

SOLICITATION, OFFER AND AWARD		1. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700)		RATING DO-A7	PAGE OF PAGES 1 324
2. CONTRACT NUMBER NBCHC020003	3. SOLICITATION NUMBER DABT63-00-R-1020	4. TYPE OF SOLICITATION <input type="checkbox"/> SEALED BID (IFB) <input checked="" type="checkbox"/> NEGOTIATED (RFP)		5. DATE ISSUED 01/08/2001	6. REQUISITION/PURCHASE NUMBER HJITGCM021000
7. ISSUED BY DOI/NBC Acquisition Services Div, Southwest Br P.O. Box 12924 Fort Huachuca, AZ 85670-2924		8. ADDRESS OFFER TO (If other than item 7)			

NOTE: In sealed bid solicitations "offer" and "offeror" mean "bid" and "bidder".

SOLICITATION

9. Sealed offers in original and 0 copies for furnishing the supplies or services in the Schedule will be received at the place specified in item 8, or if handcarried, in the depository located in Copies - L.22b until 01:00 local time 3/12/2001
(Hour) (Date)

CAUTION - LATE Submissions, Modifications, and Withdrawals: See Section L, Provision No. 52.214-7 or 52.215-1. All offers are subject to all terms and conditions contained in this solicitation.

10. FOR INFORMATION CALL:	A. NAME Nancy Johnson	B. TELEPHONE (NO COLLECT CALLS)			C. E-MAIL ADDRESS
		AREA CODE 520	NUMBER 538-0421	EXT.	nancy.johnson@hua.army.mil

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OFFER (Must be fully completed by offeror)

NOTE: Item 12 does not apply if the solicitation includes the provisions at 52.214-16, Minimum Bid Acceptance Period.

12. In compliance with the above, the undersigned agrees, if this offer is accepted within 240 calendar days (60 calendar days unless a different period is inserted by the offeror) from the date for receipt of offers specified above, to furnish any or all items upon which prices are offered at the price set opposite each item, delivered at the designated point(s), within the time specified in the schedule.

13. DISCOUNT FOR PROMPT PAYMENT (See Section I, Clause No. 52.232-8)	10 CALENDAR DAYS (%)	20 CALENDAR DAYS (%)	30 CALENDAR DAYS (%)	CALENDAR DAYS (%)
	—	—	—	—

14. ACKNOWLEDGMENT OF AMENDMENTS (The offeror acknowledges receipt of amendments to the SOLICITATION for offerors and related documents numbered and dated):	AMENDMENT NO.	DATE	AMENDMENT NO.	DATE
	0001	1/22/01	0003	2/9/01
	0002	1/30/01	0004	2/13/01
			0005	2/16/01

15A. NAME AND ADDRESS OF OFFEROR	CODE	FACILITY	16. NAME AND TITLE OF PERSON AUTHORIZED TO SIGN OFFER (Type or print)
			icer

15B. TELEPHONE NUMBER	15C. CHECK IF REMITTANCE ADDRESS IS DIFFERENT FROM ABOVE - ENTER SUCH ADDRESS IN SCHEDULE.	17. SIGNATURE	18. OFFER DATE
AREA CODE NUMBER EXT.	<input checked="" type="checkbox"/>		12 Mar 01

AWARD (To be completed by Government)

19. ACCEPTED AS TO ITEMS NUMBERED CLINs 0001, 0002AA-0002AE	20. AMOUNT	21. ACCOUNTING AND APPROPRIATION Subject to Availability of Funds See Sec G
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22. AUTHORITY FOR USING OTHER THAN FULL AND OPEN COMPETITION: <input type="checkbox"/> 10 U.S.C. 2304(c) <input type="checkbox"/> 41 U.S.C. 253(c)	23. SUBMIT INVOICES TO ADDRESS SHOWN IN (4 copies unless otherwise specified)	ITEM
24. ADMINISTERED BY (If other than item 7) CODE	25. PAYMENT WILL BE MADE BY	CODE
	See Section G	

26. NAME OF CONTRACTING OFFICER (Type or print) N. Tinnell	27. UNITED STATES OF AMERICA <i>(Signature of Contracting Officer)</i>	28. AWARD DATE
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IMPORTANT - Award will be made on this Form, or on Standard Form 26, or by other authorized official written notice.
AUTHORIZED FOR LOCAL REPRODUCTION Previous edition is unusable
STANDARD FORM 33 (REV. 9-97) Prescribed by GSA - FAR (48 CFR) 53.214(c)

Section B Supplies or Services and Prices

ITEM	Supplies/Services	Sub-total Amount
0001	Phase-In (December 1, 2001 - February 28, 2002)	
0002	Base Period (March 1, 2002 - February 29, 2004)	
0003	1 st Option Period (March 1, 2004 - February 28, 2006)	
0004	2 nd Option Period (March 1, 2006 - February 29, 2008)	
0005	3 rd Option Period (March 1, 2008 - February 28, 2010)	
	Grand Total Price	\$304,531,877

Note: The contract minimum quantity is a guaranteed contract minimum of \$2,000,000.00 per contract base and per exercised option period(s). The contract minimum will not be associated at the CLIN/SLIN level, rather it will be an overall amount per contract base and per exercised option period(s).

SECTION B Supplies or Services and Prices

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001	Phase-In (FFP LOE) T&M	1	LT		

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002	Base Period T&M				

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AA	Services (FFP LOE) - to support the mission functions of JITC estimated at 900 work years per contract period.	1	LT		

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AB	Other Direct Costs (ODCs) T&M	1	LT		
	- Equipment, materials, training, shipping, freight, relocation, expenses, contractor acquire facilities, and other services. Estimated at per contract period.				

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AC	Overtime Premiums (FFP LOE)	1	LT		
	- Estimated a per contract period.				

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AD	Travel (T&M)	1	LT		
	- Estimated at per contract period.				

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AE	Award Fee (FFP LOE)	1	LT		
	- The maximum award fee pool for this period is 6% of the Supplies/Services SLINAA. Award fee is divided into three periods per year: March 1 – June 30, July 1 - Oct 31, Nov 1- Feb 28 (29)				

(See Section H, para H.22b)

Total for Base
Period

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0003					

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0003AA	Services (FFP LOE)	1	LT		
	- to support the mission functions of JITC estimated at 900 work years per contract period.				

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0003AB	Other Direct Costs (ODCs) T&M	1	LT		
	- Equipment, materials, training, shipping, freight, relocation, expenses, contractor acquired facilities, and other services. Estimated at _____ per contract period.				

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0003AC	Overtime Premiums (FFP LOE)	1	LT		
	- Estimated at _____ per contract period.				

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0003AD	Travel (T&M)	1	LT		
	- Estimated at _____ per contract period.				

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0003AE	Award Fee (FFP LOE)	1	LT		
	- The maximum award fee pool for this period is 6% of the Supplies/Services SLINAA. Award fee is divided into three periods per year: March 1 - June 30, July 1 - Oct 31, Nov 1- Feb 28 (29)				

(See Section H, para H.22b)

Total 1st Option
Period

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0004					

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0004AA	Services (FFP LOE)	1	LT		
	- to support the mission functions of JITC estimated at 900 work years per contract period.				

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0004AB	Other Direct Costs (ODCs) T&M	1	LT		
	- Equipment, materials, training, shipping, freight, relocation, expenses contractor acquired facilities, and other services. Estimated at _____ per contract period.				

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0004AC	Overtime Premiums (FFP LOE)	1	LT		
	- Estimated at _____ per contract period.				

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0004AD	Travel (T&M)	1	LT		
	- Estimated at _____ per contract period.				

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0004AE	Award Fee (FFP LOE)	1	LT		
	- The maximum award fee pool for this period is 6% of the Supplies/Services SLINAA. Award fee is divided into three periods per year: March 1 - June 30, July 1 - Oct 31, Nov 1- Feb 28 (29)				

(See Section H, para H.22b)

Total 2nd Option
Period

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0005					

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0005AA	Services (FFP LOE)	1	LT		
	- to support the mission functions of JITC estimated at 900 work years per contract period.				

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0005AB	Other Direct Costs (ODCs) T&M - Equipment, materials, training, shipping, freight, relocation, expenses, contractor acquired facilities, and other services. Estimated at contract period.	1	LT		

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0005AC	Overtime Premiums (FFP LOE) - Estimated a	1	LT		

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0005AD	Travel (T&M) - Estimated at	1	LT		

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0005AE	Award Fee (FFP LOE)	1	LT		

- The maximum award fee pool for this period is 6% of the Supplies/Services SLINAA. Award fee is divided into three periods per year: March 1 - June 30, July 1 - Oct 31, Nov 1- Feb 28 (29)

(See Section H, para H.22b)

Total 3rd Option
Period

GRAND TOTAL \$304,531,877
for Base and All
Option Periods

SECTION C Descriptions and Specifications

PERFORMANCE WORK STATEMENT (PWS)
FOR
SCIENTIFIC, ENGINEERING, TECHNICAL AND ADMINISTRATIVE SUPPORT
TO THE
JOINT INTEROPERABILITY TEST COMMAND (JITC)

SECTION C-1

C.1.1 GENERAL.

The JITC, an element of the Defense Information Systems Agency (DISA) within the Department of Defense, is responsible for planning, conducting, evaluating and reporting results of testing and related systems engineering aspects of command, control, communications, computers and intelligence (C4I) systems and automated information systems (AIS) with emphasis on their application to joint and/or combined operations. The JITC develops, operates and maintains facilities at Fort Huachuca, Arizona and Indian Head, Maryland in support of testing and engineering C4I and AIS systems within Department of Defense (DoD), other Federal Agencies, and private industry. National Security Systems/Information Technology Systems (NSS/ITS), is synonymous with Command, Control, Communications, Computers and Intelligence (C4I) and Automated Information Systems (AIS).

C.1.2 SCOPE.

a. This performance work statement defines the requirements to provide the JITC with administrative, testing and engineering support required to perform and meet its missions and functions. The Contractor is required to perform a wide range of non-personal services to encompass scientific, engineering, logistic, administrative, acquisition, and ancillary support of the JITC mission. This includes all support aspects during the planning, conducting, evaluation and reporting of all C4I and testing; the design, development, engineering and acquisition of selected items of equipment, instrumentation, and systems; and the operation and maintenance of the facilities, test tools and labs, and administrative support cells. Inherent in this performance is the requirement for familiarity and knowledge of the technical and operational characteristics of selected C4I and AIS tactical and strategic and other equipment/systems, and joint and combined architectures and standards used by DoD.

b. From time to time the Contractor may be required to maintain, repair, and provide alterations to JITC's facilities. These requirements shall be coordinated with the Contracting Officer's Representative to obtain approval from the Garrison Directorate of Installation Support (DIS) representative prior to proceeding with the requirement.

C.1.3 PERSONNEL.

a. The Contractor shall provide fully qualified and trained personnel to insure acceptable performance of all tasks assigned to support accomplishment of the missions and functions listed in section C-5. Personnel qualifications are listed in Appendix A to Section C. The following stipulations will apply:

b. The Contractor shall insure that sufficient personnel have appropriate security clearances to support the tasks they work. The DD Form 254 in Section J, states the security of tasks are up to the TOP SECRET level with access to Sensitive Compartmented Information (TS/SCI). The Contractor work force will be required to support TS/SCI taskings with personnel that have proper security clearances at both Ft Huachuca and Indian Head.

c. Contractor personnel shall possess and maintain the training required to meet the job qualifications for which they were hired and to allow them to perform the tasks they are assigned. On a case by case basis, the Government may provide training to Contractor employees to support areas of leading edge emerging technologies that are critical to the success of JITC's mission performance.

d. Contractors deployed overseas will be used as technical experts in one of the following capacities:

(1) Military command and control (C2) and defense communications system engineers specifically engaged with the initial testing, repairing, fielding, or training of unique and specialized U.S. military C2 and/or National Security Systems (NSS) programs.

(2) Military C2 and defense communications system technicians responsible for complicated repairs, complicated re-engineering of equipment and components, or complex trouble shooting of unique and specialized U.S. military C2 and/or National Security Systems (NSS) programs.

C.1.4 QUALITY CONTROL

The contractor shall develop, implement and maintain a quality control program that is in compliance with the intent of ISO 9000 documents. The program shall include inspection, validation, evaluation, corrective action and procedures necessary to effect quality control of all performance and products under the contract. The program shall allow inspection and evaluation by the Government. The system shall be applicable to all subcontractors team members (See Section E, Inspection Clauses.).

C.1.5 QUALITY ASSURANCE

The Contracting Officer or designee will evaluate Contractor performance and may return any unacceptable product to the Contractor for correction. The Government will record instances of unsatisfactory Contractor performance and may request meetings with the

Contractor managers to identify deficiencies and request resolution (See Section E, Inspection Clauses.).

C.1.6 SAFETY

The Contractor shall comply with industry and Occupational Safety and Health Activity (OSHA) standards in performance of the contract. When required, the Contractor will provide items such as work boots, safety glasses, etc.

C.1.7 PLACE OF DUTY

The primary places of duty are Ft. Huachuca, AZ, and Indian Head, MD. Contract work years are currently distributed among the locations at approximately 70% Ft. Huachuca (on-site), 25% Indian Head (on-site and off-site) and 5% "other locations" (such as Colorado, Georgia, and Texas). However, it is anticipated that the distribution will change after contract award (60% Ft Huachuca and 40% Indian Head). Therefore, pricing evaluation for this solicitation will be based upon an estimated workforce of 450 work years distributed at 60% Ft. Huachuca and 40% Indian Head, with approximately 80% on-site and 20% off-site at each location. The "other locations," i.e., any location other than Ft. Huachuca and Indian Head, will be priced as Indian Head off-site.

Additionally, some travel to both CONUS and OCONUS locations will be required to support exercises, real-world operations (including support in national emergency areas, war zones, peacekeeping zones, etc), and other activities requiring JITC support.

SECTION C-2: DEFINITIONS

C.2.1 Combined - Description of any military operation, organization, or system involving elements of two or more allied nations.

C.2.2 Conformance - Adherence of systems to applicable military, Government, and commercial standards and specifications.

C.2.3 Government Point of Contact (POC) - An authorized Government representative responsible for defining the specific products and services required in a given Contractor task.

C.2.4 Interoperability - The ability of systems to provide services to, and accept services from, other systems and to use the services exchanged to enable them to operate effectively together.

C.2.5 Joint - Description of any military operation, organization, or system involving elements of two or more armed services or agencies.

C.2.6 Task - A specific work assignment developed by a JITC Government POC and issued

through the JITC Contracting Officer's Representative (COR) which delineates the services and products required of the Contractor. Task and task orders are synonymous within the meaning of this contract.

C.2.7 Task Execution Plan (TEP) - A plan developed by the Contractor for the Government POC delineating the Contractor's approach (including technical and managerial aspects) and required resources (including time, money, personnel, equipment, etc) for providing the products and services requested in a specific task.

C.2.8 Form 1 – The task order submitted to the Contractor from JITC describing the Government's requirement in writing.

C.2.9 C4I –The National Security Systems & Information Technology Systems (NSS/ITS) is synonymous with C4I and AIS will be used interchangeably with C4I and AIS throughout the contract.

SECTION C-3: GOVERNMENT FURNISHED ITEMS AND SERVICES

C.3.1 GENERAL

JITC will provide items, furniture, and services required to perform normal day-to-day business operations for all Contractor support personnel at Fort Huachuca and Indian Head (both off-site and on-site). These items consist of the following:

- a. Office space to include desks, chairs, personal computers, printers, fax machines, copiers, and routine furniture
- b. Routine office supplies such as pens, pencils, paper, etc.
- c. Telephone service (class A) for official use only
- d. Access to office automation tools, such as software (e.g., word processing, graphics, spreadsheets, databases, electronic mail, etc.), internet access, e-mail, etc.
- e. Access to JITC facilities necessary for performance, such as libraries, test sites, test equipment, etc.
- f. Area security and storage for classified material, as required
- g. Trash pickup and janitorial services
- h. It is the Contractor's responsibility to ensure that Contractor employees do not misuse Government furnished equipment and adhere to JITC's Government employee policy regarding internet, e-mail and computer usage of Government PCs, (e.g., surfing the internet inappropriately, jokes, private use, etc.).

C.3.2 TASK-SPECIFIC

The Contractor may require items in addition to those listed above in order to satisfactorily meet the requirements of specific tasks. In such cases, the Contractor shall state these additional needs in their TEP (see section H.5 TEP Clause). In the event the Government is unable to provide the items, the Government will authorize the Contractor to acquire suitable equipment on a cost reimbursable basis.

C.3.3 GOVERNMENT PROPERTY/EQUIPMENT

The Government property/equipment listed in Appendix B to section C is available to the Contractor via a hand receipt.

SECTION C-4: CONTRACTOR FURNISHED ITEMS AND SERVICES

C.4.1 ITEMS

The JITC will provide to the Contractor the necessary tools, and materials for Contractor performance. However, the Contractor may be required to acquire/lease items necessary for task specific performance when the JITC is unable to adequately provide them. These items may be required on-site or off-site, on a permanent or temporary basis, and may be Continental US and Outside Continental US (CONUS/OCONUS). In all such cases, the Contractor shall obtain formal Government approval before incurring costs. The Contractor will be reimbursed for authorized purchases and these purchases will become Government property upon delivery.

C.4.2 SERVICES

The Contractor shall furnish all services necessary to support the mission and functions delineated in Section C-5 of this document. Additional guidelines describing related policies and procedures are included for information purposes in the documents shown on the attached Applicable Documents List, Appendix C.

C.4.3 TRAVEL

The Contractor may be required to travel CONUS/OCONUS in performance of the contract. The JITC will specify requirements as necessary to support specific tasks. Further travel guidance can be found in Section H.

SECTION C-5: TASKS.

C.5.1 GENERAL:

Contractor tasks shall consist of support in the following mission and functions of the JITC:

C.5-2. MISSION:

Plans, conducts, evaluates, and reports the results of test and evaluation for DoD C4I and AIS programs/systems throughout the entire system life cycle. Provides testing and engineering input into every phase of information systems engineering process. These testing and engineering missions include: DoD and non-DoD information systems; protocols; information exchange standards; certification testing of command and control systems software; standards conformance and validation testing; operational test and evaluation; developmental test and evaluation; proof-of-concept and engineering prototype testing; and, general systems engineering and integration support for C4I and AIS systems.

C.5-3 FUNCTIONS:

(1) Perform test, assessment, evaluation, and interoperability certification of C4I (NSS), Combat Support (CS), and other AIS (ITS) systems in support of the DoD Joint Vision 2020 information superiority goals.

(2) Conduct standards conformance test and evaluation (T&E) of C4I and AIS systems (NSS/ITS systems). Test, evaluate, and certify C4I and AIS systems (NSS/ITS Systems) conformance to standards prior to the start of operational testing for programs following traditional acquisition (DoD 5000 Series guidance) milestones. For non-traditional acquisitions (involve procedures not necessarily specifically outlined in DoD 5000 Series guidance), certifies conformance as the system components are developed and before systems are fielded.

(3) Perform T&E of existing and emerging standards to validate their ability to support interoperability of C4I and AIS (NSS/ITS) systems.

(4) Conduct interoperability testing, evaluation, and certification of non-traditional acquisitions, such as the Command and Control Initiatives Programs (C2IP) and Advanced Concepts Test Demonstration (ACTD).

(5) Develop evaluation plans, monitor testing performed by Service components (other DoD agencies), and publish evaluation reports assessing the interoperability of Air and Missile Defense Systems (A&MDS).

(6) Conduct standards conformance T&E of A&MDS (e.g., Tactical Digital Information Link (TADIL), US Message Text Format (USMTF), Variable Message Format (VMF), Tactical Information Broadcast Services (TIBS) TRAP Data Dissemination System (TDDS), etc. Test, evaluate, and certify A&MDS conformance to standards prior to the start of operational testing.

(7) Support C4I and AIS (NSS/ITS) systems acquisitions, modifications, and migrations through full life-cycle T&E support including identification of interoperability requirements, certification of standards conformance/interoperability, and validation of approved/established standards.

(8) Plan, conduct, analyzes, and evaluate test programs; design test network configurations; prepare test reports, assessments and evaluations; and provide acquisition recommendations to system proponents.

(9) Assist in the support to the CINCs/Services/Agencies (C/S/A), NATO, allies and other Government agencies in the area of defining, standardizing, and testing of interoperability interfaces.

(10) Establish conformance test programs, validate standards, work with vendor and Government organizations (e.g., Joint Military Standards Working Group and Center for Standards) in standards development, and produces certified product lists, as required.

(11) Assist with specific programs such as Electronic Key Management System (EKMS), Common Data Link (CDL)/Tactical Common Data Line (TCDL), and System Capable of Planned Expansion (SCOPE) Command systems.

(12) Conduct DoD Intelligence Information Systems (DoDIIS) interoperability certification testing in accordance with approved/proposed architectures, standards, and interfaces.

(13) Provide demonstration plans, guidebooks, and data collection plans in support of Joint Warrior Interoperability Demonstration (JWID); collect data and perform preliminary analyses; provide network support during JWID execution and generate final JWID reports.

(14) Determine that C4I (NSS) systems acquired, assigned, or managed by DISA are operationally effective and operationally suitable. These systems must meet the mission needs and operational performance requirements of the warfighter and other Government users.

(15) Assist in the preparation of critical operational issues. Develop, define, and publish measures of effectiveness, measures of performance, and test scenarios. Direct and approve development methodology for data collection, data reduction, and data analysis in support of OT&E.

(16) Support includes planning, directing, coordinating, and controlling operational tests for numerous DoD agencies, activities, and CINCs, such as the Defense Logistics Agency (DLA), Defense Finance and Accounting Service (DFAS), Defense Commissary Agency (DeCA) and Special Operations Command (SOCOM).

(17) Assist with the development of user requirements and testing criteria by directing various test integration working group meetings with system users, Directorate of Operational Test and Evaluation (DOT&E), Joint Staff (JS), and Program Management Office (PMO) staff.

(18) Provide test and evaluation services and training products in support of Navy's legacy, migration and transition systems to support transition from Automatic Digital Network (AUTODIN) to the Defense Message System (DMS).

(19) Provide real-time, near-real-time, on-site resolution of joint and combined C4I (NSS) issues through participation in CINC exercises and contingencies, hot line call responses, and publication of quarterly Lessons Learned Reports. Coordinate with testing divisions to establish and maintain trained deployable teams to support these exercises and contingencies.

(20) Provide automated repository of information and recurring analyses of current state of DoD's interoperability efforts and the resulting impact on the warfighter. Provides quarterly, annual and ad hoc reports and briefs on the state of DoD interoperability.

(21) Provide end-to-end functionality assessments of C4I and AIS systems and networks in the operational environment. Identifies and documents technical, operational, and architectural successes and shortfalls found in the operational environment.

(22) Coordinate command and external efforts to ensure Capstone Requirements Document/Operational Requirements Documents (CRD/ORD) adequately address Interoperability Key Performance Parameters (KPPs) and Information Exchange Requirements (IERs).

(23) Perform all support functions necessary to accomplish the above test and engineering responsibilities. Support functions include:

(a) Provide hardware and software system engineering for all test and test support systems used by JITC in support of the CINC/warfighter during exercises, real world contingencies, and interoperability testing of C4I and AIS (NSS/ITS) systems.

(b) Provide design, development and implementation for all hardware, firmware and software systems for joint interoperability automated test systems such as the Joint Interoperability Modular Evaluation System (JIMES), the Joint Operational Capability Assessment Tool (JOCAT), the Joint Operational Simulation Evaluation Facility (JOSEF), Variable Message Format (VMF), the Theater Air and Missile Defense Interoperability Assessment Capability (TIAC), and the Joint Computer Aided Analysis Tool (JCAAT).

(c) Plan, configure, operate and maintain test networks, equipment, testbeds, facilities and laboratories, to include COMSEC equipment accounting and maintenance. Design, develop, oversight, and perform system engineering for modernization of JITC test systems.

(d) Provide internal support for security, configuration management, marketing, facilities, logistics, supply, reproduction, distribution, libraries, ancillary, and other services.

(e) Develop and manage the JITC stimulation, modeling, and simulation programs in support of interoperability and operational testing of C4I and AIS (NSS/Its) systems, to include tactical and strategic switch testing.

(f) Review JITC test plans and test reports for quality, accuracy and consistency.

APPENDIX A

to

SECTION C**PERSONNEL QUALIFICATIONS**

JITC's ultimate goal for this contract is to foster an environment which is more conducive to attracting, hiring and retaining the highest quality workforce possible. The increased number of exempt labor categories and levels within each labor category are intended to provide additional opportunities for promotion within and between labor categories. Both directly related work experience and academic degrees are viewed as important requirements for not only initial employment on the Government contract but for promotion opportunities after an employee has established a sustained quality employment tenure with the Contractor.

The exempt labor categories represent the anticipated types of professional labor required to support the mission and functions of the JITC. Additions/revisions to labor categories are possible during the life of the contract in accordance with contract clause in Section H. The list describes general performance requirements and gives the minimum standards and qualifications required for personnel in these labor categories. Any contractor requests for degree title changes must be submitted to the COR who will forward to the Contracting Officer for final approval. This appendix only addresses exempt labor categories.

All academic degrees must be from a Regionally Accredited Institution. All references to academic semester hour references will be converted to quarter hour equivalencies in situations where transcripts indicate quarter hour courses. (To convert a quarter hour course to semester, you multiply by 2/3. Example: a four quarter credit course is equal to 2.67 semester hours ($4 \times 2/3 = 2.67$). Five quarter hours = 3.33 Semester credits; Three quarter credits = 2 semester credits. To convert semester to quarter, simply perform the reverse operations). All references to academic semester hours will allow the quarter hour equivalent for qualification purposes.

1. Program Manager (PM): The senior level manager in charge of the overall planning and directing of activities associated with the contract. Allocates resources and sets schedules to accomplish program objectives. Participates in program reviews and readjusts resources and schedules to accomplish programs, as necessary. Plans and adjusts work operations to meet changing and/or emerging program requirements using available resources with minimal impact on work quality or quantity.

Requires a Master's degree in a directly related technical or business field with a minimum of ten years of experience as a manager of complex systems engineering and/or testing efforts. The ten years of experience must include managing personnel with similar personnel qualifications to those listed in this appendix. At least five years of this experience must be in

managing similar Government contracts with comparable projects or activities in size and complexity to this JITC contract effort (in the capacity of industry or Government program managers). The PM must be capable of planning, directing, and coordinating the work activity of the technical personnel involved in all aspects of the contract. The PM must be capable of integrating problem resolution into ongoing work without loss of work force efficiency.

2. Computer Scientist: Performs professional assignments in the general area of computer hardware, software and firmware such as: computer system protocol analysis, computer operations, programming, data base structuring and management, and evaluation of C4I (NSS) test plans and procedures. Work requires thorough knowledge of concepts and recent developments in the specialty area as well as proficiency in high-level languages.

a. **Level I:** Must have completed at least 90 semester hours of formal education from an accredited institution working towards a Bachelor's degree in Computer Science, Physics, Mathematics, Operations Research, or Statistics and must be actively pursuing completion of the degree.

b. **Level II:** Bachelor's degree from an accredited institution in Computer Science, Physics, Mathematics, Operations Research, or Statistics that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position.

c. **Level III:** Bachelor's degree from an accredited institution in Computer Science, Physics, Mathematics, Operations Research, or Statistics that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least three years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Master's degree in a technically related field. Two years of experience can be substituted by completion of a Master's degree in a technically related field.

d. **Level IV:** Bachelor's degree from an accredited institution in Computer Science, Physics, Mathematics, Operations Research, or Statistics that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least five years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Master's degree in a technically related field. Two years of experience can be substituted by completion of a Master's degree in a technically related field.

e. **Level V:** Bachelor's degree from an accredited institution in Computer Science, Physics, Mathematics, Operations Research, or Statistics that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least seven years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Master's degree in a technically

related field. Two years of experience can be substituted by completion of a Master's degree in a technically related field.

f. Level VI: Master's degree from an accredited institution in Computer Science, Physics, Mathematics, Operations Research, or Statistics that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least nine years experience in a directly related field.

3. Engineer: Performs professional engineering assignments in support of C4I (NSS) systems engineering efforts in one or more of the following disciplines: communications, electronics, communications security, network analysis, electromagnetic capability, ECM/ECCM, command and control mission analysis, interoperability analysis, system standards, military operations (ground, sea & air), program analysis or program planning. Work requires thorough knowledge of concepts and recent developments in the specialty area. Acceptable engineering degree specialties include the following: electrical, systems, mechanical, civil, nuclear, chemical, computer, software, engineering physics, computer science, computer systems, electrical, industrial and aerospace.

a. Level I: Must have completed at least 90 semester hours of formal education from an accredited institution working towards a Bachelor's degree in an engineering specialty listed in paragraph three and must be actively pursuing completion of the degree.

b. Level II: Bachelor's degree from an accredited institution in a professional engineering specialty listed in paragraph three that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position.

c. Level III: Bachelor's degree from an accredited institution in a professional engineering specialty listed in paragraph three that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least three years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Master's degree in a technically related field. Two years of experience can be substituted by completion of a Master's degree in a technically related field.

d. Level IV: Bachelor's degree from an accredited institution in a professional engineering specialty listed in paragraph three that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least five years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Master's degree in a technically related field. Two years of experience can be substituted by completion of a Master's degree in a technically related field.

e. Level V: Bachelor's degree from an accredited institution in a professional engineering specialty listed in paragraph three that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least seven years experience in a directly related field. One year of experience can be substituted by

15 semester hours completed towards a Master's degree in a technically related field. Two years of experience can be substituted by completion of a Master's degree in a technically related field.

f. Level VI: Master's degree from an accredited institution in a professional engineering specialty listed in paragraph three that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least nine years experience in a directly related field

4. Business Management Analyst: This category includes personnel who provide specialized support in the areas of operations analysis; contract, financial, or purchasing management; contract security; project scheduling and control; etc. Includes management categories not otherwise covered in the contract.

a. Level I: Must have completed at least 60 semester hours of formal education from an accredited institution working towards a Bachelor's degree in general business, financial or management fields or in the area of specialization listed in paragraph 4. A Certified Associate Contracts Manager (CACM) or Defense Acquisition Workforce Improvement Act (DAWIA) Level I certification can be substituted for the education requirement.

b. Level II: Must have completed at least 90 semester hours of formal education from an accredited institution working towards a Bachelor's degree in general business, financial or management fields or in the area of specialization listed in paragraph four that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least one year experience in a directly related field. A CACM or DAWIA Level II certification can be substituted for the 90 semester hours of formal education.

c. Level III: Bachelor's degree from an accredited institution in general business, financial or management fields or in the area of specialization listed in paragraph 4 that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least three years experience in a directly related field. A CPCM or DAWIA Level II certification can be substituted for the Bachelor's degree requirement. One year of experience can be substituted by 15 semester hours completed towards a Master's degree in a business related field. Two years of experience can be substituted by completion of a Master's degree in a business related field.

d. Level IV: Bachelor's degree from an accredited institution in general business, financial or management fields or in the area of specialization listed in paragraph 4 that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least five years experience in a directly related field. A CPCM or DAWIA Level II certification can be substituted for the Bachelor's degree requirement. One year of experience can be substituted by 15 semester hours completed towards an Master's degree in a business related field. Two years of experience can be substituted by completion of a Master's degree in a business related field.

e. **Level V:** Bachelor's degree from an accredited institution in general business, financial or management fields or in the area of specialization listed in paragraph 4 that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least seven years experience in a directly related field. A CPCM or DAWIA Level III certification can be substituted for the BS degree requirement. One year of experience can be substituted by 15 semester hours completed towards a Master's degree in a business related field. Two years of experience can be substituted by completion of a Master's degree in a business related field.

f. **Level VI:** Master's degree from an accredited institution in general business, financial or management fields or in the area of specialization listed in paragraph 4 that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least nine years experience in a directly related field.

5. Information/Computer/Telecommunications Specialist: Performs technical assignments in the general area of C4I (NSS) applying broad technical knowledge of one or more of such areas and technical knowledge of specific systems or applications. Work requires knowledge of customary approaches, techniques, and requirements appropriate to the assigned computer applications area or specific C4I (NSS) systems, including legacy systems, and trends in the concepts and technologies. Requires specialized experience in evaluating, analyzing, operating, maintaining, managing, or improving C4I (NSS) systems, procedures and requirements. Academic curricula which support this labor category include: Information Technology, Information Systems, Information Systems Technology, and Engineering Technology, MS Computer Information Systems, MS Information Technology, and MS Information Systems Engineering.

a. **Level I:** Must have completed at least 30 semester hours of formal education from an accredited institution involving the academic curricula presented in paragraph 5 or have completed at least one certification program directly related to this labor category, such as: UNIX System Administrator, Microsoft Certified Professional (MCP), AT&T switches, Nortel switches, ATM, fiber optics, and PC maintenance and repair.

b. **Level II:** Must have completed an Associate's degree or a minimum of 60 semester hours from an accredited institution involving the academic curricula presented in paragraph five, at least one year in the area of specialization, and have completed at least one certification program directly related to this labor category, such as: UNIX System Administrator, Microsoft Certified Professional (MCP), AT&T switches, Nortel switches, ATM, fiber optics, and PC maintenance and repair.

c. **Level III:** Must have completed an Associate's degree or a minimum of 60 semester hours from an accredited institution involving the academic curricula presented in paragraph 5, at least four years experience in the area of specialization, and have completed at least one certification program directly related to this labor category, such as: UNIX System Administrator, Microsoft Certified Professional (MCP), AT&T switches, Nortel switches, ATM, fiber optics, and PC maintenance and repair. Higher-level certifications such as Microsoft

Certified System Engineer (MCSE), Microsoft Certified Solution Developer (MCSD), Microsoft Certified Professional & Internet (MCP&I) and Cisco Certified Network Associate (CCNA) may be substituted for two years experience. Additionally, a Bachelor's degree from an accredited institution involving the academic curricula presented in paragraph 5 may substitute for one year experience and a related Master's degree may substitute for two years experience.

d. Level IV: Must have completed an Associate's degree or a minimum of 60 semester hours from an accredited institution involving the academic curricula presented in paragraph 5, at least six years experience in the area of specialization, and have completed at least one certification program directly related to this labor category, such as: UNIX System Administrator, Microsoft Certified Professional (MCP), AT&T switches, Nortel switches, ATM, fiber optics, and PC maintenance and repair. Higher-level certifications such as Microsoft Certified System Engineer (MCSE), Microsoft Certified Solution Developer (MCSD), Microsoft Certified Professional & Internet (MCP&I) and Cisco Certified Network Associate (CCNA) may be substituted for two years experience. Additionally, a Bachelor's degree from an accredited institution involving the academic curricula presented in paragraph five may substitute for one year experience and a related Master's degree may substitute for two years experience.

e. Level V: Must have completed an Associate's degree or a minimum of 60 semester hours from an accredited institution involving the academic curricula presented in paragraph 5, at least eight years experience in the area of specialization, and have completed at least one certification program directly related to this labor category, such as: UNIX System Administrator, Microsoft Certified Professional (MCP), AT&T switches, Nortel switches, ATM, fiber optics, and PC maintenance and repair. Higher level certifications such as Microsoft Certified System Engineer (MCSE), Microsoft Certified Solution Developer (MCSD), Microsoft Certified Professional & Internet (MCP&I) and Cisco Certified Network Associate (CCNA) may be substituted for two years experience. Additionally, a Bachelor's degree from an accredited institution involving the academic curricula presented in paragraph 5 may substitute for one year experience and a related Master's degree may substitute for two years experience.

f. Level VI: Must have completed an Associate's degree or a minimum of 60 semester hours from an accredited institution involving the academic curricula presented in paragraph five, at least ten years experience in the area of specialization, and have completed at least one certification program directly related to this labor category, such as: UNIX System Administrator, Microsoft Certified Professional (MCP), AT&T switches, Nortel switches, ATM, fiber optics, and PC maintenance and repair. Higher level certifications such as Microsoft Certified System Engineer (MCSE), Microsoft Certified Solution Developer (MCSD), Microsoft Certified Professional & Internet (MCP&I) and Cisco Certified Network Associate (CCNA) may be substituted for two years experience. Additionally, a Bachelor's degree from an accredited institution involving the academic curricula presented in paragraph 5 may substitute for one year experience and a related Master's degree may substitute for an additional two years experience.

