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OMB Approval #: 2700-0042

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE 01	PAGE OF 1	PAGES 4
2. AMENDMENT/MODIFICATION NO. 55	3. EFFECTIVE DATE June 1, 2008	4. REQUISITION/PURCHASE REQ. NO. See Block 12		5. PROJECT NO. (If applicable)	
6. ISSUED BY CODE	PS31-MEF	7. ADMINISTERED BY (If other than Item 6) A. Carol Terrell 256-544-6710 azona.c.terrell@nasa.gov		CODE PS31-MEF	
Procurement Office George C. Marshall Space Flight Center National Aeronautics and Space Administration Marshall Space Flight Center, AL 35812			AUTOMATED INVOICE PAYMENT INFORMATION: (256) 544-5566		
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State, and Zip Code) Coastal International Securities, Inc. Attn: Mr. John Vitale 7025 Newington Road Lorton, VA 22079			(x)	9A. AMENDMENT OF SOLICITATION NO.	
				9B. DATED (SEE ITEM 11)	
			X	10A. MODIFICATION OF CONTRACT/ORDER NO. H-34723D	
				10B. DATED (SEE ITEM 13) August 6, 2001	
CODE	Otl97	CAGE CODE	100753		

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended, is not extended.
 Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:
 (a) By completing Items 8 and 15, and returning ____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)
 4200251115 PLI 1 \$1,900,000; 4200251369 PLI 1 \$132,088; 4200252004 PLI 1 is \$155,334 and PLI 2 is \$95,000 totals to \$250,334.

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE FORTH IN ITEM 14
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b)
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF FAR 43.103(a)(1) and Mutual Agreement of the parties.,
	D. OTHER PURSUANT TO THE AUTHORITY OF FAR 43.103(a) and mutual agreement

E. IMPORTANT: Contractor is not, is required to sign this document and return 3 copies to the issuing office.

	FFP Lump Sum Amount	Max ID/IQ Qty	ID/IQ Summation of T.O. NTE Values	Sum Allotted
Previous Amount :	\$31,716,241	\$6,946,697	\$6,373,247	\$37,216,436
Revised this mod:	\$ 3,001,811	\$3,204,042	\$ -0-	\$ 2,282,423
Revised Total:	\$34,718,052	\$10,150,739	\$6,373,247	\$39,498,859

Note 1: The ID/IQ maximum quantity (\$10,150,739) includes the T.O. value from H-35004D (\$1,182,323.50) and ID/IQ Extension CLIN 6, 7, 8, 9, 10 & 12 against Delivery Order H-34723D.

15A. NAME AND TITLE OF SIGNER (Type or print) Curtis L. Wrenn, Jr. President/CIS		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) David A. Iosco Contracting Officer	
15B. CONTRACTOR/OFFEROR Original Signed by Curtis L. Wrenn Jr. (Signature of person authorized to sign)	15C. DATE SIGNED 3-11-2008	16B. UNITED STATES OF AMERICA BY <u>Original Signed by David A. Iosco</u> (Signature of Contracting Officer)	16C. DATE SIGNED 5-30-2008

NSN 7540-01-152-8070
PREVIOUS EDITION UNUSABLE

30-105

STANDARD FORM 30 (Rev. 10-83)
Prescribed by GSA
FAR (48 CFR) 53.243

The purposes of this modification are to: (A) extend the period of performance by 7 months to allow time to transition to the Agencywide Protective Service Contract; (B) incorporate changes to the Performance Work Statement (PWS); and (C) definitize the contractor's proposal dated April 15, 2008, associated with extension of the period of performance by 2 months through December 31, 2008. As a result of this action, various parts of the delivery order are revised. Accordingly, the delivery order is modified as follows:

1. Addendum A to SF 1449, Page 2-A (Mod. 35), is revised, as delineated on the revised Page 2-A (Mod 55), Paragraph B to reflect a change of address for submittal of invoices to the NASA Shared Services Center (NSSC).
2. Clause 1a, FIRM FIXED PRICE CONTRACT EXTENSION (EFFECTIVE SEPT 1, 2006) Page 5 (Mod 51), is revised as delineated on the revised Page 5a (Mod. 55) Paragraph b in order to reflect a summation of the total firm-fixed price associated with the seven-month extension of the period of performance through December 31, 2008.
3. Clause 2a, LIMITATION OF FUNDS (Effective September 1, 2006), Paragraph (a) on Page 8 (Mod 53) and Paragraph C on Page 9 (Mod. 53) is revised as delineated on the revised Pages 8-9 (Mod 55) to reflect fully funding of EXTENSION CLIN 5, Option 4 of the original 21-month extension period of performance in the amount of \$264,178 and to reflect incremental funding in the amount of \$2,018,245 for EXTENSION CLIN 11 and EXTENSION CLIN 12 of the additional 7-month extension period of performance. The Total Sum Allotted is increased from \$12,848,929 to \$15,131,352; the remaining balance is increased from \$264,178 to \$4,187,608; the revised schedule for allotment of funds is changed from May 28, 2008 to August 8, 2008.
4. Clause 3a, PERIOD OF PERFORMANCE, CONTRACT EXTENSION (EFFECTIVE September 1, 2006) Page 10 (Mod 50), is revised as delineated on the revised Page 10 (Mod. 55) in order to reflect a change in period of performance associated with the 7-month extension from May 31, 2008 to December 31, 2008.
5. Clause 6b, FIRM FIXED-PRICE (FFP)/INDEFINITE DELIVERY/INDEFINITE QUANTITY (ID/IQ), CONTRACT EXTENSION (EFFECTIVE September 1, 2006) Page 15 (Mod 50), is revised as delineated on the revised Page 15 (Mod 55) in order to reflect the addition of EXTENSION CLIN 12 ID/IQ Minimum and Maximum quantities associated with the 7-month extension.

6. Attachment 1, Performance Work Statement, Pages 1-3, 1-5, 1-10, and 1-14, are revised as delineated on the revised Attachment 1, Performance Work Statement, Pages 1-3, 1-5, 1-10, and 1-14 (Mod 55), in order to delineate specific changes necessitated by the contract extension and against which the contractor submitted the proposal definitized by this contract action.
7. Attachment 3, WAGE DETERMINATIONS, is hereby revised as delineated on the revised Attachment 3, Pages 3-1 – 3-10 (Mod 55), in order to incorporate the MOU WD Program, Wage Determination No. 2005-2007, Revision 7 - AMENDED dated March 11, 2008.
8. Attachment 3A, WAGE DETERMINATIONS, is hereby revised as delineated on the revised Attachment 3A, Pages 3A-1 – 3A-10 (Mod 55), in order to incorporate the MOU WD Program, Wage Determination No. 2005-2233, Revision 4 - AMENDED dated 5/29/2007.
9. Attachment 8, ID/IQ SCHEDULE OF FULLY BURDENED NOT-TO-EXCEED (NTE) LABOR RATES AND OTHER DIRECT COST NOT-TO-EXCEED BURDENED RATES (MSFC) is revised to incorporate the addition of Page 8-7, Page 8-8 (Mod 55), effective June 1, 2008, through December 31, 2008.
10. Attachment 8A, ID/IQ SCHEDULE OF FULLY BURDENED NOT-TO-EXCEED (NTE) LABOR RATES AND OTHER DIRECT COST NOT-TO-EXCEED BURDENED RATES (MSFC) is revised to incorporate the addition of Page 8A-13 (Mod 55) and Page 8A-14 (Mod 55), effective June 1, 2008, through December 31, 2008.
11. As a result of the foregoing change(s), the following pages are added or deleted as shown and the corresponding page(s) substituted/added therefore, each delineated as Mod. 55. Change(s) are noted by a vertical line in the right margin.

Page (s) /Clause (s) Changed	Pages Deleted	Pages Substituted/Added
Addendum A to SF 1449	Page 2-A (Mod 35)	2-A (Mod. 55)
Clause 1a	5 (Mod 51)	5 thru 5a (Mod. 55)
Clause 2a	8 & 9 (Mod 53)	8 & 9 (Mod. 55)
Clause 3a	10 (Mod 50)	10 (Mod 55)
Clause 6b	15 (Mod 50)	15 (Mod 55)
Attachment 1	1-3, 1-5, 1-10, and 1-14 (Mod 50)	1-3, 1-5, 1-10, and 1-14 (Mod 55)
Attachment 3	3-1 thru 3-10 (Mod 41)	3-1 – 3-10 (Mod. 55)
Attachment 3A	3A-1 thru 3A-10 (Mod 43)	3A-1 – 3A-10 (Mod. 55)
Attachment 8	N/A	8-7 thru 8-8 (Mod 55)
Attachment 8A	N/A	8A-13 thru 8A-14 (Mod 55)

12. Contractor's Statement of Release

In consideration of the modification(s) agreed to herein as complete equitable adjustment for all claims arising out of or attributable to the issuance of the change(s) and/or Contractor proposal(s) listed below, the Contractor hereby releases the Government from any and all liability under this contract for further equitable adjustments attributable to such facts or circumstances giving rise to said contract change(s) and/or contractor proposal(s) and/or for such additional obligations as may be required by this modification.

