia residents for all new jobs created, as well, as 51% of apprentices employed in connection with the project shall be District residents registered in programs approved by the District of Columbia Apprenticeship Council.

I. GENERAL TERMS

- A. The EMPLOYER will use DOES as its first source for the recruitment, referral and placement of employees.
- B. The EMPLOYER shall require all contractors and subcontractors, with contracts totaling \$100,000 or more, to enter into a First Source Employment Agreement with DOES.
- C. DOES will provide recruitment, referral and placement services to the EMPLOYER subject to the limitations set out in this Agreement.
- D. DOES participation in this Agreement will be carried out by the Office of the Director, with the Office of Employer Services, which is responsible for referral and placement of employees, or such other offices or divisions designated by DOES.
- E. This Agreement shall take effect when signed by the parties below and shall be fully effective for the duration of the contract and any extensions or modifications to the contract.
- F. This Agreement shall not be construed as an approval of the EMPLOYER'S bid package, bond application, lease agreement, zoning application, loan, or contract/subcontract.
- G. DOES and the EMPLOYER agree that for purposes of this Agreement, new hires and jobs created (both union and nonunion) include all EMPLOYER'S job

openings and vacancies in the Washington Standard Metropolitan Statistical Area created as a result of internal promotions, terminations, and expansions of the EMPLOYER'S workforce, as a result of this project, including loans, lease agreements, zoning applications, bonds, bids, and contracts.

- H. For purposes of this Agreement, apprentices as defined in D.C. Law 2-156, as amended, are included.
- I. The EMPLOYER shall register an apprenticeship program with the D.C. Apprenticeship Council for construction or renovation contracts or subcontracts totaling \$500,000 or more. This includes any construction or renovation contract or subcontract signed as the result of, but is not limited to, a loan, bond, grant, Exclusive Right Agreement, street or alley closing, or a leasing agreement of real property for one (1) year or more.
- J. All contractors who contract with the Government of the District of Columbia to perform information technology work with a single contract or cumulative contracts of at least \$500,000, let within any twelve (12) month period shall be required to register an apprenticeship program with the District of Columbia Apprenticeship Council.
- K. The term "information technology work" shall include, but is not limited to, the occupations of computer programmer, programmer analyst, desktop specialist, technical support specialist, database specialist, network support specialist, and any other related occupations as the District of Columbia Apprenticeship Council may designate by regulation.

II. RECRUITMENT

- A. The EMPLOYER will complete the attached Employment Plan, which will indicate the number of new jobs projected, salary range, hiring dates, and union requirements. The EMPLOYER will notify DOES of its specific need for new employees as soon as that need is identified.
- B. Notification of specific needs, as set forth in Section II.A. must be given to DOES at least five (5) business days (Monday - Friday) before using any other referral source, and shall include, at a minimum, the number of employees needed by job title, qualification, hiring date, rate of pay, hours of work, duration of employment, and work to be performed.
- C. Job openings to be filled by internal promotion from the EMPLOYER'S current workforce need not be referred to DOES for placement and referral.
- D. The EMPLOYER will submit to DOES, prior to starting work on the project, the names, and social security numbers of all current employees, including apprentices, trainees, and laid-off workers who will be employed on the project.

III. REFERRAL

DOES will screen and refer applicants according to the qualifications supplied by the EMPLOYER.

IV. PLACEMENT

- A. DOES will notify the EMPLOYER, prior to the anticipated hiring dates, of the number of applicants DOES will refer. DOES will make every reasonable effort to refer at least two qualified applicants for each job opening.
- B. The EMPLOYER will make all decisions on hiring new employees but will in good faith use reasonable efforts to select its new hires or employees from among the qualified persons referred by DOES.
- C. In the event DOES is unable to refer the qualified personnel requested, within five (5) business days (Monday - Friday) from the date of notification, the EMPLOYER will be free to directly fill remaining positions for which no qualified applicants have been referred. Notwithstanding, the EMPLOYER will still be required to hire 51% District residents for the new jobs created by the project.
- D. After the EMPLOYER has selected its employees, DOES will not be responsible for the employees' actions and the EMPLOYER hereby releases DOES, and the Government of the District of Columbia, the District of Columbia Municipal Corporation, and the officers and employees of the District of Columbia from any liability for employees' actions.

V. TRAINING

DOES and the EMPLOYER may agree to develop skills training and on-the-job training programs; the training specifications and cost for such training will be mutually agreed upon by the EMPLOYER and DOES and set forth in a separate Training Agreement.

