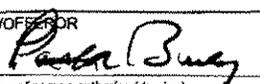


AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 5	
2. AMENDMENT/MODIFICATION NO. 000036	3. EFFECTIVE DATE 04/01/2010	4. REQUISITION/PURCHASE REQ. NO. 4200333334	5. PROJECT NO. (If applicable)	
6. ISSUED BY NASA/Marshall Space Flight Center Procurement Office Marshall Space Flight Center AL 35812	CODE MSFC	7. ADMINISTERED BY (If other than Item 6) Bobby J. Holden Procurement Office/PS33 NASA/Marshall Space Flight Center Phone: 256-544-5417 Email: bobby.j.holden@nasa.gov Marshall Space Flight Center AL 35812	CODE MSFC	
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) SCHAFFER CORP Attn: Ann Mix 7057 Old Madison Pike, Suite 200 Huntsville AL 35806		(x) 9A. AMENDMENT OF SOLICITATION NO.	9B. DATED (SEE ITEM 11)	
CODE 8F406 FACILITY CDDE		X 10A. MODIFICATION OF CONTRACT/ORDER NO. NNMO7AA70C	10B. DATED (SEE ITEM 13) 03/20/2007	
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS				
<input type="checkbox"/> The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers <input type="checkbox"/> is extended. <input type="checkbox"/> 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		Net Increase:		\$859,016.00
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 Clause 52.217-9			
	D. OTHER (Specify type of modification and authority)			
E. IMPORTANT: Contractor <input type="checkbox"/> is not. <input checked="" type="checkbox"/> is required to sign this document and return <u>3</u> copies to the issuing office.				
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)				
A. The purposes of this modification are to:				
(1) Exercise Option 3 to extend the Period of performance from March 31, 2010 through March 31, 2011. Thus, the total estimated cost for the Mission Services is increased in the amount of \$7,254,697, from \$23,661,017 to \$30,915,714.				
(2) Incorporate Wage Determination 2005-2008 Revision 13, Date of Revision 10/16/2009.				
(3) Provide incremental funding. Thus, the total allotted funding for the contract is increased in the amount of \$859,016, from \$22,192,502 to \$23,051,518. The anticipated funded through date is May 13, 2010.				
(4) Update the IDIQ summation of task order values to include Option 2 and (5) update MSFC Clause 52.204-90.				
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.				
15A. NAME AND TITLE OF SIGNER (Type or print) Tricia Buckley, V.P. Contracts		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Harry B Craig		
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	15C. DATE SIGNED 03/31/2010	16B. UNITED STATES OF AMERICA  (Signature of Contracting Officer)	16C. DATE SIGNED 3-31-2010	

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
NNM07AA70C/000036

PAGE 2 OF 5

NAME OF OFFEROR OR CONTRACTOR
SCHAFFER CORP

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>B. The following paragraphs have been modified. Slip-sheets to the contract are provided with sidebars indicating change.</p> <p>Section B, Table B-1, ESTIMATED COST AND INCENTIVE FEE (IF) and Table B-2, MISSION SERVICES, Page B-2, are hereby deleted in entirety and the revised Table B-1, is substituted in lieu thereof.</p> <p>B.6, CONTRACT FUNDING, Page B-7, is hereby deleted in entirety and the revised Clause B.6, is substituted in lieu thereof.</p> <p>F.4, DELIVERIES OR PERFORMANCE, Page F-2, PERIOD OF PERFORMANCE is hereby deleted in entirety and the revised Clause F.4, is substituted in lieu thereof.</p> <p>G.7, Contractor Employee Badging and Employment Termination Clearance is hereby deleted and the revised Table G.7 is substituted in lieu thereof.</p> <p>Attachment J-18 pages J-18-33 J-18-43, Wage Determination are hereby added to the contract.</p> <p>C. Contractor's Statement of Release</p> <p>In consideration of the modification(s) agreed to herein as complete equitable adjustment for all claims arising out of or attributable to the issuance of the contract change(s) and/or contractor proposal(s) listed below, the contractor hereby releases the Government from any and all liability under this contract for further equitable adjustments attributable to such facts or circumstances giving rise to said contract change(s) and/or contractor proposal(s), and for such additional obligations as may be required by this modification.</p> <p>Contract Change Identification</p> <p>NNM07AA70C Modification 36</p> <p>Contractor Proposal Number</p> <p>N/A</p> <p>Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
NNM07AA70C/000036

