

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>		1. CONTRACT ID CODE 07		PAGE OF PAGES 1   4	
		2. AMENDMENT/MODIFICATION NO. 25		3. EFFECTIVE DATE DEC 13 2004	
4. REQUISITION/PURCHASE REQ. NO. See Page 2		5. PROJECT NO. (If applicable)			
6. ISSUED BY Procurement Office George C. Marshall Space Flight Center National Aeronautics and Space Administration Marshall Space Flight Center, AL 35812		7. ADMINISTERED BY (If other than Item 6) Procurement Office/PS41F George C. Marshall Space Flight Center National Aeronautics and Space Administration Marshall Space Flight Center, AL 35812 Lizette.M.Kummer@NASA.gov/256-544-3457		CODE PS41-F	

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State, and Zip Code)  COLSA Corporation 6726 Odyssey Drive Huntsville, AL 35802 Attn: Pat Hodges  TIN# 63-0798322 Code 4U825 FACILITY CODE		(v)	9A. AMENDMENT OF SOLICITATION NO.
			9B. DATED (SEE ITEM 11)
		X	10A. MODIFICATION OF CONTRACT/ORDER NO. NNM04AA07C
			10B. DATED (SEE ITEM 13) December 4, 2003

**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 ACKNOWLEDGEMENT 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)  
See Page 2

**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 IN THE CONTRACT ORDER NO. IN ITEM 10A.	
	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).  FAR 52. 232-22 LIMITATION OF FUNDS CLAUSE	
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: FAR 43.103(a) & FAR 52. 232-22 LIMITATION OF FUNDS CLAUSE	<b>EXECUTED COPY</b> <b>OFFICIAL FMO</b> <b>KOR</b>
	D. OTHER (Specify type of modification and authority)	

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

**14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)**

	Negotiated Est Cost	Award Fee Earned	Potential Award Fee	Incentive Fee Earned	Potential Incentive Fee	Contract Value	Total Sum Alloted
Previous	\$104,956,656	\$ 456,881	\$ 3,714,403	\$ 208,928	\$ 2,052,295	\$111,389,163	\$ 24,843,526
This Mod	194,753	-0-	-0-	-0-	-0-	194,753	55,186
New Total	\$105,151,409	\$ 456,881	\$ 3,714,403	\$ 208,928	\$ 2,052,295	\$111,583,916	\$ 24,898,712

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15. CONTRACTOR/OFFEROR  <i>Patricia D. Hodges</i> (Signature of person authorized to sign)		15C. DATE SIGNED  12/13/04		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Pamela A. Napoletano Contracting Officer		16B. UNITED STATES OF AMERICA		16C. DATE SIGNED  DEC 13 2004	
				<i>Pamela A. Napoletano</i> (Signature of Contracting Officer)					

Standard Form 30 Continued

Continuation of Block 12 Accounting and Appropriation Data  
 and Block 4 Requisition/Purchase Requisition No.

Requisition	WBS Element	
4200091268	62-377-20-10MP	\$6,186
4200091865	62-400-36-60-61	\$49,000
	<b>TOTAL :</b>	<b>\$55,186</b>

The purpose of this modification is to:

1. Issue **Task Order 09** , incorporating RFP No. 04-11-164 by modification into this contract in accordance with paragraph B. 12 Ordering, for the period December 13, 2004 through 31 December 2008, thereby increasing contract value by the negotiated amount of \$ 194,753 for materials.

The performance work statement is contained in RFP dated 11-17-04 for EPIC FY05 Procurements.

2. Increase the amount of funding available for this contract from \$ 24,843,526 by \$ 55,186 to \$ 24,898,712 pursuant to FAR 52.232-22 Limitation of Funds(Apr 1984) and Clause B.6- FAR 18-52.232-81 Contract Funding (June 1990).

