

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. 000006	3. EFFECTIVE DATE 06/01/2010	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY NASA/Marshall Space Flight Center Procurement Office Marshall Space Flight Center AL 35812	CODE MSFC	7. ADMINISTERED BY (If other than Item 6) NASA/Marshall Space Flight Center Marshall Space Flight Center AL 35812	CODE MSFC
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) DELTA-CRITIQUE JOINT VENTURE 3520 GENERAL DEGAULLE DR STE 506 NEW ORLEANS LA 70114-4027		(x) 9A. AMENDMENT OF SOLICITATION NO.	
CODE 3D8B2		FACILITY CODE	
		x 10A. MODIFICATION OF CONTRACT/ORDER NO. NNM08AA28C	
		10B. DATED (SEE ITEM 13) 04/23/2008	

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 Schedule

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

CHECK ONE	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).
x	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: FAR 52.217-9 Option to Extend the Term of the Contract (Mar 2000)
	D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor is not, is required to sign this document and return 2 copies to the issuing office.

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

1) The purposes of this bilateral modification are to:

a) Exercise Option 2 to extend the period of performance from June 1, 2010 to May 31, 2011; thereby increasing the current contract value by \$5,721,649 (from \$9,730,075 to \$15,451,724);

b) (b)(4) of the total contract value has been set aside for the incurrence of Travel and Training expenses; thereby increasing Travel by (b)(4); and Training expenses by (b)(4) for this contract period;

c) Revise Section G.6, MSFC 52.204-90 Contractor Employee Badging and Employment
Continued ...

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.

(b)(4)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Harry B Craig	16C. DATE SIGNED 5-21-2010
	16B. UNITED STATES OF AMERICA  (Signature of Contracting Officer)	

NAME OF OFFEROR OR CONTRACTOR
DELTA-CRITIQUE JOINT VENTURE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Termination Clearance, (Nov 2009);</p> <p>d) Section J, Attachment J-4, Contractor Fully Burdened Labor Rates Inclusive of Profit, is being revised to coincide with the revisions of Wage Determination 2005-2007 Revision No. 12; and</p> <p>e) Section J, Attachment J-9, Wage Determination, is being revised to incorporate Wage Determinations 2005-2007 Revision No. 12 dated October 16, 2009 and 2005-2233 Revision No. 11 dated January 7, 2010 for the current period of performance effective through May 31, 2011. No increase in contract value is associated with inclusion of the requirements delineate above.</p> <p>2. The following paragraph has changed. Slip sheets are provided with sidebars indicating changes.</p> <p>(a) Section B.1, Supplies and/or Services to be Furnished (b) Section F.1, Period of Performance (c) Section G.6, Contractor Employee Badging and Employment Termination Clearance (d) Section, J, List of Attachments (e) Section J, Attachment J-4 Contractor Fully Burdened Labor Rates Inclusive of Profit (f) Section J, Attachment J-9, Wage Determination</p> <p>3. All other terms and conditions remain unchanged.</p> <p>LIST OF CHANGES:</p> <p>Reason for Modification : Exercise an Option Period Of Performance End Date changed from 5/31/2010 to 5/31/2011 New Total Amount for this Version: \$5,721,649.00 New Total Amount for this Award: \$28,982,749.00</p>				

PART I – THE SCHEDULE

SECTION B – SUPPLIES OR SERVICES AND PRICE/COST

B.1 SUPPLIES AND/OR SERVICES TO BE FURNISHED

(a) The Contractor shall provide all resources (except as may be expressly stated in this contract as furnished by the Government) necessary to perform all the service requirements in the PERFORMANCE WORK STATEMENT (PWS) in Attachment J-1; entitled “Center-wide Administrative Support (CAS)” services.

(b) This is a performance-based, Firm-Fixed-Price (FFP), Indefinite Delivery/Indefinite Quantity (IDIQ) type contract. Work will be authorized in accordance with Clause H.4 (Task Ordering Procedure) and Attachment J-14 (IDIQ Task Order Process Flow Chart) via issuance of Task Order(s) by the Contracting Officer (CO) which will be incorporated into Attachment J-5; entitled “Task Order Summary,” by periodic contract modification.

(c) 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.

