

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>		1. CONTRACT ID CODE	PAGE OF PAGES
			1 5
2. AMENDMENT/MODIFICATION NO. 000043	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. 4200562645	5. PROJECT NO. (if applicable)
6. ISSUED BY NASA/Marshall Space Flight Center Office of Procurement PS52/Belinda F. Triplett Marshall Space Flight Center AL 35812	CODE MSFC	7. ADMINISTERED BY (if other than Item 6) NASA/Marshall Space Flight Center PS52/Mike Thomas Building 4201/Room 430C 256-544-3370 michael.r.thomas@nasa.gov Marshall Space Flight Center AL 35812	CODE MSFC
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) A S I 350 VOYAGER WAY NW HUNTSVILLE AL 35806-3200		(x) 9A. AMENDMENT OF SOLICITATION NO.	
CODE 02229 FACILITY CODE		9B. DATED (SEE ITEM 11)	
		x 10A. MODIFICATION OF CONTRACT/ORDER NO. NNM12AA53C	
		10B. DATED (SEE ITEM 13) 08/16/2012	

**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) Net Increase: \$370,794.00  
 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).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) Bilateral IAW FAR 43.103(a)(3) Types of Contract Modifications

E. IMPORTANT: Contractor  is not.  is required to sign this document and return 1 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)  
 See Page 2 for details.

Payment Terms:  
 Net 30 days  
 Delivery Location Code: MSFC  
 NASA/Marshall Space Flight Center  
 Marshall Space Flight Center AL 35812

FOB: Destination

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

15A. NAME AND TITLE OF SIGNER (Type or print) (b)(4)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Melinda E. Swenson
15C. DATE SIGNED 9/10/2015	16B. UNITED STATES OF AMERICA <i>Melinda E. Swenson</i> (Signature of Contracting Officer)
	16C. DATE SIGNED 9/11/15

RECAPITULATION:

**Contract Value**

	Mission	Materials & Supplies	Travel & Training	Total Value
Previous	(b)(4)			\$17,415,756
This Action	(b)(4)			\$ 6,085,259
Total	(b)(4)			\$23,501,015

**Contract Funding**

	Mission	Materials & Supplies	Travel & Training	Total Funding
Previous	(b)(4)			\$17,200,955
This Action	(b)(4)			\$ 370,794
Total	(b)(4)			\$17,571,749

**A. The purpose of this modification is to:**

1. Exercise Mission Option Year 3 in the amount of (b)(4)
2. Increase Mission Option Year 3 in the amount of (b)(4) to (b)(4) Mission Option Year 4 in the amount of (b)(4) to (b)(4) and Option Year 5 in the amount of (b)(4)

This will cause an overall increase in Mission Value of (b)(4) to

(b)(4) This increase is due to the removal of four (4) Writer/Editor positions, one (1) Research Analyst II position, and one (1) Writer/Editor position, and the addition of three (3) Communication Strategist II positions and three (3) Senior Writer positions;

3. Exercise Materials & Supplies Option Year 3 in the amount of (b)(4)
4. Exercise Travel & Training Option Year 3 in the amount of (b)(4)

5. Increase Mission Value from \$11,415,756 by (b)(4);
6. Increase Materials and Supplies NTE from (b)(4);
7. Increase Travel and Training NTE from (b)(4);
8. Increase Total Value from \$17,415,756 by \$6,085,259 to \$23,501,015;
9. Extend the Period of Performance from 09/30/2015 to 09/30/2016;
10. Replace Attachment J-8 (Wage Determination) with a revised Wage Determination (2005-2008, Rev. 21); and
11. Increase Total funds Allotted in the amount of \$370,794, from \$17,200,955 to \$17,571,749.

The funding allocation is as follows:

Mission: increased by (b)(4)

Materials and Supplies: increased by (b)(4)

Travel and Training: increased by (b)(4)

**B. The following paragraphs have been modified. Slip-sheets to the contract are provided with sidebars indicating change.**

- a. Table B.2.1 Matrix of CLINs and Contract Value
- b. Table B.6.1 Estimated IDIQ Minimum and Maximum Values
- c. F.2 Period of Performance
- d. H.6 LIMITATION OF FUNDS 1852.232-77 (Fixed Price Contract) MAR 1998
- e. Attachment J-8 Wage Determination