Contract Change Identification
NASA/MSFC RFP letter dated 11-09-2007
Modification No. 55

Contractor Proposal Number
Coastal International Security
Inc., proposal dated April 15, 2008

13. All other terms and conditions of H-34723D remain unchanged.

EFFECTIVE SEPTEMBER 1, 2006

Addendum A. to SF 1449, Block 18b

The Contractor shall submit invoices as follows:

A. IDIQ

1. The Contracting Officer (CO) will issue Delivery Orders for services to be performed under IDIQ (In accordance with Clause 6b., Para. a, and Clause 17a.) The Contractor shall be paid for the effort, upon submission of properly certified invoices, containing GSA order number, Delivery Order number, hours worked, and dates/periods covered.

2. All charges for the IDIQ effort shall be invoiced the first of the month following the month in which such charges are accrued. IDIQ and fixed price charges shall be tracked separately and invoiced separately.

3. Delivery Orders/H-Orders with funds citations listed thereon will be issued by the Contracting Officer on a monthly basis, upon submission of properly certified invoices.

B. Separate invoices for FFP and IDIQ furnished by the Contractor are to be submitted in triplicate to:

NSSC - FMD Accounts Payable
Bldg. 1111, C. Road
Stennis Space Center, MS 39529

An information copy shall be furnished to the following:

NASA
George C. Marshall Space Flight Center
Management Support Office, Attn: AS50/Mel Potts
Marshall Space Flight Center, AL 35812

AND

NASA
George C. Marshall Space Flight Center
Procurement Office, Attn: PS31/A. Carol Terrell
Marshall Space Flight Center, AL 35812

C. Satisfactory performance of service and delivery of items for the fixed price portion as well as the IDIQ portion, as called for in this order, shall be certified by the Contracting Officer's Technical Representative or his/her designee, and provided to the Contracting Officer.

(End of Clause)

^SUPPLIES OR SERVICES AND PRICES/COSTS

1. FIRM FIXED PRICE (Effective through August 31, 2006)

A. The total firm-fixed price of this GSA order for the applicable period is as follows:

<u>ORDERING PERIOD</u>	<u>PERIOD COVERED</u>	<u>FIRM FIXED PRICE</u>
Base Period	08/06/01- 08/31/02	\$3,282,198

B. If the Government exercises any of its options pursuant to the terms of this GSA order, the total firm-fixed price of this GSA order shall be increased by the applicable amounts shown below:

<u>OPTION</u>	<u>PERIOD COVERED</u>	<u>FIRM FIXED Price</u>	<u>Status of Options</u>
Option No. 1	09/01/02 – 08/31/03	<u>\$4,157,146</u>	Exercised
Option No. 2	09/01/03 - 08/31/04	<u>\$4,632,366</u>	Exercised
Option No. 3	09/01/04 - 08/31/05	<u>\$5,489,056</u>	Exercised
Option No. 4	09/01/05 - 08/31/06	<u>\$5,589,365</u>	Exercised

C. The summation of the ID/IQ Task Orders for the current GSA order including Base period plus all four options is \$1,182,323.50.

D. The total contract value for this GSA order including firm-fixed price portion plus the ID/IQ requirements for the basic period plus all four options is \$24,332,454.50.

1a. FIRM FIXED PRICE (FFP) CONTRACT EXTENSION (EFFECTIVE SEPT. 1, 2006)

(a) The total firm-fixed price of this contract extension is \$ 8,566,110

NASA Order H-34723D

(b) The following reflects the current contract prices of the individual contract line item numbers (CLIN).

EXTENSION CLIN NUMBER	PERIOD COVERED	DESCRIPTION	FFP*
EX CLIN 1; EX CLIN 2; EX CLIN 3; EX CLIN 4;	09/01/2006 thru 05/31/2008	Mission Services Base ; Opt 1; Opt 2 ; Opt 3; Opt 4 plus (21 Mos)	\$ 8,566,110
EX CLIN 11	06/01/2008 thru 12/31/2008	Firm-Fixed Price (7Mos)	\$ 3,001,811
EX CLIN 6; EX CLIN 7; EX CLIN 8; EX CLIN 9; EX CLIN 10;	09/01/2006 thru 12/31/2008	ID/IQ Summation of Task Orders; Base; Opt 1; Opt 2; Opt 3; Opt 4;	\$ 6,373,247*

Includes summation of all task orders against H-34723D: (base period thru option 4)

(f) The Government may at any time before termination, and, with the consent of the Contractor, after notice of termination, allot additional contract funds.

(g) The provisions of this clause with respect to termination shall in no way be deemed to limit the rights of the Government under the default clause of this contract. The provisions of this Limitation of Funds clause are limited to the work on and allotment of funds for the items set forth in paragraph (a) above. This clause shall become inoperative upon the allotment of funds for the total price of said work except for the rights and obligations then existing under this clause.

(h) Nothing in this clause shall affect the right of the Government to terminate this contract pursuant to the Termination for Convenience of the Government clause of this contract.

(End of Clause)

2a. LIMITATION OF FUNDS (Effective September 1, 2006)

(a) Of the total price of the services identified as FFP, the sum of \$15,131,352 is presently available for payment and allotted to this GSA order. It is anticipated that from time to time additional funds will be allocated to this GSA order in accordance with the following schedule, until the total price of said items is allotted:

SCHEDULE FOR ALLOTTMENT OF FUNDS

<u>Date</u>	<u>Amounts</u>
August 8, 2008	\$4,187,607.84

NOTE: Clause 2a. Limitation of Funds (Effective September 1, 2006) shall include funds for task orders issued against D.O. H-34723D.

(b) The Contractor agrees to perform or have performed work as specified in the PWS up to the point at which if this contract is terminated pursuant to the Termination for Convenience of the Government clause of this contract, the total amount payable by the Government (including amounts payable for subcontracts and settlement costs) pursuant to paragraphs (f) and (g) of that clause would, in the exercise of reasonable judgment by the Contractor, approximate the total amount at the time allotted to the contract. The Contractor is not obligated to continue performance of the work beyond that point.

The Government is not obligated in any event to pay or reimburse the Contractor more than the amount from time to time allotted to the contract, anything to the contrary in the termination for Government clause notwithstanding.

(c) **1. It is contemplated that funds presently allotted to this contract will cover the work to be performed until August 8, 2008.**

2. If funds allotted are considered by the Contractor to be inadequate to cover the work to be performed until that date, or an agreed date substituted for it, the Contractor shall notify the Contracting Officer in writing when within the next 60 days the work will reach a point at which, if the contract is terminated pursuant to the Termination for Convenience of the Government clause of this contract, the total amount payable by the Government (including amount payable for subcontracts and settlement costs) pursuant to paragraphs (f) and (g) of that clause will approximate 75 percent of the total amount then allotted to the contract.

3. (i) The notice shall state the estimated date when the point referred to in subparagraph (c) (1) above will be reached and the estimated amount of additional funds required to continue performance to the date specified in subparagraph (c) (1) above, or an agreed date substituted for it.

(ii) The Contractor shall, 60 days in advance of the date specified in subparagraph (c) (1) above, or an agreed date substituted for it, advise the Contracting Officer of the estimated amount of additional funds required for the timely performance of the contract for a further period as may be specified in the contract or otherwise agreed to by the parties.

4. If, after the notification referred to in subparagraph (c) (2) above, additional funds are not allotted by the date specified in subparagraph (c) (1) above, or an agreed date substituted for it, the Contracting Officer shall, upon the Contractor's written request, terminate this contract on that date or on the date set forth in the request, whichever is later, pursuant to the Termination for Convenience of the Government clause.

(d) When additional funds are allotted from time to time for continued performance of the work under this contract, the parties shall agree on the applicable period of contract performance to be covered by these funds. The provisions of paragraphs (a) and (c) above shall apply to the additional funds and the substituted date pertaining to them, and the contract shall be modified accordingly.

(e) If, solely by reason of the Government's failure to allot additional funds in amounts sufficient for the timely performance of this contract, the Contractor incurs additional costs or is delayed in the performance of the work under this contract, and if additional funds are allotted, an equitable adjustment shall be made in the price or prices (including appropriate target, billing, and ceiling prices where applicable) of the items to be delivered, or in the time of delivery, or both.

