

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. Contract ID Code 12	Page 1	Pages 2
2. AMENDMENT/MODIFICATION NO. 25	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (If applicable)	
6. ISSUED BY CODE	PS52/MMC	7. ADMINISTERED BY (If other than Item 6) CODE	PS52/MMC	
Procurement Office George C. Marshall Space Flight Center National Aeronautics and Space Administration Marshall Space Flight Center, AL 35812		Lynn P. Southgate Ph.: 256-544-0303 Fax: 256-544-2013 Email: Lynn.P.Southgate@nasa.gov AUTOMATED INVOICE PAYMENT INFORMATION: (256) 544-5566		

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State, and Zip Code)		(x)	9A. AMENDMENT OF SOLICITATION NO.
Bastion Technologies, Inc. 17625 El Camino Real, Suite 330 Houston, TX 77058			
			9B. DATED (SEE ITEM 11)
		X	10A. MODIFICATION OF CONTRACT/ORDER NO. NNM07AA74C
			10B. DATED (SEE ITEM 13) 01/12/07
CODE	SAP ID# 100289	FACILITY CODE	CAGE 1PM71

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 1 copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)
N/A

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

(x)	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.
X	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:
	D. OTHER (Specify type of modification and authority)

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

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

	MAXIMUM QUANTITY (ref. Clause B-1, Table B-1)			TASK ORDER CUMULATION (ref. Clause B.2, Table B-2)			Total Funding Allotted
	Total Potential Estimated	Total Potential Award Fee	Total Potential Contract Value	Estimated Cost	Estimated Award. Fee	Total Task Order Values	
	Cost	Award Fee	Contract Value	Cost	Award. Fee	Values	
Previous	(b)(4)		\$66,943,044	(b)(4)			\$40,480,307
This Mod			\$0				\$0
New Total			\$66,943,044				\$40,480,307

Except as provided _____ s of the document refe _____ unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)	
		Lynn P. Southgate Contracting Officer	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA ORIGINAL SIGNED BY BY LYNN P. SOUTHGATE (Signature of Contracting Officer)	16C. DATE SIGNED 01/12/2009
(Signature of person authorized to sign)			

The purpose of this modification is to incorporate Department of Labor Wage Determination 2005-2008 (Revision 7) into the contract with a retroactively effective date of February 1, 2008. The foregoing action is implemented by the inclusion of the following modifications.

A. Clause G.9., STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES, paragraph A., Classification, Grades and Rates, is revised to reflect updated hourly rates for Year 2.

B. Attachment J-3 SCA Wage Determination No. 2005-2008 (Revision 4) is hereby replaced in its entirety by Attachment J-3 SCA Age Determination No. 2005-2008 (Revision 7).

C. The modification(s) made above is reflected in total on the change page(s) enclosed herein. In order to reflect the change(s) made, the page(s) listed below are hereby deleted from, or added to, Contract NNM07AA74C.

<u>Page(s) Deleted</u>	<u>Page(s) Added</u>
G-8 – G-9 (Basic)	G-8 – G9 (Mod 25)
J-3-1 – J-3-10 (Basic)	J-3-1 – J-3-9 (Mod 25)

D. All other terms and conditions of contract NNM07AA74C remain unchanged.

CONTRACT NNM07AA74C

- (b) The Contractor shall establish procedures to ensure that each badged employee is properly cleared in accordance with MSFC Form 383-1, "Contractor Employee Clearance Document," prior to finalization of employment termination.
- (c) Requests for copies of MSFC Forms 383-1, and 1739 shall be directed to the MSFC Protective Services Department, Marshall Space Flight Center, Alabama 35812.

(End of clause)

G.8 PERSONAL IDENTITY VERIFICATION OF CONTRACTOR PERSONNEL (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 this clause in all subcontracts when the subcontractor is required to have physical access to a federally-controlled facility or access to a Federal information system.

(End of clause)

G.9 STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES (52.222-42)(MAY 1989)

In compliance with the Service Contract Act of 1965, as amended, and the regulations of the Secretary of Labor (29 CFR Part 4), this clause identifies the classes of service employees expected to be employed under the contract and states the wages and fringe benefits payable to each if they were employed by the contracting agency subject to the provisions of 5 U.S.C. 5341 or 5332.