VI. CONTROLLING REGULATIONS AND LAWS

- A. To the extent this Agreement is in conflict with any labor laws or governmental regulations, the laws or regulations shall prevail.
- B. DOES will make every effort to work within the terms of all collective bargaining agreements to which the EMPLOYER is a party.
- C. The EMPLOYER will provide DOES with written documentation that the EMPLOYER has provided the representative of any involved collective bargaining unit with a copy of this Agreement and has requested comments or objections. If the representative has any comments or objections, the EMPLOYER will promptly provide them to DOES.

VII. EXEMPTIONS

- A. Contracts, subcontracts or other forms of government-assistance less than \$100,000.
- B. Employment openings the contractor will fill with individuals already employed by the company.
- C. Job openings to be filled by laid-off workers according to formally established recall procedures and rosters.
- D. Suppliers located outside of the Washington Standard Metropolitan Statistical Area and who will perform no work in the Washington Standard Metropolitan Statistical Area.

VIII. AGREEMENT MODIFICATIONS, RENEWAL, MONITORING, AND PENALTIES

- A. If, during the term of this Agreement, the EMPLOYER should transfer possession of all or a portion of its business concerns affected by this Agreement to any other party by lease, sale, assignment, merger, or otherwise, the EMPLOYER as a condition of transfer shall:
 - 1. Notify the party taking possession of the existence of the EMPLOYER'S Agreement.
 - 2. Notify the party taking possession that full compliance with this Agreement is required in order to avoid termination of the project.
 - 3. EMPLOYER shall, additionally, advise DOES within seven (7) business/calendar days of the transfer. This advice will include the name of the party taking possession and the name and telephone of that party's representative.
- B. DOES shall monitor EMPLOYER'S performance under this Agreement. The EMPLOYER will cooperate in DOES' monitoring effort and will submit a Contract Compliance Form to DOES monthly.
- C. To assist DOES in the conduct of the monitoring review, the EMPLOYER will make available payroll and employment records for the review period indicated.
- D. If additional information is needed during the review, the EMPLOYER will provide the requested information to DOES.
- E. With the submission of the final request for payment from the District, the EMPLOYER shall:
 - 1. Document in a report to the Contracting Officer its compliance with the requirement that 51% of the new employees hired by the project be District residents; or

2. Submit a request to the Contracting Officer for a waiver of compliance with the requirement that 51% of the new employees hired by the project be District residents and include the following documentations:
 - a. Material supporting a good faith effort to comply;
 - b. Referrals provided by DOES and other referral sources; and
 - c. Advertisement of job openings listed with DOES and other referral sources.
- F. The Contracting Officer may waive the requirement that 51% of the new employees hired by the project be District residents, if the Contracting Officer finds that:
1. A good faith effort to comply is demonstrated by the contractor;
 2. The EMPLOYER is located outside the Washington Standard Metropolitan Statistical Area and none of the contract work is performed inside the Washington Standard Metropolitan Statistical Area;
The Washington Standard Metropolitan Statistical Area includes the District of Columbia, the Virginia Cities of Alexandria, Falls Church, Manassas, Manassas Park, Fairfax, and Fredericksburg; the Virginia Counties of Fairfax, Arlington, Prince William, Loudoun, Stafford, Clarke, Warren, Fauquier, Culpeper, Spotsylvania, and King George; the Maryland Counties of Montgomery, Prince Georges, Charles, Frederick, and Calvert; and the West Virginia Counties of Berkeley and Jefferson.
 3. The EMPLOYER enters into a special workforce development training or placement arrangement with DOES; or
 4. DOES certifies that insufficient numbers of District residents in the labor market possess the skills required by the positions created as a result of the contract.
- G. Willful breach of the First Source Employment Agreement by the EMPLOYER, or failure to submit the Contract Compliance Report, or deliberate submission of falsified data, may be enforced by the Contracting Officer through imposition of penalties, including monetary fines of 5% of the total amount of the direct and indirect labor costs of the contract.
- H. Nonprofit organizations with 50 or less employees are exempted from the requirement that 51% of the new employees hired on the project be District residents.
- I. The EMPLOYER and DOES, or such other agent as DOES may designate, may mutually agree to modify this Agreement.
- J. The project may be terminated because of the EMPLOYER'S non-compliance with the provisions of this Agreement.