(f) The Government may at any time before termination, and, with the consent of the Contractor, after notice of termination, allot additional contract funds.

(g) The provisions of this clause with respect to termination shall in no way be deemed to limit the rights of the Government under the default clause of this contract. The provisions of this Limitation of Funds clause are limited to the work on and allotment of funds for the items set forth in paragraph (a) above. This clause shall become inoperative upon the allotment of funds for the total price of said work except for the rights and obligations then existing under this clause.

(h) Nothing in this clause shall affect the right of the Government to terminate this contract pursuant to the Termination for Convenience of the Government clause of this contract.

(End of Clause)

3. PERIOD OF PERFORMANCE (Effective through August 31, 2006)

A. The period of performance of this GSA order shall be September 1, 2002 through August 31, 2006.

B. In the event the Government elects to exercise its option(s) pursuant to the terms of this GSA order, the period of performance for each option shall be as set forth below:

<u>Option No.</u>	<u>Period of Performance</u>
1	September 1, 2002 – August 31, 2003
2	September 1, 2003 – August 31, 2004
3	September 1, 2004 – August 31, 2005
4	September 1, 2005 – August 31, 2006

(End of Clause)

3a. PERIOD OF PERFORMANCE, CONTRACT EXTENSION (EFFECTIVE SEPTEMBER 1, 2006)

A. The period of performance of this GSA order extension shall be September 1, 2006 through December 31, 2008.

B. In the event the Government elects to exercise its extension option(s) pursuant to the terms of this GSA order, the period of performance for each extension option shall be as set forth on the next page:

A G&A of (b)(4) as established in their basic GSA contract shall be applied to travel cost associated with the NGLT program only. Upon submission(s) of a trip report to the COTR, the contractor is authorized to submit an invoice to the Government for payment, in accordance with FAR Part 31. Invoicing for this travel shall be included with the monthly IDIQ invoice; the travel section of the invoice shall include complete backup documentation to support the invoiced travel amounts. At the end of each option period, the contracting officer shall remove all non-expended travel dollars listed in the options above, from the contract value via a unilateral contract modification.

(End of Clause)

6b. FIRM FIXED-PRICE (FFP)/ INDEFINITE DELIVERY/INDEFINITE QUANTITY (ID/IQ), CONTRACT EXTENSION. (EFFECTIVE SEPTEMBER 1, 2006)

(a) This is a performance-based, Firm Fixed-Price (FFP), Mission Services Contract. In unusual circumstances and to cover special events work required that are of an emergency or unforeseen nature as defined in Clause 17a, the Contracting Officer may order work to be performed on an ID/IQ basis in accordance with the task ordering procedure described in Clause 17a. This clause establishes the minimum and maximum values for this ID/IQ portion of the Delivery Order.

(b) In the event that the Government does not order the minimum quantity specified below for the base and each option period exercised, the Government's obligation is limited to payment of the minimum.

Extension ID/IQ CLIN Number	Order Periods	Period of Performance	IDIQ Dollars Min/Max Range
Extension CLIN 6	Base 9-Month Period (9Mos)	09/01/2006 - 05/31/2007	0/\$505,702
Extension CLIN 7	Option 1 3-Month period (3-Mos)	06/01/200 - 08/31/2007	0/\$622,651
Extension CLIN 8	Option 2 3-Month period (3-Mos)	09/01/2007- 11/30/2007	0/\$1,530,820
Extension CLIN 9	Option 3 3-Month period (3-Mos)	12/01/2007- 02/28/2008	0/\$1,530,820
Extension CLIN 10	Option 4 3-Month period (3-Mos)	03/01/2008- 05/31/2008	0/\$1,574,380
Extension CLIN 12	7-Month Extension	06/01/2008- 12/31/2008	0/\$3,204,042

(c) Government Task Orders for services in quantities specified above the minimum and below the maximum shall not constitute a basis for price adjustments to the Mission Services CLINS.

(d) The establishment of this ID/IQ portion of this Delivery Order does not inhibit the Government's right to later award separate orders for similar or related services.

- 4.4 The contractor shall provide a fully trained and equipped Special Reaction Team (SRT) to provide rapid response and containment of critical incidents at the Center. The government will identify and provide the appropriate weapons and a response vehicle to be used by the SRT team.
- 4.5 The contractor shall provide an enhanced level of protection to mission critical resources, designated Minimum Essential Infrastructure (MEI) assets, and high value NASA assets, e.g., NASA 3 aircraft located at Huntsville International Airport. The government will provide a current list of MEI assets annually.
- 4.6 The contractor shall develop a Center wide security education and awareness program to complement the existing Center program and provide a qualified security officer to implement the program and serve as the MSFC Community Resources Officer. The CRO shall be dedicated to providing a full range of awareness training to Center personnel, with special emphasis on loss prevention and crime prevention. The program should include a visual awareness program, safety speaking engagements, and community awareness of security and safety issues. The CRO shall keep Protective Services informed of customer requests for awareness training and provide a training schedule of planned training sessions.
- 4.7 The contractor shall provide an Assistant Trainer to support the increase in training requirements and to oversee the continuity of training for the specialized units, i.e., Special Reaction Team, Community Resources Officer, certified Communications Officer, etc.
- 4.8 The contractor shall provide command level authority for each shift on a 24 hour, seven day per week basis, i.e., Field Sergeant, to ensure field supervision by a working patrol supervisor. The contractor shall provide NFLET trained Security Police Officers who possess NASA Federal Arrest Authority to fill the following positions; Patrol Supervisors (Lieutenants and Sergeants), Special Response Team Members, and Investigators.
- 4.9 The contractor shall establish a headquarters to perform the administrative support for the guard service, Identification and Registration (I&R) Section, and other functions identified in this PWS. The headquarters shall maintain records and submit a weekly report, monthly progress/self-assessment report and special reports as required.
- 4.10 The contractor shall interface with NASA Headquarters, NASA Field Centers, DOD and other agencies as required, in coordination with the MSFC Protective Services Office (PSO) to resolve issues and develop cost effective methods in support of MSFC classified, sensitive, or mission critical operations.
- 4.11 The contractor shall provide additional support for unscheduled tasks necessary to ensure the effectiveness of security operations as directed by the Contracting Officer. (See Section 7.0, Specific Tasks.)
- 4.12 The contractor shall develop Standard Operating Procedures (SOP) for operation of the PSCC and Identification and Registration (I&R) Section defining routine and standard procedures for handling all situations and matters pertaining to the operation of the PSCC and I&R Section. The Standard Operating Procedures shall be in accordance with DRD 923MA-006. The contractor shall develop patrol and post orders defining routine and standard procedures for handling all situations and matters pertaining to a particular post, patrol, or event. The SOP and post orders shall be available, up to date at each post and updated annually or sooner if needed. If no changes are needed the Project Manager shall certify in writing to the COTR. These SOP's and post orders shall be subject to the approval of the COTR.
- 4.13 The contractor shall operate, manage and maintain the MSFC weapons range. Maintenance of the range shall include minor repairs to range apparatus, targets,

7.1 Identification and Registration (I&R)

- 7.1.1 Operate, maintain, and control a system of identification for all employees, contractors, visitors, and vehicles at MSFC and at designated offsite NASA facilities. The contractor shall issue picture badges and vehicle decals (car, truck, van, motorcycle, bicycle, etc.), visitor badges, temporary vehicle passes, and maintain records of and control of lost and found items. The contractor shall provide notice to other contractors of expired badges, including follow-up; provide coordination of foreign national visitors; process traffic citations; provide miscellaneous lamination services; provide back drop badges and Service Vehicle passes; support meetings with badging services at remote (from 4312) locations; and process health club badges. (See 7.4)
- 7.1.2. The contractor shall adhere to the provisions of Federal Information Processing Standards FIPS Publication 201-1, Personal Identity Verification (PIV) of Federal Employees and Contractors, regarding the exclusivity of the duties and functions performed by PIV Applicant, Sponsor, Registrar, and Issuer. The LENEL system shall be continually maintained with status changes for individuals and card key access privileges. Properly complete fingerprint cards and fingerprint MSFC Civil Service and support contractor personnel as required.
- 7.1.3 The contractor shall provide sufficient staffing to ensure that badges, decals, key cards, and other I&R functions are processed in a timely and efficient manner. Operation of I&R offices and services shall include government-designated locations on MSFC and offsite at the MSFC office complex currently located at Intergraph Park. The contractor shall ensure that customers are waited on within 20 minutes from the time they enter the service line at the I&R desk. The contractor shall ensure that information on badges, decals, and other relevant data is accurately entered into the Marshall Employee Data Information Service (MEDIS) and the Common Badging Access Control System (CBACS).
- 7.1.4 Service Vehicle passes and traffic citations shall be processed within 2 workdays of receipt.
- 7.1.5 Operate, maintain the MSFC Public Key Infrastructure (PKI) Registration Program. The PKI system provides digital identification, verification and security for electronic files and email for authorized employees, contractors, and visitors at MSFC. The contractor shall have at least two personnel certified as Registration Authorities (RA's) by NASA on duty during normal duty hours. This certification is required by personnel who issue, revoke, or recover digital certificates according to NASA policy.

