

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE	PAGE OF PAGES 1 21
2. AMENDMENT/MODIFICATION NO. A038	3. EFFECTIVE DATE See 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)	
6. ISSUED BY U.S. Department of Energy Richland Operations Office P. O. Box 550, MSIN A7-80 Richland, WA 99352	CODE	7. ADMINISTERED BY (If other than Item 6) Same as item 6. DOE Contracting POC: Richard Stimmel (509) 376-2882	CODE	
8. NAME AND ADDRESS OF CONTRACTOR (No. Street, county, State and ZIP: Code) AdvanceMed Corp Computer Sciences Corp 15245 Shady Grove Road Rockville, MD 20850 ATTN: Thomas Marcinko			(4)	9A. AMENDMENT OF SOLICITATION NO.
				9B. DATED (SEE ITEM 11)
			✓	10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC06-04RL14383
				10B. DATED (SEE ITEM 13) 01/06/2004
CODE	FACILITY CODE			

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended, is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:

(a) By completing Items 8 and 15, and returning one (1) copy of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATA SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and data specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

Funds will be cited upon availability

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

(4)	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: FAR Clauses 52.217-9, Option to Extend the Terms of the Contract, 52.222-41 Service Contract Act of 1965 and Mutual Agreement of Parties
	D. OTHER Specify type of modification and authority)

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

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

Reasons for Modification: To Exercise the first three contract option periods, to incorporate a replacement Wage Determination, to change incorrect wording in Section B, paragraph B.4 and correct Table B-1, to add/modify DOE Directives and to remove various report requirements from the contract.

- The first three Option periods of the contract are hereby exercised. Period of Performance for these Options are: 10/01/2006 – 09/30/2009.
- Page B-4, paragraph B.4 and Table B-1 are changed and revised page B-4 is attached
- Page F-2, paragraph F.1, Period of Performance, is changed FROM: March 8, 2004 and continue through September 30, 2006

TO: June 6, 2004 and continue through September 30, 2009. Revised Page F-2 is attached.

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

15A. NAME AND TITLE OF SIGNER (Type or print) Thomas A. Marcinko Sr. Contracts Manager	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Richard O. Puthoff
15B. CONTRACTOR/OFFEROR <i>Thomas A. Marcinko</i> (Signature of person authorized to sign)	15C. DATE SIGNED 9/7/06
16B. UNITED STATES OF AMERICA BY <i>Richard O. Puthoff</i> (Signature of Contracting Officer)	16C. DATE SIGNED 9/19/06

c. Wage Determination 94-2569 (REV 25) as attached, is incorporated and totally replaces the previous Wage Determination in the contract. As a result of this change, Section J.8, pages J-18 thru J-28 are replaced by new pages J-18 thru J-29.

d. The following DOE Directives are hereby added to Section J of the contract: CRD O 142.3 (Rev O), CRD O 151.1C, CRD O 205-1 (Rev 1), CRD M 205.1-2, CRD N 206-3 (Rev 0), SCRD O 420.1B. DOE Directives CRD O 151.1A, CRD N 205-1, CRD M 205.4 and SCRD O 420.1A are deleted from Section J. As a result of this change, Pages J-13 thru J-15 are replaced by revised pages.

e. The following Reports, as identified in Section F.3 are deleted from the contract: Employee Concerns Report, Estimates of OnSite Reconciling Transfers Report and Report of Records Holdings. As a result of this change, Pages F-3 and F-4 are replaced by revised pages.

f. Vertical line in left margin of changed pages indicates areas that have been changed on this modification.

The obligated contract value remains unchanged at \$27,927,567.10. The estimated amount for this three year option period is \$29,083,000.00.

Modification A038

B.3 Estimated Cost and Maximum Award Fee

- a. Pursuant to the FAR Clause 52.216-7, entitled "Allowable Cost and Payment," the total estimated cost of this contract is: (to be completed at award).