	Minimum Quantity	Maximum Quantity	Total Potential Contract Value
Contract Periods	Est. Price	Est. Price	
Base Year (Yr 1)	(b)(4)		\$4,632,502 <i>has been exercised</i>
Option 1 (Yr 2)			\$5,097,573 <i>has been exercised</i>
Option 2 (Yr 3)			\$5,721,649 <i>has been exercised</i>
Option 3 (Yr 4)			\$6,406,818
Option 4 (Yr 5)			\$7,124,207

(d) Government orders for services in quantities specified above the minimum and below the maximum shall not constitute a basis for price adjustments.

(e) The award of this IDIQ contract does not inhibit the Government’s right to later award separate contracts for similar or related services.

(f) The Government has estimated Travel and Training cost for the base period and each option period as reflected below. Profit will not be paid for Travel and Training expenses, only the accepted G&A will be applied to these cost. Travel and Training cost shall be invoiced on a separate line item in all vouchers based on actual cost incurred and the applicable G&A rate.

SECTION F - DELIVERIES OR PERFORMANCE

F.1 LISTING OF CLAUSES INCORPORATED BY REFERENCE

I. Federal Acquisition Regulations (48 CFR Chapter 1) Clauses

<u>Clause Number</u>	<u>Title</u>	<u>Date</u>
None Included by Reference		

II. NASA FAR Supplement (48 CFR CHAPTER 18) Clauses

<u>Clause Number</u>	<u>Title</u>	<u>Date</u>
None Included by Reference		

(End of Clause)

F.2 PERIOD OF PERFORMANCE

The base period of performance of this contract shall be June 1, 2008, through May 31, 2009. The phase-in purchase order period shall be May 14, 2008 through May 31, 2008.

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

<u>Contract Periods</u>	<u>Period of Performance</u>
Option 1	June 1, 2009 through May 31, 2010 <i>has been exercised</i>
Option 2	June 1, 2010 through May 31, 2011 <i>has been exercised</i>
Option 3	June 1, 2011 through May 31, 2012
Option 4	June 1, 2012 through May 31, 2013

(End of Clause)

F.3 PLACE OF PERFORMANCE (MSFC 52.237-91) (FEB 2001)

The Contractor shall perform the work under this contract on-site at the Marshall Space Flight Center, AL, Michoud Assembly Facility (MAF) and at such other locations as may be approved in writing by the Contracting Officer.

(End of Clause)

(k) The user responsibilities of the Contractor are defined in paragraph (a) of the clause at 1852.245-71, "Installation-Accountable Government Property."

(End of Clause)

**G.6 CONTRACTOR EMPLOYEE BADGING AND EMPLOYMENT
TERMINATION CLEARANCE (MSFC 52.204-90) (NOV 2009)**

(a) It is anticipated that performance of the requirements of this contract will require employee access to and picture badging by the Marshall Space Flight Center. Contractor requests for badging of employees shall be submitted electronically through NASA's Agencywide Personal Identity Verification (PIV) system. Requests for badging will be routed electronically to the appointed Contracting Officer Technical Representative (COTR) or the Alternate COTR for approval prior to processing by the MSFC Protective Services Office.

(b) Contractor employees must undergo a background investigation prior to being issued a full-time Contractor badge granting access to Redstone Arsenal. Contractor employees not previously cleared for a full-time Contractor badge (e.g., not previously included in the NASA/MSFC or DoD/Redstone database) must complete a Background Investigation Questionnaire and Release form as soon as practicable and before the employee requires Redstone access. When these forms are completed and submitted to MSFC Security, the Contractor employees may be granted an extended visitor's badge granting restricted Redstone access for a period not to exceed 30 days. This 30-day period is normally more than adequate for the Government to conduct its Background Investigation if the applicant's submission is truthful, accurate and complete, and there are no preexisting issues noted in the investigation. If the Contractor employee does not successfully clear the Background Investigation process within 30 days, the extended visitor badge will be revoked. If the visitor badge is revoked, the contractor employee may not enter MSFC and, if the contractual work assignment requires the employee to be onsite and/or have access to Government IT systems, the employee shall discontinue charging their time to the contract immediately. Any Contractor concerns regarding the timeliness of investigation processing should be raised to the Contracting Officer. The Contracting Officer has sole discretion to extend the 30-day limit.

