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#### ORDER FOR SUPPLIES OR SERVICES SCHEDULE - CONTINUATION

PAGE OF PAGES 21

IMPORTANT: Mark all packages and papers with contract and/or order numbers.

DATE OF ORDER CONTRACT NO OROER NO. 09/20/2006 GS-07F-0032N HSCEPX-06-F-F00025

ITEM NO.	SUPPLIES/SERVICES	QUANTITY			AMOUNT	QUANTITY
(A)	(B)	ORDERED (C)	(D)	PRICE (E)	(F)	ACCEPTED (G)
	Admin Office:	<u> </u>	Ì		, ,	(-/
	Federal Protective Service HQ					
	Department of Homeland Security					
	800 North Capital Street NW					
	Suite 500					
	Washington DC 20536	}				
	Period of Performance: 10/01/2006 to					
	09/30/2007					
0001	Secretary V	2080	HR	39.55	0.00	
	Accounting Info:					
	See Attached					
	\$82,264.00 (Subject to Availability					
	of Funds)					
	62 74.140					
	FAR 52.232-18 Availability of Funds (Apr					
	1984)					•
	Funds are not presently available for this					
	contract. The Government's obligation under	l	1			
	this contract is contingent upon the					
	availability of appropriated funds from					
	which payment for contract purposes can be					
	made. No legal liability on the part of the					
	Government for any payment may arise until					
	funds are made available to the Contracting		l			
	Officer for this contract and until the					
	Contractor receives notice of such					
	availability, to be confirmed in writing by					
	the Contracting Officer.					
	The total amount of award: \$82,264.00. The					
	obligation for this award is shown in box					
•	17(1).					
					II	

TOTAL CARRIED FORWARD TO 1ST PAGE (ITEM 17(H))

#### Form G-514

#### REQUISITION - MATERIALS-SUPPLIES-EQUIPMENT **Activity Symbols** ATTACHMENT A

REQUISITION NUMBER:

PROJECT.

TASK

FUND PROGRAM

**ORGANIZATION** 

OBJECT

AMOUNT

FPS0005

P05

40-10-91-000

19-00-0000-00-00-00

GE-25-14-00

000000

\$82,264.00

# UNFUNDED

Subject to Availability of Funds

#### Scope of Work

## Secretary V Federal Protective Service

Department of Homeland Security

#### INTRODUCTION

The mission of the Department of Homeland Security (DHS) is to lead the unified national effort to secure America. DHS will prevent and deter terrorist attacks and protect against and respond to threats and hazards to the nation. The Department ensures safe and secure borders, welcomes lawful immigrants and visitors, and promotes the free-flow of commerce. Located within DHS, the Federal Protective Service (FPS) is a federal law enforcement agency with responsibility for protecting federal properties and the people on those properties throughout the United States. The Service focuses directly on interior security of the Nation and the reduction of potential threats and crimes in Federal facilities throughout the Homeland. FPS must be prepared for a full range of contingencies that could occur within its jurisdiction, from natural disasters to terrorist attacks.

This position is a contract position located in the Headquarters Information Technology (IT) Department, Federal Protective Service, Immigration and Customs Enforcement (ICE), Department of Homeland Security at the following address:

800 N Capitol Street NW Washington, DC 20536

#### MAJOR DUTIES AND RESPONSIBILITIES

The employee will provide general office research and administrative support, word processing, document preparation/management, and files maintenance as required by FPS. The employee must insure that all documents are in accordance with the policies of FPS, ICE and DHS.

Under the supervision of the IT Program Manager, the employee will oversee service and equipment for all FPS HQ employees which includes blackberries, cell phones, accessories, laptops, desktops, monitors and wireless cards.

The employee will serve as the administrative assistant for the IT Department manager, the IT Specialist and the Project Manager.

The employee will assist in the following areas:

- Assist in creating procurement documents for Megacenter and IT purchase requests and inputting them into the financial system
- 2. Assist with maintaining office supplies for the IT Department

3. Assist and resolve any calls pertaining to IT issues that may come in by employees

The employee will be required to participate in various special projects as determined by the IT Program Manager.

#### Factor 1 - Knowledge Required by the Position

Requires knowledge of the mission, priorities and program objectives of FPS programs. Prior experience in administrative support is highly desirable.

The employee must possess, or have a demonstrated ability to rapidly acquire, familiarity with FPS missions, goals, objectives, standard operating procedures, rules, regulations and similar guidance. He or she must also have superior grammar, punctuation, spelling and ability to learn required federal formats to facilitate accurate data entry and produce professional documents.

A working knowledge of personal computers and common database software packages with excellent document preparation and typing skills is necessary. Personal communication and problem solving skills with the ability to interact with FPS staff and outside agencies must be clearly evident.

Ability to prepare agency-specific documentation, correspondence, reports and instructions with few or no errors is required.

Ability to coordinate a program budget to include funds accounting, travel procedures and budgetary reporting requirements of government and private sector agencies is essential.

#### Factor 2 - Supervisory Controls

The employee works under the direct supervision of the IT Program Manager, who evaluates the employee's performance. The employee generates daily priorities in consultation with supervisor and performs duties independently, referring unusual problems to the supervisor or other appropriate staff members. Work is reviewed for effectiveness in meeting program objectives and to insure compliance with the requirements of assignment, accuracy and discretion of the employee. Interaction with others will be monitored through observation of contact and by response from associates and visitors.

#### Factor 3 - Guidelines

Guidelines are in the form of direct supervisor interaction and brief summaries of mission, program and fiscal objectives and are the basis for development of specific plans for the employee. Standard Operating Procedures, Instructions, an Employee handbook and memoranda provide additional guidance.

#### Factor 4 – Complexity

This position requires a motivated employee who seeks out new assignments and follows through independently on those assignments already tasked out. The employee must be able to resolve problems independently when others are not available for consultation and must have excellent discretion in determining the matters that need to be forwarded to other staff for resolution. Flexibility in reordering priorities is essential as emergencies, contingencies and unanticipated events occur. The employee must be capable of multitasking. The work requires the employee to have familiarity with government policy and regulations in a variety of venues, including the Department of Homeland Security. Demonstration of excellent judgment, tact and courtesy is required.

#### Factor 5 – Scope and Effect

The Secretary V will often be the first contact that an individual has with this organization and the employee has enormous opportunity to have a positive impact on the client's experience. Performance will have broad impact on all employees in the Office and on mission success. Effective management practices have far-reaching impact on all aspects of this inter-disciplinary operation within FPS.

#### Factor 6 - Personal Contacts

Establishes personal contact with visitors and other administrative support personnel. In receiving visitors and handling communications, the employee has limited, frequent contact with FPS and other personnel at all levels. Most contacts are not maintained on a regular basis.

#### Factor 7 - Purpose of Contacts

The purposes of contacts are to provide information, resolve problems and direct inquiries. Contacts also facilitate planning, prioritizing and completing work assignments.

#### Factor 8 - Physical Demands

Work is performed in an office setting and requires some walking, standing, bending, and carrying of items such as books, paper supplies, and files.

#### Factor 9 - Work Environment

Work generally performed in an office setting. Sitting at and using a computer for significant periods is required. Due to the emergency nature of the mission, some work outside normal duty hours may be necessary.

#### OTHER SIGNIFICANT FACTORS

Contract employee must cooperate with and successfully pass periodic Government-required suitability background checks and investigations.

Three to four year's prior administrative support experience is preferred.

#### **SECURITY REQUIREMENTS**

#### **GENERAL**

The Department of Homeland Security (DHS) has determined that performance of the tasks as described in <u>Contract</u> requires that the Contractor, subcontractor(s), vendor(s), etc. (herein known as Contractor) have access to sensitive DHS information, and that the Contractor will adhere to the following.

#### SUITABILITY DETERMINATION

DHS shall have and exercise full control over granting, denying, withholding or terminating unescorted government facility and/or sensitive Government information access for Contractor employees, based upon the results of a background investigation. DHS may, as it deems appropriate, authorize and make a favorable entry on duty (EOD) decision based on preliminary security checks. The favorable EOD decision would allow the employees to commence work temporarily prior to the completion of the full investigation. The granting of a favorable EOD decision shall not be considered as assurance that a full employment suitability authorization will follow as a result thereof. The granting of a favorable EOD decision or a full employment suitability determination shall in no way prevent, preclude, or bar the withdrawal or termination of any such access by DHS, at any time during the term of the contract. No employee of the Contractor shall be allowed to EOD and/or access sensitive information or systems without a favorable EOD decision or suitability determination by the Office of Professional Responsibility, Personnel Security Unit (OPR-PSU). No employee of the Contractor shall be allowed unescorted access to a Government facility without a favorable EOD decision or suitability determination by the OPR-PSU. Contract employees assigned to the contract not needing access to sensitive DHS information or recurring access to DHS' facilities will not be subject to security suitability screening.

#### **BACKGROUND INVESTIGATIONS**

Contract employees (to include applicants, temporaries, part-time and replacement employees) under the contract, needing access to sensitive information, shall undergo a position sensitivity analysis based on the duties each individual will perform on the contract. The results of the position sensitivity analysis shall identify the appropriate background investigation to be conducted. Background investigations will be processed through the Personnel Security Unit. Prospective Contractor employees with adequate security clearances issued by the Defense Industrial Security Clearance Office (DISCO) may not be required to submit complete security packages, as the clearance issued by DISCO may be accepted. Prospective Contractor employees without adequate security clearances issued by DISCO shall submit the following completed forms to the Personnel Security Unit through the COTR, no less than 45 days before the starting date of the contract or 45 days prior to the expected entry on duty of any employees, whether a replacement, addition, subcontractor employee, or vendor:

1. Standard Form 85P, "Questionnaire for Public Trust Positions"

- 2. FD Form 258, "Fingerprint Card" (2 copies)
- 3. Foreign National Relatives or Associates Statement
- 4. DHS 11000-9, "Disclosure and Authorization Pertaining to Consumer Reports Pursuant to the Fair Credit Reporting Act"
- 5. Drug Questionnaire
- 6. Alcohol Questionnaire
- 7. Financial Disclosure Report

Required forms will be provided by DHS at the time of award of the contract. Only complete packages will be accepted by the OPR-PSU. Specific instructions on submission of packages will be provided upon award of the contract.

Be advised that unless an applicant requiring access to sensitive information has resided in the US for three of the past five years, the Government may not be able to complete a satisfactory background investigation. In such cases, DHS retains the right to deem an applicant as ineligible due to insufficient background information.

The use of Non-U.S. citizens, including Lawful Permanent Residents (LPRs), is not permitted in the performance of this contract for any position that involves access to, development of, or maintenance to any DHS IT system.

#### **CONTINUED ELIGIBILITY**

If a prospective employee is found to be ineligible for access to Government facilities or information, the COTR will advise the Contractor that the employee shall not continue to work or to be assigned to work under the contract.

The OPR-PSU may require drug screening for probable cause at any time and/ or when the contractor independently identifies, circumstances where probable cause exists.

The OPR-PSU may require reinvestigations when derogatory information is received and/or every 5 years.

DHS reserves the right and prerogative to deny and/ or restrict the facility and information access of any Contractor employee whose actions are in conflict with the standards of conduct, 5 CFR 2635 and 5 CFR 3801, or whom DHS determines to present a risk of compromising sensitive Government information to which he or she would have access under this contract.

The Contractor will report any adverse information coming to their attention concerning contract employees under the contract to the OPR-PSU through the COTR. Reports based on rumor or innuendo should not be made. The subsequent termination of employment of an employee does not obviate the requirement to submit this report. The report shall include the employees' name and social security number, along with the adverse information being reported.

The OPR-PSU must be notified of all terminations/ resignations within five days of occurrence. The Contractor will return any expired DHS issued identification cards and building passes, or those of terminated employees to the COTR. If an identification card or building pass is not available to be returned, a report must be submitted to the COTR, referencing the pass or card number, name of individual to whom issued, the last known location and disposition of the pass or card. The COTR will return the identification cards and building passes to the responsible ID Unit.

#### EMPLOYMENT ELIGIBILITY

The Contractor must agree that each employee working on this contract will have a Social Security Card issued and approved by the Social Security Administration. The Contractor shall be responsible to the Government for acts and omissions of his own employees and for any Subcontractor(s) and their employees.

Subject to existing law, regulations and/ or other provisions of this contract, illegal or undocumented aliens will not be employed by the Contractor, or with this contract. The Contractor will ensure that this provision is expressly incorporated into any and all Subcontracts or subordinate agreements issued in support of this contract.

#### **SECURITY MANAGEMENT**

The Contractor shall appoint a senior official to act as the Corporate Security Officer. The individual will interface with the OPR-PSU through the COTR on all security matters, to include physical, personnel, and protection of all Government information and data accessed by the Contractor.

The COTR and the OPR-PSU shall have the right to inspect the procedures, methods, and facilities utilized by the Contractor in complying with the security requirements under this contract. Should the COTR determine that the Contractor is not complying with the security requirements of this contract, the Contractor will be informed in writing by the Contracting Officer of the proper action to be taken in order to effect compliance with such requirements.

The following computer security requirements apply to both Department of Homeland Security (DHS) operations and to the former Immigration and Naturalization Service operations (FINS). These entities are hereafter referred to as the Department.

#### INFORMATION TECHNOLOGY SECURITY CLEARANCE

When sensitive government information is processed on Department telecommunications and automated information systems, the Contractor agrees to provide for the administrative control of sensitive data being processed and to adhere to the procedures governing such data as outlined in DHS IT Security Program Publication DHS MD 4300.Pub. or its replacement. Contractor personnel must have favorably adjudicated background investigations commensurate with the defined sensitivity level.

Contractors who fail to comply with Department security policy are subject to having their access to Department IT systems and facilities terminated, whether or not the failure results in criminal prosecution. Any person who improperly discloses sensitive information is subject to criminal and civil penalties and sanctions under a variety of laws (e.g., Privacy Act).

#### INFORMATION TECHNOLOGY SECURITY TRAINING AND OVERSIGHT

All contractor employees using Department automated systems or processing Department sensitive data will be required to receive Security Awareness Training. This training will be provided by the appropriate component agency of DHS.

Contractors who are involved with management, use, or operation of any IT systems that handle sensitive information within or under the supervision of the Department, shall receive periodic training at least annually in security awareness and accepted security practices and systems rules of behavior. Department contractors, with significant security responsibilities, shall receive specialized training specific to their security responsibilities annually. The level of training shall be commensurate with the individual's duties and responsibilities and is intended to promote a consistent understanding of the principles and concepts of telecommunications and IT systems security.

All personnel who access Department information systems will be continually evaluated while performing these duties. Supervisors should be aware of any unusual or inappropriate behavior by personnel accessing systems. Any unauthorized access, sharing of passwords, or other questionable security procedures should be reported to the local Security Office or Information System Security Officer (ISSO).