3. Replace Wage determination No. 1994-2008 Rev. No.18 with revision No. 21 effective the date of this modification.

The following changes are hereby made to the contract:

4. Section B.2 Estimated Cost, Award Fee and Performance Incentive Fee paragraph (a) is hereby changed to increase estimated cost from \$ 104,956,656 by \$ 194,753 to \$ 105,151,409, maximum potential award fee from \$ 3,714,403 by \$ 0 to, \$ 3,714,403 maximum potential performance incentive fee, from \$ 2,052,295 a by \$ 0 to \$ 2,052,295 and total estimated cost maximum potential award fee, maximum potential performance incentive fee from \$ 111,389,163 by \$ 194,753 to \$ 111,583,916 as shown:

The estimated cost of this contract is \$ 105,151,409. The maximum potential award fee is \$ 3,714,403. The maximum potential performance incentive fee is \$ 2,052,295. Total estimated cost, maximum potential award fee, maximum potential performance incentive fee, is \$ 111,583,916. It is expected that this contract will contain no base fee.

5. Paragraph (b) is hereby changed to increase Estimated Cost from \$ 64,411,637 by \$ 194,753 to \$ 64,606,390 Maximum Potential Award Fee from \$ 2,101,093 by \$ 0 to \$ 2,101,093 Maximum Potential Performance Incentive Fee from \$ 1,183,590 by \$ 0 to \$ 1,183,590 and Total Contract Value, from \$ 68,362,129 by \$ 194,753 to \$ 68,556,882 as shown:

(b) Breakout of estimated cost, maximum potential award fee, and maximum performance incentive fee is as follows:

<u>Period Covered</u>	<u>Estimated Cost</u>	<u>Maximum Award Fee</u>	<u>Award Fee Earned</u>	<u>Maximum Potential Perf. Fee</u>	<u>Performance Fee Earned</u>	<u>Total Contract Value</u>
1/1/04 - 12/31/06	<u>\$64,606,390</u>	<u>\$2,101,093</u>	<u>\$456,881</u>	<u>\$1,183,590</u>	<u>\$208,928</u>	<u>\$68,556,882</u>

6. Section B.7.1 IDIQ Task Order Performance Schedule is hereby changed to add **Task Order 09**

<u>Calendar Year</u>	<u>Task Order</u>	<u>Period of Performance</u>	<u>Total Order Amount</u>	<u>Mod #</u>
2004	01 Chandra	21Jan2004-31May2004	\$399,826	3
2004	01/Revision A	21Jan2004-05July2004	n/a	9
2004	02 TD04c-01	5April2004-31July2004	\$22,814	12
2004	03 2 <sup>nd</sup> Gen.	19July2004-23July2004	\$4,687	13
2004	04 TD-03,04,06	1Jan2004-31Dec2004	\$110,300	17
2004	05TD-02,05	17May2004-30Sept2004	\$59,416	17
2004	06 2Yr NRT	1Jan-30 Sept 2004	\$263, 869	22
2004	07 IDEA, MOVE, Shuttle Area Additions	15Oct-31 Dec 2004	\$98,558	24
2004	08 MOVE Early FY05	1Oct-31 Dec 2004	\$77,303	24
2004	09 EPIC FY05 Procurements	13Dec-31Dec 2008	\$194,753	25

Performance Work Statements not reference in Attachment J-9 are contained in the Task Directives and are an integral part of the contract.

7. B.6 Contract Funding (NFS 1852.232-81) (Jun 1990)

(a) For purposes of payment of cost, exclusive of fee, in accordance with the Limitation of Funds clause, the total amount allotted by the Government to this contract is increased from \$ 23,294,586 by \$ 51,998 to \$ 23,346,584. This allotment is for Huntsville Operations Space Center (HOSC) Mission Support Services and covers the following estimated period of performance: Date of contract award through 30 November, 2004.

(b) An additional amount of \$ 1,552,128 is obligated under this contract for payment of fees. An Increased From \$1,548,940 by \$3188 to \$1,552,128.

(c) Recapitulation of funding is as follows:

	<u>Previous</u>	<u>This Action</u>	<u>Total</u>
Estimated Cost:	\$ 23,294,586	\$ 51,998	\$23,346,584
Award Fee Pool:	\$ 1,006,810	\$ 2,072	\$ 1,008,882
Performance Incentive Fee Pool	<u>\$ 542,130</u>	<u>\$ 1,116</u>	<u>\$ 543,246</u>
Total Sum Allotted:	\$ 24,843,526	\$ 55,186	\$ 24,898,712

8. The foregoing changes are also indicated by a vertical line in the outer margin of each replacement page next to the affected text. Please substitute the current contract page with the revised page attached.

