# Request for Quotations (Services) Open Market Lowest Price, Technically Acceptable

# Request for Quotation

RFQ Number:6 Request Date:August 7, 2020
Special Notes: This is a request for Open Market Pricing.
Quotes may be faxed or e-mailed to the below listed address by <b>Monday August 31, 2020 at 4:00 pm</b> local time. Hand carried quotes must be delivered by the same time at 401 W. Trade Street, Suite 195, Charlotte, NC 28202 to Attention: Susan Calkins. Submit a technical proposal describing your approach and project management in accordance with the attached statement of work. Use the attached quote sheet for a price quotation broken down into the line items listed.
A fixed price award from this RFQ will be made based on the lowest priced, technically acceptable offer.
Quotes and questions concerning this RFQ should be addressed to Susan Calkins, Special Projects Coordinator, US District Court, 401 W. Trade Street, Suite 195, Charlotte, NC 28202. Or by email <a href="mailto:susan_calkins@ncwd.uscourts.gov">susan_calkins@ncwd.uscourts.gov</a>
Services are to be performed at: US Federal Courthouse 401 W. Trade Street, Charlotte, NC 28202.
Sincerely,
Susan Calkins Contracting Officer
Attachment

Quote Sheet for RFQ Number:	6
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Item No.	Description	Quantity	Unit	Unit Price	Extended Price
1	Move existing furniture in Jonas Building Suite 195 to Annex. Estimate March 2020				
2	Move all existing furniture in Jonas Building. Furniture will either be moved to Annex or disposal staging area in lobby. Estimate April 2020				
3	Delivery and pick up of moving bins and labels				
				TOTAL	

Vendor's Name	Vendor's Phone Number/fax number/e-mail address		
Vendor's Street Address	Vendor's City, State, and Zip Code		
Signature of Person Authorized to Sign Quote	Date	DUNS number	

#### STATEMENT OF WORK (SOW)

#### 1.1 INTRODUCTION:

Move of existing furniture in Jonas Building to the new Annex. Some furniture will be moved to a staging area in the Jonas Building lobby.

#### 1.2 OBJECTIVES:

This move will be from an existing 2 story courthouse to a new 8 story annex. Move of all furniture in a timely manner.

#### 1.3 SCOPE:

- Suite 195 in the Jonas Building will be moved first during the month of March 2021.
- The remainder of the Jonas Building will be moved during the month of April 2021.
- All moves must be completed by Friday April 30, 2021
- Follow-up move punch list 30 days after move completion

# 1.4 SPECIAL REQUIREMENTS/INFORMATION:

- All workers must have had a background check
- Must provide a certificate of liability insurance for any damage to the building, elevators, furniture and personnel.

# 2 REQUIREMENTS

- Disassemble and reassemble furniture as needed, ex. Desks with bridges
- Disassemble and move existing systems furniture to excess furniture location
- Move all furniture to locations as identified by the Court
- Move TVs and computer equipment as identified by the Court
- Provide moving bins to Court at least 1 week prior to each scheduled move
- Provide labels for bins and furniture to the Court at least 1 week prior to each scheduled move
- Provide enough manpower to move offices and excess furniture each day
- Work with the Court to provide a clear move plan how many days to complete all moves, how many offices to be moved per day, how many groups of movers each day, etc.
- Provide padding/protection to all elevators and doorways
- Follow-up "punch list" move day(s)

#### 3 DELIVERABLES

- Develop a clear move plan with the Court
- Move of Suite 195
- Delivery of moving bins and labels
- Move of remainder of building

#### 3.1 SCHEDULE FOR PERFORMANCE AND DELIVERY/MILESTONE SCHEDULES

- Move plan with the Court February 2021
- Delivery of moving bins and labels for suite 195 March 2021
- Move of Suite 195 March 2021
- Delivery of moving bins and labels March 2021
- Move of Jonas building April 2021
- Follow-up "punch list" move day(s) May 2021

## 3.2 REVIEW PERIOD FOR DELIVERABLE(S)

- Daily inspection of moved furniture for damages
- Upon completion of move for building/office damage

## 3.3 ACCEPTANCE CRITERIA FOR DELIVERABLE(S)

- No damaged furniture or have entered a claim for damaged furniture
- Work completed on time as agreed upon

# 4 ENVIRONMENT:

## **4.1 LOCATION(S) FOR PERFORMANCE:**

Jonas Building and Annex – elevator access to both and buildings connect in the basement

## 4.2 GOVERNMENT FURNISHED PROPERTY

## 4.3 CONTRACTOR FURNISHED MATERIAL

- All blankets to cover furniture and elevators as needed.
- Bins for packing
- Hand trucks, furniture dollies necessary for moving furniture
- Equipment/tools necessary for disassembling furniture
- Parking. Please only provide 1 small truck for bringing moving equipment. Any additional vehicles will
  need to park in public parking.