Table B-1 Estimated Cost and Maximum Award Fee (in thousands)										
Fiscal Year	FY 2004	FY 2005	FY 2006	FY 2007*	FY 2008*	FY 2009*	FY 2010*	FY 2011*	FY 2012*	FY 2013*
Estimated Cost	\$6,194	\$12,398,357	\$8,584	\$8,797	\$9,016	\$9,241	\$9,471	\$9,708	\$9,950	\$10,199
Maximum Award Fee	\$294,316	\$820,074	\$644	\$660	\$676	\$693	\$710	\$728	\$746	\$765
Total Cost and Maximum Award Fee	\$6,488,316	\$13,218,431	\$9,228	\$9,457	\$9,692	\$9,934	\$10,181	\$10,436	\$10,696	\$10,964

* Option year

- b. The performance fee for this contract shall be awarded upon the unilateral determination of the DOE's Fee Determination Official that an award fee has been earned. The unilateral decision is made solely at the discretion of the Government. This determination shall be based upon the Fee Determination Official's evaluation of the contractor's performance, as measured against the evaluation criteria set forth in the Performance Evaluation and Measurement Plans as described in Section H.20. Award Fee available for each period is as set forth in the Performance Evaluation and Measurement Plan.
- c. If and when it becomes evident that the estimated scope of work under this contract will increase or decrease by fifteen percent (15%) or more, measured in terms of estimated cost, either party to this contract may request a renegotiation of the established fee pool amount(s).
- d. The estimated cost for the Transition Period is \$ NO COST . There will be no fee paid for this transition period.

B.4 Option to Extend the Term of the Contract

As described in Section I.4, FAR Clause 52.217-9, this contract may be extended at the unilateral option of the Government. Further, the Contractor agrees that the stated fees as set forth in Section B.3, *Estimated Cost and Maximum Award Fee*, above will apply to the Option Period(s).

F.1 Period of Performance

The period of performance (exclusive of the Transition Period) for the work specified in Section C, *Statement of Work*, of this Contract shall commence on June 6, 2004 and continue through September 30, 2009, unless terminated sooner as provided for in other provisions of this contract. The Transition Period shall commence when a written Notice-to-Proceed is issued by the Contracting Officer.

F.2 Principal Place of Performance

The principal places of performance of this contract shall be the Hanford Site and the Richland, Washington area.

Medical examinations shall be provided in the Richland, Washington area at a single main clinic. The Richland, Washington area is defined as follows: the area bounded on the north by the Hanford Site, on the east by the Columbia River, on the west by the Yakima River, and on the south by Interstate I-182.

In addition to the main clinic in Richland, a satellite clinic shall be maintained at the 200 West Area on the Hanford Site central plateau. The 200 West area clinic will reside in facilities provided by the Government (see floor plan provided in Section J, figure J.3-1)

F.3 Reporting Requirements

The following reports are required from the Contractor. This list is not meant to be all-inclusive and is subject to change at the sole discretion of the Contracting Officer or designee (Section J.7 List of Applicable Directives, may require additional reports). The content, format and distribution list of these reports will be determined by the Contracting Officer or designee.

Routine Reporting Requirements			
Title	Content	Frequency	Recipient
Annual Work Plan	Description of the proposed annual work scope to be accomplished, linked to regulatory or other "drivers" for the work scope, full-time equivalent (FTE) requirements and associated direct and indirect costs, broken-out by work breakdown structure (WBS) element	Annually	Program Office (DOE-RL Site Services Division - SSD), Contracting Officer
Occupational Medicine Program Appraisal	Self-assessment survey instrument for occupational medical program, facilities and professional staff	Annually	Program Office (SSD)