05-2103 DC, DISTRICT-WIDE

WAGE DETERMINATION NO: 05-2103 REV (01) AREA: DC, DISTRICT-WIDE

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:05-2104

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

Wage Determination No.: 2005-2103

William W.Gross Director

Division of wage Determinations

Revision No.: 1 Date Of Revision: 08/22/2006

States: District of Columbia, Maryland, Virginia

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

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

#### OCCUPATION CODE - TITLE

#### MINIMUM WAGE RATE

01010 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I . 01012 - Accounting Clerk III 01013 - Accounting Clerk III 01020 - Administrative Assistant 01040 - Court Reporter 01051 - Data Entry Operator I 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle 01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator 01111 - General Clerk I 01112 - General Clerk II 01113 - General Clerk III 01120 - Housing Referral Assistant 01141 - Messenger Courier 01191 - Order Clerk I	13.79 15.49 17.32 21.45 17.49 12.67 13.82 16.50 12.75 13.72 15.32 18.74 20.84 10.23 14.74
01090 - Duplicating Machine Operator	
01141 - Messenger Courier	
01191 - Order Člerk I	
01192 - Order Clerk II	16.29
01261 - Personnel Assistant (Employment) I	15.45
01262 - Personnel Assistant (Employment) II	17.49
01263 - Personnel Assistant (Employment) III	20.84
01270 - Production Control Clerk	20.78
01280 - Receptionist	12.29
01290 - Rental Clerk	15.45
01300 - Scheduler, Maintenance	15.45
01311 - Secretary I	16.11
01312 - Secretary II	17.61
01313 - Secretary III	20.84