# APPLICABLE JUDICIARY TERMS AND CONDITIONS

1. Clause B-5, Clauses Incorporated by Reference (SEP 2010)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the contracting officer will make their full text available. Also, the full text of a clause may be accessed electronically at this address: <a href="http://www.uscourts.gov/procurement.aspx">http://www.uscourts.gov/procurement.aspx</a>

(end)

2. The following judiciary clauses, that the Contracting Officer has indicated are applicable, are incorporated in this contract by reference:
X Clause 3-3 Provisions, Clauses, Terms and Conditions - Small Purchases (JUN 2014)
_X Clause 3-175 Fair Labor Standards Act and Service Contract Act – Price Adjustment (Multiple Year and Option
Contracts) (JUN 2012)
_X Clause 6-20 Insurance – Work on or Within a Judiciary Facility (APR 2011)
Clause 7-55 Contractor Use of Judiciary Networks (JUN 2014)
_X Clause 7-65 Protection of Judiciary Buildings, Equipment and Vegetation (APR 2013)
_X Clause 7-115Availability of Funds (JAN 2003)
3. The following full text clauses are incorporated if the Contracting Officer has marked them as applicable (X):
Clause 2-90C Option to Extend Services (APR 2013)
The judiciary may require continued performance of any services within the limits and at the rates specified in the contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed 6 months. The contracting officer may exercise the option by written notice to the contractor no later than calendar days prior to the contract's current expiration date [insert the period of time within which the contracting officer may exercise the option].  (end)
Clause 2-90D Option to Extend the Term of the Contract (APR 2013)
(a) The judiciary may extend the term of this contract by written notice to the contractor no later than calendar days prior to the contract's current expiration date [insert the period of time within which the contracting officer may exercise the option]; provided that the judiciary gives the contractor a preliminary written notice of its intent to extend at least calendar days [60 days unless a different number of days is inserted] before the contract expires. The preliminary notice does not commit the judiciary to an extension.
(b) If the judiciary exercises this option, the extended contract shall be considered to include this option clause.
(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed (months) (years).
(end)
A. L

4. Incorporation of Department of Labor Wage Rate Determination

(If the estimated cost is over \$2,500, attach the current applicable Department of Labor wage rate determination.)

# SUBMISSION OF QUOTE AND EVALUATION OF OFFERS

1. The following judiciary provisions, that the Contracting Officer has indicated are applicable, are incorporated in this

solicitati	on:	
Pro	ovision B-1, Solici	tation Provisions Incorporated by Reference (SEP 2010)
given in listed pro submitti	full text. Upon re ovisions may incl ng the full text of late information	ates one or more solicitation provisions by reference, with the same force and effect as if they were equest, the contracting officer will make their full text available. The offeror is cautioned that the ude blocks that must be completed by the offeror and submitted with its quotation or offer. In lieu of f those provisions, the offeror may identify the provision by paragraph identifier and provide the with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically http://www.uscourts.gov/procurement.aspx.
		(end)
	Solicitation Pro	visions Incorporated by Reference
_X Pr	rovision 2-70	Site Visit (JAN 2003)
Pro	ovision 2-85A	Evaluation Inclusive of Options (JAN 2003)
Pro	ovision 3-135	Single or Multiple Awards (JAN 2003)
	Additional Solid	citation Provisions
<u>X</u> Pr	rovision 4-1, Type	e of Contract (JAN 2003)
-		ard a firm fixed price type of contract under this solicitation, and all offers shall be submitted on this used on other contract types will not be considered.
		(end)
<u>X</u> Pı	rovision 3-5, Taxp	payer Identification and Other Offeror Information (APR 2011)
(a)	Definitions.	
	(IRS) to be used	ntification (TIN)," as used in this provision, means the number required by the Internal Revenue Service I by the offeror in reporting income tax and other returns. The TIN may be either a social security imployer identification number.
(b)	collection requi implementing r requirements, t	Il submit the information required in paragraphs (d) and (e) of this provision to comply with debt irements of 31 U.S.C. 7701(c) and 3325(d), reporting requirements of 26 U.S.C. 6041, 6041A, and regulations issued by the IRS. If the resulting contract is subject to the payment reporting the failure or refusal by the offeror to furnish the information may result in a 31 percent reduction of rwise due under the contract.
(c)	relationship wit	e used by the government to collect and report on any delinquent amounts arising out of the offeror's the the government (31 U.S.C. 7701(c)(3). If the resulting contract is subject to payment recording the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror's