6. Functional Area Analyst: Includes personnel who provide analytical and management support in areas where capabilities are normally gained primarily through extensive on-the-job

experience or specialized formal Government or institutional training or certification. Includes specialty occupations not otherwise covered in the other labor categories.

- a. Level I: At least two years of experience in the area of specialization.
- b. Level II: At least four years of experience in the area of specialization.
- c. Level III: At least six years of experience in the area of specialization.
- d. Level IV: At least eight years of experience in the area of specialization and an Associate's degree or at least 30 semester hours from an accredited institution in a related field.
- e. Level V: At least eight years of experience in the area of specialization and an Associate's degree from an accredited institution in a related field.
- f. Level VI: At least ten years of experience in the area of specialization and a Bachelor's degree from an accredited institution in a related field.

7. Systems Analyst: Perform analytical work in support of systems, programs and/or planning activities. Typical duties involve assignments to design test plans and procedures, conduct on-line analysis during test conduct, perform post-test analysis, and support test report generation. Typical duties may also involve assignments to research, analyze, design and develop relationships and develop solutions to resolve problems within the specialty area. The work requires expertise in advanced theory and current practices in the specialty area. General fields for this category include Data Processing, Logistics Management, Communications and Electronics, Mathematics, Financial Management, Acquisition Management, Systems Analysis, Operations Research, Engineering Technology and Computer Systems Analysis. Educational background must include courses that develop analytical skills.

- a. Level I: Must have completed at least 90 semester hours of formal education from an accredited institution working towards a Bachelor's degree in a directly related curriculum.
- b. Level II: Bachelor's degree in a directly related curriculum from an accredited institution that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position.
- c. Level III: Bachelor's degree in a directly related curriculum from an accredited institution that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least three years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards

a Master's degree in a directly related curriculum. Two years of experience can be substituted by completion of a Master's degree in a directly related field.

d. Level IV: Bachelor's degree in a directly related curriculum from an accredited institution that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least five years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Master's degree in a directly related curriculum. Two years of experience can be substituted by completion of a Master's degree in a directly related field.

e. Level V: Bachelor's degree in a directly related curriculum from an accredited institution that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least seven years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Master's degree in a directly related curriculum. Two years of experience can be substituted by completion of a Master's degree in a directly related field.

f. Level VI: Master's degree in a directly related curriculum from an accredited institution that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least nine years experience in a directly related field.

8. Procedural Analyst: Perform analytical work in support of procedural interoperability testing (both TADIL and USMTF). Examples of specialty areas include: Tactical Data System Analyst, USMTF Preparation System Evaluator, Tactical Data System Operator and Operational Air Defense Planner (or other operational tactical field). The work requires expertise in tactical data systems, procedural interoperability standards, USMTF preparation systems, and operational interoperability. Typical duties involve assignments to design procedural test plans and procedures, conduct on-line analysis during test conduct, perform post-test analysis, and support test report generations. Educational background must include technically-related courses and courses that develop analytical skills. Experience must be in specific procedural interoperability fields and/or interoperability testing.

a. Level I: Must have completed at least 30 semester hours of formal education from an accredited institution working towards a Bachelor's degree in a directly related curriculum.

b. Level II: Must have completed a minimum of 60 semester hours from an accredited institution in a directly related curriculum that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least one year experience in a directly related field.

c. Level III: Must have completed an Associate's degree or a minimum of 60 semester hours from an accredited institution in a directly related curriculum that has equipped

the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least four years experience in a directly related field. One year of experience can be substituted by 90 semester hours completed towards a Bachelor's degree in a related field. Two years of experience can be substituted by completion of a Bachelor's degree in a related field.

d. Level IV: Must have completed an Associate's degree or a minimum of 60 semester hours from an accredited institution in a directly related curriculum that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least six years experience in a directly related field. One year of experience can be substituted by 90 semester hours completed towards a Bachelor's degree in a related field. Two years of experience can be substituted by completion of a Bachelor's degree in a related field.

e. Level V: Must have completed an Associates's degree or a minimum of 60 semester hours from an accredited institution in a directly related curriculum that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least eight years experience in a directly related field. One year of experience can be substituted by 90 semester hours completed towards a Bachelor's degree in a related field. Two years of experience can be substituted by completion of a Bachelor's degree in a related field.

f. Level VI: Bachelor's degree from an accredited institution in a directly related curriculum that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least ten years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Master's degree in a related field. Two years of experience can be substituted by completion of a Master's degree in a related field.

9. Specialized Technical Expert (STE): This category includes technical and functional experts performing professional assignments in support of legacy, specialized, or state-of-the-art systems requiring in-depth knowledge for which expertise is not readily available. Individuals must possess knowledge and expertise that is recognized in the professional community in the required field. This labor category will contain six salary levels into which an individual expert may be assigned. The appropriate level will be determined considering the following five factors:

- Expertise required
- Criticality of skills needed
- Geographic region where the work is to be performed

- Availability of required skills in the marketplace where work is to be performed
- Educational background, experience, and demonstrated expertise of the individual proposed for the position, or a combination of these factors

The Contractor shall obtain concurrence from the JITC Commander and final approval by the Contracting Officer prior to assigning any individual to any of the six STE salary levels.

APPENDIX B

SECTION C

JITC EQUIPMENT LIST

NOTE: A complete list of JITC facilities, laboratories, systems, and equipment will also be available in the JUNE 2000 JITC Capabilities Handbook. The Handbook also provides a description of each facility, lab, system, or equipment and its technical characteristics.

Indian Head, MD

GLOBAL COMMAND CONTROL SYSTEM (GCCS):

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
SUN Enterprise 250 server	3
SUN 19" color monitor	12
SUN Ultra 10 workstation	6
SUN SPARC 1000 server	1
SUN storage array	2
SUN desktop storage array	1
SUN SPARC 20 workstation	2
SUN 4MM external tape drive	14
SUN 8MM external tape drive	8
SUN external SCSI hard disk (18 GB)	2
HP series 700 workstation	1
HP series 6000 (660C) workstation	1
HP Visualizer J5000 server	1
HP P111 21" onitor	1
HP 19" monitor	1
HP 19" A1097C monitor	1
Dell PowerEdge 2300 server	1
Pentium III 733 workstation	4
Pentium III 700 workstation	2
17" Dell M780 monitor	1
17" monitor	6
HP LJ 4500N color printer	1
Lexmark Optra S1255 laser printer	1
HL Laserjet 4050 laser printer	1
External hard drive (6 GB)	1
External Western Scientific hard drive(6 GB)	2
External Hughes hard disk (6 GB)	1
HP Procurve 10/100 ethernet hub	1
Superstack II port wwitch 10/100 ethernet eub	1
Cisco System fast hub 400 series	1

GLOBAL COMMAND CONTROL SYSTEM-MARITIME(GCCS-M)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
HP Vectra 350 Mhz Pentium II	1
17" NEC MultiSys E750 monitor	1
Compaq Proliant 1850R 400 Mhz Pentium II	1
15" V55 color monitor	1
HP J210XC	2
19" Monitor	2
External Disk Silo, 4 bay 5.25	2
Fast Ethernet 10/100, 12 port hub	1
Console Switch	1

DEFENSE MESSAGE SYSTEM (DMS) INTEGRATION TEST (DMS-IT)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
GOSC	
Service Management System (SMS)	1
HP D220 preferred platform	
HP 715/900 in use but at end-of-life	
ROSC	
Backbone Message Transfer Agent (MTA)	1
HP D220 preferred platform	
SUN Ultra SPARC 10 acceptable alternate	
HP E55/800 in use but at end-of-life	
Global Directory Service Agent (DSA)	1
HP D220 preferred platform	
SUN Ultra SPARC 10 acceptable alternate	
HP E55/800 in use but at end-of-life	
Mastered Plain Language Address (PLA) DSA	1
HP D220 preferred platform	
SUN Ultra SPARC 10 acceptable alternate	
HP E55/800 in use but at end-of-life	
Global Mail List Agent (MLA)	1
HP D220 preferred platform	
HP 715/900 in use but at end-of-life	
DTH	
Automatic Digital Network (AUTODIN)	Components Vary
Switching Center (ASC)	
AUTODIN Multi-Function Interpreter (MFI)	2+
HP D220 preferred platform	
HP 715/900 in use but at end-of-life	
Shadowed PLA DSA	1
HP D220 preferred platform	
SUN Ultra SPARC 10 acceptable alternate	
HP E55/800 in use but at end-of-life	
S/A Site	
Local MTA (LMTA)	1
HP D220 preferred platform	
HP E55/800 in use but at end-of-life	
Local DSA (LDSA)	1
HP D220 preferred platform	
SUN Ultra SPARC 10 acceptable alternate	
HP E55/800 and 715/900 in use but at end-of-life	
Local MLA (LMLA)	1
HP D220 preferred platform	
HP 715/900 deployed but at end-of-life	
Profiling UA (PUA)	1
HP D220 preferred platform	
HP 715/900 deployed but at end-of-life	
Primary Groupware Server (PGWS)	1
MS Exchange	
P-450, 64M RAM 13G disk preferred	
P-233, 64M RAM 6G disk in use	
Lotus Domino	
P-450, 128M RAM 13G disk preferred	
P-233, 128M RAM 6G disk in use	
Groupware Server (GWS)	2+
MS Exchange (Same as PGWS)	

Lotus Domino (Same as PGWS)
 User Agent (UA) 2+
 Pentium with 16M RAM and 6G disk preferred
 486/25 or higher processor
 16M RAM and 20M disk in use

DEFENSE MESSAGE SYSTEM-INFORMATION SYSTEMS

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
ACC/LCC	
Local Message Transfer Agent (LMTA)	1
HP D220 currently in use	
SUN Ultra SPARC 10 acceptable alternate	
Local Directory Service Agent (LDSA)	1
HP D220 currently in use	
SUN Ultra SPARC 10 acceptable alternate	
Mastered Plain Language Address (PLA) DSA	1
HP D220 preferred platform	
SUN Ultra SPARC 10 acceptable alternate	
HP E55/800 in use but at end-of-life	
Mail List Agent (MLA) #1	1
HP D220 preferred platform	
HP 715/900 in use but at end-of-life	
Mail List Agent (MLA) #2	1
HP D220 currently in use	
SUN Ultra SPARC 10 acceptable alternate	
MS Exchange Primary Groupware Server (PGWS) & Administrative Directory User Agent (ADUA)	1
P-450, 64M RAM 13G disk preferred	
P-233, 64M RAM 6G disk in use	
Lotus Domino Primary Groupware Server (PGWS)	1
P-450, 128M RAM 13G disk preferred	
P-334, 128M RAM 4G disk in use	
MS Exchange Groupware Server (GWS)	1
Same as PGWS	
MS Outlook User Agent (UA) w/DMDS Profiler	2
P-233, 64M RAM 4G disk in use	
Lotus Notes User Agent (UA) w/DMDS Profiler	2
P-233, 64M RAM 4G disk in use	
MS Outlook Commercial Client	2
PC, 80486MHz, 16 RAM, 1.4G disk in use	
AUTODIN Multi-Function Interpreter (MFI)	1
HP D220 currently in use	
SUN Ultra SPARC 10 acceptable alternate	

DEFENSE MESSAGE SYSTEM (DMS)- VALIDATION

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Directory Service Agent (DSA)	1
HP E55	
Administrative Directory Service Agent(ADUA)	1
GCH/Dunn Pentium	
Local Message Transfer Agent (MTA)	1
HP E55	
Local Mail List Agent (MLA)	1
HP 715/100	
Profiler User Agent (PUA)	1
HP 715/100	

Multifunctional Interpreter (MFI)	1
HP 715/100	
Service Management System (SMS)	1
HP 715/100	
FAMIS	
Multicast Protocol/P_MUL	3
Sun Microsystems Ultra 5	
User Agents	3
GCH/Dunn Pentium	
GroupWare Server	4
GCH/Dunn Pentium	
Routers	3
CISCO 2500	
Message Transfer Agent (MTA)	2
HP 9000	
FSM	
Workstation	2
Dell Precision 410	
Server	1

DEFENSE TRAVEL SYSTEM (DTS)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Total Peripherals CPU	6
IMAGIC 15" monitors	6
3COM Linkbuilder FMS 11	
24 port HUB	1

TECHNICAL CONTROL

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
PROMINA 800 SWITCH	1
Telenex digital network control chassis with	1
IBM 300PL MSC switch servers	2
Sun Ultra 5 VC-1000 file servers	2
NCD HMX PRO X-terminals	3
10baseT 8-port hubs	2
Telenex 2700 2K chassis switch	1
Telenex 2700 512 chassis switch	1
Desk Top Unit	2
HP Laserjet 5 rinters	2
APC 650 Back-UPS	4
Spectron MIS-3400A Modem Shaving Device	4

MESSAGE CONVERSION SYSTEM

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
AT&T 3B2/600G Mini-Computer	1
TITAN TEQCOM Basic 1821-T mode 1 interface	2
device	
1GB external hard drive	6
550 MB external hard drive	3
Okidata MLS320/321 turbo printer	1
Advanced Matrix Technology AMT Accel 242	1
Printer	

MESSAGE DISTRIBUTION TERMINAL (MDT)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
DAEWOOD Pentium II	2
Everex AGI 386/33	3
NCR system 3333/66	1

MUTILEVEL MAIL SERVER (MMS)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
CPU NCR 3455/2 90 MHz	1
14 INCH monitor	1
IBM 2381 printer	1

NOVA

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
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DIRECTORY UPDATE AND SERVICE CENTER (DUSC)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
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GATEGUARD

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
486/25 / AST Pentium	1
Z-Station / Pentium Zenith Data System	2

PERSONAL COMPUTER MESSAGE TERMINAL (PCMT)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
a. AT&T DFI 486 CPU and monitor	1
Everex Step DP EISA CPU and monitor	1
Everex Pentium II CPU and monitor	1

COMMON USER DIGITAL INFORMATION EXCHANGE SYSTEM BROADCAST INTERFACE SYSTEM (CBIS)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
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FLEET BROADCAST KEYING SYSTEM (FBKS)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
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COMMON USER DIGITAL INFORMATION EXCHANGE SYSTEM (CUDIXS)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
CUDIXS hardware	
DTC-2 CPU	3
DTC VDT	3
VME chassis	2

CUDIXS PRINTER REPLACEMENT PROGRAM (PRP)

PRP computer	2
Monitor	2
Keyboard	2
Mouse	2

NAVAL MODULAR AUTOMATED COMMUNICATIONS SYSTEM II (NAVMACS II)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Primary system rack	1
Printer rack	1
Printers	2

Workstation display racks 2

NAVAL MODULAR AUTOMATED COMMUNICATIONS SYSTEM V2

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
AN/UYK-20	1
AN/UYK-44	1
AN/USH-26	1
AN/RD-396	1
AN/RD-397	1
AN/TT-624	2
UTE (Data Terminal Display)	12-27

NAVAL MODULAR AUTOMATED COMMUNICATIONS SYSTEM V3

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
AN/UYK-20(V)	2
AN/USH-26(V)	2
AN/USQ-69(V)	3
TT-624(V)9/UG	2
RD-397B(V)3/U	1

NAVAL MODULAR AUTOMATED COMMUNICATIONS SYSTEM V5A

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
AN/UYK-44(V)	2
RD-433A/SSH	2
AN/USH-26(V)	2
AN/USQ-69(V)	3
TT-624(V)9/UG	3
RD-397B(V)3/U	1
SB-4223	2
SB-4223A	2

MANUAL RELAY CENTER MODERNIZATION PROGRAM (MARCEMP)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
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VOLUME AUTOMATED TEST SYSTEM (VATS)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Message test generator	
IBM PC 286	1
15" monitor	1
ALPS P200G printer	1

MINI-VOLUME AUTOMATED TEST SYSTEM (MVATS)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Message test generator	
IBM PC 286	1
15" monitor	1

PORTABLE VOLUME AUTOMATED TEST SYSTEM(PVATS)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
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OFF THE AIR MONITOR (OTAM)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
IBM PC 286	1
15" monitor	1
ALPS P200G printer	1

Fort Huachuca, AZ

JOINT TEST FACILITY

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Communication/Test	6
Power Risers (100 amps ea)	64
Cable Troughs	1000ft
Main Distribution Frame	1
Intermediate Distribution Frame	5
Signal Entry Panels with punch pins, 26 pair tactical cable connectors	5
Telenex Matrix Switch Cable Converters and Patch Panel	7
Patch and Test Facility	1
Telephone Install/Deinstall per month	10-50
Cable CX-4566A/G 25 ft	53
Cable CX-4760A/U 15 ft pigtail	18
Cable CX-11230/G ¼ MI coaxial	44
Cable CX-11230a/G 100 ft coaxial	34
Cable CX-11230/G ¼ MI HWG	35
Cable CX-4566 26 Pair 250 ft	15
Cable, Telephone WF-16/U	18
Cable, Fiber Optic, single/multiple mode 8/12 conductor, 1000 ft	20-30
Reeling Machine, Hand RL-31E	3
Shelter, expandable	9
Shelter, S-280	7
Shelter, S-280B/G	3
Shelter, mini-storage (40'X8'X8')	7
400 Hz generators	3
60 Hz to 400 Hz Converter	1
Air Conditioners, 18-60,000 BTU's	65
M-882 Mobilizers	2
Antenna towers, TCI 628/LPH-30G/M5002	9
Tool Room consisting of: Drills, saws, vives, clamps, Belt Sanders, battery charger, air Compressor, degrausser, crimping tools, grinder, etc.	
Vehicle operators	
2 ½ Ton	2
5 Ton	2
5 Ton commercial	1
Sedans	2
½ ton truck/vans	2
HMMWV	2
Test Measurement Diagnostic Equipment (TMDE)	
Microhart 300 Hot Air Repair Terminal	1
Conformance coating removal	1
PACE-2000 soldering station	1
Signal generators	4
Power supplies	12
Voltmeters	3

Multimeters	16
Oscilloscopes	32
Spectrum analyzers	6
Electronic counters	5
TIMS 4934	8
TIMS AN/USM-485	7
Huntrol 5100DS/w RP388 Prober	1
Huntrol Tracker 2000	3
<hr/>	
Microwave & satellite systems	
AN/TRC-138A	2
AN/TRC-170(V)2	2
AN/TRC-173	2
AN/TRC-174	2
AN/TRC-175	2
AN/TRC-191A	1
AN/PRC-119A	2
AN/TSC-85B(V)2	1
AN/VRC-12	3
OE-361(V)2 QRSAG 20'	1
RT-1523	3
SX-12 satellite simulator	3
SX-13 satellite simulator	1
Multiplex and control systems	
AN/TSQ-146	1
DP-2048AT Series	6
AN/FCC-100(V)X	4
MD-1023/G	2
MD-1024/G	3
MD-1026	4
MD-1065(P)/G	2
TD-206/G	5
TD-1218/G	20
TD-1219	18
TD-1233	4
TD-1234	14
TD-1335(P)	4
TD-1236/G	4
TD-1237(P)G	2
Data and fax terminals	
An/UGC-74	7
AN/UGC-129	2
AN/UGC-144	5
AN/UXC-4	3
AN/UXC-7	2
Tactical switching systems	
AN/TTC-39(V)1	1
AN/TTC-39D	1
AN/TYC-39(V)1	1
AN/TTC-42	1
AN/TTC-46	1
AN/TTC-47	1
AN/TTC-48	1

Switch Multiplex Unit (SMU)	1
Line Termination Unit (LTU)	1

Manual & small unit switching systems

SB-22/PT	3
SB-86	1
SB-3082	1
SB-3614/t	2
SB-3865	4

Voice terminal systems

TA-312	12
TA-838	21
TA-954/TT	25
TA-1035	5
TA-1042	8
Push button phones	40

GLOBAL COMMAND CONTROL SYSTEM (GCCS)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Sun Enterprise 4500 server	1
Sun Sparc Server 1000	2
Sun Ultra 60	2
Sun Ultra 2	1
Sun Sparc 20	7
Sun Sparc 5	5
Sun Sparc storage array model 100	
Sun StorEDGE Array D1000	2
Hewlett Packard B1000	2
Hewlett Packard 725/100	2
Micron Netframe 5200 PC server	1
Personal Computers (Windows NT4)	6
Personal Computers (GCCS-T, X Windows client)	2
Cisco Router 7206	1
Cisco Router 4500	1
Cisco Router 2511	1
Cisco Router 2514	1
Cisco catalyst switch 2900	1
Dec Alpha station 600	1
Network Encryption System (NES)	1

JIT

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
CPU ACMA	1
CPU DELL	2
CPU SUN	4

JOINT OPERATIONAL C4I ASSESSMENT TOOL (JOCAT)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
PC, CPU SILICON RAX	4
PC, CPU SILICON GRAPHICS, INC.	1
PC, CPU PACTRON INTERGRATION INC	7
PC, CPU SELTRONICS EYRETAL INC	1
PC, CPU MICRO SYMPLEX	1
MINI, CPU COMPLEX SUN MICROSYSTEMS	1

LAN HUB, REPEATER 3COM	1
LAN HUB, MINI 3COM	2
PC, CPU DELL	1
PC, CPU, SPECIALIZED DELL SERVER	1
LAN HUB DLINK USA	2
DEC, 4000-500	1

JOINT TACTICAL DATA LINK (JTDL)

The following Commercial Off The Shelf (COTS) and Government Off The Shelf (GOTS) products are part of the JTDL.

- Data-Views
- Ingress
- Vax Ada
- DEC Macro assembler
- DEC FORTRAN
- ObjectAda
- Visual C++
- OilStock
- Multiple Arena Remote Simulator (MARS)

There are three government developed software programs in the JTDL.

- The Joint Interoperability Evaluation System (JIES).
- The Joint Computer Aided Automation Tool (JCAAT).
- The Early Warning Messaging System (EWMS).

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Central Test Facility	
DEC, VT420-C2 monitors	12
DEC 4000-60 VAX station	5
Dec VRT19-HA monitor	5
DEC VRT21-HA monitor	5
DEC VAX server 3600-45	5
Dec monitor VT220	3
Cyberchron Corp. C630-SE/T	1
DEC VAX server 3100	4
TALID J Gateway	1
DEC LN-02 printer	1
DEC LN-05 printer	1
DEC 4000-200	1
DEC terminal servers	2
CISCO Router	1
STU-III secure telephones	4
Remote Test Sites	12
Timeplex LINK II multiplexer	12
KG-84 COMSEC	24
Tactical Data System Interface Unit(TDSIU)	7
Tellabs 334 telephone PBX	10
Digital voice digitizer	4

JOINT COMPUTER AIDED ANALYSIS TOOL (JCAAT)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
CPU INSIGHT	9

CPU	GLI	1
CPU	DUAL-PENTIUM	1
PRINTER	HP/DESKJET 1600CN	1
PRINTER	HP/LASERJET 4V	1
CPU	ZEOS	1

MICROMAS

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Gateway 2000, 386-33 MHz; 8MB, 70ns RAM.	1
5.25" and 3.5" high density floppy drives.	1
Brother HL-8E Laser Printer.	1
Clary Onguard UPSI-1.23k-IG uninterruptable power supply	1
Intel 80387DX-33 MHZ co-processor.	1
Multi-user DIO-500 multi-I/O card	1
VGA Wonder VHK 203804 video card	1
ULTRA 12(F) ESDI controller, 16 MHz	1
Data Shuttle 1000 subsystem	1
MDB-DS1000-ES-0 external drive case	
DIC 3105, 1 GB removable hard drive	1
NEC multi sync 3D	1
Keytronix AT keyboard	1

Development System Equipment

Northgate ZXP 486DX/50 MHz; 32 MB RAM	1
5.25" and 3.5" high density floppy drives	1
Brother HL-8E laser printer	1
Clary Onguard UPSI-1.23k-IG	1
Uninterruptable power supply	
CD-ROM reader	1
MDB-DS2-CAN removable hard drive (500 MB)	1
Exabyte 8200 8mm tape drive	1
ADAPTEC 1740 controller	1
STB video card	1
NEC 5FG monitor	1
Northgate 101-S silent keyboard	1

KPC THE KERNEL PLATFORM CERTIFICATION

Sun Ultra 60 workstation	2
Sun Sparc 20 workstation	1
Sun Ultra 2 creator 3D	1
Pentium II 366 MHz processor	2
Lexmark laser printer	2
Cisco ethernet hub	1
3Com ethernet hub	1
Pentium II	1

MODELING SIMULATION LAB (JOSEF)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Gateway CPU/E5200	1
Mitsubishi, 37 " TV monitor	2
Zenith CPU/Z-station GT	1
SUN CPU/Ultra 60	1
UN CPU/Ultra 1 Creator	1
SUN CPU/Sparc Station LX	1
Zenith CPU/486	1

Computer Master CPU/233 MHz		2
SUN	CPU/Sparc Station 5	1
A Open Sys	CPU	2
SUN	CPU/Sparc Station 20	1
Midwest Micro	CPU/500 MHz	1

NETWORK ENGINEERING INTEGRATION LABORATORY:

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
• DISN Transport / edge switches	2
• FORE Systems ASX200BX	4
• FORE Systems ASX1100/1200	4
• NORTEL passport switches	2
• IDNX/ Promina	1
• DCAX 11	1
• EWSD switch	1
• STP	2
• Cisco 7500 series routers	1
• VTC Madge	2
• VTC Pictoretal	2
TMDE capabilities:	
• T1/ E1 analyzers	4
• Ameritic analog call loaders	3
• Digital call loaders	4
• Satellite simulator	2
• Error generator	2
• ATM analyzer	2
• SS7 analyzer	3
• ISDN BRI / PRI analyzer	2

NETWORK INTEGRATION LABORATORY (NIT)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Computers	
MX	2
ZENITH	1
SUN	2
Routers	
1 Ser. port, 1 10BT port	6
2 Ser. ports, 1 AUI port	3
2 Ser. ports, 2 AUI ports	3
2 Ser. ports, 2 10BT ports	1
2 AUI ports	1
4 Ser.ports, 2 10BT ports	1
6 Ser. ports, 2 10BT ports, 2 AUI ports	1
2 Ser. ports, 6 10bt ports, 1 100BT port,	1
1 MII port	
8 Ser. ports, 4 AUI ports	1
8 Ser. ports, 4 10BT ports	1
8 Ser. ports, 8 10BT ports	1
5 Ser. ports	1

NATIONAL IMAGERY TRANSMISSION FORMAT (NITF)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
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Personal computers	12
SparcStation 10	1
SparcStation 20	1
SGI INDIGO	1
HP 700	1
SUN ULTRA 60	1

PUBLIC KEY INFRASTRUCTURE (PKI)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Version 1 servers	
Version 2 servers	
RA and LRA workstations	
Client workstations	

RECORD MANAGEMENT

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
PC, CPU MICRON TECHNOLOGY INC	6
PC, CPU BTO	1
SCANNER HEWLETT-PACKARD	1
CD-RM WR PINNACLE	1
UPS TRIPPLITE	1
MINI, CPU SUN MICROSYSTEMS	2
PRINTER HEWLETT-PACKARD	1
PC, CPU NEXAR	1
LAPTOP PC IBM	2
LAPTOP PC MICRON	1
LAPTOP PC ARM	1

SITUATION AWARENESS DATA LINK (SADL)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
PC, CPU SHAFFSTALL CORP.	1
PC, CPU HIGH PERFORMANCE SYSTEMS	2
PRINTER HEWLETT-PACKARD CO	1
PC, CPU DIGITAL EQUIPMENT	2

SECRET INTERNET PROTOCOL ROUTER NETWORK (SIPRNET) INTELLIGENCE LABORATORY (SIL)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Mitsuba Station	1
Dell	1

STRATEGIC SWITCH LABORATORY (SSL)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Northern Telecom, Inc. MSL 100	1
The Power distribution center	
Two maintenance trunk modules	
Two hard disk drive units (DDU)	
Two data store shelves	
Magnetic Tape Unit (MTU)	
Central processor shelf which contains program store	
One Shelf contains the following	
Central Message Controller (CMC)	
Input / Output Controllers (IOC)	
System Clock	
Two shelves of network crosspoint interface	
Five shelves of Service Trunk Modules (STM) - two per shelf	

One service trunk module is the digital recorded announcements
 Two shelves of line and trunk controllers (LTC) - 20 T1's
 Two shelves of digital trunk controllers (DTC) - 20 T1's
 One shelf housing two service trunk modules
 Two shelves of maintenance trunk modules
 Two distribution fuse panels

Two shelves of line concentrating array consisting of 640 voice lines (in use)
 Two shelves of line concentrating array consisting of 640 lines (not in use)

SIEMENS KNS-4100	2
Line trunk unit shelves	5
Line trunk units	3
Ports	512
Central Attachment Cabinet	
8 Inch floppy drive	2
hard disk drive	2
Other	
Hewlett-Packard 1600 CPI tape drive	2
Siemens PT-80 printer	2
Version application software (APS) 4V2.2.	2

THEATER AIR MISSILE DEFENSE (TAMD)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
EV 7000 Gateway server	1
PC - 300MHZ CPU	1
PC - 400MHZ CPU	5
PC - 500MHZ CPU	1
SGI - Dual 250MHZ CPU	1
3-com D-link	1
HP DeskJet printer	1
HP Ink Jet printer 4000N	1
HP Color LaserJet 4500N	1
Switch black box J	1

TRAFFIC LOADING DEVICE (TLD)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
M384-A2 VAN	2
80 Megabyte disk system	2
CRT	1
Line printer	1
Magnetic tape transport	2
Teletypewriter	1
Time code generator	1
Data set adapters	1
Data modems	2
Telephone lines	608
Message lines	50

Telephone Loading
 300 simultaneous calls
 20 calls - .1 second
 Digital or analog instrument mix

Message loading
 JANAP 128 and ACP 127 formats

Modes I - IV

45 baud - 32 Kb/s transmission speed

Maximum message length - 44,000 characters

10,500 characters/second throughput

VIDEO TELECONFERENCING (VTC)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
PictureTel Live 100 Video teleconferencing Units (VTU) consisting of: Coder/Decoder (Codec), camera, and Speakerphone, one live 100 resides in a Zenith 486/33 desktop PC. The remaining two Live 100s reside in Nexar PentiumII 200MHz desktop PCs.	3
Intel ProShare 500 VTU with CODEC, Camera and Speakerphone. The Intel VTU resides in a Zenith 486/33 desktop PC.	1
VTEL Personal Collaborator VTU with CODEC, camera, and speakerphone	1
VIVO V320 VTU with CODEC, Camera, and speakerphone.	1
Delta Information Systems VT320 Protocol analyzer/terminal emulator.	1
JVC HR-VP 700U video cassette recorder (VCR).	1
Teleos Model 60 Access Switch with Multipoint Capability.	1
Insight 486/66 Desktop PCs.	2
Zenith 486/33 Desktop PC.	1
Unisys Printer.	1
Blackbox RS-422 to V.35 interface converter.	2
Blackbox V.35 modem eliminator rack.	1

HF TEST BED

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
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AN/GRC-244 (SCOPE Command) 1
 Control site equipment
 3 control processors
 4 router's
 1 IDPX 1000 wwitch
 2 operator control processors
 Receiver site equipment
 2 control processors
 2 router's
 3 RT-2200 transceiver
 1 delta matrix
 Transmitter Site Equipment
 2 control processors
 2 Router's
 3 RT-2200 transceiver
 2 COMM-4000 4kw power amp
 1 delta matrix

Control Site
 FX-4400 Fibermux 1
 AT-32 32 ch Multiplex 1
 RF-350,RF-7210 transceiver 3
 HF-8054/R-22222/TSC-60 2
 HF-8014A 1
 S-250 HF channel simulator 1

Receiver Site
 FX-4400 fibermux 1
 AT-32 32 ch multiplex 2
 AN/GRC-103 microwave radio 1
 HF-8054/R-22222/TSC-60 7
 MSR-1020/4030/5050/6700 2
 AN/TSC-122 1
 AN/TSC-60(V)7 1
 Antenna systems
 sloping vee 2
 DP312 dipole 1
 628 RLP 2
 hyGain 5002 RLP 1

Transmitter Site
 AT-32 32 ch multiplex 1
 AN/GRC-103 microwave radio 1
 HF-8022 power amp 10KW 1
 HF-8023 power amp 1K 1
 HF-8054/R-22222/TSC-60 1
 Antenna systems
 DP312 dipole 1
 LPH 30 RLP 1
 SPQ 330 4 arm Spiral 1

COMMON OPERATING PICTURE (COP)
Equipment/Model/Nomenclature Quantity
 Sun SPARCstation 5 2
 Sun Ultra 2 4
 Personal computer 6

Personal computer	1
DEMAND ASSIGNED MULTIPLE ACCESS (DAMA)	
<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
AN/WSC-3 (V) 15 AN/TTC-48(V2) Small Extension Node	1
Andrew 58622 antenna	1

DEFENSE JOINT ACCOUNTING SYSTEM (DJAS)	
<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Dell Optiplex GX1	4
Dell PowerEdge 4300	1

DEFENSE MESSAGE SYSTEM (DMS)	
<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Standards conformance testing	

Functionality, interoperability, security, and performance (FISP) testing.

NODEs 1 through 5 tests the DMS equipment at Ft. Detrick, MD; JITC East at Indian Head, MD; and Ft. Huachuca, AZ

The computers consists Hewlett Packard and Pentium machines

DISTRIBUTED NETWORK CONTROL CENTER (DNCC)	
<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
FIBER DISTRIBUTION PANELS (SEA), ADC	
TELECOMMUNICATIONS	5
FIBER MUX, MAGNUM	8
ADNX 48 #1, NET	2
IDNX 90, NET	2
NETWORK MANAGEMENT STATION, SUN	1
SUBRATE PACKET EXCHANGE 50, NET	2
T-1 NETWORK DIAGNOSTICS SYSTEM (TNDS), LARSE	1
MATRIX SWITCH (BLACK), TELENEX	1
MATRIX SWITCH (RED), TELENEX	1

ELECTRONIC BUSINESS / ELECTRONIC COMMERCE LABORATORY

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
Performance and engineering testing of the DISA Defense Electronic Business Exchanges (DEBX).	
▪ emulate / simulate	
▪ automated information systems (AISs) testing.	
▪ DOD/Federal Gateways (GWs) testing.	
▪ value-added networks (VANs) testing.	
▪ other EC components testing.	
▪ Users access Web interfaces testing.	
▪ load / stress:	
▪ ILoad the system with over 1.5 million X12 transactions per day and test the results.	
▪ load the system with unlimited Web hits.	
▪ multiple user defined formats (UDFs)	
▪ tracking	

Test end-to-end accountability of transactions.

ELECTRONIC KEY MANAGEMENT SOFTWARE (EKMS)	
<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>

Digital Equipment-Release 3 message server	1
IBM KP simulator	3
Duracom System ECU	3
Premio protocol analyzer	3
Dell LMD tester	4
Gain Systems Inc.- class 4 certification station	1
Telos Computer Inc.-Navy LMD	1
Digital Equipment-help desk server	1
Zenith Data Sys. Army LMD	2

Facsimile (FAX)

<u>Model/Nomenclature</u>	<u>Quantity</u>
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PERSONAL COMPUTER

2

Various Fax Machines and STU-IIIs are brought in when testing is undertaken.