(c) Contractor employees requiring a badge and/or access to NASA IT systems for less than 179-days within a 365-day period must undergo a fingerprint check through National Crime Information Center/Interstate Identification Index (NCIC/III). MSFC Form 4516, Application Request for Temporary Worker or Associate Badge must be submitted to the MSFC Protective Services Office.

(d) The Contractor shall establish procedures to ensure that badged contractor employees who no longer require Center access properly clear all accounts and turn in their badge and decal(s) to the MSFC Protective Services Office in accordance with MSFC Form 383-1/3, "Contractor Employee Clearance Document," when the access is no longer needed. An electronic PIV Employee Termination Request must also be submitted.

(e) Instruction on how to access the PIV system and request for copies of MSFC Forms 4516 and 383-1/3 shall be directed to the MSFC Protective Services Office, Marshall Space Flight Center, Alabama 35812.

(End of clause)

**G.7 PERSONAL IDENTITY VERIFICATION OF CONTRACTOR PERSONNEL
(FAR 52.204-9) (JAN 2006)**

(a) The Contractor shall comply with agency personal identity verification procedures identified in the contract that implement Homeland Security Presidential Directive-12 (HSPD-12), Office of Management and Budget (OMB) guidance M-05-24, and Federal Information Processing Standards Publication (FIPS PUB) Number 201.

(b) The Contractor shall insert FAR 52.204-9 in all subcontracts when the subcontractor is required to have physical access to a federally-controlled facility or access to a Federal information system.

Note: The agency personal identity verification procedures are provided in Attachment J-6, Personal Identity Verification Procedures.

(End of Clause)

[END OF SECTION]

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ATTACHMENT J-9
WAGE DETERMINATION

PART III – LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACHMENTS

SECTION J

LIST OF ATTACHMENTS

<u>Attachment No.</u>	<u>Description</u>	<u>Pages</u>
1	Performance Work Statement	J-1-1 – J-1-9
2	Performance Requirements Summary	J-2-1
3	Data Procurement Document	J-3-1 – J-3-28
4	Contractor Fully Burdened Labor Rate Inclusive of Profit	J-4-1
5	Task Order Summary	J-5-1
6	Personal Identity Verification (PIV) Procedures	J-6-1 – J-6-4
7	Safety Performance Evaluation Summary	J-7-1 – J-7-2
8	Installation-Provided Property and Services	J-8-1
9	Wage Determination	J-9-1 – J-9-9
10	Applicable Regulations, Procedures, and Documents	J-10-1 – J-10-3
11	Safety , Health and Environmental Plan	J-11-1
12	Acronym List	J-12-1 – J-12-3
13	COTR Survey Instrument	J-13-1 – J-13-2
14	IDIQ Task Order Process Flow Chart	J-14-1

[END OF ATTACHMENT J-1]

Page 8 redacted for the following reason:

(b)(4)

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ATTACHMENT J-9
WAGE DETERMINATION

WD 05-2007 (Rev.-12) was first posted on www.wdol.gov on 10/27/2009

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Shirley F. Ebbesen Division of Director Wage Determinations		Wage Determination No.: 2005-2007 Revision No.: 12 Date Of Revision: 10/16/2009

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	FOOTNOTE	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		13.93
01262 - Personnel Assistant (Employment) II		15.59
01263 - Personnel Assistant (Employment) III		17.38
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		10.64
01532 - Travel Clerk II		11.26
01533 - Travel Clerk III		12.01
01611 - Word Processor I		13.12
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		17.94
05040 - Automotive Glass Installer		17.10