01310 - Service Order Dispatcher 01410 - Supply Technician 01420 - Surpey Worker 01531 - Travel clerk I 11.69 01532 - Travel clerk II 11.69 01532 - Travel clerk II 11.50 01611 - Word Processor I 11.749 01612 - Word Processor II 01613 - Word Processor II 01614 - Word Processor II 01615 - Word Processor II 01615 - Word Processor II 01600 - Automotive Service Occupations 05000 - Automotive Service Occupations 05000 - Automotive Wass Installer 05001 - Automotive Wass Installer 05001 - Automotive Wass Installer 05001 - Automotive Wass Installer 05010 - Automotive Wass Installer 05100 - Multimotive Wass Installer 05100 - Multimotive Wass Installer 05100 - Multimotive Wass Installer 05100 - Automotive Wass Installer 05100 - Multimotive Wass Installer 05100 - Motor Equipment Metal Worker 05100 - Motor Equipment Metal Worker 05100 - Word Vehicle Mechanic 05200 - Motor Vehicle Mechanic Helper 05200 - Motor Vehicle Wecklanic 05200 - Motor Vehicle Wecklanic Helper 05200 - Motor Vehicle Wecklanic Helper 05200 - Motor Vehicle Wecklanic 05200 - Pond Preparation And Service Occupations 07010 - Baker 07010 - Baker 07010 - Dishwasher 07010 - Baker 07010 - Motor Vehicle 07010 - Motor Vehicle 07010 - Motor Vehicle 07010 - Welling W	05-2103 WD DC	
17.49	01320 - Service Order Dispatcher	<b>15.8</b> 2
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01613 - Word Processor I 01611 - Word Processor II 01612 - Word Processor II 05000 - Automotive Service Occupations 05005 - Automotive Bectrician 05005 - Automotive Glass Installer 05005 - Automotive Glass Installer 18.31 05040 - Automotive Glass Installer 18.31 05040 - Automotive Worker 18.31 05010 - Automotive Worker 18.31 05110 - Mobile Equipment Servicer 18.31 05110 - Mobile Equipment Servicer 18.31 05110 - Mobile Equipment Metal Worker 18.31 05100 - Motor Equipment Metal Worker 19.43 05100 - Motor Equipment Metal Worker 19.43 05100 - Motor Vehicle Mechanic 19.43 05100 - Motor Vehicle Mechanic 19.44 05200 - Motor Vehicle Mechanic Helper 10.5200 - Motor Vehicle Worker 19.43 05300 - Motor Vehicle Worker 19.44 05300 - Motor Vehicle Worker 19.45 05300 - Transmission Repair Specialist 10.5300 - Motor Vehicle Worker 19.45 05400 - Transmission Repair Specialist 10.5000 - Food Preparation And Service Occupations 10.7010 - Baker 10.7010 - Waiter/Waitress 10.7010 - Weat Cutter 10.7010 - Weat	01410 - Supply Technician	21.45
12.57	01420 - Survey Worker	
01533 - Travel Clerk III         13.50           016612 - Word Processor I         15.45           01613 - Word Processor II         15.45           05005 - Automotive Service Occupations         77.49           05005 - Automotive Body Repairer, Fiberglass         24.49           05005 - Automotive Glass Installer         18.31           05007 - Automotive Worker         18.31           05101 - Mobile Equipment Servicer         15.74           05130 - Motor Equipment Metal Mechanic         20.48           05160 - Motor Equipment Metal Worker         18.31           05190 - Motor Vehicle Mechanic         20.48           05220 - Motor Vehicle Mechanic Helper         16.81           05250 - Motor Vehicle Wecker         17.88           05330 - Painter, Automotive         19.43           05330 - Painter, Automotive         19.43           05330 - Painter, Automotive         19.43           05300 - Radiator Repair Specialist         20.48           07000 - Food Preparation And Service Occupations         13.18           07010 - Baker         13.18           07041 - Cook I         11.88           07042 - Cook II         11.88           07130 - Painture Maintenance And Repair Occupations         10.25           07210 - Meat Cutter		
01611 - word Processor I		
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05005 - Automobile Body Repairer, Fiberglass         24, 49           05010 - Automotive Electrician         19, 43           05040 - Automotive Blass Installer         18, 31           05010 - Automotive Worker         18, 31           05110 - Mobile Equipment Servicer         15, 74           05130 - Motor Equipment Metal Worker         18, 31           05190 - Motor Vehicle Mechanic         20, 48           05220 - Motor Vehicle Mechanic Helper         16, 81           05220 - Motor Vehicle Wecker         18, 31           05320 - Motor Vehicle Wecker         18, 31           05330 - Painter, Automotive         19, 43           05340 - Radiator Repair Specialist         18, 31           05300 - Transmission Repair Specialist         20, 48           07000 - Transmission Repair Specialist         20, 48           07001 - Baker         13, 18           07010 - Baker         13, 18           07041 - Cook I         11, 88           07042 - Cook II         11, 88           07030 - Pood Service Worker         10, 25           07210 - Meat Cutter         10, 25           07250 - Waiter/Waitress         8, 59           09000 - Furniture Maintenance And Repair Occupations         10, 25           09900 - Furniture Refinisher <t< td=""><td></td><td>17.49</td></t<>		17.49
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18.31   05070 - Automotive Worker   18.31   05110 - Mobile Equipment Servicer   15.74   05130 - Motor Equipment Metal Mechanic   20.48   05160 - Motor Equipment Metal Worker   18.31   05190 - Motor Equipment Metal Worker   18.31   05190 - Motor Vehicle Mechanic   20.48   05220 - Motor Vehicle Mechanic Helper   16.81   05250 - Motor Vehicle Wecker   17.88   05280 - Motor Vehicle Wecker   18.31   05330 - Radiator Repair Specialist   18.31   05330 - Radiator Repair Specialist   18.31   05330 - Radiator Repair Specialist   18.31   05330 - Transmission Repair Specialist   20.48   07000 - Food Preparation And Service Occupations   13.18   07001 - 07000   070	05005 - Automobile Body Repairer, Fiberglass	
18.31		
05110 - Mobile Equipment Servicer         15.74           05160 - Motor Equipment Metal Worker         18.31           05160 - Motor Equipment Metal Worker         18.31           05220 - Motor Vehicle Mechanic         20.48           05220 - Motor Vehicle Werbicle Upholstery Worker         17.88           05280 - Motor Vehicle Wholstery Worker         17.88           05340 - Radiator Repair Specialist         18.31           05340 - Radiator Repair Specialist         18.31           05400 - Transmission Repair Specialist         20.48           07000 - Food Preparation And Service Occupations         31.18           07010 - Food Preparation And Service Occupations         11.88           07041 - Cook I         11.88           07042 - Cook II         13.18           07070 - Dishwasher         9.76           07130 - Food Service Worker         10.25           07210 - Meat Cutter         16.07           07250 - Waiter/Waitress         8.59           09000 - Furniture Maintenance And Repair Occupations         18.05           09010 - Furniture Refinisher         18.05           09000 - Furniture Refinisher         18.05           09100 - Furniture Refinisher Helper         13.85           09100 - Jupholsterer         18.05           110		
05130 - Motor Equipment Metal Worker         18.31           05160 - Motor Vehicle Mechanic         20.48           05220 - Motor Vehicle Mechanic Helper         16.81           05280 - Motor Vehicle Wercker         18.31           05300 - Motor Vehicle Wrecker         18.31           05310 - Painter, Automotive         19.43           05340 - Radiator Repair Specialist         18.31           05400 - Transmission Repair Specialist         20.48           07000 - Food Preparation And Service Occupations         20.48           07010 - Baker         11.88           07041 - Cook I         11.88           07042 - Cook II         11.88           07040 - Dishwasher         9.76           07130 - Food Service Worker         10.25           07210 - Meat Cutter         16.07           07250 - Waiter/Waitress         8.59           09000 - Furniture Maintenance And Repair Occupations         8.59           09000 - Furniture Maintenance And Repair Occupations         18.05           09000 - Furniture Refinisher         12.55           09000 - Furniture Refinisher         18.05           09900 - Furniture Refinisher         18.05           09101 - Furniture Repairer, Minor         16.01           10002 - General Services And Support Occupations	050/0 - Automotive worker	18.31
05160 - Motor Equipment Metal Worker         18.31           05190 - Motor Vehicle Mechanic         20.48           05220 - Motor Vehicle Upholstery Worker         17.88           05280 - Motor Vehicle Wrecker         18.31           05340 - Radiator, Automotive         19.43           05340 - Radiator, Repair Specialist         18.31           05370 - Tire Repairer         14.43           07000 - Transmission Repair Specialist         20.48           07000 - Transmission Repair Specialist         20.48           07000 - Baker         11.88           07041 - Cook I         11.88           07042 - Cook II         13.18           07070 - Dishwasher         9.76           07130 - Food Service Worker         10.25           07210 - Meat Cutter         10.25           07210 - Meat Cutter         16.07           07260 - Waiter/Waitress         8.59           09000 - Furniture Radinisher         18.05           09010 - Electrostatic Spray Painter         18.05           09040 - Furniture Radinisher         18.05           09040 - Furniture Radinisher         18.05           10909 - Furniture Radinisher         18.05           0910 - Furniture Refinisher         18.05           10910 - Furniture Refinisher<	05110 - Mobile Equipment Servicer	
05190 - Motor Véhicle Mechanic         20.48           05250 - Motor Vehicle Upholstery Worker         16.81           05280 - Motor Vehicle Upholstery Worker         17.88           05310 - Painter, Automotive         19.43           05340 - Radiator Repair Specialist         18.31           05370 - Tire Repairer         14.43           05400 - Transmission Repair Specialist         20.48           07000 - Food Preparation And Service Occupations         13.18           07010 - Baker         13.18           07042 - Cook II         11.88           07042 - Cook II         13.18           07070 - Dishwasher         9.76           07210 - Meat Cutter         16.07           07210 - Mater Cutter         16.07           07210 - Mater Cutter         18.05           09000 - Furniture Maintenance And Repair Occupations         18.05           09000 - Furniture Refinisher         18.05           09000 - Furniture Refinisher Helper         13.38           09110 - Furniture Repairer, Minor         16.01           09110 - Furniture Repairer, Minor         16.01           10010 - General Services And Support Occupations         11030 - Cleaner, Vehicles           11030 - Cleaner, Vehicles         9.67           11060 - Elevator Operator	05130 - Motor Equipment Metal Mechanic	
05220 - Motor Vehicle Werhalic Helper         16.81           05250 - Motor Vehicle Wipholstery Worker         17.88           05380 - Motor Vehicle Wrecker         18.31           05310 - Painter, Automotive         19.43           05340 - Radiator Repair Specialist         18.31           05400 - Transmission Repair Specialist         20.48           07000 - Food Preparation And Service Occupations         13.18           07001 - Baker         13.18           07041 - Cook I         11.88           07042 - Cook II         13.18           07070 - Dishwasher         9.76           07130 - Food Service Worker         10.25           07210 - Meat Cutter         16.07           07260 - Waiter/Waitress         8.59           09000 - Furniture Maintenance And Repair Occupations         18.05           09010 - Electrostatic Spray Painter         18.05           09040 - Furniture Maintenance And Repair Occupations         18.05           09040 - Furniture Refinisher         18.05           09040 - Furniture Refinisher         18.05           09040 - Furniture Refinisher         18.05           09110 - Furniture Refinisher         18.05           09110 - Furniture Refinisher         18.05           09110 - Furniture Refinisher <t< td=""><td>05100 - Motor Equipment Metal Worker</td><td></td></t<>	05100 - Motor Equipment Metal Worker	
05250 - Motor Vehicle Upholstery Worker         17.88           05280 - Motor Vehicle Wrecker         18.31           05310 - Painter, Automotive         19.43           05340 - Radiator Repair Specialist         20.48           05700 - Transmission Repair Specialist         20.48           07001 - Food Preparation And Service Occupations         31.18           07010 - Baker         13.18           07041 - Cook I         13.18           07070 - Dishwasher         9.76           07130 - Food Service Worker         10.25           07210 - Meat Cutter         16.07           07260 - Waiter-Waitress         8.59           09000 - Furniture Maintenance And Repair Occupations         8.59           09010 - Electrostatic Spray Painter         18.05           09040 - Furniture Handler         12.55           09080 - Furniture Refinisher Helper         13.85           09110 - Furniture Repairer, Minor         16.01           09130 - Upholsterer         16.01           11000 - General Services And Support Occupations         11030           11030 - Cleaner, Vehicles         9.67           11060 - Elevator Operator         9.99           11270 - Tractor operator         10.89           11270 - Maid or Houseman         10.41     <		
05280 - Motor Vehicle Wrecker         18.31           05310 - Painter, Automotive         19.43           05370 - Tire Repairer         14.43           05400 - Transmission Repair Specialist         20.48           07000 - Food Preparation And Service Occupations         3.18           07010 - Baker         13.18           07041 - Cook I         11.88           07070 - Dishwasher         9.76           07130 - Food Service Worker         10.25           07210 - Meat Cutter         16.07           07260 - Waiter/Waitress         8.59           09000 - Furniture Maintenance And Repair Occupations         18.05           09000 - Furniture Maintenance And Repair Occupations         18.05           09000 - Furniture Maintenance And Repair Occupations         18.05           09000 - Furniture Refinisher         18.05           09000 - Furniture Refinisher Helper         13.85           09100 - Furniture Refinisher Helper         13.85           09110 - Furniture Repairer, Minor         16.01           09130 - Upholsterer         18.05           11000 - General Services And Support Occupations         10.601           11000 - General Services And Support Occupations         10.89           11122 - Housekeeping Aide         10.89           1	05220 - Motor Vehicle Mechanic neiper	17 00
05310 - Painter, Automotive         19.43           05370 - Tire Repairer         18.31           05400 - Transmission Repair Specialist         20.48           07001 - Baker         13.18           07010 - Baker         13.18           07041 - Cook I         13.18           07042 - Cook II         13.18           07070 - Dishwasher         9.76           07130 - Food Service Worker         10.25           07210 - Meat Cutter         16.07           07250 - Waiter/Waitress         8.59           09000 - Furniture Maintenance And Repair Occupations         9000 - 59           09010 - Electrostatic Spray Painter         18.05           09040 - Furniture Refinisher         18.05           09040 - Furniture Refinisher         18.05           09090 - Furniture Refinisher         18.05           0910 - Furniture Repairer, Minor         16.01           09110 - Furniture Repairer, Minor         16.01           09130 - Upholsterer         18.05           11000 - General Services And Support Occupations         11060 - Elevator Operator           11050 - Elevator Operator         19.79           11090 - Gardener         15.70           1122 - Housekeeping Aide         10.89           11270 - Tractor Operator<	05230 - Motor Vehicle Oprother	
05340 - Radiator Repair Specialist       18.31         05300 - Transmission Repair Specialist       20.48         07000 - Food Preparation And Service Occupations       30.48         07041 - Cook I       11.88         07042 - Cook II       13.18         07070 - Dishwasher       9.76         07130 - Food Service Worker       10.25         07210 - Meat Cutter       16.07         07260 - Waiter/Waitress       8.59         09000 - Furniture Maintenance And Repair Occupations       8.59         09000 - Furniture Maintenance And Repair Occupations       12.55         09000 - Furniture Refinisher       18.05         09900 - Furniture Refinisher Helper       18.05         09900 - Furniture Refinisher Helper       13.85         09100 - Furniture Refinisher Helper       18.05         09910 - Furniture Refinisher Helper       18.05         0910 - Furniture Refinisher Helper       18.05         0910 - Furniture Refinisher Helper       18.05         0910 - Furniture Refinisher       18.05         0910 - Furniture Refinisher       19.67         11000 - General Services And Support Occupations       10.01         11000 - General Services And Support Occupations       10.89         11000 - General Services And Support Occupations		
05370 - Transmission Repair Specialist         20.48           07000 - Food Preparation And Service Occupations         31.18           07041 - Cook I         11.88           07042 - Cook II         13.18           07070 - Dishwasher         9.76           07130 - Food Service Worker         10.25           07210 - Meat Cutter         16.07           07260 - Waiter/Waitress         8.59           09000 - Furniture Maintenance And Repair Occupations         8.59           09010 - Electrostatic Spray Painter         18.05           09040 - Furniture Refinisher         18.05           09900 - Furniture Refinisher Helper         13.85           09110 - Furniture Repairer, Minor         16.01           09130 - Upholsterer         18.05           11000 - General Services And Support Occupations         11000 - General Services And Support Occupations           11000 - Gardener, Vehicles         9.67           11050 - Elevator Operator         9.79           11090 - Gardener         10.89           11210 - Laborer, Grounds Maintenance         11.81           11240 - Maid or Housekeeping Aide         10.89           11270 - Tractor Operator         14.19           11330 - Trail Maintenance Worker         11.81           11330 - Window Cleane	05340 - Padiator Denair Specialist	18 71
05400 - Transmission Repair Specialist       20.48         07000 - Food Preparation And Service Occupations       13.18         07011 - Cook I       11.88         07042 - Cook II       13.18         07070 - Dishwasher       9.76         07130 - Food Service Worker       10.25         07210 - Meat Cutter       16.07         07260 - Waiter/Waitress       8.59         09000 - Furniture Maintenance And Repair Occupations       99000 - Furniture Maintenance And Repair Occupations         09010 - Electrostatic Spray Painter       18.05         09040 - Furniture Refinisher       18.05         09909 - Furniture Refinisher Helper       13.88         09110 - Furniture Repairer, Minor       16.01         09130 - Upholsterer       18.05         11000 - General Services And Support Occupations       11030         11030 - Ulange Services And Support Occupations       9.67         11060 - Elevator Operator       9.79         11070 - Gardener       15.70         11122 - Housekeeping Aide       10.89         11150 - Janitor       10.89         11210 - Laborer, Grounds Maintenance       11.81         11240 - Maid or Houseman       10.41         11260 - Pruner       10.89         11270 - Tractor Operator		
07000 - Food Preparation And Service Occupations   13.18     07041 - Cook I	05400 - Transmission Renair Specialist	
07010 - Baker       13.18         07041 - Cook I       11.88         07042 - Cook II       13.18         07070 - Dishwasher       9.76         07130 - Food Service Worker       10.25         07210 - Meat Cutter       16.07         07260 - waiter/Waitress       8.59         09000 - Furniture Maintenance And Repair Occupations       8.59         09010 - Electrostatic Spray Painter       18.05         09040 - Furniture Maintenance And Repair Occupations       12.55         09080 - Furniture Refinisher Helper       13.85         09110 - Furniture Refinisher Helper       13.85         09110 - Furniture Repairer, Minor       16.01         09130 - Upholsterer       18.05         11000 - General Services And Support Occupations       1103         11060 - Elevator Operator       9.79         11090 - Gardener       15.70         11122 - Housekeeping Aide       10.89         11250 - Janitor       10.89         11210 - Laborer, Grounds Maintenance       11.81         11240 - Maid or Houseman       10.41         11260 - Pruner       10.89         11270 - Tractor Operator       14.19         11330 - Trail Maintenance Worker       11.81         12000 - Health Occupations<	07000 - Food Preparation and Service Occupations	20.70
11.88		13.18
07042 - Cook IT	07041 - Cook T	
07070 - Dishwasher   9.76   07130 - Food Service Worker   10.25   07210 - Meat Cutter   16.07   07260 - Waiter/Waitress   8.59   09000 - Furniture Maintenance And Repair Occupations   09010 - Electrostatic Spray Painter   12.55   09080 - Furniture Handler   12.55   09080 - Furniture Refinisher   18.05   09090 - Furniture Refinisher Helper   13.85   09110 - Furniture Refinisher Helper   13.85   09110 - Furniture Repairer, Minor   16.01   09130 - Upholsterer   18.05   11000 - General Services And Support Occupations   11030 - Cleaner, Vehicles   9.67   11060 - Elevator Operator   9.79   11090 - Gardener   15.70   11122 - Housekeeping Aide   10.89   11150 - Janitor   10.89   11210 - Laborer, Grounds Maintenance   11.81   11240 - Maid or Houseman   10.41   11260 - Pruner   10.89   11330 - Trail Maintenance Worker   11.81   11360 - Window Cleaner   11.81   11360 - Window Cleaner   11.81   11360 - Window Cleaner   11.81   12011 - Breath Alcohol Technician   12010 - Ambulance Driver   16.06   12011 - Breath Alcohol Technician   12012 - Certified Occupations   12015 - Certified Occupational Therapist Assistant   19.99   12025 - Dental Assistant   19.99   12025 - Dental Assistant   19.99   12025 - Dental Assistant   16.90   12035 - EKG Technician   24.34   12035 - Electroneurodiagnostic Technologist   24.34   12040 - Emergency Medical Technician   16.06   12071 - Licensed Practical Nurse I   17.15   16.06   12071 - Licensed Practical Nurse I   17.15   15.00   17.15   1		
07130 - Food Service Worker       10.25         07210 - Meat Cutter       16.07         07260 - Waiter/Waitress       8.59         09000 - Furniture Maintenance And Repair Occupations       18.05         09010 - Electrostatic Spray Painter       12.55         09080 - Furniture Handler       12.55         09090 - Furniture Refinisher Helper       13.85         09110 - Furniture Repairer, Minor       16.01         09130 - Upholsterer       18.05         11000 - General Services And Support Occupations       18.05         11000 - General Services And Support Occupations       9.67         11060 - Elevator Operator       9.79         11090 - Gardener       15.70         11122 - Housekeeping Aide       10.89         11150 - Janitor       10.89         11210 - Laborer, Grounds Maintenance       11.81         11240 - Maid or Houseman       10.41         11260 - Pruner       10.89         11270 - Tractor Operator       14.19         11330 - Trail Maintenance Worker       11.31         12000 - Health Occupations       11.31         12010 - Ambulance Driver       16.06         12011 - Breath Alcohol Technician       16.06         12015 - Certified Occupational Therapist Assistant       19.99<		
07210 - Meat Cutter       8.59         07260 - Waiter/Waitress       8.59         09000 - Furniture Maintenance And Repair Occupations       18.05         09040 - Furniture Handler       12.55         09080 - Furniture Refinisher Helper       18.05         09090 - Furniture Refinisher Helper       13.85         09110 - Furniture Repairer, Minor       16.01         09130 - Upholsterer       18.05         11000 - General Services And Support Occupations       9.67         11030 - Cleaner, Vehicles       9.67         11090 - Gardener       9.79         11090 - Gardener       15.70         11122 - Housekeeping Aide       10.89         1150 - Janitor       10.89         11210 - Laborer, Grounds Maintenance       11.81         11240 - Maid or Houseman       10.41         11260 - Pruner       10.89         11270 - Tractor Operator       14.19         11330 - Trail Maintenance Worker       11.81         11360 - Window Cleaner       11.31         12000 - Health Occupations       12011 - Breath Alcohol Technician       16.06         12011 - Breath Alcohol Technician       16.06         12012 - Certified Physical Therapist Assistant       19.99         12020 - Dental Assistant       1	07130 - Food Service Worker	
07260 - Waiter/Waitress       8.59         09000 - Furniture Maintenance And Repair Occupations       18.05         09040 - Furniture Handler       12.55         09080 - Furniture Refinisher       18.05         09090 - Furniture Refinisher Helper       13.85         09110 - Furniture Repairer, Minor       16.01         09130 - Upholsterer       18.05         11000 - General Services And Support Occupations       9.67         11030 - Cleaner, Vehicles       9.67         11060 - Elevator Operator       9.79         11090 - Gardener       15.70         11122 - Housekeeping Aide       10.89         1150 - Janitor       10.89         11210 - Laborer, Grounds Maintenance       11.81         11240 - Maid or Houseman       10.41         11260 - Pruner       10.89         11330 - Trail Maintenance Worker       11.81         11360 - Window Cleaner       11.31         12000 - Health Occupations       11.31         12010 - Ambulance Driver       16.06         12011 - Breath Alcohol Technician       16.06         12012 - Certified Occupational Therapist Assistant       19.99         12020 - Dental Assistant       19.99         12020 - Dental Assistant       16.90 <t< td=""><td></td><td></td></t<>		
09010 - Flectrostatic Spray Painter         18.05           09040 - Flectrostatic Spray Painter         12.55           09080 - Furniture Handler         12.55           09090 - Furniture Refinisher         18.05           0910 - Furniture Refinisher Helper         13.85           09110 - Furniture Repairer, Minor         16.01           0913 - Upholsterer         18.05           11000 - General Services And Support Occupations         11.05           11030 - Cleaner, Vehicles         9.67           11050 - Elevator Operator         9.79           11090 - Gardener         15.70           11122 - Housekeeping Aide         10.89           11210 - Laborer, Grounds Maintenance         11.81           11240 - Maid or Houseman         10.41           11260 - Pruner         10.89           11270 - Tractor Operator         14.19           11330 - Trail Maintenance Worker         11.81           11360 - Window Cleaner         11.31           12000 - Health Occupations         11.31           12010 - Ambulance Driver         16.06           12011 - Breath Alcohol Technician         16.06           12012 - Certified Physical Therapist Assistant         19.99           12020 - Dental Assistant         19.99		
09010 - Electrostatic Spray Painter       18.05         09040 - Furniture Handler       12.55         09080 - Furniture Refinisher       18.05         09090 - Furniture Refinisher Helper       13.85         0910 - Furniture Repairer, Minor       16.01         09130 - Upholsterer       18.05         11000 - General Services And Support Occupations       8.05         11030 - Cleaner, Vehicles       9.67         11060 - Elevator Operator       9.79         11090 - Gardener       15.70         11122 - Housekeeping Aide       10.89         1150 - Janitor       10.89         11210 - Laborer, Grounds Maintenance       11.81         11240 - Maid or Houseman       10.41         11260 - Pruner       10.89         11330 - Trail Maintenance Worker       11.81         11360 - Window Cleaner       11.81         12000 - Health Occupations       12.01         12010 - Ambulance Driver       16.06         12011 - Breath Alcohol Technician       16.06         12012 - Certified Occupational Therapist Assistant       19.99         12025 - Dental Hygienist       40.68         12030 - EKG Technician       24.34         12035 - Electroneurodiagnostic Technologist       24.34         <	09000 - Furniture Maintenance And Repair Occupations	
09040 - Furniture Handler       12.55         09080 - Furniture Refinisher       18.05         09110 - Furniture Repairer, Minor       16.01         09130 - Upholsterer       18.05         11000 - General Services And Support Occupations       11000 - General Services And Support Occupations         11060 - Elevator Operator       9.67         11090 - Gardener       15.70         11122 - Housekeeping Aide       10.89         11150 - Janitor       10.89         11210 - Laborer, Grounds Maintenance       11.81         11240 - Maid or Houseman       10.41         11250 - Pruner       10.89         11270 - Tractor Operator       14.19         11330 - Trail Maintenance Worker       11.81         11360 - Window Cleaner       11.31         12000 - Health Occupations       12.010 - Ambulance Driver         12011 - Breath Alcohol Technician       16.06         12012 - Certified Occupational Therapist Assistant       19.99         12025 - Dental Assistant       19.99         12025 - Dental Hygienist       40.68         12030 - EKG Technician       24.34         12040 - Emergency Medical Technician       16.06         12071 - Licensed Practical Nurse I       17.15	09010 - Electrostatic Spray Painter	18.05
09080 - Furniture Refinisher       18.05         09090 - Furniture Refinisher Helper       13.85         09110 - Furniture Repairer, Minor       16.01         09130 - Upholsterer       18.05         11000 - General Services And Support Occupations	09040 - Furniture Handler	12.55
13.85		18.05
09110 - Furniture Repairer, Minor       16.01         09130 - Upholsterer       18.05         11000 - General Services And Support Occupations       11.00         11060 - Elevator Operator       9.67         11090 - Gardener       15.70         11122 - Housekeeping Aide       10.89         11150 - Janitor       10.89         11210 - Laborer, Grounds Maintenance       11.81         11240 - Maid or Houseman       10.41         11260 - Pruner       10.89         11270 - Tractor Operator       14.19         11330 - Trail Maintenance Worker       11.81         11360 - Window Cleaner       11.31         12000 - Health Occupations       12010 - Ambulance Driver         12011 - Breath Alcohol Technician       16.06         12012 - Certified Occupational Therapist Assistant       19.99         12025 - Dental Assistant       19.99         12020 - Dental Assistant       16.90         12030 - EKG Technician       24.34         12040 - Emergency Medical Technician       24.34         12040 - Emergency Medical Technician       16.06         12071 - Licensed Practical Nurse I       17.15	09090 - Furniture Refinisher Helper	13.85
11000 - General Services And Support Occupations 11030 - Cleaner, Vehicles 9.67 11060 - Elevator Operator 9.79 11090 - Gardener 15.70 11122 - Housekeeping Aide 10.89 11150 - Janitor 10.89 11210 - Laborer, Grounds Maintenance 11.81 11240 - Maid or Houseman 10.41 11260 - Pruner 10.89 11270 - Tractor Operator 14.19 11330 - Trail Maintenance Worker 11.81 11360 - Window Cleaner 11.81 12000 - Health Occupations 12010 - Ambulance Driver 16.06 12011 - Breath Alcohol Technician 16.06 12012 - Certified Occupational Therapist Assistant 19.99 12015 - Certified Physical Therapist Assistant 19.99 12020 - Dental Assistant 16.90 12025 - Dental Hygienist 40.68 12030 - EKG Technician 24.34 12035 - Electroneurodiagnostic Technologist 24.34 12040 - Emergency Medical Technician 16.06 12071 - Licensed Practical Nurse I		16.01
11030 - Cleaner, Vehicles   9.67     11060 - Elevator Operator   9.79     11090 - Gardener   15.70     11122 - Housekeeping Aide   10.89     11150 - Janitor   10.89     11210 - Laborer, Grounds Maintenance   11.81     11240 - Maid or Houseman   10.41     11260 - Pruner   10.89     11270 - Tractor Operator   14.19     11330 - Trail Maintenance Worker   11.81     11360 - Window Cleaner   11.31     12000 - Health Occupations   12010 - Ambulance Driver   16.06     12011 - Breath Alcohol Technician   16.06     12012 - Certified Occupational Therapist Assistant   19.99     12015 - Certified Physical Therapist Assistant   19.99     12020 - Dental Assistant   19.99     12025 - Dental Hygienist   40.68     12030 - EKG Technician   24.34     12035 - Electroneurodiagnostic Technologist   24.34     12040 - Emergency Medical Technician   16.06     12071 - Licensed Practical Nurse I   17.15		18.05
11060 - Elevator Operator   9.79     11090 - Gardener   15.70     11122 - Housekeeping Aide   10.89     1150 - Janitor   10.89     11210 - Laborer, Grounds Maintenance   11.81     11240 - Maid or Houseman   10.41     11260 - Pruner   10.89     11270 - Tractor Operator   14.19     11330 - Trail Maintenance Worker   11.81     11360 - Window Cleaner   11.81     11360 - Window Cleaner   11.31     12000 - Health Occupations   12010 - Ambulance Driver   16.06     12011 - Breath Alcohol Technician   16.06     12012 - Certified Occupational Therapist Assistant   19.99     12015 - Certified Physical Therapist Assistant   19.99     12020 - Dental Assistant   16.90     12025 - Dental Hygienist   40.68     12030 - EKG Technician   24.34     12035 - Electroneurodiagnostic Technologist   24.34     12040 - Emergency Medical Technician   16.06     12071 - Licensed Practical Nurse I   17.15		
11090 - Gardener   15.70   11122 - Housekeeping Aide   10.89   11150 - Janitor   10.89   11210 - Laborer, Grounds Maintenance   11.81   11240 - Maid or Houseman   10.41   11260 - Pruner   10.89   11270 - Tractor Operator   14.19   11330 - Trail Maintenance Worker   11.81   11360 - Window Cleaner   11.81   11360 - Window Cleaner   11.31   12000 - Health Occupations   12010 - Ambulance Driver   16.06   12011 - Breath Alcohol Technician   16.06   12012 - Certified Occupational Therapist Assistant   19.99   12025 - Certified Physical Therapist Assistant   19.99   12025 - Dental Assistant   16.90   12025 - Dental Hygienist   40.68   12030 - EKG Technician   24.34   12035 - Electroneurodiagnostic Technologist   24.34   12040 - Emergency Medical Technician   16.06   12071 - Licensed Practical Nurse I   17.15	11030 - Cleaner, Vehicles	9.67
11122 - Housekeeping Aide   10.89   1150 - Janitor   10.89   11210 - Laborer, Grounds Maintenance   11.81   11240 - Maid or Houseman   10.41   11260 - Pruner   10.89   11270 - Tractor Operator   11.330 - Trail Maintenance Worker   11.81   11360 - Window Cleaner   11.31   11360 - Window Cleaner   11.31   12000 - Health occupations   12010 - Ambulance Driver   16.06   12011 - Breath Alcohol Technician   16.06   12012 - Certified Occupational Therapist Assistant   19.99   12015 - Certified Physical Therapist Assistant   19.99   12020 - Dental Assistant   19.99   12020 - Dental Hygienist   16.90   12025 - Dental Hygienist   40.68   12030 - EKG Technician   24.34   12035 - Electroneurodiagnostic Technologist   24.34   12040 - Emergency Medical Technician   16.06   12071 - Licensed Practical Nurse I   17.15	11060 - Elevator Operator	
11150 - Janitor       10.89         11210 - Laborer, Grounds Maintenance       11.81         11240 - Maid or Houseman       10.41         11260 - Pruner       10.89         11270 - Tractor Operator       14.19         11330 - Trail Maintenance Worker       11.81         11360 - Window Cleaner       11.31         12000 - Health Occupations       12010 - Ambulance Driver         12011 - Breath Alcohol Technician       16.06         12012 - Certified Occupational Therapist Assistant       19.99         12015 - Certified Physical Therapist Assistant       19.99         12020 - Dental Assistant       16.90         12030 - EKG Technician       24.34         12035 - Electroneurodiagnostic Technologist       24.34         12040 - Emergency Medical Technician       16.06         12071 - Licensed Practical Nurse I       17.15		
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11240 - Maid or Houseman       10.41         11260 - Pruner       10.89         11270 - Tractor Operator       14.19         11330 - Trail Maintenance Worker       11.81         11360 - Window Cleaner       11.31         12000 - Health Occupations       16.06         12011 - Breath Alcohol Technician       16.06         12012 - Certified Occupational Therapist Assistant       19.99         12015 - Certified Physical Therapist Assistant       19.99         12020 - Dental Assistant       16.90         12025 - Dental Hygienist       40.68         12030 - EKG Technician       24.34         12040 - Emergency Medical Technician       16.06         12071 - Licensed Practical Nurse I       17.15	11150 - Janitor	
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	12040 - Emergency Medical Technician	
	12071 - Licensed Practical Nurse I	17.15
	Page 2	22