INFORMATION ASSURANCE (IA)

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
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Pentium II	4
SUN ULTRA 1e	1
Ultra 5 Sparc	2
SPARC STATION-5	1
Gateway ALR 8200	1
Micron Laptop	2
Ultra-10 Sparc	2
Dell Dimension XPS T500	1
Gateway Pentium II 4501	1

COMMUNICATION SECURITY (COMSEC) EQUIPMENT

<u>Equipment/Model/Nomenclature</u>	<u>Quantity</u>
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HGX-83	7
KG-40A	8
KG-45	1
KG-82	190
KG-83	9
KG-84A	154
KG-84C	66
KG-94	12
KG-94A	6
KG-95	10
KG-175 TACLANE	5
KG-184A/C	16
KGV-8A	3
KGV-9	26
KGV-11C	0
KIV-7	27
KIV-7 wireline adapter	2
KIV-7 high speed	6
KIV-7HS High Speed wireline adapter	2
KY-57	7
HYX-57	5
KY-58	13
KY-90	8
KY-99A	10
KYK-13	28

KOI-18

43

JITC REPRODUCTION ROOMEquipment/Model/NomenclatureQuantity

Xerox DC40 color copier

1

Xerox DC40 B&W copier

1

Xerox 5365 copier

2

APPENDIX C

FOR INFORMATION ONLY

DABT63-00-R-1020

JITC Electronic Reading Room

The documentation provided below is to help potential offerors understand JITC's mission and functions, and assist in the preparation of proposal packages. Documents are in Word, PDF, RTF, ZIP, or HTM/HTML format. Documents available in the JITC "Recompete Electronic Reading Room" will not be updated, replaced, or deleted until after final award of the JITC OMNIBUS contract. It is important that all offerors only use the exact versions of documents loaded in this website.

Army Documents		
AMC P 70-1331	Software Management Indicators, Management Insight	Jan 87
AMC P 70-14	Software Management Indicators, Management Quality Insight	30 Apr 87
DCGS Handbook	Distributed Common Ground System Handbook, Version I	1 Jul 98
MCEB Pub 1	Organizational, Mission and Function Manual	1 Dec 98
DISA or DCA Documents		
DCAC 370-D195-1	DCS AUTODIN Category I Certification Testing	Jan 87
DCAC 370-D195-2	DCS AUTODIN Category II Certification Testing	20 Apr 90
DCAC 370-D195-3	DCS AUTODIN Category III Certification Testing	Mar 97
DCAC 310-130-1	Submission of Telecommunications Service Request	Jul 92
Document has no Number	Directory of Occupations, Contract Act, U.S. Dept of Labor Employment Standards Admin. Wage & Hour Div., 2nd Edition	Jul 88
DISA Instr. 640-195-2	Test Support from the Joint Interoperability Test Command for DISA-developed Systems	21 Nov 97
DISA Instr. 630-230-19	Information Systems Security Program	9 Jul 96
DISA Instr. 240-110-33	Physical Security	18 Apr 98
DISA Instr. 240-110-8	Information Security Program	Jun 96
No Document Number	Defense Information System Agency Strategic Plan, Ver 2.0	May 00
DOD Documents		
DOD Dir. 4630.5	Compatibility, Interoperability, and Integration of Command, control, Communications, and Intelligence (C3I) Systems	12 Nov 92
DOD Instr. 4630.8	Procedures for Compatibility, Interoperability, and Integration of Command, Control, Communications, and Intelligence (C3I) Systems	18 Nov 92
DOD Dir. 5000.1	Defense Acquisition	15 Mar 96
DOD Instr. 5000.2	Defense Acquisition Management Documentations and Reports	23 Feb 93
DOD Reg. 5000.2-R	Mandatory Procedures for Major Defense Acquisition Programs (MDAPs) and Major Automated Information System (MAIS) Acquisition Programs, Change 4	11 May 99
DOD Manual 5000-2-M	Defense Acquisition Management Documentations and Reports	23 Feb 91

DOD Dir. 5000.3-M-4	Joint Test and Evaluations Procedures	Aug 88
DOD Dir. 5000.28	Security Requirements for Information Systems (AISS)	21 Mar 88
DOD Dir. 5105.19	Defense Information Systems Agency (DISA)	25 Jun, 91
DOD Instr. 5200.4	DOD Information Technology Security Certification and Accreditation (C&A) Process	30 Dec 97
DOD Dir. 5200.28M	Draft Automated Information Systems Security Manual	9 Feb 90
DOD 5200.1-R	Information Security Program	Jan 97
DOD 5200.8-R	Physical Security Program	13 May 91
DOD Dir. 8120.1	Life-Cycle Management (LCM) of Automated Information Systems	14 Jan 93
DOD Instr.8120.2	Automated Information Systems (AISs) Life-Cycle Management, Process, Review, and Milestone Approval Procedures	14 Jan 93
DOD JTA 3.0	DOD Joint Technical Architecture Ver. 3.0,	15 Nov 99
DOD DII COE 4.0	DII COE Integration and Run-Time Specification (I&RTS), Ver. 4.0	Oct 99
DOD C4ISR Framework 2.0	C4ISR Architecture Framework, Ver. 2.0	18 Dec 97
DOD Directive 3200.11	Major Range and Test Facility Base (MRTFB)	26 Jan 98
DOD FMR Vol. 11A, C4	DOD Financial Management Regulations, User Charges	No Date
DOD FMR Vol. 11A, C12	DOD Financial Management Regulations, Major Range and Test Facilities	May 98

JCS Documents

CJCS Instr. 3170.01A	Requirement Generation Systems	10 Aug 99
CJCS Instr. 3312.01	Joint Military Intelligence Requirements Certification Process, DRAFT	
CJCS Instr. 6212.01B	Interoperability and Supportability of National Security Systems, and Information Technology Systems (Not Signed Yet)	8 May 00
CJCS Instr. 7401.02B	CINC Command and Control Initiatives Program	15 Aug 00
CJCS Manual 6231.01A	Manual for Employing Joint Tactical Communications - Joint Tactical Systems Management	23 May 97
CJCS Manual 6231.02A	Manual for Employing Joint Tactical Communications - Joint Voice Communications Systems	1 Aug 98
CJCS Manual 6231.03A	Manual for Employing Joint Tactical Communications - Joint Data Systems	15 Aug 97
CJCS Manual 6231.04	Manual for Employing Joint Tactical Communications - Joint Transmission Systems	29 Dec 95
CJCS Manual 6231.05A	Manual for Employing Joint Tactical Communications - Joint Communications Security	2 Nov 98
CJCS Manual 6231.06	Manual for Employing Joint Tactical Communications - Joint Technical Control Procedures and Systems	14 Aug 95
CJCS Manual 6231.07A	Manual for Employing Joint Tactical Communications - Joint Management and Control	24Jan 97

JIEO Documents

JIEO Plan 8125	Joint Task Force Tactical Communications Architecture, Draft	29 Sept 98
JIEO Plan 3100	Five Year Interoperability Assurance Plan	Feb 94
JIEO Plan 3200	DOD Information Technology (IT) Standards Management Plan	Nov 93
JIEO Plan 3014	(Series) Operational Maintenance Test Plan for Combined Tactical Procedural Interface Testing	
JIEO Plan 3016	Developmental Certification Test Plan for Variable Message Format (VMF)	9 Jul 93

	Multi-TADIL Data Extraction and Reduction Guide (DERG)	15 Jan 98
<u>JIEO Cir. 3010</u>	JINTACCS Procedural Interface Standards Security Classification Guide	Feb 98
<u>JIEO Manual 9200</u>	Guidelines for Preparation of Interlace Procedures (JCIPS)	Mar 87
<u>JIEO Cir. 9005</u>	Preparation of Technical Interface Procedures (JCIPS)	Mar 87
JIES		
<u>JIES-SOM-003-00</u>	Computer Systems Operator's Manual	18 Sept. 92
<u>JIES-ARP-005-01</u>	Anomaly Reporting Plan	24 Jul 92
<u>JIES-CMP-006-02</u>	Configuration Management Plan	29 Apr 94
<u>JIES-ILS-009-00</u>	Integrated Logistic Support Plan	4 May 93
<u>JIES-SUM-016-01</u>	Software Users' Manual	26 May 93
<u>JIES-IDD-018-3</u>	Interface Design Document for the JIES	5 Apr 94
<u>JIES-SRS-025-02</u>	JIES System Specifications	24 Jan 94
<u>JIES-SRS-034-00</u>	Software Requirements Specification for the Pre-test Computer Software CSCI of the JIES	10 Dec 93
<u>JIES-SRS-036-00</u>	Software Requirements Specification for the Post-test CSCI	1 Dec 93
<u>JIES-IRS-037-00</u>	Interface Requirements Specification for the JIES	17 Dec 93
<u>JIES-TMP-038-00</u>	Test and Evaluation Master Plan for the JIES	12 Nov 93
<u>JIES-DBD-046-00</u>	JIES Database Description for the JIES	2 Aug 92
<u>JIES-SRS-047-00</u>	Software Requirements Specification for the Test Execution SCSI	17 Dec 93
	Joint Information Message Evaluation System (JIMES) Software Requirement Specification	23 Nov 99
JITC Documents		
<u>JITC Instr. 240-110-8</u>	Information Security Program	Nov 97
<u>JITC User Guide</u>	Joint Preliminary Trouble Report Processing Systems (JPTR) User's Guide	Jun 96
<u>JITC Plan 3006 (DOC)</u> <u>JITC Plan 3006 (ZIP)</u>	Joint Interoperability Test Plan (JITP) For Testing Tactical Digital Information Link (TADIL) and United States Text Formatting (USMTF) Systems	Dec 99
<u>JITC Instr. 720-15-8</u>	JITC Procedures and Formats for Joint and Combined Interoperability Certification Letters, Standard Conformance Letters and Test Reports, TBP	
<u>JITC Instr 210-85-01</u>	Documentation of Test and Evaluation Activities, TBP	8 Nov 94
<u>JITC 380-195-01A</u>	Test Manual for MIL-STD-188-141A	Jun 95
<u>JITC 380-195-01B</u>	Test Manual for MIL-STD-188-110A	Oct 94
<u>JITC Instr. 630-230-01</u>	Management Services, Federal Information Processing Resources Approval	9 Aug 93
<u>JITC Man 630-230-01.02</u>	JITC Operations Manual, Capabilities Handbook, Vol. II	30 Jun 92
<u>JITC Manual 610-165-01</u>	JITC Operations Manual, Test Director's Handbook, Vol. III	10 Jun 93
<u>JITC-CB</u>	JITC Command Brief (Apr 00)	
<u>JITC-MF</u>	JITC Mission and Functions	
<u>DODIIS T&E Policy</u>	Test and Evaluation Policy for Department of Defense Intelligence Information Systems (DODIIS) Intelligence Mission Applications (IMA)	Mar 00
<u>CIG/SS Capstone TEMP</u>	Common Imagery Ground/Surface System Capstone Test and Evaluation Master Plan (TEMP)	Sep 98
<u>DODIIS Instr.</u>	Department of Defense Intelligence Information Systems (DODIIS)	Feb 00

	Instruction 2000	
JITC CDB2000 Manual	Government User Manual, Ver. 1.5.1	Apr 00
JITC CDB2000 Manual	Contractor User Manual, Ver. 1.5.1	Apr 00
JITC Plan	Operational Test and Evaluation Plan for Defense Message System, Release 2.1	May 99
JITC Plan	Defense Message system (DMS) Capstone Test and Evaluation Master Plan	4 Jun 98
JITC Plan	Global Command and Control System (gccs) 3.0, Stage I Operational Test and Evaluation Plan	12 Nov 97
TEMP	Capstone Test and Evaluation Mater Plan for Global Command and Control System (GCCS)	29 Jan 99
JITC Plan	Global Command and Control System, Version 3.0.4 EP2, Software Test Plan For Mission Application Global Combat Support System (GCSS)	Mar 00
JITC Doc	Global Command and Control System, Version 3.0.4 EP2, Software Test Description For Mission Application Global Combat Support System (GCSS)	13 Mar 00
JITC Plan	Generic Tactical Switch Interoperability Test Plan, TBP	
JITC Plan	Defense Switched network Generic Switch Test Plan	Jun 99
JITC Plan	AN/PRC-117F Radio Interoperability Test Plan	Feb 00
JITC Plan	C4I Interoperability Assessment Plan for Tactical Unmanned Aerial Vehicle Control Station - Block 1B	1 Apr 00
JITC Plan	Interoperability Certification Test Program Plan for the DOD Intelligence Information Systems (DODIIS) Migration System	6 Feb 97
JITC Plan	Interoperability Test Plan for the BROADSWORD Version 2.0	14 Jul 99
JITC Report	Interoperability Test Report for the BROADSWORD Version 2.0	14 Sept 99
JITC Report	Joint Interoperability Certification of the message Switch AN/TYC-39 with Software Version H1R08	12 Jul 99
JITC Report	Joint interoperability Certification of Global Software Circuit Switch Software Version RD 28192	14 Dec 98
JITC Report	Beta Test and Interoperability Certification Report for DRSN Software Release 14.01.01	1 Jul 99
JITC Report	Ascension SCOPE Command Type III Acceptance Test Report	Oct 99
JITC Report	Special Mission Radio System Operational Test Report	Mar 99
JITC Report	Navy Regional Message Conversion System Functional Equivalency and Interface Certification Test Final Report	1998
JITC Report	Final Report of the Navy Functional Interoperability Test of DMDS Version 4.0	22 Feb 00
JITC Report	Final Report of the Navy DMS Functional System Checkout (FSCO), Test & Acceptance (T&A), and On-line Observation at NAVCOMTELSTA Guam	28 Feb 00
JITC Report	Defense Working Capital Accounting System, Public Works Center Prototype Process, Operational Test and Evaluation Report	Jan 00
JITC Compliance Letter	Common Imagery Ground/Surface System Compliance Level 2 and 3 Recommendation for the Joint Service Imagery Processing System - Navy	
JITC Interoperability Certification	Joint Interoperability Certification of the AN/PRC-148(V)(C) and (V)2(C), Multiband Inter/intra Team Radios	24 Feb 00
JITC Interoperability Certification	Joint Interoperability Certification for Marine Air-Ground Task Force II (MAGTF II) Version 5.2, Specified Interface	19 Apr 00
JITC Standard Conformance	MIL-STD-188-183 Conformance Certification of the AN/PRC-117(V)(C)	11 Jan 00

Certification	Transceiver	
JITC Standard Conformance Certification	MIL-STD-188-182 Conformance Certification of the AN/PRC-117(V)(C) Transceiver	6 Jan 00
JITC Report	DMS Release 2.1, Operational Test and Evaluation Report	20 Sept 99
JITC TestTime Mar 98	JITC Testing Times Newsletter	Mar 98
JITC TestTime Sep 98	JITC Testing Times Newsletter	Sep 98
JITC TestTime Mar 99-1	JITC Testing Times Newsletter	Mar 99
JITC Test Time Jun 99	JITC Testing Times Newsletter	Jun 99
JITC Test Time Dec 99	JITC Testing Times Newsletter	Dec 99
JITC Capabilities	JITC Capabilities Handbook, Draft	May 00
JITC Plan	Joint Service Imagery Processing System –Navy Common Imagery Ground/Surface System Compliance Test Plan	Jul 00
JITC Plan	Imagery Exploitation Support System, Version 4.1, Interoperability Test Plan	Jan 00
JITC Report	Imagery Exploitation Support System, Version 4.1, Interoperability Test Report	Jun 00
JITC Interoperability Certification	Joint Interoperability Certification of the Common Baseline Circuit Switch (CBCS), Circuit Switch On-Line Operating Program (CSOLOP), Version RD302182	
JITC Executive Summary	Department of Defense Interoperability Communications Exercise (DICE) 2000 Executive Summary	
JITC Report	Common Baseline Circuit Switch Software Interoperability Test Report	Apr 00
JITC Plan	JITC Support Plan For ASCIET 00	Feb 00
JITC Report	Initial Trend Analysis Of Selected ASCIET 99 & 00 Data	Jun 00
JITC Plan	Exercise Support Plan For Cobra Gold 2000	Mar 00
JITC Report	Exercise Support Report For Cobra Gold 2000	Jul 00
JITC Document	JITC Methodology For C4I Interoperability Testing, Assessment, And Certification	
JITC Instruction 650-70-1	Reimbursable Cost Estimating Policy and Instructions	1 Oct 99
JITC Capabilities	JITC Capabilities Handbook	Oct 00
Joint Documents		
Joint Pub 1-02	Department of Defense, Dictionary of Military and Associated Terms	23 Mar 94
Joint Pub 3-56	(Series) Tactical Command and Control Planning Guidance and Procedures for Joint Operations (Information Exchange Planning Guidance)	Apr 92
Joint Pub 3-56.1	Command and Control for Joint Air Operations	14 Nov 94
Joint Pub 6-0	Doctrine for Command, Control, Communications, and Computer (C4I) Systems Support for Joint Operations	30 May 95
Joint Pub 6-02	Joint Doctrine for Employment of Operational/Tactical Command, Control, Communications, and Computer systems	1 Oct 96
MIL-STDs and Handbooks		
MIL-STD-6011B	Tactical Digital Information Link (TADIL) A/B Message Standard	30 Apr 99
MIL-STD-6016A	Tactical Digital Information Link (TADIL) J Message Standard	30 Apr 99
MIL-STD-6040	US Message Text Format Program	Jan 99
MIL-STD-6004	Tactical Digital Information Link (TADIL) C message Standard	29 Sept 95
	Variable Message Format (VMF) Technical Interface Design Plan - Test	17 Jun 98

	Editor (TIDP-TE), Reissue 3	
MIL-HDBK-829-1	Military Handbook, MIL-STD-2045 Series Documentation, Vol. 1	23 Apr 93
MIL-HDBK-829-2	Guidelines for Data Communications Protocol Standards (DCPS), DOD Standardized Profiles (DPSs), Vol. 2	23 Apr 93
MIL-STD-188-181B	Interoperability Standard for Single Access 5-kHZ and 25-kHZ UHF Satellite Communications Channels	20 Mar 99
MIL-STD-188-182A	Interoperability Standard for 5kHz UHF Terminal Wave Form	31 Mar 97 Chg 1 9 Sep 98 Chg 1 22 Jan 99
MIL-STD-188-183-A	Interoperability Standard for 25 kHz TDMA/DAMA Terminal Wave Form	20 Mar 98 Chg 1 9 Sep 98
MIL-STD-188-220B	Interoperability Standard for Digital Message Transfer Device Subsystems	20 Jan 98
NITF		
N-0105-98	NITFS Standards Compliance and Interoperability Certification Test & Evaluation Program Plan, Version 1.0	25 Aug 98
MIL-STD-2500B	National Imagery Transmission Format Version 2.1 for the National Imagery Transmission Format Standard	22 Aug 97
MIL-STD-2500B notice 1	National Imagery Transmission Format Version 2.1 for the National Imagery Transmission Format Standard	2 Oct 98
STDI-0002	The Compendium of Controlled Extensions (CE) for the National Imagery Transmission Format (NITF), Version 2.0	4 March 1999
MIL-STD-188-198A	Joint Photographic Experts Group (JPEG) Image Compression for the National Imagery Transmission Format Standard	15 December 1993
	with NOTICE 1	12 October 1994
	with NOTICE 2	14 March 1997
N-0106-97	Bandwidth Compression Standard and Guidelines Document	25 August 1998
MIL-STD-188-196	Bi-Level Image Compression	18 Jun 93
	with NOTICE 1	27 Jun 96
MIL-STD-188-199	Vector Quantization Decompression with NOTICE 1	27 June 1994
	with NOTICE 1	27 Jun 96
MIL-STD-188-197A	Adaptive Recursive Interpolated Differential Pulse code Modulation (ARIDPCM) Compression Algorithm	12 October 1994
MIL-STD-2301A	Computer Graphics Metafile (CGM) Implementation Standard	5 June 1998
MIL-HDBK-1300A	National Imagery Transmission Format Standard (NITFS)	12 October 1994
MIL-STD-2045-44500	Tactical Communications Protocol 2 (TACO2) for the National Imagery Transmission Format Standard	18 Jun 93
	with NOTICE 1	29 Jul 94
	with NOTICE 2	27 Jun 96
Other Documents		
ISO/IEC TR 10000-1	Information Technology - Framework and Taxonomy of International Standardized Profiles, Part 1: Framework	15 Dec 92
ISO/IEC TR 10000-2	Information Technology - Framework and Taxonomy of International Standardized Profiles, Part 2: Principles and Taxonomy for OSI Profiles	15 Dec 94

EO 12958	Classified National Security Information	17 Apr 95
NATO Document	NATO C3 Interoperability Management Plan (NIMP) Volume I, NATO C3 Interoperability Management Directives	1 Mar 99
NATO Document	NATO C3 Interoperability Environment Testing Concept, Draft	Jan 00
Title 10, USC Section 138	Director of Operational Test and Evaluation	21 Feb 90
Title 10, USC Section 2399	Operational Test and Evaluation of Defense Acquisition Systems	21 Feb 90

SECTION E Inspection and Acceptance

CLAUSES INCORPORATED BY REFERENCE:

52.246-4	Inspection Of Services--Fixed Price	AUG 1996
52.246-6	Inspection--Time-And-Material And Labor-Hour	JAN 1986
52.246-9	Inspection Of Research And Development (Short Form)	APR 1984
52.246-12	Inspection of Construction	AUG 1996
52.246-16	Responsibility For Supplies	APR 1984

INSPECTION AND ACCEPTANCE CRITERIA

(a) The COR is responsible for the inspection of all services provided by the Contractor, notification of deficiencies, and recommendations for corrective action. A written notice of acceptability or unacceptability of the deliverable will be provided to the Contractor with the constructive acceptance period identified in Section I, FAR clause 52.232-25, Prompt Payment, unless otherwise specified.

(b) Deliverables under this contract shall be inspected and accepted by the Contracting Officer or a designated representative. Approval will indicate Government acceptability of Contractor performance and compliance with the Performance Work Statement (Section C).

Notes:

1. Contract Clause 52.246-4 applies to Firm-Fixed Labor Hour SLINs 0002AA, 0003AA, 0004AA, and 0005AA.
2. Contract Clause 52.246-6 applies to all reimbursable SLINs 0002AB, 0002AC, 0002AD and corresponding option periods.
3. Contract Clause 52.246-16 applies to the entire contract.

SECTION F Deliveries or Performance

CLAUSES INCORPORATED BY REFERENCE:

52.247-34	F.O.B. Destination	NOV 1991
52.211-17	Delivery of Excess Quantities	SEP 1989
52.242-14	Suspension of Work	APR 1984
52.242-15	Stop-Work Order	AUG 1989
52.242-17	Government Delay Of Work	APR 1984

CLAUSES INCORPORATED BY FULL TEXT

CONTRACT PERFORMANCE PERIOD

The period of performance for this contract is identified below:

Phase-in:	December 1, 2001 – February 28, 2002
Base Period:	March 1, 2002 – February 29, 2004
First Option Period:	March 1, 2004 – February 28, 2006
Second Option Period:	March 1, 2006 – February 29, 2008
Third Option Period:	March 1, 2008 – February 28, 2010

52.211-11 LIQUIDATED DAMAGES--SUPPLIES, SERVICES, OR RESEARCH AND DEVELOPMENT (SEP 2000)

- (a) If the Contractor fails to deliver the supplies or perform the services within the time specified in this contract, the Contractor shall, in place of actual damages, pay to the Government liquidated damages of \$500.00 per calendar day of delay.
- (b) If the Government terminates this contract in whole or in part under the Default--Fixed-Price Supply and Service clause, the Contractor is liable for liquidated damages accruing until the Government reasonably obtains delivery or performance of similar supplies or services. These liquidated damages are in addition to excess costs of repurchase under the Termination clause.
- (c) The Contractor will not be charged with liquidated damages when the delay in delivery or performance is beyond the control and without the fault or negligence of the Contractor as defined in the Default--Fixed-Price Supply and Service clause in this contract.

(End of clause)

SECTION G Contract Administration Data

G.1 CONTRACT MANAGEMENT

CONTRACTOR'S CONTRACT ADMINISTRATION AND PAYMENT OFFICE:

Contract Administration Office: Offeror's office which will receive payment, supervise, and administer the resulting contract (Insert complete address, phone, and facsimile number and email address).

Mailing Address:

Point of Contact:

Telephone Number:

Facsimile Number:

E-mail Address:

Remittance Office (if different than above). See Section I, FAR clause 52.232-33 entitled "Mandatory Information for Electronic Funds Transfer Payment." If payment is not made by electronic transfer, then payment to the Contractor shall be mailed to the following addresses:

Mailing Address:

EFT Information:

Point of Contact:

Telephone Number:

Facsimile Number:

E-mail Address:

G.2 GOVERNMENT CONTRACT ADMINISTRATOR

Administration of this contract shall be performed by:

DOI/NBC
Acquisition Services Division, Southwest Branch
Attention: (Contracting Officer N. Tinnell)
P.O. Box 12924
Fort Huachuca AZ
85670-2924

Contracting Officer:
N. Tinnell
(520) 538-0423
Fax: (520) 533-1600
nancyann.tinnell@hua.army.mil

Contract Administrator:
Nancy Johnson
(520) 538-0421

Fax: (520) 533-1600
nancy.johnson@hua.army.mil

G.3 INVOICE REQUIREMENT

a. Two types of invoices shall be submitted under this contract: hard copy and electronic. The hard copy and electronic requirements are addressed in paragraphs b and c below.

b. Hard copy invoice - In addition to the requirements of FAR 52.232-25, PROMPT PAYMENT (JUN 1997), proper invoices for this contract shall be semi-monthly, except award fee invoices. Award fee invoices will be submitted separately as addressed in contract paragraph H.22. Subcontractors shall invoice the prime contractor semi-monthly. All hard copy invoices shall be separated, as a minimum, into two sections:

Section I: CLIN/SLIN (in accordance with 52.232-25, Prompt Payment)

Section II: Accounting Classification. Each hard copy invoice shall contain the various accounting citations summarized and sorted by FY, ORC/APC, and DISA Project Code with a column for Current Cost and a separate Column for Cumulative Costs. Example:

	CURRENT COST	CUMULATIVE COST
97204004300 P245GJ8C0 JT 2551 DJTPR11000 842500	\$100.00	\$1,000.00
97204004300 P245GJ9W0 JT 2551 DJTPR11000 842500	\$50.00	\$50.00
97204004300 P245GJ8C0 JTRM 2551 DJTPR11000 842500	\$3,110.00	\$27,950.00
97204004300 P245GJR30 JT9AAA 2551 DJTPR11000 842500	\$62,399.00	\$62,399.00

The above example is further defined as follows: FY i.e. 2=2002, ORC/APC i.e. JT, JTRM, JT9AAA DISA Project Code i.e. GJ8C0, GJ9W0, GJR30.

c. Electronic submission of invoice - The contractor shall submit the invoice electronically to the JITC Financial Management Office (FMO) using JITC's Invoice Management System (IMS), that is part of the JITC Project and Accounting System (JPAS). Electronic invoices will be submitted by task order and will include FY, ORC/APC and DISA Project Code, CLIN/SLIN, hours, and dollar amount for the current costs only, no cumulative costs. Along with the electronic invoice, the contractor will provide the FMO a hard copy marked as an "Original Invoice."

d. FMO will review both the electronic invoice and "Original Invoice." Upon approval, FMO will forward the "Original Invoice" to JITC's Contracting Officer's Representative (COR) for final approval. The contractor, upon approval notification, will provide one hard copy invoice to the Contracting Officer.

e. The COR will prepare and sign the DD Form 250 (Material Inspection and Receiving Report) and forward the DD Form 250 and approved "Original Invoice" to the appropriate DFAS Office for electronic fund transfer (EFT) payment.

f. Failure of the Contractor to comply with the instructions provided herein will be considered as an improper invoice submission and the time period for payment set forth in the terms of the Prompt Payment Act will not commence until receipt of a proper invoice by FMO.

g. During the phase-in period, the Government will establish a phase-in task order for each contractor. The phase-in task will cover activities such as hiring of personnel, hand receipt transition, security, office space, and management transition. The tasks will not be used for direct work and will be invoiced to the phase-in CLIN.

G.4 PAYMENTS TO THE CONTRACTOR

Designated Payment Office:

DFAS-IN
8899 East 56th Street
Indianapolis, IN
46249

a. The Payment Office is not authorized to make disbursement to the Contractor until it has received an invoice marked as the "Original Invoice" and a DD Form 250, Material Inspection and Receiving Report, which has been signed by the COR in Blocks 21b (acceptance) and 22 (received) evidencing receipt and acceptance of the services/supplies. Note: A properly accepted and received DD Form 250 requires signatures in both areas, typed names, titles, and dates.

b. The COR will retain one copy of the signed DD Form 250 for the COR files and provide one copy to the Contracting Office, Contract Administrator.

c. After payment has been made to the Contractor, the DFAS office will provide a copy of the payment voucher to the Contracting Office, Contract Administrator at the following address:

DOI/NBC
Acquisition Services Division, Southwest Branch
Attention: Nancy Johnson
P.O. Box 12924
Fort Huachuca AZ
85670-2924
nancy.johnson@hua.army.mil

G.5 EMPLOYEE RELOCATION EXPENSES

a. In rare instances, the Government may reimburse the Contractor for costs to relocate personnel for initial assignment to the contract. Relocation costs must be reviewed by the Deputy Commander of JITC and approved by the Contracting Officer. Costs authorized must be within the guidelines and limitations of FAR 31.205-35. Recruitment costs are not considered to be relocation costs. Relocation costs of key personnel to the contract may be allowed; however, relocation costs of employees departing the contract will not be allowed.

b. Relocation costs must be identified to the Contracting Officer or designee prior to costs being incurred. The Contractor must submit an itemized accounting of all items claimed for reimbursement. The vouchers shall be submitted for reimbursement against the ODC SLIN. Once relocation costs have been approved by the Contracting Officer, the Contractor may submit an invoice for approved costs.

c. The Contractor shall reimburse the Government 100% of the relocation costs in accordance with the limitations identified in the Reimbursement Chart below if the employee voluntarily or involuntarily terminates employment in less than one year from the date of employment under the contract. If the Contractor reassigns the employee from the family of tasks e.g., Defense Message System (DMS), CINC Combined Initiatives, or Theater Air Missile Defense (TAMD) in less than one year from date of employment under the contract, then the Contractor shall reimburse the Government 100% of the relocation costs in accordance with the limitations identified in the Reimbursement Chart below, unless reimbursement of costs is waived by the Contracting Officer.

d. The Contractor is encouraged and expected to make reasonable efforts to hire personnel from within the commuting area. If qualified personnel are not available from within the commuting area, the Contractor is expected to make reasonable efforts to keep relocation costs to a minimum.

REIMBURSEMENT CHART

RELOCATION COSTS	OBLIGATION TIME PERIOD
Below \$5,000	90 calendar days
\$5,000- 10,000	180 calendar days
Above \$10,000	1 calendar year

G.6 ACCESS TO CONTRACTOR FACILITIES

The Government Technical Point of Contact (designated on individual task orders) and/or other authorized Government personnel shall be allowed access to the Contractor's facilities or other work locations utilized under this contract during normal working hours provided the visitor has complied with the visit planning and coordination requirements of FAR 42.402. This does not preclude the Government security personnel, the COR, the property administrator, the contract administrator, and the Contracting Officer, from making unannounced inspections, when required, to ensure compliance with COMSEC plans and directives.

G.7 OVERTIME APPROVAL

All requests by the Contractor for overtime shall be reviewed and approved, in writing, by the Contracting Officer or designated representative prior to the Contractor performing the overtime. The Government requires all hours in excess of 40 hours to be approved by the Contracting Officer or designee prior to the commencement of performance. Overtime is hours worked over the duty hours stated in G.8, Hours of Operation. For overtime hours worked for both exempt and non-exempt employees, the individual shall be paid no more than time and one-half the employee's regular hourly rate.

G.8 HOURS OF OPERATION

The core contract duty hours are Monday through Friday from 7:30 AM to 4:15 PM equating to a 40-hour workweek. The Contractor shall comply with the duty hours established on each task order. Deviations from the core duty hours (e.g. flex-time and compressed work schedules) shall be coordinated with the Form 1 POC and approved by the Contracting Officer or designee. A list of contract official holidays can be found in Section H of the contract.

From time to time there will be a requirement to have extended testing to be performed outside of the routine work week. Extended testing may be accomplished by flex-time, shift work, overtime or other arrangement which shall be approved by the Contracting Officer or designee prior to the commencement of performance.

Work is to be accomplished at the authorized Government or Contractor facilities. Work performed other than these locations (e.g. home) shall be approved by the Contracting Officer or designee prior to the commencement of the performance.

G.9 PARTNERING

In an effort to most effectively accomplish the objective of this contract, it is proposed that the Government, the Contractor, and its major subcontractors engage in the Partnering process.

The Partnering process is based upon a mutual commitment between Government and Industry to work cooperatively as a Team to identify and resolve problems and facilitate contract performance. Partnering requires the parties to look beyond the strict bounds of the contract in order to formulate actions that promote their common goals and objectives. It is a relationship that is based upon open and continuous communication, mutual trust and respect, and the replacement of the "us vs. them" mentality with a "win-win" philosophy for the future. Partnering also promotes synergy, creative thinking, pride in performance, and the creation of a shared vision of success.

Participation in the Partnering process is entirely voluntary. Any costs associated with the utilization of this approach will be shared equally by the parties with no change in the contract.

The establishment of this Partnering arrangement does not affect the legal responsibilities or relationship of the parties and cannot be used to alter, supplement or deviate from the terms of the contract. Any changes to the contract must be executed in writing by the Contracting Officer.

Attachment 6 of Section J is a sample partnering agreement.

G.10 CONTRACT MINIMUM

Contract Minimum Quantity: The Government agrees to order a guaranteed contract minimum of \$2,000,000.00 per contract base and per exercised option period (s).

G.11 OTHER DIRECT COSTS PAYMENTS

Contract Clause 52.216-7, Allowable Costs and Payment, March 2000, allows for payment to the prime contractor upon execution of subcontracts. This clause supplements the Allowable Costs and Payment clause to limit the amount authorized for payment to the prime (prior to receipt of acceptance of subcontractor services by the prime). The contractor may invoice up to \$100,000 dollars per month for purchase orders in excess of \$500,000. This applies only to ODC T&M SLINs (0002AB, 0003AB, 0004AB, 0005AB) purchases for subcontracts. The contract SLINs for travel or overtime are applicable to direct labor and not subcontracts (e.g. 0002AC and 0002AD). This does not authorize the contractor to incur costs in excess of the funds allotted to the contract under the Limitation of Obligation Clause (DFARS 252.232-7007) unless other payment arrangements are approved by the Contracting Officer.

G.12 INCREMENTAL FUNDING

This contract is subject to the clauses entitled "Limitation of Funds (Apr 1984)" and "Limitation of Government's Obligation (Aug 1993)". Funding will be provided incrementally at this clause citing the appropriate accounting classifications at contract award and via contract modifications. The modifications will specify estimated contract amount, obligated amount, and subject to the availability of funds. The obligated amount represents that amount available for payment.

SECTION H Special Contract Requirements

H.1 CONTRACTOR ACCESS TO GOVERNMENT INSTALLATION

The Contractor shall submit to the Contracting Officer the names and social security numbers of all employees and/or prospective employees who will require access to the Government installation and/or facility in the course of their employment. This requirement applies to the Contractor's subcontractors and suppliers. The Contracting Officer will submit the names and social security numbers to the installation's Provost Marshall. The Contractor will be advised if any of the individuals have been barred from the Government installation pursuant to Title 18 U.S.C. Section 1382. Those individuals currently or previously barred from the Government installation will not be allowed to enter or work on the installation. Procedures or policies regarding Contractor access to Government installations and/or facilities may vary somewhat at different installations. If procedures vary, the appropriate procedure will be identified by the Contracting Officer or designated representative upon contract award and/or in individual task orders.