THIS STATEMENT IS FOR INFORMATION ONLY:
IT IS NOT A WAGE DETERMINATION

A. Classification, Grades and Rates

<u>Classification</u>	<u>Grade</u>	<u>Hourly Rate</u>
Administrative Assistant	GS-07	\$ 17.81
Computer Systems Analyst I	GS-09	\$ 21.78
Computer Systems Analyst II	GS-11	\$ 26.35
Computer Programmer I	GS-05	\$ 14.38
Computer Programmer II	GS-07	\$ 17.81
Computer Programmer III	GS-09	\$ 21.78
General Clerk II	GS-02	\$ 10.49

G-8 (Mod 25)

CONTRACT NNM07AA74C

Quality Control Inspector I	GS-09 *	\$ 21.78
Quality Control Inspector II	GS-11 *	\$ 26.35
Quality Control Inspector III	GS-12 *	\$ 31.59
Secretary I	GS-04	\$ 12.85
Secretary II	GS-05	\$ 14.38
Secretary III	GS-06	\$ 16.02

* The Federal Grade Equivalent (FGE) is one FGE grade above the classification that performs the work being inspected.

B. Fringe Benefits (applicable to all classifications)

1. Health and Insurance

Life, accident, and health insurance and sick leave programs, twenty-five percent (25%) of basic hourly rate.

2. Holidays

- | | |
|----------------------------------|---------------------|
| a. New Year's Day | f. Labor Day |
| b. Martin Luther King's Birthday | g. Columbus Day |
| c. President's Day | h. Veterans Day |
| d. Memorial Day | i. Thanksgiving Day |
| e. Independence Day | j. Christmas Day |

3. Vacation or Paid Leave

- 2 hours of annual leave each week for an employee with less than three years of service.
- 3 hours of annual leave each week for an employee with three but less than fifteen years of service.
- 4 hours of annual leave each week for an employee with fifteen or more years of service.

4. Retirement

1.5 percent of basic hourly rate plus Thrift Savings Plan plus Social Security.

(End of clause)

[END OF SECTION]

WD 2005-2008 (Rev 7) was first posted on 06/05/2007

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: **2005-2008**
Revision No.: **7**
Date Of Revision: **05/29/2007**

States: **Alabama**, Tennessee

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

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.47
01012 - Accounting Clerk II	14.65
01013 - Accounting Clerk III	16.77
01020 - Administrative Assistant	21.27
01040 - Court Reporter	17.16
01051 - Data Entry Operator I	11.66
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	11.49
01192 - Order Clerk II	15.27
01261 - Personnel Assistant (Employment) I	13.56
01262 - Personnel Assistant (Employment) II	15.15
01263 - Personnel Assistant (Employment) III	16.41
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	10.03
01532 - Travel Clerk II	10.62
01533 - Travel Clerk III	11.32
01611 - Word Processor I	12.34
01612 - Word Processor II	13.77
01613 - Word Processor III	16.31

05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.50
05010 - Automotive Electrician		16.73
05040 - Automotive Glass Installer		15.94
05070 - Automotive Worker		15.94
05110 - Mobile Equipment Servicer		14.45
05130 - Motor Equipment Metal Mechanic		17.50
05160 - Motor Equipment Metal Worker		15.94
05190 - Motor Vehicle Mechanic		15.98
05220 - Motor Vehicle Mechanic Helper		12.52
05250 - Motor Vehicle Upholstery Worker		15.22
05280 - Motor Vehicle Wrecker		15.94
05310 - Painter, Automotive		15.28
05340 - Radiator Repair Specialist		15.94
05370 - Tire Repairer		12.75
05400 - Transmission Repair Specialist		17.50
07000 - Food Preparation And Service Occupations		
07010 - Baker		10.84
07041 - Cook I		9.14
07042 - Cook II		10.27
07070 - Dishwasher		7.57
07130 - Food Service Worker		8.09
07210 - Meat Cutter		13.34
07260 - Waiter/Waitress		6.82
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		17.56
09040 - Furniture Handler		13.94
09080 - Furniture Refinisher		17.56
09090 - Furniture Refinisher Helper		14.41
09110 - Furniture Repairer, Minor		15.98
09130 - Upholsterer		17.56
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		8.48
11060 - Elevator Operator		8.06
11090 - Gardener		12.11
11122 - Housekeeping Aide		8.62
11150 - Janitor		8.06
11210 - Laborer, Grounds Maintenance		10.00
11240 - Maid or Houseman		7.48
11260 - Pruner		8.72
11270 - Tractor Operator		12.08
11330 - Trail Maintenance Worker		10.00
11360 - Window Cleaner		8.24
12000 - Health Occupations		
12010 - Ambulance Driver		14.33
12011 - Breath Alcohol Technician		14.33
12012 - Certified Occupational Therapist Assistant		19.60
12015 - Certified Physical Therapist Assistant		19.60
12020 - Dental Assistant		13.91
12025 - Dental Hygienist		20.44
12030 - EKG Technician		21.13
12035 - Electroneurodiagnostic Technologist		21.13
12040 - Emergency Medical Technician		14.33
12071 - Licensed Practical Nurse I		13.71
12072 - Licensed Practical Nurse II		15.40
12073 - Licensed Practical Nurse III		17.25
12100 - Medical Assistant		10.79
12130 - Medical Laboratory Technician		14.02
12160 - Medical Record Clerk		11.28
12190 - Medical Record Technician		13.60