**C. As a result, the following page(s) have been added/deleted:**

<u>Pages Deleted</u>	<u>Pages Added</u>
Pages B4-6 (Mod 26)	Pages B4-6 (Mod 43)
Page F2 (Mod 26)	Page F2 (Mod 43)
Page H8 (Mod 42)	Page H8 (Mod 43)
Att. J-8 (Mod 26)	Att. J-8 (Mod 43)

**D. Accounting and Appropriation Data:****PR 4200562645****001 (Mission)**

62XP02/6100.2511/62/FC000000/585777.01.01.02/000/2510/62/EXPX22015D/719V/8015/160124/1/2: (b)(4)

62IS50/6100.2511/62/FC000000/812235.29.20.02.08/000/2510/62/CASX22015D/922A/8015/160122/2/3: (b)(4)

62ZP30/6100.2511/62/FC000000/114772.09.08/000/2510/62/SPTX22015D/277J/8015/160131/3/4: (b)(4)

62FP02/6100.2511/62/FC000000/465372.01.08.01/000/2510/62/SPTX22015D/334L/8015/160131/4/5: (b)(4)

62CS30/6100.2511/62/FC000000/673467.01.08.03/000/2510/62/SPTX22015D/334L/8015/160131/5/6: (b)(4)

62EO02/6100.2511/62/FC000000/769347.05.08.14.01.0/2/000/2510/62/EXCX22015D/733B/8015/160115/6/7: (b)(4)

62ZP30/6100.2511/62/FC000000/011468.01.08.01/000/2510/62/SPTX22015D/425W/8015/160131/7/8: (b)(4)

62FP20/6100.2511/62/FC000000/581291.01.01.01/000/2510/62/SCEX22015D/502A/8015/160120/8/9: (b)(4)

62CS21/6100.2511/62/FC000000/977657.14.08/000/2510/62/CASX22015D/618I/8015/160122/9/10: (b)(4)

62CS01/6100.2511/62/FC000000/673467.01.08.01/000/2510/62/SPTX22014D/334L/8014/150131/10/11: (b)(4)

62CS30/6100.2511/62/FC000000/736466.01.08.08.05/000/2510/62/CASX22015D/361N/8015/160122/11/12: (b)(4)

**003 (Travel & Training)**

62ZP30/6100.2511/62/FC000000/114772.09.08/000/2510/62/SPTX22015D/277J/8015/160131/1/87:(b)(4)

62XP02/6100.2511/62/FC000000/585777.01.01.02/000/2510/62/EXPX22015D/719V/8015/160124/2/88:(b)(4)

62FP20/6100.2511/62/FC000000/581291.01.01.01/000/2510/62/SCEX22015D/502A/8015/160120/3/89:(b)(4)

**004 (Materials)**

62ZP12FA/6100.2511/62/FC000000/399131.02.01.03.32/000/2510/62/SCEX22014D/719A/8014/150120/1/2:(b)(4)

62FP50/6100.2511/62/FC000000/465372.01.08.05/000/2510/62/SPTX22015D/334L/8015/160131/2/3:(b)(4)

62ZP12FA/6100.2511/62/FC000000/378710.05.02/000/2510/62/SCEX22015D/814L/8015/160120/3/4:(b)(4)

62ZP11/6100.2511/62/FC000000/970315.02.01.01.14/000/2510/62/SCEX22015D/389A/8015/160120/4/5:(b)(4)