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05070 - Automotive Worker	17.10
05110 - Mobile Equipment Servicer	15.50
05130 - Motor Equipment Metal Mechanic	18.77
05160 - Motor Equipment Metal Worker	17.10
05190 - Motor Vehicle Mechanic	17.14
05220 - Motor Vehicle Mechanic Helper	13.43
05250 - Motor Vehicle Upholstery Worker	16.32
05280 - Motor Vehicle Wrecker	17.10
05310 - Painter, Automotive	16.39
05340 - Radiator Repair Specialist	17.10
05370 - Tire Repairer	12.75
05400 - Transmission Repair Specialist	18.77
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	7.50
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	9.80
11060 - Elevator Operator	9.44
11090 - Gardener	12.11
11122 - Housekeeping Aide	9.44
11150 - Janitor	9.44
11210 - Laborer, Grounds Maintenance	10.00
11240 - Maid or Houseman	7.88
11260 - Pruner	9.28
11270 - Tractor Operator	12.08
11330 - Trail Maintenance Worker	10.00
11360 - Window Cleaner	9.97
12000 - Health Occupations	
12010 - Ambulance Driver	14.41
12011 - Breath Alcohol Technician	14.71
12012 - Certified Occupational Therapist Assistant	21.24
12015 - Certified Physical Therapist Assistant	21.24
12020 - Dental Assistant	15.30
12025 - Dental Hygienist	22.48
12030 - EKG Technician	23.45
12035 - Electroneurodiagnostic Technologist	23.45
12040 - Emergency Medical Technician	14.41
12071 - Licensed Practical Nurse I	14.07
12072 - Licensed Practical Nurse II	15.81
12073 - Licensed Practical Nurse III	17.71
12100 - Medical Assistant	11.87
12130 - Medical Laboratory Technician	14.07
12160 - Medical Record Clerk	12.41
12190 - Medical Record Technician	14.96
12195 - Medical Transcriptionist	13.03
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

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12235 - Optical Dispenser	15.05
12236 - Optical Technician	11.42
12250 - Pharmacy Technician	13.36
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)	19.18
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.07
13012 - Exhibits Specialist II	23.50
13013 - Exhibits Specialist III	28.73
13041 - Illustrator I	19.07
13042 - Illustrator II	23.50
13043 - Illustrator III	28.73
13047 - Librarian	26.02
13050 - Library Aide/Clerk	14.49
13054 - Library Information Technology Systems Administrator	23.50
13058 - Library Technician	16.14
13061 - Media Specialist I	16.95
13062 - Media Specialist II	18.97
13063 - Media Specialist III	21.15
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	16.95
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	(see 1) 25.00
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.73
14160 - Personal Computer Support Technician	26.16
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	30.12
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	7.98

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16030 - Counter Attendant	7.98
16040 - Dry Cleaner	10.03
16070 - Finisher, Flatwork, Machine	7.98
16090 - Presser, Hand	7.98
16110 - Presser, Machine, Drycleaning	7.98
16130 - Presser, Machine, Shirts	7.98
16160 - Presser, Machine, Wearing Apparel, Laundry	7.98
16190 - Sewing Machine Operator	10.60
16220 - Tailor	11.18
16250 - Washer, Machine	8.65
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.22
19040 - Tool And Die Maker	27.11
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	11.36
21150 - Stock Clerk	15.41
21210 - Tools And Parts Attendant	14.82
21410 - Warehouse Specialist	14.82
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.61
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	18.65
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
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	15.12
23392 - Gunsmith II	16.67
23393 - Gunsmith III	18.38
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.38
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.30
23430 - Heavy Equipment Mechanic	20.22
23440 - Heavy Equipment Operator	17.87

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23460 - Instrument Mechanic	22.82
23465 - Laboratory/Shelter Mechanic	17.58
23470 - Laborer	11.36
23510 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	23.32
23550 - Machinist, Maintenance	18.59
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	21.83
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	18.89
23932 - Telecommunications Mechanic II	20.21
23950 - Telephone Lineman	19.60
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	8.56
24580 - Child Care Center Clerk	10.68
24610 - Chore Aide	9.26
24620 - Family Readiness And Support Services Coordinator	12.61
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.86
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	18.86
25190 - Ventilation Equipment Tender	14.85
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.57
27007 - Baggage Inspector	10.85
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	10.85
27102 - Guard II	13.55
27131 - Police Officer I	18.35
27132 - Police Officer II	20.41
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.52
28042 - Carnival Equipment Repairer	10.00
28043 - Carnival Equipment Worker	7.89
28210 - Gate Attendant/Gate Tender	13.76
28310 - Lifeguard	12.21
28350 - Park Attendant (Aide)	15.40
28510 - Recreation Aide/Health Facility Attendant	11.24
28515 - Recreation Specialist	16.31
28630 - Sports Official	12.26