<u>Current Page</u>	<u>Revised Page</u>
B-1	B-1
B-2	B-2
B-5	B-5
B-6A	B-6A
J-10-1 through J-10-10	J-10-1 through J-10-10

**9. Contractor's statement of Release**

In consideration of the modification agreed to herein as complete equitable adjustment for the contractor's proposal for adjustment listed below, the contractor hereby releases the Government from any and all liability under this contract for further equitable adjustment attributable to such facts or circumstances giving rise to said contract changes and/or contractor proposals, and for such additional obligations as may be required by this modification.

Contract  
Change Identification

Contractor  
Proposal Number

Modification 25

Cost Quotation No. 04-11-164

10. As a result of the foregoing, Total Contract Value is hereby increased from \$ 111,389,163 by \$ 194,753 to \$111,583,916. All other terms and conditions remain unchanged.

## PART I - THE SCHEDULE

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### SECTION B - SUPPLIES OR SERVICES AND PRICE/COSTS

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#### **B.1 Supplies And/Or Services To Be Furnished**

(a) In a manner consistent with the Marshall Space Flight Center (MSFC) values, the Contractor shall provide all resources (except as may be expressly stated in this contract as furnished by the Government) necessary for performing the "Huntsville Operations Support Center (HOSC)" in accordance with the Performance Work Statement, Attachment J-1.

(b) This is a cost-reimbursement contract with both award fee and performance incentive fee criteria (CPAF/IF). The award fee (subjective evaluation) and performance incentive fee (objective evaluation) will be assessed in accordance with the Fee Evaluation Plan (FEP), Attachment J-7.

(c) A portion of this contract is under an Indefinite Delivery/Indefinite Quantity (IDIQ) arrangement, which will also be on a CPAF/IF basis. The purpose of this provision is to allow the Government to acquire indefinite services as addressed in the Performance Work Statement, Attachment J-1, Paragraphs 3.0 and 4.0. IDIQ requirements cannot be adequately defined for inclusion in the contract because the precise quantities that will be required during the contract period of performance cannot be predetermined. IDIQ will be ordered in accordance with Clause B.7- Task Ordering Procedure and Clause B.8- IDIQ Schedule of Rates. The guaranteed minimum quantity of work that will be ordered under the IDIQ portion of this contract shall be \$50,000 per year. The maximum not-to-exceed (NTE) amount of IDIQ work per contract year is \$3,000,000 per contract year.

(End of Clause)

#### **B.2 Estimated Cost, Award Fee And Performance Incentive Fee**

(a) The estimated cost of this contract is \$105,151,409. The maximum potential award fee is \$ 3,714,403. The maximum potential performance incentive fee is \$ 2,052,295. Total estimated cost, maximum potential award fee, and maximum potential performance incentive fee are \$ 111,583,916. It is expected that this contract will contain no base fee.

(b) Breakout of estimated cost, maximum potential award fee, and maximum performance incentive fee is as follows:

<u>Period Covered</u>	<u>Estimated Cost</u>	<u>Maximum Award Fee</u>	<u>Award Fee Earned</u>	<u>Maximum Potential Perf. Fee</u>	<u>Performance Fee Earned</u>	<u>Total Contract Value</u>
1/1/04 - 12/31/06	\$64,606,390	\$2,101,093	\$456,881	\$1,183,590	\$208,928	\$68,556,882

(c) Breakout of estimated cost, maximum award fee, and maximum performance incentive fee for each option period are set forth below:

<u>Period Covered</u>	<u>Estimated Cost</u>	<u>Maximum Award Fee</u>	<u>Award Fee Earned</u>	<u>Maximum Potential Perf. Fee</u>	<u>Performance Fee Earned</u>	<u>Total Contract Value</u>
Option 1 (1/1/07 - 12/31/07)	\$20,094,150	\$797,496		\$429,421		\$21,321,067
Option 2 (1/1/08 - 12/31/08)	\$20,450,869	\$815,814		\$439,284		\$21,705,967

(d) The maximum potential award fee and performance incentive fee for each of the contract periods specified above is hereby divided and allocated into individual six month evaluation periods in order to calculate award and performance incentive fee earned.