H.2. NOTICE OF INCORPORATION OF SECTIONS K, L, AND M

The following sections of the solicitation will not be distributed with the contract; however, they are incorporated in and form a part of the resultant contract as though furnished in full text therewith:

<u>SECTION</u>	<u>TITLE</u>
K	REPRESENTATIONS, CERTIFICATIONS, AND OTHER STATEMENTS OF OFFERORS
L	INSTRUCTIONS, CONDITIONS, AND NOTICES TO OFFERORS
M	EVALUATION FACTORS FOR AWARD

H.3 INSURANCE

a. Pursuant to the contract clause in Section I, entitled "INSURANCE-LIABILITY TO THIRD PERSONS (Mar 1996), FAR Clause 52.228-7," the Contractor shall at all times during the performance of this contract, unless otherwise directed or approved by the Contracting Officer, carry insurance of the types and in the minimum amounts set forth below:

- b. Worker's Compensation and Employer's Liability Insurance: \$100,000;
 Comprehensive General Liability Insurance: \$500,000 per occurrence; and
 Comprehensive Automobile Liability Insurance:

\$200,000 per person;
 \$500,000 per occurrence for bodily injury; and
 \$20,000 per occurrence for property damage

c. The Contractor shall furnish the contracting officer proof of insurance, prior to the commencement of work. The proof will contain a written statement including the nature of the policies, the names of the insured, and the number, amounts, and policy periods, and an endorsement that any cancellation, expiration, or material change in the coverage adversely affecting the Government's interest shall not be effective unless the insurer or Contractor provides written notice to the Contracting Officer no less than 30 days before any change in any policies adversely affecting the interest of the Government in such insurance.

H.4 TASK EXECUTION PLAN - JOB TITLES AND WAGE CLASSIFICATION

- a. A Task Execution Plan (TEP) is required for all task orders and will communicate the Contractor's technical approach and estimated resources required to satisfy task requirements.
- b. Competition of work among Contractors: The Government will give each Contractor an opportunity to compete for orders of over \$2,500. There are four exceptions to this rule: 1) urgency, 2) only one vendor is capable of supplying unique or highly specialized goods, 3) logical follow-on to a previous order that was competitively awarded, and 4) necessary to meet the guaranteed minimum quantity.
- c. The Government requirement will be provided to the Contractors on a Form 1, COR Letter of Instruction. The Form 1 will include the suspense date for submission of Task Execution Plan (TEP), indicate the period of performance, indicate if the work can start pending TEP approval, and indicate a not-to-exceed dollar amount for the proposal (TEP) preparation costs. The Form 1 will contain the Government's requirement and it is incumbent upon the Contractors to determine labor mix, labor categories and levels, hours, travel, overtime, and ODCs and submit those in their TEP. The Government will then evaluate the competing TEPs on the basis of technical approach, price, and past performance. The Contractor that offers the best value to the Government will be awarded the task and the unsuccessful Contractors will be offered an opportunity for a debrief.
- d. Contractors shall propose and project any level increases (six levels) of labor categories in their initial TEP. Once proposed and approved by the Government, job titles and the associated wage classification will remain as proposed in the TEP period of performance. It is incumbent upon the Contractor to capture all anticipated costs for labor categories, increases, materials, overtime, and other associated costs in their TEP. Submission of a TEP to the Government shall be provided no later than 30 days from receipt of an approved Form 1 unless otherwise specified in the Form 1. Government desired changes to the TEP and/or tasking will be communicated using a Form 1. The COR will review and approve the Form 1 and TEP.
- e. Each task order will identify an obligation value and a notification value. The obligation value on each task order shall not be exceeded. The notification value is a value less than 100% of the obligation value. The contractor shall provide notification when performance equates to the notification value specified in each task order. At the notification value, the contractor shall notify the Contracting Officer's Representative and the Action officer designated in the Form 1 by e-mail.
- f. Each TEP may be incrementally funded via the task order. The limitation of the Government liability will apply to each task order. Refer to clauses entitled "Limitation of Funds (Apr 1984)" and "Limitation of Government's Obligation (Aug 1993)."

H.5 ASSIGNMENT OF CONTRACTOR ACQUIRED FACILITIES

The Contractor may acquire/lease facilities necessary for support of the JITC as required under the contract and directed by specific task orders. The facilities shall meet the applicable Occupational Safety and Health Administration (OSHA) requirements. The Contractor acquired facility shall adhere to the security requirements as required by DD Form 254, Security Classification Specification. The Contractor shall comply with Army Regulation 600-63, which prohibits smoking within Army facilities. The operation, maintenance, and management of the facilities shall be the responsibility of the Contractor. Facilities acquired/leased under this contract are transferable to other Contractors only with the express written permission of the Contracting Officer. The provision entitled, CONTRACTOR PURCHASING PROCEDURES applies.

H.6 INCORPORATION OF ADDITIONAL LABOR CATEGORIES

- a. This contract provides JITC with the support required to perform its mission and functions. The

Contractor is required to provide a wide range of nonpersonal services to encompass scientific, engineering, logistical, administrative, purchasing, and ancillary support.

b. "Nonprofessional" and "professional" labor categories are provided in this contract by the identified Service Contract Act labor categories from Section J attachments and the professional categories identified in Appendix A to Section C. These labor categories are representative of the anticipated types of labor required to support the mission and functions of the JITC and are by no means exact or exclusive of the total support that may be required. Therefore, additions and/or revisions may be necessary.

c. There may be changes from time to time to include additional labor categories. When these changes occur, the original loading factors (including General & Administrative, Overhead, profit, facilities and other indirect costs) that were included in the Appendix D to Section L shall be used for that change.

d. This clause shall apply throughout the phase-in, basic contract, exercised options, and /or extensions.

H.7 Reserved

H.8 WORK PRIORITY/TEST SCHEDULES

Notwithstanding the Contractor's responsibility for total management during the performance of this contract, the Government reserves the right to assign priority for the work to be performed. The Contractor shall accept changes to the priorities when required by the Contracting Officer or designated representative and shall allocate personnel to perform the work in the most efficient and expeditious manner.

H.9 LEGAL HOLIDAYS

a. U.S. Government Federal holidays are as follows:

New Year's Day
 Martin Luther King Jr.'s Birthday
 Presidents' Birthday
 Memorial Day
 Independence Day
 Labor Day
 Columbus Day
 Veteran's Day
 Thanksgiving Day
 Christmas Day

b. The Contractor shall not schedule compensated work during weekends, or legal U.S. Government holidays without the prior approval of the Contracting Officer or designated representative.

c. Legal holidays for Service Contract Employees are indicated on individual Wage Determinations contained at Section J of this contract.

H. 10 ECONOMIC PRICE ADJUSTMENT

a. The Contractor may request that prices of labor categories exempt from the Service Contract Act (SCA) in this contract be adjusted based on recognized indices (e.g. the William M. Mercer Information Technology Compensation Survey, or DICE.COM or any other recognized index) and the procedures set forth below. The effective date for approved price adjustments will be the beginning of the fiscal year following the year in which the adjustment is approved. For example, a request approved in January 2001

will take effect on 1 October 2001; a request approved in October 2001 will take place on 1 October 2002. The Government is under no obligation, however, to approve a requested adjustment.

b. Any annual adjustments requested by the Contractor may be approved for no more than the percentage change in the index. The Contractor must also provide the Government information on what index was used and how.

c. All requests for adjustments shall be on a job title basis and in writing. Requests shall include the new labor rates desired, documentation supporting the requested adjustments, and price tables showing the revised prices according to the chosen index.

d. All requests for price adjustment shall be accompanied by supporting data. Such data shall be as extensive and verifiable as deemed appropriate by the Contracting Officer. An application for a price adjustment and all supporting data provided by the Contractor shall be subject to audit by representatives or agents of the U.S. Government.

e. In the event of a decrease in the chosen index, there will be no corresponding decrease in price.

f. For indexed labor categories, adjustment will be made by increasing the direct labor hourly rates in accordance with previously provided guidance. The direct hourly rates will be multiplied by the percentage change in the index, rounded to the nearest dollar decimal places, to establish new direct labor hourly rates for the change year. The resulting direct labor hourly rates will then be burdened with the fringe benefits, overhead, and G&A submitted in the Contractor's original proposal at contract award to calculate the Loaded Hourly Rate in effect for the 12 month period beginning the following fiscal year.

H.11 CONTINUED PERFORMANCE DURING CRISIS SITUATIONS

1. Requirements:

a. The requirements of this contract have been identified as essential to the mission and operational readiness of U.S. and Allied Forces operating worldwide; therefore, the Contractor may be required to perform this contract during crisis situations including war, a state of emergency, or contingency operations subject to the requirements and provisions listed below.

b. The Contractor shall be responsible for performing all requirements of this contract notwithstanding crisis situations including the existence of any state of war, whether declared or undeclared, state of emergency, or contingency by the United States or foreign country, commencement of hostilities, internal strife, rioting, civil disturbances, or activities of any type which could endanger the welfare and security of U.S. Allied Forces worldwide. Failure by the Contractor to perform may subject the Contractor to termination of this contract for default.

c. Crisis situations shall be determined by the overseas theater Commander-in-Chief or when Defense Readiness Condition (DEFCON) Three (3) is declared for that area.

d. Continued performance hereunder may require an equitable adjustment; therefore, the Contractor shall segregate and separately identify all costs incurred in the contract performance during war, state of emergency, or contingency operation. The Contractor shall notify the Contracting Officer of an increase or decrease in costs within ninety days after continued performance has been directed by the Contracting Officer, or within any additional period that the Contracting Officer approves in writing, but not later than the date of final payment under the contract. The Contractor's notice shall include the Contractor's proposal for an adjustment and any data supporting the increase or decrease in the form prescribed by the Contracting Officer. As soon as practicable after receipt of the Contractor's proposal, the parties shall negotiate a price adjustment to the contract price. Failure to agree on any adjustment shall be handled as a dispute under the Dispute Clause.

e. Contractor personnel will be integrated into Government contingency plans, and afforded the same rights, privileges, protection and priority as Government personnel. The Government will provide security, housing, and dining facilities for Contractor personnel should conditions warrant.

f. Contractors will perform such tasks as may be assigned under this contract provision identified as a crisis situation in accordance with an approved TEP submitted in response to Government Form 1. The Government will provide oral notification as soon as the potential need becomes known. In emergency situations, Contractor will be prepared to execute its TEP within five working days after direction to proceed, subject to timely receipt of visas, passports, physical examination, immunization, country clearance, and special equipment as required. Unless otherwise specified in the approved TEP, it is the Government's intent to provide employees with the same benefits and support provided or authorized to Government personnel under relevant sections of 5 U.S.C. and 42 U.S.C. as further implemented in the JTR/FTR and DSSR in effect during the assignment. If the Government is unable to provide such benefits and support, the Contractor will charge any costs associated with Contractor providing the benefits and support as other direct costs (ODC) to the applicable task as approved by the Government. The Contractor will segregate and separately identify all costs incurred as a result of this contract provision.

H.12 AFTER HOURS SUPPORT

For requirements occurring during non-duty hours, the following three scenarios apply:

(1) Emergency Phone Roster – When requested in individual task orders, the Contractor will provide the Government Action Officer with an emergency phone roster at the beginning of each month. The roster shall provide primary and alternate points of contact for all non-duty hours. Individuals on the emergency phone roster will either carry a beeper or a cellular phone. Employees listed on the emergency phone roster will not be considered on duty.

(2) Emergency Support – For both exempt and non-exempt employees, in the event they are called in during non-duty hours, the individual will be paid no more than time and one-half the employee's regular hourly rate. If the emergency support services require less than two hours, or no work is available after reporting, the employee will be credited with two hours of work time. The employee shall not be paid if the emergency work is canceled and the employee has received and acknowledged notification prior to reporting. If the Government is unable to contact the employee, the employee may be offered alternate work upon reporting. Employees will be paid only when required to report to the work site.

(3) Ready-Alert – In the event that particular scenarios are known in advance, but a specific time period cannot be determined, individuals will be required to remain on ready alert status. Individuals on ready-alert are on a standby status and must be available to respond immediately by phone and be able to report to work within one hour. Employees on standby status are considered to be on duty. Exempt and non-exempt employees will be paid no more than time and one-half the employee's regular hourly rate.

H.13 ORGANIZATIONAL CONFLICT OF INTEREST

Reference FAR 9.501, Title 10, Section 2399, Operational T&E of Defense Acquisition Programs, as amended by Section 819 of the Defense Authorization Bill dated 5 Oct 92.

a. To prevent conflicting roles which may bias the Contractor's judgement or objectivity, or to preclude the Contractor from obtaining an unfair competitive advantage in concurrent or future acquisitions, the Contractor will be restricted as set forth in paragraph c below.

b. The following description or definitions apply to this contract:

1) "Contractor" means the business entity receiving the award of this contract, parents, affiliates, divisions, and subsidiaries.

2) "Development" means all efforts towards solution of broadly-defined problems. This may encompass research, evaluating technical feasibility, proof of design and test, or engineering of programs not yet approved for acquisition or operation.

3) "Operational Test and Evaluation" means testing and evaluating results to ensure that systems (e.g., new or modified) meet user requirements and operate within their planned operational environment and maintenance concepts.

4) "Proprietary Information" means all information designated as proprietary in accordance with law and regulation, and held in confidence or disclosed under restriction to prevent uncontrolled distribution. Examples include limited or restricted data, trade secrets, sensitive financial information, and computer software; and may appear in cost and pricing data or involve classified information.

5) "System" means the system under test for each sub task.

c. The following rules apply:

1) The Contractor agrees that if it has participated in (or is participating in) the development, production or testing of a system for a military department or defense agency (or for another Contractor of the Department of Defense), it is prohibited from involvement in any way, from the time of subtask award for two years after subtask completion, in providing services with regard to the operational test and evaluation of the system and in the establishment of criteria for data collection, performance assessment or evaluation activities for the operation, test, and evaluation of that system. This limitation does not apply to a Contractor that has participated in such development, production, or testing solely as a representative of the Federal Government. (Note the word "representative" is directly from Section 819 of the Defense Authorization Bill dated 5 Oct 92).

2) The Contractor will participate in the technical evaluation of other Contractors' proposals or products. To ensure objectivity, the Contractor is precluded from award of any supply or service contract or subcontract for its major components. This restriction shall be effective for two years after subtask completion. This does not apply to other technical evaluation concerning the system.

3) The Contractor may gain access to proprietary information of other companies during contract performance. The Contractor agrees to enter into company-to-company agreements to (a) protect other company's information from unauthorized use or disclosure for as long as it is considered proprietary by the other company and (b) refrain from using the information for any purpose other than that for which it was furnished. For informational purposes, the Contractor shall furnish copies of these agreements to the Contracting Officer. These agreements are not intended to protect information which is available to the Government or to the Contractor from other sources and furnished voluntarily without restrictions.

4) The Contractor agrees to accept and to complete all task orders, and not to contract with Government prime Contractors or first-tier subcontractors in such a way as to create an organizational conflict of interest. The Contractor also agrees to identify conflicts of interest and understands conflicts of interest may result in disqualification of award of a subtask in accordance with applicable laws, regulations, and determinations by the Contracting Officer.

5) The Contractor agrees to review, after contract award and continuously thereafter, its technical, business, financial, and other interests which could give rise to a potential or organizational conflict of interest in connection with the performance of any subtask issued under this contract. If the Contractor identifies any facts relevant to such an organizational conflict of interest, the Contractor shall make and immediate and full disclosure in writing to the Contracting Officer. The disclosure shall set forth all relevant facts, including identification of contracts, nature of work performed or to be performed and a description of actions which the Contractor proposes to take to avoid, neutralize or mitigate the actual or potential conflict of interest.

6) The Government may terminate a subtask for convenience, in whole or in part, if it deems such

termination necessary to avoid an organizational conflict of interest. If the Contractor was aware of any organizational conflict of interest before award of a subtask, or discovered such facts after award and intentionally did not disclose or misrepresented relevant information to the Contracting Officer, the Government may terminate the subtask and or contract in accordance with the "Default" clause of this contract and pursue such other remedies as may be permitted by law or this contract.

7) The restrictions imposed by this clause apply to a Contractor's parent, affiliates, divisions, subsidiaries, consultants, and subcontractors at all tiers. The above restrictions shall be included in all subcontracts, teaming arrangements, and other agreements calling for performance of work related to this contract, unless excused in writing by the Contracting Officer.

d. The concept of multiple awards required for this contract by Federal Acquisition Streamlining Act is a primary mitigation factor for JITC. In the event one prime Contractor has an organizational conflict of interest on a system involved in OT&E, JITC may at its sole discretion award work to another prime Contractor. If a subcontractor with a team has an organizational conflict of interest, the prime Contractor may assign work to another subcontractor, do the work entirely within the prime Contractor organization, or if inability to use subcontractor with the organizational conflict of interest means the prime Contractor does not have the requisite capability and capacity to perform the work, the prime Contractor may notify the Contracting Officer of the circumstances and decline the work to avoid an organizational conflict of interest or default.

H.14 SAFETY REQUIREMENTS

a. The Contractor shall adhere to commercial safety practices and to all Government safety requirements (Occupational Safety and Health Act of 1970; Title 29, Code of Federal Regulations Parts 1910 and 1960, and Army Regulation 385-10, Army Safety Program).

b. The Government reserves the right to investigate incidents and accidents as defined by AR 385-40. The Contractor shall immediately report to the COR any accidents or incidents which result in bodily injury and/or death. The Contractor shall also report damage to Government property resulting in \$2,000.00 or more damage. The Contractor shall report all incidents and accidents by submitting a DA Form 285, U.S. Army Accident Investigation Report, in accordance with AR 385-40 to the COR. The COR will submit the DA Form 285 to the Safety Office and the Contracting Officer.

H.15 INVITED CONTRACTOR OR TECHNICAL REPRESENTATIVE STATUS REPUBLIC OF KOREA (ROK)

a. Invited Contractor or technical representative status under the U.S. - ROK SOFA is subject to the written approval of HQ USFK, A C of S, Acquisition Management.

b. The contracting officer shall coordinate with HQ USFK, ACofS, Acquisition Management, in accordance with DFARS, subpart 225.77, and USFK Reg 700-19 (<http://www.korea.army.mil/>). The ACofS, Acquisition Management, will determine the appropriate Contractor status under the SOFA and notify the contracting officer of the determination. The USFK Form 175-R (Invited Contractor and Technical Personnel Data Report) will be submitted to the Responsible Officer who is the Contracting Officer's Representative (COR) for this contract.

c. Subject to the above approval, the Contractor, including their employees and lawful dependents, may be accorded such privileges and exemptions as specified in the U.S. - ROK SOFA, and implemented per USFK Reg 700-19, subject to the conditions and limitations imposed by the SOFA and this regulation. Those privileges and exemptions may be furnished during the performance period of the contract, subject to their availability and provided the invited Contractor or technical representative status is not withdrawn by USFK.

d. The Contractor officials and employees performing under this contract collectively and separately warrant that they are not now performing, nor will perform during the period of this contract, any contract

services or otherwise engage in business activities in the ROK other than those pertaining to the U.S. Armed Forces.

e. During performance of the work in the ROK required by this contract, the Contractor will be governed by USFK regulations pertaining to the direct hiring and the personnel administration of Korean National employees.

f. The authorities of the ROK will have the right to exercise jurisdiction over invited Contractors and technical representatives, including officials and employees and their dependents, for offenses committed in the ROK and punishable by the laws of the ROK. In recognition of the role of such persons in the defense of the ROK, they will be subject to the provisions of Article XXII, U.S. ROK SOFA, related Agreed Minutes and Understandings on Implementation. In those cases in which the authorities of the ROK decide not to exercise jurisdiction, they shall notify the U.S. military authorities as soon as possible. On such notification, the military authorities will have the right to exercise such jurisdiction over the persons referred to, as is conferred on them by the law of the United States.

g. Invited Contractors and technical representatives agree to cooperate fully with the USFK sponsoring agency and responsible officer on all matters pertaining to logistic support. In particular, Contractors will provide prompt and accurate reporting of changes in employee status, as required by this regulation, to the assigned sponsoring agency. Except for Contractor air crews flying Military Airlift Command missions, all U.S. Contractors performing work on United States Air Force classified contracts will report to the nearest Security Police Information Security Section for the geographical area where the contract is to be performed.

h. Invited Contractor and technical representative status will be withdrawn by USFK on –

(1) Completion or termination of the contract.

(2) Proof that the Contractor or employees are engaged in business activities in the ROK other than those pertaining to U.S. armed forces.

(3) Proof that the Contractor or employees are engaged in practices illegal in the ROK or are violating USFK regulations.

i. It is agreed that the withdrawal of the invited Contractor or technical representative status or any of the privileges associated therewith by the U.S. Government, will not constitute grounds for excusable delay by the Contractor in the performance of the contract, nor will it justify or excuse the Contractor defaulting the performance of the contract; and such withdrawal will not serve as a basis for the filing of any claims against the U.S. Government if the withdrawal is made for the reasons stated in subparagraph h above. Under no circumstances will the withdrawal of such status or privileges be considered or construed as a breach of contract by the U. S. Government. The determination to withdraw SOFA status and privileges by USFK shall be final and binding on the parties unless it is patently arbitrary, capricious, and lacking in good faith.

H.16 PROTECTIVE SYSTEMS FOR STATUS OF FORCES AGREEMENT(SOFA)-STATUS CONTRACTOR PERSONNEL AND THEIR DEPENDENTS LIVING AND WORKING IN THE REPUBLIC OF KOREA(ROK).

a. Each company is required to provide a suitable chemical/biological protective system for each of its SOFA-status Contractor personnel. This may be obtained from Government-Furnished Property.

b. In those cases where family members accompany Contractor employees in the ROK, their respective companies are required to provide suitable chemical/biological protective systems to each such dependent. This may be obtained from Government-Furnished Property.

c. Each company will be responsible for the obtainment, logistics, maintenance, training and replacement of all protective systems issued to it for all wartime-critical SOFA-status Contractor personnel and their dependents in the ROK.

d. Determination of what constitutes a suitable protective system is up to each company's discretion; however, all systems shall meet standards similar to the masks issued pursuant to the United States Forces Korea (USFK) Force and Family Protection Initiative (FFPI). Companies shall provide to their SOFA-status Contractor personnel and pertinent dependents systems that are equivalent to the US M17A2 protective mask, the Civilian Adult Hood Blower System manufactured by DEA Research & Development Ltd, or another equivalent system that provides the following minimum levels of protection:

1. Protective factor of at least 1667.
2. Protects against all known military CB agents listed in U.S. Army Field Manual (USAFM) 3-9, all aerosols, organic vapors with a vapor pressure of < 1000 pascals at the temperature of the filter and some acidic gases including hydrogen chloride, hydrogen fluoride, hydrogen bromide, fluorine, chlorine, hydrogen sulfide, sulfur dioxide, and sulfuric acid. USAFM 3-9 is available online at: <http://155.217.58.58/atdls.htm>.
3. Particulate filter must remove all particulates (liquid and solid) with 99.97% efficiency.
4. Vapor filter with activated charcoal or other media to adsorb & react with vapors.
5. Must protect for a minimum of 2 hrs against moderate levels (100,000 mg-min/m³) of agent vapor.
6. Must be capable of being operated for a minimum of 10 consecutive hours while resting or at low levels of activity.

H.17 CONTRACTS TO BE PERFORMED IN THE FEDERAL REPUBLIC OF GERMANY ADMINISTRATIVE PROCEDURES FOR TECHNICAL EXPERT STATUS ACCREDITATION (TESA)

a. This contract may require the utilization of Technical Expert (TE) personnel to be employed by the Contractor. The DoD must obtain approval by German authorities for accreditation of employees to fill such contract positions. The Contractor may be required to perform in Germany. In advance of requirements, the JITC Resource Management Division will assist the contractor in identifying positions that are Technical Expert Positions and provide position descriptions for those positions. The Contractor may not employ TE personnel that have not been accredited to specific positions at specific locations. To expedite accreditation, Contractor agrees to promptly complete in accurate detail and return to the contracting officer a questionnaire entitled "Information About an Individual and His/Her Activity as Technical Expert", on each employee designated to fill a TE position (See Website: www.chrma.hqusaureur.amry.mil/docper for forms).

b. Contractor shall promptly notify the contracting officer if a TE employee, once accredited, is no longer performing duties requiring accreditation.

c. Contractor recognizes that German Government authorities may from time to time visit Contractor's work areas for the purpose of verifying the status of positions and personnel as TE employees.

d. Technical Expert (TE) personnel refers to persons who, pursuant to Article 73 of the Status of Forces Agreement (SOFA) Supplementary Agreement (SA), possess a high degree of skill or knowledge for the accomplishment of complex tasks of a technical military nature, or of a technical scientific nature, as distinguished from routine mental, manual, or physical processes. The skill and knowledge must have been acquired through a process of higher education or through a longer period of specialized training and experience. Personnel normally classified as blue collar shall not normally be considered to be technical experts within the meaning of Article 73 of the NATO SOFA SA. The same is true for skilled workers, as well as for crafts and trade occupations.

H.18 PHASE-IN/PHASE-OUT SERVICES REQUIRED

a. Due to the nature of the work being performed under this contract, there will always be projects or tasks in various stages of completion at the termination of any contract period. Due to the criticality of not interrupting the progress of testing or development of these projects, it is essential that provisions be made to provide for a smooth transition of work in progress from the incumbent to the successor Contractor.

b. Pursuant to FAR Clause 52.237-3 "Continuity of Services" (Jan 1991) (Section I), the incumbent Contractor is required to furnish phase-in/phase-out services and to exercise its best efforts and cooperation to effect an orderly and efficient transition to its successor.

c. Within two weeks of award of this contract, the Contractor shall meet with the incumbent Contractor (s) and cooperate to formulate and effect an orderly phase-in/phase-out of all work in progress pursuant to the provisions of the current contract (s) and the award of any subsequent contract (s) the same requirement will exist for the Contractor (s) herein (who will then be the incumbents) to effect an orderly phase-in/phase-out with its successor.

H.19 CONTRACTOR PURCHASING PROCEDURES

Contractor purchase of parts, supplies, or materials and services shall be limited to those incidental to or required for Contractor performance and shall be processed as follows:

a. Prior written approval of the contracting officer shall be required when the aggregate purchase amount exceeds \$10,000. Purchases require a minimum of three quotations. In the event the Contractor elects to purchase from other than the low quotation, justification (e.g., advantageous delivery for urgent item) shall be provided with the purchase request.

b. When the aggregate purchase is not in excess of the micro-purchase threshold of \$2,500, the Contractor may make the purchase without securing competitive quotations if the Contractor determines the price to be fair and reasonable. The Contractor shall consider the administrative cost of verifying price reasonableness for such purchases.

c. Noncompetitive purchase requests requiring the approval of the Contracting Officer shall include a justification for other than full and open competition. The justification shall include the analysis and basis for determination that the price is fair and reasonable.

d. All purchase requests which require the approval of the contracting officer shall include quotations received, determination of fair and reasonable price with supporting rationale, and any justifications required by the procedures set forth herein. Such purchase requests shall be forwarded to the COR for review and an approval/disapproval recommendation. The COR will forward the purchase requests recommended for approval to the contracting officer for review and final approval determination.

e. The Contractor is required to include all costs associated with the purchase in the purchase order (e.g., freight, taxes, material handling costs etc.). Failure to include these associated costs in the purchase order will be reflected unfavorably in the award fee analysis.

f. The contracting officer shall, upon contract award, provide the Contractor with written authorization to acquire parts, supplies, and materials from Army supply sources in accordance with the contract clause entitled "Federal Supply Sources." Such acquisitions shall be processed in accordance with FAR Part 51. Prior to the JITC contractor receiving a requirement for purchasing of parts, supplies, and materials, Government personnel will review the Federal supply sources for availability. Purchases from commercial sources may be accomplished only when the part, supplies, or materials are not available from Federal supply sources. The Government will provide documentation to the JITC contractor that the Federal supply sources were checked. All purchase requests from commercial sources shall be annotated to the effect that the Army supply sources have been screened and the parts, supplies, or materials are not available.

g. The Contractor shall comply with DoD Manual 7950.1-M (Defense Automation Resources Management Manual) found in Appendix C of Section C for the acquisition of automatic data processing supplies and equipment.

h. Forms and formats for effecting the procedures set forth herein shall be mutually agreed upon subsequent to contract performance.

i. The Contractor shall maintain records of all purchases and such records shall be made available for review by the contracting officer or representative in accordance with the contract clause entitled "Audit of Records- Negotiation," 52.215-2.

j. Purchases subject to the contract clause entitled "Subcontracts," 52.244-2 ALT I, shall be processed in accordance with the requirements to that clause.

k. All property acquired by the Contractor and for which the Government reimburses the Contractor, becomes Government property upon receipt by the Contractor and shall be returned to the Government upon request or by contract termination. All Contractor property shall be clearly marked to identify it as Contractor property and not Government property.

l. The Contractor shall be reimbursed for materials, if they are directly required for the Contractor's performance under the terms of this contract, on the basis that the purchases are allowable, allocable, and reasonable. Purchase of equipment, materials, and/or acquired/leased facilities for specific tasks shall require prior approval from the Contracting Officer for individual purchases over \$10,000. Neither this contract nor the FAR covers every element of cost. Lack of specific reference to an item of cost in this contract or the FAR does not mean that the cost is either allowable or not allowable. The determination of allowability shall be based on the principles of the FAR, the contract, and the contracting officer's approval. The Contractor is encouraged to contact the contracting officer prior to purchasing reimbursable items that are not specifically addressed in the contract to determine if the items are allowable and should be purchased on the contract.

H.20 GOVERNMENT/CONTRACTOR MEETINGS

The Contractor or the Government may initiate and convene In-Process Reviews (IPR) on an as-required basis or as specified by individual task orders. An IPR may be initiated to review a specific task, contract, or all contracts depending on contract requirements. The intent of the IPR process is to encourage more effective contract communication. An IPR can be used to highlight Contractor successes, best practices, and JITC mission development. IPRs that focus only on Government or Contractor failure are counter-productive to the partnering initiative contained in this acquisition.

H.21 SECURITY REQUIREMENTS

a. This contract requires access to and handling of classified defense material up to and including TOP SECRET and Sensitive Compartmented Information (SCI) as set forth in Attachment 1, to Section J, DD Form 254, Department of Defense Contract Security Classification Specification (Reference Handbook for Sensitive Compartmented Information Contracts, HQ USAINSCOM, CSE, 1 Sep 98 or current edition). A TOP SECRET facility clearance is required at the time of performance.

b. The Contractor is not required to provide a Sensitive Compartmented Information Facility (SCIF). The Government will provide access to a SCIF when required by an individual task order. Access to SCI requires a favorably completed Single Scope Background Investigation, issuance of a final TOP SECRET security clearance, and SCI eligibility determination. Names of Contractor personnel requiring access to SCI shall be submitted to the SCI Contract Monitor for approval.

c. The Contractor shall provide sufficient personnel with the required security clearances to perform the work identified in the contract or as specified in individual task orders. The personnel shall be cleared or clearable U.S. citizen personnel in accordance with the Section I clause entitled "Security Requirements."

d. Visit requests will be processed in accordance with Chapter 6, DoD 5220.22-M, National Industrial Security Program Operating Manual (NISPOM). Visit requests shall be forwarded through the Contract Monitor (CM) to the activity to be visited with an information copy to the Contracting Officer.

e. In addition to the requirements of Section I clause entitled "Security Requirements", the Contractor shall appoint a Security Officer who shall 1) be responsible for all security aspects of the work performed under this contract, 2) assure compliance with DoD 5220.22-M, 3) assure compliance with any written instructions from the Contracting Officer's Security Representative (SCI Contract Monitor), and 4) provide a formal report of any security violations to the Contracting Officer or COR within 24 hours of occurrence.

f. Contractor personnel not requiring a personnel security clearance, but performing Information Technology (IT) sensitive duties, are subject to investigative and assignment requirements IAW AR 380-67, Personnel Security Program, and affiliated regulations. Contractor personnel assigned to a task order which requires a password to obtain access to use computer resources shall require a National Agency Check (NAC) processed through and conducted by the Contractor's supporting Defense Investigative Services Contract Office (DISCO).

g. Contractor personnel who require access to classified information shall have a security clearance commensurate with the level of classified information accessed. Contractor personnel involved with systems that process classified information shall have a security clearance commensurate with the highest level of classified information and most restrictive category of information processed or contained in the system. Special access(s) shall be required as delineated by tasks, i.e., Special Intelligence, Single Integrated Operation Plan-Extremely Sensitive Information (SIOP-ESI), etc. Occasional delays in obtaining authorization for access to those areas or escort to a work site may be anticipated.

H.22 AWARD FEE

a. This clause provides an explanation of the award fee procedures as they apply to the periodic evaluation of the contractors following contract award. The contractor's performance under this contract will be monitored continuously and evaluated every four months by the Government. The method of evaluating the Contractor's performance is set forth below. Based upon this evaluation, the contractor will be assigned a score upon which the amount of award fee pool earned will be determined. The award fee plan may be changed by the Government unilaterally provided notification is given to the contractors 10 days prior to the commencement of the evaluation period.

b. The amended 900laydown spreadsheet is incorporated into the contract upon contract award. Award fee rates reflected in the amended 900laydown will be used in determining the award fee pool during an award fee period. The award fee rates in the 900laydown will be fixed and not subject to change except for those exempt labor categories for which an economic price adjustment has been approved as stated in H.10. Award fee rates will not be adjusted for labor categories subject to the SCA as a result of adjustments incorporated through DOL wage determinations. The following examples are provided.

Labor Categories Subject to Service Contract Act (SCA):

SCA labor category is priced on the amended 900laydown at hourly (fully loaded composite rate) rates shown. The award fee rate for all contract periods and locations is 6% of the fully loaded composite rate. See the examples below.

In Example 1, the offeror proposed identical rates for the labor category for all periods. The \$1.20 per hour award fee rate will be used in determining the award fee pool for the contract periods, regardless of any increases incorporated through DOL wage determinations.

In Example 2, the offeror proposed various rates for the labor category over the contract periods. The award fee rate will remain as originally proposed for the contract periods, regardless of any increases incorporated through DOL wage determinations.

Example 1: SCA labor category is priced on the amended 900laydown as follows:								
Contract	Base Period		Option 1		Option 2		Option 3	
Year	1	2	3	4	5	6	7	8
Proposed Rate	\$20.00/hr	\$20.00/hr	\$20.00/hr	\$20.00/hr	\$20.00/hr	\$20.00/hr	\$20.00/hr	\$20.00/hr
Award Fee	\$ 1.20/hr	\$ 1.20/hr	\$ 1.20/hr	\$ 1.20/hr	\$ 1.20/hr	\$ 1.20/hr	\$ 1.20/hr	\$ 1.20/hr
If DOL wage determination increase occurs each year after year 1:								
Adjusted Rate	\$20.00/hr	\$22.00/hr	\$24.00/hr	\$26.00/hr	\$28.00/hr	\$30.00/hr	\$32.00/hr	\$34.00/hr
Award Fee	\$ 1.20/hr	\$ 1.20/hr	\$ 1.20/hr	\$ 1.20/hr	\$ 1.20/hr	\$ 1.20/hr	\$ 1.20/hr	\$ 1.20/hr

Example 2: SCA labor category is priced on the amended 900laydown as follows:								
Contract	Base Period		Option 1		Option 2		Option 3	
Year	1	2	3	4	5	6	7	8
Proposed Rate	\$20.00/hr	\$20.00/hr	\$22.00/hr	\$22.00/hr	\$24.00/hr	\$24.00/hr	\$26.00/hr	\$26.00/hr
Award Fee	\$ 1.20/hr	\$ 1.20/hr	\$ 1.32/hr	\$ 1.32/hr	\$ 1.44/hr	\$ 1.44/hr	\$ 1.56/hr	\$ 1.56/hr
If DOL wage determination increase occurs each year after year 1:								
Adjusted Rate	\$20.00/hr	\$22.00/hr	\$24.00/hr	\$26.00/hr	\$28.00/hr	\$30.00/hr	\$32.00/hr	\$34.00/hr
Award Fee	\$ 1.20/hr	\$1.20/hr	\$ 1.32/hr	\$ 1.32/hr	\$ 1.44/hr	\$ 1.44/hr	\$ 1.56/hr	\$ 1.56/hr

Labor Categories Exempt from SCA:

In Example 3, the Exempt category is priced on the amended 900laydown at hourly (fully loaded composite) rates shown. The award fee rate is 6% of the fully loaded composite rate. The Government approves no economic price adjustment increase; therefore, the award fee pool will be determined based on proposed award fee rate.