IX. Is your firm a certified Local, Small, Disadvantaged Business Enterprise (LSDBE)? YES NO
If yes, certification number: LSDR21662062011

X. Do you have a registered Apprenticeship program with the D.C. Apprenticeship Council?
 YES NO
If yes, D.C. Apprenticeship Council Registration Number: _____

XI. Indicate whether your firm is a subcontractor on this project: YES NO
If yes, name of prime contractor: _____

Dated this 27th day of October 2009

Signature Dept. of Employment Services


Signature of Employer

Community Bridge, Inc.
Name of Company

1 Scott Circle, NW Suite 820
Washington, DC 20036
Address

202.483.9339
Telephone

dmskelton@community-bridge.com
E-mail

EMPLOYMENT PLAN

NAME OF FIRM Community Bridge, Inc.

ADDRESS 1 Scott Circle, NW Suite 820 Washington, DC 20036

TELEPHONE NUMBER 202.483.9339 FEDERAL IDENTIFICATION NO. 

CONTACT PERSON Denise M. Shelton TITLE President/CEO

E-mail: dms Shelton@community-bridge.com TYPE OF BUSINESS: Facilities Management

R
(a)
(b)

ORIGINATING DISTRICT AGENCY Office of Contract and Procurement

CONTRACTING OFFICER: James Roberts TELEPHONE NUMBER: 202.671.2283

TYPE OF PROJECT Grounds Keeping and Landscaping Services FUNDING AMOUNT \$255,000 to \$1.64 million per year

PROJECTED START DATE Five business dates from receipt of notice to proceed and purchase order

PROJECT DURATION Base Year plus 4 Option Years

NEW JOB CREATION PROJECTIONS (Attach additional sheets, as needed.) Please indicate the new position(s) your firm will create as a result of this project.

	JOB TITLE	# OF JOBS F/T P/T	SALARY RANGE	UNION MEMBERSHIP REQUIRED NAME LOCAL#	PROJECTED HIRE DATE
A	Grounds Maintenance Crew	40 FT		N/A	2/1/2010
B					
C					
D					
E					
F					
G					
H					

R
(a)
(1)

CONTRACT: DCKT-2010-CB-0120

ATTACHMENT J.1.7

EEO Statement



ASSURANCE OF COMPLIANCE WITH EQUAL EMPLOYMENT OPPORTUNITY REQUIRMENTS

Mayor's order 85-85, effective June 10, 1985, and the rules implementing mayors Order 85-85, 33 DCR 4952, (published August 15, 1986), "on compliance with Equal Opportunity requirements in District Government contracts," are hereby included As part of this bid/proposal. Therefore, each bidder/offeror shall indicate below their written commitment to assure compliance with mayor's order 85-85 and the implementing rules. Failure to comply with the subjects Mayor's order and the implementing rules shall result in rejection of the respective bid/proposal.

I, Denise M. Shelton, President & CEO, the authorized representative of Community Bridge, Inc., hereinafter referred to as "the Contractor," certify that the contractor is fully aware of all of the provisions of Mayor's Order 85-85, effective June 10, 1985, and of the rules implementing Mayor's Order 85-85, 33 DCR 4952. I further certify and assure that the contractor will fully comply with all applicable provisions of the Mayor's order and implementing rules if awarded the D.C. Government referenced by the contract number entered below. Further, the contractor acknowledges and understands that the award of said contract and its continuation are specifically conditioned upon the Contractor's compliance with the above-cited order and rules.

Community Bridge, Inc
Contractor

Denise M. Shelton
Name

Denise M. Shelton
Signature

President & CEO
Title

DCKT-2009-R-0120
Contract number

January 20, 2010
Date

1 Scott Circle Northwest
Suite 820
Washington, DC 20036
Phone: (202) 483-9339
Facsimile: (202) 478-0953
Website: www.community-bridge.com



EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY STATEMENT

Community Bridge, Inc. shall not discriminate against any employee or applicant for employment because of actual or perceived: race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, matriculation, political affiliation, genetic information, disability, source of income, or place of residence or business.

Community Bridge, Inc. agrees to affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their actual or perceived: race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, matriculation, political affiliation, genetic information, disability, source of income, or place of residence or business. The Affirmative Action shall include, but not be limited to the following: (A) Employment, Upgrading, or Transfer; (B) Recruitment or recruitment advertising; (C) Demotion, Layoff, or termination; (D) Rates of pay, or other forms or compensation; and (E) Selection for training and apprenticeship.

Community Bridge, Inc. agrees to post in conspicuous places the provisions concerning non-discrimination and affirmative action.

Community Bridge, Inc. shall state that all qualified applicants will receive consideration for employment pursuant to subsection 1103.2 through 1103.10 of Mayor's Order 85-85; "Equal Employment Opportunity Requirements in Contracts."