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12072 - Licensed Practical Nurse II	19.18
12073 - Licensed Practical Nurse III	21.38
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	16.96
12160 - Medical Record Clerk 12190 - Medical Record Technician	14.96
12195 - Medical Transcriptionist	16.47
12210 - Nuclear Medicine Technologist	14.96 28.69
12221 - Nursing Assistant I	9.37
12222 - Nursing Assistant II	10.53
12223 - Nursing Assistant III	12.18
12224 - Nursing Assistant IV	13.68
12235 - Optical Dispenser	15,15
12236 - Optical Technician	13.10
12250 - Pharmacy Technician	14.32
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	27.61
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	31.22
12313 - Registered Nurse II, Specialist	31.22
12314 - Registered Nurse III	37.77
12315 - Registered Nurse III, Anesthetist	37.77
12316 - Registered Nurse IV	45.28 17.57
12317 - Scheduler (Drug and Alcohol Testing) 13000 - Information And Arts Occupations	17.37
13011 - Exhibits Specialist I	17.98
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	28.07
13041 - Illustrator I	18.73
13042 - Illustrator II	23.42
13043 - Illustrator III	28.82
13047 - Librarian	24.54
13050 - Library Aide/Clerk	11.38
13054 - Library Information Technology Systems Administrator	22.15
13058 - Library Technician	17.88
13061 - Media Špecialist I	15.99
13062 - Media Specialist II	17.88
13063 - Media Specialist III	<b>1</b> 9.94
13071 - Photographer I	14.67
13072 - Photographer II	17.18
13073 - Photographer III	21.52
13074 - Photographer IV	26.05
13075 - Photographer V	29.15
13110 - Video Teleconference Technician 14000 - Information Technology Occupations	15.99
14041 - Computer Operator I	15.45
14042 - Computer Operator II	17.49
14043	19.50
14044 - Computer Operator IV	21.67
14045 - Computer Operator V	24.00
14071 - Computer Programmer I (1)	21.60
14072 – Computer Programmer II (1)	25.66
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	15.45
14160 - Personal Computer Support Technician	2 <b>1.67</b>
15000 - Instructional Occupations	24.20
15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated)	34.39
15030 - Air Crew Training Devices Instructor (Rateu)  15030 - Air Crew Training Devices Instructor (Pilot)	40.64 46.05
Page 3	40.03
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15050 - Computer Based Training Specialist / Instructor	31.26
15060 - Educational Technologist	27.99
15070 - Flight Instructor (Pilot)	46.05
15080 - Graphic Artist	23.02
15090 - Technical Instructor	21.70
15095 - Technical Instructor/Course Developer	26.54
15110 - Test Proctor	17.31
15120 - Tutor	17.31
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant	8.71 8.71
16040 - Dry Cleaner	11.10
16070 - Finisher, Flatwork, Machine	8.71
16090 - Presser, Hand	8.71
16110 - Presser, Machine, Drycleaning	8.71
16130 - Presser, Machine, Shirts	8.71
16160 - Presser, Machine, Wearing Apparel, Laundry	8.71
16190 - Sewing Machine Operator	11.90
16220 - Tailor	12.63
16250 - Washer, Machine	9.44
19000 - Machine Ťool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker	18.95 23.05
21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator	16.25 20.54
21040 - Material Expediter	20.54
21050 - Material Handling Laborer	12.65
21071 - Order Filler	13.21
21080 - Production Line Worker (Food Processing)	16.25
21110 - Shipping Packer	14.46
21130 - Shipping/Receiving Clerk	14.46
21140 - Store Worker I	9,96
21150 - Stock Clerk	14.35
21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations	16.99 16.25
23010 - Aerospace Structural Welder	23.35
23021 - Aircraft Mechanic I	22.24
23022 - Aircraft Mechanic II	23.35
23023 - Aircraft Mechanic III	24.52
23040 - Aircraft Mechanic Helper	15.10
23050 - Aircraft, Painter	21.29
23060 - Aircraft Servicer	17.82
23080 - Aircraft worker	18.09
23110 - Appliance Mechanic	20.60
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	24.77
23130 - Carpenter, Maintenance	20.36
23140 - Carpet Laýer	18.70
23160 - Electrician, Maintenance	24.85
23181 - Electronics Technician Maintenance I	21.36
23182 - Electronics Technician Maintenance II	22.80
23183 - Electronics Technician Maintenance III	24.02
23260 - Fabric Worker	17.90
23290 - Fire Alarm System Mechanic	21.46
23310 - Fire Extinguisher Repairer	16.50
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	19.38
23370 - General Maintenance Worker	19.01
23380 - Ground Support Equipment Mechanic	22.24
23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker Page 4	17.82 18.09

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23391 - Gunsmith I	16.50
23392 - Gunsmith II	19.18
23393 - Gunsmith III	21.46
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.99
23411 - Heating, Ventilation And Air Contditioning Mechanic (Resear	'ch Facility)
22.12	21 40
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	21.46
23460 - Instrument Mechanic	21.46 21.46
23465 - Laboratory/Shelter Mechanic	20.36
23470 - Laborer	14.27
23510 - Locksmith	19.17
23530 - Machinery Maintenance Mechanic	21.46
23550 - Machinist, Maintenance	21.52
23580 - Maintenance Trades Helper	15.10
23591 - Metrology Technician I	21.46
23592 - Metrology Technician II	22.61
23593 - Metrology Technician III	23.72
23640 - Millwright	23.30
23710 - Office Appliance Repairer	20.36
23760 - Painter, Maintenance	20.36
23790 - Pipefitter, Maintenance	22.76
23810 - Plumber, Maintenance	20.99
23820 - Pneudraulic Systems Mechanic	21.46
23850 - Rigger	21.46
23870 - Scale Mechanic	19.18
23890 - Sheet-Metal Worker, Maintenance	21.46
23910 - Small Engine Mechanic	20.05
23931 - Telecommunications Mechanic I	24.43
23932 - Telecommunications Mechanic II	25.75
23950 - Telephone Lineman	22.21
23960 - Welder, Combination, Maintenance	21.46
23965 - Well Driller 23970 - Woodcraft Worker	21.46 21.46
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	10.00
24570 - Child Care Attendant	11.58
24580 - Child Care Center Clerk	16.15
24610 - Chore Aide	9.58
24620 - Family Readiness And Support Services Coordinator	12.95
24630 - Homemaker	16.75
25000 - Plant And System Operations Occupations	-
25010 - Boiler Tender	24.06
25040 - Sewage Plant Operator	20.08
25070 - Stationary Engineer	24.06
25190 - ventilation Equipment Tender	16.76
25210 - Water Treatment Plant Operator	20.08
27000 - Protective Service Occupations	17 10
27004 - Alarm Monitor	17.19
27007 - Baggage Inspector	11.51
27008 - Corrections Officer 27010 - Court Security Officer	18.75 21.42
27030 - Detection Dog Handler	16.67
27040 - Detention Officer	18.75
27070 - Firefighter	21.58
27101 - Guard I	11.51
27102 - Guard II	16.67
27131 - Police Officer I	23.94
27132 - Police Officer II	26.60
28000 - Recreation Occupations	
2804 <u>1</u> - Carniva <u>l</u> Equipment Operator	12.35
28042 - Carnival Equipment Repairer	13.30
28043 - Carnival Equpment Worker	8.40
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	- Gate Attendant/Gate Tender	12.68
	- Lifeguard	11.29
	- Park Attendant (Aide)	14.18
28510	- Recreation Aide/Health Facility Attendant	10.35
28515	- Recreation Specialist	17.57
28630	- Sports Official	11.29
286 <b>9</b> 0	- Swimming Pool Operator	15.32
29000 -	Stevedoring/Longshoremen Occupational Services	
2 <b>9</b> 010	- Blocker And Bracer	20.55
29020	- Hatch Tender	20.55
29030	- Line Handler	20.55
29041	- Stevedore I	19.18
29042	- Stevedore II	21.64
	Technical Occupations	
30010	<ul> <li>Air Traffic Control Specialist, Center (HFO) (2)</li> </ul>	33.82
30011	- Air Traffic Control Specialist, Station (HFO) (2)	23.32
30012	- Air Traffic Control Specialist, Terminal (HFO) (2)	25.68
30021	- Archeological Technician I	16.92
30022	- Archeological Technician II	18.85
30022	- Archeological Technician III	23.53
30023	- Cartographic Technician	24.62
30040	- Civil Engineering Technician	22,19
	- Drafter/CAD Operator I	17.77
		19.87
	- Drafter/CAD Operator II	22.15
30063	- Drafter/CAD Operator III	25.66
30004	- Drafter/CAD Operator IV	23.00
	- Engineering Technician I	18.80
30082	- Engineering Technician II	21.11
	- Engineering Technician III	23.61
30084	- Engineering Technician IV	29.26
30085	- Engineering Technician V	35.26
30086	- Engineering Technician VI	43.30
	- Environmental Technician	21.22
30210	- Laboratory Technician	20.42
	- Mathematical Technician	24.62
	- Paralegal/Legal Assistant I	20.03
30362	- Paralegal/Legal Assistant II	24.82
	- Paralegal/Legal Assistant III	30.35
30364	- Paralegal/Legal Assistant IV	36.73
30390	- Photo-Optics Technician	24.62
30461	- Technical Writer I	20.25
30462	- Technical Writer II	24 <b>.77</b>
	- Technical Writer III	29.97
30491	- Unexploded Ordnance (UXO) Technician I	21.49
30492	- Unexploded Ordnance (UXO) Technician II	26.00
30493	- Unexploded Ordnance (UXO) Technician III	31.17
304 <b>9</b> 4	- Unexploded (UXO) Safety Escort	21.49
30495	- Unexploded (UXO) Sweep Personnel	21.49
30620	- Weather Observer, Combined Upper Air or Surface Programs (3)	20.13
30621	<ul> <li>Weather Observer, Senior (3)</li> </ul>	21,80
31000 -	Transportation/Mobile Equipment Operation Occupations	
31020	- Bus Aide	10.90
	- Bus Driver	15.95
	- Driver Courier	12. <b>71</b>
31260	- Parking and Lot Attendant	8.67
31290	- Shuttle Rus Driver	13.89
31310	- Taxi Driver - Truckdriver, Light	13.98
31361	- Truckdriver, Light	13.89
31362	- Truckdriver, Medium	17.09
31363	- Truckdriver, Heavy	18.40
31364	- Truckdriver, Tractor-Trailer	18.40
99000 -	Miscellaneous Occupations	2
99030	- Cashier	10.03
	Page 6	

99050 - Desk Clerk	9.78
99095 - Embalmer	21.77
99251 - Laboratory Animal Caretaker I	10.47
99252 - Laboratory Animal Caretaker II	10.85
99310 - Mortician	27.25
99410 - Pest Controller	13.74
99510 - Photofinishing Worker	11.29
99710 - Recycling Laborer	14.50
99711 - Recycling Specialist	17.02
99730 - Refuse Collector	12.86
99810 - Sales Clerk	11.13
99820 - School Crossing Guard	11.37
99830 - Survey Party Chief	19.16
99831 - Surveying Aide	11.91
99832 - Surveying Technician	18.21
99840 - Vending Machine Attendant	11.46
99841 - Vending Machine Repairer	14.88
99842 - Vending Machine Repairer Helper	11.46

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

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: 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) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, 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 ordance, (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 ordance, 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 ordance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

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

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

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

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

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 <a href="http://www.dol.gov/esa/whd/">http://www.dol.gov/esa/whd/</a> or through the Wage Determinations On-Line (WDOL) web site at <a href="http://wdol.gov/">http://wdol.gov/>.</a>.