(d)	Taxpaye	Identification Number (TIN):			
	[]	TIN has been applied for.  TIN is not required, because:  Offeror is a nonresident alien, foreign corporation or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;  Offeror is an agency or instrumentality of a foreign government;  Offeror is an agency or instrumentality of the federal government.			
(e)	Type of o	rganization:			
	[ ] [ ] [ ] [ ] [ ] [ ]	sole proprietorship; partnership; corporate entity (not tax-exempt); corporate entity (tax-exempt); government entity (federal, state or local); foreign government; international organization per 26 CFR 1.6049-4; other			
(f)	Contract	Contractor representations.			
The offeror represents as part of its offer that it is [ ], is not, [ ] 51% owned and the management and daily operations are controlled by one or more members of the selected socio-economic group(s) below:					
	<ul><li>[ ] Women Owned Business</li><li>[ ] Minority Owned Business (if selected, then one sub-type is required)</li></ul>				
		<ul> <li>Black American</li> <li>Hispanic American (American Indians, Eskimos, Aleuts, or Native Hawaiians)</li> <li>Asian-Pacific American (persons with origins from Burma, Thailand, Malaysia, Indonesia, Korea, The Philippines, U.S. Trust Territory of the Pacific Islands (Republic of Palau), Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru)</li> <li>Subcontinent Asian (Asian-Indian) American (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal)</li> <li>Individual/concern, other than one of the preceding.</li> </ul>			
		(end)			
_	Provision 3-1	Exemption from Application of the Service Contract Act to Contracts for Maintenance, Calibration, or Repair of Certain Equipment – Certification (APR 2011)			
	(a) The offe	or shall check following certification:			
		CERTIFICATION			
	The offeror [	] does [ ] does not certify that –			
		ems of equipment to be serviced under this contract are used regularly for other than government purposes old or traded by the offeror (or subcontractor in the case of an exempt subcontractor) in substantial			

quantities to the general public in the course of normal business operations;

- (2) the services will be furnished at prices which are, or are based on, established catalog or market prices for the maintenance, calibration, or repair of equipment.
  - (i) An "established catalog price" is a price included in a catalog, price list, schedule, or other form that is regularly maintained by the manufacturer or the offeror, is either published or otherwise available for inspection by customers, and states prices at which sales currently, or were last, made to a significant number of buyers constituting the general public.
  - (ii) An "established market price" is a current price, established in the usual course of trade between buyers and sellers free to bargain, which can be substantiated from sources independent of the manufacturer or contractor; and
- (3) the compensation (wage and fringe benefits) plan for all service employees performing work under the contract is the same as that used for these employees and equivalent employees servicing the same equipment of commercial customers.
- (b) Certification by the offeror as to its compliance with respect to the contract also constitutes its certification as to compliance by its subcontractor if it subcontracts out the exempt services. If the offeror certifies to the conditions in paragraph (a) of this provision then <u>Clause 3-160</u>, <u>Service Contract Act of 1965</u>, will not be included in any resultant contract to this offeror.
- (c) If the offeror does not certify to the conditions in paragraph (a) of this provision
  - (1) <u>Clause 3-215, Exemption from Application of the Service Contract Act to Contracts for Maintenance, Calibration, or Repair of Certain Equipment Requirements</u>, will not be included in any resultant contract awarded to this offeror; and
  - (2) the offeror shall notify the contracting officer as soon as possible, if the contracting officer did not attach a Service Contract Act wage determination to the solicitation.
- (d) The contracting officer may not make an award to the offeror, if the offeror fails to execute the certification in paragraph (a) of this provision or to contact the contracting officer as required in paragraph (c) of this provision.