Community Bridge, Inc. agrees to permit access to all books pertaining to its employment practices, and to require each subcontractor to permit access to books and records.

Community Bridge, Inc. agrees to comply with all guidelines for equal employment opportunity applicable in the District of Columbia.

Community Bridge, Inc. shall include in every subcontract the Equal Opportunity Clauses, Subsection 1103.2 through 1103.10 so that such provisions shall be binding upon each subcontractor or vendor.

Denise M. Shelton
Authorized Official and Title

January 20, 2010
Date

Denise M. Shelton
Authorized Signature
Name

Community Bridge, Inc.
Firm/Organization

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Suite 820
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EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER INFORMATION REPORT

GOVERNMENT OF THE DISTRICT OF COLUMBIA DC Office of Contracting and Procurement Employer Information Report (EEO)	Reply to: Office of Contracting and Procurement 441 4 th Street, NW, Suite 700 South Washington, DC 20001
Instructions: Two (2) copies of DAS 84-404 or Federal Form EEO-1 shall be submitted to the Office of Contracting and Procurement. One copy shall be retained by the Contractor.	
Section A - TYPE OF REPORT	
1. Indicate by marking in the appropriate box the type of reporting unit for which this copy of the form is submitted (MARK ONLY ONE BOX)	
Single Establishment Employer (1) <input checked="" type="checkbox"/> Single-establishment Employer Report	Multi-establishment Employer: (2) <input type="checkbox"/> Consolidated Report (3) <input type="checkbox"/> Headquarters Report (4) <input type="checkbox"/> Individual Establishment Report (submit one for each establishment with 25 or more employees) (5) <input type="checkbox"/> Special Report
1. Total number of reports being filed by this Company. _____	
Section B - COMPANY IDENTIFICATION (To be answered by all employers)	
1. Name of Company which owns or controls the establishment for which this report is filed <i>Community Bridge, Inc</i>	OFFICIAL USE ONLY a.
Address (Number and street): <i>1 Scott Circle, NW Ste. 870</i>	City or Town: <i>Washington</i>
Country: <i>US</i>	State: <i>DC</i>
Zip Code: <i>20036</i>	b.
b. Employer Identification No. <i>75</i>	
2. Establishment for which this report is filed.	
a. Name of establishment <i>Same As Item # 1</i>	OFFICIAL USE ONLY c.
Address (Number and street)	City or Town
b. Employer identification No.	Country
State	Zip Code
d.	
3. Parent of affiliated Company <i>Same As Item # 1</i>	
a. Name of parent or affiliated Company	b. Employer Identification No.
Address (Number and Street)	City or Town
Country	State
Zip Code	
Section C - ESTABLISHMENT INFORMATION	
1. Is the location of the establishment the same as that reported last year? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Did not report last year <input type="checkbox"/> Report on combined basis	2. Is the major business activity at this establishment the same as that reported last year? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No report last year <input type="checkbox"/> Reported on combined basis
OFFICIAL USE ONLY	
2. What is the major activity of this establishment? (Be specific, i.e., manufacturing steel castings, retail grocer, wholesale plumbing supplies, title insurance, etc. Include the specific type of product or service provided, as well as the principal business or industrial activity. <i>Grounds Maintenance, Landscaping, Tree + Debris Removal, Facilities Management, Snow + Ice Removal, Janitorial, Construction</i>	
3. MINORITY GROUP MEMBERS: Indicate if you are a minority business enterprise (50% owned or 51% controlled by minority members) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

SOLICITATION NO: DCKT-2009-R-0120

PROJECTED GOALS AND TIMETABLES FOR FUTURE HIRING

MINORITY GROUP EMPLOYES GOALS								TIMETABLES		
JOB CATEGORIES	MALE				FEMALE					
	BLACK	ASIAN	AMERICAN INDIAN	HISPANIC	BLACK	ASIAN	AMERICAN INDIAN	HISPANIC		
OFFICIALS & MANAGERS										
PROFESSIONALS										
TECHNICIANS										
SALES WORKERS										
OFFICE AND CLERICAL										
CRAFTSMANS (SKILLELD)										
OPERATIVE (SEMI-SKILLED)										
LABORERS (UNSKILLED)										
SERVICE WORKERS										
TOTALS										
NAME OF AUTHORIZED OFFICIAL:			TITLE:			SIGNATURE:				
Denise M. Shelton			President/CEO			Denise M. Shelton				
FIRM NAME:					TELEPHONE NO:		DATE:			
Community Bridge, Inc.					202-483-9339		1/21/2010			
INDICATE IF THE PRIME UTILIZES A "MINORITY FINANCIAL INSTITUTION"										
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No										
NAME: Industrial Bank										
ADDRESS: 2002 - 11th St., NW Washington, D.C. 20001										
TYPE OF ACCOUNT/S: Line of Credit										