Evaluation Period	Potential Award Fee	Potential Incentive Fee
January 1 - June 30, 2004	1 Completed	1 Completed
July 1-December 31, 2004	2 \$480,581	2 \$269,221
January 1 - June 30, 2005	3 \$409,818	3 \$231,117
July 1-December 31 2005	4 \$409,818	4 \$231,117
January 1-June 30, 2006	5 \$400,439	5 \$226,068
July 1-December 31, 2006	6 \$400,439	6 \$226,068
January 1-June 30, 2007	7 \$398,748	7 \$214,710
July 1-December 31, 2007	8 \$398,748	8 \$214,710
January 1-June 30, 2008	9 \$407,906	9 \$219,642
July 1-December 31, 2008	10 \$407,906	10 \$219,642
	\$3,714,403	\$2,052,295

**B.5 Premiums For Scheduled Overtime (MSFC 52.222-90) (Feb 2001)**

Pursuant to the clause entitled "Payment for Overtime Premiums," the amount of overtime premium authorized shall not exceed the amount specified below for the indicated period.

<u>Period</u>	<u>Amount</u>
<b>Base Period (Yrs 1 - 3)</b>	
<b>Option Period 1</b>	(b)(4)
<b>Option Period 2</b>	

(End of Clause)

**B.6 Contract Funding (NFS 1852.232-81) (Jun 1990)**

(a) For purposes of payment of cost, exclusive of fee, in accordance with the Limitation of Funds clause, the total amount allotted by the Government to this contract is increased from \$ 23,294,586 by \$ 51,998 to \$ 23,346,584 . This allotment is for Huntsville Operations Space Center (HOSC) Mission Support Services and covers the following estimated period of performance: Date of contract award through 30 November, 2004.

(b) An additional amount of \$ 1,552,128 is obligated under this contract for payment of fees. An increase from \$1,548,940 by \$3,188 to \$1,552,128

(c) Recapitulation of funding is as follows:

	<u>Previous</u>	<u>This Action</u>	<u>Total</u>
Estimated Cost:	\$ 23,294,586	\$ 51,998	\$ 23,346,584
Award Fee Pool:	\$ 1,006,810	\$ 2,072	\$ 1,008,882
Performance Incentive Fee Pool	<u>\$ 542,130</u>	<u>\$ 1,116</u>	<u>\$ 543,246</u>
Total Sum Allotted:	\$ 24,843,526	\$ 55,186	\$ 24,898,712

(End of Clause)

**B.7 Task Ordering Procedure (NFS 1852.216-80) (Oct 1996)**

(a) Only the Contracting Officer may issue task orders to the Contractor, providing specific authorization or direction to perform work within the scope of the contract and as specified in the schedule. The Contractor may incur costs under this contract in performance of task orders and

**B.7.1 IDIQ Task Order Performance Schedule**

The performance schedule for the IDIQ task orders issued under this contract is set out below:

Calendar Year	Task Order	Period of Performance	Total Order Amount	Mod #
2004	01 Chandra	21Jan2004-31May2004	\$399,826	3
2004	01/Revision A	21Jan2004-05July2004	n/a	9
2004	02 TD04c-01	5April2004-31July2004	\$22,814	12
2004	03 2 <sup>nd</sup> Gen.	19July2004-23July2004	\$4,687	13
2004	04 TD-03,04,06	1Jan2004-31Dec2004	\$110,300	17
2004	05TD-02,05	17May2004-30Sept2004	\$59,416	17
2004	06 2Yr NRT	1Jan-30 Sept 2004	\$263, 869	22
2004	07 IDEA, MOVE, Shuttle Area Additions	15Oct-31 Dec 2004	\$98,558	24
2004	08 MOVE Early FY05	1Oct-31 Dec 2004	\$77,303	24
2004	09 EPIC FY05 Procurements	13Dec -31 Dec 2008	\$194,753	25

Performance Work Statements not referenced in Attachment J-9 are contained in the Task Directives and are an integral part of the contract.

**B.7.2 Special Threshold For Task Directives**

For administrative purposes, the Contracting Officer Technical Representative (COTR) may issue written Task Directives to the contractor provided the estimated cost of the directive is less than \$100,000. Each directive will be signed by the COTR and Contracting Officer, and written acceptance shall be provided by the contractor. These directives shall be formally incorporated into the contract, along with any equitable adjustments to contract value, via bilateral modification generally on a monthly basis.