Routine Reporting Requirements			
Title	Content	Frequency	Recipient
Tier II Emergency and Hazardous Chemical Inventory	Contractor chemical inventory is included in the site document compiled by the Project Hanford Management Contractor (PHMC), as required by the Emergency Planning and Community Right-To-know Act 312.	Annually	Regulatory Compliance and Analysis Division (RCA), Asst. Mgr for Planning and Integration (AMI)
Dangerous Waste and Biennial Waste Minimization Report	Report includes shipping information, waste description and category, and recycling credit for RCRA Wastes (compiled by the Project Hanford Management Contractor [PHMC])	Annually, with quarterly input	PHMC, then DOE HQ, EPA and WA Dept of Ecology
Toxic Chemical Release Inventory Report	Report lists release of EPCRA 313 chemical quantities	Annually	PHMC, then DOE HQ, EPA and WA Dept of Ecology
Site Medical Director's Report	A comprehensive, detailed report that identifies trends and analyzes effects, presents conclusions of medical surveillance analyses, and makes recommendations for improvements in protecting worker safety and health	Annually (January 31 st of each yr or as designated by DOE CO)	Program Office (SSD)
Occupational Medical Services Utilization Report	Report that details the numbers and types of clinical and Employee Assistance Program (EAP) services provided, such as walk-ins, exams and immunizations, by job category and contractor employer.	Monthly	Program Office (SSD)
Collective Bargaining Agreement	Copy of the Agreement	End of negotiations	Procurement Division (PRO)
Public Voucher (SF-1034)	Incurred costs	Monthly	In accordance with Contract Section G.1, <i>Billing Instructions</i>
Billing Rate Variance Report	Variance between estimated and actual rates for services	As required	Financial Management Division (FMD)
Safeguards and Security Monitoring Activity Report	Substance dependence monitoring program and psychological monitoring	Monthly	Security and Emergency Services Division (SES)

Routine Reporting Requirements			
Title	Content	Frequency	Recipient
Controlled Substances Inventory	Indicates control and protection of Government property	Semiannually	Site Services Division (SSD)
Records Inventory and Disposal Schedules	Identifies active records and approved schedule for disposition of records	Annually	Site Services Division (SSD)
Report progress on meeting SB/SDB subcontracting goals (SF 294/295)	Reports progress toward Section 3021 ¹ goals by providing subcontract award data.	Annually	Procurement Division (PRO)
Budget Call (UNICALL) data gathering and reporting	Budget formulation for the budget year and outyears.	Annually	Financial Management Division (FMD)
Customer Satisfaction Report	A report that summarizes the results of customer satisfaction surveys from end-users and site contractor management.	Quarterly	Program Office (SSD)

¹ Section 3021(a) of the Energy Policy Act of 1992 (P.L. 102-486)

J.6 List of Applicable Directives

The Directives listed below can be obtained from the following websites:

DOE Directives: <http://www.directives.doe.gov/>
 DOE-RL CRD Supplements:
<http://idmsweb/idmsprod/livelink.exe?func=11&objId=3423698&objAction=Open&viewType=1>

Directive Identifier	Title	Date of Order or CRD	CRD Supplement
RRD 002	The Department of Energy Richland Operations Office (RL) Software Quality Assurance Requirement Document (SQARD)	Rev 0, February 2002	N/A
DOE-RL 94-02	Hanford Emergency Response Plan	Current Version	N/A
CRD DOE O 110.3	Conference Management	05/08/00	N/A*
CRD DOE O 130.1	Budget Formulation Process	09/29/95	None
CRD DOE O 142.1	Classified Visits Involving Foreign Nationals	01/13/04	N/A
CRD DOE O 142.3	Unclassified Foreign Visits and Assignments	06/18/04	Rev 0
CRD DOE O 151.1C	Comprehensive Emergency Management System	11/02/05	None
CRD DOE O 200.1	Information Management Program	09/30/96	Rev 1
CRD DOE O 205.1	Department of Energy Cyber Security Management Program	03/21/03	Rev 1
CRD DOE M 205-1-2	Clearing, Sanitization and Destruction of Information System Storage Media, Memory Devices, and Related Hardware Manual	06/26/05	None
CRD DOE N 205.2	Foreign National Access to DOE Cyber Systems	11/01/99	None
CRD DOE N 205.3	Password Generation, Protection, and Use	11/23/99	None
CRD DOE M 205.1-1	Incident Prevention, Warning and Response (IPWAR) Manual	09/30/04	None
CRD DOE N 206.3	Personal Identity Verification	11/22/05	Rev 0

Directive Identifier	Title	Date of Order or CRD	CRD Supplement
CRD DOE O 221.1	Reporting Fraud, Waste, and Abuse to the Office of Inspector General	03/22/01	None
CRD DOE O 221.2	Cooperation With the Office of Inspector General	03/22/01	None
DOE - 0223	RL Emergency Implementing Procedures	Current Version	N/A
CRD DOE O 225.1A	Accident Investigations	11/26/97	None
CRD DOE M 231.1-1A, Chg 1	Environment, Safety, and Health Reporting Manual	9/9/04	N/A
CRD DOE M 231.1-2	Occurrence Reporting and Processing of Operations Information	8/19/03	Rev 3
CRD DOE O 241.1A	Scientific and Technical Information Management	04/09/01	None
CRD DOE O 251.1A	Directives System	01/30/98	None
CRD DOE O 341.1	Federal Employee Health Services	12/1/03	N/A
CRD DOE O 413.1A	Management Control Program	04/18/02	None
CRD DOE O 414.1B	Quality Assurance	04/29/04	None
CRD DOE O 420.1B	Facility Safety	12/22/05	None
CRD DOE O 440.1A	Worker Protection Management for DOE Federal and Contractor Employees	03/27/98	None
CRD DOE O 442.1A	Department of Energy Employee Concerns Program	06/06/01	Rev 1
CRD DOE O 443.1	Data Protection Board for Human Subjects Research	05/15/00	None
CRD DOE O 470.1, Chg 1	Safeguards and Security Program	09/28/95	Rev 1
CRD DOE O 470.2B	Independent Oversight and Performance Assurance Program	10/31/02	Rev 2
CRD DOE M 471.2-1B	Classified Matter Protection and Control Manual	01/06/99	Rev 1
CRD DOE M 471.2-1C, Chg 1	Classified Matter Protection and Control Manual	07/14/04	Rev 0
CRD DOE O 471.2A	Information Security Program	03/27/97	Rev 2

Directive Identifier	Title	Date of Order or CRD	CRD Supplement
CRD DOE O 471.4	Incidents of Security Concern	3/17/04	Rev 0
CRD DOE O 472.1C	Personnel Security Activities	3/25/03	N/A
CRD DOE O 473.1	Physical Protection Program	12/23/02	N/A
CRD DOE M 473.1-1	Physical Protection Program Manual	12/23/02	Rev 0
CRD DOE O 534.1A	Accounting	07/05/01	Rev 0
CRD DOE O 522.1	Pricing of Departmental Materials and Services	11/02/04	N/A
CRD DOE O 551.1B	Official Foreign Travel	8/19/03	Rev 0
DOE O 1340.1B	Management of Public Communications Publications, and Scientific, Technical and Engineering Publications	01/07/93	N/A
DOE O 1350.1, Ch 1	Audiovisual and Exhibits Management	10/28/81	N/A
DOE O 5400.5, Ch 1-2	Radiation Protection of the Public and the Environment	02/08/90	N/A
DOE O 5480.4, Ch 1-4	Environmental Protection, Safety, and Health Protection Standards	05/15/84	N/A
DOE O 5670.3	Counterintelligence Program	09/04/92	N/A
EO 13101	Greening the Government Through Waste Prevention, Recycling, and Federal Acquisition	N/A	N/A

- CRD DOE O 110.3 (Conference Management) can be found at <http://idmsweb/idmsprod/livelink.exe?func=ll&objId=3423806&objAction=Open&viewType=L>.

94-2569 WA, YAKIMA

WAGE DETERMINATION NO: 94-2569 REV (25) AREA: WA, YAKIMA

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE
LEVEL WD:94-2570

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210
William W. Gross
Director
Division of Wage Determinations

Wage Determination No.: 1994-2569
Revision No.: 25
Date Of Revision: 05/23/2006

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union,
Wallowa, Wheeler
Washington Counties of Benton, Franklin, Walla Walla, Yakima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.69
01012 - Accounting Clerk II	11.99
01013 - Accounting Clerk III	13.67
01014 - Accounting Clerk IV	16.51
01030 - Court Reporter	16.45

01050 - Dispatcher, Motor Vehicle	16.34
01060 - Document Preparation Clerk	12.01
01070 - Messenger (Courier)	9.70
01090 - Duplicating Machine Operator	12.01
01110 - Film/Tape Librarian	13.35
01115 - General Clerk I	10.01
01116 - General Clerk II	11.26
01117 - General Clerk III	12.29
01118 - General Clerk IV	13.79
01120 - Housing Referral Assistant	18.66
01131 - Key Entry Operator I	11.26
01132 - Key Entry Operator II	12.29
01191 - Order Clerk I	11.26
01192 - Order Clerk II	12.29
01261 - Personnel Assistant (Employment) I	12.17
01262 - Personnel Assistant (Employment) II	13.48
01263 - Personnel Assistant (Employment) III	15.28
01264 - Personnel Assistant (Employment) IV	17.11
01270 - Production Control Clerk	18.72
01290 - Rental Clerk	12.75
01300 - Scheduler, Maintenance	14.12
01311 - Secretary I	14.12
01312 - Secretary II	15.78
01313 - Secretary III	18.66
01314 - Secretary IV	20.92
01315 - Secretary V	23.14
01320 - Service Order Dispatcher	16.61
01341 - Stenographer I	13.21
01342 - Stenographer II	14.66
01400 - Supply Technician	20.92
01420 - Survey Worker (Interviewer)	13.81
01460 - Switchboard Operator-Receptionist	11.42
01510 - Test Examiner	15.78
01520 - Test Proctor	15.78
01531 - Travel Clerk I	12.20
01532 - Travel Clerk II	13.12
01533 - Travel Clerk III	14.03
01611 - Word Processor I	11.84
01612 - Word Processor II	13.29
01613 - Word Processor III	14.87
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.17
03041 - Computer Operator I	14.50
03042 - Computer Operator II	16.78
03043 - Computer Operator III	20.58
03044 - Computer Operator IV	23.79

03045 - Computer Operator V	25.52
03071 - Computer Programmer I (1)	17.97
03072 - Computer Programmer II (1)	23.03
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	26.40
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.50
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.71
05010 - Automotive Glass Installer	16.84
05040 - Automotive Worker	16.84
05070 - Electrician, Automotive	17.78
05100 - Mobile Equipment Servicer	14.95
05130 - Motor Equipment Metal Mechanic	18.71
05160 - Motor Equipment Metal Worker	16.84
05190 - Motor Vehicle Mechanic	18.71
05220 - Motor Vehicle Mechanic Helper	14.00
05250 - Motor Vehicle Upholstery Worker	15.88
05280 - Motor Vehicle Wrecker	16.84
05310 - Painter, Automotive	17.78
05340 - Radiator Repair Specialist	16.84
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	18.71
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.89
07010 - Baker	15.66
07041 - Cook I	13.97
07042 - Cook II	15.66
07070 - Dishwasher	9.89
07130 - Meat Cutter	15.66
07250 - Waiter/Waitress	11.04
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.78
09040 - Furniture Handler	11.71
09070 - Furniture Refinisher	17.78
09100 - Furniture Refinisher Helper	14.00
09110 - Furniture Repairer, Minor	15.88
09130 - Upholsterer	17.78
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.30
11060 - Elevator Operator	10.88
11090 - Gardener	15.35
11121 - House Keeping Aid I	8.76
11122 - House Keeping Aid II	10.39

11150 - Janitor	11.97
11210 - Laborer, Grounds Maintenance	12.13
11240 - Maid or Houseman	9.22
11270 - Pest Controller	17.88
11300 - Refuse Collector	11.97
11330 - Tractor Operator	14.51
11360 - Window Cleaner	13.35
12000 - Health Occupations	
12020 - Dental Assistant	15.03
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.21
12071 - Licensed Practical Nurse I	13.43
12072 - Licensed Practical Nurse II	15.05
12073 - Licensed Practical Nurse III	16.85
12100 - Medical Assistant	13.05
12130 - Medical Laboratory Technician	14.05
12160 - Medical Record Clerk	12.74
12190 - Medical Record Technician	13.95
12221 - Nursing Assistant I	8.51
12222 - Nursing Assistant II	9.56
12223 - Nursing Assistant III	10.43
12224 - Nursing Assistant IV	11.70
12250 - Pharmacy Technician	14.10
12280 - Phlebotomist	13.01
12311 - Registered Nurse I	21.08
12312 - Registered Nurse II	25.81
12313 - Registered Nurse II, Specialist	25.81
12314 - Registered Nurse III	31.23
12315 - Registered Nurse III, Anesthetist	31.23
12316 - Registered Nurse IV	37.40
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	19.71
13011 - Exhibits Specialist I	16.31
13012 - Exhibits Specialist II	20.37
13013 - Exhibits Specialist III	22.58
13041 - Illustrator I	16.31
13042 - Illustrator II	20.37
13043 - Illustrator III	22.58
13047 - Librarian	24.50
13050 - Library Technician	14.95
13071 - Photographer I	15.80
13072 - Photographer II	17.86
13073 - Photographer III	22.21
13074 - Photographer IV	25.64
13075 - Photographer V	28.46
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.96

15030 - Counter Attendant	8.96	
15040 - Dry Cleaner	11.32	
15070 - Finisher, Flatwork, Machine	8.96	
15090 - Presser, Hand	8.96	
15100 - Presser, Machine, Drycleaning	8.96	
15130 - Presser, Machine, Shirts	8.96	
15160 - Presser, Machine, Wearing Apparel, Laundry	8.96	8.96
15190 - Sewing Machine Operator	12.11	
15220 - Tailor	12.90	
15250 - Washer, Machine	9.75	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)		19.85
19040 - Tool and Die Maker	24.06	
21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator		17.35
21020 - Material Coordinator	18.32	
21030 - Material Expediter	18.32	
21040 - Material Handling Laborer	10.66	
21050 - Order Filler	11.41	
21071 - Forklift Operator	12.44	
21080 - Production Line Worker (Food Processing)		12.44
21100 - Shipping/Receiving Clerk	12.03	
21130 - Shipping Packer	12.03	
21140 - Store Worker I	10.09	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)		13.76
21210 - Tools and Parts Attendant	12.44	
21400 - Warehouse Specialist	12.76	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	20.53	
23040 - Aircraft Mechanic Helper	15.40	
23050 - Aircraft Quality Control Inspector	21.65	
23060 - Aircraft Servicer	17.47	
23070 - Aircraft Worker	18.52	
23100 - Appliance Mechanic	19.56	
23120 - Bicycle Repairer	14.44	
23125 - Cable Splicer	22.64	
23130 - Carpenter, Maintenance	20.56	
23140 - Carpet Layer	18.52	
23160 - Electrician, Maintenance	23.74	
23181 - Electronics Technician, Maintenance I	18.43	
23182 - Electronics Technician, Maintenance II	20.50	
23183 - Electronics Technician, Maintenance III	21.69	
23260 - Fabric Worker	17.64	
23290 - Fire Alarm System Mechanic	21.69	
23310 - Fire Extinguisher Repairer	16.27	
23340 - Fuel Distribution System Mechanic	21.69	

23370 - General Maintenance Worker	16.84	
23400 - Heating, Refrigeration and Air Conditioning Mechanic		18.71
23430 - Heavy Equipment Mechanic	21.15	
23440 - Heavy Equipment Operator	20.54	
23460 - Instrument Mechanic	21.69	
23470 - Laborer	10.66	
23500 - Locksmith	17.78	
23530 - Machinery Maintenance Mechanic		20.02
23550 - Machinist, Maintenance	19.95	
23580 - Maintenance Trades Helper	14.00	
23640 - Millwright	21.69	
23700 - Office Appliance Repairer	20.29	
23740 - Painter, Aircraft	20.29	
23760 - Painter, Maintenance	17.78	
23790 - Pipefitter, Maintenance	23.43	
23800 - Plumber, Maintenance	22.26	
23820 - Pneudraulic Systems Mechanic		21.69
23850 - Rigger	21.69	
23870 - Scale Mechanic	18.99	
23890 - Sheet-Metal Worker, Maintenance		22.64
23910 - Small Engine Mechanic	17.81	
23930 - Telecommunication Mechanic I	21.86	
23931 - Telecommunication Mechanic II	22.83	
23950 - Telephone Lineman	21.69	
23960 - Welder, Combination, Maintenance		18.71
23965 - Well Driller	21.69	
23970 - Woodcraft Worker	21.69	
23980 - Woodworker	16.27	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	9.13	
24580 - Child Care Center Clerk	12.40	
24600 - Chore Aid	10.51	
24630 - Homemaker	13.13	
25000 - Plant and System Operation Occupations		
25010 - Boiler Tender	22.75	
25040 - Sewage Plant Operator	21.39	
25070 - Stationary Engineer	22.75	
25190 - Ventilation Equipment Tender		18.71
25210 - Water Treatment Plant Operator		21.33
27000 - Protective Service Occupations		
(not set) - Police Officer	25.74	
27004 - Alarm Monitor	15.04	
27006 - Corrections Officer	18.00	
27010 - Court Security Officer	22.25	
27040 - Detention Officer	18.00	
27070 - Firefighter	21.26	

27101 - Guard I	11.98	
27102 - Guard II	15.04	
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	18.99	
28020 - Hatch Tender	18.99	
28030 - Line Handler	18.99	
28040 - Stevedore I	17.64	
28050 - Stevedore II	20.34	
29000 - Technical Occupations		
21150 - Graphic Artist	19.54	
29010 - Air Traffic Control Specialist, Center (2)	31.40	
29011 - Air Traffic Control Specialist, Station (2)	21.71	
29012 - Air Traffic Control Specialist, Terminal (2)	23.92	
29023 - Archeological Technician I	14.36	
29024 - Archeological Technician II	16.05	
29025 - Archeological Technician III	19.89	
29030 - Cartographic Technician	21.05	
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.19	
29040 - Civil Engineering Technician	20.48	
29061 - Drafter I	11.56	
29062 - Drafter II	12.99	
29063 - Drafter III	16.69	
29064 - Drafter IV	19.89	
29081 - Engineering Technician I	13.26	
29082 - Engineering Technician II	14.88	
29083 - Engineering Technician III	17.97	
29084 - Engineering Technician IV	21.05	
29085 - Engineering Technician V	26.52	
29086 - Engineering Technician VI	35.66	
29090 - Environmental Technician	19.95	
29100 - Flight Simulator/Instructor (Pilot)	30.38	
29160 - Instructor	21.09	
29210 - Laboratory Technician	17.26	
29240 - Mathematical Technician	20.14	
29361 - Paralegal/Legal Assistant I	16.69	
29362 - Paralegal/Legal Assistant II	19.89	
29363 - Paralegal/Legal Assistant III	22.49	
29364 - Paralegal/Legal Assistant IV	27.21	
29390 - Photooptics Technician	20.14	
29480 - Technical Writer	20.64	
29491 - Unexploded Ordnance (UXO) Technician I	20.02	
29492 - Unexploded Ordnance (UXO) Technician II	24.22	
29493 - Unexploded Ordnance (UXO) Technician III	29.03	
29494 - Unexploded (UXO) Safety Escort	20.02	
29495 - Unexploded (UXO) Sweep Personnel	20.02	
29620 - Weather Observer, Senior (3)	18.61	

29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.74
29622 - Weather Observer, Upper Air (3)	16.74
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	14.13
31260 - Parking and Lot Attendant	10.18
31290 - Shuttle Bus Driver	12.63
31300 - Taxi Driver	11.88
31361 - Truckdriver, Light Truck	12.28
31362 - Truckdriver, Medium Truck	13.95
31363 - Truckdriver, Heavy Truck	16.89
31364 - Truckdriver, Tractor-Trailer	16.89
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	12.19
99030 - Cashier	9.28
99041 - Carnival Equipment Operator	13.74
99042 - Carnival Equipment Repairer	14.68
99043 - Carnival Worker	10.29
99050 - Desk Clerk	9.13
99095 - Embalmer	20.02
99300 - Lifeguard	10.52
99310 - Mortician	20.02
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.52
99500 - Recreation Specialist	15.29
99510 - Recycling Worker	15.13
99610 - Sales Clerk	11.18
99620 - School Crossing Guard (Crosswalk Attendant)	11.54
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	21.48
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	18.47
99660 - Surveying Aide	13.50
99690 - Swimming Pool Operator	19.25
99720 - Vending Machine Attendant	15.89
99730 - Vending Machine Repairer	19.25
99740 - Vending Machine Repairer Helper	15.89

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, 4 weeks after 10 years, and 5 weeks after 20

years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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 ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

**** 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.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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.