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

Contract Change Notification  
Modification 43

Contractor Claim Proposal Number  
ASI proposal dated August 31, 2015

**F. All other Terms and Conditions remain unchanged.**

**Table B.2-1 – Matrix of CLINs and Contract Value**

<b>CLIN</b>	<b>PERIOD COVERED</b>	<b>DESCRIPTION</b>	<b>PWS SECTION</b>	<b>PRICE</b>	<b>OPTION STATUS</b>
	<b>MISSION SERVICES</b>			<b>FFP</b>	
<b>1</b>	10/01/2012 – 09/30/2013	Mission Services Base Period	2.0, 3.0, 4.0, 5.0	(b)(4)	
<b>2</b>	10/01/2013 – 09/30/2015	Mission Services Option Period 1	2.0, 3.0, 4.0, 5.0		Exercised
<b>3</b>	10/01/2014 – 09/30/2015	Mission Services Option Period 2	2.0, 3.0, 4.0, 5.0		Exercised
<b>4</b>	10/01/2015 – 09/30/2016	Mission Services Option Period 3	2.0, 3.0, 4.0, 5.0		Exercised
<b>5</b>	10/01/2016 – 09/31/2017	Mission Services Option Period 4	2.0, 3.0, 4.0, 5.0		Unexercised
	<b>MATERIALS AND SUPPLIES</b>			<b>Not to Exceed</b>	
<b>6</b>	10/01/2012 – 09/30/2013	Materials and Supplies Base Period	6.0	\$1.65M	
<b>7</b>	10/01/2013 – 09/30/2015	Materials and Supplies Option Period 1	6.0	\$1.65M	Exercised
<b>8</b>	10/01/2014 – 09/30/2015	Materials and Supplies Option Period 2	6.0	\$1.65M	Exercised
<b>9</b>	10/01/2015 – 08/31/2016	Materials and Supplies Option Period 3	6.0	\$1.65M	Exercised
<b>10</b>	10/01/2016 – 09/30/2017	Materials and Supplies Option Period 4	6.0	\$1.65M	Unexercised
	<b>TRAVEL AND TRAINING</b>			<b>Not to Exceed</b>	
<b>11</b>	10/01/2012 – 09/30/2015	Travel and Training Base Period	7.0	\$0.35M	
<b>12</b>	10/01/2013 – 09/30/2015	Travel and Training Option Period 1	7.0	\$0.35M	Exercised
<b>13</b>	10/01/2014 – 09/30/2015	Travel and Training Option Period 2	7.0	\$0.35M	Exercised

14	10/01/2015 – 09/30/2016	Travel and Training Option Period 3	7.0	\$0.35M	Exercised
15	10/01/2016 – 09/30/2017	Travel and Training Option Period 4	7.0	\$0.35M	Unexercised
	<b>IDIQ</b>			<b>Maximum Quantity Potential</b>	
16	10/01/2012 – 09/30/2013	IDIQ Base Period	8.0	\$3.50M	
17	10/01/2013 – 09/30/2014	IDIQ Option Period 1	8.0	\$3.50M	Exercised
18	10/01/2014 – 09/30/2015	IDIQ Option Period 2	8.0	\$3.50M	Exercised
19	10/01/2015 – 09/30/2016	IDIQ Option Period 3	8.0	\$3.50M	Exercised
20	10/01/2016- 09/30/2017	IDIQ Option Period 4	8.0	\$3.50M	Unexercised
	<b>OPTION TO EXTEND SERVICES</b>				
21	10/01/2017 – 03/31/2018	Mission Services Option Period 5	2.0, 3.0, 4.0, 5.0	(b)(4)	Unexercised
22	10/01/2017 – 03/31/2018	IDIQ Option Period 5	8.0	\$1.75M NTE	Unexercised
23	10/01/2017 – 03/31/2018	Materials and Supplies Option Period 5	6.0	\$0.825M NTE	Unexercised
24	10/01/2017 – 03/31/2018	Travel and Training Option Period 5	7.0	\$0.175M NTE	Unexercised

### B.3 ORDER RATE STRUCTURE

Task Orders will be placed periodically in accordance with Clause H.2, Task Ordering Procedure and H.3 Supplemental Task Ordering Procedures, utilizing the Contractor's fully burdened labor rates inclusive of profit in Attachment J-4, OSAC COMSS IDIQ Labor Rate Schedule for each labor category.

(End of Clause)

### B.4 PRICE DEDUCTIONS FOR FAILURE TO MEET ACCEPTABLE PERFORMANCE LEVELS (APLs)

The Contractor shall apply deductions for failure to meet APLs. These deductions for the quarter shall be reflected in the subsequent monthly invoice. Detailed instructions for applying the price deduction for failure to meet APLs and the method of calculation are defined in Attachment J-3, Performance Requirements Summary (PRS).

(End of Clause)

### B.5 RESERVED

**B.6 INDEFINITE DELIVERY INDEFINITE QUANTITY (IDIQ)**

- a) The IDIQ portion of this contract is described in Attachment J-1, PWS 8.0. This work will be authorized via task orders (TO) issued by the Contracting Officer (CO) in accordance with Clauses H.2 and H.3.
- b) This clause establishes the minimum and maximum quantity values for each IDIQ CLIN of the contract as set forth below.