The COTR is not authorized to issue, nor shall the contractor accept, any directive where the initial estimate exceeds this threshold. If at any time during performance of a Task Directive the contractor determines that the estimated cost will equal or exceed \$100,000, the contractor shall immediately notify the Contracting Office in writing. Subsequent to notification, the contractor shall continue performance up to the initial threshold, unless and until, the Contracting Office directs otherwise.

**B.8 IDIQ Schedule Of Rates**

The fully burdened cost rates below will be used in pricing IDIQ work authorized under the provisions of B.7- Task Ordering Procedure.

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

ORIGINAL SIGNED BY:  
William W. Gross                      Division of  
Director                                  Wage Determinations

Wage Determination No.: **1994-2008**  
Revision No.: **21**  
Date Of Revision: **08/11/2004**

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	9.64
01012 - Accounting Clerk II	11.61
01013 - Accounting Clerk III	13.41
01014 - Accounting Clerk IV	16.77
01030 - Court Reporter	15.71
01050 - Dispatcher, Motor Vehicle	15.10
01060 - Document Preparation Clerk	12.41
01070 - Messenger (Courier)	7.40
01090 - Duplicating Machine Operator	12.41
01110 - Film/Tape Librarian	10.72
01115 - General Clerk I	8.65
01116 - General Clerk II	9.73
01117 - General Clerk III	10.42
01118 - General Clerk IV	12.48
01120 - Housing Referral Assistant	17.51
01131 - Key Entry Operator I	9.37
01132 - Key Entry Operator II	11.16
01191 - Order Clerk I	10.22
01192 - Order Clerk II	13.88
01261 - Personnel Assistant (Employment) I	10.09
01262 - Personnel Assistant (Employment) II	13.30
01263 - Personnel Assistant (Employment) III	14.86
01264 - Personnel Assistant (Employment) IV	16.09
01270 - Production Control Clerk	16.25
01290 - Rental Clerk	10.72
01300 - Scheduler, Maintenance	13.93
01311 - Secretary I	13.93
01312 - Secretary II	15.71
01313 - Secretary III	17.51
01314 - Secretary IV	20.04
01315 - Secretary V	21.92
01320 - Service Order Dispatcher	12.80
01341 - Stenographer I	13.44
01342 - Stenographer II	15.24
01400 - Supply Technician	20.04
01420 - Survey Worker (Interviewer)	14.94
01460 - Switchboard Operator-Receptionist	10.37
01510 - Test Examiner	15.71

01520 - Test Proctor	15.71
01531 - Travel Clerk I	8.98
01532 - Travel Clerk II	9.51
01533 - Travel Clerk III	10.14
01611 - Word Processor I	11.31
01612 - Word Processor II	12.69
01613 - Word Processor III	14.19
<b>03000 - Automatic Data Processing Occupations</b>	
03010 - Computer Data Librarian	11.87
03041 - Computer Operator I	12.66
03042 - Computer Operator II	16.09
03043 - Computer Operator III	17.75
03044 - Computer Operator IV	21.67
03045 - Computer Operator V	23.99
03071 - Computer Programmer I (1)	18.33
03072 - Computer Programmer II (1)	21.97
03073 - Computer Programmer III (1)	26.22
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.10
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.66
<b>05000 - Automotive Service Occupations</b>	
05005 - Automotive Body Repairer, Fiberglass	17.50
05010 - Automotive Glass Installer	15.94
05040 - Automotive Worker	15.94
05070 - Electrician, Automotive	16.73
05100 - 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
<b>07000 - Food Preparation and Service Occupations</b>	
(not set) - Food Service Worker	7.65
07010 - Baker	10.35
07041 - Cook I	8.31
07042 - Cook II	9.34
07070 - Dishwasher	7.57
07130 - Meat Cutter	11.28
07250 - Waiter/Waitress	6.82
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	17.56
09040 - Furniture Handler	13.94
09070 - Furniture Refinisher	17.56
09100 - Furniture Refinisher Helper	14.41