7.2 Security Force Operations

- 7.2.1 Security forces shall be provided to safeguard MSFC personnel and material resources located on MSFC, at the off-site MSFC Office complex located at Intergraph Park. Security Forces shall provide a uniformed officer presence twenty-four hours daily, seven days a week at both MSFC and the Intergraph complex.
- 7.2.2 Reserved

upon request by the contractor due to extenuating circumstances. The contractor shall notify the COTR, in writing (email is sufficient), of every failure to qualify, within one workday of that failure. Failure to graduate the NFLET course will disqualify an armed security officer from further duty as a security officer.

7.5 Communications Center

7.5.1 The contractor shall operate a central security communications system (24-hours a day, 7 days a week), including managing and answering the MSFC 911 system and notification of proper MSFC personnel. The PSCC shall respond to system alarms within 2 minutes and 911 calls by the 4th ring. Follow-on actions shall be in accordance with PSCC procedures. Maintain an automated daily blotter of all activities, occurrences, and action taken.

7.5.2 The contractor shall ensure that dispatchers are certified as having complied with the minimum standards for "Basic Telecommunicator" and maintain such certification. A certified "Telecommunicator Instructor" shall conduct the training. The initial minimum standards of training, which may be periodically revised, shall consist of not less than 40 hours of instruction. The minimum standard of training shall consist of:

7.4.1.1	Roles and Responsibilities	4 hours
7.4.1.2	Legal Aspects	2 hours
7.4.1.3	Interpersonal Communications	6 hours
7.4.1.4	Technologies	2 hours
7.4.1.5	Telephone Techniques/Call Processing	7 hours
7.4.1.6	Call Classifications	8 hours
7.4.1.7	Radio Communications	8 hours
7.4.1.8	Stress Management	3 hours

7.5.3 The contractor shall ensure that this training is completed for all dispatchers within 1 year of start date of contract. Annual refresher training shall be completed to ensure that all dispatchers maintain the "Basic Telecommunicator" certification.

7.6 Document Destruction

7.6.1 The contractor shall provide mulching services to locations as requested by the COTR or his representative, at a minimum 4 days per month, for sensitive and classified waste destruction, and occasionally response to calls for special runs.

7.7 Infrastructure Protection

7.7.1 The contractor shall provide protective services for space hardware and other items/facilities as requested by the PSO.

7.8 Employee Protection

7.8.1 The contractor shall support the MSFC and MAF workplace violence prevention program by providing assistance and support in all aspects of prevention and response to threatened or actual incidents of workplace violence. This shall include providing specific tailored education and training for MSFC employees and managers concerning the identification and proper response to threatening behavior. Additionally, the contractor shall assist both contractor and civil service managers by providing an appropriate security presence during any employee administrative meeting where there is a potential for disruption or violence. The contractor shall be alert for situations that indicate a possibility for workplace violence and shall take positive action to control and isolate any violent incident. The contractor shall participate in meetings of the Center team responsible for workplace violence intervention and investigation and also provide security expertise related to workplace violence.

7.9 Motorist Assistance

7.9.1 The contractor shall provide motorist assistance services to MSFC employees within the MSFC boundaries, i.e., jump starts, provide one gallon of gas, as needed, and unlock vehicles.

7.10 Authorized Uniforms

7.10.1 The contractor security force personnel shall wear clean, neat, and complete uniforms while on duty. Officers shall not wear unauthorized outer garments and such devices as cell phones and pagers. The

7.18.9 Reserved

7.19 Industrial Security Services

7.19.1 The contractor shall provide Industrial Security Services in support of the MSFC Industrial Security Program. The contractor shall develop and publicize government approved Industrial Security policies and procedures. The contractor shall be responsible for Industrial Security support and training, including but not limited to, administering classified visit requests, maintaining industrial security databases, conducting classified custodian audits and inspections, maintaining audit and inspection records, providing advice and assistance in document classification, classified material handling, marking, and destruction, and development of System Security Authorization Agreements and DD Form 254 (Department of Defense Contract Security Classification Specification).

7.20 Michoud Assembly Facility (MAF) Security Services

7.20.1 The contractor shall provide all required protective services for the Michoud Assembly Facility (MAF), New Orleans, LA, as delineated in this element. All work under this element shall be performed only as a result of the issuance of a task order(s) issued by the Contracting Officer pursuant to Clauses 6b "Firm Fixed-Price (FFP/Indefinite Delivery/Indefinite Quantity (ID/IQ)", Contract Extension, and 17a "Task Ordering Procedure" of Delivery Order No. H-34723D (Effective September 1, 2006). The Contractor shall provide for all the requirements for one new sections which is MAF specific. This sections is Section 14 Fire Brigade. All requirements shall be performed to the same performance measurement standards as specified in the current MSFC PWS beginning August 1, 2007, through May 31, 2008, with the following changes/exclusions:

7.20.2 The contractor shall provide for all the requirements in Element 1 General, Paragraphs 1.1 thru 1.2 with the following changes: Paragraph 1.1, First Sentence, Line three is changed to "for all security functions at the Michoud Assembly Facility (MAF) in lieu of the Marshall Space Flight Center (MSFC)". The last sentence is changed to "All services called for in this PWS shall be performed in compliance with applicable NASA and MSFC regulations and policies, Federal, State, and local laws", deleting Redstone Arsenal Laws.

7.20.3 The contractor shall provide for all the requirements of Element 2.0 Management, Paragraphs 2.1 thru 2.11 with the following changes: (1) all references to specific MSFC facilities are changed to MAF facilities; and (2) Paragraph 2.3, first sentence, is changed to "The contractor shall provide a full-time Project Manager." in lieu of "The contractor shall provide a full-time Project Manager and a full-time Operations Manager".

- 4.14 The contractor shall provide a fully trained and equipped Special Reaction Team (SRT) to provide rapid response and containment of critical incidents at the Center. The government will identify and provide the appropriate weapons and a response vehicle to be used by the SRT team.
- 4.15 The contractor shall provide an enhanced level of protection to mission critical resources, designated Minimum Essential Infrastructure (MEI) assets, and high value NASA assets, e.g., NASA 3 aircraft located at Huntsville International Airport. The government will provide a current list of MEI assets annually.
- 4.16 The contractor shall develop a Center wide security education and awareness program to complement the existing Center program and provide a qualified security officer to implement the program and serve as the MSFC Community Resources Officer. The CRO shall be dedicated to providing a full range of awareness training to Center personnel, with special emphasis on loss prevention and crime prevention. The program should include a visual awareness program, safety speaking engagements, and community awareness of security and safety issues. The CRO shall keep Protective Services informed of customer requests for awareness training and provide a training schedule of planned training sessions.
- 4.17 The contractor shall provide an Assistant Trainer to support the increase in training requirements and to oversee the continuity of training for the specialized units, i.e., Special Reaction Team, Community Resources Officer, certified Communications Officer, etc.
- 4.18 The contractor shall provide command level authority for each shift on a 24 hour, seven day per week basis, i.e., Field Sergeant, to ensure field supervision by a working patrol supervisor. The contractor shall provide NFLET trained Security Police Officers who possess NASA Federal Arrest Authority to fill the following positions; Patrol Supervisors (Lieutenants and Sergeants), Special Response Team Members, and Investigators.
- 4.19 The contractor shall establish a headquarters to perform the administrative support for the guard service, Identification and Registration (I&R) Section, and other functions identified in this PWS. The headquarters shall maintain records and submit a weekly report, monthly progress/self-assessment report and special reports as required.
- 4.20 The contractor shall interface with NASA Headquarters, NASA Field Centers, DOD and other agencies as required, in coordination with the MSFC Protective Services Office (PSO) to resolve issues and develop cost effective methods in support of MSFC classified, sensitive, or mission critical operations.
- 4.21 The contractor shall provide additional support for unscheduled tasks necessary to ensure the effectiveness of security operations as directed by the Contracting Officer. (See Section 7.0, Specific Tasks.)
- 4.22 The contractor shall develop Standard Operating Procedures (SOP) for operation of the PSCC and Identification and Registration (I&R) Section defining routine and standard procedures for handling all situations and matters pertaining to the operation of the PSCC and I&R Section. The Standard Operating Procedures shall be in accordance with DRD 923MA-006. The contractor shall develop patrol and post orders defining routine and standard procedures for handling all situations and matters pertaining to a particular post, patrol, or event. The SOP and post orders shall be available, up to date at each post and updated annually or sooner if needed. If no changes are needed the Project Manager shall certify in writing to the COTR. These SOP's and post orders shall be subject to the approval of the COTR.
- 4.23 The contractor shall operate, manage and maintain the MSFC weapons range. Maintenance of the range shall include minor repairs to range apparatus, targets,