In Example 4, the Exempt category award fee rate is adjusted based on the approved EPA

Example 3: Exempt labor category is priced on the amended 900laydown as follows:								
Contract	Base Period		Option 1		Option 2		Option 3	
Year	1	2	3	4	5	6	7	8
Proposed Rate	\$35.00/hr	\$35.00/hr	\$37.00/hr	\$37.00/hr	\$39.00/hr	\$39.00/hr	\$41.00/hr	\$41.00/hr
Award Fee	\$ 2.10/hr	\$ 2.10/hr	\$ 2.22/hr	\$ 2.22/hr	\$ 2.34/hr	\$ 2.34/hr	\$ 2.46/hr	\$ 2.46/hr
Example 4: If the Government approves an economic price adjustment which becomes effective in the second year of the base period:								
Adjusted Rate	\$35.00/hr	\$45.00/hr	\$47.00/hr	\$47.00/hr	\$49.00/hr	\$49.00/hr	\$51.00/hr	\$51.00/hr
Award Fee	\$ 2.10/hr	\$ 2.70/hr	\$ 2.82/hr	\$ 2.82/hr	\$ 2.94/hr	\$ 2.94/hr	\$ 3.06/hr	\$ 3.06/hr

The contractor will provide within ten (10) working days following the end of an award fee period a report of the number of hours worked by labor category and the total amount of the award fee pool. The Government will provide the report format in the Management Support task order instructions.

Following performance evaluation, the contractor's score/points will be matched to the Fee Conversion Chart (H.22.k) to derive the percent of award fee from the award fee pool. (NOTE: No award fee will be given for

non-labor hour reimbursable line items, travel, training, materials, ODCs.). The Fee Determining Official (FDO) may determine that the contractor requires a higher or lower score/fee than recommended by the award fee board. Contractors will have an opportunity to request a formal debrief on the award fee rating for the given award fee period.

c. Award fee will not be earned for a performance evaluation score of less than 91.

d. The Contractor may invoice for the award fee amount upon notification of the award fee determination following each four-month evaluation period.

e. Award Fee Schedule. Award Fees are disbursed every four months and are linked to formal performance evaluations which occur just prior to the award determination. The Award Fee determination process takes approximately 30 days, and concludes when the Contracting Officer completes contractual actions incorporating the award fee decision. The three four-month (tri-annually) evaluation periods are as follows:

March 1 – June 30

July 1 – Oct 31

Nov 1 – Feb 28 (29)

f. Narrative description of performance levels is as follows:

EXCELLENT	Contractor's overall performance exceeded Government requirements in <i>almost all</i> instances. Evaluator can cite important examples where actual results exceeded Government expectations.
VERY GOOD	Contractor's overall performance met Government requirements and in <i>many</i> instances exceeded Government requirements. Evaluator can cite examples where actual results exceeded Government expectations.
GOOD	Contractor's overall performance met Government requirements. Performance exceeded Government requirements in a <i>few</i> instances, but there was some room for improvement overall. Evaluator can cite instances where actual results exceeded Government expectations.
ACCEPTABLE significant	Contractor's performance met all Government requirements. No shortcomings or accomplishments were noted in any of the four performance areas
UNACCEPTABLE.	Contractor's performance failed to meet Government requirements. Evaluator can cite examples where actual results failed to meet Government expectations.

EVALUATION CRITERIA AREAS AND FACTORS:

g. MANAGEMENT PERFORMANCE FACTORS

(1) MANAGEMENT CONTROL. The management control factor measures the degree to which all facets (technical, business and administrative) of management are effective. This factor evaluates, for example, the Contractor's performance in directing all team members; in complying with contract provisions and Small Business minimum goals; in applying quality assurance and control processes; in partnering with the Government to resolve problems that impact effective mission accomplishment and Contractor's on-site management autonomy; and in taking an active role in minimizing contract costs, to include establishment of policies and practices intended to minimize overtime and travel costs. The small business subcontracting minimum goals are 23% of the total subcontracted price. Of the 23%, 5% must be SDB (includes HBCU, MI's), 5% must be WOSB, 2% must be HUBZone, and 3% must be Veteran-owned Small Business (VOSB).

(2) PERSONNEL QUALITY: The personnel quality factor evaluates the Contractor's performance in selecting, assigning, utilizing, developing, training and motivating personnel; in providing uniquely skilled personnel in accordance with TEPs; in providing qualified and well trained personnel; in workforce acquisition, development, utilization and succession planning to avoid perturbations in task activities, in developing, maintaining and enhancing staff skills; and in increasing the overall academic background of employees as evidenced by increased percentages of individuals possessing bachelors and masters degrees in applicable disciplines and curriculums.

(3) BUSINESS MANAGEMENT: The business management factor evaluates the extent to which the Contractor's business practices and performance are complementary and supportive of the Government's; the Contractor cooperates with the Government in working out business problems that impede mission accomplishment or compliance with DoD Major Range and Test Facility Base (MRTFB) and JITC directives; the Contractor cooperates with Government and other Contractor personnel in presenting a favorable image; the Contractors' dealings with customers are consistent with JITC business policies and procedures; and in submitting timely invoices for services which reflect all hours of work performed by the prime and all subcontractors during the previous month.

h. TECHNICAL PERFORMANCE FACTORS

(1) PROBLEM SOLVING. The problem solving factor evaluates the Contractor's performance in applying established and creative problem solving techniques to activities, such as anticipating problems, generating workarounds, developing realistic and workable solutions to problems, recovering from setbacks, and applying lessons learned.

(2) RESPONSIVENESS. The responsiveness factor evaluates the Contractor's performance in demonstrating ingenuity to short-fused deadlines; in notifying Government of potential technical or resource problems on a task before they adversely impact task accomplishment, in seeking Government concurrence on significant task issues, and, in implementing Government feedback and guidance and in accommodating Government-directed rearranged priorities or revised program direction emphasis.

(3) COMPETENCE. The technical competence factor measures the degree to which Contractor work products reflect high quality and technical expertise. This factor evaluates the Contractor's performance in meeting Government expectations; in addressing complex issues; in providing quality studies, analyses, reports or services; in developing sound approaches reflective of state-of-the-art technology; and in providing clear and understandable products free of spelling, punctuation, syntax, grammar and publication errors. Written documents will be in compliance with The Gregg Reference Manual and JITC guidance documents.

i. PRICE/COST CONTROL PERFORMANCE FACTOR

This factor measures the degree to which the Contractor is attentive to and effective in controlling costs. This factor evaluates the Contractor's performance in completing tasks within budget and in accordance with TEP estimates; in developing realistic time and cost estimates; in providing timely notification to Government personnel of task changes and resource adjustments; in recommending and implementing cost-saving initiatives; in developing the proper mix of labor categories and labor levels for various taskings; and, in taking an active role in minimizing contract costs to include establishment of policies and practices intended to minimize overtime and travel costs.

j. SCHEDULE PERFORMANCE FACTOR

(1) This factor measures the degree to which the Contractor has been attentive to the delivery of work products/services on schedule. This factor evaluates the Contractor's performance in complying with milestones and suspenses; in providing deliverables on time; in accommodating externally caused schedule perturbations; and, in devising time-saving approaches.

k. FEE CONVERSION CHART

POINTS	ADJECTIVAL RATING	PERCENT OF POTENTIAL AWARD FEE
100	EXCELLENT <i>ZONE</i>	100
99		95
98		90
97		85
96		80
95		73
94	VERY GOOD <i>ZONE</i>	71
93		69
92		67
91		65
90		0
89		0
88	GOOD <i>ZONE</i>	0
87		0
86		0
85		0
84		0
83		0
82	ACCEPTABLE <i>ZONE</i>	0
81		0
80 and below		0
	UNACCEPTABLE <i>ZONE</i>	0

H.23 CONTRACTOR ACQUIRED FACILITIES

The Contractor may be required to acquire/lease facilities necessary for performance under the contract. These facilities may be required on or off-site, in CONUS or OCONUS locations, and may be on a permanent or temporary basis. The provision entitled, CONTRACTOR PURCHASING PROCEDURES applies.

H.24 OTHER SERVICES

The Contractor may be required to acquire other services falling within the scope of this contract. Examples include subject matter experts, instructors, and other technical and scientific specialties. Acquisition of other services shall have prior Contracting Officer approval, regardless of dollar amount of the purchase or whether the Contractor's purchasing procedures are approved by DCAA. The provision entitled, CONTRACTOR PURCHASING PROCEDURES applies.

H.25 TRAVEL

The Contractor may be required to travel CONUS/OCONUS in performance of the contract. Travel arrangements will be handled by JITC's Travel Coordination Center (TCC), who shall make the most economical travel arrangements possible for the official travel on this contract. Travel costs (Per Diem & lodging) will be reimbursed in accordance with the Joint Travel Regulations. All travel costs exceeding the JTR statutory limitations shall be approved by the Contracting Officer or designated representative prior to travel date. Travel on weekends is considered work hours when the travel is performed during the corresponding work hours on non-working days. For example, if an employee regularly works 7:30 a.m. to 4:15 p.m. from Monday through Friday the travel time during these hours is work time on Saturday and Sunday. Regular meal period time is not counted. Travel on weekends and weekdays, other than the corresponding "work hours" is not an allowable cost.

H.26 TRAINING

The Contractor is responsible for training/enhancing the technical and management skills and capabilities of its employees. Contractor personnel must possess the minimum training requirements to meet the personnel qualifications for which they were hired and to perform the work to which they are assigned. The Contractor shall anticipate training that is required to maintain technical proficiencies. The Government may elect to pay for training on technology enhancement and unanticipated technologies. Specific training may be required on individual task orders, which must be authorized by the Contracting Officer's Representative prior to performance on the task order. If the Government provides funding for the training and the contractor employee is transferred or resigns prior to the last day of the obligation time period noted in the chart below, the Contractor will reimburse the Government for 100% of those training costs. The Government may decline reimbursement of training costs depending on extenuating circumstances on a case-by-case basis.

REIMBURSEMENT CHART

TRAINING COSTS	OBLIGATION TIME PERIOD
Below \$5,000	90 calendar days
\$5,000- 10,000	180 calendar days
Above \$10,000	1 calendar year

H.27 FAR 52.222-42

**STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES
(MAY 1989)**

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

This Statement is for Information Only:

It is not a Wage Determination

Employee Class		Monetary Wage -- Fringe Benefits
Program Manager	GS-14	\$33.87
Business Mgmt Analyst	GS-12	\$24.11
Computer Scientist	GS-13	\$28.66
Engineer	GS-13	\$28.66
Functional Area Analyst	GS-09	\$16.62
Info Telecom Computer Specialist	GS-11	\$20.11
Procedural Analyst	GS-11	\$20.11
Systems Analyst	GS-11	\$20.11
Specialized Technical Expert	GS-15	\$39.84
Accounting Clerk IV	GS-05	\$10.97
Cable Splicer	WG-10	\$17.29
Computer Operator IV	GS-07	\$13.59
Computer Programmer III	GS-09	\$16.62
Computer Systems Analyst II	GS-11	\$20.11
Documentation Preparation Clerk	GS-03	\$ 8.74
Messenger/Courier	GS-05	\$10.97
Electronic Technician, Maintenance	WG-09	\$16.47
Engineering Technician	GS-09	\$16.62
General Maintenance Worker	WG-08	\$15.65
Key Entry Operator	GS-03	\$ 8.74
Library Technician	GS-05	\$10.97
Audio Visual Librarian	GS-07	\$13.59
Order Clerk	GS-03	\$ 8.74
Photographer	GS-07	\$13.59
Production Control Clerk	GS-06	\$12.23
Secretary	GS-06	\$12.23
Stock Clerk	WG-04	\$12.25
Supply Technician	GS-07	\$13.59
Switchboard Operator	GS-03	\$ 8.74
Technical Writer	GS-11	\$20.11
Tools/Parts Attendant	WG-05	\$13.20
Warehouse Specialist	WG-05	\$13.20
Word Processor	GS-05	\$10.97

H.28 INCLEMENT WEATHER

The Contractor shall not bill direct hours to the contract for hours not worked due to installation closures for inclement weather such as hurricanes, tornadoes, snow, earthquakes, and floods etc. The Contractor should check the local sites' installation commander and publicized public affairs dissemination for installation closure information during instances of inclement weather. The Contractor shall be responsible for notifying its employees of installation closures.

H.29 KEY PERSONNEL

a. After contract award, the positions that the Contractor consider "key personnel" will be added to this clause. Any additional labor categories that the Contractor later determines to include "key personnel" will be negotiated between the Government and the Contractor.

b. The Contractor shall notify the Contracting Officer prior to making any changes in key personnel. When proposing or substituting key personnel, the Contractor shall provide the Contracting Officer documentation verifying the individual's security clearance, and any other pertinent information. For substitutions, also provide a detailed explanation of circumstances necessitating the substitution.

H.30 DEFENSE PRIORITY RATING FOR NATIONAL DEFENSE

a. In accordance with Solicitation Clause 52.211-14, this contract is rated DO – A7 (defense electronics programs), certified for national defense use under the Defense Priorities and Allocations System (DPAS – 15 CFR 700).

b. In accordance with CFR 700.12, an IDIQ contract may provide for the furnishings of items within a stated period against specific task orders. The task order must specify a required performance period to be considered a rated order. It is effective the date issued to the contractor and not the date of the original procurement document.

c. The following language will be inserted into all Form 1's processed by the Government. "This is a rated order certified for national defense use, and you are required to follow all provisions of the Defense Priorities and Allocations Systems Regulation (15 CFR 700)."

H.31 LIQUIDATED DAMAGES—SUPPLIES, SERVICES, OR RESEARCH AND DEVELOPMENT

In reference to FAR 52.211-11, LIQUIDATED DAMAGES—SUPPLIES, SERVICES, OR RESEARCH AND DEVELOPMENT (SEP 2000), the Contracting Officer will consider requests to relieve contractor of liquidated damages on a case-by-case basis.

H.32 WITHHOLD

In reference to FAR 52.232-7, Payments Under Time-And-Materials and Labor-Hour Contracts (Mar 2000), the Contracting Officer will not impose the 5% withhold allowed by this clause.

SECTION I Contract Clauses

CLAUSES INCORPORATED BY REFERENCE:

52.202-1	Definitions	OCT 1995
52.203-3	Gratuities	APR 1984
52.203-5	Covenant Against Contingent Fees	APR 1984
52.203-6	Restrictions On Subcontractor Sales To The Government	JUL 1995
52.203-7	Anti-Kickback Procedures	JUL 1995
52.203-8	Cancellation, Rescission, and Recovery of Funds for Illegal or Improper Activity	JAN 1997
52.203-10	Price Or Fee Adjustment For Illegal Or Improper Activity	JAN 1997
52.203-12	Limitation On Payments To Influence Certain Federal Transactions	JUN 1997
52.204-2	Security Requirements	AUG 1996
52.204-4	Printing/Copying Double-Sided on Recycled Paper	JUN 1996
52.208-9	Contractor Use of Mandatory Sources of Supply	MAR 1996
52.209-6	Protecting the Government's Interest When Subcontracting With Contractors Debarred, Suspended, or Proposed for Debarment	JUL 1995
52.211-5	Material Requirements	OCT 1997
52.211-15	Defense Priority And Allocation Requirements	SEP 1990
52.215-2	Audit and Records--Negotiation	JUN 1999
52.215-8	Order of Precedence--Uniform Contract Format	OCT 1997
52.215-14	Integrity of Unit Prices	OCT 1997
52.216-7	Allowable Cost And Payment	MAR 2000
52.219-8	Utilization of Small Business Concerns	OCT 1999
52.219-9 Alt II	Small Business Subcontracting Plan (Oct 1999) Alternate II	JAN 1999
52.219-16	Liquidated Damages-Subcontracting Plan	JAN 1999
52.222-3	Convict Labor	AUG 1996
52.222-4	Contract Work Hours and Safety Standards Act - Overtime Compensation	JUL 1995
52.222-6	Davis Bacon Act	FEB 1995
52.222-7	Withholding of Funds	FEB 1988
52.222-8	Payrolls and Basic Records	FEB 1988
52.222-9	Apprentices and Trainees	FEB 1988
52.222-10	Compliance with Copeland Act Requirements	FEB 1988
52.222-11	Subcontracts (Labor Standards)	FEB 1988
52.222-12	Contract Termination-Debarment	FEB 1988
52.222-13	Compliance with Davis-Bacon and Related Act Regulations.	FEB 1988
52.222-14	Disputes Concerning Labor Standards	FEB 1988
52.222-15	Certification of Eligibility	FEB 1988
52.222-16	Approval of Wage Rates	FEB 1988
52.222-20	Walsh-Healy Public Contracts Act	DEC 1996
52.222-21	Prohibition Of Segregated Facilities	FEB 1999
52.222-26	Equal Opportunity	FEB 1999
52.222-29	Notification Of Visa Denial	FEB 1999
52.222-35	Affirmative Action For Disabled Veterans And Veterans of the Vietnam Era	APR 1998
52.222-36	Affirmative Action For Workers With Disabilities	JUN 1998
52.222-37	Employment Reports On Disabled Veterans And Veterans Of The Vietnam Era	JAN 1999
52.222-41	Service Contract Act Of 1965, As Amended	MAY 1989
52.222-43	Fair Labor Standards Act And Service Contract Act - Price Adjustment (Multiple Year And Option)	MAY 1989

52.223-3	Hazardous Material Identification And Material Safety Data	JAN 1997
52.223-5	Pollution Prevention and Right-to-Know Information	APR 1998
52.223-6	Drug Free Workplace	JAN 1997
52.223-10	Waste Reduction Program	OCT 1997
52.223-14	Toxic Chemical Release Reporting	OCT 1996
52.224-1	Privacy Act Notification	APR 1984
52.224-2	Privacy Act	APR 1984
52.225-13	Restrictions on Certain Foreign Purchases	FEB 2000
52.225-16	Sanctioned European Union Country Services	FEB 2000
52.226-1	Utilization Of Indian Organizations And Indian-Owned Economic Enterprises	JUN 2000
52.227-1 Alt I	Authorization And Consent (Jul 1995) - Alternate I	APR 1984
52.227-2	Notice And Assistance Regarding Patent And Copyright Infringement	AUG 1996
52.227-10	Filing Of Patent Applications--Classified Subject Matter	APR 1984
52.227-12	Patent Rights--Retention By The Contractor (Long Form)	JAN 1997
52.227-14 Alt I	Rights in Data--General (Jun 1987) - Alternate I	JUN 1987
52.227-19	Commercial Computer Software- Restricted Rights	JUN 1987
52.228-5	Insurance - Work On A Government Installation	JAN 1997
52.228-7	Insurance--Liability To Third Persons	MAR 1996
52.229-3	Federal, State And Local Taxes	JAN 1991
52.229-5	Taxes--Contracts Performed In U S Possessions Or Puerto Rico	APR 1984
52.229-6	Taxes--Foreign Fixed-Price Contracts	JAN 1991
52.230-2	Cost Accounting Standards	APR 1998
52.232-7	Payments Under Time-And-Materials And Labor Hour Contracts	MAR 2000
52.230-6	Administration of Cost Accounting Standards	NOV 1999
52.232-8	Discounts For Prompt Payment	MAY 1997
52.232-9	Limitation On Withholding Of Payments	APR 1984
52.232-11	Extras	APR 1984
52.232-17	Interest	JUN 1996
52.232-18	Availability Of Funds	APR 1984
52.232-22	Limitation Of Funds	APR 1984
52.232-23 Alt I	Assignment of Claims (Jan 1986) - Alternate I	APR 1984
52.232-25	Prompt Payment	JUN 1997
52.232-33	Payment by Electronic Funds Transfer--Central Contractor Registration	MAY 1999
52.233-1	Disputes	DEC 1998
52.233-3	Protest After Award	AUG 1996
52.236-2	Differing Site Conditions	APR 1984
52.236-3	Site Investigation and Conditions Affecting the Work	APR 1984
52.236-5	Material and Workmanship	APR 1984
52.236-6	Superintendence by the Contractor	APR 1984
52.236-7	Permits and Responsibilities	NOV 1991
52.236-8	Other Contracts	APR 1984
52.236-9	Protection of Existing Vegetation, Structures, Equipment, Utilities, and Improvements	APR 1984
52.236-10	Operations and Storage Areas	APR 1984
52.236-11	Use and Possession Prior to Completion	APR 1984
52.236-12	Cleaning Up	APR 1984
52.236-13	Accident Prevention	NOV 1991
52.236-21	Specifications and Drawings for Construction	FEB 1997
52.237-2	Protection Of Government Buildings, Equipment, And Vegetation	APR 1984
52.237-3	Continuity Of Services	JAN 1991
52.239-1	Privacy or Security Safeguards	AUG 1996
52.242-13	Bankruptcy	JUL 1995
52.243-1 Alt V	Changes--Fixed-Price (Aug 1987) - Alternate V	APR 1984

52.243-3	Changes--Time-And-Material Or Labor-Hours	AUG 1987
52.244-2 Alt I	Subcontracts (Aug 1998) - Alternate I	AUG 1998
52.244-5	Competition In Subcontracting	DEC 1996
52.245-1	Property Records	APR 1984
52.245-2 Alt I (Dev)	Government Property (Fixed-Price Contracts) (Dec 1989) Alternate I (Deviation)	APR 1984
52.245-18	Special Test Equipment	FEB 1993
52.246-24	Limitation Of Liability-High Value Items	FEB 1997
52.247-63	Preference For U.S. Flag Air Carriers	JAN 1997
52.249-2	Termination For Convenience Of The Government (Fixed-Price)	SEP 1996
52.249-6	Termination (Cost Reimbursement)	SEP 1996
52.249-9	Default (Fixed-Priced Research And Development)	APR 1984
52.249-8	Default (Fixed-Price Supply & Service)	APR 1984
52.252-3	Alterations in Solicitation	APR 1984
52.251-2	Interagency Fleet Management System (IFMS) Vehicles And Related Services	JAN 1991
52.253-1	Computer Generated Forms	JAN 1991
252.201-7000	Contracting Officer's Representative	DEC 1991
252.203-7001	Prohibition On Persons Convicted of Fraud or Other Defense- Contract-Related Felonies	MAR 1999
252.203-7002	Display Of DOD Hotline Poster	DEC 1991
252.204-7000	Disclosure Of Information	DEC 1991
252.204-7003	Control Of Government Personnel Work Product	APR 1992
252.204-7004	Required Central Contractor Registration	MAR 2000
252.204-7005	Oral Attestation of Security Responsibilities	AUG 1999
252.205-7000	Provisions Of Information To Cooperative Agreement Holders	DEC 1991
252.209-7000	Acquisition From Subcontractors Subject To On-Site Inspection Under The Intermediate Range Nuclear Forces (INF) Treaty	NOV 1995
252.209-7004	Subcontracting With Firms That Are Owned or Controlled By The Government of a Terrorist Country	MAR 1998
252.223-7001	Hazard Warning Labels	DEC 1991
252.219-7003	Small, Small Disadvantaged and Women-Owned Small Business Subcontracting Plan (DOD Contracts)	APR 1996
252.223-7004	Drug Free Work Force	SEP 1988
252.223-7006	Prohibition On Storage And Disposal Of Toxic And Hazardous Materials	APR 1993
252.225-7001	Buy American Act And Balance Of Payments Program	MAR 1998
252.225-7002	Qualifying Country Sources As Subcontractors	DEC 1991
252.225-7009	Duty-Free Entry--Qualifying Country Supplies (End Products and Components)	MAR 1998
252.225-7012	Preference For Certain Domestic Commodities	MAY 1999
252.225-7026	Reporting Of Contract Performance Outside The United States	MAR 1998
252.225-7031	Secondary Arab Boycott Of Israel	JUN 1992
252.225-7041	Correspondence in English	JUN 1997
252.225-7042	Authorization to Perform	JUN 1997
252.225-7043	Antiterrorism/Force Protection Policy for Defense Contractors Outside the United States	JUN 1998
252.227-7013	Rights in Technical Data--Noncommercial Items	NOV 1995
252.227-7014	Rights in Noncommercial Computer Software and Noncommercial Computer Software Documentation	JUN 1995
252.227-7015	Technical Data--Commercial Items	NOV 1995
252.227-7016	Rights in Bid or Proposal Information	JUN 1995
252.227-7019	Validation of Asserted Restrictions--Computer Software	JUN 1995
252.227-7025	Limitations on the Use or Disclosure of Government-Furnished Information Marked with Restrictive Legends	JUN 1995
252.227-7026	Deferred Delivery Of Technical Data Or Computer Software	APR 1988

252.227-7027	Deferred Ordering Of Technical Data Or Computer Software	APR 1988
252.227-7028	Technical data or computer software previously delivered to the government	JUN 1995
252.227-7030	Technical Data--Withholding Of Payment	MAR 2000
252.227-7036	Declaration of Technical Data Conformity	JAN 1997
252.227-7037	Validation of Restrictive Markings on Technical Data	SEP 1999
252.228-7003	Capture and Detention	DEC 1991
252.231-7000	Supplemental Cost Principles	DEC 1991
252.235-7003	Frequency Authorization	DEC 1991
252.235-7010	Acknowledgment of Support and Disclaimer	MAY 1995
252.236-7000	Modification Proposals-Price Breakdown	DEC 1991
252.239-7000	Protection Against Compromising Emanations	DEC 1991
252.242-7000	Postaward Conference	DEC 1991
252.242-7004	Material Management And Accounting System	SEP 1996
252.243-7001	Pricing Of Contract Modifications	DEC 1991
252.243-7002	Requests for Equitable Adjustment	MAR 1998
252.245-7001	Reports Of Government Property	MAY 1994
252.246-7000	Material Inspection And Receiving Report	DEC 1991
252.246-7001	Warranty Of Data	DEC 1991
252.251-7000	Ordering From Government Supply Sources	MAY 1995
252.251-7001	Use Of Interagency Fleet Management System (IFMS) Vehicles And Related Services	DEC 1991

CLAUSES INCORPORATED BY FULL TEXT

The following clauses apply to the Time and Materials reimbursable line items for CLINS (0002AB, 0002AD and corresponding option years)

- 52.216-7 Allowable Cost and Payment
- 252.231-7000 Supplemental Cost Principles
- 52.232-7 Payments under the Time and Materials and Labor Hour Contracts
- 52.232-22 Limitation of Funds
- 52.243-2 II Changes – Cost Reimbursement ALT II
- 52.243-3 Change – Time and Material or Labor Hours

52.216-18 ORDERING. (OCT 1995)

- (a) Any supplies and services to be furnished under this contract shall be ordered by issuance of delivery orders or task orders by the individuals or activities designated in the Schedule. Such orders may be issued from December 1, 2001 through February 28, 2010.
- (b) All delivery orders or task orders are subject to the terms and conditions of this contract. In the event of conflict between a delivery order or task order and this contract, the contract shall control.
- (c) If mailed, a delivery order or task order is considered "issued" when the Government deposits the order in the mail. Orders may be issued orally, by facsimile, or by electronic commerce methods only if authorized in the Schedule.

(End of clause)

52.216-19 ORDER LIMITATIONS. (OCT 1995)

- (a) Minimum order. When the Government requires supplies or services covered by this contract in an

amount of less than \$100.00 the Government is not obligated to purchase, nor is the Contractor obligated to furnish, those supplies or services under the contract.

(b) Maximum order. The Contractor is not obligated to honor:

(1) Any order for a single item in excess of CLIN/SLIN estimate per contract

(2) Any order for a combination of items in excess of \$6,000,000.00 or

(3) A series of orders from the same ordering office within 5 calendar days that together call for quantities exceeding the limitation in subparagraph (1) or (2) above.

(c) If this is a requirements contract (i.e., includes the Requirements clause at subsection 52.216-21 of the Federal Acquisition Regulation (FAR)), the Government is not required to order a part of any one requirement from the Contractor if that requirement exceeds the maximum-order limitations in paragraph (b) above.

(d) Notwithstanding paragraphs (b) and (c) above, the Contractor shall honor any order exceeding the maximum order limitations in paragraph (b), unless that order (or orders) is returned to the ordering office within five days after issuance, with written notice stating the Contractor's intent not to ship the item (or items) called for and the reasons. Upon receiving this notice, the Government may acquire the supplies or services from another source.

(End of clause)

52.216-22 INDEFINITE QUANTITY. (OCT 1995)

(a) This is an indefinite-quantity contract for the supplies or services specified, and effective for the period stated, in the Schedule. The quantities of supplies and services specified in the Schedule are estimates only and are not purchased by this contract.

(b) Delivery or performance shall be made only as authorized by orders issued in accordance with the Ordering clause. The Contractor shall furnish to the Government, when and if ordered, the supplies or services specified in the Schedule up to and including the quantity designated in the Schedule as the "maximum". The Government shall order at least the quantity of supplies or services designated in the Schedule as the "minimum".

(c) Except for any limitations on quantities in the Order Limitations clause or in the Schedule, there is no limit on the number of orders that may be issued. The Government may issue orders requiring delivery to multiple destinations or performance at multiple locations.

(d) Any order issued during the effective period of this contract and not completed within that period shall be completed by the Contractor within the time specified in the order. The contract shall govern the Contractor's and Government's rights and obligations with respect to that order to the same extent as if the order were completed during the contract's effective period; provided, that the Contractor shall not be required to make any deliveries under this contract after 12 months from contract expiration.

(End of clause)

52.217-8 OPTION TO EXTEND SERVICES (NOV 1999)

The Government may require continued performance of any services within the limits and at the rates specified in contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed six months. The Contracting Officer may exercise the option by written notice to the Contractor not less than one day before the expiration of the contract.

(End of clause)

52.217-9 OPTION TO EXTEND THE TERM OF THE CONTRACT (MAR 2000)

(a) The Government may extend the term of this contract by written notice to the Contractor within 1 day of contract expiration; provided that the Government gives the Contractor a preliminary written notice of its intent to extend at least 60 days before the contract expires. The preliminary notice does not commit the Government to an extension.

(b) If the Government exercises this option, the extended contract shall be considered to include this option clause.

(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed 8 years and the three months, to include the phase-in.

(End of clause)

52.223-7 NOTICE OF RADIOACTIVE MATERIALS (JAN 1997)

(a) The Contractor shall notify the Contracting Officer or designee, in writing, 10 days prior to the delivery of, or prior to completion of any servicing required by this contract of, items containing either (1) radioactive material requiring specific licensing under the regulations issued pursuant to the Atomic Energy Act of 1954, as amended, as set forth in Title 10 of the Code of Federal Regulations, in effect on the date of this contract, or (2) other radioactive material not requiring specific licensing in which the specific activity is greater than 0.002 microcuries per gram or the activity per item equals or exceeds 0.01 microcuries. Such notice shall specify the part or parts of the items which contain radioactive materials, a description of the materials, the name and activity of the isotope, the manufacturer of the materials, and any other information known to the Contractor which will put users of the items on notice as to the hazards involved (OMB No. 9000-0107).

* The Contracting Officer shall insert the number of days required in advance of delivery of the item or completion of the servicing to assure that required licenses are obtained and appropriate personnel are notified to institute any necessary safety and health precautions. See FAR 23.601(d).

(b) If there has been no change affecting the quantity of activity, or the characteristics and composition of the radioactive material from deliveries under this contract or prior contracts, the Contractor may request that the Contracting Officer or designee waive the notice requirement in paragraph (a) of this clause. Any such request shall-

(1) Be submitted in writing;

(2) State that the quantity of activity, characteristics, and composition of the radioactive material have not changed; and

(3) Cite the contract number on which the prior notification was submitted and the contracting office to which it was submitted.

(c) All items, parts, or subassemblies which contain radioactive materials in which the specific activity is greater than 0.002 microcuries per gram or activity per item equals or exceeds 0.01 microcuries, and all containers in which such items, parts or subassemblies are delivered to the Government shall be clearly marked and labeled as required by the latest revision of MIL-STD 129 in effect on the date of the contract.

(d) This clause, including this paragraph (d), shall be inserted in all subcontracts for radioactive materials meeting the criteria in paragraph (a) of this clause.

(End of clause)

52.223-11 OZONE-DEPLETING SUBSTANCES (JUN 1996)

(a) Definitions. Ozone-depleting substance, as used in this clause, means any substance designated as Class I by the Environmental Protection Agency (EPA) (40 CFR Part 82), including but not limited to chlorofluorocarbons, halons, carbon tetrachloride, and methyl chloroform; or any substance designated as Class II by EPA (40 CFR Part 82), including but not limited to hydrochlorofluorocarbons.

(b) The Contractor shall label products which contain or are manufactured with ozone-depleting substances in the manner and to the extent required by 42 U.S.C. 7671j (b), (c), and (d) and 40 CFR Part 82, Subpart E, as follows:

``WARNING: Contains (or manufactured with, if applicable) _*, a substance(s) which harm(s) public health and environment by destroying ozone in the upper atmosphere."-----

* The Contractor shall insert the name of the substance(s).

52.225-1 BUY AMERICAN ACT--BALANCE OF PAYMENTS PROGRAM--SUPPLIES (FEB 2000)

(a) Definitions. As used in this clause--

Component means any item supplied to the Government as part of an end item or of another component.

Cost of components means--

(1) For components purchased by the Contractor, the acquisition cost, including transportation costs to the place of incorporation into the end product (whether or not such costs are paid to a domestic firm), and any applicable duty (whether or not a duty-free entry certificate is issued); or

(2) For components manufactured by the Contractor, all costs associated with the manufacture of the component, including transportation costs as described in paragraph (1) of this definition, plus allocable overhead costs, but excluding profit. Cost of components does not include any costs associated with the manufacture of the end product.

Domestic end product means--

(1) An unmanufactured end product mined or produced in the United States; or

(2) An end product manufactured in the United States, if the cost of its components mined, produced, or manufactured in the United States exceeds 50 percent of the cost of all its components. Components of foreign origin of the same class or kind as those that the agency determines are not mined, produced, or manufactured in sufficient and reasonably available commercial quantities of a satisfactory quality are treated as domestic. Scrap generated, collected, and prepared for processing in the United States is considered domestic.

End product means supplies delivered under a line item of a Government contract.

Foreign end product means an end product other than a domestic end product.

United States means the 50 States and the District of Columbia, U.S. territories and possessions, Puerto Rico, the Northern Mariana Islands, and any other place subject to U.S. jurisdiction, but does not include leases bases.

(b) The Buy American Act (41 U.S.C. 10a-10d) provides a preference for domestic end products for supplies acquired for use in the United States. The Balance of Payments Program provides a preference for domestic end products for supplies acquired for use outside the United States.

(c) Offerors may obtain from the Contracting Officer a list of foreign articles that the Contracting Officer will treat as domestic for this contract.

(d) The Contractor shall deliver only domestic end products except to the extent that it specified delivery of foreign end products in the provision of the solicitation entitled "Buy American Act--Balance of Payments Program Certificate."

(End of clause)

52.236-27 SITE VISIT (CONSTRUCTION) (FEB 1995)

(a) The clauses at 52.236-2, Differing Site Conditions, and 52.236-3, Site Investigations and Conditions Affecting the Work, will be included in any contract awarded as a result of this solicitation. Accordingly, offerors or quoters are urged and expected to inspect the site where the work will be performed.

(b) Site visits may be arranged during normal duty hours by contacting: See individual task orders.

52.243-7 NOTIFICATION OF CHANGES (APR 1984)

(a) Definitions. "Contracting Officer," as used in this clause, does not include any representative of the Contracting Officer. "Specifically authorized representative (SAR)," as used in this clause, means any person the Contracting Officer has so designated by written notice (a copy of which shall be provided to the Contractor) which shall refer to this subparagraph and shall be issued to the designated representative before the SAR exercises such authority.