09110 - Furniture Repairer, Minor	15.98
09130 - Upholsterer	17.56
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	8.16
11060 - Elevator Operator	8.06
11090 - Gardener	12.11
11121 - House Keeping Aid I	7.13
11122 - House Keeping Aid II	8.62
11150 - Janitor	8.06
11210 - Laborer, Grounds Maintenance	10.00
11240 - Maid or Houseman	6.63
11270 - Pest Controller	11.00
11300 - Refuse Collector	9.28
11330 - Tractor Operator	12.08
11360 - Window Cleaner	8.24
<b>12000 - Health Occupations</b>	
12020 - Dental Assistant	13.22
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.07
12071 - Licensed Practical Nurse I	11.37
12072 - Licensed Practical Nurse II	12.77
12073 - Licensed Practical Nurse III	14.30
12100 - Medical Assistant	9.81
12130 - Medical Laboratory Technician	13.21
12160 - Medical Record Clerk	11.28
12190 - Medical Record Technician	13.60
12221 - Nursing Assistant I	8.09
12222 - Nursing Assistant II	9.09
12223 - Nursing Assistant III	9.92
12224 - Nursing Assistant IV	11.13
12250 - Pharmacy Technician	12.24
12280 - Phlebotomist	11.89
12311 - Registered Nurse I	18.03
12312 - Registered Nurse II	22.06
12313 - Registered Nurse II, Specialist	22.06
12314 - Registered Nurse III	26.69
12315 - Registered Nurse III, Anesthetist	26.69
12316 - Registered Nurse IV	31.98
<b>13000 - Information and Arts Occupations</b>	
13002 - Audiovisual Librarian	21.15
13011 - Exhibits Specialist I	17.77
13012 - Exhibits Specialist II	21.76
13013 - Exhibits Specialist III	26.45
13041 - Illustrator I	17.77
13042 - Illustrator II	21.76
13043 - Illustrator III	26.45
13047 - Librarian	20.12
13050 - Library Technician	14.67
13071 - Photographer I	13.01
13072 - Photographer II	15.02
13073 - Photographer III	17.99
13074 - Photographer IV	22.00
13075 - Photographer V	26.70

**15000 - Laundry, Dry Cleaning, Pressing and Related Occupations**

15010 - Assembler	6.94
15030 - Counter Attendant	6.94
15040 - Dry Cleaner	8.60
15070 - Finisher, Flatwork, Machine	6.94
15090 - Presser, Hand	6.94
15100 - Presser, Machine, Drycleaning	6.94
15130 - Presser, Machine, Shirts	6.94
15160 - Presser, Machine, Wearing Apparel, Laundry	7.32
15190 - Sewing Machine Operator	9.07
15220 - Tailor	9.48
15250 - Washer, Machine	7.51

**19000 - Machine Tool Operation and Repair Occupations**

19010 - Machine-Tool Operator (Toolroom)	19.44
19040 - Tool and Die Maker	23.71

**21000 - Material Handling and Packing Occupations**

21010 - Fuel Distribution System Operator	16.80
21020 - Material Coordinator	16.25
21030 - Material Expediter	16.25
21040 - Material Handling Laborer	10.29
21050 - Order Filler	10.87
21071 - Forklift Operator	14.82
21080 - Production Line Worker (Food Processing)	11.57
21100 - Shipping/Receiving Clerk	12.72
21130 - Shipping Packer	11.98
21140 - Store Worker I	9.75
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.23
21210 - Tools and Parts Attendant	13.68
21400 - Warehouse Specialist	12.73

**23000 - Mechanics and Maintenance and Repair Occupations**

23010 - Aircraft Mechanic	22.24
23040 - Aircraft Mechanic Helper	17.44
23050 - Aircraft Quality Control Inspector	24.45
23060 - Aircraft Servicer	19.34
23070 - Aircraft Worker	20.27
23100 - 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	20.61
23181 - Electronics Technician, Maintenance I	16.30
23182 - Electronics Technician, Maintenance II	25.55
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
23340 - Fuel Distribution System Mechanic	18.79
23370 - General Maintenance Worker	16.43
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.38
23430 - Heavy Equipment Mechanic	18.38
23440 - Heavy Equipment Operator	17.87
23460 - Instrument Mechanic	18.79