**Table B.6-1 - ESTIMATED IDIQ MINIMUM AND MAXIMUM VALUES**

<b>IDIQ CLIN</b>	<b>CONTRACT PERIOD</b>	<b>MINIMUM QUANTITY</b>	<b>MAXIMUM QUANTITY</b>
<b>16</b>	Base Period	\$0.00	\$3.50 M
<b>17</b>	Option 1 (Exercised)	\$0.00	\$3.50 M
<b>18</b>	Option 2 (Exercised)	\$0.00	\$3.50 M
<b>19</b>	Option 3 (Exercised)	\$0.00	\$3.50 M
<b>20</b>	Option 4	\$0.00	\$3.50 M
<b>22</b>	Option 5 to Extend Services (6 mo)	\$0.00	\$1.75M
<b>TOTAL</b>		\$0.00	\$19.25M

- c) Government task orders for services specified above the minimum and below the maximum shall not constitute a basis for equitable adjustments to the IDIQ CLINs.
- d) The establishment of this IDIQ portion of the contract does not inhibit the Government's right to later award separate contracts for similar or related services.
- e) The actual values of the individual CLINs will be the summation of the individual task orders values issued pursuant to this Clause and Clauses H.2 and H.3.
- f) Any unused value remaining in IDIQ CLINs delineated in (b) above, may be rolled over to subsequent contract option periods if exercised, provided that the total maximum quantity of \$19.25M is not exceeded over the life of this contract.

(End of Clause)

[END OF SECTION]

**SECTION F- DELIVERIES OR PERFORMANCE**

**F.1 LISTING OF CLAUSES INCORPORATED BY REFERENCE**

**I. FEDERAL ACQUISITION REGULATION (48 CFR CHAPTER 1)**

<u>Clause Number</u>	<u>Title</u>	<u>Date</u>
52.242-15	Stop-Work Order	(AUG 1989)
52.242-17	Government Delay of Work.	(APR 1984)
52.247-34	F.O.B. Destination	(NOV 1991)

**II. NASA FAR SUPPLEMENT (48 CFR CHAPTER 18) CLAUSES**

<u>Clause Number</u>	<u>Title</u>	<u>Date</u>
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None included by reference

**F.2 PERIOD OF PERFORMANCE**

The period of performance of this contract is October 1, 2012 through September 30, 2016. The phase-in period will not exceed thirty (30) calendar days and will be awarded by a separate purchase order.

In the event the Government elects to exercise its option(s) pursuant to the terms of this contract (see FAR 52.217-9, Option to Extend the Term of the Contract and FAR 52.217-8, Option to Extend Services), the period of performance for each option will be as set forth below:

<u>Option Periods</u>	<u>Period of Performance</u>
Option 1 (Exercised)	October 1, 2013 through September 30, 2014
Option 2 (Exercised)	October 1, 2014 through September 30, 2015
Option 3 (Exercised)	October 1, 2015 through September 30, 2016
Option 4	October 1, 2016 through September 30, 2017
Option 5	October 1, 2017 through March 31, 2018

(End of Clause)

**F.3 PLACE OF PERFORMANCE - SERVICES**

The services to be performed under this contract shall be performed at the following location(s): Marshall Space Flight Center (MSFC), Huntsville, Alabama, and the National Space Science Technology Center (NSSTC), Huntsville, Alabama and at other locations as may be approved in writing by the Contracting Officer.

(End of Clause)

performed on-site at Marshall Space Flight Center (MSFC), where the foreign person will have access to export-controlled technical data or software.

(c) The Contractor shall be responsible for all regulatory record keeping requirements associated with the use of licenses and license exemptions/exceptions.

(d) The Contractor shall be responsible for ensuring that the provisions of this clause apply to its subcontractors.

(End of Clause)

**H.6 1852.232-77 LIMITATION OF FUNDS (FIXED- PRICE CONTRACT) (MAR 1989)**

(a) Of the total price of FFP Mission Services, the sum of \$11,736,476 is presently available for payment and allotted to this contract.

<b>Funding</b>	<b>Mission</b>	<b>Materials and Supplies</b>	<b>Travel and Training</b>	<b>Total Funding</b>
Previous Amount	(b)(4)			\$17,200,955
This Action				\$ 370,794
New Amount				\$17,571,749

It is anticipated that from time to time additional funds will be allocated to the contract in accordance with the following schedule, until the total price of said items is allotted:

<b>SCHEDULE FOR ALLOTMENT OF FUNDS</b>	
Date: TBD	Amounts: TBD

(b) The Contractor agrees to perform or have performed work on the items specified in paragraph (a) of this clause up to the point at which, if this contract is terminated pursuant to the Termination for Convenience of the Government clause of this contract, the total amount payable by the Government (including amounts payable for subcontracts and settlement costs) pursuant to paragraphs (f) and (g) of that clause would, in the exercise of reasonable judgment by the Contractor, approximate the total amount at the time allotted to the contract. The Contractor is not obligated to continue performance of the work beyond that point. The Government is not obligated in any event to pay or reimburse the Contractor more than the amount from time to time allotted to the contract, anything to the contrary in the Termination for Convenience of the Government clause notwithstanding.