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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) (see 2)	35.65
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.58
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.07
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	22.83
30061 - Drafter/CAD Operator I	17.26
30062 - Drafter/CAD Operator II	19.55
30063 - Drafter/CAD Operator III	21.11
30064 - Drafter/CAD Operator IV	25.97
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	23.45
30210 - Laboratory Technician	18.92
30240 - Mathematical Technician	24.23
30361 - Paralegal/Legal Assistant I	18.54
30362 - Paralegal/Legal Assistant II	22.98
30363 - Paralegal/Legal Assistant III	28.11
30364 - Paralegal/Legal Assistant IV	34.01
30390 - Photo-Optics Technician	24.23
30461 - Technical Writer I	20.96
30462 - Technical Writer II	25.63
30463 - Technical Writer III	31.02
30491 - Unexploded Ordnance (UXO) Technician I	22.65
30492 - Unexploded Ordnance (UXO) Technician II	27.41
30493 - Unexploded Ordnance (UXO) Technician III	32.85
30494 - Unexploded (UXO) Safety Escort	22.65
30495 - Unexploded (UXO) Sweep Personnel	22.65
30620 - Weather Observer, Combined Upper Air Or (see 3)	21.11
Surface Programs	
30621 - Weather Observer, Senior (see 3)	23.45
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.71
31030 - Bus Driver	13.94
31043 - Driver Courier	14.96
31260 - Parking and Lot Attendant	10.11
31290 - Shuttle Bus Driver	16.25
31310 - Taxi Driver	10.90
31361 - Truckdriver, Light	16.25
31362 - Truckdriver, Medium	16.82
31363 - Truckdriver, Heavy	17.62
31364 - Truckdriver, Tractor-Trailer	17.62
99000 - Miscellaneous Occupations	
99030 - Cashier	9.30
99050 - Desk Clerk	7.94
99095 - Embalmer	22.65
99251 - Laboratory Animal Caretaker I	8.61
99252 - Laboratory Animal Caretaker II	13.46

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99310 - Mortician	22.65
99410 - Pest Controller	12.65
99510 - Photofinishing Worker	11.90
99710 - Recycling Laborer	14.15
99711 - Recycling Specialist	16.26
99730 - Refuse Collector	12.79
99810 - Sales Clerk	11.50
99820 - School Crossing Guard	12.71
99830 - Survey Party Chief	17.48
99831 - Surveying Aide	10.77
99832 - Surveying Technician	14.74
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: \$3.35 per hour or \$134.00 per week or \$580.66 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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)

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

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

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

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(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).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

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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 link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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- 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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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Shirley F. Ebbesen Division of Director Wage Determinations	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210 Wage Determination No.: 2005-2233 Revision No.: 11 Date of Last Revision: 01/07/2010
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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	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12 .86
01012 - Accounting Clerk II		14 .44
01013 - Accounting Clerk III		16 .15
01020 - Administrative Assistant		21 .77
01040 - Court Reporter		19 .08
01051 - Data Entry Operator I		10 .88
01052 - Data Entry Operator II		12 .64
01060 - Dispatcher, Motor Vehicle		17 .93
01070 - Document Preparation Clerk		13 .09
01090 - Duplicating Machine Operator		13 .09
01111 - General Clerk I		11 .35
01112 - General Clerk II		12 .39
01113 - General Clerk III		14 .07
01120 - Housing Referral Assistant		19 .89
01141 - Messenger Courier		12 .11
01191 - Order Clerk I		10 .91
01192 - Order Clerk II		12 .99
01261 - Personnel Assistant (Employment) I		13 .81
01262 - Personnel Assistant (Employment) II		16 .91
01263 - Personnel Assistant (Employment) III		19 .75
01270 - Production Control Clerk		20 .40