12195 - Medical Transcriptionist	12.65
12210 - Nuclear Medicine Technologist	30.65
12221 - Nursing Assistant I	9.11
12222 - Nursing Assistant II	10.25
12223 - Nursing Assistant III	11.18
12224 - Nursing Assistant IV	12.55
12235 - Optical Dispenser	13.68
12236 - Optical Technician	10.36
12250 - Pharmacy Technician	12.24
12280 - Phlebotomist	12.55
12305 - Radiologic Technologist	22.63
12311 - Registered Nurse I	21.81
12312 - Registered Nurse II	26.70
12313 - Registered Nurse II, Specialist	26.70
12314 - Registered Nurse III	32.30
12315 - Registered Nurse III, Anesthetist	32.30
12316 - Registered Nurse IV	38.70
12317 - Scheduler (Drug and Alcohol Testing)	17.28
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.81
13012 - Exhibits Specialist II	21.81
13013 - Exhibits Specialist III	26.51
13041 - Illustrator I	17.81
13042 - Illustrator II	21.81
13043 - Illustrator III	26.51
13047 - Librarian	22.66
13050 - Library Aide/Clerk	13.17
13054 - Library Information Technology Systems Administrator	21.15
13058 - Library Technician	14.67
13061 - Media Specialist I	14.78
13062 - Media Specialist II	16.54
13063 - Media Specialist III	18.43
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	14.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.39
14042 - Computer Operator II	17.39
14043 - Computer Operator III	18.63
14044 - Computer Operator IV	23.78
14045 - Computer Operator V	26.73
14071 - Computer Programmer I (1)	22.73
14072 - Computer Programmer II (1)	27.24
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	13.39
14160 - Personal Computer Support Technician	23.78
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	24.89
15070 - Flight Instructor (Pilot)	36.76

15080 - Graphic Artist	19.60
15090 - Technical Instructor	17.19
15095 - Technical Instructor/Course Developer	21.01
15110 - Test Proctor	17.16
15120 - Tutor	17.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.59
16030 - Counter Attendant	7.59
16040 - Dry Cleaner	9.54
16070 - Finisher, Flatwork, Machine	7.59
16090 - Presser, Hand	7.59
16110 - Presser, Machine, Drycleaning	7.59
16130 - Presser, Machine, Shirts	7.59
16160 - Presser, Machine, Wearing Apparel, Laundry	7.59
16190 - Sewing Machine Operator	10.07
16220 - Tailor	10.54
16250 - Washer, Machine	8.23
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.38
19040 - Tool And Die Maker	24.86
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	10.81
21150 - Stock Clerk	14.66
21210 - Tools And Parts Attendant	14.82
21410 - Warehouse Specialist	14.82
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	17.04
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	16.30
23182 - Electronics Technician Maintenance II	25.55
23183 - Electronics Technician Maintenance III	26.62
23260 - Fabric Worker	16.54
23290 - Fire Alarm System Mechanic	18.79
23310 - Fire Extinguisher Repairer	15.72
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	13.74
23392 - Gunsmith II	15.13
23393 - Gunsmith III	16.59
23410 - Heating, Ventilation & Air-Conditioning Mechanic	18.38
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	19.30
23430 - Heavy Equipment Mechanic	18.38
23440 - Heavy Equipment Operator	17.87
23460 - Instrument Mechanic	22.74
23465 - Laboratory/Shelter Mechanic	15.88
23470 - Laborer	11.36
23510 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	23.32
23550 - Machinist, Maintenance	16.92
23580 - Maintenance Trades Helper	14.41
23591 - Metrology Technician I	22.74
23592 - Metrology Technician II	23.71
23593 - Metrology Technician III	24.65
23640 - Millwright	18.79
23710 - Office Appliance Repairer	18.09
23760 - Painter, Maintenance	17.56
23790 - Pipefitter, Maintenance	18.90
23810 - Plumber, Maintenance	18.06
23820 - Pneudraulic Systems Mechanic	18.79
23850 - Rigger	18.79
23870 - Scale Mechanic	17.29
23890 - Sheet-Metal Worker, Maintenance	18.38
23910 - Small Engine Mechanic	16.75
23931 - Telecommunications Mechanic I	18.38
23932 - Telecommunications Mechanic II	20.21
23950 - Telephone Lineman	18.38
23960 - Welder, Combination, Maintenance	18.38
23965 - Well Driller	18.79
23970 - Woodcraft Worker	18.79
23980 - Woodworker	16.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.78
24580 - Child Care Center Clerk	9.71
24610 - Chore Aide	8.42
24620 - Family Readiness And Support Services Coordinator	12.00
24630 - Homemaker	12.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.86
25040 - Sewage Plant Operator	17.87
25070 - Stationary Engineer	18.86
25190 - Ventilation Equipment Tender	14.85
25210 - Water Treatment Plant Operator	17.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.88
27007 - Baggage Inspector	9.95
27008 - Corrections Officer	14.76
27010 - Court Security Officer	15.94
27030 - Detection Dog Handler	12.55
27040 - Detention Officer	14.76
27070 - Firefighter	15.94
27101 - Guard I	9.95
27102 - Guard II	12.55
27131 - Police Officer I	17.14
27132 - Police Officer II	19.05
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.93