DEPARTMENT OF SMALL AND LOCAL BUSINESS DEVELOPMENT
 CONTRACT COMPLIANCE DIVISION

SUBCONTRACT SUMMARY FORM

This SUMMARY form is to be completed by the PRIME contractor
 BID NO. DCKT-2009-R-0120 CCB NUMBER: _____ of 1 pages

* NOTE: The standard for minority subcontracting is 25% of the TOTAL contract dollar amount to be subcontracted.

AMOUNT OF PRIME CONTRACT: \$ Unknown until Awarded
 AMOUNT OF ALL SUBCONTRACTS: \$ _____ equals
25 % OF THE PRIME CONTRACT.

NAME OF PRIME CONTRACTOR: Community Bridge, Inc.
 TELEPHONE NO. 202-483-9339

ADDRESS: 1 Scott Circle, NW Ste. 820
 Washington, DC 20036

PROJECT NAME: Grounds Keeping + Landscape Services
 ADDRESS: Washington, DC WARD NO.: 1-B

PROJECT DESCRIPTIONS:
Grounds Keeping and Landscape Services

SECTION II LIST ALL SUBCONTRACTORS THAT WILL BE UTILIZED ON THE ABOVE PROJECT

1. NAME OF SUBCONTRACTOR	2. ADDRESS	3. CONTACT PERSON	4. MBQC CERT. NO.	5. PHONE NO.	1. IS THIS A *MINORITY SUB? ____ YES ____ NO	2. TRADE OR BUSINESS PRODUCT THAT SUB WILL PROVIDE.	1. \$ AMOUNT OF SUBCONTRACT equals(=)	2. ____% (percent) OF TOTAL PRIME CONTRACT.
1. <u>Greenheart Development + Landscapes</u>	2. <u>200 S St., NW</u>	3. <u>Washington, DC 20002</u>	4. <u></u>	5. <u>202-722-0511</u>	1. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	2. <u></u>	1. \$ <u>Unknown until Awarded.</u> equals(=)	2. <u>25</u> %
1. _____	2. _____	3. _____	4. _____	5. _____	1. <input type="checkbox"/> YES <input type="checkbox"/> NO	2. _____	1. \$ _____ equals(=)	2. _____ %
1. _____	2. _____	3. _____	4. _____	5. _____	1. <input type="checkbox"/> YES <input type="checkbox"/> NO	2. _____	1. \$ _____ equals(=)	2. _____ %
1. _____	2. _____	3. _____	4. _____	5. _____	1. <input type="checkbox"/> YES <input type="checkbox"/> NO	2. _____	1. \$ _____ equals(=)	2. _____ %
1. _____	2. _____	3. _____	4. _____	5. _____	1. <input type="checkbox"/> YES <input type="checkbox"/> NO	2. _____	1. \$ _____ equals(=)	2. _____ %
1. _____	2. _____	3. _____	4. _____	5. _____	1. <input type="checkbox"/> YES <input type="checkbox"/> NO	2. _____	1. \$ _____ equals(=)	2. _____ %
1. _____	2. _____	3. _____	4. _____	5. _____	1. <input type="checkbox"/> YES <input type="checkbox"/> NO	2. _____	1. \$ _____ equals(=)	2. _____ %
1. _____	2. _____	3. _____	4. _____	5. _____	1. <input type="checkbox"/> YES <input type="checkbox"/> NO	2. _____	1. \$ _____ equals(=)	2. _____ %
1. _____	2. _____	3. _____	4. _____	5. _____	1. <input type="checkbox"/> YES <input type="checkbox"/> NO	2. _____	1. \$ _____ equals(=)	2. _____ %
1. _____	2. _____	3. _____	4. _____	5. _____	1. <input type="checkbox"/> YES <input type="checkbox"/> NO	2. _____	1. \$ _____ equals(=)	2. _____ %
1. _____	2. _____	3. _____	4. _____	5. _____	1. <input type="checkbox"/> YES <input type="checkbox"/> NO	2. _____	1. \$ _____ equals(=)	2. _____ %

TOTAL DOLLAR AMOUNT SUBCONTRACTED TO *MINORITY BUSINESS ENTERPRISES. \$ Unknown until Awarded
 PERCENT OF PRIME CONTRACT. 25 %