7.1 Identification and Registration (I&R)

7.1.1 Operate, maintain, and control a system of identification for all employees, contractors, visitors, and vehicles at MSFC and at designated offsite NASA facilities. The contractor shall issue picture badges and vehicle decals (car, truck, van, motorcycle, bicycle, etc.), visitor badges, temporary vehicle passes, and maintain records of and control of lost and found items. The contractor shall provide notice to other contractors of expired badges, including follow-up; provide coordination of foreign national visitors; process traffic citations; provide miscellaneous lamination services; provide back drop badges and Service Vehicle passes; support meetings with badging services at remote (from 4312) locations; and process health club badges. (See 7.4)

7.1.2. The contractor shall adhere to the provisions of Federal Information Processing Standards FIPS Publication 201-1, Personal Identity Verification (PIV) of Federal Employees and Contractors, regarding the exclusivity of the duties and functions performed by PIV Applicant, Sponsor, Registrar, and Issuer. The LENEL system shall be continually maintained with status changes for individuals and card key access privileges. Properly complete fingerprint cards and fingerprint MSFC Civil Service and support contractor personnel as required.

7.1.3 The contractor shall provide sufficient staffing to ensure that badges, decals, key cards, and other I&R functions are processed in a timely and efficient manner. Operation of I&R offices and services shall include government-designated locations on MSFC and offsite at the MSFC office complex currently located at Intergraph Park. The contractor shall ensure that customers are waited on within 20 minutes from the time they enter the service line at the I&R desk. The contractor shall ensure that information on badges, decals, and other relevant data is accurately entered into the Marshall Employee Data Information Service (MEDIS) and the Common Badging Access Control System (CBACS).

7.1.4 Service Vehicle passes and traffic citations shall be processed within 2 workdays of receipt.

7.1.5 Operate, maintain the MSFC Public Key Infrastructure (PKI) Registration Program. The PKI system provides digital identification, verification and security for electronic files and email for authorized employees, contractors, and visitors at MSFC. The contractor shall have at least two personnel certified as Registration Authorities (RA's) by NASA on duty during normal duty hours. This certification is required by personnel who issue, revoke, or recover digital certificates according to NASA policy.

7.2 Security Force Operations

7.2.1 Security forces shall be provided to safeguard MSFC personnel and material resources located on MSFC, at the off-site MSFC Office complex located at Intergraph Park. Security Forces shall provide a uniformed officer presence twenty-four hours daily, seven days a week at both MSFC and the Intergraph complex.

7.2.2 Reserved

Failure to graduate the NFLET course will disqualify an armed security officer from further duty as a security officer.

7.5 Communications Center

7.5.1 The contractor shall operate a central security communications system (24-hours a day, 7 days a week), including managing and answering the MSFC 911 system and notification of proper MSFC personnel. The PSCC shall respond to system alarms within 2 minutes and 911 calls by the 4th ring. Follow-on actions shall be in accordance with PSCC procedures. Maintain an automated daily blotter of all activities, occurrences, and action taken.

7.5.2 The contractor shall ensure that dispatchers are certified as having complied with the minimum standards for "Basic Telecommunicator" and maintain such certification. A certified "Telecommunicator Instructor" shall conduct the training. The initial minimum standards of training, which may be periodically revised, shall consist of not less than 40 hours of instruction. The minimum standard of training shall consist of:

7.4.1.9	Roles and Responsibilities	4 hours
7.4.1.10	Legal Aspects	2 hours
7.4.1.11	Interpersonal Communications	6 hours
7.4.1.12	Technologies	2 hours
7.4.1.13	Telephone Techniques/Call Processing	7 hours
7.4.1.14	Call Classifications	8 hours
7.4.1.15	Radio Communications	8 hours
7.4.1.16	Stress Management	3 hours

7.5.3 The contractor shall ensure that this training is completed for all dispatchers within 1 year of start date of contract. Annual refresher training shall be completed to ensure that all dispatchers maintain the "Basic Telecommunicator" certification.

7.6 Document Destruction

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WD 05-2008 (Rev.-8) was first posted on www.wdol.gov on 03/18/2008

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

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 2005-2007
Revision No.: 7 - **AMENDED**
Date Of Revision: 03/11/2008

States: **Alabama**, Tennessee

Area: Alabama Counties of Colbert, Franklin, Jackson, Lauderdale, Lawrence,
Limestone, **Madison**, Marion, Marshall, Morgan, Winston
Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I	13.47
01012 - Accounting Clerk II	14.65
01013 - Accounting Clerk III	16.77
01020 - Administrative Assistant	21.27
01040 - Court Reporter	17.16
01051 - Data Entry Operator I	11.95
01052 - Data Entry Operator II	13.89
01060 - Dispatcher, Motor Vehicle	16.31
01070 - Document Preparation Clerk	12.47
01090 - Duplicating Machine Operator	12.47
01111 - General Clerk I	10.80
01112 - General Clerk II	11.78
01113 - General Clerk III	13.86
01120 - Housing Referral Assistant	19.14
01141 - Messenger Courier	9.49
01191 - Order Clerk I	11.51
01192 - Order Clerk II	15.27
01261 - Personnel Assistant (Employment) I	13.69
01262 - Personnel Assistant (Employment) II	15.31
01263 - Personnel Assistant (Employment) III	17.06
01270 - Production Control Clerk	19.18
01280 - Receptionist	11.02
01290 - Rental Clerk	11.79
01300 - Scheduler, Maintenance	15.32
01311 - Secretary I	15.32
01312 - Secretary II	17.16
01313 - Secretary III	19.14
01320 - Service Order Dispatcher	13.83
01410 - Supply Technician	21.27
01420 - Survey Worker	16.81
01531 - Travel Clerk I	10.26
01532 - Travel Clerk II	10.86
01533 - Travel Clerk III	11.58
01611 - Word Processor I	13.12

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01612 - Word Processor II	14.73
01613 - Word Processor III	16.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.50
05010 - Automotive Electrician	16.73
05040 - Automotive Glass Installer	15.94
05070 - Automotive Worker	15.94
05110 - Mobile Equipment Servicer	14.45
05130 - Motor Equipment Metal Mechanic	17.50
05160 - Motor Equipment Metal Worker	15.94
05190 - Motor Vehicle Mechanic	15.98
05220 - Motor Vehicle Mechanic Helper	12.52
05250 - Motor Vehicle Upholstery Worker	15.22
05280 - Motor Vehicle Wrecker	15.94
05310 - Painter, Automotive	15.28
05340 - Radiator Repair Specialist	15.94
05370 - Tire Repairer	12.75
05400 - Transmission Repair Specialist	17.50
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.84
07041 - Cook I	9.14
07042 - Cook II	10.27
07070 - Dishwasher	7.57
07130 - Food Service Worker	8.09
07210 - Meat Cutter	14.21
07260 - Waiter/Waitress	6.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.56
09040 - Furniture Handler	13.94
09080 - Furniture Refinisher	17.56
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer, Minor	15.98
09130 - Upholsterer	17.56
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.28
11060 - Elevator Operator	8.58
11090 - Gardener	12.11
11122 - Housekeeping Aide	8.62
11150 - Janitor	8.58
11210 - Laborer, Grounds Maintenance	10.00
11240 - Maid or Houseman	7.70
11260 - Pruner	9.28
11270 - Tractor Operator	12.08
11330 - Trail Maintenance Worker	10.00
11360 - Window Cleaner	9.06
12000 - Health Occupations	
12010 - Ambulance Driver	14.41
12011 - Breath Alcohol Technician	14.71
12012 - Certified Occupational Therapist Assistant	20.35
12015 - Certified Physical Therapist Assistant	20.35
12020 - Dental Assistant	13.91
12025 - Dental Hygienist	20.44
12030 - EKG Technician	23.24
12035 - Electroneurodiagnostic Technologist	23.24
12040 - Emergency Medical Technician	14.41
12071 - Licensed Practical Nurse I	14.07