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.

AMENDMENT OF SOLICITATION/MC	—: ODIFI∿ATION OF CO	NTRACT	1. CONTRACT ID C	PAGE OF PAGES
			FOUNDATION OF THE AND	1 3
2. AMENDMENT/MODIFICATION NO.	3. EFFECTIVE D	De:	REQUISITION/PURCHASE REQ. NO. HQ=07=6001	5. PROJECT NO. (If applicable)
P00001	CODE EDS 40	70	ADMINISTERED BY (If other then Item 8)	CODE
). ISSUED 61	FPS HQ		DMINISTERED BY (I COURS INGINIERIES)	CODE FPS HQ
Federal Protective Servi			deral Protective Serv	7
Department of Homeland S	-		partment of Homeland	_
300 North Capital Street			00 North Capital Stree	t NW
Suite 500			nite 500	
Washington DC 20536		\ **	shington DC 20536	
, NAME AND ADDRESS OF CONTRACTOR (	No., street, county, State and 2	P Code) (X)	9A. AMENDMENT OF GOLICITATION NO.	
SSI BUSINESS SOLUTIONS,	INC.			
420 KING STREET			96. DATED (SEE ITEM 11)	
UITE 500				
LEXANDRIA VA 223142750			10A. MODIFICATION OF CONTRACT/ORI	DER NO.
			GS-07F-0032N	
			HSCEPX-06-F-F00025	
		[	10B. DATED (SEE ITEM 11)	
ODE 8253233710000	FACILITY CODE		09/20/2006	:
	11, THIS ITEM	ONLY APPLIES TO AMENI	DMENTS OF SOLICITATIONS	
The above numbered solicitation is amended	as set forth in Item 14. The	e hour and data specified to	or receipt of Offers in	s extranded. Lis not extended.
Offers must admowledge receipt of this amer	adment prior to the hour en	d date specified in the solici	tation or as amended, by one of the followin	ng methods: (a) By completing
Items 8 and 15, and returning	copies of the amendr	nent; (b) By acknowledging	receipt of this amendment on each copy of	the offer submitted; or (c) By
seperate letter or telegram which includes a r				
THE PLACE DESIGNATED FOR THE RECE				
virtue of this amendment you desire to change reference to the solicitation and this amendment				grenn om letter malket
2. ACCOUNTING AND APPROPRIATION DA			ncrease:	\$82,264.00
ee Attached		Nec 1	increase:	— -
13. THIS ITEM ONLY APPLIES	TO MODIFICATION OF C	ONTRACTS/ORDERS. IT I	MODIFIES THE CONTRACT/ORDER NO. AS	S DESCRIBED IN ITEM 14.
<u> </u>				
CHECK ONE A. THIS CHANGE ORDER IS IN ORDER NO. IN ITEM 10A.	SSUED PURSUANT TO: (\$	Specify authority) THE CHU	INGES SET FORTH IN ITEM 14 ARE MAD	E IN THE CONTRACT
B. THE ABOVE NUMBERED C appropriation date, etc.) SE	ONTRACT/ORDER IS MOI T FORTH IN ITEM 14, PUR	DIFIED TO REFLECT THE SUANT TO THE AUTHOR	ADMINISTRATIVE CHANGES (such as chi ITY OF FAR 43.103(b).	anges in paying office,
	CENTRAL CLATTER	70 0000000000	0.00	
C. THIS SUPPLEMENTAL AGE	REEMENT IS ENTERED IN	TO PURSUANT TO AUTH	DRILLA OF-	
D 078150 (0 - 1/4 ) - 1/4	Ne			
D. OTHER (Specify type of mod			-	
X   FAR 52.232-18 Av	railability of	Funds		
EIMPORTANT: Contractor 🗵	is not. 🔲 is required to	sign this document and relu	rncopiae to the is:	suing office.
14. DESCRIPTION OF AMENDMENT/MODIFIC	CATION (Organized by UC	F section headings, includir	ng solicitetion/contract subject matter where	feasible.)
in accordance with FAR	52.232-18, Av	railab <mark>i</mark> lity of	f Funds, this modific	ation is issued to
rovide official notice	to the contr	actor that fu	unding is available u	nder
SCEPX-06-F-F00025 for			_	
unds in the amount of	<del>-</del>			·
	402,204.00 ai	C Hereby ODII	gateu. All Other te.	ins and conditions
remain unchanged.				
iscount Terms:				
let 30				
elivery Location Code:	FPS HQ			
ederal Protective Serv	ice HQ			
Department of Homeland	Security			
00 North Capital Stree	_			
ontinued				
CONTINUECL Except as provided herein, all terms and conditi	one of the document refere	nced in light QA or 10A or	heretofore channel remains continued on	nd in full force and effect
ISA. NAME AND TITLE OF SIGNER (Type or p			A. NAME AND TITLE OF CONTRACTING	
THE CONTRACTOR OF STREET, 17 THE CO.	·····	16	FIGURE AND THE OF COMPONING	Or FIGER (Fypa or pinil)
		P	eter J. Andrews	
158. CONTRACTOR/DFFEROR	18	SC DATE SIGNED 16	B. UNITED APATHS OF AMERICA	16C. DATE SIGNED
		-	A day	· last
(Signature of person authorized to sign	2)	-	(Signature of Contracting Officer)	13/20/200
VSN 7540-01-152-8070	v		/ //	STANDARD FORM 30 (REV. 10-83)
Previous adition unusable		Vendo	<sup>)r</sup> /	Prescribed by GSA
LICATORS BOILIOIL INTRODUM				1145415-4-7 0011

	REFERENCE	OF DOCUMENT BEING CONTINUED	PAGE (	)F
CONTINUATION SHEET	GS-07F-00	32N/HSCEPX-06-F-F00025/P00001	2	3

NAME OF OFFEROR OR CONTRACTOR

SSI BUSINESS SOLUTIONS, INC.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	(D)	UNIT PRICE (E)	AMOUNT (F)
_ <del></del>	Suite 500	+ -	-	(2)	
	Washington DC 20536				
	FOB: Destination				
	Period of Performance: 10/01/2006 to 09/30/2007				
	Change Item 0001 to read as follows (amount shown is the obligated amount):				
	Is the sprigated amount,				
0001	Secretary V	2080	HR	39.55	82,264.00
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AMENDMENT OF SOLICITATION/MODIFIC	CATION OF CONTRACT		1. CONTRACT ID CODE		PAGE OF PAGES
2. AMENDMENT/MODIFICATION NO.	3. EFFECTIVE DATE	4. RE	QUISITION/PURCHASE REQ. NO.	5. PR(	DJECT NO. (If applicable)
P00002	03/19/2007				
6. ISSUED BY CODE		7. AI	OMINISTERED BY (If other then Item 6)	CODE	FPS HO
D )			1 . D		Pro no
Federal Protective Service	-		deral Protective Servi	-	
Department of Homeland Secu	IITA	- 1 -	partment of Homeland S		У
800 North Capital Street Suite 500		<b>I</b>	O North Capital Street ite 500	. NW	
Washington DC 20536			shington DC 20536		
washington be 2000			shington DC 20000		
6. NAME AND ADDRESS OF CONTRACTOR (No., street	el, county, State and ZIP Code)	(x) 9.	A AMENDMENT OF SOLICITATION NO.		
SSI BUSINESS SOLUTIONS, INC.					
1420 KING STREET		9	B. DATED (SEE ITEM 11)		
SUITE 500					
ALEXANDRIA VA 223142750		10	QA. MODIFICATION OF CONTRACT/ORD	ER NO	-
			S-07F-0032N	LIV 140.	
		l la	ISCEPX-06-F-F00025		•
		1 10	OB. DATED (SEE ITEM 11)		
CODE 8253233710000	FACILITY CODE	<b></b>     ,	09/20/2006		
	11. THIS ITEM ONLY APPLIES				
THE PLACE DESIGNATED FOR THE RECEIPT OF within of this amendment you desire to change an off reference to the solicitation and this emendment, and 12. ACCOUNTING AND APPROPRIATION DATA (if its See Schedule  12. This item ONLY APPLIES TO MO.	er already submitted, such change i Lis received prior to the opening hos quired)	may be made or and date s	by telegram or letter, provided each telegr	am or letter m	nakes É
CHECK ONE A. THIS CHANGE ORDER IS ISSUED	PURSUANT TO: (Specify authority	) THE CHAN	IGES SET FORTH IN ITEM 14 ARE MADE	IN THE CO	
ORDER NO. IN ITEM 10A.					
B. THE ABOVE NUMBERED CONTRA appropriation deta, etc.) SET FORT	CTAORDER IS MODIFIED TO REF H IN ITEM 14, PURSUANT TO THI	E AUTHORIT	DMINISTRATIVE CHANGES (such as che Y OF FAR 43.103(b).	ngesin payin	g office,
C. THIS SUPPLEMENTAL AGREEME	NT IS ENTERED INTO PURSUANT	OHTUA OT 1	RITY OF.		_
D. OTHER (Specify type of modification	n and authority)				
X FAR 52.232-18 Availa	ability of Funds				
E IMPORTANT: Contractor 🗵 is not.	is required to sign this docume	entendineturi	copies to the Iss	uina office.	
14. DESCRIPTION OF AMENDMENT/MODIFICATION				•	
The purpose of this modification invoices for all acquisition 19, 2007 and pertains to all the control of the c	cation is to revisions from FPS Head	se the quarte	procedure for contra	ctors akes e	ffect on March
l. Invoices shall now be su	ubmitted via one o	of the	following three meth	ods:	
a. By mail:					
DHS, ICE					
Debt Management Center					
Continued					
Except as provided herein, all terms and conditions of the	na document referenced in Item 9A	or 10A, as he	eretofore changed, remains unchanged and	i in fu¶ force :	and effect.
15A. NAME AND TITLE OF SIGNER (Type or print)			. NAME AND TITLE OF CONTRACTING C	OFFICER (Ty)	be or print)
			ter J. Andrews		
15B. CONTRACTOR/OFFEROR	15C. DATE SIGN	ED 168.	UNITED BATTES OF AMERICA		16C. DATE SIGNED
			HAR SEARCE		3/20/5007
(Signature of person authorized to sign)			(Signature of Contracting Officer)	OT	- 6 10 1
NSN 7540-01-152-8070 Previous edition unusable			/	Prescribed	RD FORM 30 (REV 10-83) I by GSA CFR) 53.243
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		PAGE C	)F
CONTINUATION SHEET	GS-07F-0032N/HSCEPX-06-F-F00025/P00002	2	4

NAME OF OFFEROR OR CONTRACTOR

SSI BUSINESS SOLUTIONS, INC.

M NO.	SUPPLIES/SERVICES	QUANTITY		UNIT PRICE	AMOUNT
A)	(B)	(C)	(D)	(E)	(F)
	P.O. Box 1279				
	Williston, VT 05495-1279				
	Attn: FPS Headquarters Invoice				
	b. By facsimile (fax): 802-288-7658				
	(include a cover sheet with point of contact & # of pages)				
	c. By e-mail:				
	Invoice.Consolidation@dhs.gov				
	Invoices submitted by other than these three				
	methods will be returned. The contractor's			]	
	Taxpayer Identification Number (TIN) must be				
	registered in the Central Contractor Registration				
	(http://www.ccr.gov) prior to award and shall be				
	notated on every invoice submitted to FPS on or				
	after January 29, 2006 to ensure prompt payment				
	provisions are met. The FPS Region number shall				
	also be notated on every invoice. To assist in				
	timely payment, it is also recommended that the	}			
	contractor provide the Accounting Transaction				
	Number (also known as the "PJ" number) on the				
	submitted invoice.				
	The "PJ" number for this contract is: PJ7R06001				
	2. In accordance with Section I, Contract		1		
	Clauses, FAR 52.212-4 (g)(1), Contract Terms and	1	<b>l</b>		
	Conditions Commercial Items, or FAR 52.232-25				
	(a)(3), Prompt Payment, as applicable, the				
	information required with each invoice submission				
	is as follows:				
	When the state of the lands	,			
	"An invoice must include-				-
	(i) Name and address of the Contractor;	1			
	(ii) Invoice date and number;	1			
	(iii) Contract number, contract line item number	1	<b>1</b>		
	and, if applicable, the order number;	1			
	(iv) Description, quantity, unit of measure, unit	1			
	price and extended price of the items delivered;		ľ		
	(v) Shipping number and date of shipment,				
	including the bill of lading number and weight of				
	shipment if shipped on Government bill of lading;			' <b> </b>	
	1 -			ļ	
	(vi) Terms of any discount for prompt payment				
	offered;			.	
	(vii) Name and address of official to whom			·	
	payment is to be sent;				
	Continued				

ACMINIATION CHEET	REFERENCE NO. OF DUDUMENT BEING CONTINUEO	PAGE	OF
CONTINUATION SHEET	GS-07F-0032N/HSCEPX-06-F-F00025/P00002	3	4