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01280 - Receptionist	9 .89
01290 - Rental Clerk	13 .64
01300 - Scheduler, Maintenance	15 .96
01311 - Secretary I	15 .96
01312 - Secretary II	17 .72
01313 - Secretary III	19 .89
01320 - Service Order Dispatcher	15 .85
01410 - Supply Technician	21 .77
01420 - Survey Worker	14 .38
01531 - Travel Clerk I	12 .16
01532 - Travel Clerk II	12 .91
01533 - Travel Clerk III	13 .62
01611 - Word Processor I	12 .70
01612 - Word Processor II	15 .07
01613 - Word Processor III	17 .13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19 .97
05010 - Automotive Electrician	18 .40
05040 - Automotive Glass Installer	17 .20
05070 - Automotive Worker	17 .20
05110 - Mobile Equipment Servicer	14 .80
05130 - Motor Equipment Metal Mechanic	19 .45
05160 - Motor Equipment Metal Worker	17 .20
05190 - Motor Vehicle Mechanic	19 .45
05220 - Motor Vehicle Mechanic Helper	13 .61
05250 - Motor Vehicle Upholstery Worker	16 .02
05280 - Motor Vehicle Wrecker	17 .20
05310 - Painter, Automotive	18 .40
05340 - Radiator Repair Specialist	17 .20
05370 - Tire Repairer	11 .51
05400 - Transmission Repair Specialist	19 .45
07000 - Food Preparation And Service Occupations	
07010 - Baker	10 .70
07041 - Cook I	9 .87
07042 - Cook II	11 .48
07070 - Dishwasher	7 .55
07130 - Food Service Worker	7 .53
07210 - Meat Cutter	11 .54
07260 - Waiter/Waitress	8 .00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16 .29
09040 - Furniture Handler	11 .88
09080 - Furniture Refinisher	16 .29

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09090 - Furniture Refinisher Helper	12 .05
09110 - Furniture Repairer, Minor	14 .18
09130 - Upholsterer	16 .29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9 .14
11060 - Elevator Operator	8 .91
11090 - Gardener	12 .27
11122 - Housekeeping Aide	9 .63
11150 - Janitor	8 .91
11210 - Laborer, Grounds Maintenance	10 .59
11240 - Maid or Houseman	8 .67
11260 - Pruner	9 .35
11270 - Tractor Operator	11 .81
11330 - Trail Maintenance Worker	10 .59
11360 - Window Cleaner	9 .99
12000 - Health Occupations	
12010 - Ambulance Driver	15 .93
12011 - Breath Alcohol Technician	17 .48
12012 - Certified Occupational Therapist Assistant	23 .64
12015 - Certified Physical Therapist Assistant	21 .80
12020 - Dental Assistant	12 .76
12025 - Dental Hygienist	29 .85
12030 - EKG Technician	20 .58
12035 - Electroneurodiagnostic Technologist	20 .58
12040 - Emergency Medical Technician	15 .04
12071 - Licensed Practical Nurse I	15 .63
12072 - Licensed Practical Nurse II	17 .48
12073 - Licensed Practical Nurse III	19 .50
12100 - Medical Assistant	11 .03
12130 - Medical Laboratory Technician	17 .46
12160 - Medical Record Clerk	13 .28
12190 - Medical Record Technician	16 .38
12195 - Medical Transcriptionist	14 .04
12210 - Nuclear Medicine Technologist	30 .22
12221 - Nursing Assistant I	9 .83
12222 - Nursing Assistant II	11 .05
12223 - Nursing Assistant III	12 .06
12224 - Nursing Assistant IV	13 .54
12235 - Optical Dispenser	14 .76
12236 - Optical Technician	12 .46
12250 - Pharmacy Technician	13 .41
12280 - Phlebotomist	13 .54
12305 - Radiologic Technologist	22 .28

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12311 - Registered Nurse I	23 .79
12312 - Registered Nurse II	30 .54
12313 - Registered Nurse II, Specialist	30 .54
12314 - Registered Nurse III	36 .95
12315 - Registered Nurse III, Anesthetist	36 .95
12316 - Registered Nurse IV	44 .29
12317 - Scheduler (Drug and Alcohol Testing)	19 .86
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	23 .47
13050 - Library Aide/Clerk	13 .00
13054 - Library Information Technology Systems Administrator	21 .18
13058 - Library Technician	14 .21
13061 - Media Specialist I	15 .29
13062 - Media Specialist II	17 .10
13063 - Media Specialist III	19 .07
13071 - Photographer I	14 .95
13072 - Photographer II	17 .10
13073 - Photographer III	21 .18
13074 - Photographer IV	25 .92
13075 - Photographer V	31 .36
13110 - Video Teleconference Technician	17 .74
14000 - Information Technology Occupations	
14041 - Computer Operator I	15 .02
14042 - Computer Operator II	16 .80
14043 - Computer Operator III	18 .74
14044 - Computer Operator IV	20 .81
14045 - Computer Operator V	23 .06
14071 - Computer Programmer I	(see 1) 21 .09
14072 - Computer Programmer II	(see 1) 23 .21
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15 .02
14160 - Personal Computer Support Technician	20 .81