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3 5

NAME OF OFFEROR OR CONTRACTOR
SCHAFFER CORP

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>D. All other terms and conditions remain unchanged and in full force and effect.</p> <p>Obligated Amount for this Modification: \$859,016.00 New Total Obligated Amount for this Award: \$23,051,518.00</p> <p>PR # 4200333334 Account code: 62HS01/6100.2511/62/FC000000/736466.02.05.08/000/2510/62/CASX22010D/361N/1/84 Cost Center 62HS01 GI Account 6100.2511 Order FC000000 Quantity: 0 Amount: \$68.00</p> <p>Account code: 62EO02/6100.2511/62/FC000000/432938.11.01.08.31/000/2510/62/CASX22010D/361N/2/85 Cost Center 62EO02 GI Account 6100.2511 Order FC000000 Quantity: 0 Amount: \$12,000.00</p> <p>Account code: 62CS30/6100.2511/62/FC000000/550028.07.02.08/000/2510/62/EXPX22009D/020U/2/164 Cost Center 62CS30 GI Account 6100.2511 Order FC000000 Quantity: 0 Amount: \$188.00</p> <p>Account code: 62VP01/6100.2511/62/FC000000/397424.07.02.03.09/000/2510/62/SCEX22010D/814L/3/165 Cost Center 62VP01 GI Account 6100.2511 Order FC000000 Quantity: 0 Amount: \$34,000.00</p> <p>Account code: 62CS20/6100.2511/62/FC000000/916925.01.01.01/000/2 Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
NNM07AA70C/000036

PAGE OF
4 5

NAME OF OFFEROR OR CONTRACTOR
SCHAFFER CORP

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	510/62/SCEX22010D/881D/1/163 Cost Center 62CS20 GI Account 6100.2511 Order FC000000 Quantity: 0 Amount: \$1,500.00 Account code: 62HS30/6100.2511/62/FC000000/731542.01.01.08.01/00 0/2510/62/EXCX22010D/538A/1/43 Cost Center 62HS30 GI Account 6100.2511 Order FC000000 Quantity: 0 Amount: \$4,000.00 NEW ACCOUNTING CODE ADDED: Account code: 62CS30/6100.2511/62/FC000000/550028.07.02.08/000/2 510/62/EXPX22009D/020U/1/43 Cost Center 62CS30 GI Account 6100.2511 Order FC000000 Quantity: 0 Amount: \$100.00 Account code: 62CS01/6100.2511/62/FC000000/736466.01.08.08.04/00 0/2510/62/CASX22010D/361N/1/2 Cost Center 62CS01 GI Account 6100.2511 Order FC000000 Quantity: 0 Amount: \$100,000.00 Account code: 62CS10/6100.2511/62/FC000000/736466.01.04.08.01/00 0/2510/62/CASX22010D/361N/2/3 Cost Center 62CS10 GI Account 6100.2511 Order FC000000 Quantity: 0 Amount: \$59,061.00 Account code: 62CS10/6100.2511/62/FC000000/736466.01.08.08.04/00 0/2510/62/CASX22010D/361N/3/4 Cost Center 62CS10 GI Account 6100.2511 Order FC000000 Continued ...				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
NNM07AA70C/000036

PAGE 5 OF 5

NAME OF OFFEROR OR CONTRACTOR
SCHAFFER CORP

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Quantity: 0 Amount: \$216,519.00 Account code: 62CS20/6100.2511/62/FC000000/736466.01.04.08.02/00 0/2510/62/CASX22010D/361N/4/5 Cost Center 62CS20 GI Account 6100.2511 Order FC000000 Quantity: 0 Amount: \$341,000.00 Account code: 62CS30/6100.2511/62/FC000000/736466.01.04.08.01/00 0/2510/62/CASX22010D/361N/5/6 Cost Center 62CS30 GI Account 6100.2511 Order FC000000 Quantity: 0 Amount: \$90,580.00 FOB: Destination				

TABLE B-1

CLIN	Description	Period Covered	Target Cost	Target Cost IF	Estimated Cost	Max Potential Cost IF	Cost IF Earned	Unearned Cost IF	Max Potential Perf IF	Perf IF Earned	Unearned Perf IF	Total Value
1	Mission Services Base Year	04/01/2007 - 03/31/2008	\$5,115,336	\$89,518	\$7,212,336	\$0	\$129,972		\$0	\$222,165		\$7,564,473
2	Mission Services Option Year 1	04/01/2008 - 03/31/2009	\$5,190,656	\$90,836	\$8,335,283	\$136,155	\$136,155		\$272,510	\$247,701		\$9,127,804
	Mission Services Option Year 1	Mod 13 WD	\$49,224	No Fee	\$49,224							\$49,224
3	Mission Services Option Year 2	04/01/2009 - 03/31/2010	\$5,345,214	\$93,541	\$6,917,964	\$140,313	TBD	TBD	\$280,624	TBD	TBD	\$7,292,129
	Mission Services Option Year 2	Mod 35 WD	\$50,626	No Fee	\$50,626							\$50,626
4	Mission Services Option Year 3	04/01/2010 - 03/31/2011	\$5,310,231	\$92,929	\$6,882,981	\$139,394	TBD	TBD	\$278,787	TBD	TBD	\$7,254,697
CURRENT MISSION VALUE												\$24,033,630
1a	IDIQ TO Sum Base Year	04/01/2007 - 03/31/2008	\$1,179,902	\$20,648	\$1,538,886	\$0	\$26,505		\$0	\$52,942		\$1,618,333
2a	IDIQ TO Sum Option Year 1	04/01/2008 - 03/31/2009	\$1,163,145	\$20,377	\$1,296,708	\$30,536	\$26,313		\$61,065	\$55,508		\$1,470,130
3a	IDIQ TO Sum Option Year 2	04/01/2009 - 03/31/2010	\$1,233,263	\$21,584	\$1,318,108	\$32,375	TBD	TBD	\$64,748	TBD	TBD	\$1,404,440
4a	IDIQ TO Sum Option Year 3	04/01/2010 - 03/31/2011	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD
CURRENT IDIQ VALUE												\$4,492,903
CURRENT MISSION AND IDIQ VALUE												\$28,526,533
TABLE B-2												
5	Mission Services Option Year 4	04/01/2011 - 03/31/2012	\$5,471,980	\$95,760	\$7,044,730	\$143,640	TBD	TBD	\$287,279	TBD	TBD	\$7,475,649
5c	Unearned Fee/Msn Base-4							\$4,305			\$71,199	
5a	IDIQ TO Sum Option Year 4	04/01/2011 - 03/31/2012	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD
5d	Unearned Fee/IDIQ Base-4							\$8,690			\$14,560	
TOTAL POTENTIAL VALUE MISSION AND IDIQ												\$7,475,649
TOTAL CURRENT AND POTENTIAL VALUE MISSION AND IDIQ												\$36,002,182