(c) (1) It is contemplated that funds presently allotted to this contract will cover the work to be performed until **October 28, 2015**.

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

(3) (i) The notice shall state the estimate when the point referred to in paragraph (c) (2) of this clause will be reached and the estimated amount of additional funds required to continue

WD 05-2008 (Rev.-21) was first posted on www.wdol.gov on 07/14/2015

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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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2008  
Revision No.: 21  
Date Of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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		10.88
01112 - General Clerk II		11.87
01113 - General Clerk III		13.86
01120 - Housing Referral Assistant		19.14
01141 - Messenger Courier		10.07
01191 - Order Clerk I		12.66
01192 - Order Clerk II		15.27
01261 - Personnel Assistant (Employment) I		14.18
01262 - Personnel Assistant (Employment) II		15.86
01263 - Personnel Assistant (Employment) III		17.70
01270 - Production Control Clerk		19.18
01280 - Receptionist		11.86
01290 - Rental Clerk		12.97
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	11.08
01532 - Travel Clerk II	11.72
01533 - Travel Clerk III	12.50
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	19.25
05010 - Automotive Electrician	18.61
05040 - Automotive Glass Installer	17.74
05070 - Automotive Worker	17.74
05110 - Mobile Equipment Servicer	16.08
05130 - Motor Equipment Metal Mechanic	19.47
05160 - Motor Equipment Metal Worker	17.74
05190 - Motor Vehicle Mechanic	17.78
05220 - Motor Vehicle Mechanic Helper	13.93
05250 - Motor Vehicle Upholstery Worker	16.93
05280 - Motor Vehicle Wrecker	17.74
05310 - Painter, Automotive	17.00
05340 - Radiator Repair Specialist	17.74
05370 - Tire Repairer	12.75
05400 - Transmission Repair Specialist	19.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.24
07041 - Cook I	9.14
07042 - Cook II	10.27
07070 - Dishwasher	7.82
07130 - Food Service Worker	8.09
07210 - Meat Cutter	14.21
07260 - Waiter/Waitress	7.90
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	10.28
11060 - Elevator Operator	10.02
11090 - Gardener	12.11
11122 - Housekeeping Aide	10.02
11150 - Janitor	10.02
11210 - Laborer, Grounds Maintenance	10.00
11240 - Maid or Houseman	8.67
11260 - Pruner	9.28
11270 - Tractor Operator	12.08
11330 - Trail Maintenance Worker	10.00
11360 - Window Cleaner	10.97
12000 - Health Occupations	
12010 - Ambulance Driver	15.85
12011 - Breath Alcohol Technician	16.00
12012 - Certified Occupational Therapist Assistant	21.95
12015 - Certified Physical Therapist Assistant	21.95
12020 - Dental Assistant	16.00
12025 - Dental Hygienist	22.48
12030 - EKG Technician	23.45
12035 - Electroneurodiagnostic Technologist	23.45
12040 - Emergency Medical Technician	15.85