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ATTACHMENT 3

12072 - Licensed Practical Nurse II	15.81
12073 - Licensed Practical Nurse III	17.71

12100 - Medical Assistant	10.79
12130 - Medical Laboratory Technician	14.02
12160 - Medical Record Clerk	11.28
12190 - Medical Record Technician	13.60
12195 - Medical Transcriptionist	12.65
12210 - Nuclear Medicine Technologist	30.65
12221 - Nursing Assistant I	9.43
12222 - Nursing Assistant II	10.61
12223 - Nursing Assistant III	11.57
12224 - Nursing Assistant IV	12.99
12235 - Optical Dispenser	13.68
12236 - Optical Technician	10.38
12250 - Pharmacy Technician	12.62
12280 - Phlebotomist	12.99
12305 - Radiologic Technologist	23.95
12311 - Registered Nurse I	22.94
12312 - Registered Nurse II	28.08
12313 - Registered Nurse II, Specialist	28.08
12314 - Registered Nurse III	33.97
12315 - Registered Nurse III, Anesthetist	33.97
12316 - Registered Nurse IV	40.70
12317 - Scheduler (Drug and Alcohol Testing)	19.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.07
13012 - Exhibits Specialist II	23.35
13013 - Exhibits Specialist III	28.38
13041 - Illustrator I	19.07
13042 - Illustrator II	23.35
13043 - Illustrator III	28.38
13047 - Librarian	24.50
13050 - Library Aide/Clerk	13.17
13054 - Library Information Technology Systems Administrator	22.12
13058 - Library Technician	14.67
13061 - Media Specialist I	15.97
13062 - Media Specialist II	17.87
13063 - Media Specialist III	19.92
13071 - Photographer I	14.72
13072 - Photographer II	17.00
13073 - Photographer III	20.36
13074 - Photographer IV	24.89
13075 - Photographer V	30.21
13110 - Video Teleconference Technician	15.97
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.73
14042 - Computer Operator II	19.13
14043 - Computer Operator III	20.49
14044 - Computer Operator IV	26.16
14045 - Computer Operator V	27.62
14071 - Computer Programmer I (1)	25.00
14072 - Computer Programmer II (1)	
14073 - Computer Programmer III (1)	
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	14.73
14160 - Personal Computer Support Technician	26.16

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ATTACHMENT 3

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.35

15020	- Aircrew Training Devices Instructor (Rated)	35.52
15030	- Air Crew Training Devices Instructor (Pilot)	36.76
15050	- Computer Based Training Specialist / Instructor	30.38
15060	- Educational Technologist	27.38
15070	- Flight Instructor (Pilot)	36.76
15080	- Graphic Artist	21.00
15090	- Technical Instructor	18.91
15095	- Technical Instructor/Course Developer	23.11
15110	- Test Proctor	17.16
15120	- Tutor	17.16
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	7.74
16030	- Counter Attendant	7.74
16040	- Dry Cleaner	9.73
16070	- Finisher, Flatwork, Machine	7.74
16090	- Presser, Hand	7.74
16110	- Presser, Machine, Drycleaning	7.74
16130	- Presser, Machine, Shirts	7.74
16160	- Presser, Machine, Wearing Apparel, Laundry	7.74
16190	- Sewing Machine Operator	10.27
16220	- Tailor	10.78
16250	- Washer, Machine	8.39
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.04
19040	- Tool And Die Maker	25.67
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	14.82
21030	- Material Coordinator	19.18
21040	- Material Expediter	19.18
21050	- Material Handling Laborer	10.29
21071	- Order Filler	10.87
21080	- Production Line Worker (Food Processing)	14.82
21110	- Shipping Packer	12.98
21130	- Shipping/Receiving Clerk	12.98
21140	- Store Worker I	11.02
21150	- Stock Clerk	14.95
21210	- Tools And Parts Attendant	14.82
21410	- Warehouse Specialist	14.82
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	18.74
23021	- Aircraft Mechanic I	22.24
23022	- Aircraft Mechanic II	23.35
23023	- Aircraft Mechanic III	24.52
23040	- Aircraft Mechanic Helper	17.44
23050	- Aircraft, Painter	19.32
23060	- Aircraft Servicer	19.34
23080	- Aircraft Worker	20.27
23110	- Appliance Mechanic	18.04
23120	- Bicycle Repairer	14.66
23125	- Cable Splicer	19.76
23130	- Carpenter, Maintenance	17.56
23140	- Carpet Layer	17.29
23160	- Electrician, Maintenance	23.21
23181	- Electronics Technician Maintenance I	17.93
23182	- Electronics Technician Maintenance II	25.55

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ATTACHMENT 3

23183	- Electronics Technician Maintenance III	
26.62		
23260	- Fabric Worker	16.54
23290	- Fire Alarm System Mechanic	18.79

23310	- Fire Extinguisher Repairer	15.72
23311	- Fuel Distribution System Mechanic	18.79
23312	- Fuel Distribution System Operator	16.80
23370	- General Maintenance Worker	16.43
23380	- Ground Support Equipment Mechanic	22.24
23381	- Ground Support Equipment Servicer	19.34
23382	- Ground Support Equipment Worker	20.27
23391	- Gunsmith I	14.48
23392	- Gunsmith II	15.97
23393	- Gunsmith III	17.51
23410	- Heating, Ventilation & Air-Conditioning Mechanic	18.38
23411	- Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	19.30
23430	- Heavy Equipment Mechanic	18.38
23440	- Heavy Equipment Operator	17.87
23460	- Instrument Mechanic	22.82
23465	- Laboratory/Shelter Mechanic	15.88
23470	- Laborer	11.36
23510	- Locksmith	18.04
23530	- Machinery Maintenance Mechanic	23.32
23550	- Machinist, Maintenance	18.05
23580	- Maintenance Trades Helper	14.41
23591	- Metrology Technician I	22.82
23592	- Metrology Technician II	23.80
23593	- Metrology Technician III	24.74
23640	- Millwright	18.79
23710	- Office Appliance Repairer	19.90
23760	- Painter, Maintenance	17.56
23790	- Pipefitter, Maintenance	18.90
23810	- Plumber, Maintenance	18.06
23820	- Pneudraulic Systems Mechanic	18.79
23850	- Rigger	18.79
23870	- Scale Mechanic	17.29
23890	- Sheet-Metal Worker, Maintenance	18.38
23910	- Small Engine Mechanic	16.75
23931	- Telecommunications Mechanic I	18.38
23932	- Telecommunications Mechanic II	20.21
23950	- Telephone Lineman	18.38
23960	- Welder, Combination, Maintenance	18.38
23965	- Well Driller	18.79
23970	- Woodcraft Worker	18.79
23980	- Woodworker	16.43
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	7.78
24580	- Child Care Center Clerk	9.71
24610	- Chore Aide	8.42
24620	- Family Readiness And Support Services Coordinator	12.43
24630	- Homemaker	12.32
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	18.86
25040	- Sewage Plant Operator	17.87
25070	- Stationary Engineer	18.86
25190	- Ventilation Equipment Tender	14.85
25210	- Water Treatment Plant Operator	17.56
27000	- Protective Service Occupations	
27004	- Alarm Monitor	11.98

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ATTACHMENT 3

27007	- Baggage Inspector	10.74
27008	- Corrections Officer	15.28
27010	- Court Security Officer	16.82
27030	- Detection Dog Handler	13.55
27040	- Detention Officer	15.28

27070 - Firefighter	16.82
27101 - Guard I	10.74
27102 - Guard II	13.55
27131 - Police Officer I	18.35
27132 - Police Officer II	20.41
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.22
28042 - Carnival Equipment Repairer	9.68
28043 - Carnival Equipment Worker	7.64
28210 - Gate Attendant/Gate Tender	12.85
28310 - Lifeguard	11.10
28350 - Park Attendant (Aide)	14.38
28510 - Recreation Aide/Health Facility Attendant	10.49
28515 - Recreation Specialist	14.83
28630 - Sports Official	11.45
28690 - Swimming Pool Operator	15.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.70
29020 - Hatch Tender	17.70
29030 - Line Handler	17.70
29041 - Stevedore I	16.90
29042 - Stevedore II	18.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	34.27
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.64
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	26.03
30021 - Archeological Technician I	17.26
30022 - Archeological Technician II	19.32
30023 - Archeological Technician III	23.94
30030 - Cartographic Technician	24.23
30040 - Civil Engineering Technician	20.75
30061 - Drafter/CAD Operator I	17.26
30062 - Drafter/CAD Operator II	19.55
30063 - Drafter/CAD Operator III	20.50
30064 - Drafter/CAD Operator IV	25.23
30081 - Engineering Technician I	14.53
30082 - Engineering Technician II	17.48
30083 - Engineering Technician III	21.00
30084 - Engineering Technician IV	28.62
30085 - Engineering Technician V	33.81
30086 - Engineering Technician VI	40.89
30090 - Environmental Technician	22.19
30210 - Laboratory Technician	18.92
30240 - Mathematical Technician	24.23
30361 - Paralegal/Legal Assistant I	16.85
30362 - Paralegal/Legal Assistant II	20.89
30363 - Paralegal/Legal Assistant III	25.55
30364 - Paralegal/Legal Assistant IV	30.92
30390 - Photo-Optics Technician	24.23
30461 - Technical Writer I	20.96
30462 - Technical Writer II	25.62
30463 - Technical Writer III	30.71