NAME OF OFFEROR OR CONTRACTOR
SSI BUSINESS SOLUTIONS, INC

M NO	SUPPLIES/SERVICES	QUANTITY	I - I	UNIT PRICE	AMOUNT
A)	(B)	(C)	(D)	(E)	(F)
	(viii) Name, title, and phone number of person to				
	notify in event of defective invoice; and				
	(ix) Taxpayer Identification Number (TIN). The				
	Contractor shall include its TIN on the invoice				
	only if required elsewhere in this contract. (See				
	paragraph 1 above.)	J			
	(x) Electronic funds transfer (EFT) banking				
	information.	1			
	(A) The Contractor shall include EFT banking	1			
	information on the invoice only if required	1			
	elsewhere in this contract.	1	.		
	(B) If EFT banking information is not required to	1			
	be on the invoice, in order for the invoice to be	1			
		1			
	a proper invoice, the Contractor shall have	1			
	submitted correct EFT banking information in	1			
	accordance with the applicable solicitation				
	provision, contract clause (e.g., 52.232-33,	1			
	Payment by Electronic Funds Transfer-Central		Ιſ		
	Contractor Registration, or 52.232-34, Payment by	1	1		
	Electronic Funds Transfer-Other Than Central				
	Contractor Registration), or applicable agency	1			
	procedures	1			
	(C) EFT banking information is not required if		\		
	the Government waived the requirement to pay by				
	EFT."			}	
	Invoices without the above information may be				
	returned for resubmission.				
	Teturned for resubmission.		li	Ĭ	
	The Contracting Officer is: Peter J. Andrews				
	215-521-2153				
	213 321 2133			,	
	The Contracting Officers Technical Representative				
	(COTR) is: To Be Assigned.		J		
	(Cont.), Con	ł			
	3. All other terms and conditions remain the same.				
	Period of Performance: 10/01/2006 to 09/30/2007		ł		
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		OR	DER <sup>(</sup> , ہ	SUP	PLIES OR SERV	ICES		i	_		PAGE	OF PAGES
IMPORTANT:	Mark all	packages and papers with	h contract an	d/or o	rder numbers.						1	21
1. DATE OF OR	IDER	2. CONTRACT NO. (If any)							6. SHI	P TO:		
09/20/20	06	G3-07F-0032N				a NAME OF	co	NSIGNEE				
3 ORDER NO.			4. REQUISIT	IONRE	EFERENCE NO.							
HSCEPX-C	6-F-F	00026	PSHQ-07	7-10	15A	Federal	. 1	Protective S	ervice	ΗQ		
Federal Departme	Prote nt of	ress correspondence to) Ctive Service Ho Homeland Secur					er th	nt of Homela n Capital St			7	
Suite 50	-	ital Street									_	
Washingt		20536				c.CITY Washing	gto	on			d STATE	e. ZIP CODE 20536
7 10:						1. SHIP VIA						
B. NAME OF CO		OR SOLUTIONS, INC.							TYPE OF OR	DER		
D. COMPANY N	IAME	,				a. PURÇI	HAS		<u></u>		b. DELIVERY	
STREET ADI	DRESS					REFERENCE						
1420 KIN SUITE 50		EET					_	=		ге	verse, this deliv	nstructions on the any order is ons contained on
						Please furnish	h (b	e following on the term			is side only of the	
						and condition	<b>5</b> 54	eable Atod no bedioed		α	anditions of the	ibave-numbered
d. CITY ALEXANDR	тъ			TATE				i the attached sheet, if Nivery as Indicated,		C	ontract,	
		PROPRIATION DATA	V	'A	223142750	10 REQUISIT	rini	NING OFFICE		<u> </u>		
See Atta		THO MAINTENANT						Protective S	Service	HQ		
11 BUSINESS	CLASSIFIC	CATION (Check appropriate b							12. F.O.B. F	TAICS		
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a INSPECTION Destinat		b ACCEPTANCE Destinati		_				ON OR BEFORE (E	vate)			Net 30
					17. SCHEDULE (S	en reverse for Re	9)00	tions)				
ITEM NO		- <del>-</del> · ·	OR SERVICES			QUANTITY ORDERED UN	d)	UNIT PRICE (e)		AMOUI	NT TW	QUANTITY ACCEPTED (9)
	suppo attac Requi	procurement is a rt services in a hed Scope of Woo rements.	accordan	ice i	with the							
	18. SHIF	PPING POINT			19. GROSS SHIPPING	WEIGHT		20. INVOICE NO				17(h) 70TAL
		MAIL INVOICE TO:							(Cont. pages)			
	a. NAME	Fed	eral Pro	otec	tive Service	НО			\$0	0.00		-   ◀
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	د CITY Ph	iladelphia		d. STATE 6. ZIP CODE PA 19106			s0	\$0.00				
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AUTHORIZED FO			Hille	41				THE CONTRACTO	-SORUCKIN	-5 Or FIX	OPTIONAL FO	PUM 347 (Rev 3/2/005)
PREVIOUS EDIT	JU TCH HOT	SABLE //									Prettribed by G	AFAR 48 CFR 53 215(e)

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## ORDER FC. SUPPLIES OR SERVICES SCHEDULE - CONTINUATION

PAGE OF PAGES
2 21

ITEM NO.	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT	AMOUNT	QUANTITY
		ORDERED		PRICE	·	ACCEPTED
(A)	(B) Admin Office:	(0)	(0)	(E)	<u>(F)</u>	(2)
	Federal Protective Service HQ			1		
	Department of Homeland Security					
	800 North Capital Street NW					
	Suite 500					
	Washington DC 20536					
	Period of Performance: 10/01/2006 to					
	09/30/2007					
001	Secretary V	2080	HR	39.55	0.00	
	Accounting Info:					
	See Attached					
	\$82,264.00 (Subject to Availability					
	of Funds)					
	FAR 52.232-18 Availability of Funds (Apr					,
	1984)					
	Funds are not presently available for this					
	contract. The Government's obligation under					
	this contract is contingent upon the					
	availability of appropriated funds from					
	which payment for contract purposes can be					
	made. No legal liability on the part of the					
	Government for any payment may arise until					
	funds are made available to the Contracting					
	Officer for this contract and until the				}	
	Contractor receives notice of such					
	availability, to be confirmed in writing by					
	the Contracting Officer.		1			
	the contracting officer.					
	mb total arount of overed, \$92,264,00, The	1				
	The total amount of award: \$82,264.00. The					
	obligation for this award is shown in box					
	17(i).					

NSN 7540-01-152-8082

**500-44-1**0

OPTIONAL FORM \$48 (Rev. 6493) Prescribed by GSA FAR (48 CFR) 53,213(c)

#### Form G-514

#### REQUISITION - MATERIALS-SUPPLIES-EQUIPMENT Activity Symbols ATTACHMENT A

REQUISITION NUMBER:

PSHQ-07-1015A

PROJECT.

TASK

FUND PROGRAM

ORGANIZATION

OBJECT

UDF

AMOUNT

FPS0005

P05

40-10-81-000

19-00-0000-00-00-00-00

GE-25-14-00

000000

\$82,264.00

UNFUNDE

Subject to Availability of Funds

#### Scope of Work

#### Secretary V

Federal Protective Service
Department of Homeland Security

#### INTRODUCTION

The mission of the Department of Homeland Security (DHS) is to lead the unified national effort to secure America. DHS will prevent and deter terrorist attacks and protect against and respond to threats and hazards to the nation. The Department ensures safe and secure borders, welcomes lawful immigrants and visitors, and promotes the free-flow of commerce. Located within DHS, the Federal Protective Service (FPS) is a federal law enforcement agency with responsibility for protecting federal properties and the people on those properties throughout the United States. The Service focuses directly on interior security of the Nation and the reduction of potential threats and crimes in Federal facilities throughout the Homeland. FPS must be prepared for a full range of contingencies that could occur within its jurisdiction, from natural disasters to terrorist attacks.

This position is a contract position located in the Headquarters Information Technology (IT) Department, Federal Protective Service, Immigration and Customs Enforcement (ICE), Department of Homeland Security at the following address:

800 N Capitol Street NW Washington, DC 20536

#### MAJOR DUTIES AND RESPONSIBILITIES

The employee will provide general office research and administrative support, word processing, document preparation/management, and files maintenance as required by FPS. The employee must insure that all documents are in accordance with the policies of FPS, ICE and DHS.

Under the supervision of the IT Program Manager, the employee will oversee service and equipment for all FPS HQ employees which includes blackberries, cell phones, accessories, laptops, desktops, monitors and wireless cards.

The employee will serve as the administrative assistant for the IT Department manager, the IT Specialist and the Project Manager.

The employee will assist in the following areas:

- 1. Assist in creating procurement documents for Megacenter and IT purchase requests and inputting them into the financial system
- 2. Assist with maintaining office supplies for the IT Department

3. Assist and resolve any calls pertaining to IT issues that may come in by employees

The employee will be required to participate in various special projects as determined by the IT Program Manager.

#### Factor 1 - Knowledge Required by the Position

Requires knowledge of the mission, priorities and program objectives of FPS programs. Prior experience in administrative support is highly desirable.

The employee must possess, or have a demonstrated ability to rapidly acquire, familiarity with FPS missions, goals, objectives, standard operating procedures, rules, regulations and similar guidance. He or she must also have superior grammar, punctuation, spelling and ability to learn required federal formats to facilitate accurate data entry and produce professional documents.

A working knowledge of personal computers and common database software packages with excellent document preparation and typing skills is necessary. Personal communication and problem solving skills with the ability to interact with FPS staff and outside agencies must be clearly evident.

Ability to prepare agency-specific documentation, correspondence, reports and instructions with few or no errors is required.

Ability to coordinate a program budget to include funds accounting, travel procedures and budgetary reporting requirements of government and private sector agencies is essential.

#### Factor 2 - Supervisory Controls

The employee works under the direct supervision of the IT Program Manager, who evaluates the employee's performance. The employee generates daily priorities in consultation with supervisor and performs duties independently, referring unusual problems to the supervisor or other appropriate staff members. Work is reviewed for effectiveness in meeting program objectives and to insure compliance with the requirements of assignment, accuracy and discretion of the employee. Interaction with others will be monitored through observation of contact and by response from associates and visitors.

#### Factor 3 - Guidelines

Guidelines are in the form of direct supervisor interaction and brief summaries of mission, program and fiscal objectives and are the basis for development of specific plans for the employee. Standard Operating Procedures, Instructions, an Employee handbook and memoranda provide additional guidance.

#### Factor 4 - Complexity

This position requires a motivated employee who seeks out new assignments and follows through independently on those assignments already tasked out. The employee must be able to resolve problems independently when others are not available for consultation and must have excellent discretion in determining the matters that need to be forwarded to other staff for resolution. Flexibility in reordering priorities is essential as emergencies, contingencies and unanticipated events occur. The employee must be capable of multitasking. The work requires the employee to have familiarity with government policy and regulations in a variety of venues, including the Department of Homeland Security. Demonstration of excellent judgment, tact and courtesy is required.

#### Factor 5 - Scope and Effect

The Secretary V will often be the first contact that an individual has with this organization and the employee has enormous opportunity to have a positive impact on the client's experience. Performance will have broad impact on all employees in the Office and on mission success. Effective management practices have far-reaching impact on all aspects of this inter-disciplinary operation within FPS.

#### Factor 6 - Personal Contacts

Establishes personal contact with visitors and other administrative support personnel. In receiving visitors and handling communications, the employee has limited, frequent contact with FPS and other personnel at all levels. Most contacts are not maintained on a regular basis.

#### Factor 7 - Purpose of Contacts

The purposes of contacts are to provide information, resolve problems and direct inquiries. Contacts also facilitate planning, prioritizing and completing work assignments.

#### Factor 8 - Physical Demands

Work is performed in an office setting and requires some walking, standing, bending, and carrying of items such as books, paper supplies, and files.

#### Factor 9 - Work Environment

Work generally performed in an office setting. Sitting at and using a computer for significant periods is required. Due to the emergency nature of the mission, some work outside normal duty hours may be necessary.

#### OTHER SIGNIFICANT FACTORS

Contract employee must cooperate with and successfully pass periodic Government-required suitability background checks and investigations.

Three to four year's prior administrative support experience is preferred.

#### SECURITY REQUIREMENTS

#### **GENERAL**

The Department of Homeland Security (DHS) has determined that performance of the tasks as described in Contract requires that the Contractor, subcontractor(s), vendor(s), etc. (herein known as Contractor) have access to sensitive DHS information, and that the Contractor will adhere to the following.

#### SUITABILITY DETERMINATION

DHS shall have and exercise full control over granting, denying, withholding or terminating unescorted government facility and/or sensitive Government information access for Contractor employees, based upon the results of a background investigation. DHS may, as it deems appropriate, authorize and make a favorable entry on duty (EOD) decision based on preliminary security checks. The favorable EOD decision would allow the employees to commence work temporarily prior to the completion of the full investigation. The granting of a favorable EOD decision shall not be considered as assurance that a full employment suitability authorization will follow as a result thereof. The granting of a favorable EOD decision or a full employment suitability determination shall in no way prevent, preclude, or bar the withdrawal or termination of any such access by DHS, at any time during the term of the contract. No employee of the Contractor shall be allowed to EOD and/or access sensitive information or systems without a favorable EOD decision or suitability determination by the Office of Professional Responsibility, Personnel Security Unit (OPR-PSU). No employee of the Contractor shall be allowed unescorted access to a Government facility without a favorable EOD decision or suitability determination by the OPR-PSU. Contract employees assigned to the contract not needing access to sensitive DHS information or recurring access to DHS' facilities will not be subject to security suitability screening.

#### **BACKGROUND INVESTIGATIONS**

Contract employees (to include applicants, temporaries, part-time and replacement employees) under the contract, needing access to sensitive information, shall undergo a position sensitivity analysis based on the duties each individual will perform on the contract. The results of the position sensitivity analysis shall identify the appropriate background investigation to be conducted. Background investigations will be processed through the Personnel Security Unit. Prospective Contractor employees with adequate security clearances issued by the Defense Industrial Security Clearance Office (DISCO) may not be required to submit complete security packages, as the clearance issued by DISCO may be accepted. Prospective Contractor employees without adequate security clearances issued by DISCO shall submit the following completed forms to the Personnel Security Unit through the COTR, no less than 45 days before the starting date of the contract or 45 days prior to the expected entry on duty of any employees, whether a replacement, addition, subcontractor employee, or vendor:

1. Standard Form 85P, "Questionnaire for Public Trust Positions"

- 2. FD Form 258, "Fingerprint Card" (2 copies)
- 3. Foreign National Relatives or Associates Statement
- 4. DHS 11000-9, "Disclosure and Authorization Pertaining to Consumer Reports Pursuant to the Fair Credit Reporting Act"
- 5. Drug Questionnaire
- 6. Alcohol Questionnaire
- 7. Financial Disclosure Report

Required forms will be provided by DHS at the time of award of the contract. Only complete packages will be accepted by the OPR-PSU. Specific instructions on submission of packages will be provided upon award of the contract.

Be advised that unless an applicant requiring access to sensitive information has resided in the US for three of the past five years, the Government may not be able to complete a satisfactory background investigation. In such cases, DHS retains the right to deem an applicant as ineligible due to insufficient background information.

The use of Non-U.S. citizens, including Lawful Permanent Residents (LPRs), is not permitted in the performance of this contract for any position that involves access to, development of, or maintenance to any DHS IT system.

#### **CONTINUED ELIGIBILITY**

If a prospective employee is found to be ineligible for access to Government facilities or information, the COTR will advise the Contractor that the employee shall not continue to work or to be assigned to work under the contract.

The OPR-PSU may require drug screening for probable cause at any time and/or when the contractor independently identifies, circumstances where probable cause exists.

The OPR-PSU may require reinvestigations when derogatory information is received and/or every 5 years.

DHS reserves the right and prerogative to deny and/ or restrict the facility and information access of any Contractor employee whose actions are in conflict with the standards of conduct, 5 CFR 2635 and 5 CFR 3801, or whom DHS determines to present a risk of compromising sensitive Government information to which he or she would have access under this contract.

The Contractor will report any adverse information coming to their attention concerning contract employees under the contract to the OPR-PSU through the COTR. Reports based on rumor or innuendo should not be made. The subsequent termination of employment of an employee does not obviate the requirement to submit this report. The report shall include the employees' name and social security number, along with the adverse information being reported.