(b) Notice. The primary purpose of this clause is to obtain prompt reporting of Government conduct that the Contractor considers to constitute a change to this contract. Except for changes identified as such in writing and signed by the Contracting Officer, the Contractor shall notify the Administrative Contracting Officer in writing, within ten calendar days from the date that the Contractor identifies any Government conduct (including actions, inactions, and written or oral communications) that the Contractor regards as a change to the contract terms and conditions. On the basis of the most accurate information available to the Contractor, the notice shall state--

- (1) The date, nature, and circumstances of the conduct regarded as a change;
- (2) The name, function, and activity of each Government individual and Contractor official or employee involved in or knowledgeable about such conduct;
- (3) The identification of any documents and the substance of any oral communication involved in such conduct;
- (4) In the instance of alleged acceleration of scheduled performance or delivery, the basis upon which it arose;
- (5) The particular elements of contract performance for which the Contractor may seek an equitable adjustment under this clause, including--
 - (i) What contract line items have been or may be affected by the alleged change;

- (ii) What labor or materials or both have been or may be added, deleted, or wasted by the alleged change;
- (iii) To the extent practicable, what delay and disruption in the manner and sequence of performance and effect on continued performance have been or may be caused by the alleged change;
- (iv) What adjustments to contract price, delivery schedule, and other provisions affected by the alleged change are estimated; and

(6) The Contractor's estimate of the time by which the Government must respond to the Contractor's notice to minimize cost, delay or disruption of performance.

(c) Continued performance. Following submission of the notice required by (b) above, the Contractor shall diligently continue performance of this contract to the maximum extent possible in accordance with its terms and conditions as construed by the Contractor, unless the notice reports a direction of the Contracting Officer or a communication from a SAR of the Contracting Officer, in either of which events the Contractor shall continue performance; provided, however, that if the Contractor regards the direction or communication as a change as described in (b) above, notice shall be given in the manner provided. All directions, communications, interpretations, orders and similar actions of the SAR shall be reduced to writing and copies furnished to the Contractor and to the Contracting Officer. The Contracting Officer shall countermand any action which exceeds the authority of the SAR.

(d) Government response. The Contracting Officer shall promptly, within ten calendar days after receipt of notice, respond to the notice in writing. In responding, the Contracting Officer shall either--

(1) Confirm that the conduct of which the Contractor gave notice constitutes a change and when necessary direct the mode of further performance;

(2) Countermand any communication regarded as a change;

(3) Deny that the conduct of which the Contractor gave notice constitutes a change and when necessary direct the mode of further performance; or

(4) In the event the Contractor's notice information is inadequate to make a decision under (1), (2), or (3) above, advise the Contractor what additional information is required, and establish the date by which it should be furnished and the date thereafter by which the Government will respond.

(e) Equitable adjustments.

(1) If the Contracting Officer confirms that Government conduct effected a change as alleged by the Contractor, and the conduct causes an increase or decrease in the Contractor's cost of, or the time required for, performance of any part of the work under this contract, whether changed or not changed by such conduct, an equitable adjustment shall be made--

(i) In the contract price or delivery schedule or both; and

(ii) In such other provisions of the contract as may be affected.

(2) The contract shall be modified in writing accordingly. In the case of drawings, designs or specifications which are defective and for which the Government is responsible, the equitable adjustment shall include the cost and time extension for delay reasonably incurred by the Contractor in attempting to comply with the defective drawings, designs or specifications before the Contractor identified, or reasonably should have identified, such defect. When the cost of property made obsolete or excess as a result of a change confirmed by the Contracting Officer under this clause is included in the equitable adjustment, the Contracting Officer shall have the right to prescribe the manner of disposition of the property. The equitable adjustment shall not include increased costs or time extensions for delay resulting from the Contractor's failure to provide notice or to continue performance as provided, respectively, in (b) and (c)

above.

52.244-6 SUBCONTRACTS FOR COMMERCIAL ITEMS AND COMMERCIAL COMPONENTS
(OCT 1998)

(a) Definitions.

"Commercial item", as used in this clause, has the meaning contained in the clause at 52.202-1, Definitions.

"Subcontract", as used in this clause, includes a transfer of commercial items between divisions, subsidiaries, or affiliates of the Contractor or subcontractor at any tier.

(b) To the maximum extent practicable, the Contractor shall incorporate, and require its subcontractors at all tiers to incorporate, commercial items or nondevelopmental items as components of items to be supplied under this contract.

(c) Notwithstanding any other clause of this contract, the Contractor is not required to include any FAR provision or clause, other than those listed below to the extent they are applicable and as may be required to establish the reasonableness of prices under Part 15, in a subcontract at any tier for commercial items or commercial components:

(1) 52.222-26, Equal Opportunity (E.O. 11246);

(2) 52.222-35, Affirmative Action for Disabled Veterans and Veterans of the Vietnam Era (38 U.S.C. 4212(a));

(3) 52.222-36, Affirmative Action for Workers with Disabilities (29 U.S.C. 793); and

(4) 52.247-64, Preference for Privately-Owned U.S.-Flagged Commercial Vessels (46 U.S.C. 1241)(flow down not required for subcontracts awarded beginning May 1, 1996).

(d) The Contractor shall include the terms of this clause, including this paragraph (d), in subcontracts awarded under this contract.

52.251-1 GOVERNMENT SUPPLY SOURCES (APR 1984).

The Contracting Officer may issue the Contractor an authorization to use Government supply sources in the performance of this contract. Title to all property acquired by the Contractor under such an authorization shall vest in the Government unless otherwise specified in the contract. Such property shall not be considered to be "Government-furnished property," as distinguished from "Government property." The provisions of the clause entitled "Government Property," except its paragraphs (a) and (b), shall apply to all property acquired under such authorization.

52.252-2 CLAUSES INCORPORATED BY REFERENCE (FEB 1998)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this/these address(es):

<http://www.arnet.gov/far>
<http://farsite.hill.af.mil>
<http://www.dtic.mil/dfars>

52.252-4 ALTERATIONS IN CONTRACT (APR 1984)

Portions of this contract are altered as follows:

(End of clause)

52.252-6 AUTHORIZED DEVIATIONS IN CLAUSES (APR 1984)

(a) The use in this solicitation or contract of any Federal Acquisition Regulation (48 CFR Chapter 1) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the date of the clause.

(b) The use in this solicitation or contract of any _____ (48 CFR _____) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

252.232-7007 LIMITATION OF GOVERNMENT'S OBLIGATION (AUG 1993)

(a) Contract line item(s) 0001, 0002AA, 0002AC, 0002AE and corresponding option years are incrementally funded. For these item(s), the sum of \$ See G.12 of the total price is presently available for payment and allotted to this contract. An allotment schedule is set forth in paragraph (i) of this clause.

(b) For items(s) identified in paragraph (a) of this clause, the Contractor agrees to perform up to the point at which the total amount payable by the Government, including reimbursement in the event of termination of those item(s) for the Government's convenience, approximates the total amount currently allotted to the contract. The Contractor will not be obligated to continue work on those item(s) beyond that point. The Government will not be obligated in any event to reimburse the Contractor in excess of the amount allotted to the contract for those item(s) regardless of anything to the contrary in the clause entitled "TERMINATION FOR THE CONVENIENCE OF THE GOVERNMENT." As used in this clause, the total amount payable by the Government in the event of termination of applicable contract line item(s) for convenience includes costs, profit and estimated termination settlement costs for those item(s).

(c) Notwithstanding the dates specified in the allotment schedule in paragraph (i) of this clause, the Contractor will notify the Contracting Officer in writing at least forty-five days prior to the date when, in the Contractor's best judgment, the work will reach the point at which the total amount payable by the Government, including any cost for termination for convenience, will approximate 85 percent of the total amount then allotted to the contract for performance of the applicable item(s). The notification will state (1) the estimated date when that point will be reached and (2) an estimate of additional funding, if any, needed to continue performance of applicable line items up to the next scheduled date for allotment of funds identified in paragraph (i) of this clause, or to a mutually agreed upon substitute date. The notification will also advise the Contracting Officer of the estimated amount of additional funds that will be required for the timely performance of the item(s) funded pursuant to this clause, for subsequent period as may be specified in the allotment schedule in paragraph (i) of this clause, or otherwise agreed to by the parties. If after such notification additional funds are not allotted by the date identified in the Contractor's notification, or by an agreed substitute date, the Contracting Officer will terminate any item(s) for which additional funds have not been allotted, pursuant to the clause of this contract entitled "TERMINATION FOR THE CONVENIENCE OF THE GOVERNMENT".

(d) When additional funds are allotted for continued performance of the contract line item(s) identified in paragraph (a) of this clause, the parties will agree as to the period of contract performance which will be covered by the funds. The provisions of paragraph (b) through (d) of this clause will apply in like manner to the additional allotted funds and agreed substitute date, and the contract will be modified accordingly.

(e) If, solely by reason of failure of the Government to allot additional funds, by the dates indicated below, in amounts sufficient for timely performance of the contract line item(s) identified in paragraph (a) of this clause, the Contractor incurs additional costs or is delayed in the performance of the work under this contract and if additional funds are allotted, an equitable adjustment will be made in the price or prices (including appropriate target, billing, and ceiling prices where applicable) of the item(s), or in the time of delivery, or both. Failure to agree to any such equitable adjustment hereunder will be a dispute concerning a question of fact within the meaning of the clause entitled "disputes."

(f) The Government may at any time prior to termination allot additional funds for the performance of the contract line item(s) identified in paragraph (a) of this clause.

(g) The termination provisions of this clause do not limit the rights of the Government under the clause entitled "DEFAULT." The provisions of this clause are limited to work and allotment of funds for the contract line item(s) set forth in paragraph (a) of this clause. This clause no longer applies once the contract is fully funded except with regard to the rights or obligations of the parties concerning equitable adjustments negotiated under paragraphs (d) or (e) of this clause.

(h) Nothing in this clause affects the right of the Government to this contract pursuant to the clause of this contract entitled "TERMINATION FOR CONVENIENCE OF THE GOVERNMENT."

(i) The parties contemplate that the Government will allot funds to this contract in accordance with the following schedule: See G.12

On execution of contract.....\$Subject to Availability of Funds
 March 01, 2002.- February 29, 2004...\$2,000,000.00
 March 01, 2004.- February 28, 2006...\$2,000,000.00
 March 01, 2006.- February 29, 2008...\$2,000,000.00
 March 01, 2008 - February 28, 2010...\$2,000,000.00

(End of clause)

252.236-7001 CONTRACT DRAWINGS, MAPS, AND SPECIFICATIONS (AUG 2000)

(a) The Government will provide to the Contractor, without charge, one set of contract drawings and specifications, except publications incorporated into the technical provisions by reference, in electronic or paper media as chosen by the Contracting Officer.

(b) The Contractor shall--

- (1) Check all drawings furnished immediately upon receipt;
- (2) Compare all drawings and verify the figures before laying out the work;
- (3) Promptly notify the Contracting Officer of any discrepancies;
- (4) Be responsible for any errors that might have been avoided by complying with this paragraph (b); and
- (5) Reproduce and print contract drawings and specifications as needed.

(c) In general--

- (1) Large-scale drawings shall govern small-scale drawings; and
- (2) The Contractor shall follow figures marked on drawings in preference to scale measurements.

(d) Omissions from the drawings or specifications or the misdescription of details of work that are manifestly necessary to carry out the intent of the drawings and specifications, or that are customarily performed, shall not relieve the Contractor from performing such omitted or misdescribed details of the work. The Contractor shall perform such details as if fully and correctly set forth and described in the drawings and specifications.

(e) The work shall conform to the specifications and the contract drawings identified on the following index of drawings: See individual task orders.

Title	File	Drawing No.
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(End of clause)

SECTION J List of Documents, Exhibits and Other Attachments

SECTION J
LIST OF EXHIBITS AND ATTACHMENTS

	Pages
Attachment 1	3
Contract Security Classification Specification, DD Form 254	
Attachment 2	5
Reserved	
Attachment 3	
U.S. Department of Labor Wage Determinations	
a. State: Alabama, Wage Determination No. 94-2008, Revision 15, Date of Last Revision: 9/13/00	10
b. State: Arizona, Wage Determination No. 94-2026, Revision 17, Date of Last Revision: 09/13/00	10
c. State: California, Wage Determination No. 94-2050, Revision 9, Date of Last Revision: 09/13/00	10
d. State: Colorado, Wage Determination No. 94-2080, Revision 13, Date of Last Revision: 09/13/00	10
e. States: District of Columbia, Maryland Virginia, Wage Determination No. 94-2104, Revision 16, Date of Last Revision: 9/13/00	10
f. State: Kansas, Missouri, Wage Determination No 94-2308, Revision 14, Date of Last Revision: 09/15/00	10
g. State: Georgia, Wage Determination No. 94-2140, Revision 16, Date of Last Revision: 09/14/00	10
h. State: Indiana, Kentucky, Wage Determination No. 94-2224, Revision 12, Date of Last Revision: 9/14/00	10
i. State: Louisiana, Wage Determination	10

No. 94-2234, Revision 13, Date of Last
Revision: 09/15/00

j. State: New Mexico, Wage Determination 10
No. 94-2362, Revision 12, Date of Last
Revision: 09/15/00

k. State: Ohio, Wage Determination No. 94-2420 10
Revision 12, Date of Last Revision: 09/18/00

l. State: North Carolina, Virginia, 10
Wage Determination No.94-2544,
Revision 20, Date of Last Revision: 9/19/00

m. State: Washington, Wage Determination 10
No. 94-2564, Revision 14,
Date of Last Revision: 09/19/00

n. State: Arizona, 4
General Decision Document:AZ000005,
Modification Number: 1, dated: 6/2/00

o. State: Florida, Wage Determination No. 94-2126 10
Revision 10, Date of Last Revision: 09/14/00

Attachment 4 Reserved

Attachment 5 Reserved

Attachment 6 Composite Rate By Labor Category 8

Attachment 7 Partnering Agreement 12

Note: the following applicable forms can be found at the DLA webpage: <http://www.dasc.dla.mil/pubs/>

a.. DD Forms 2051 and 2051-1, Request for
Assignment of CAGE Code

b. SF 294, Subcontracting Report for Individual Contracts

c. SF 295, Summary Subcontracting Report

DEPARTMENT OF DEFENSE CONTRACT SECURITY CLASSIFICATION SPECIFICATION <i>(The requirements of the DoD Industrial Security Manual apply to all security aspects of this effort.)</i>				1. CLEARANCE AND SAFEGUARDING a. FACILITY CLEARANCE REQUIRED NBCHC020003 TOP SECRET b. LEVEL OF SAFEGUARDING REQUIRED			
2. THIS SPECIFICATION IS FOR: <i>(X and complete as applicable)</i>			3. THIS SPECIFICATION IS: <i>(X and complete as applicable)</i>				
X	a. PRIME CONTRACT NUMBER NBCHC020003		X	a. ORIGINAL <i>(Complete date in all cases)</i> 011009 <small>DATE (YYMMDD)</small>			
	b. SUBCONTRACT NUMBER			b. REVISED <i>(Supersedes all previous specs)</i> Revision No.	<small>DATE (YYMMDD)</small>		
	c. SOLICITATION OR OTHER NUMBER	<small>DUE DATE (YYMMDD)</small>		c. FINAL <i>(Complete item 5 in all cases)</i> <small>DATE (YYMMDD)</small>			
4. IS THIS A FOLLOW-ON CONTRACT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. If yes, complete the following: Classified material received or generated under _____ <i>(Preceding Contract Number)</i> is transferred to this follow-on contract.							
5. IS THIS A FINAL DD FORM 254? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. If yes, complete the following: In response to the contractor's request dated _____, retention of the identified classified material is authorized for the period of _____							
6. CONTRACTOR <i>(Include Commercial and Government Entity (CAGE) Code)</i>							
a. NAME, ADDRESS, AND ZIP CODE INTEROP Joint Venture 11419-A Sullyfield Circle Chantilly, VA 20151		b. CAGE CODE OR118	c. COGNIZANT SECURITY OFFICE <i>(Name, Address, and Zip Code)</i> Defense Security Office Tucson, AZ Field Office 6245 E. Broadway Boulevard, #580 Tucson, AZ 85711				
7. SUBCONTRACTOR							
a. NAME, ADDRESS, AND ZIP CODE		b. CAGE CODE	c. COGNIZANT SECURITY OFFICE <i>(Name, Address, and Zip Code)</i>				
8. ACTUAL PERFORMANCE							
a. LOCATION SEE ITEM 13.		b. CAGE CODE	c. COGNIZANT SECURITY OFFICE <i>(Name, Address, and Zip Code)</i>				
9. GENERAL IDENTIFICATION OF THIS PROCUREMENT Non-personal services for scientific, engineering, technical and administrative support for the Joint Interoperability Test Command, Fort Huachuca, AZ; Falcon AFB and Pererson AFB, Colorado Springs, CO; Warner Robbins AFB, GA; Kelly AFB, San Antonio, TX; Indian Head, MD; Arlington, VA, and other locations authorized by the COR and/or the Contracting Officer.							
10. THIS CONTRACT WILL REQUIRE ACCESS TO:		YES	NO	11. IN PERFORMING THIS CONTRACT, THE CONTRACTOR WILL:		YES	NO
a. COMMUNICATIONS SECURITY (COMSEC) INFORMATION		<input checked="" type="checkbox"/>		a. HAVE ACCESS TO CLASSIFIED INFORMATION ONLY AT ANOTHER CONTRACTOR'S FACILITY OR A GOVERNMENT ACTIVITY			<input checked="" type="checkbox"/>
b. RESTRICTED DATA			<input checked="" type="checkbox"/>	b. RECEIVE CLASSIFIED DOCUMENTS ONLY			<input checked="" type="checkbox"/>
c. CRITICAL NUCLEAR WEAPON DESIGN INFORMATION			<input checked="" type="checkbox"/>	c. RECEIVE AND GENERATE CLASSIFIED MATERIAL		<input checked="" type="checkbox"/>	
d. FORMERLY RESTRICTED DATA			<input checked="" type="checkbox"/>	d. FABRICATE, MODIFY, OR STORE CLASSIFIED HARDWARE		<input checked="" type="checkbox"/>	
e. INTELLIGENCE INFORMATION:				e. PERFORM SERVICES ONLY			<input checked="" type="checkbox"/>
(1) Sensitive Compartmented Information (SCI)		<input checked="" type="checkbox"/>		f. HAVE ACCESS TO U.S. CLASSIFIED INFORMATION OUTSIDE THE U.S., PUERTO RICO, U.S. POSSESSIONS AND TRUST TERRITORIES		<input checked="" type="checkbox"/>	
(2) Non-SCI		<input checked="" type="checkbox"/>		g. BE AUTHORIZED TO USE THE SERVICES OF DEFENSE TECHNICAL INFORMATION CENTER (DTIC) OR OTHER SECONDARY DISTRIBUTION CENTER		<input checked="" type="checkbox"/>	
f. SPECIAL ACCESS INFORMATION			<input checked="" type="checkbox"/>	h. REQUIRE A COMSEC ACCOUNT			<input checked="" type="checkbox"/>
g. NATO INFORMATION		<input checked="" type="checkbox"/>		i. HAVE TEMPEST REQUIREMENTS			<input checked="" type="checkbox"/>
h. FOREIGN GOVERNMENT INFORMATION			<input checked="" type="checkbox"/>	j. HAVE OPERATIONS SECURITY (OPSEC) REQUIREMENTS			<input checked="" type="checkbox"/>
i. LIMITED DISSEMINATION INFORMATION			<input checked="" type="checkbox"/>	k. BE AUTHORIZED TO USE THE DEFENSE COURIER SERVICE		<input checked="" type="checkbox"/>	
j. FOR OFFICIAL USE ONLY INFORMATION		<input checked="" type="checkbox"/>		l. OTHER <i>(Specify)</i>			
k. OTHER <i>(Specify)</i>				See Item 13 regarding visit requests			

12. PUBLIC RELEASE. Any information (classified or unclassified) pertaining to this contract shall not be released for public dissemination except as provided by the Information Security Manual or unless it has been approved for public release by appropriate U.S. Government authority. Proposed public releases shall be submitted for approval prior to release

Direct Through (Specify):

NO PUBLIC RELEASE OF SCI IS AUTHORIZED.

Contracting Officer
DOI, NBC, Acquisition Services, SW Branch
PO Box 12924

Fort Huachuca, AZ 85670-2924
to the Directorate for Freedom of Information and Security Review, Office of the Assistant Secretary of Defense (Public Affairs)* for review.
* In the case of non-DoD User Agencies, requests for disclosure shall be submitted to that agency.

13. SECURITY GUIDANCE. The security classification guidance needed for this classified effort is identified below. If any difficulty is encountered in applying this guidance or if any other contributing factor indicates a need for changes in this guidance, the contractor is authorized and encouraged to provide recommended changes; to challenge the guidance or the classification assigned to any information or material furnished or generated under this contract; and to submit any questions for interpretation of this guidance to the official identified below. Pending final decision, the information involved shall be handled and protected at the highest level of classification assigned or recommended. (Fill in as appropriate for the classified effort. Attach, or forward under separate correspondence, any documents/guides/extracts referenced herein. Add additional pages as needed to provide complete guidance.)

- a. Ref: Item 1b. Receipt and storage of classified material will be limited to User Agency activity Facilities.
- b. Ref: Item 8a. Performance will be at U.S. Government facilities at Fort Huachuca, AZ; Falcon AFB and Peterson AFB, Colorado Springs, CO; Warner Robbins AFB, Warner Robbins, GA; Kelly AFB, San Antonio, TX; Indian Head, MD; Arlington, VA, and contractor facilities at Lockheed Martin Corporation, King of Prussia, PA; GDE Systems, San Diego, CA; Lockheed Missiles and Space Company, INC., Sunnyvale, CA; E-Systems, Garland, TX, and other locations authorized by the COR and/or the Contracting Officer.
- c. Ref: Item 10a.

(1) Access to classified COMSEC information will be at government facilities under User Agency activity oversight.

(2) Public Release of COMSEC information: Any information relating to COMSEC and its uses (including UNCLASSIFIED COMSEC information) shall be restricted in dissemination to contractor and government personnel involved in the contract. Any proposed release of COMSEC information relating to this contract into the public domain will be forwarded to the Contracting Officer for review. The term "release" includes, but is not limited to, newspaper articles, company newsletters, contract announcements, advertisements, brochures, photographs, motion-picture films, technical papers, unclassified presentations at symposia, speeches, displays, etc., on any COMSEC phase related to this contract.

d. Ref: Item 10e(1)

(1) The Defense Information Systems Agency SSO and director, Defense Intelligence Agency of the NRO has exclusive security responsibility for such information released to the contractor or developed under this contract. DIAM 50-5 provides necessary guidance for physical, personnel and information security measures and is a part of the security specifications for this contract. No contractor generated, or government furnished material may be provided to DTIC or DUAC. The contractor must maintain an awareness of the NRO OPSEC posture to ensure they do not expose sensitive operational aspects of the NRO.

(CONTINUED ON SEPERATE PAGE)

14. ADDITIONAL SECURITY REQUIREMENTS. Requirements, in addition to ISM requirements, are established for this contract. (If Yes, identify the pertinent contractual clauses in the contract document itself, or provide an appropriate statement which identifies the additional requirements. Provide a copy of the requirements to the cognizant security office. Use Item 13 if additional space is needed.) YES NO

15. INSPECTIONS. Elements of this contract are outside the inspection responsibility of the cognizant security office. (If Yes, explain and identify specific areas or elements carved out and the activity responsible for inspections. Use Item 13 if additional space is needed.) YES NO

16. CERTIFICATION AND SIGNATURE. Security requirements stated herein are complete and adequate for safeguarding the classified information to be released or generated under this classified effort. All questions shall be referred to the official named below.

a. TYPED NAME OF CERTIFYING OFFICIAL N. Tinnell	b. TITLE Contracting Officer	c. TELEPHONE (Include Area Code) (520) 538-0423
--	---------------------------------	--

d. ADDRESS (Include Zip Code) DOI/NBC, Acquisition Services Div, SW Branch P.O. Box 12924 Fort Huachuca, AZ 85670-2924	17. REQUIRED DISTRIBUTION	
	<input checked="" type="checkbox"/>	a. CONTRACTOR
e. SIGNATURE 	<input type="checkbox"/>	b. SUBCONTRACTOR
	<input type="checkbox"/>	c. COGNIZANT SECURITY OFFICE FOR PRIME AND SUBCONTRACTOR
	<input type="checkbox"/>	d. U.S. ACTIVITY RESPONSIBLE FOR OVERSEAS SECURITY ADMINISTRATION
	<input checked="" type="checkbox"/>	e. ADMINISTRATIVE CONTRACTING OFFICER
	<input checked="" type="checkbox"/>	f. OTHERS AS NECESSARY

DD FORM 254, 15 JUN 00

ITEM 13. SECURITY GUIDANCE (Continued)

- (2) By virtue of access to SCI material, contractor employees may have placed on them special requirements relating to travel to, or through, hazardous areas as stated in DIAM 50-5.
- (3) Contractor will have access to SCI material only at a government, or other contractor, operated SCI facility
- e. Ref: Item 10e(2). Access to intelligence information: chapter 9 (section 3), NISPOM defines such information and identifies authorized control markings. The controls established by such markings, and the policies and procedures given in para 12, DCID 1/7 (DODI 5230.22), are part of the security specifications for this contract.
- f. Ref: Item 10j. FOR OFFICIAL USE ONLY information provided under this contract shall be safeguarded as a specified in AR 25-55.
- g. Ref: Item 11c. Provisions of chapter 8, NISPOM (Automated Information Systems-AIS) apply to AIS processing at contractor owned locations. Classified AIS processing a User Agency Activity sites will be governed by DoD 5200.28 and will be the inspection and approval responsibility of the User Agency activity.
- h. Ref: Item 11d. Contractor will be utilizing Government Owned-Government Operated (GOGO) facilities and sites. User Agency activity will ensure provision of structurally adequate facilities to meet requirements of chapter 5 (section 9) ISM.
- i. Ref: item 11f. Access to classified information at overseas locations will be limited to aural and visual access only; receipt and storage not authorized. DD Form 254, Contract Security Specification, issued by the prime contractor to a subcontractor, under this contract, will be submitted to the Contracting Officer at **DOI, NBC, Acquisition Services Div, SW Branch, P.O. Box 12924, Fort Huachuca, AZ 85670-2924.**
- j. Ref: Item 11k. Contractor requests for establishment of a Defense Courier Service account (if required) will be submitted via the Contracting Officer's Representative in accordance with chapter III, and Appendix A, DoD 5200.33-R.
- k. Visit Requests:
- (1) Visit requests to Fort Huachuca-based activities should be addressed to Commander, Joint Interoperability Test Command, ATTN: JTG, Fort Huachuca, AZ 85613-7020. Information copies (of original requests) should be provided to Commander, USAIC&FH, ATTN: ATZS-DKI, Fort Huachuca, AZ 85613-6000. Visit requests to Indian Head-based activities should be addressed to Commander, Joint Interoperability Test Command (JITC), Indian Head Division, NSWC, 101 Strauss Avenue, Building 900, Indian Head, MD 20640-5035.
- (2) Correct mailing address for visit requests to overseas activities should be provided to the appropriate OISI office shown in the NISPOM.
- l. No approved Security Classification Guide currently exists for this project. Contractor generated classified documents (if required for performance) will be marked in accordance with the NISPOM and DoD 5220.22-S-2 (Marking Supplement to the ISM), based on instructions from the User Agency activity. Instructions will include identity of classification authorities, regrading/declassification data, and paragraph marking levels, as required.
- m. Estimated date of completion for this contract is 28 February 2010.

THIS DD FORM 254 INCLUDES NO ATTACHMENTS.

Secretary IV	15.99
Secretary V	17.76
Service Order Dispatcher	9.32
Stenographer I	10.89
Stenographer II	12.34
Supply Technician	15.99
Survey Worker (Interviewer)	11.00
Switchboard Operator-Receptionist	7.71
Test Examiner	11.00
Test Proctor	11.00
Travel Clerk I	7.55
Travel Clerk II	8.00
Travel Clerk III	8.53
Word Processor I	8.85
Word Processor II	9.94
Word Processor III	11.11
Automatic Data Processing Occupations	9.81
Computer Data Librarian	9.81
Computer Operator I	10.95
Computer Operator II	13.87
Computer Operator III	14.47
Computer Operator IV	16.03
Computer Operator V	13.66
Computer Programmer I (1)	16.09
Computer Programmer II (1)	19.19
Computer Programmer III (1)	23.22
Computer Programmer IV (1)	19.39
Computer Systems Analyst I (1)	21.72
Computer Systems Analyst II (1)	26.49
Computer Systems Analyst III (1)	9.81
Peripheral Equipment Operator	
Automotive Service Occupations	15.98
Automotive Body Repairer, Fiberglass	14.56
Automotive Glass Installer	14.56
Automotive Worker	15.28
Electrician, Automotive	13.20
Mobile Equipment Servicer	15.98
Motor Equipment Metal Mechanic	14.56
Motor Equipment Metal Worker	15.98
Motor Vehicle Mechanic	12.52
Motor Vehicle Mechanic Helper	13.90
Motor Vehicle Upholstery Worker	14.56
Motor Vehicle Wrecker	15.28
Painter, Automotive	14.56
Radiator Repair Specialist	12.75
Tire Repairer	15.98
Transmission Repair Specialist	
Food Preparation and Service Occupations	8.69
Baker	7.73
Cook I	8.69
Cook II	6.38
Dishwasher	6.38
Food Service Worker	8.69
Meat Cutter	6.82
Waiter/Waitress	
Furniture Maintenance and Repair Occupations	17.56
Electrostatic Spray Painter	

Furniture Handler	13.94
Furniture Refinisher	17.56
Furniture Refinisher Helper	14.41
Furniture Repairer, Minor	15.98
Upholsterer	17.56
General Services and Support Occupations	
Cleaner, Vehicles	6.38
Elevator Operator	6.38
Gardener	7.73
House Keeping Aid I	6.38
House Keeping Aid II	6.82
Janitor	6.38
Laborer, Grounds Maintenance	6.38
Maid or Houseman	5.93
Pest Controller	8.14
Refuse Collector	6.38
Tractor Operator	7.70
Window Cleaner	6.52
Health Occupations	
Dental Assistant	10.98
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.98
Licensed Practical Nurse I	8.74
Licensed Practical Nurse II	9.81
Licensed Practical Nurse III	10.98
Medical Assistant	9.81
Medical Laboratory Technician	9.81
Medical Record Clerk	9.81
Medical Record Technician	13.60
Nursing Assistant I	7.13
Nursing Assistant II	8.01
Nursing Assistant III	8.74
Nursing Assistant IV	9.81
Pharmacy Technician	12.24
Phlebotomist	9.81
Registered Nurse I	13.60
Registered Nurse II	16.64
Registered Nurse II, Specialist	16.64
Registered Nurse III	20.13
Registered Nurse III, Anesthetist	20.13
Registered Nurse IV	24.12
Information and Arts Occupations	
Audiovisual Librarian	15.99
Exhibits Specialist I	13.50
Exhibits Specialist II	18.04
Exhibits Specialist III	20.00
Illustrator I	13.50
Illustrator II	18.04
Illustrator III	20.00
Librarian	17.76
Library Technician	12.42
Photographer I	13.01
Photographer II	15.02
Photographer III	17.99
Photographer IV	22.00
Photographer V	26.70
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.00

Counter Attendant	6.00
Dry Cleaner	7.29
Finisher, Flatwork, Machine	6.00
Presser, Hand	6.00
Presser, Machine, Drycleaning	6.00
Presser, Machine, Shirts	6.00
Presser, Machine, Wearing Apparel, Laundry	6.41
Sewing Machine Operator	7.64
Tailor	7.97
Washer, Machine	6.45
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	17.56
Tool and Die Maker	21.41
Material Handling and Packing Occupations	
Forklift Operator	12.09
Fuel Distribution System Operator	16.43
Material Coordinator	13.68
Material Expediter	13.68
Material Handling Laborer	8.33
Order Filler	10.87
Production Line Worker (Food Processing)	10.51
Shipping Packer	10.51
Shipping/Receiving Clerk	10.51
Stock Clerk (Shelf Stocker; Store Worker II)	10.29
Store Worker I	8.76
Tools and Parts Attendant	12.44
Warehouse Specialist	10.51
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.38
Aircraft Mechanic Helper	14.41
Aircraft Quality Control Inspector	20.21
Aircraft Servicer	15.98
Aircraft Worker	16.75
Appliance Mechanic	17.56
Bicycle Repairer	14.66
Cable Splicer	18.38
Carpenter, Maintenance	17.56
Carpet Layer	16.75
Electrician, Maintenance	20.61
Electronics Technician, Maintenance I	11.21
Electronics Technician, Maintenance II	19.32
Electronics Technician, Maintenance III	20.13
Fabric Worker	15.98
Fire Alarm System Mechanic	18.38
Fire Extinguisher Repairer	15.72
Fuel Distribution System Mechanic	18.38
General Maintenance Worker	16.43
Heating, Refrigeration and Air Conditioning Mechanic	18.38
Heavy Equipment Mechanic	18.38
Heavy Equipment Operator	17.87
Instrument Mechanic	18.38
Laborer	7.29
Locksmith	17.56
Machinery Maintenance Mechanic	20.72
Machinist, Maintenance	16.92
Maintenance Trades Helper	14.41
Millwright	18.38

Office Appliance Repairer	17.56
Painter, Aircraft	17.56
Painter, Maintenance	17.56
Pipefitter, Maintenance	18.38
Plumber, Maintenance	17.56
Pneudraulic Systems Mechanic	18.38
Rigger	18.38
Scale Mechanic	16.75
Sheet-Metal Worker, Maintenance	18.38
Small Engine Mechanic	16.75
Telecommunication Mechanic I	18.38
Telecommunication Mechanic II	20.21
Telephone Lineman	18.38
Welder, Combination, Maintenance	18.38
Well Driller	18.38
Woodcraft Worker	18.38
Woodworker	16.43
Miscellaneous Occupations	
Animal Caretaker	6.38
Carnival Equipment Operator	7.70
Carnival Equipment Repairer	8.09
Carnival Worker	6.38
Cashier	5.63
Desk Clerk	6.90
Embalmer	16.64
Lifeguard	7.71
Mortician	16.64
Park Attendant (Aide)	7.72
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.71
Recreation Specialist	11.14
Recycling Worker	7.60
Sales Clerk	7.71
School Crossing Guard (Crosswalk Attendant)	6.38
Sport Official	7.71
Survey Party Chief (Chief of Party)	10.53
Surveying Aide	6.48
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.88
Swimming Pool Operator	8.71
Vending Machine Attendant	7.60
Vending Machine Repairer	8.71
Vending Machine Repairer Helper	7.60
Personal Needs Occupations	
Child Care Attendant	6.89
Child Care Center Clerk	8.61
Chore Aid	5.93
Homemaker	9.57
Plant and System Operation Occupations	
Boiler Tender	18.38
Sewage Plant Operator	17.56
Stationary Engineer	18.38
Ventilation Equipment Tender	14.41
Water Treatment Plant Operator	17.56
Protective Service Occupations	
Alarm Monitor	10.29
Corrections Officer	10.88
Court Security Officer	10.88
Detention Officer	10.88