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ATTACHMENT 3

30491 - Unexploded Ordnance (UXO) Technician I	21.78
30492 - Unexploded Ordnance (UXO) Technician II	26.35
30493 - Unexploded Ordnance (UXO) Technician III	31.59
30494 - Unexploded (UXO) Safety Escort	21.78
30495 - Unexploded (UXO) Sweep Personnel	21.78
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	20.50

30621 - Weather Observer, Senior (3)	22.74
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.74
31030 - Bus Driver	12.67
31043 - Driver Courier	13.89
31260 - Parking and Lot Attendant	9.19
31290 - Shuttle Bus Driver	14.77
31310 - Taxi Driver	9.91
31361 - Truckdriver, Light	14.77
31362 - Truckdriver, Medium	16.55
31363 - Truckdriver, Heavy	16.83
31364 - Truckdriver, Tractor-Trailer	16.83
99000 - Miscellaneous Occupations	
99030 - Cashier	9.27
99050 - Desk Clerk	7.22
99095 - Embalmer	21.13
99251 - Laboratory Animal Caretaker I	8.61
99252 - Laboratory Animal Caretaker II	13.46
99310 - Mortician	21.13
99410 - Pest Controller	12.10
99510 - Photofinishing Worker	11.06
99710 - Recycling Laborer	14.15
99711 - Recycling Specialist	16.26
99730 - Refuse Collector	12.79
99810 - Sales Clerk	10.45
99820 - School Crossing Guard	12.33
99830 - Survey Party Chief	15.89
99831 - Surveying Aide	9.79
99832 - Surveying Technician	13.40
99840 - Vending Machine Attendant	12.64
99841 - Vending Machine Repairer	14.48
99842 - Vending Machine Repairer Helper	12.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 per month.
(AMENDED effective June 1, 2008, IAW USDOL AAM # 204).

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 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)

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ATTACHMENT 3

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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).

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ATTACHMENT 3

**** 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, 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 regarding 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.

NOTE: 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)}

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ATTACHMENT 3

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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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.

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ATTACHMENT 3A

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2005-2233
William W.Gross	Revision No.: 4 - AMENDED
Director	Date Of Revision: 05/29/2007

State: **Louisiana**

Area: Louisiana Parishes of Jefferson, Lafourche, **Orleans**, Plaquemines, Saint John
The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.10
01012 - Accounting Clerk II	14.23
01013 - Accounting Clerk III	15.92
01020 - Administrative Assistant	21.77
01040 - Court Reporter	19.08
01051 - Data Entry Operator I	10.67
01052 - Data Entry Operator II	12.40
01060 - Dispatcher, Motor Vehicle	17.93
01070 - Document Preparation Clerk	11.90
01090 - Duplicating Machine Operator	11.90
01111 - General Clerk I	9.64
01112 - General Clerk II	10.52
01113 - General Clerk III	12.39
01120 - Housing Referral Assistant	18.40
01141 - Messenger Courier	11.01
01191 - Order Clerk I	10.67
01192 - Order Clerk II	12.70
01261 - Personnel Assistant (Employment) I	11.90
01262 - Personnel Assistant (Employment) II	15.43
01263 - Personnel Assistant (Employment) III	16.87
01270 - Production Control Clerk	18.25
01280 - Receptionist	8.99
01290 - Rental Clerk	12.40
01300 - Scheduler, Maintenance	14.76
01311 - Secretary I	14.76
01312 - Secretary II	16.39
01313 - Secretary III	18.40
01320 - Service Order Dispatcher	15.85
01410 - Supply Technician	21.63
01420 - Survey Worker	13.07
01531 - Travel Clerk I	11.47
01532 - Travel Clerk II	12.17
01533 - Travel Clerk III	12.84
01611 - Word Processor I	12.70
01612 - Word Processor II	15.07
01613 - Word Processor III	17.13

05000 - Automotive Service Occupations

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05005 - Automobile Body Repairer, Fiberglass	18.15
05010 - Automotive Electrician	16.73
05040 - Automotive Glass Installer	15.64
05070 - Automotive Worker	15.64
05110 - Mobile Equipment Servicer	13.45
05130 - Motor Equipment Metal Mechanic	17.68
05160 - Motor Equipment Metal Worker	15.64
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	12.37
05250 - Motor Vehicle Upholstery Worker	14.56
05280 - Motor Vehicle Wrecker	15.64

05310 - Painter, Automotive	16.73
05340 - Radiator Repair Specialist	15.64
05370 - Tire Repairer	11.51
05400 - Transmission Repair Specialist	17.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.70
07041 - Cook I	9.77
07042 - Cook II	11.36
07070 - Dishwasher	7.55
07130 - Food Service Worker	7.00
07210 - Meat Cutter	11.36
07260 - Waiter/Waitress	7.73
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.81
09040 - Furniture Handler	10.80
09080 - Furniture Refinisher	14.81
09090 - Furniture Refinisher Helper	10.95
09110 - Furniture Repairer, Minor	12.89
09130 - Upholsterer	14.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.10
11060 - Elevator Operator	7.98
11090 - Gardener	10.50
11122 - Housekeeping Aide	8.91
11150 - Janitor	8.91
11210 - Laborer, Grounds Maintenance	9.07
11240 - Maid or Houseman	7.88
11260 - Pruner	7.98
11270 - Tractor Operator	10.12
11330 - Trail Maintenance Worker	9.08
11360 - Window Cleaner	9.99
12000 - Health Occupations	
12010 - Ambulance Driver	14.48
12011 - Breath Alcohol Technician	16.03
12012 - Certified Occupational Therapist Assistant	19.66
12015 - Certified Physical Therapist Assistant	19.66
12020 - Dental Assistant	12.02
12025 - Dental Hygienist	29.85
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	14.53
12071 - Licensed Practical Nurse I	13.76
12072 - Licensed Practical Nurse II	16.03
12073 - Licensed Practical Nurse III	17.47
12100 - Medical Assistant	10.53
12130 - Medical Laboratory Technician	17.46
12160 - Medical Record Clerk	13.28

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12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	13.48
12210 - Nuclear Medicine Technologist	27.41
12221 - Nursing Assistant I	8.81
12222 - Nursing Assistant II	9.91
12223 - Nursing Assistant III	10.80
12224 - Nursing Assistant IV	12.12
12235 - Optical Dispenser	14.76
12236 - Optical Technician	12.46
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.12

12305 - Radiologic Technologist	21.60
12311 - Registered Nurse I	21.54
12312 - Registered Nurse II	28.94
12313 - Registered Nurse II, Specialist	29.79
12314 - Registered Nurse III	35.92
12315 - Registered Nurse III, Anesthetist	35.92
12316 - Registered Nurse IV	43.04
12317 - Scheduler (Drug and Alcohol Testing)	18.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.40
13012 - Exhibits Specialist II	22.61
13013 - Exhibits Specialist III	27.58
13041 - Illustrator I	18.40
13042 - Illustrator II	22.61
13043 - Illustrator III	27.58
13047 - Librarian	20.84
13050 - Library Aide/Clerk	12.09
13054 - Library Information Technology Systems Administrator	18.82
13058 - Library Technician	13.65
13061 - Media Specialist I	13.59
13062 - Media Specialist II	15.21
13063 - Media Specialist III	16.96
13071 - Photographer I	13.59
13072 - Photographer II	16.73
13073 - Photographer III	20.55
13074 - Photographer IV	25.07
13075 - Photographer V	30.40
13110 - Video Teleconference Technician	14.66
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.82
14042 - Computer Operator II	14.42
14043 - Computer Operator III	16.64
14044 - Computer Operator IV	18.47
14045 - Computer Operator V	20.49
14071 - Computer Programmer I (1)	20.65
14072 - Computer Programmer II (1)	22.72
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	25.56
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	12.82
14160 - Personal Computer Support Technician	18.47
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	23.02
15020 - Aircrew Training Devices Instructor (Rated)	30.38