The OPR-PSU must be notified of all terminations/ resignations within five days of occurrence. The Contractor will return any expired DHS issued identification cards and building passes, or those of terminated employees to the COTR. If an identification card or building pass is not available to be returned, a report must be submitted to the COTR, referencing the pass or card number, name of individual to whom issued, the last known location and disposition of the pass or card. The COTR will return the identification cards and building passes to the responsible ID Unit.

#### **EMPLOYMENT ELIGIBILITY**

The Contractor must agree that each employee working on this contract will have a Social Security Card issued and approved by the Social Security Administration. The Contractor shall be responsible to the Government for acts and omissions of his own employees and for any Subcontractor(s) and their employees.

Subject to existing law, regulations and/ or other provisions of this contract, illegal or undocumented aliens will not be employed by the Contractor, or with this contract. The Contractor will ensure that this provision is expressly incorporated into any and all Subcontracts or subordinate agreements issued in support of this contract.

## **SECURITY MANAGEMENT**

The Contractor shall appoint a senior official to act as the Corporate Security Officer. The individual will interface with the OPR-PSU through the COTR on all security matters, to include physical, personnel, and protection of all Government information and data accessed by the Contractor.

The COTR and the OPR-PSU shall have the right to inspect the procedures, methods, and facilities utilized by the Contractor in complying with the security requirements under this contract. Should the COTR determine that the Contractor is not complying with the security requirements of this contract, the Contractor will be informed in writing by the Contracting Officer of the proper action to be taken in order to effect compliance with such requirements.

The following computer security requirements apply to both Department of Homeland Security (DHS) operations and to the former Immigration and Naturalization Service operations (FINS). These entities are hereafter referred to as the Department.

## INFORMATION TECHNOLOGY SECURITY CLEARANCE

When sensitive government information is processed on Department telecommunications and automated information systems, the Contractor agrees to provide for the administrative control of sensitive data being processed and to adhere to the procedures governing such data as outlined in DHS IT Security Program Publication DHS MD 4300.Pub. or its replacement. Contractor personnel must have favorably adjudicated background investigations commensurate with the defined sensitivity level.

Contractors who fail to comply with Department security policy are subject to having their access to Department IT systems and facilities terminated, whether or not the failure results in criminal prosecution. Any person who improperly discloses sensitive information is subject to criminal and civil penalties and sanctions under a variety of laws (e.g., Privacy Act).

## INFORMATION TECHNOLOGY SECURITY TRAINING AND OVERSIGHT

All contractor employees using Department automated systems or processing Department sensitive data will be required to receive Security Awareness Training. This training will be provided by the appropriate component agency of DHS.

Contractors who are involved with management, use, or operation of any IT systems that handle sensitive information within or under the supervision of the Department, shall receive periodic training at least annually in security awareness and accepted security practices and systems rules of behavior. Department contractors, with significant security responsibilities, shall receive specialized training specific to their security responsibilities annually. The level of training shall be commensurate with the individual's duties and responsibilities and is intended to promote a consistent understanding of the principles and concepts of telecommunications and IT systems security.

All personnel who access Department information systems will be continually evaluated while performing these duties. Supervisors should be aware of any unusual or inappropriate behavior by personnel accessing systems. Any unauthorized access, sharing of passwords, or other questionable security procedures should be reported to the local Security Office or Information System Security Officer (ISSO).

05-2103 DC, DISTRICT-WIDE

WAGE DETERMINATION NO: 05-2103 REV (01) AREA: DC, DISTRICT-WIDE

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:05-2104

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Wage Determination No.: 2005-2103
Division of Revision No.: 1
Wage Determinations Date Of Revision: 08/22/2006

William W.Gross

Director

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St

Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

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

## OCCUPATION CODE - TITLE

## MINIMUM WAGE RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.79
01012 - Accounting Clerk II	15.49
01013 - Accounting Clerk III	17.32
01020 - Administrative Assistant	21.45
01040 - Court Reporter	17.49
01051 - Data Entry Operator I	12.67
01052 - Data Entry Operator II	13.82
01060 - Dispatcher, Motor Vehicle	16.50
01070 - Document Preparation Clerk	12.75
01090 - Duplicating Machine Operator	12.75
01111 - General Clerk I	13.72
01112 - General Clerk II	15.32
01113 - General Clerk III	18.74
01120 - Housing Referral Assistant	20.84
01141 - Messenger Courier	10.23
01191 - Order Clerk I	14.74
01192 - Order Clerk II	16.29
01261 - Personnel Assistant (Employment) I	15.45
01262 - Personnel Assistant (Employment) II	17.49
01263 - Personnel Assistant (Employment) III	20.84
01270 - Production Control Clerk	20.78
01280 - Receptionist	12.29
01290 - Rental Clerk	15.45
01300 - Scheduler, Maintenance	15.45

	- Secretary I	16.11
	- Secretary II	17.61
	- Secretary III	20.84
	- Service Order Dispatcher	15.82
	- Supply Technician	21.45
	- Survey Worker	17.49
	- Travel Clerk I	11.69
	- Travel Clerk II - Travel Clerk III	12.57
	- Word Processor I	13.50
	- Word Processor II	13.76
	- Word Processor III	15.45 17.49
	Automotive Service Occupations	17.49
	~ Automobile Body Repairer, Fiberglass	24.49
	- Automotive Electrician	19.43
	- Automotive Glass Installer	18.31
	- Automotive Worker	18.31
	- Mobile Equipment Servicer	15.74
	- Motor Equipment Metal Mechanic	20.48
	- Motor Equipment Metal Worker	18.31
	- Motor Vehicle Mechanic	20.48
05220	- Motor Vehicle Mechanic Helper	16.81
	- Motor Vehicle Upholstery Worker	17.88
	- Motor Vehicle Wrecker	18.31
05310	- Painter, Automotive	19.43
	- Radiator Repair Specialist	18.31
	- Tire Repairer	14.43
05400	- Transmission Repair Specialist	20.48
07000 -	Food Preparation And Service Occupations	
07010	- Baker	13.18
07041	- Cook I	11.88
07042	- Cook II	13.18
07070	~ Dishwasher	9.76
07130	- Food Service Worker	10.25
_	- Meat Cutter	16.07
	- Waiter/Waitress	8.59
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	18.05
	- Furniture Handler	12.55
	- Furniture Refinisher	18.05
	- Furniture Refinisher Helper	13.85
	- Furniture Repairer, Minor	16.01
	- Upholsterer	18.05
	General Services And Support Occupations	0 65
	- Cleaner, Vehicles	9.67
	- Elevator Operator	9.79
	- Gardener	15.70
	- Housekeeping Aide	10.89
	- Janitor - Laborer, Grounds Maintenance	10.89 11.81
	- Maid or Houseman	
	- Pruner	10.41 10.89
	- Tractor Operator	14.19
	- Trail Maintenance Worker	11.81
	- Window Cleaner	11.31
	Health Occupations	11.01
	- Ambulance Driver	16.06
	- Breath Alcohol Technician	16.06
	- Certified Occupational Therapist Assistant	19.99
	- Certified Physical Therapist Assistant	19.99

12020 - Dental Assistant	16.90
12025 - Dental Hygienist	40.68
12030 - EKG Technician	24.34
12035 - Electroneurodiagnostic Technologist	24.34
12040 - Emergency Medical Technician	16.06
12071 - Licensed Practical Nurse I	17.15
12072 - Licensed Practical Nurse II	19.18
12073 - Licensed Practical Nurse III	21.38
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	16.96
12160 - Medical Record Clerk	
	14.96
12190 - Medical Record Technician	16.47
12195 - Medical Transcriptionist	14.96
12210 - Nuclear Medicine Technologist	28.69
12221 - Nursing Assistant I	9.37
12222 - Nursing Assistant II	10.53
12223 - Nursing Assistant III	12.18
12224 - Nursing Assistant IV	13.68
12235 - Optical Dispenser	15.15
12236 - Optical Technician	13.10
12250 - Pharmacy Technician	14.32
12280 ~ Phlebotomist	13.68
12305 - Radiologic Technologist	27.61
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	31.22
12313 - Registered Nurse II, Specialist	31.22
12314 - Registered Nurse III	37.77
12315 - Registered Nurse III, Anesthetist	37.77
12316 - Registered Nurse IV	45.28
12317 - Scheduler (Drug and Alcohol Testing)	17.57
	17.57
13000 - Information And Arts Occupations	15.00
13011 - Exhibits Specialist I	17.98
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	28.07
13041 - Illustrator I	18.73
13042 - Illustrator II	23.42
13043 - Illustrator III	28.82
13047 - Librarian	24.54
13050 - Library Aide/Clerk	11.38
13054 - Library Information Technology Systems Administrator	22.15
13058 - Library Technician	17.88
13061 - Media Specialist I	15.99
13062 - Media Specialist II	17.88
13063 - Media Specialist III	19.94
13071 - Photographer I	14.67
13072 - Photographer II	17.18
13073 - Photographer III	21,52
13074 - Photographer IV	26.05
13075 - Photographer V	29.15
13110 - Video Teleconference Technician	15.99
14000 - Information Technology Occupations	10.75
14000 - Information rechnology occupations 14041 - Computer Operator I	15.45
14041 - Computer Operator II	
	17.49
14043 - Computer Operator III	19.50
14044 - Computer Operator IV	21.67
14045 - Computer Operator V	24.00
14071 - Computer Programmer I (1)	21.60
14072 - Computer Programmer II (1)	25.66
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
	- Computer Systems Analyst III (1)	27.62
	- Peripheral Equipment Operator	15.45
	- Personal Computer Support Technician	21.67
	Instructional Occupations	••
	- Aircrew Training Devices Instructor (Non-Rated)	34,39
	- Aircrew Training Devices Instructor (Rated)	40.64
	- Air Crew Training Devices Instructor (Pilot)	46.05
	- Computer Based Training Specialist / Instructor	31.26
	- Educational Technologist	27.99
	- Flight Instructor (Pilot)	46.05
	- Graphic Artist	23.02
	- Technical Instructor	21.70
	- Technical Instructor/Course Developer	
	- Test Proctor	26.54 17.31
	- Tutor	-
		17.31
	Laundry, Dry-Cleaning, Pressing And Related Occupations	
	- Assembler	8.71
	- Counter Attendant	8.71
	- Dry Cleaner	11.10
	- Finisher, Flatwork, Machine	8.71
	- Presser, Hand	8.71
	- Presser, Machine, Drycleaning	8.71
	- Presser, Machine, Shirts	8.71
16160	- Presser, Machine, Wearing Apparel, Laundry	8.71
16190	- Sewing Machine Operator	11.90
16220	- Tailor	12.63
16250	- Washer, Machine	9.44
19000 -	Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	18.95
19040	- Tool And Die Maker	23.05
21000 -	Materials Handling And Packing Occupations	
	- Forklift Operator	16.25
	- Material Coordinator	20.54
21040	- Material Expediter	20.54
	- Material Handling Laborer	12.65
	- Order Filler	13.21
	- Production Line Worker (Food Processing)	16.25
	- Shipping Packer	14.46
	- Shipping/Receiving Clerk	14.46
	- Store Worker I	9.96
	- Stock Clerk	14.35
	- Tools And Parts Attendant	16.99
	- Warehouse Specialist	16.25
	Mechanics And Maintenance And Repair Occupations	10.23
	- Aerospace Structural Welder	22.35
	- Aircraft Mechanic I	23.35
	- Aircraft Mechanic II	22.24
	- Aircraft Mechanic III	23.35
		24.52
	- Aircraft Mechanic Helper	15.10
	- Aircraft, Painter	21.29
	- Aircraft Servicer	17.82
	- Aircraft Worker	18.09
	- Appliance Mechanic	20,60
	- Bicycle Repairer	14.43
	- Cable Splicer	24.77
	- Carpenter, Maintenance	20.36
	- Carpet Layer	18.70
23160	- Electrician, Maintenance	24.85

	Electronics Technician Maintenance I	21.36
	- Electronics Technician Maintenance II	22.80
	- Electronics Technician Maintenance III	24.02
	- Fabric Worker	17.90
	- Fire Alarm System Mechanic	21.46
	- Fire Extinguisher Repairer	16.50
	- Fuel Distribution System Mechanic	22.81
	- Fuel Distribution System Operator	19.38
	- General Maintenance Worker	19.01
	- Ground Support Equipment Mechanic	22.24
	- Ground Support Equipment Servicer	17.82
	- Ground Support Equipment Worker	18.09
	- Gunsmith I	16.50
	- Gunsmith II	19.18
	- Gunsmith III	21.46
	- Heating, Ventilation And Air-Conditioning Mechanic	20.99
	- Heating, Ventilation And Air Contditioning Mechanic (Research	Facility)
22.12		
	- Heavy Equipment Mechanic	21.46
	- Heavy Equipment Operator	21.46
	- Instrument Mechanic	21.46
	- Laboratory/Shelter Mechanic	20.36
	- Laborer	14.27
	- Locksmith	19.17
	- Machinery Maintenance Mechanic	21.46
	- Machinist, Maintenance	21.52
	- Maintenance Trades Helper	15.10
	- Metrology Technician I	21.46
	- Metrology Technician II	22.61
	- Metrology Technician III	23.72
	- Millwright - Office Appliance Repairer	23.30
	- Office Appliance Repairer - Painter, Maintenance	20.36
	- Pipefitter, Maintenance	20.36 22.76
	- Plumber, Maintenance	
	- Pneudraulic Systems Mechanic	20.99 21.46
	- Rigger	21.46
	- Kigger - Scale Mechanic	19.18
	- Sheet-Metal Worker, Maintenance	21.46
	- Small Engine Mechanic	20.05
	- Telecommunications Mechanic I	24.43
	- Telecommunications Mechanic II	25.75
	~ Telephone Lineman	22.21
	- Welder, Combination, Maintenance	21.46
	- Well Driller	21.46
	- Woodcraft Worker	21.46
	- Woodworker	16.50
	Personal Needs Occupations	10.50
	- Child Care Attendant	11.58
	- Child Care Center Clerk	16.15
	- Chore Aide	9.58
	- Family Readiness And Support Services Coordinator	12.95
	- Homemaker	16.75
	Plant And System Operations Occupations	• • •
	- Boiler Tender	24.06
	- Sewage Plant Operator	20.08
	- Stationary Engineer	24.06
	- Ventilation Equipment Tender	16.76
	- Water Treatment Plant Operator	20.08
	Protective Service Occupations	