Firefighter	9.62
Guard I	7.42
Guard II	10.29
Police Officer	13.28
Stevedoring/Longshoremen Occupations	12.20
Blocker and Bracer	12.20
Hatch Tender	12.20
Line Handler	11.66
Stevedore I	12.79
Stevedore II	
Technical Occupations	26.18
Air Traffic Control Specialist, Center (2)	18.05
Air Traffic Control Specialist, Station (2)	19.88
Air Traffic Control Specialist, Terminal (2)	13.01
Archeological Technician I	14.56
Archeological Technician II	18.04
Archeological Technician III	18.04
Cartographic Technician	18.04
Civil Engineering Technician	19.39
Computer Based Training (CBT) Specialist/ Instructor	11.60
Drafter I	13.01
Drafter II	14.73
Drafter III	18.04
Drafter IV	10.52
Engineering Technician I	13.08
Engineering Technician II	15.71
Engineering Technician III	21.68
Engineering Technician IV	25.30
Engineering Technician V	30.59
Engineering Technician VI	15.89
Environmental Technician	21.72
Flight Simulator/Instructor (Pilot)	19.39
Graphic Artist	15.86
Instructor	13.87
Laboratory Technician	18.79
Mathematical Technician	11.00
Paralegal/Legal Assistant I	15.99
Paralegal/Legal Assistant II	19.51
Paralegal/Legal Assistant III	23.61
Paralegal/Legal Assistant IV	19.16
Photooptics Technician	23.07
Technical Writer	16.64
Unexploded (UXO) Safety Escort	16.64
Unexploded (UXO) Sweep Personnel	16.64
Unexploded Ordnance (UXO) Technician I	20.13
Unexploded Ordnance (UXO) Technician II	24.12
Unexploded Ordnance (UXO) Technician III	13.87
Weather Observer, Combined Upper Air and Surface Programs (3)	14.17
Weather Observer, Senior (3)	13.87
Weather Observer, Upper Air (3)	
Transportation/ Mobile Equipment Operation Occupations	11.02
Bus Driver	7.11
Parking and Lot Attendant	9.05
Shuttle Bus Driver	8.62
Taxi Driver	11.12
Truckdriver, Heavy Truck	9.05
Truckdriver, Light Truck	

Truckdriver, Medium Truck	10.25
Truckdriver, Tractor-Trailer	11.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives 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 explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**** 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 ****

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(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the

action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of

Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember,

it is not the job title, but the required tasks that determine whether a class is included

in an established wage determination. Conformances may not be used to artificially split,

combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2026 REV (17) AREA: AZ,TUSCON

WAGE DETERMINATION NO: h0h294-2026 REV (17) AREA: AZ,TUSCON
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 | WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2026
Director	Wage Determinations	Revision No.: 17
		Date Of Last Revision: 09/13/2000

State: Arizona

Area: Arizona Counties of Cochise, Graham, Greenlee, Pima, Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	6.77
Accounting Clerk II	7.92
Accounting Clerk III	9.21
Accounting Clerk IV	11.13
Court Reporter	10.15
Dispatcher, Motor Vehicle	10.15
Document Preparation Clerk	6.57
Duplicating Machine Operator	6.57
Film/Tape Librarian	8.89
General Clerk I	5.68
General Clerk II	6.47
General Clerk III	8.25
General Clerk IV	11.75
Housing Referral Assistant	12.44
Key Entry Operator I	7.46
Key Entry Operator II	8.61
Messenger (Courier)	5.68
Order Clerk I	6.86
Order Clerk II	9.22
Personnel Assistant (Employment) I	7.32
Personnel Assistant (Employment) II	8.23
Personnel Assistant (Employment) III	9.40
Personnel Assistant (Employment) IV	11.52
Production Control Clerk	12.44
Rental Clerk	8.89
Scheduler, Maintenance	8.89
Secretary I	8.89
Secretary II	10.15
Secretary III	12.44
Secretary IV	14.33
Secretary V	15.56

Service Order Dispatcher	8.89
Stenographer I	8.04
Stenographer II	9.00
Supply Technician	14.33
Survey Worker (Interviewer)	10.15
Switchboard Operator-Receptionist	6.57
Test Examiner	10.15
Test Proctor	10.15
Travel Clerk I	8.31
Travel Clerk II	8.71
Travel Clerk III	9.14
Word Processor I	8.02
Word Processor II	10.40
Word Processor III	11.64
Automatic Data Processing Occupations	
Computer Data Librarian	11.08
Computer Operator I	7.44
Computer Operator II	10.08
Computer Operator III	12.01
Computer Operator IV	13.34
Computer Operator V	14.78
Computer Programmer I (1)	12.41
Computer Programmer II (1)	15.37
Computer Programmer III (1)	16.09
Computer Programmer IV (1)	18.97
Computer Systems Analyst I (1)	16.09
Computer Systems Analyst II (1)	18.97
Computer Systems Analyst III (1)	23.53
Peripheral Equipment Operator	11.08
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.79
Automotive Glass Installer	15.17
Automotive Worker	15.17
Electrician, Automotive	16.79
Mobile Equipment Servicer	13.54
Motor Equipment Metal Mechanic	16.79
Motor Equipment Metal Worker	15.17
Motor Vehicle Mechanic	16.79
Motor Vehicle Mechanic Helper	12.60
Motor Vehicle Upholstery Worker	14.37
Motor Vehicle Wrecker	15.17
Painter, Automotive	15.98
Radiator Repair Specialist	15.17
Tire Repairer	13.08
Transmission Repair Specialist	16.79
Food Preparation and Service Occupations	
Baker	11.12
Cook I	8.67
Cook II	11.12
Dishwasher	6.25
Food Service Worker	6.25
Meat Cutter	9.83
Waiter/Waitress	6.86
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.98
Furniture Handler	10.70
Furniture Refinisher	15.98

Furniture Refinisher Helper	12.60
Furniture Repairer, Minor	14.37
Upholsterer	15.98
General Services and Support Occupations	
Cleaner, Vehicles	6.25
Elevator Operator	6.25
Gardener	8.67
House Keeping Aid I	5.65
House Keeping Aid II	6.25
Janitor	6.25
Laborer, Grounds Maintenance	6.86
Maid or Houseman	5.65
Pest Controller	9.20
Refuse Collector	6.25
Tractor Operator	8.07
Window Cleaner	6.86
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	8.71
Licensed Practical Nurse II	9.77
Licensed Practical Nurse III	10.93
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	15.37
Exhibits Specialist I	14.31
Exhibits Specialist II	15.46
Exhibits Specialist III	18.92
Illustrator I	14.31
Illustrator II	15.46
Illustrator III	18.92
Librarian	15.56
Library Technician	12.41
Photographer I	11.16
Photographer II	14.31
Photographer III	15.46
Photographer IV	18.92
Photographer V	22.87
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.00
Counter Attendant	6.00
Dry Cleaner	7.25

Finisher, Flatwork, Machine	6.00
Presser, Hand	6.00
Presser, Machine, Drycleaning	6.00
Presser, Machine, Shirts	6.00
Presser, Machine, Wearing Apparel, Laundry	6.00
Sewing Machine Operator	7.69
Tailor	8.12
Washer, Machine	6.34
Machine Tool Operation and Repair Occupations	15.98
Machine-Tool Operator (Toolroom)	19.23
Tool and Die Maker	
Material Handling and Packing Occupations	7.97
Forklift Operator	13.54
Fuel Distribution System Operator	14.37
Material Coordinator	14.37
Material Expediter	7.12
Material Handling Laborer	9.21
Order Filler	8.30
Production Line Worker (Food Processing)	7.80
Shipping Packer	7.80
Shipping/Receiving Clerk	9.72
Stock Clerk (Shelf Stocker; Store Worker II)	8.95
Store Worker I	9.65
Tools and Parts Attendant	8.30
Warehouse Specialist	
Mechanics and Maintenance and Repair Occupations	16.79
Aircraft Mechanic	12.60
Aircraft Mechanic Helper	17.60
Aircraft Quality Control Inspector	14.37
Aircraft Servicer	15.17
Aircraft Worker	15.98
Appliance Mechanic	13.08
Bicycle Repairer	16.79
Cable Splicer	15.98
Carpenter, Maintenance	15.17
Carpet Layer	16.79
Electrician, Maintenance	10.66
Electronics Technician, Maintenance I	15.98
Electronics Technician, Maintenance II	16.79
Electronics Technician, Maintenance III	14.37
Fabric Worker	16.79
Fire Alarm System Mechanic	13.54
Fire Extinguisher Repairer	16.79
Fuel Distribution System Mechanic	15.17
General Maintenance Worker	16.79
Heating, Refrigeration and Air Conditioning Mechanic	16.79
Heavy Equipment Mechanic	16.79
Heavy Equipment Operator	16.79
Instrument Mechanic	6.25
Laborer	15.98
Locksmith	16.79
Machinery Maintenance Mechanic	16.79
Machinist, Maintenance	12.60
Maintenance Trades Helper	16.79
Millwright	15.98
Office Appliance Repairer	15.98
Painter, Aircraft	

Painter, Maintenance	15.98
Pipefitter, Maintenance	16.79
Plumber, Maintenance	15.98
Pneudraulic Systems Mechanic	16.79
Rigger	16.79
Scale Mechanic	15.17
Sheet-Metal Worker, Maintenance	16.79
Small Engine Mechanic	15.17
Telecommunication Mechanic I	16.79
Telecommunication Mechanic II	17.60
Telephone Lineman	16.79
Welder, Combination, Maintenance	16.79
Well Driller	16.79
Woodcraft Worker	16.79
Woodworker	13.54
Miscellaneous Occupations	
Animal Caretaker	7.46
Carnival Equipment Operator	8.07
Carnival Equipment Repairer	8.67
Carnival Worker	6.25
Cashier	5.33
Desk Clerk	5.92
Embalmer	18.66
Lifeguard	5.33
Mortician	18.66
Park Attendant (Aide)	6.62
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.57
Recreation Specialist	8.21
Recycling Worker	8.07
Sales Clerk	5.33
School Crossing Guard (Crosswalk Attendant)	6.25
Sport Official	5.33
Survey Party Chief (Chief of Party)	8.67
Surveying Aide	5.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	6.62
Swimming Pool Operator	9.72
Vending Machine Attendant	8.07
Vending Machine Repairer	9.72
Vending Machine Repairer Helper	8.07
Personal Needs Occupations	
Child Care Attendant	5.92
Child Care Center Clerk	7.39
Chore Aid	5.65
Homemaker	8.21
Plant and System Operation Occupations	
Boiler Tender	16.79
Sewage Plant Operator	15.98
Stationary Engineer	16.79
Ventilation Equipment Tender	12.60
Water Treatment Plant Operator	15.98
Protective Service Occupations	
Alarm Monitor	6.82
Corrections Officer	18.00
Court Security Officer	19.14
Detention Officer	18.00
Firefighter	18.02
Guard I	5.33

Guard II	6.82
Police Officer	21.39
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	9.96
Hatch Tender	9.96
Line Handler	9.96
Stevedore I	9.43
Stevedore II	10.48
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.75
Archeological Technician I	11.39
Archeological Technician II	12.74
Archeological Technician III	15.78
Cartographic Technician	15.78
Civil Engineering Technician	15.78
Computer Based Training (CBT) Specialist/ Instructor	16.09
Drafter I	9.94
Drafter II	11.16
Drafter III	14.31
Drafter IV	15.46
Engineering Technician I	11.12
Engineering Technician II	12.48
Engineering Technician III	13.97
Engineering Technician IV	15.78
Engineering Technician V	19.31
Engineering Technician VI	23.36
Environmental Technician	15.78
Flight Simulator/Instructor (Pilot)	18.97
Graphic Artist	16.09
Instructor	19.31
Laboratory Technician	14.21
Mathematical Technician	15.78
Paralegal/Legal Assistant I	13.36
Paralegal/Legal Assistant II	15.92
Paralegal/Legal Assistant III	16.78
Paralegal/Legal Assistant IV	19.25
Photooptics Technician	15.78
Technical Writer	23.36
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	12.01
Weather Observer, Senior (3)	13.34
Weather Observer, Upper Air (3)	12.01
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	9.99
Parking and Lot Attendant	11.33
Shuttle Bus Driver	8.29
Taxi Driver	7.71
Truckdriver, Heavy Truck	10.45
Truckdriver, Light Truck	8.29
Truckdriver, Medium Truck	9.99
Truckdriver, Tractor-Trailer	10.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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: 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening,

blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is

covered under high degree hazard.)

**** 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 ****

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(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the

action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment

Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Service Order Dispatcher	10.33
Stenographer I	9.19
Stenographer II	10.33
Supply Technician	15.25
Survey Worker (Interviewer)	11.55
Switchboard Operator-Receptionist	9.63
Test Examiner	11.55
Test Proctor	11.55
Travel Clerk I	9.32
Travel Clerk II	9.88
Travel Clerk III	10.60
Word Processor I	9.19
Word Processor II	10.33
Word Processor III	11.55
Automatic Data Processing Occupations	
Computer Data Librarian	11.12
Computer Operator I	9.50
Computer Operator II	11.16
Computer Operator III	12.39
Computer Operator IV	13.76
Computer Operator V	15.26
Computer Programmer I (1)	11.84
Computer Programmer II (1)	14.21
Computer Programmer III (1)	16.84
Computer Programmer IV (1)	20.39
Computer Systems Analyst I (1)	14.21
Computer Systems Analyst II (1)	16.84
Computer Systems Analyst III (1)	20.37
Peripheral Equipment Operator	11.12
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.56
Automotive Glass Installer	15.09
Automotive Worker	15.09
Electrician, Automotive	15.85
Mobile Equipment Servicer	13.56
Motor Equipment Metal Mechanic	16.56
Motor Equipment Metal Worker	15.09
Motor Vehicle Mechanic	16.56
Motor Vehicle Mechanic Helper	12.81
Motor Vehicle Upholstery Worker	14.30
Motor Vehicle Wrecker	15.09
Painter, Automotive	15.85
Radiator Repair Specialist	15.09
Tire Repairer	13.10
Transmission Repair Specialist	16.56
Food Preparation and Service Occupations	
Baker	11.08
Cook I	10.00
Cook II	11.08
Dishwasher	7.89
Food Service Worker	7.89
Meat Cutter	11.08
Waiter/Waitress	8.42
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.67
Furniture Handler	11.22
Furniture Refinisher	15.67

Furniture Refinisher Helper	12.68
Furniture Repairer, Minor	14.15
Upholsterer	15.67
General Services and Support Occupations	
Cleaner, Vehicles	7.89
Elevator Operator	7.89
Gardener	10.00
House Keeping Aid I	7.35
House Keeping Aid II	7.89
Janitor	7.89
Laborer, Grounds Maintenance	8.42
Maid or Houseman	7.35
Pest Controller	10.54
Refuse Collector	7.89
Tractor Operator	9.47
Window Cleaner	8.42
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	8.71
Licensed Practical Nurse II	9.77
Licensed Practical Nurse III	10.93
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	10.93
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	15.25
Exhibits Specialist I	11.96
Exhibits Specialist II	14.94
Exhibits Specialist III	18.27
Illustrator I	11.96
Illustrator II	14.94
Illustrator III	18.27
Librarian	16.88
Library Technician	11.55
Photographer I	9.56
Photographer II	11.96
Photographer III	14.93
Photographer IV	18.27
Photographer V	22.11
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.65
Counter Attendant	7.65
Dry Cleaner	9.12

Finisher, Flatwork, Machine	7.65
Presser, Hand	7.65
Presser, Machine, Drycleaning	7.65
Presser, Machine, Shirts	7.65
Presser, Machine, Wearing Apparel, Laundry	7.65
Sewing Machine Operator	9.71
Tailor	10.29
Washer, Machine	8.23
Machine Tool Operation and Repair Occupations	15.67
Machine-Tool Operator (Toolroom)	18.42
Tool and Die Maker	
Material Handling and Packing Occupations	13.18
Forklift Operator	13.41
Fuel Distribution System Operator	12.17
Material Coordinator	12.17
Material Expediter	8.89
Material Handling Laborer	11.69
Order Filler	10.95
Production Line Worker (Food Processing)	10.11
Shipping Packer	10.11
Shipping/Receiving Clerk	11.34
Stock Clerk (Shelf Stocker; Store Worker II)	10.70
Store Worker I	10.95
Tools and Parts Attendant	10.95
Warehouse Specialist	
Mechanics and Maintenance and Repair Occupations	16.37
Aircraft Mechanic	12.68
Aircraft Mechanic Helper	17.11
Aircraft Quality Control Inspector	14.15
Aircraft Servicer	14.91
Aircraft Worker	15.67
Appliance Mechanic	12.96
Bicycle Repairer	16.37
Cable Splicer	15.67
Carpenter, Maintenance	14.91
Carpet Layer	16.37
Electrician, Maintenance	13.80
Electronics Technician, Maintenance I	14.49
Electronics Technician, Maintenance II	15.14
Electronics Technician, Maintenance III	14.15
Fabric Worker	16.37
Fire Alarm System Mechanic	13.41
Fire Extinguisher Repairer	16.37
Fuel Distribution System Mechanic	13.81
General Maintenance Worker	16.37
Heating, Refrigeration and Air Conditioning Mechanic	16.37
Heavy Equipment Mechanic	16.37
Heavy Equipment Operator	16.37
Instrument Mechanic	7.89
Laborer	15.67
Locksmith	16.37
Machinery Maintenance Mechanic	16.37
Machinist, Maintenance	12.68
Maintenance Trades Helper	16.37
Millwright	15.67
Office Appliance Repairer	15.67
Painter, Aircraft	

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Pipefitter, Maintenance	16.37
Plumber, Maintenance	15.67
Pneudraulic Systems Mechanic	16.37
Rigger	16.37
Scale Mechanic	14.91
Sheet-Metal Worker, Maintenance	16.37
Small Engine Mechanic	14.91
Telecommunication Mechanic I	16.37
Telecommunication Mechanic II	17.11
Telephone Lineman	16.37
Welder, Combination, Maintenance	16.37
Well Driller	16.37
Woodcraft Worker	16.37
Woodworker	13.41
Miscellaneous Occupations	
Animal Caretaker	8.92
Carnival Equipment Operator	9.47
Carnival Equipment Repairer	10.00
Carnival Worker	7.89
Cashier	6.26
Desk Clerk	7.68
Embalmer	16.57
Lifeguard	6.84
Mortician	16.57
Park Attendant (Aide)	8.59
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.84
Recreation Specialist	10.64
Recycling Worker	9.47
Sales Clerk	6.84
School Crossing Guard (Crosswalk Attendant)	7.89
Sport Official	6.84
Survey Party Chief (Chief of Party)	11.25
Surveying Aide	5.89
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.08
Swimming Pool Operator	11.08
Vending Machine Attendant	9.47
Vending Machine Repairer	11.08
Vending Machine Repairer Helper	9.47
Personal Needs Occupations	
Child Care Attendant	7.68
Child Care Center Clerk	9.58
Chore Aid	7.35
Homemaker	10.64
Plant and System Operation Occupations	
Boiler Tender	16.37
Sewage Plant Operator	15.67
Stationary Engineer	16.37
Ventilation Equipment Tender	12.68
Water Treatment Plant Operator	15.66
Protective Service Occupations	
Alarm Monitor	8.68
Corrections Officer	18.03
Court Security Officer	19.14
Detention Officer	18.03
Firefighter	18.02
Guard I	7.76

Guard II	8.68
Police Officer	21.39
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	12.81
Hatch Tender	12.81
Line Handler	12.81
Stevedore I	12.17
Stevedore II	13.43
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	10.53
Archeological Technician II	12.05
Archeological Technician III	14.94
Cartographic Technician	14.94
Civil Engineering Technician	14.94
Computer Based Training (CBT) Specialist/ Instructor	14.21
Drafter I	8.52
Drafter II	9.56
Drafter III	11.96
Drafter IV	14.94
Engineering Technician I	8.52
Engineering Technician II	9.56
Engineering Technician III	11.96
Engineering Technician IV	14.94
Engineering Technician V	18.27
Engineering Technician VI	22.11
Environmental Technician	13.76
Flight Simulator/Instructor (Pilot)	16.84
Graphic Artist	14.21
Instructor	13.43
Laboratory Technician	11.21
Mathematical Technician	14.94
Paralegal/Legal Assistant I	12.52
Paralegal/Legal Assistant II	15.25
Paralegal/Legal Assistant III	18.65
Paralegal/Legal Assistant IV	22.56
Photooptics Technician	14.94
Technical Writer	20.39
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	12.39
Weather Observer, Senior (3)	13.78
Weather Observer, Upper Air (3)	12.39
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.32
Parking and Lot Attendant	6.61
Shuttle Bus Driver	8.38
Taxi Driver	9.22
Truckdriver, Heavy Truck	13.38
Truckdriver, Light Truck	8.38
Truckdriver, Medium Truck	12.48
Truckdriver, Tractor-Trailer	14.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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: 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening,

blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is

covered under high degree hazard.)

**** 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 ****

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(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the

action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment

Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2080 REV (13) AREA: CO,COLORADO SPRINGS

WAGE DETERMINATION NO: h0h294-2080 REV (13) AREA: CO,COLORADO SPRINGS
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2080
Director	Wage Determinations	Revision No.: 13
		Date Of Last Revision: 09/13/2000

State: Colorado

Area: Colorado Counties of Cheyenne, El Paso, Kit Carson, Lincoln, Teller

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.03
Accounting Clerk II	9.81
Accounting Clerk III	11.04
Accounting Clerk IV	13.91
Court Reporter	11.55
Dispatcher, Motor Vehicle	12.45
Document Preparation Clerk	8.98
Duplicating Machine Operator	8.98
Film/Tape Librarian	8.78
General Clerk I	8.08
General Clerk II	9.10
General Clerk III	9.91
General Clerk IV	11.15
Housing Referral Assistant	12.94
Key Entry Operator I	7.48
Key Entry Operator II	9.46
Messenger (Courier)	9.59
Order Clerk I	8.54
Order Clerk II	9.26
Personnel Assistant (Employment) I	7.83
Personnel Assistant (Employment) II	8.82
Personnel Assistant (Employment) III	11.06
Personnel Assistant (Employment) IV	12.94
Production Control Clerk	13.00
Rental Clerk	10.09
Scheduler, Maintenance	10.09
Secretary I	10.09
Secretary II	11.55
Secretary III	13.72
Secretary IV	15.36
Secretary V	17.62

Service Order Dispatcher	10.09
Stenographer I	8.72
Stenographer II	11.10
Supply Technician	13.55
Survey Worker (Interviewer)	11.55
Switchboard Operator-Receptionist	8.59
Test Examiner	11.55
Test Proctor	11.55
Travel Clerk I	8.40
Travel Clerk II	8.99
Travel Clerk III	9.48
Word Processor I	9.03
Word Processor II	10.22
Word Processor III	11.43
Automatic Data Processing Occupations	
Computer Data Librarian	8.94
Computer Operator I	8.94
Computer Operator II	10.51
Computer Operator III	12.94
Computer Operator IV	13.82
Computer Operator V	14.41
Computer Programmer I (1)	16.17
Computer Programmer II (1)	17.62
Computer Programmer III (1)	21.98
Computer Programmer IV (1)	26.03
Computer Systems Analyst I (1)	18.89
Computer Systems Analyst II (1)	22.49
Computer Systems Analyst III (1)	27.38
Peripheral Equipment Operator	10.29
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	14.19
Automotive Glass Installer	12.62
Automotive Worker	12.62
Electrician, Automotive	13.42
Mobile Equipment Servicer	11.04
Motor Equipment Metal Mechanic	14.19
Motor Equipment Metal Worker	12.62
Motor Vehicle Mechanic	16.32
Motor Vehicle Mechanic Helper	11.93
Motor Vehicle Upholstery Worker	13.60
Motor Vehicle Wrecker	14.58
Painter, Automotive	15.44
Radiator Repair Specialist	14.50
Tire Repairer	10.67
Transmission Repair Specialist	16.32
Food Preparation and Service Occupations	
Baker	9.80
Cook I	8.24
Cook II	9.42
Dishwasher	6.57
Food Service Worker	6.57
Meat Cutter	9.80
Waiter/Waitress	6.13
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	13.42
Furniture Handler	9.98
Furniture Refinisher	13.42

Furniture Refinisher Helper	10.38
Furniture Repairer, Minor	11.83
Upholsterer	13.42
General Services and Support Occupations	
Cleaner, Vehicles	6.57
Elevator Operator	6.57
Gardener	8.57
House Keeping Aid I	6.29
House Keeping Aid II	6.57
Janitor	6.57
Laborer, Grounds Maintenance	7.05
Maid or Houseman	6.43
Pest Controller	10.42
Refuse Collector	6.57
Tractor Operator	8.06
Window Cleaner	7.16
Health Occupations	
Dental Assistant	11.64
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.91
Licensed Practical Nurse I	10.39
Licensed Practical Nurse II	11.66
Licensed Practical Nurse III	13.04
Medical Assistant	9.66
Medical Laboratory Technician	9.93
Medical Record Clerk	9.73
Medical Record Technician	11.97
Nursing Assistant I	6.40
Nursing Assistant II	7.17
Nursing Assistant III	7.84
Nursing Assistant IV	8.79
Pharmacy Technician	10.76
Phlebotomist	9.93
Registered Nurse I	13.04
Registered Nurse II	15.95
Registered Nurse II, Specialist	15.95
Registered Nurse III	19.30
Registered Nurse III, Anesthetist	19.30
Registered Nurse IV	23.13
Information and Arts Occupations	
Audiovisual Librarian	17.64
Exhibits Specialist I	15.06
Exhibits Specialist II	18.28
Exhibits Specialist III	19.90
Illustrator I	15.06
Illustrator II	18.28
Illustrator III	19.90
Librarian	17.62
Library Technician	11.66
Photographer I	12.16
Photographer II	15.06
Photographer III	18.28
Photographer IV	19.90
Photographer V	23.48
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.31
Counter Attendant	6.31
Dry Cleaner	7.79

Finisher, Flatwork, Machine	6.31
Presser, Hand	6.31
Presser, Machine, Drycleaning	6.31
Presser, Machine, Shirts	6.31
Presser, Machine, Wearing Apparel, Laundry	6.31
Sewing Machine Operator	8.19
Tailor	8.86
Washer, Machine	6.85
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	13.42
Tool and Die Maker	16.22
Material Handling and Packing Occupations	
Forklift Operator	10.78
Fuel Distribution System Operator	12.70
Material Coordinator	13.60
Material Expediter	13.60
Material Handling Laborer	8.84
Order Filler	8.78
Production Line Worker (Food Processing)	10.78
Shipping Packer	10.70
Shipping/Receiving Clerk	10.38
Stock Clerk (Shelf Stocker; Store Worker II)	10.30
Store Worker I	8.38
Tools and Parts Attendant	11.03
Warehouse Specialist	10.71
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.22
Aircraft Mechanic Helper	11.13
Aircraft Quality Control Inspector	16.07
Aircraft Servicer	12.69
Aircraft Worker	13.53
Appliance Mechanic	13.42
Bicycle Repairer	10.67
Cable Splicer	16.21
Carpenter, Maintenance	14.07
Carpet Layer	14.51
Electrician, Maintenance	14.19
Electronics Technician, Maintenance I	17.85
Electronics Technician, Maintenance II	18.98
Electronics Technician, Maintenance III	20.12
Fabric Worker	13.60
Fire Alarm System Mechanic	16.32
Fire Extinguisher Repairer	12.70
Fuel Distribution System Mechanic	16.32
General Maintenance Worker	12.62
Heating, Refrigeration and Air Conditioning Mechanic	16.06
Heavy Equipment Mechanic	15.53
Heavy Equipment Operator	15.57
Instrument Mechanic	16.32
Laborer	8.46
Locksmith	13.42
Machinery Maintenance Mechanic	14.24
Machinist, Maintenance	14.19
Maintenance Trades Helper	10.38
Millwright	15.26
Office Appliance Repairer	14.35
Painter, Aircraft	15.44

Painter, Maintenance	13.42
Pipefitter, Maintenance	14.75
Plumber, Maintenance	14.82
Pneudraulic Systems Mechanic	16.51
Rigger	16.51
Scale Mechanic	14.51
Sheet-Metal Worker, Maintenance	14.19
Small Engine Mechanic	12.62
Telecommunication Mechanic I	15.68
Telecommunication Mechanic II	17.24
Telephone Lineman	16.31
Welder, Combination, Maintenance	13.89
Well Driller	14.68
Woodcraft Worker	15.46
Woodworker	11.16
Miscellaneous Occupations	
Animal Caretaker	7.56
Carnival Equipment Operator	8.06
Carnival Equipment Repairer	8.57
Carnival Worker	6.28
Cashier	6.18
Desk Clerk	7.09
Embalmer	14.94
Lifeguard	6.31
Mortician	15.23
Park Attendant (Aide)	7.93
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.31
Recreation Specialist	10.35
Recycling Worker	8.06
Sales Clerk	6.31
School Crossing Guard (Crosswalk Attendant)	5.77
Sport Official	6.31
Survey Party Chief (Chief of Party)	8.57
Surveying Aide	6.13
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	7.93
Swimming Pool Operator	9.79
Vending Machine Attendant	7.98
Vending Machine Repairer	9.79
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Personal Needs Occupations	
Child Care Attendant	7.08
Child Care Center Clerk	8.83
Chore Aid	6.13
Homemaker	9.81
Plant and System Operation Occupations	
Boiler Tender	16.31
Sewage Plant Operator	15.44
Stationary Engineer	15.06
Ventilation Equipment Tender	10.71
Water Treatment Plant Operator	15.44
Protective Service Occupations	
Alarm Monitor	9.52
Corrections Officer	10.62
Court Security Officer	10.62
Detention Officer	10.62
Firefighter	10.62
Guard I	6.97

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Stevedoring/Longshoremen Occupations	13.79
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Hatch Tender	11.99
Line Handler	12.88
Stevedore I	14.60
Stevedore II	
Technical Occupations	26.07
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Air Traffic Control Specialist, Station (2)	19.79
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Drafter IV	12.88
Engineering Technician I	14.52
Engineering Technician II	17.10
Engineering Technician III	20.03
Engineering Technician IV	24.47
Engineering Technician V	29.60
Engineering Technician VI	15.89
Environmental Technician	22.49
Flight Simulator/Instructor (Pilot)	18.89
Graphic Artist	16.57
Instructor	14.70
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Mathematical Technician	11.85
Paralegal/Legal Assistant I	15.18
Paralegal/Legal Assistant II	18.56
Paralegal/Legal Assistant III	22.63
Paralegal/Legal Assistant IV	16.14
Photooptics Technician	21.59
Technical Writer	16.57
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	20.05
Unexploded Ordnance (UXO) Technician II	24.02
Unexploded Ordnance (UXO) Technician III	13.82
Weather Observer, Combined Upper Air and Surface Programs (3)	13.82
Weather Observer, Senior (3)	12.94
Weather Observer, Upper Air (3)	
Transportation/ Mobile Equipment Operation Occupations	10.92
Bus Driver	7.91
Parking and Lot Attendant	10.31
Shuttle Bus Driver	6.49
Taxi Driver	11.60
Truckdriver, Heavy Truck	10.31
Truckdriver, Light Truck	10.84
Truckdriver, Medium Truck	11.60
Truckdriver, Tractor-Trailer	

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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)

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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

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such

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

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covered under high degree hazard.)

**** UNIFORM ALLOWANCE ****

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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 ****

Source of Occupational Title and Descriptions:

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

Conformance Process:

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

4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the

action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2)

of
Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember,

it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Secretary III	17.21
Secretary IV	19.57
Secretary V	22.01
Service Order Dispatcher	12.50
Stenographer I	13.72
Stenographer II	15.39
Supply Technician	19.57
Survey Worker (Interviewer)	13.68
Switchboard Operator-Receptionist	10.64
Test Examiner	15.35
Test Proctor	15.35
Travel Clerk I	9.19
Travel Clerk II	9.87
Travel Clerk III	10.60
Word Processor I	10.85
Word Processor II	12.47
Word Processor III	15.47
Automatic Data Processing Occupations	
Computer Data Librarian	10.56
Computer Operator I	10.59
Computer Operator II	12.48
Computer Operator III	15.13
Computer Operator IV	17.11
Computer Operator V	18.41
Computer Programmer I (1)	17.08
Computer Programmer II (1)	20.04
Computer Programmer III (1)	23.46
Computer Programmer IV (1)	27.21
Computer Systems Analyst I (1)	21.34
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.87
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.03
Automotive Glass Installer	17.03
Automotive Worker	17.03
Electrician, Automotive	18.05
Mobile Equipment Servicer	14.94
Motor Equipment Metal Mechanic	19.03
Motor Equipment Metal Worker	17.03
Motor Vehicle Mechanic	19.11
Motor Vehicle Mechanic Helper	13.85
Motor Vehicle Upholstery Worker	16.01
Motor Vehicle Wrecker	17.03
Painter, Automotive	18.05
Radiator Repair Specialist	17.03
Tire Repairer	14.94
Transmission Repair Specialist	19.03
Food Preparation and Service Occupations	
Baker	11.87
Cook I	10.41
Cook II	11.87
Dishwasher	8.60
Food Service Worker	8.19
Meat Cutter	13.65
Waiter/Waitress	8.17
Furniture Maintenance and Repair Occupations	

Assembler	6.93
Counter Attendant	6.93
Dry Cleaner	8.94
Finisher, Flatwork, Machine	6.93
Presser, Hand	6.93
Presser, Machine, Drycleaning	6.93
Presser, Machine, Shirts	6.93
Presser, Machine, Wearing Apparel, Laundry	6.93
Sewing Machine Operator	9.66
Tailor	10.35
Washer, Machine	7.60
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.05
Tool and Die Maker	21.95
Material Handling and Packing Occupations	
Forklift Operator	12.68
Fuel Distribution System Operator	17.62
Material Coordinator	16.10
Material Expediter	16.10
Material Handling Laborer	10.36
Order Filler	13.21
Production Line Worker (Food Processing)	11.64
Shipping Packer	12.21
Shipping/Receiving Clerk	13.09
Stock Clerk (Shelf Stocker; Store Worker II)	12.09
Store Worker I	8.61
Tools and Parts Attendant	14.77
Warehouse Specialist	13.05
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.95
Aircraft Mechanic Helper	14.51
Aircraft Quality Control Inspector	21.01
Aircraft Servicer	16.78
Aircraft Worker	17.84
Appliance Mechanic	18.05
Bicycle Repairer	14.43
Cable Splicer	19.03
Carpenter, Maintenance	18.05
Carpet Layer	17.44
Electrician, Maintenance	19.20
Electronics Technician, Maintenance I	16.05
Electronics Technician, Maintenance II	20.49
Electronics Technician, Maintenance III	22.31
Fabric Worker	15.76
Fire Alarm System Mechanic	19.03
Fire Extinguisher Repairer	14.94
Fuel Distribution System Mechanic	19.03
General Maintenance Worker	16.46
Heating, Refrigeration and Air Conditioning Mechanic	19.03
Heavy Equipment Mechanic	19.03
Heavy Equipment Operator	19.31
Instrument Mechanic	19.03
Laborer	10.04
Locksmith	18.05
Machinery Maintenance Mechanic	20.51
Machinist, Maintenance	21.52
Maintenance Trades Helper	13.85

Millwright	19.03
Office Appliance Repairer	18.05
Painter, Aircraft	18.05
Painter, Maintenance	18.05
Pipefitter, Maintenance	18.39
Plumber, Maintenance	18.05
Pneudraulic Systems Mechanic	19.03
Rigger	19.03
Scale Mechanic	17.03
Sheet-Metal Worker, Maintenance	19.03
Small Engine Mechanic	20.05
Telecommunication Mechanic I	19.03
Telecommunication Mechanic II	20.05
Telephone Lineman	19.03
Welder, Combination, Maintenance	19.03
Well Driller	19.03
Woodcraft Worker	19.03
Woodworker	15.32
Miscellaneous Occupations	
Animal Caretaker	8.91
Carnival Equipment Operator	11.11
Carnival Equipment Repairer	11.97
Carnival Worker	7.48
Cashier	7.75
Desk Clerk	9.78
Embalmer	19.04
Lifeguard	8.89
Mortician	21.63
Park Attendant (Aide)	11.17
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03
Recreation Specialist	15.94
Recycling Worker	11.11
Sales Clerk	8.03
School Crossing Guard (Crosswalk Attendant)	8.60
Sport Official	8.89
Survey Party Chief (Chief of Party)	12.33
Surveying Aide	7.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.21
Swimming Pool Operator	11.87
Vending Machine Attendant	9.68
Vending Machine Repairer	11.90
Vending Machine Repairer Helper	9.68
Personal Needs Occupations	
Child Care Attendant	8.99
Child Care Center Clerk	12.54
Chore Aid	7.61
Homemaker	14.35
Plant and System Operation Occupations	
Boiler Tender	19.03
Sewage Plant Operator	18.05
Stationary Engineer	19.03
Ventilation Equipment Tender	13.85
Water Treatment Plant Operator	18.05
Protective Service Occupations	
Alarm Monitor	12.39
Corrections Officer	17.69
Court Security Officer	18.18

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	
Cleaner, Vehicles	8.21
Elevator Operator	8.60
Gardener	11.94
House Keeping Aid I	7.67
House Keeping Aid II	8.50
Janitor	8.47
Laborer, Grounds Maintenance	9.37
Maid or Houseman	7.61
Pest Controller	11.17
Refuse Collector	8.60
Tractor Operator	11.07
Window Cleaner	9.23
Health Occupations	
Dental Assistant	12.21
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.95
Licensed Practical Nurse I	14.11
Licensed Practical Nurse II	15.84
Licensed Practical Nurse III	17.73
Medical Assistant	10.92
Medical Laboratory Technician	10.92
Medical Record Clerk	10.92
Medical Record Technician	13.15
Nursing Assistant I	7.53
Nursing Assistant II	8.47
Nursing Assistant III	10.85
Nursing Assistant IV	12.18
Pharmacy Technician	11.84
Phlebotomist	10.19
Registered Nurse I	18.90
Registered Nurse II	21.19
Registered Nurse II, Specialist	21.19
Registered Nurse III	25.65
Registered Nurse III, Anesthetist	25.65
Registered Nurse IV	30.74
Information and Arts Occupations	
Audiovisual Librarian	18.95
Exhibits Specialist I	15.64
Exhibits Specialist II	19.56
Exhibits Specialist III	24.08
Illustrator I	15.64
Illustrator II	19.56
Illustrator III	24.08
Librarian	21.32
Library Technician	13.99
Photographer I	13.93
Photographer II	15.64
Photographer III	19.56
Photographer IV	24.08
Photographer V	26.50
Laundry, Dry Cleaning, Pressing and Related Occupations	

Detention Officer	17.69
Firefighter	18.84
Guard I	8.80
Guard II	11.59
Police Officer	20.49
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.46
Hatch Tender	14.31
Line Handler	14.31
Stevedore I	15.47
Stevedore II	17.45
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.40
Air Traffic Control Specialist, Station (2)	18.14
Air Traffic Control Specialist, Terminal (2)	20.30
Archeological Technician I	14.11
Archeological Technician II	15.78
Archeological Technician III	19.56
Cartographic Technician	22.50
Civil Engineering Technician	19.56
Computer Based Training (CBT) Specialist/ Instructor	21.34
Drafter I	11.84
Drafter II	14.82
Drafter III	16.64
Drafter IV	20.81
Engineering Technician I	13.74
Engineering Technician II	15.95
Engineering Technician III	19.17
Engineering Technician IV	21.99
Engineering Technician V	26.90
Engineering Technician VI	32.55
Environmental Technician	18.91
Flight Simulator/Instructor (Pilot)	27.76
Graphic Artist	18.56
Instructor	21.90
Laboratory Technician	15.13
Mathematical Technician	19.13
Paralegal/Legal Assistant I	14.53
Paralegal/Legal Assistant II	18.53
Paralegal/Legal Assistant III	22.67
Paralegal/Legal Assistant IV	27.43
Photooptics Technician	21.06
Technical Writer	19.90
Unexploded (UXO) Safety Escort	16.92
Unexploded (UXO) Sweep Personnel	16.92
Unexploded Ordnance (UXO) Technician I	16.92
Unexploded Ordnance (UXO) Technician II	20.47
Unexploded Ordnance (UXO) Technician III	24.53
Weather Observer, Combined Upper Air and Surface Programs (3)	15.13
Weather Observer, Senior (3)	17.62
Weather Observer, Upper Air (3)	15.13
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.70
Parking and Lot Attendant	8.62
Shuttle Bus Driver	11.76
Taxi Driver	10.01
Truckdriver, Heavy Truck	17.52

Truckdriver, Light Truck	11.78
Truckdriver, Medium Truck	14.97
Truckdriver, Tractor-Trailer	17.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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: 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is

covered under high degree hazard.)