(end)

Provision 3-220 Exemption from Application of the Service Contract Act to Contracts for Certain Services – Certification (APR 2011)

(a) The offeror shall check following certification:

#### **CERTIFICATION**

The offeror [ ] does [ ] does not certify that –

- (1) The services under the contract are offered and sold regularly to non-Governmental customers, and are provided by the offeror (or subcontractor in the case of an exempt subcontract) to the general public in substantial quantities in the course of normal business operations;
- (2) The contract services are furnished at prices that are, or are based on, established catalog or market prices. An "established catalog price" is a price included in a catalog, price list, schedule, or other form that is regularly maintained by the manufacturer or the offeror, is either published or otherwise available for inspection by customers, and states prices at which sales currently, or were last, made to a significant number of buyers constituting the general public. An "established market price" is a current price, established in the usual course of ordinary and usual trade between buyers and sellers free to bargain, which can be substantiated from sources independent of the manufacturer or offeror;

- (3) Each service employee who will perform the services under the contract will spend only a small portion of his or her time (a monthly average of less than 20 percent of the available hours on an annualized basis, or less than 20 percent of available hours during the contract period if the contract period is less than a month) servicing the Government contract; and
- (4) The offeror uses the same compensation (wage and fringe benefits) plan for all service employees performing work under the contract as the offeror uses for these employees and for equivalent employees servicing commercial customers.
- (b) Certification by the offeror as to its compliance with respect to the contract also constitutes its certification as to compliance by its subcontractor if it subcontracts out the exempt services. If the offeror certifies to the conditions in paragraph (a) of this provision then <u>Clause 3-160</u>, <u>Service Contract Act of 1965</u>, as amended, will not be included in any resultant contract to this offeror.
- (c) If the offeror does not certify to the conditions in paragraph (a) of this provision—
  - (1) <u>Clause 3-225, Exemption from Application of the Service Contract Act to Contracts for Certain Services Requirements</u>, will not be included in any resultant contract to this offeror; and
  - (2) The offeror shall notify the contracting officer as soon as possible if the contracting officer did not attach a Service Contract Act wage determination to the solicitation.
- (d) The contracting officer may not make an award to the offeror, if the offeror fails to execute the certification in paragraph (a) of this provision or to contact the Contracting Officer as required in paragraph (c) of this provision.

(end)

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"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 1996-0248

Daniel W. Simms Division of | Director Wage Determinations |

Revision No.: 44
Date Of Last Revision: 12/23/2019

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: North Carolina South Carolina

Area: North Carolina Counties of Alexander Anson Cabarrus Catawba Cleveland Gaston Iredell Lincoln Mecklenburg Rowan Stanly Union Wilkes

South Carolina Counties of Chesterfield Lancaster York

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
Food & Lodging:		
07041 - Cook I		12.27
07042 - Cook II		14.52
07070 - Dishwasher		9.35
07130 - Food Service Worker		9.98
07260 - Waiter/Waitress		9.35
11060 - Elevator Operator		9.35
11210 - Laborer Grounds Maintenance		9.98
11240 - Maid or Houseman		9.98
99030 - Cashier		9.98
99050 - Desk Clerk	(see 1)	9.98
Halfway House & Residential Community Treatment:	,	
01011 - Accounting Clerk I		11.29
01012 - Accounting Clerk II		12.07
01111 - General Clerk I		10.51
01311 - Secretary I		12.84
01611 - Word Processor I		10.51
07041 - Cook I		12.27
07042 - Cook II		14.52
07070 - Dishwasher		9.35
07130 - Food Service Worker		9.98
11150 - Janitor		9.98
11210 - Laborer Grounds Maintenance		9.98

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11240 - Maid or Houseman		9.98
23370 - General Maintenance Worker		13.01
27101 - Guard I		10.49
27102 - Guard II		11.20
99050 - Desk Clerk	(see 1)	10.51
Moving & Storage:		
21020 - Forklift Operator		12.27
21050 - Material Handling Laborer		10.66
21110 - Shipping Packer		12.27
21410 - Warehouse Specialist		12.27
31361 - Truckdriver Light		12.27
31362 - Truckdriver Medium		13.01
31363 - Truckdriver Heavy		13.74
31364 - Truckdriver Tractor-Trailer		14.52

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the

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performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

- 1) Rates are applicable only under the appropriate occupational category.
- \*\* UNIFORM ALLOWANCE \*\*

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

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

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

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

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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 (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(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 the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the Wage and Hour Division U.S. Department of Labor for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour 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 ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination."