



## GENERAL SERVICES ADMINISTRATION

### Federal Supply Service Authorized Federal Supply Schedule Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!, a menu-driven database system. The INTERNET address GSA Advantage! is: [GSAAdvantage.gov](http://GSAAdvantage.gov).

Multiple Award Schedule (MAS)  
FSC Group: Industrial Products and Services  
FSC/PSC Code: 6840, 0000  
Contract number: GS-21F-0146X

*For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at [fss.gsa.gov](http://fss.gsa.gov).*

Contract period: July 25, 2021 – July 24, 2026

Invasive Plant Control, Inc.  
6811 Highway 70 S  
Nashville, TN 37221

Cell Phone: 615-969-1309  
Office Phone: 615-385-4319  
Fax: 615-385-4124

Contract Administration Source: Steve Manning  
[steve@ipc.us.com](mailto:steve@ipc.us.com)

[www.invasiveplantcontrol.com](http://www.invasiveplantcontrol.com)  
Small Business

Modification # PA-0020, Effective 1/27/2023

**CUSTOMER INFORMATION:**

1a. Table of awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s).

| SIN    | Description                                   |
|--------|---|
| 325320 | Pest and Animal Control Products and Services |
| OLM    | Order-Level Materials                         |

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.

| Service Name | Unit of issue | GSA Rate w/IFF |
|--------------|---------------|----------------|
| Crew Member  | Hour          | \$84.40        |

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item. **Please see page 6**

2. Maximum order. **325320: \$250,000**

3. Minimum order. **\$100**

4. Geographic coverage (delivery area). **Worldwide**

5. Point(s) of production (city, county, and State or foreign country). **6811 Highway 70 S, Nashville, TN 37221**

6. Discount from list prices or statement of net price. **All prices listed are net prices with the discount and IFF requirements already applied.**

7. Quantity discounts. **N/A**

8. Prompt payment terms. **1.5% for payment within 14 days**

Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9. Foreign items (list items by country of origin). **None**

10a. Time of delivery. **Specific timing determined by the Ordering Agency.**

10b. Expedited Delivery. **No expedited delivery available.**

- 10c. Overnight and 2-day delivery. **No overnight or 2-day delivery available.**
- 10d. Urgent Requirements. **Agencies may request accelerated delivery under the "Urgent Requirements" clause.**
11. F.O.B. point(s). **Destination**
- 12a. Ordering address(es). **Invasive Plant Control, Inc. PO Box 50556, Nashville, TN 37205**
- 12b. Ordering procedures: **For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.**
13. Payment address(es). **Invasive Plant Control, Inc. PO Box 50556, Nashville, TN 37205**
14. Warranty provision. **95% Mortality Rate on all treated species.**
15. Export packing charges, if applicable. **N/A**
16. Terms and conditions of rental, maintenance, and repair (if applicable). **N/A**
17. Terms and conditions of installation (if applicable). **N/A**
- 18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable). **N/A**
- 18b. Terms and conditions for any other services (if applicable) **N/A**
19. List of service and distribution points (if applicable). **N/A**
20. List of participating dealers (if applicable). **N/A**
21. Preventive maintenance (if applicable). **N/A**
- 22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants). **N/A**
- 22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: [www.Section508.gov/](http://www.Section508.gov/). **N/A**
23. Unique Entity Identifier (UEI) number. **K4A8GFK9WET6**
24. Notification regarding registration in System for Award Management (SAM) database. **Invasive Plant Control, INC maintains an active registration in the SAM database.**

## Invasive Plant Control, Inc.

Invasive Plant Control, Inc. is a service-oriented company whose main line of service is invasive species management. Invasive species management involves the control of unwanted or pest plants on federal, state, municipal and private properties. Plants controlled include bushes, trees, forbs, ferns, grasses and vines. This type of work is listed under SIN 371 003, Pest Control Services on Federal lands. Since our inception in 1997, IPC has been managing undesirable plants on federal, state and municipal lands, effectively treating hundreds of thousands of acres. IPC's services include:

- On the Ground Management of targeted species
- Training courses
- Planning
- Mapping
- Plan development
- Restoration with native plants when required

IPC has separated itself from other vegetation management companies by offering selective control options applied by college educated technicians. These methods are extremely important when working in fragile natural environments like our National Park System. IPC clients have come to expect the highest quality employee with the ability to key out different species of plants while working in the field. These same employees are the ones that will treat or remove the undesirable species and limit the impact to desirable and sometimes rare species on the site.

### IPC's Travel Teams

IPC ground crews are made up entirely of travel teams. Crew members live throughout the United States and spend all of their time on the road controlling invasive pest plants. Most projects take from 1-4 weeks to complete. Since our inception in 1997 IPC has been totally dedicated to the travel team concept and has become very efficient in managing such an operation.

### Qualifications

IPC has built a strong reputation in the restoration ecology field, considered by many as the leader in providing quality invasive species management in sensitive natural areas in the United States. Since its inception, IPC has completed federal projects north to south from the US Virgin Islands to Maine, and east to west from Tanzania, Africa to Hawaii. IPC's travel teams roam the United States targeting invasive species in fragile natural areas. Utilizing an Integrated Pest Management approach, IPC focuses on selectivity through proper timing and application methods. IPC also offers technologically advanced delineation, GPS/GIS & mapping of invasive species.

All IPC management plans and on the ground control projects have a strong emphasis on selectivity. Protection of desirable flora and fauna is of the utmost importance in all IPC projects.

IPC is one of only a few companies in the United States whose sole purpose is the management of Invasive Species nationwide. Invasive plant management requires remarkably different methodologies than traditional vegetation management. Focusing specifically on invasive species has allowed IPC, Inc. to become one of the nation's leading private entities for controlling invasive plants. Utilizing an Integrated Pest Management Approach, IPC, Inc. has selectively controlled invasive species in hundreds of natural areas throughout the eastern United States since 1997.

## Professional Organizations and Licenses

IPC has managed hundreds of thousands of acres of invasive species-specific projects since entering the field in the late 1980's. IPC provides invasive plant identification, prioritization and selective control methodologies for invasive species management plans and on the ground control. IPC also offers invasive species training courses throughout the world.

All IPC staff including field laborers have a college degree from a resource management related field. This ensures a high level of selectivity in sensitive natural environments.

## Quality Assurance Plan

The biggest step IPC takes to ensure high quality is a strong emphasis on hiring employees working towards or holding a degree in a resource management related field. While the cost per employee is higher, the return on investment is much higher as well. IPC has found that the quality of the person hired eliminates many common problems in labor management. Aside from our hiring policy, quality control is administered through various components of everyday work. IPC published a book on bid specifications which outlines tough control measures recommended to vendors for invasive plant management projects. IPC implements the following quality control measures:

- Percentage holdback: Many of our clients holdback 10% of the project payment for one year until the client is certain that the intended treatments have been successful based upon our recommendations.
- IPC recommends clients include provisions in the contract which allow the vendor to penalize IPC in the event off target mortality rate is inadequate.
- IPC guarantees a % mortality rate based on the control method being used
- IPC visits sites frequently to determine the effectiveness of their control efforts. If the control is not adequate, IPC will return to the site at no extra cost to retreat the site.
- All jobsites require the use of applicable surfactants, marking dyes and other adjuvants that improve the quality of the application.
- IPC only uses the most selective techniques and chemicals when controlling invasive plants.
- Ongoing training exercises allow IPC staff to stay up to date on the latest and most selective technologies
- IPC accommodates its site sheets to be specific to the agency it is working for. Appropriate data on the site sheets such as weather conditions and chemical usage allow us to track our daily routine and correct mistakes.

## Organizational and Staff Experience

Currently, all have college degrees in resource management related field. Our seasonal staff consists primarily of college interns or recent college graduates. It has been our goal to hire individuals who are either working towards or currently have a degree in a resource management related field. IPC feels that in order to manage highly sensitive natural areas, it is necessary to have staff ON-SITE that can differentiate between desirable and undesirable species. Our staff is confident making their own decisions and just as confident in conversing with the client.

**Invasive Plant Control, Inc. GSA Price List**  
**---Hourly Labor Rates**

| SIN    | Service     | Education/<br>Certification | Years of<br>Experience | Unit of<br>Issue | Price    |
|--------|-------------|-----------------------------|------------------------|------------------|----------|
| 325320 | Crew Member | Bachelors                   | 0.5                    | Hour             | \$84.40  |
| 325320 | Crew Leader | Bachelors                   | 2                      | Hour             | \$115.09 |