28042 - Carnival Equipment Repairer	9.38
28043 - Carnival Equipment Worker	7.40
28210 - Gate Attendant/Gate Tender	12.47
28310 - Lifeguard	11.10
28350 - Park Attendant (Aide)	13.95
28510 - Recreation Aide/Health Facility Attendant	10.18
28515 - Recreation Specialist	13.48
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	15.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.70
29020 - Hatch Tender	17.70
29030 - Line Handler	17.70
29041 - Stevedore I	16.90
29042 - Stevedore II	18.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.27
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.94
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.27
30021 - Archeological Technician I	15.69
30022 - Archeological Technician II	17.56
30023 - Archeological Technician III	21.76
30030 - Cartographic Technician	23.09
30040 - Civil Engineering Technician	20.75
30061 - Drafter/CAD Operator I	15.69
30062 - Drafter/CAD Operator II	17.77
30063 - Drafter/CAD Operator III	18.64
30064 - Drafter/CAD Operator IV	22.94
30081 - Engineering Technician I	13.21
30082 - Engineering Technician II	15.89
30083 - Engineering Technician III	19.09
30084 - Engineering Technician IV	26.34
30085 - Engineering Technician V	30.74
30086 - Engineering Technician VI	37.17
30090 - Environmental Technician	22.19
30210 - Laboratory Technician	18.92
30240 - Mathematical Technician	23.77
30361 - Paralegal/Legal Assistant I	15.32
30362 - Paralegal/Legal Assistant II	18.99
30363 - Paralegal/Legal Assistant III	23.23
30364 - Paralegal/Legal Assistant IV	28.11
30390 - Photo-Optics Technician	22.75
30461 - Technical Writer I	19.60
30462 - Technical Writer II	23.96
30463 - Technical Writer III	27.92
30491 - Unexploded Ordnance (UXO) Technician I	21.13
30492 - Unexploded Ordnance (UXO) Technician II	25.57
30493 - Unexploded Ordnance (UXO) Technician III	30.65
30494 - Unexploded (UXO) Safety Escort	21.13
30495 - Unexploded (UXO) Sweep Personnel	21.13
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	20.23
30621 - Weather Observer, Senior (3)	20.67
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.74
31030 - Bus Driver	12.67
31043 - Driver Courier	12.63
31260 - Parking and Lot Attendant	8.86
31290 - Shuttle Bus Driver	13.43
31310 - Taxi Driver	9.91
31361 - Truckdriver, Light	13.43

31362 - Truckdriver, Medium	16.55
31363 - Truckdriver, Heavy	16.83
31364 - Truckdriver, Tractor-Trailer	16.83
99000 - Miscellaneous Occupations	
99030 - Cashier	9.06
99050 - Desk Clerk	6.90
99095 - Embalmer	21.13
99251 - Laboratory Animal Caretaker I	8.53
99252 - Laboratory Animal Caretaker II	13.46
99310 - Mortician	21.13
99410 - Pest Controller	12.10
99510 - Photofinishing Worker	10.58
99710 - Recycling Laborer	13.04
99711 - Recycling Specialist	14.78
99730 - Refuse Collector	11.78
99810 - Sales Clerk	10.45
99820 - School Crossing Guard	11.46
99830 - Survey Party Chief	14.67
99831 - Surveying Aide	9.04
99832 - Surveying Technician	12.37
99840 - Vending Machine Attendant	12.59
99841 - Vending Machine Repairer	14.42
99842 - Vending Machine Repairer Helper	12.59

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 \$3.16 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 PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

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

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

3) **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 regarding and cleaning of artillery ranges.

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

NOTE: These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.