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15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)	25 .55
15020 - Aircrew Training Devices Instructor (Rated)	33 .42
15030 - Air Crew Training Devices Instructor (Pilot)	37 .06
15050 - Computer Based Training Specialist / Instructor	25 .56
15060 - Educational Technologist	21 .49
15070 - Flight Instructor (Pilot)	37 .06
15080 - Graphic Artist	19 .58
15090 - Technical Instructor	18 .81
15095 - Technical Instructor/Course Developer	23 .02
15110 - Test Proctor	15 .17
15120 - Tutor	15 .17

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler	8 .70
16030 - Counter Attendant	8 .70
16040 - Dry Cleaner	11 .11
16070 - Finisher, Flatwork, Machine	8 .70
16090 - Presser, Hand	8 .70
16110 - Presser, Machine, Drycleaning	8 .70
16130 - Presser, Machine, Shirts	8 .70
16160 - Presser, Machine, Wearing Apparel, Laundry	8 .70
16190 - Sewing Machine Operator	11 .92
16220 - Tailor	12 .73
16250 - Washer, Machine	9 .50

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	19 .00
19040 - Tool And Die Maker	23 .18

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	13 .56
21030 - Material Coordinator	20 .63
21040 - Material Expediter	20 .63
21050 - Material Handling Laborer	14 .29
21071 - Order Filler	10 .32
21080 - Production Line Worker (Food Processing)	13 .56
21110 - Shipping Packer	12 .77
21130 - Shipping/Receiving Clerk	12 .77
21140 - Store Worker I	8 .77
21150 - Stock Clerk	12 .98
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

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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	17 .08
23120 - Bicycle Repairer	11 .51
23125 - Cable Splicer	21 .12
23130 - Carpenter, Maintenance	17 .28
23140 - Carpet Layer	16 .47
23160 - Electrician, Maintenance	20 .53
23181 - Electronics Technician Maintenance I	23 .27
23182 - Electronics Technician Maintenance II	24 .50
23183 - Electronics Technician Maintenance III	25 .94
23260 - Fabric Worker	13 .84
23290 - Fire Alarm System Mechanic	18 .17
23310 - Fire Extinguisher Repairer	14 .30
23311 - Fuel Distribution System Mechanic	21 .01
23312 - Fuel Distribution System Operator	15 .50
23370 - General Maintenance Worker	15 .18
23380 - Ground Support Equipment Mechanic	22 .35
23381 - Ground Support Equipment Servicer	18 .39
23382 - Ground Support Equipment Worker	19 .78
23391 - Gunsmith I	14 .30
23392 - Gunsmith II	16 .83
23393 - Gunsmith III	19 .39
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18 .50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19 .70
23430 - Heavy Equipment Mechanic	18 .40
23440 - Heavy Equipment Operator	17 .76
23460 - Instrument Mechanic	20 .70
23465 - Laboratory/Shelter Mechanic	18 .10
23470 - Laborer	10 .44
23510 - Locksmith	19 .01
23530 - Machinery Maintenance Mechanic	20 .93
23550 - Machinist, Maintenance	20 .88
23580 - Maintenance Trades Helper	12 .05
23591 - Metrology Technician I	20 .70
23592 - Metrology Technician II	21 .74
23593 - Metrology Technician III	22 .83

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23640 - Millwright	23 .61
23710 - Office Appliance Repairer	17 .50
23760 - Painter, Maintenance	17 .28
23790 - Pipefitter, Maintenance	19 .59
23810 - Plumber, Maintenance	18 .53
23820 - Pneudraulic Systems Mechanic	19 .39
23850 - Rigger	18 .57
23870 - Scale Mechanic	16 .83
23890 - Sheet-Metal Worker, Maintenance	18 .57
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	17 .56
23965 - Well Driller	19 .39
23970 - Woodcraft Worker	19 .39
23980 - Woodworker	15 .39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8 .82
24580 - Child Care Center Clerk	12 .73
24610 - Chore Aide	7 .62
24620 - Family Readiness And Support Services Coordinator	11 .85
24630 - Homemaker	14 .78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17 .40
25040 - Sewage Plant Operator	16 .29
25070 - Stationary Engineer	18 .50
25190 - Ventilation Equipment Tender	13 .02
25210 - Water Treatment Plant Operator	16 .29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13 .71
27007 - Baggage Inspector	9 .55
27008 - Corrections Officer	13 .16
27010 - Court Security Officer	14 .64
27030 - Detection Dog Handler	13 .71
27040 - Detention Officer	13 .16
27070 - Firefighter	13 .75
27101 - Guard I	9 .55
27102 - Guard II	13 .71
27131 - Police Officer I	16 .67
27132 - Police Officer II	18 .52
28000 - Recreation Occupations	