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ATTACHMENT 3A

15030 - Air Crew Training Devices Instructor (Pilot)	33.42
15050 - Computer Based Training Specialist / Instructor	25.56
15060 - Educational Technologist	19.67
15070 - Flight Instructor (Pilot)	33.42
15080 - Graphic Artist	19.58
15090 - Technical Instructor	17.26
15095 - Technical Instructor/Course Developer	21.10
15110 - Test Proctor	14.84
15120 - Tutor	13.95
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.91
16030 - Counter Attendant	7.91

16040 - Dry Cleaner	10.10
16070 - Finisher, Flatwork, Machine	7.91
16090 - Presser, Hand	7.91
16110 - Presser, Machine, Drycleaning	7.91
16130 - Presser, Machine, Shirts	7.91
16160 - Presser, Machine, Wearing Apparel, Laundry	7.91
16190 - Sewing Machine Operator	10.84
16220 - Tailor	11.57
16250 - Washer, Machine	8.64
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.80
19040 - Tool And Die Maker	20.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.56
21030 - Material Coordinator	18.25
21040 - Material Expediter	18.25
21050 - Material Handling Laborer	14.29
21071 - Order Filler	10.32
21080 - Production Line Worker (Food Processing)	13.56
21110 - Shipping Packer	11.87
21130 - Shipping/Receiving Clerk	11.87
21140 - Store Worker I	8.63
21150 - Stock Clerk	12.02
21210 - Tools And Parts Attendant	13.56
21410 - Warehouse Specialist	13.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.40
23021 - Aircraft Mechanic I	22.35
23022 - Aircraft Mechanic II	23.40
23023 - Aircraft Mechanic III	24.45
23040 - Aircraft Mechanic Helper	15.63
23050 - Aircraft, Painter	17.35
23060 - Aircraft Servicer	18.39
23080 - Aircraft Worker	19.78
23110 - Appliance Mechanic	15.53
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	19.92
23130 - Carpenter, Maintenance	15.77
23140 - Carpet Layer	14.97
23160 - Electrician, Maintenance	20.14
23181 - Electronics Technician Maintenance I	21.15
23182 - Electronics Technician Maintenance II	22.27
23183 - Electronics Technician Maintenance III	23.58
23260 - Fabric Worker	13.84
23290 - Fire Alarm System Mechanic	16.88
23310 - Fire Extinguisher Repairer	12.72

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ATTACHMENT 3A

23311 - Fuel Distribution System Mechanic	18.95
23312 - Fuel Distribution System Operator	15.07
23370 - General Maintenance Worker	14.42
23380 - Ground Support Equipment Mechanic	22.35
23381 - Ground Support Equipment Servicer	18.39
23382 - Ground Support Equipment Worker	19.78
23391 - Gunsmith I	12.72
23392 - Gunsmith II	14.97
23393 - Gunsmith III	17.23
23410 - Heating, Ventilation & Air-Conditioning Mechanic	18.01
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	18.35
23430 - Heavy Equipment Mechanic	17.86
23440 - Heavy Equipment Operator	16.88

23460 - Instrument Mechanic	18.82
23465 - Laboratory/Shelter Mechanic	16.09
23470 - Laborer	9.68
23510 - Locksmith	16.26
23530 - Machinery Maintenance Mechanic	20.93
23550 - Machinist, Maintenance	18.64
23580 - Maintenance Trades Helper	10.95
23591 - Metrology Technician I	18.82
23592 - Metrology Technician II	19.76
23593 - Metrology Technician III	20.75
23640 - Millwright	20.01
23710 - Office Appliance Repairer	17.35
23760 - Painter, Maintenance	16.92
23790 - Pipefitter, Maintenance	17.89
23810 - Plumber, Maintenance	16.92
23820 - Pneudraulic Systems Mechanic	17.23
23850 - Rigger	16.88
23870 - Scale Mechanic	14.97
23890 - Sheet-Metal Worker, Maintenance	16.88
23910 - Small Engine Mechanic	15.93
23931 - Telecommunications Mechanic I	20.95
23932 - Telecommunications Mechanic II	22.04
23950 - Telephone Lineman	20.06
23960 - Welder, Combination, Maintenance	16.88
23965 - Well Driller	17.23
23970 - Woodcraft Worker	17.23
23980 - Woodworker	13.99
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.82
24580 - Child Care Center Clerk	11.57
24610 - Chore Aide	7.11
24620 - Family Readiness And Support Services Coordinator	10.77
24630 - Homemaker	14.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.40
25040 - Sewage Plant Operator	14.81
25070 - Stationary Engineer	17.40
25190 - Ventilation Equipment Tender	11.70
25210 - Water Treatment Plant Operator	14.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.46
27007 - Baggage Inspector	8.68
27008 - Corrections Officer	10.87
27010 - Court Security Officer	13.48
27030 - Detection Dog Handler	12.46

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27040 - Detention Officer	10.87
27070 - Firefighter	12.98
27101 - Guard I	8.68
27102 - Guard II	12.46
27131 - Police Officer I	16.21
27132 - Police Officer II	18.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.86
28042 - Carnival Equipment Repairer	10.73
28043 - Carnival Equipment Worker	7.24
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	12.20

28630 - Sports Official	11.01
28690 - Swimming Pool Operator	14.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.85
29020 - Hatch Tender	18.07
29030 - Line Handler	18.07
29041 - Stevedore I	14.81
29042 - Stevedore II	17.01
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.73
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	14.70
30022 - Archeological Technician II	16.43
30023 - Archeological Technician III	20.35
30030 - Cartographic Technician	23.42
30040 - Civil Engineering Technician	21.48
30061 - Drafter/CAD Operator I	17.03
30062 - Drafter/CAD Operator II	19.46
30063 - Drafter/CAD Operator III	21.06
30064 - Drafter/CAD Operator IV	23.42
30081 - Engineering Technician I	15.87
30082 - Engineering Technician II	17.53
30083 - Engineering Technician III	19.69
30084 - Engineering Technician IV	23.86
30085 - Engineering Technician V	29.19
30086 - Engineering Technician VI	32.57
30090 - Environmental Technician	22.92
30210 - Laboratory Technician	21.81
30240 - Mathematical Technician	25.67
30361 - Paralegal/Legal Assistant I	17.05
30362 - Paralegal/Legal Assistant II	22.52
30363 - Paralegal/Legal Assistant III	27.56
30364 - Paralegal/Legal Assistant IV	33.36
30390 - Photo-Optics Technician	24.56
30461 - Technical Writer I	18.76
30462 - Technical Writer II	22.94
30463 - Technical Writer III	29.85
30491 - Unexploded Ordnance (UXO) Technician I	20.95
30492 - Unexploded Ordnance (UXO) Technician II	25.35
30493 - Unexploded Ordnance (UXO) Technician III	30.39
30494 - Unexploded (UXO) Safety Escort	20.95
30495 - Unexploded (UXO) Sweep Personnel	20.95

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ATTACHMENT 3A

30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	17.81
30621 - Weather Observer, Senior (3)	19.80
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.00
31030 - Bus Driver	13.80
31043 - Driver Courier	12.64
31260 - Parking and Lot Attendant	7.29
31290 - Shuttle Bus Driver	13.67
31310 - Taxi Driver	8.95
31361 - Truckdriver, Light	13.79
31362 - Truckdriver, Medium	15.10
31363 - Truckdriver, Heavy	15.01
31364 - Truckdriver, Tractor-Trailer	15.01
99000 - Miscellaneous Occupations	
99030 - Cashier	7.78
99050 - Desk Clerk	8.82

99095 - Embalmer	19.16
99251 - Laboratory Animal Caretaker I	8.23
99252 - Laboratory Animal Caretaker II	9.04
99310 - Mortician	24.13
99410 - Pest Controller	11.08
99510 - Photofinishing Worker	10.52
99710 - Recycling Laborer	11.54
99711 - Recycling Specialist	14.76
99730 - Refuse Collector	10.52
99810 - Sales Clerk	10.35
99820 - School Crossing Guard	8.87
99830 - Survey Party Chief	17.58
99831 - Surveying Aide	12.99
99832 - Surveying Technician	15.97
99840 - Vending Machine Attendant	11.07
99841 - Vending Machine Repairer	13.99
99842 - Vending Machine Repairer Helper	11.07

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 per month. (AMENDED effective June 1, 2008, IAW USDOL AAM # 204).

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (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 PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156) 3A-7 (MOD 55)

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2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regarding 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.

NOTE: 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

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ATTACHMENT 3A

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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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.

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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.

Pages 40 through 43 redacted for the following reasons:

(b)(4) Labor Rates