12071 - Licensed Practical Nurse I	14.30
12072 - Licensed Practical Nurse II	16.00
12073 - Licensed Practical Nurse III	17.84
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	13.59
12210 - Nuclear Medicine Technologist	30.65
12221 - Nursing Assistant I	9.43
12222 - Nursing Assistant II	10.61
12223 - Nursing Assistant III	11.57
12224 - Nursing Assistant IV	12.99
12235 - Optical Dispenser	15.05
12236 - Optical Technician	12.56
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)	19.83
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.09
13012 - Exhibits Specialist II	24.89
13013 - Exhibits Specialist III	30.45
13041 - Illustrator I	20.09
13042 - Illustrator II	24.89
13043 - Illustrator III	30.45
13047 - Librarian	27.56
13050 - Library Aide/Clerk	15.94
13054 - Library Information Technology Systems Administrator	24.89
13058 - Library Technician	16.14
13061 - Media Specialist I	17.96
13062 - Media Specialist II	20.09
13063 - Media Specialist III	22.40
13071 - Photographer I	16.19
13072 - Photographer II	18.70
13073 - Photographer III	22.40
13074 - Photographer IV	27.38
13075 - Photographer V	33.23
13110 - Video Teleconference Technician	17.96
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.55
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	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	15.55
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	30.52
15070 - Flight Instructor (Pilot)	36.76
15080 - Graphic Artist	22.01
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	8.30
16030 - Counter Attendant	8.30
16040 - Dry Cleaner	10.44
16070 - Finisher, Flatwork, Machine	8.30
16090 - Presser, Hand	8.30
16110 - Presser, Machine, Drycleaning	8.30
16130 - Presser, Machine, Shirts	8.30
16160 - Presser, Machine, Wearing Apparel, Laundry	8.30
16190 - Sewing Machine Operator	11.03
16220 - Tailor	11.64
16250 - Washer, Machine	9.00
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.44
19040 - Tool And Die Maker	29.82
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	10.48
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	12.06
21150 - Stock Clerk	16.35
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	19.44
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	15.48
23392 - Gunsmith II	17.06
23393 - Gunsmith III	18.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.38
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.30
23430 - Heavy Equipment Mechanic	20.43
23440 - Heavy Equipment Operator	17.87
23460 - Instrument Mechanic	22.82
23465 - Laboratory/Shelter Mechanic	17.99
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	20.67
23710 - Office Appliance Repairer	22.90
23760 - Painter, Maintenance	17.56
23790 - Pipefitter, Maintenance	19.29
23810 - Plumber, Maintenance	18.43
23820 - Pneudraulic Systems Mechanic	18.83
23850 - Rigger	18.83
23870 - Scale Mechanic	17.29
23890 - Sheet-Metal Worker, Maintenance	18.81
23910 - Small Engine Mechanic	17.06
23931 - Telecommunications Mechanic I	18.89
23932 - Telecommunications Mechanic II	20.87
23950 - Telephone Lineman	19.60
23960 - Welder, Combination, Maintenance	18.38
23965 - Well Driller	18.83
23970 - Woodcraft Worker	18.83
23980 - Woodworker	16.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.56
24580 - Child Care Center Clerk	10.68
24610 - Chore Aide	10.19
24620 - Family Readiness And Support Services Coordinator	12.61
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.75
25040 - Sewage Plant Operator	19.88
25070 - Stationary Engineer	20.75
25190 - Ventilation Equipment Tender	14.85
25210 - Water Treatment Plant Operator	19.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.83
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	18.64
27132 - Police Officer II	20.71
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.11
28042 - Carnival Equipment Repairer	10.62
28043 - Carnival Equipment Worker	8.38
28210 - Gate Attendant/Gate Tender	14.06
28310 - Lifeguard	12.21
28350 - Park Attendant (Aide)	15.73
28510 - Recreation Aide/Health Facility Attendant	11.48
28515 - Recreation Specialist	17.94
28630 - Sports Official	12.53
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)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.60
30022 - Archeological Technician II	20.81
30023 - Archeological Technician III	25.48
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	22.83
30061 - Drafter/CAD Operator I	18.60
30062 - Drafter/CAD Operator II	20.81
30063 - Drafter/CAD Operator III	23.21
30064 - Drafter/CAD Operator IV	28.55
30081 - Engineering Technician I	15.98
30082 - Engineering Technician II	18.00
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	25.48
30210 - Laboratory Technician	18.92
30240 - Mathematical Technician	25.48
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	25.48
30461 - Technical Writer I	21.30
30462 - Technical Writer II	26.06
30463 - Technical Writer III	31.52
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3) 23.21
30621 - Weather Observer, Senior	(see 3) 25.48

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	8.43
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	8.61
99252 - Laboratory Animal Caretaker II	13.46
99310 - Mortician	22.65
99410 - Pest Controller	12.76
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.15
99711 - Recycling Specialist	16.30
99730 - Refuse Collector	12.79
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	12.71
99830 - Survey Party Chief	17.75
99831 - Surveying Aide	10.94
99832 - Surveying Technician	14.97
99840 - Vending Machine Attendant	13.90
99841 - Vending Machine Repairer	15.93
99842 - Vending Machine Repairer Helper	13.90

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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 \$4.27 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 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:

(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 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 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.