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28041 - Carnival Equipment Operator	10 .28
28042 - Carnival Equipment Repairer	11 .19
28043 - Carnival Equipment Worker	7 .56
28210 - Gate Attendant/Gate Tender	12 .73
28310 - Lifeguard	11 .01
28350 - Park Attendant (Aide)	14 .24
28510 - Recreation Aide/Health Facility Attendant	10 .20
28515 - Recreation Specialist	13 .42
28630 - Sports Official	11 .34
28690 - Swimming Pool Operator	14 .73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17 .42
29020 - Hatch Tender	18 .68
29030 - Line Handler	18 .68
29041 - Stevedore I	16 .32
29042 - Stevedore II	18 .74
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35 .15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24 .24
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	26 .69
30021 - Archeological Technician I	16 .32
30022 - Archeological Technician II	18 .20
30023 - Archeological Technician III	24 .63
30030 - Cartographic Technician	26 .20
30040 - Civil Engineering Technician	21 .48
30061 - Drafter/CAD Operator I	18 .91
30062 - Drafter/CAD Operator II	21 .36
30063 - Drafter/CAD Operator III	23 .61
30064 - Drafter/CAD Operator IV	28 .34
30081 - Engineering Technician I	15 .91
30082 - Engineering Technician II	17 .85
30083 - Engineering Technician III	19 .97
30084 - Engineering Technician IV	24 .74
30085 - Engineering Technician V	30 .27
30086 - Engineering Technician VI	35 .83
30090 - Environmental Technician	22 .92
30210 - Laboratory Technician	21 .81
30240 - Mathematical Technician	26 .46
30361 - Paralegal/Legal Assistant I	18 .76
30362 - Paralegal/Legal Assistant II	24 .50
30363 - Paralegal/Legal Assistant III	29 .98
30364 - Paralegal/Legal Assistant IV	36 .27
30390 - Photo-Optics Technician	26 .46

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30461 - Technical Writer I	20 .56
30462 - Technical Writer II	25 .15
30463 - Technical Writer III	32 .00
30491 - Unexploded Ordnance (UXO) Technician I	22 .34
30492 - Unexploded Ordnance (UXO) Technician II	27 .03
30493 - Unexploded Ordnance (UXO) Technician III	32 .40
30494 - Unexploded (UXO) Safety Escort	22 .34
30495 - Unexploded (UXO) Sweep Personnel	22 .34
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	21 .55
30621 - Weather Observer, Senior (see 2)	23 .96
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	8 .01
31290 - Shuttle Bus Driver	13 .79
31310 - Taxi Driver	9 .85
31361 - Truckdriver, Light	13 .79
31362 - Truckdriver, Medium	15 .10
31363 - Truckdriver, Heavy	16 .36
31364 - Truckdriver, Tractor-Trailer	16 .36
99000 - Miscellaneous Occupations	
99030 - Cashier	8 .53
99050 - Desk Clerk	9 .70
99095 - Embalmer	19 .16
99251 - Laboratory Animal Caretaker I	9 .26
99252 - Laboratory Animal Caretaker II	10 .18
99310 - Mortician	27 .18
99410 - Pest Controller	12 .89
99510 - Photofinishing Worker	12 .47
99710 - Recycling Laborer	12 .69
99711 - Recycling Specialist	16 .24
99730 - Refuse Collector	11 .57
99810 - Sales Clerk	11 .60
99820 - School Crossing Guard	9 .76
99830 - Survey Party Chief	21 .27
99831 - Surveying Aide	15 .72
99832 - Surveying Technician	19 .33
99840 - Vending Machine Attendant	12 .18
99841 - Vending Machine Repairer	15 .39
99842 - Vending Machine Repairer Helper	12 .18

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 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) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the

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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.

[END OF ATTACHMENT J-9]