23470 - Laborer	10.01
23500 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	23.32
23550 - Machinist, Maintenance	16.92
23580 - Maintenance Trades Helper	14.41
23640 - Millwright	18.79
23700 - Office Appliance Repairer	18.04
23740 - Painter, Aircraft	17.56
23760 - Painter, Maintenance	17.56
23790 - Pipefitter, Maintenance	18.58
23800 - Plumber, Maintenance	17.75
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
23930 - Telecommunication Mechanic I	18.38
23931 - Telecommunication 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
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	7.07
24580 - Child Care Center Clerk	8.83
24600 - Chore Aid	6.95
24630 - Homemaker	11.20
<b>25000 - Plant and System Operation Occupations</b>	
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
<b>27000 - Protective Service Occupations</b>	
(not set) - Police Officer	16.91
27004 - Alarm Monitor	11.83
27006 - Corrections Officer	14.08
27010 - Court Security Officer	13.17
27040 - Detention Officer	14.08
27070 - Firefighter	11.64
27101 - Guard I	9.95
27102 - Guard II	12.55
<b>28000 - Stevedoring/Longshoremen Occupations</b>	
28010 - Blocker and Bracer	15.78
28020 - Hatch Tender	15.78
28030 - Line Handler	15.78
28040 - Stevedore I	12.83
28050 - Stevedore II	15.54
<b>29000 - Technical Occupations</b>	
21150 - Graphic Artist	19.60

## 29010 - Air Traffic Control Specialist, Center (2)

## 30.05

29011 - Air Traffic Control Specialist, Station (2)	20.73
29012 - Air Traffic Control Specialist, Terminal (2)	22.83
29023 - Archeological Technician I	15.69
29024 - Archeological Technician II	17.56
29025 - Archeological Technician III	21.76
29030 - Cartographic Technician	22.32
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	20.75
29061 - Drafter I	13.99
29062 - Drafter II	15.69
29063 - Drafter III	17.77
29064 - Drafter IV	21.76
29081 - Engineering Technician I	12.79
29082 - Engineering Technician II	15.89
29083 - Engineering Technician III	19.09
29084 - Engineering Technician IV	26.34
29085 - Engineering Technician V	30.74
29086 - Engineering Technician VI	37.17
29090 - Environmental Technician	18.34
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	20.67
29210 - Laboratory Technician	16.09
29240 - Mathematical Technician	23.77
29361 - Paralegal/Legal Assistant I	14.55
29362 - Paralegal/Legal Assistant II	18.40
29363 - Paralegal/Legal Assistant III	22.45
29364 - Paralegal/Legal Assistant IV	27.17
29390 - Photooptics Technician	21.76
29480 - Technical Writer	23.07
29491 - Unexploded Ordnance (UXO) Technician I	19.14
29492 - Unexploded Ordnance (UXO) Technician II	23.15
29493 - Unexploded Ordnance (UXO) Technician III	27.74
29494 - Unexploded (UXO) Safety Escort	19.14
29495 - Unexploded (UXO) Sweep Personnel	19.14
29620 - Weather Observer, Senior (3)	18.79
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.39
29622 - Weather Observer, Upper Air (3)	18.39

**31000 - Transportation/ Mobile Equipment Operation Occupations**

31030 - Bus Driver	12.67
31260 - Parking and Lot Attendant	8.86
31290 - Shuttle Bus Driver	11.97
31300 - Taxi Driver	9.91
31361 - Truckdriver, Light Truck	11.97
31362 - Truckdriver, Medium Truck	14.75
31363 - Truckdriver, Heavy Truck	15.36
31364 - Truckdriver, Tractor-Trailer	15.36

**99000 - Miscellaneous Occupations**

99020 - Animal Caretaker	7.46
99030 - Cashier	7.87
99041 - Carnival Equipment Operator	8.83
99042 - Carnival Equipment Repairer	9.28
99043 - Carnival Worker	7.32
99050 - Desk Clerk	6.90
99095 - Embalmer	19.10

99300 - Lifeguard	10.04
99310 - Mortician	19.13
99350 - Park Attendant (Aide)	12.35
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.04
99500 - Recreation Specialist	11.14
99510 - Recycling Worker	11.11
99610 - Sales Clerk	9.79
99620 - School Crossing Guard (Crosswalk Attendant)	8.61
99630 - Sport Official	10.04
99658 - Survey Party Chief (Chief of Party)	13.32
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.23
99660 - Surveying Aide	8.20
99690 - Swimming Pool Operator	11.76
99720 - Vending Machine Attendant	10.26
99730 - Vending Machine Repairer	11.76
99740 - Vending Machine Repairer Helper	10.26

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of **\$2.59** per hour computed on the basis of all hours worked by service employees employed on the contract.

**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 4.174)

**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)
- 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 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.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

## Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**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.

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.