(iv) The purchase and maintenance of additional insurance not in the target cost and required by the Contracting Officer, or claims for reimbursement for liabilities to third persons pursuant to the Insurance Liability to Third Persons clause;

(v) Any claim, loss, or damage resulting from a risk for which the Contractor has been relieved of liability by the Government Property clause; or

(vi) Any claim, loss, or damage resulting from a risk defined in the contract as unusually hazardous or as a nuclear risk and against which the Government has expressly agreed to indemnify the Contractor.

(5) All other allowable costs are included in "total allowable cost" for fee adjustment in accordance with this paragraph (e), unless otherwise specifically provided in this contract.

(f) Contract modification. The total allowable cost and the adjusted fee determined as provided in this clause shall be evidenced by a modification to this contract signed by the Contractor and the Contracting Officer.

(g) Inconsistencies. In the event of any language inconsistencies between this clause and the provisioning documents or Government options under this contract, compensation for spare parts or other supplies and services ordered under such documents shall be determined in accordance with this clause.

(End of Clause)

B.6 CONTRACT FUNDING (NFS 1852.232-81) (JUN 1990)

(a) For purposes of payment of cost, exclusive of fee, in accordance with the Limitation of Funds clause, the total amount allocated by the Government to this contract is **\$21,829,473**. This allotment is for the Office of Strategic Analysis and Communications Support Services effort described in Attachment J-1, Performance Work Statement, and covers the following estimated period of performance: **April 01, 2007 – May 13, 2010**.

(b) The amount of **\$1,222,045** is obligated under this contract for payment of fee.

	PREVIOUS	THIS ACTION	TOTAL
Mission Estimated Cost	\$20,911,970	\$917,503	\$21,829,473
IDIQ Estimated Cost	\$0	\$0	\$0
Provisional Cost Incentive Fee	\$322,830	\$-14,622	\$308,208
Provisional Performance Incentive Fee	\$957,702	\$-43,865	\$913,837
Total Sum Allotted	\$22,192,502	\$859,016	\$23,051,518

F.4 PERIOD OF PERFORMANCE

(a) The period of performance of this contract shall be April 1, 2007, through March 31, 2011. If applicable, the contract phase-in period shall be from March 13, 2007, through March 31, 2007.

(b) 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	April 1, 2008 – March 31, 2009 (Exercised)
Option 2	April 1, 2009 – March 31, 2010 (Exercised)
Option 3	April 1, 2010 – March 31, 2011 (Exercised)
Option 4	April 1, 2011 – March 31, 2012

(End of Clause)

F.5 SECTION 10721 RATES (MSFC 52.247-90) (FEB 2001)

The Contractor shall use carriers that offer acceptable service at reduced rates (Section 10721 rates), if available.

(End of Clause)

F.6 PHASE-IN AND PHASE-OUT

(a) Contractor Phase-In

(1) The services provided by this Order are vital to the Government's overall effort. Therefore, continuity of these services must be maintained at a consistently high level without disruption. To this end, the Contractor shall conduct an orderly phase-in of contract activities prior to assumption of responsibility for the effort described in the PWS.

(2) The Contractor shall have up to 14 work days immediately prior to the effective date of the contract in which to conduct phase-in. Office space will not be provided by the Government during the phase-in period. During this time, the Contractor shall not be responsible for performance of the effort described in the PWS. It is understood that during phase-in the predecessor contractor(s) will be performing the work described in the PWS.

(3) On April 1, 2007, the Contractor shall assume full responsibility for the effort covered by the PWS.

(4) During phase-in the Contractor shall:

G.7 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.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 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]

WD 05-2008 (Rev.-13) 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.: 2005-2008
Revision No.: 13
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
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
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
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 Contditiioning Mechanic (Research Facility)	19.30
23430 - Heavy Equipment Mechanic	20.22
23440 - Heavy Equipment Operator	17.87
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
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 Surface Programs	(see 3) 21.11
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
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

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 \$3.35 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.