## Crew Leader:

### Functional Responsibilities

- Operates transportation equipment such as 4X4 truck with or without trailer for the purpose of traveling to work sites in a safe and courteous manner.
- Operates field transportation equipment for the purpose of transporting him/herself and up to a ten member work crew.
- Conducts daily inspection and maintenance of truck and equipment.
- Conducts daily inspection and inventory of safety equipment for him/herself and crew.
- Transfers, mixes, transports, and applies non-restricted use herbicides (NRH) and adjuvants or directly supervises <10 man crew for the application of NRH. All instructions must be followed as labeled for all activities.
- Operates equipment as needed for the proper application of herbicides and adjuvants or directly supervises <10 man crew in the proper use of application equipment, including backpack sprayer, ATV, Argo, swamp buggy, airboat, skiff w/ outboard motor, and 4X4 truck.
- Operates spray apparatus, including electric pump, gas powered pumps, and hand pumps or directly supervises <10 man crew.
- Conducts daily inspections and maintenance of equipment and spray apparatus.
- Assumes responsibility for crew safety, navigation, and training.
- Properly completes daily work logs and reporting logs for equipment maintenance and delivers to Project Manager.
- Properly completes Daily Progress Reports (DPR's) for each job for each day and delivers to Project Manager.
- Communicates daily with Project Manager.
- Conducts support duties such as errands, routine maintenance, and shop cleanup as directed by the Project Manager.
- Maintains appearance and attitude in such a way as to positively portray the company in the public's view.
- Adheres to label instructions and IPC Safety Guidelines in all aspects of work.
- Maintain driving record in compliance with insurance carrier's criteria.
- Project planning and execution including material management (herbicides, biocontrol agents, equipment, tools) and mapping.
- Personnel planning for each project (affordable and appropriate).
- Prepares bi-monthly reports on project performance and progress.
- Discuss goals and desires to passersby in an understanding way
- Ability to correctly identify all invasive plant with minimal review, and to discriminate invasive plants from any native vegetation of similar appearance.
- Have a sound academic knowledge of ecological principles as they relate to vegetation management.
- Have a working, current knowledge of resource management methods, biological processes and vegetation sample techniques.
- Have knowledge of data organization, record keeping, and global positioning system (GPS).
- Knowledge, ability, and willingness to handle herbicides in the course of vegetation management.
- Ability to work under adverse physical and weather conditions, including high humidity and temperatures, inclement weather, exposure to poisonous plants, biting insects, and in difficult terrain.

- Ability to operate and conduct field maintenance of vehicles and to recognize and avoid hazards associated with operating same.
- Knowledge of treatment history of previously treated sites.
- Familiarity with invasive plant data management protocols and requirements of the client
- Ability to mix, handle, and apply herbicides in accordance with label directions and crew supervisor instructions
- Ability to handle and maintain tools, equipment, and supplies in good working order for daily operations.
- Perform on-the-ground management

#### Minimum Experience

- Two years' experience in field techniques of mechanical and chemical treatment of Invasive Plants common to the eastern deciduous forest ecosystem.

#### Minimum Education/Degree Requirements

- Minimum of being in the process of completing a B.S. or preferably has a B.S. degree in one of the following disciplines is required: environmental science, natural resources, biological sciences, ecology, forestry, wildlife management, or related field.

#### Training/Certification Requirements

- Possess a current applicators license issued from the appropriate state regulatory authority listing the appropriate application category, current CPR card, and ability to train applicators working under his/her license.
- Be trained in the operation of chainsaws, brush cutters, gasoline powered sprayers.
- Be certified in CPR and First Aid; preferably backcountry/1<sup>st</sup> responder.



## Crew Member:

### Functional Responsibilities

- Ability to correctly identify all invasive plant with minimal review, and to discriminate invasive plants from any native vegetation of similar appearance.
- Have a sound academic knowledge of ecological principles as they relate to vegetation management.
- Have a working, current knowledge of resource management methods, biological processes and vegetation sample techniques.
- Have knowledge of data organization, record keeping, and global positioning system (GPS).
- Knowledge, ability, and willingness to handle herbicides in the course of vegetation management.
- Ability to work under adverse physical and weather conditions, including high humidity and temperatures, inclement weather, exposure to poisonous plants, biting insects, and in difficult terrain.
- Ability to operate and conduct field maintenance of vehicles and to recognize and avoid hazards associated with operating same.
- Knowledge of treatment history of previously treated sites.
- Familiarity with invasive plant data management protocols and requirements of the client
- Ability to mix, handle, and apply herbicides in accordance with label directions and crew supervisor instructions
- Ability to handle and maintain tools, equipment, and supplies in good working order for daily operations.
- Perform on-the-ground management

### Minimum Experience

- ½ of a year's experience in field techniques of mechanical and chemical treatment of Invasive Plants common to the eastern deciduous forest ecosystem

### Minimum Education/Degree Requirements

- Minimum of being in the process of completing a B.S. or has a B.S. degree in one of the following disciplines is required: environmental science, natural resources, biological sciences, ecology, forestry, wildlife management, or related field.

### Training/Certification Requirements

- Possess a current applicators license issued from the appropriate state regulatory authority listing the appropriate application category, current CPR card, and ability to train applicators working under his/her license.

The Service Contract Labor Standards (SCLS)

IPC’s proposed base rates and fringe benefit rates for these labor categories meet or exceed the SCA wage determination rates and fringe benefits for the areas where IPC expects to perform the majority of work under the contract. Two labor categories were identified as eligible SCLS contract labor categories. The labor categories apply to code title 99832 surveying technician.

| Labor Categories | Hourly Rate |
|------------------|-------------|
| Crew Member**    | \$84.40     |
| Crew Leader**    | \$115.09    |

| SCLS Matrix                           |                                   |           |
|---------------------------------------|-----------------------------------|-----------|
| SCLS Eligible Contract Labor Category | SCLS Equivalent Code Title        | WD Number |
| Crew Member                           | 08010 Brush/Precommercial Thinner | 1998-0637 |
| Crew Leader                           | 08010 Brush/Precommercial Thinner | 1998-0637 |

"The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (\*\*) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide)."