	- Alarm Monitor	17.19
	- Baggage Inspector	11.51
	- Corrections Officer	18.75
	coult security officer	21.42
	- Detection Dog Handler	16.67
	- Detention Officer	18.75
	- Firefighter	21.58
	- Guard I - Guard II	11.51 16.67
	- Police Officer I	23.94
	- Police Officer II	26.60
	Recreation Occupations	20.00
	- Carnival Equipment Operator	12.35
	- Carnival Equipment Repairer	13.30
	- Carnival Equpment Worker	8.40
	- Gate Attendant/Gate Tender	12.68
	- Lifeguard	11.29
	- Park Attendant (Aide)	14.18
	~ Recreation Aide/Health Facility Attendant	10.35
28515	- Recreation Specialist	17.57
28630	- Sports Official	11.29
28690	- Swimming Pool Operator	15.32
29000 -	Stevedoring/Longshoremen Occupational Services	
	- Blocker And Bracer	20.55
	- Hatch Tender	20.55
	- Line Handler	20.55
	- Stevedore I	19.18
	- Stevedore II	21.64
	Technical Occupations	
	- Air Traffic Control Specialist, Center (HFO) (2)	33.82
	- Air Traffic Control Specialist, Station (HFO) (2)	23.32
	- Air Traffic Control Specialist, Terminal (HFO) (2)	25.68
	- Archeological Technician I	
		16.92
	- Archeological Technician II	18.85
30023	- Archeological Technician II - Archeological Technician III	18.85 23.53
30023 30030	- Archeological Technician II - Archeological Technician III - Cartographic Technician	18.85 23.53 24.62
30023 30030 30040	<ul> <li>Archeological Technician II</li> <li>Archeological Technician III</li> <li>Cartographic Technician</li> <li>Civil Engineering Technician</li> </ul>	18.85 23.53 24.62 22.19
30023 30030 30040 30061	- Archeological Technician II - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I	18.85 23.53 24.62 22.19 17.77
30023 30030 30040 30061 30062	- Archeological Technician II - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II	18.85 23.53 24.62 22.19 17.77 19.87
30023 30030 30040 30061 30062 30063	- Archeological Technician II - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III	18.85 23.53 24.62 22.19 17.77 19.87 22.15
30023 30030 30040 30061 30062 30063 30064	- Archeological Technician II - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV	18.85 23.53 24.62 22.19 17.77 19.87 22.15 25.66
30023 30030 30040 30061 30062 30063 30064 30081	- Archeological Technician II - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III	18.85 23.53 24.62 22.19 17.77 19.87 22.15
30023 30030 30040 30061 30062 30063 30064 30081 30082	- Archeological Technician II - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I	18.85 23.53 24.62 22.19 17.77 19.87 22.15 25.66 18.80
30023 30030 30040 30061 30062 30063 30064 30081 30082 30083	- Archeological Technician II - Archeological Technician III - Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II	18.85 23.53 24.62 22.19 17.77 19.87 22.15 25.66 18.80 21.11
30023 30030 30040 30061 30062 30063 30064 30081 30082 30083	- Archeological Technician II  - Archeological Technician III  - Cartographic Technician  - Civil Engineering Technician  - Drafter/CAD Operator I  - Drafter/CAD Operator III  - Drafter/CAD Operator IVI  - Engineering Technician I  - Engineering Technician III  - Engineering Technician III	18.85 23.53 24.62 22.19 17.77 19.87 22.15 25.66 18.80 21.11 23.61
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	- Unexploded Ordnance (UXO) Technician ITI	31.17
	- Unexploded (UXO) Safety Escort	21.49
	- Unexploded (UXO) Sweep Personnel	21.49
	- Weather Observer, Combined Upper Air Or Surface Programs (3)	20.13
-	- Weather Observer, Senior (3)	21.80
	Transportation/Mobile Equipment Operation Occupations	
	- Bus Aide	10.90
	- Bus Driver	15.95
	- Driver Courier	12.71
	- Parking and Lot Attendant	8.67
-	- Shuttle Bus Driver	13.89
	- Taxi Driver	13.98
	- Truckdriver, Light	13.89
	- Truckdriver, Medium	17.09
	- Truckdriver, Heavy	18.40
31364	- Truckdriver, Tractor-Trailer	18.40
99000 -	Miscellaneous Occupations	
99030	- Cashier	10.03
99050	- Desk Clerk	9.78
99095	- Embalmer	21.77
99251	- Laboratory Animal Caretaker I	10.47
	- Laboratory Animal Caretaker II	10.85
99310	- Mortician	27.25
99410	- Pest Controller	13.74
99510	- Photofinishing Worker	11.29
99710	- Recycling Laborer	14.50
	- Recycling Specialist	17.02
	- Refuse Collector	12.86
99810	- Sales Clerk	11.13
	~ School Crossing Guard	11.37
99830	- Survey Party Chief	19.16
99831	- Surveying Aide	11.91
99832	- Surveying Technician	18.21
99840	- Vending Machine Attendant	11.46
	~ Vending Machine Repairer	14.88
99842	- Vending Machine Repairer Helper	11.46

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

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: 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) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, 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 ordance, (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 ordance, 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 ordance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract

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

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

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

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

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 <a href="http://www.dol.gov/esa/whd/">http://www.dol.gov/esa/whd/</a> or through the Wage Determinations On-Line (WDOL) Web site at <a href="http://wdol.gov/">http://wdol.gov/</a>.

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.

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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.

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CONTINUATION SHEET	GS-07F-00	32N/HSCEPX-06-F-F00026/P00001	2	3

NAME OF OFFEROR OR CONTRACTOR

SSI BUSINESS SOLUTIONS, INC.

ITEM NO.	SUPPLIES/SERVICES	QUANTITY (C)	(D)	UNIT PRICE	AMOUNT
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Suite 500 Washington DC 20536  B. NAME AND ADDRESS OF CONTRACTOR (No., street) SSI BUSINESS SOLUTIONS, INC. 420 KING STREET SUITE 500 ALEXANDRIA VA 223142750  CODE 8253233710000		Suite 500 Washington  (x) 9A AMENDME  9B DATED (SE  x 10A MODIFICA GS-07F-0	DC 20536	
E. NAME AND ADDRESS OF CONTRACTOR (No., street, SI BUSINESS SOLUTIONS, INC. 420 KING STREET SUITE 500 LEXANDRIA VA 223142750  CODE 8253233710000		98. DATED (SE  **X GS-07F-0	NT OF SOLICITATION NO.	
SSI BUSINESS SOLUTIONS, INC. 420 KING STREET SUITE 500 ALEXANDRIA VA 223142750  CODE 8253233710000		9B. DATED (SE  X 10A. MODIFICA GS-07F-0		
420 KING STREET SUITE 500 LLEXANDRIA VA 223142750  CODE 8253233710000	EACH TIV CODE	98. DATED (SE	E ITEM 11)	
1420 KING STREET SUITE 500 ALEXANDRIA VA 223142750  CODE 8253233710000	EACH TTY CODE	x GS-07E-0	E ITEM 11)	
SUITE 500 ALEXANDRIA VA 223142750  CODE 8253233710000	EACH TTY CODE	X GS-07F-0		
LEXANDRIA VA 223142750  CODE 8253233710000  The above numbered solicitation is amended as set for	EACH TTY CODE	X GS-07F-0		
CODE 8253233710000	EACH ITY CODE	X GS-07F-0		<del></del>
The above numbered solicitation is amended as set for	FACILITY CODE		ITION OF CONTRACT/ORDER	RNO
The above numbered solicitation is amended as set for	EACH TY CODE	1 125 57 16 27 -11	6-F-F00026	
The above numbered solicitation is amended as set for	EACH EX CODE	10B. DATED (S		
The above numbered solicitation is amended as set for	FACILITY CODE	09/20/20	•	
	11. THIS ITEM ONLY APPLIES			
Rems 8 and 15, and returning cop separate letter or telegram which includes a reference	nor to the hour and date specified ies of the amendment, (b) By ack	l in the solicitation or as ame mowledging receipt of this at	inded, by one of the following r mendment on each copy of the	e offer submitted; or (c) By
THE PLACE DESIGNATED FOR THE RECEIPT OF C				
virtue of this amendment you desire to change an offer			r letter, provided each telegrar	m or letter makes
reference to the solicitation and this amendment, and i		our and date specified.		<del></del>
12 ACCOUNTING AND APPROPRIATION DATA (If req. See Schedule	urea)			
12. THIS ITEM ONLY APPLIES TO MOI	MEICATION OF CONTRACTS/OF	DERS. IT MODIFIES THE C	CONTRACT/ORDER NO. AS O	PERCEIRED IN ITEM 14
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			Egorabas at TEM 14.
CHECK ONE  A. THIS CHANGE ORDER IS ISSUED PORDER NO. IN ITEM 10A.	URŠLIANT TO: (Specify authorit)	y) the changes set foi	RTH IN ITEM 14 ARE MADE I	N THE CONTRACT
8. THE ABOVE NUMBERED CONTRAC appropriation data, etc.) SET FORTH	T/ORDER IS MODIFIED TO REF IN ITEM 14, PURSUANT TO TH	FLECT THE ADMINISTRATI IE AUTHORITY OF FAR 43.	VE CHANGES (such as chang 103(b).	ges in paying office,
C THIS SUPPLEMENTAL AGREEMEN	FIS ENTERED INTO PURSUAN	T TO AUTHORITY OF:		
D. OTHER (Specify type of modification of	and authority)			
EIMPORTANT: Contractor ☑ is not	is required to eight this docum	ent and ratum	copies to the issuic	ina affica
				<u> </u>
14. DESCRIPTION OF AMENUMENT/MODIFICATION (			•	,
The purpose of this modification		-		
invoices for all acquisition				
.9, 2007 and pertains to all	l invoices submi	tted on that o	date and therea	after.
Invoices shall now be sul	omitted via one	of the follow:	ing three metho	ods:
		_		
. By mail:		•		
-				
OHS, ICE				
OHS, ICE Debt Management Center				
OHS, ICE Debt Management Center Continued				
OHS, ICE Obbt Management Center Continued Except as provided herein, all terms and conditions of the	o document referenced in Item SA		-	
OHS, ICE Obbt Management Center Continued Except as provided herein, all terms and conditions of the	) document referenced in Item 9A		ged, remains unchanged and li	
DHS, ICE Debt Management Center Continued Except as provided herein, all barms and conditions of the	a document referenced in Item 9A		TITLE OF CONTRACTING OF	
A. By mail:  OHS, ICE  Oebt Management Center  Continued  Except as provided herein, all terms and conditions of the 15A NAME AND TITLE OF SIGNER (Type or print)  15B CONTRACTOR/OFFEROR	a document referenced in Item 9A 15C. DATE SIGN	18A NAME AND	TITLE OF CONTRACTING OF	
OHS, ICE Debt Management Center Continued Except as provided herein, all barms and conditions of the		18A NAME AND	TITLE OF CONTRACTING OF Andrews	FFICER (Type or print)
OHS, ICE Debt Management Center Continued Except as provided herein, all barms and conditions of the		16A NAME AND Peter J. A	TITLE OF CONTRACTING OF Andrews	FFICER (Type or print)
OHS, ICE Debt Management Center Continued Except as provided herein, all terms and conditions of the 15A NAME AND TITLE OF SIGNER (Type or print) 15B CONTRACTOR/OFFERDR		16A NAME AND Peter J. A	TITLE OF CONTRACTING OF ANDREWS TES OF AMERICA	FFICER (Type or print)

	REFERENCE NO. OF DOWNMENT BEING CONTINUED	PAGE C	OF
CONTINUATION SHEET	GS-07F-0032N/HSCEPX-06-F-F00026/P00002	2	4

NAME OF OFFEROR OR CONTRACTOR SSI BUSINESS SOLUTIONS, INC.

A)	(B)	1 (0)	11	ı	
	(B)	(C)	(D)	(E)	(F)
	D 0 Dow 1070	_	<del>                                     </del>		
	P.O. Box 1279				
	Williston, VT 05495-1279	ļ			
	Attn: FPS Headquarters Invoice				
Į					
	b. By facsimile (fax): 802-288-7658		! }		
	•				
	(include a cover sheet with point of contact & #				
	•				
۱ ۲	of pages)				
	c. By e-mail:				
	Invoice.Consolidation@dhs.gov				
:	Invoices submitted by other than these three				
	methods will be returned. The contractor's				
	Taxpayer Identification Number (TIN) must be				
	registered in the Central Contractor Registration				
	(http://www.ccr.gov) prior to award and shall be		l Ì		
١,	notated on every invoice submitted to FPS on or				
	after January 29, 2006 to ensure prompt payment		' J		
	provisions are met. The FPS Region number shall			Ì	
ē	also be notated on every invoice. To assist in				
1	timely payment, it is also recommended that the				
, ا	contractor provide the Accounting Transaction				
1	Number (also known as the "PJ" number) on the	J.			
	•				
1	submitted invoice.				
,	The "PJ" number for this contract is: PJ7R06002				
'	The 10 number for this contract is, 10700002				
	3 In accordance with Section I Contract				
	2. In accordance with Section I, Contract				
	Clauses, FAR 52.212-4 (g)(1), Contract Terms and				
	Conditions Commercial Items, or FAR 52.232-25			ľ	
(	(a)(3), Prompt Payment, as applicable, the				
1 :	information required with each invoice submission	ſ			
	is as follows:				
1	13 43 10110#5,				
l,	Na landa				
	"An invoice must include-		l J	1	
'	<ul><li>(i) Name and address of the Contractor;</li></ul>			1	
	(ii) Invoice date and number;			1	
	(iii) Contract number, contract line item number			1	
	and, if applicable, the order number;	1		J	
I	(iv) Description, quantity, unit of measure, unit		l		
1 -	price and extended price of the items delivered;				
	(v) Shipping number and date of shipment,				
]	including the bill of lading number and weight of			Ì	
	shipment if shipped on Government bill of lading;			[	
				1	
	(vi) Terms of any discount for prompt payment			[	
	offered;			ļ	
	(vii) Name and address of official to whom				
	payment is to be sent;				
-	Continued				
'	Continued				
			Ì		
0.01-152-80					

AANDULIA TIAN AUEET	REFERENCE NO. OF DOCUMENT BEING CONTINUED	PAGE	OF
CONTINUATION SHEET	GS-07F-0032N/HSCEPX-06-F-F00026/P00002	3	4

NAME OF OFFEROR OR CONTRACTOR
SSI BUSINESS SOLUTIONS, INC.

NO.	SUPPLIES/SERVICES	QUANTIT	חאט	UNIT PRICE	AMOUNT
)	(B)	(C)	(D)	(E)	(F)
	(viii) Name, title, and phone number of person to		<b> </b>		
	notify in event of defective invoice; and				
	(ix) Taxpayer Identification Number (TIN). The	1			
	Contractor shall include its TIN on the invoice				
	only if required elsewhere in this contract. (See		l i	ſ	
	- ·				
	paragraph 1 above.)				
	(x) Electronic funds transfer (EFT) banking		ΙI		
	information.				
	(A) The Contractor shall include EFT banking				
	information on the invoice only if required				
	elsewhere in this contract.				
	(B) If EFT banking information is not required to				
	be on the invoice, in order for the invoice to be				
	a proper invoice, the Contractor shall have		Ιł		
	submitted correct EFT banking information in	}			
	accordance with the applicable solicitation				
	provision, contract clause (e.g., 52.232-33,				
	Payment by Electronic Funds Transfer-Central				
	Contractor Registration, or 52.232-34, Payment by				
	Electronic Funds Transfer-Other Than Central				
	Contractor Registration), or applicable agency				
	procedures.		1		
	(C) EFT banking information is not required if				
	the Government waived the requirement to pay by	ł			
	EFT."		IJ		
	Invoices without the above information may be				
	returned for resubmission.				
	Mbs Contracting Officer is Deter I Andrews				
	The Contracting Officer is: Peter J. Andrews 215-521-2153				
	213-321-2133		1 1		
	The Contracting Officers Technical Representative				
	(COTR) is: To Be Assigned	ł			
	(COTR) 15. TO be Assigned				
			ĺΙ		
	3. All other terms and conditions remain the same.				
	Period of Performance: 10/01/2006 to 09/30/2007				
			Ιſ		
		1			
				1	
				}	
		1			