**** 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 **

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.

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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.

WAGE DETERMINATION NO: 94-2308 REV (14) AREA: MO,KANSAS CITY

WAGE DETERMINATION NO: h0h294-2308 REV (14) AREA: MO, KANSAS CITY
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2308
Director	Wage Determinations	Revision No.: 14
		Date Of Last Revision: 09/15/2000

States: Kansas, Missouri

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte
 Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Cass, Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Holt, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Pettis, Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.86
Accounting Clerk II	10.96
Accounting Clerk III	12.61
Accounting Clerk IV	15.12
Court Reporter	11.67
Dispatcher, Motor Vehicle	12.51
Document Preparation Clerk	9.51
Duplicating Machine Operator	9.51
Film/Tape Librarian	10.02
General Clerk I	8.16
General Clerk II	9.66
General Clerk III	11.21
General Clerk IV	13.25
Housing Referral Assistant	15.43
Key Entry Operator I	8.87
Key Entry Operator II	11.11
Messenger (Courier)	7.25
Order Clerk I	9.42
Order Clerk II	12.04
Personnel Assistant (Employment) I	10.61
Personnel Assistant (Employment) II	12.10
Personnel Assistant (Employment) III	13.44
Personnel Assistant (Employment) IV	14.62
Production Control Clerk	15.08
Rental Clerk	11.30
Scheduler, Maintenance	11.30

Secretary I	11.30
Secretary II	13.21
Secretary III	15.43
Secretary IV	18.31
Secretary V	20.61
Service Order Dispatcher	10.74
Stenographer I	9.48
Stenographer II	11.12
Supply Technician	18.31
Survey Worker (Interviewer)	11.67
Switchboard Operator-Receptionist	9.27
Test Examiner	13.21
Test Proctor	13.21
Travel Clerk I	9.08
Travel Clerk II	9.82
Travel Clerk III	10.53
Word Processor I	9.62
Word Processor II	11.76
Word Processor III	12.24
Automatic Data Processing Occupations	
Computer Data Librarian	11.72
Computer Operator I	10.92
Computer Operator II	11.72
Computer Operator III	14.66
Computer Operator IV	18.00
Computer Operator V	18.81
Computer Programmer I (1)	15.97
Computer Programmer II (1)	20.53
Computer Programmer III (1)	23.97
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	20.91
Computer Systems Analyst II (1)	24.48
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.72
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.06
Automotive Glass Installer	17.69
Automotive Worker	17.69
Electrician, Automotive	18.38
Mobile Equipment Servicer	15.71
Motor Equipment Metal Mechanic	19.06
Motor Equipment Metal Worker	17.69
Motor Vehicle Mechanic	19.06
Motor Vehicle Mechanic Helper	14.72
Motor Vehicle Upholstery Worker	16.69
Motor Vehicle Wrecker	17.69
Painter, Automotive	18.38
Radiator Repair Specialist	17.69
Tire Repairer	15.18
Transmission Repair Specialist	19.06
Food Preparation and Service Occupations	
Baker	11.13
Cook I	9.88
Cook II	11.13
Dishwasher	7.42
Food Service Worker	7.42
Meat Cutter	12.64

Waiter/Waitress	8.04
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.38
Furniture Handler	13.64
Furniture Refinisher	18.38
Furniture Refinisher Helper	14.72
Furniture Repairer, Minor	16.69
Upholsterer	18.38
General Services and Support Occupations	
Cleaner, Vehicles	7.42
Elevator Operator	8.53
Gardener	10.56
House Keeping Aid I	7.10
House Keeping Aid II	7.75
Janitor	7.75
Laborer, Grounds Maintenance	8.59
Maid or Houseman	7.34
Pest Controller	11.07
Refuse Collector	8.53
Tractor Operator	9.89
Window Cleaner	8.40
Health Occupations	
Dental Assistant	11.00
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.16
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.39
Licensed Practical Nurse III	13.86
Medical Assistant	9.83
Medical Laboratory Technician	10.43
Medical Record Clerk	9.83
Medical Record Technician	13.62
Nursing Assistant I	7.14
Nursing Assistant II	8.03
Nursing Assistant III	8.76
Nursing Assistant IV	9.83
Pharmacy Technician	12.26
Phlebotomist	9.83
Registered Nurse I	15.09
Registered Nurse II	19.20
Registered Nurse II, Specialist	19.20
Registered Nurse III	24.35
Registered Nurse III, Anesthetist	24.35
Registered Nurse IV	27.94
Information and Arts Occupations	
Audiovisual Librarian	16.19
Exhibits Specialist I	15.99
Exhibits Specialist II	18.63
Exhibits Specialist III	22.17
Illustrator I	15.99
Illustrator II	18.63
Illustrator III	22.17
Librarian	18.22
Library Technician	11.72
Photographer I	11.53
Photographer II	14.82
Photographer III	15.97
Photographer IV	19.52

Photographer V	23.63
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.62
Counter Attendant	6.62
Dry Cleaner	8.77
Finisher, Flatwork, Machine	6.62
Presser, Hand	6.62
Presser, Machine, Drycleaning	6.62
Presser, Machine, Shirts	6.62
Presser, Machine, Wearing Apparel, Laundry	6.62
Sewing Machine Operator	9.47
Tailor	10.13
Washer, Machine	7.33
Machine Tool Operation and Repair Occupations	18.38
Machine-Tool Operator (Toolroom)	24.88
Tool and Die Maker	
Material Handling and Packing Occupations	13.12
Forklift Operator	15.71
Fuel Distribution System Operator	17.72
Material Coordinator	17.72
Material Expediter	12.80
Material Handling Laborer	12.29
Order Filler	15.32
Production Line Worker (Food Processing)	10.29
Shipping Packer	10.29
Shipping/Receiving Clerk	13.67
Stock Clerk (Shelf Stocker; Store Worker II)	10.73
Store Worker I	15.32
Tools and Parts Attendant	15.32
Warehouse Specialist	
Mechanics and Maintenance and Repair Occupations	19.06
Aircraft Mechanic	14.72
Aircraft Mechanic Helper	19.69
Aircraft Quality Control Inspector	16.69
Aircraft Servicer	17.69
Aircraft Worker	18.38
Appliance Mechanic	15.18
Bicycle Repairer	20.34
Cable Splicer	18.38
Carpenter, Maintenance	17.69
Carpet Layer	22.89
Electrician, Maintenance	13.80
Electronics Technician, Maintenance I	21.07
Electronics Technician, Maintenance II	21.50
Electronics Technician, Maintenance III	16.69
Fabric Worker	19.06
Fire Alarm System Mechanic	15.71
Fire Extinguisher Repairer	19.06
Fuel Distribution System Mechanic	17.69
General Maintenance Worker	19.06
Heating, Refrigeration and Air Conditioning Mechanic	19.06
Heavy Equipment Mechanic	19.20
Heavy Equipment Operator	19.06
Instrument Mechanic	9.12
Laborer	18.38
Locksmith	19.06
Machinery Maintenance Mechanic	

Machinist, Maintenance	19.06
Maintenance Trades Helper	14.72
Millwright	21.74
Office Appliance Repairer	18.38
Painter, Aircraft	18.38
Painter, Maintenance	18.38
Pipefitter, Maintenance	25.84
Plumber, Maintenance	20.98
Pneudraulic Systems Mechanic	19.06
Rigger	19.06
Scale Mechanic	17.59
Sheet-Metal Worker, Maintenance	21.92
Small Engine Mechanic	17.69
Telecommunication Mechanic I	20.35
Telecommunication Mechanic II	21.00
Telephone Lineman	20.35
Welder, Combination, Maintenance	19.06
Well Driller	19.06
Woodcraft Worker	19.06
Woodworker	15.71
Miscellaneous Occupations	
Animal Caretaker	8.65
Carnival Equipment Operator	10.65
Carnival Equipment Repairer	11.36
Carnival Worker	8.61
Cashier	6.68
Desk Clerk	8.12
Embalmer	17.51
Lifeguard	8.32
Mortician	17.08
Park Attendant (Aide)	10.46
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.65
Recreation Specialist	13.26
Recycling Worker	10.65
Sales Clerk	7.23
School Crossing Guard (Crosswalk Attendant)	8.61
Sport Official	8.32
Survey Party Chief (Chief of Party)	15.04
Surveying Aide	7.63
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.46
Swimming Pool Operator	11.13
Vending Machine Attendant	9.26
Vending Machine Repairer	11.13
Vending Machine Repairer Helper	9.26
Personal Needs Occupations	
Child Care Attendant	8.12
Child Care Center Clerk	11.46
Chore Aid	7.80
Homemaker	12.72
Plant and System Operation Occupations	
Boiler Tender	19.06
Sewage Plant Operator	18.38
Stationary Engineer	19.93
Ventilation Equipment Tender	14.72
Water Treatment Plant Operator	18.38
Protective Service Occupations	
Alarm Monitor	11.04

Corrections Officer	13.67
Court Security Officer	15.21
Detention Officer	13.67
Firefighter	14.75
Guard I	7.80
Guard II	12.70
Police Officer	17.54
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	21.17
Hatch Tender	18.40
Line Handler	18.40
Stevedore I	17.38
Stevedore II	19.13
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.22
Air Traffic Control Specialist, Station (2)	18.08
Air Traffic Control Specialist, Terminal (2)	19.92
Archeological Technician I	11.53
Archeological Technician II	12.89
Archeological Technician III	15.97
Cartographic Technician	18.37
Civil Engineering Technician	16.42
Computer Based Training (CBT) Specialist/ Instructor	20.91
Drafter I	12.82
Drafter II	13.92
Drafter III	17.20
Drafter IV	20.05
Engineering Technician I	12.77
Engineering Technician II	15.69
Engineering Technician III	18.04
Engineering Technician IV	20.07
Engineering Technician V	24.29
Engineering Technician VI	26.91
Environmental Technician	15.97
Flight Simulator/Instructor (Pilot)	24.48
Graphic Artist	20.91
Instructor	20.91
Laboratory Technician	14.66
Mathematical Technician	15.97
Paralegal/Legal Assistant I	12.43
Paralegal/Legal Assistant II	16.19
Paralegal/Legal Assistant III	19.79
Paralegal/Legal Assistant IV	23.95
Photooptics Technician	15.97
Technical Writer	19.52
Unexploded (UXO) Safety Escort	16.67
Unexploded (UXO) Sweep Personnel	16.67
Unexploded Ordnance (UXO) Technician I	16.67
Unexploded Ordnance (UXO) Technician II	20.17
Unexploded Ordnance (UXO) Technician III	24.17
Weather Observer, Combined Upper Air and Surface Programs (3)	13.48
Weather Observer, Senior (3)	16.42
Weather Observer, Upper Air (3)	13.48
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.27
Parking and Lot Attendant	8.67
Shuttle Bus Driver	11.55

Taxi Driver	10.65
Truckdriver, Heavy Truck	16.19
Truckdriver, Light Truck	11.55
Truckdriver, Medium Truck	15.50
Truckdriver, Tractor-Trailer	16.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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: 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 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**** 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 **

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(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of

the

action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Secretary III	13.50
Secretary IV	15.03
Secretary V	16.65
Service Order Dispatcher	9.74
Stenographer I	10.64
Stenographer II	11.75
Supply Technician	14.84
Survey Worker (Interviewer)	10.84
Switchboard Operator-Receptionist	9.04
Test Examiner	10.99
Test Proctor	10.99
Travel Clerk I	7.54
Travel Clerk II	8.21
Travel Clerk III	8.85
Word Processor I	9.14
Word Processor II	9.98
Word Processor III	11.03
Automatic Data Processing Occupations	
Computer Data Librarian	8.68
Computer Operator I	9.80
Computer Operator II	12.00
Computer Operator III	14.69
Computer Operator IV	16.71
Computer Operator V	19.45
Computer Programmer I (1)	13.43
Computer Programmer II (1)	16.63
Computer Programmer III (1)	20.03
Computer Programmer IV (1)	24.18
Computer Systems Analyst I (1)	21.07
Computer Systems Analyst II (1)	24.91
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	8.51
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.04
Automotive Glass Installer	15.76
Automotive Worker	15.76
Electrician, Automotive	16.39
Mobile Equipment Servicer	14.50
Motor Equipment Metal Mechanic	17.04
Motor Equipment Metal Worker	15.76
Motor Vehicle Mechanic	16.15
Motor Vehicle Mechanic Helper	13.87
Motor Vehicle Upholstery Worker	15.13
Motor Vehicle Wrecker	15.76
Painter, Automotive	16.39
Radiator Repair Specialist	15.76
Tire Repairer	14.01
Transmission Repair Specialist	17.04
Food Preparation and Service Occupations	
Baker	8.44
Cook I	7.22
Cook II	8.44
Dishwasher	6.13
Food Service Worker	5.95
Meat Cutter	9.71
Waiter/Waitress	5.85
Furniture Maintenance and Repair Occupations	

Electrostatic Spray Painter	16.39
Furniture Handler	11.72
Furniture Refinisher	16.39
Furniture Refinisher Helper	13.87
Furniture Repairer, Minor	15.13
Upholsterer	16.39
General Services and Support Occupations	6.13
Cleaner, Vehicles	5.33
Elevator Operator	8.31
Gardener	5.86
House Keeping Aid I	6.13
House Keeping Aid II	6.13
Janitor	6.73
Laborer, Grounds Maintenance	5.86
Maid or Houseman	8.65
Pest Controller	6.13
Refuse Collector	7.65
Tractor Operator	6.73
Window Cleaner	
Health Occupations	10.44
Dental Assistant	10.44
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	9.55
Licensed Practical Nurse I	10.73
Licensed Practical Nurse II	12.01
Licensed Practical Nurse III	9.34
Medical Assistant	10.73
Medical Laboratory Technician	9.55
Medical Record Clerk	12.93
Medical Record Technician	6.78
Nursing Assistant I	7.62
Nursing Assistant II	8.31
Nursing Assistant III	9.34
Nursing Assistant IV	11.63
Pharmacy Technician	10.73
Phlebotomist	13.26
Registered Nurse I	16.22
Registered Nurse II	16.22
Registered Nurse II, Specialist	19.62
Registered Nurse III	19.62
Registered Nurse III, Anesthetist	23.51
Registered Nurse IV	
Information and Arts Occupations	17.02
Audiovisual Librarian	10.56
Exhibits Specialist I	13.70
Exhibits Specialist II	15.98
Exhibits Specialist III	10.56
Illustrator I	13.63
Illustrator II	15.98
Illustrator III	18.88
Librarian	13.30
Library Technician	10.56
Photographer I	13.63
Photographer II	15.98
Photographer III	19.55
Photographer IV	23.66
Photographer V	
Laundry, Dry Cleaning, Pressing and Related Occupations	

Assembler	5.98
Counter Attendant	5.98
Dry Cleaner	6.95
Finisher, Flatwork, Machine	5.98
Presser, Hand	5.98
Presser, Machine, Drycleaning	5.98
Presser, Machine, Shirts	5.98
Presser, Machine, Wearing Apparel, Laundry	5.98
Sewing Machine Operator	7.38
Tailor	7.81
Washer, Machine	6.28
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.39
Tool and Die Maker	18.93
Material Handling and Packing Occupations	
Forklift Operator	10.84
Fuel Distribution System Operator	14.65
Material Coordinator	12.06
Material Expediter	12.06
Material Handling Laborer	10.36
Order Filler	9.85
Production Line Worker (Food Processing)	13.90
Shipping Packer	8.85
Shipping/Receiving Clerk	11.92
Stock Clerk (Shelf Stocker; Store Worker II)	12.26
Store Worker I	9.30
Tools and Parts Attendant	13.90
Warehouse Specialist	13.90
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	17.04
Aircraft Mechanic Helper	13.87
Aircraft Quality Control Inspector	17.67
Aircraft Servicer	15.13
Aircraft Worker	15.76
Appliance Mechanic	16.39
Bicycle Repairer	14.01
Cable Splicer	17.04
Carpenter, Maintenance	16.39
Carpet Layer	15.76
Electrician, Maintenance	16.19
Electronics Technician, Maintenance I	15.59
Electronics Technician, Maintenance II	16.21
Electronics Technician, Maintenance III	16.84
Fabric Worker	15.13
Fire Alarm System Mechanic	17.04
Fire Extinguisher Repairer	14.50
Fuel Distribution System Mechanic	17.04
General Maintenance Worker	15.76
Heating, Refrigeration and Air Conditioning Mechanic	17.04
Heavy Equipment Mechanic	17.04
Heavy Equipment Operator	14.64
Instrument Mechanic	17.04
Laborer	6.13
Locksmith	16.39
Machinery Maintenance Mechanic	16.62
Machinist, Maintenance	17.04
Maintenance Trades Helper	13.87

Millwright	17.04
Office Appliance Repairer	16.39
Painter, Aircraft	16.39
Painter, Maintenance	16.39
Pipefitter, Maintenance	17.04
Plumber, Maintenance	16.39
Pneudraulic Systems Mechanic	17.04
Rigger	17.04
Scale Mechanic	15.76
Sheet-Metal Worker, Maintenance	17.01
Small Engine Mechanic	15.76
Telecommunication Mechanic I	17.04
Telecommunication Mechanic II	17.67
Telephone Lineman	17.04
Welder, Combination, Maintenance	17.04
Well Driller	17.04
Woodcraft Worker	17.04
Woodworker	14.50
Miscellaneous Occupations	
Animal Caretaker	6.40
Carnival Equipment Operator	6.91
Carnival Equipment Repairer	7.22
Carnival Worker	6.06
Cashier	5.96
Desk Clerk	6.49
Embalmer	15.81
Lifeguard	6.13
Mortician	18.18
Park Attendant (Aide)	7.22
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.13
Recreation Specialist	9.15
Recycling Worker	7.95
Sales Clerk	6.13
School Crossing Guard (Crosswalk Attendant)	5.72
Sport Official	6.43
Survey Party Chief (Chief of Party)	8.76
Surveying Aide	6.13
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	7.22
Swimming Pool Operator	7.95
Vending Machine Attendant	7.95
Vending Machine Repairer	9.03
Vending Machine Repairer Helper	7.95
Personal Needs Occupations	
Child Care Attendant	5.82
Child Care Center Clerk	8.09
Chore Aid	6.13
Homemaker	9.10
Plant and System Operation Occupations	
Boiler Tender	17.04
Sewage Plant Operator	16.39
Stationary Engineer	17.04
Ventilation Equipment Tender	13.87
Water Treatment Plant Operator	16.39
Protective Service Occupations	
Alarm Monitor	7.60
Corrections Officer	11.45
Court Security Officer	12.32

Detention Officer	11.45
Firefighter	12.27
Guard I	6.95
Guard II	8.73
Police Officer	14.75
Stevedoring/Longshoremen Occupations	15.84
Blocker and Bracer	15.84
Hatch Tender	15.84
Line Handler	15.15
Stevedore I	16.40
Stevedore II	
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	10.66
Archeological Technician II	11.99
Archeological Technician III	14.81
Cartographic Technician	17.04
Civil Engineering Technician	14.81
Computer Based Training (CBT) Specialist/ Instructor	18.28
Drafter I	11.64
Drafter II	15.31
Drafter III	17.63
Drafter IV	19.67
Engineering Technician I	9.52
Engineering Technician II	10.69
Engineering Technician III	11.96
Engineering Technician IV	14.81
Engineering Technician V	18.79
Engineering Technician VI	20.53
Environmental Technician	16.75
Flight Simulator/Instructor (Pilot)	24.91
Graphic Artist	16.42
Instructor	18.28
Laboratory Technician	14.72
Mathematical Technician	14.81
Paralegal/Legal Assistant I	11.57
Paralegal/Legal Assistant II	14.81
Paralegal/Legal Assistant III	18.11
Paralegal/Legal Assistant IV	21.90
Photooptics Technician	16.01
Technical Writer	21.03
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	12.26
Weather Observer, Senior (3)	13.62
Weather Observer, Upper Air (3)	12.26
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	8.82
Parking and Lot Attendant	5.33
Shuttle Bus Driver	7.44
Taxi Driver	8.59
Truckdriver, Heavy Truck	10.14

Truckdriver, Light Truck	7.44
Truckdriver, Medium Truck	7.85
Truckdriver, Tractor-Trailer	10.76

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is

covered under high degree hazard.)

**** 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 **

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(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the

action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2224 REV (12) AREA: KY,LOUISVILLE

WAGE DETERMINATION NO: h0h294-2224 REV (12) AREA: KY,LOUISVILLE
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross | Division of | Wage Determination No.: 1994-2224
 Director | Wage Determinations | Revision No.: 12
 | | Date Of Last Revision: 09/14/2000

States: Indiana, Kentucky

Area: Indiana Counties of Clark, Floyd, Harrison, Jefferson, Jennings, Scott
 Kentucky Counties of Breckinridge, Bullitt, Edmonson, Grayson, Hardin, Hart, Henry,
 Jefferson, Larue, Meade, Nelson, Oldham, Shelby, Spencer, Trimble

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.10
Accounting Clerk II	9.10
Accounting Clerk III	11.47
Accounting Clerk IV	13.80
Court Reporter	12.81
Dispatcher, Motor Vehicle	11.72
Document Preparation Clerk	9.26
Duplicating Machine Operator	9.26
Film/Tape Librarian	10.35
General Clerk I	6.56
General Clerk II	8.28
General Clerk III	9.26
General Clerk IV	11.64
Housing Referral Assistant	14.58
Key Entry Operator I	7.65
Key Entry Operator II	9.57
Messenger (Courier)	6.56
Order Clerk I	9.52
Order Clerk II	11.59
Personnel Assistant (Employment) I	9.22
Personnel Assistant (Employment) II	10.35
Personnel Assistant (Employment) III	12.81
Personnel Assistant (Employment) IV	14.58
Production Control Clerk	10.27
Rental Clerk	10.35
Scheduler, Maintenance	10.24
Secretary I	10.35
Secretary II	12.81
Secretary III	14.58

Secretary IV	17.67
Secretary V	19.05
Service Order Dispatcher	10.25
Stenographer I	10.30
Stenographer II	11.54
Supply Technician	14.99
Survey Worker (Interviewer)	12.81
Switchboard Operator-Receptionist	8.11
Test Examiner	12.81
Test Proctor	12.81
Travel Clerk I	9.13
Travel Clerk II	9.58
Travel Clerk III	10.03
Word Processor I	8.23
Word Processor II	9.52
Word Processor III	10.61
Automatic Data Processing Occupations	
Computer Data Librarian	8.67
Computer Operator I	8.67
Computer Operator II	11.54
Computer Operator III	14.97
Computer Operator IV	15.41
Computer Operator V	17.06
Computer Programmer I (1)	12.61
Computer Programmer II (1)	16.74
Computer Programmer III (1)	19.25
Computer Programmer IV (1)	23.43
Computer Systems Analyst I (1)	21.68
Computer Systems Analyst II (1)	23.91
Computer Systems Analyst III (1)	27.63
Peripheral Equipment Operator	9.60
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.63
Automotive Glass Installer	17.33
Automotive Worker	17.33
Electrician, Automotive	17.88
Mobile Equipment Servicer	14.22
Motor Equipment Metal Mechanic	18.63
Motor Equipment Metal Worker	16.55
Motor Vehicle Mechanic	18.63
Motor Vehicle Mechanic Helper	14.22
Motor Vehicle Upholstery Worker	16.58
Motor Vehicle Wrecker	17.33
Painter, Automotive	17.88
Radiator Repair Specialist	17.33
Tire Repairer	13.74
Transmission Repair Specialist	18.63
Food Preparation and Service Occupations	
Baker	9.28
Cook I	8.36
Cook II	9.28
Dishwasher	6.54
Food Service Worker	6.54
Meat Cutter	9.28
Waiter/Waitress	6.88
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.88

Furniture Handler	13.79
Furniture Refinisher	17.88
Furniture Refinisher Helper	14.20
Furniture Repairer, Minor	16.58
Upholsterer	17.88
General Services and Support Occupations	
Cleaner, Vehicles	6.54
Elevator Operator	6.54
Gardener	7.88
House Keeping Aid I	6.54
House Keeping Aid II	6.86
Janitor	6.54
Laborer, Grounds Maintenance	6.88
Maid or Houseman	6.21
Pest Controller	8.22
Refuse Collector	6.54
Tractor Operator	7.77
Window Cleaner	6.86
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.21
Licensed Practical Nurse II	11.47
Licensed Practical Nurse III	12.82
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	17.96
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	16.95
Exhibits Specialist I	13.96
Exhibits Specialist II	15.73
Exhibits Specialist III	18.09
Illustrator I	13.96
Illustrator II	15.73
Illustrator III	18.09
Librarian	12.94
Library Technician	12.81
Photographer I	13.96
Photographer II	15.73
Photographer III	19.24
Photographer IV	23.28
Photographer V	17.52
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.71

Counter Attendant	6.71
Dry Cleaner	8.80
Finisher, Flatwork, Machine	6.71
Presser, Hand	6.71
Presser, Machine, Drycleaning	6.71
Presser, Machine, Shirts	6.71
Presser, Machine, Wearing Apparel, Laundry	6.71
Sewing Machine Operator	9.48
Tailor	10.14
Washer, Machine	7.48
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	17.88
Tool and Die Maker	20.68
Material Handling and Packing Occupations	
Forklift Operator	13.94
Fuel Distribution System Operator	16.02
Material Coordinator	12.24
Material Expediter	12.24
Material Handling Laborer	11.65
Order Filler	12.37
Production Line Worker (Food Processing)	12.70
Shipping Packer	12.36
Shipping/Receiving Clerk	12.36
Stock Clerk (Shelf Stocker; Store Worker II)	12.83
Store Worker I	11.52
Tools and Parts Attendant	13.95
Warehouse Specialist	12.70
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.63
Aircraft Mechanic Helper	14.08
Aircraft Quality Control Inspector	19.30
Aircraft Servicer	16.58
Aircraft Worker	17.33
Appliance Mechanic	17.88
Bicycle Repairer	13.60
Cable Splicer	18.63
Carpenter, Maintenance	17.88
Carpet Layer	17.33
Electrician, Maintenance	19.90
Electronics Technician, Maintenance I	18.99
Electronics Technician, Maintenance II	19.70
Electronics Technician, Maintenance III	20.44
Fabric Worker	14.08
Fire Alarm System Mechanic	18.63
Fire Extinguisher Repairer	14.08
Fuel Distribution System Mechanic	18.63
General Maintenance Worker	17.33
Heating, Refrigeration and Air Conditioning Mechanic	18.63
Heavy Equipment Mechanic	18.63
Heavy Equipment Operator	18.63
Instrument Mechanic	18.63
Laborer	12.85
Locksmith	17.88
Machinery Maintenance Mechanic	18.63
Machinist, Maintenance	18.63
Maintenance Trades Helper	14.08
Millwright	18.63

Office Appliance Repairer	17.88
Painter, Aircraft	17.88
Painter, Maintenance	17.88
Pipefitter, Maintenance	18.63
Plumber, Maintenance	17.88
Pneudraulic Systems Mechanic	18.63
Rigger	18.63
Scale Mechanic	17.33
Sheet-Metal Worker, Maintenance	18.63
Small Engine Mechanic	17.33
Telecommunication Mechanic I	18.63
Telecommunication Mechanic II	19.30
Telephone Lineman	18.63
Welder, Combination, Maintenance	18.63
Well Driller	18.63
Woodcraft Worker	18.63
Woodworker	16.02
Miscellaneous Occupations	
Animal Caretaker	7.21
Carnival Equipment Operator	7.77
Carnival Equipment Repairer	7.87
Carnival Worker	6.54
Cashier	7.18
Desk Clerk	8.81
Embalmer	16.57
Lifeguard	8.11
Mortician	16.57
Park Attendant (Aide)	9.85
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.11
Recreation Specialist	8.94
Recycling Worker	7.55
Sales Clerk	8.11
School Crossing Guard (Crosswalk Attendant)	6.54
Sport Official	8.11
Survey Party Chief (Chief of Party)	12.41
Surveying Aide	10.90
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.25
Swimming Pool Operator	8.29
Vending Machine Attendant	7.55
Vending Machine Repairer	8.74
Vending Machine Repairer Helper	7.55
Personal Needs Occupations	
Child Care Attendant	8.81
Child Care Center Clerk	10.99
Chore Aid	6.21
Homemaker	12.19
Plant and System Operation Occupations	
Boiler Tender	18.63
Sewage Plant Operator	17.88
Stationary Engineer	18.63
Ventilation Equipment Tender	15.28
Water Treatment Plant Operator	17.88
Protective Service Occupations	
Alarm Monitor	10.76
Corrections Officer	11.87
Court Security Officer	12.33
Detention Officer	11.87

Firefighter	11.87
Guard I	6.21
Guard II	10.76
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.36
Hatch Tender	14.36
Line Handler	14.36
Stevedore I	13.83
Stevedore II	14.99
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.75
Archeological Technician I	11.32
Archeological Technician II	12.74
Archeological Technician III	15.73
Cartographic Technician	15.73
Civil Engineering Technician	15.73
Computer Based Training (CBT) Specialist/ Instructor	21.68
Drafter I	10.64
Drafter II	12.58
Drafter III	13.96
Drafter IV	15.73
Engineering Technician I	13.51
Engineering Technician II	15.17
Engineering Technician III	16.97
Engineering Technician IV	21.03
Engineering Technician V	25.72
Engineering Technician VI	31.11
Environmental Technician	16.64
Flight Simulator/Instructor (Pilot)	23.91
Graphic Artist	21.68
Instructor	16.83
Laboratory Technician	14.97
Mathematical Technician	21.03
Paralegal/Legal Assistant I	12.81
Paralegal/Legal Assistant II	17.67
Paralegal/Legal Assistant III	19.11
Paralegal/Legal Assistant IV	23.11
Photooptics Technician	21.03
Technical Writer	19.39
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	14.97
Weather Observer, Senior (3)	16.61
Weather Observer, Upper Air (3)	14.97
Transportation/ Mobile Equipment Operation Occupations	11.60
Bus Driver	8.39
Parking and Lot Attendant	11.13
Shuttle Bus Driver	9.97
Taxi Driver	16.37
Truckdriver, Heavy Truck	15.11
Truckdriver, Light Truck	

Truckdriver, Medium Truck	15.74
Truckdriver, Tractor-Trailer	16.37

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives 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 explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents

a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is

covered under high degree hazard.)

**** 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 ****

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(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the

action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of

Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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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.

WAGE DETERMINATION NO: 94-2234 REV (13) AREA: LA,NEW ORLEANS

WAGE DETERMINATION NO: h0h294-2234 REV (13) AREA: LA,NEW ORLEANS
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2234
Director	Wage Determinations	Revision No.: 13
		Date Of Last Revision: 09/15/2000

State: Louisiana

Area: Louisiana Parishes of Jefferson, Lafourche, Orleans, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	7.51
Accounting Clerk II	9.30
Accounting Clerk III	10.93
Accounting Clerk IV	13.21
Court Reporter	12.22
Dispatcher, Motor Vehicle	12.42
Document Preparation Clerk	10.46
Duplicating Machine Operator	10.46
Film/Tape Librarian	9.94
General Clerk I	5.83
General Clerk II	7.21
General Clerk III	9.55
General Clerk IV	11.47
Housing Referral Assistant	13.65
Key Entry Operator I	7.52
Key Entry Operator II	9.18
Messenger (Courier)	6.71
Order Clerk I	8.24
Order Clerk II	9.81
Personnel Assistant (Employment) I	6.84
Personnel Assistant (Employment) II	8.20
Personnel Assistant (Employment) III	11.21
Personnel Assistant (Employment) IV	11.62
Production Control Clerk	14.56
Rental Clerk	10.25
Scheduler, Maintenance	10.25
Secretary I	10.25
Secretary II	11.36
Secretary III	13.65
Secretary IV	16.55

Secretary V	19.27
Service Order Dispatcher	11.19
Stenographer I	11.10
Stenographer II	11.25
Supply Technician	16.55
Survey Worker (Interviewer)	10.80
Switchboard Operator-Receptionist	7.86
Test Examiner	11.36
Test Proctor	11.36
Travel Clerk I	9.12
Travel Clerk II	9.62
Travel Clerk III	10.15
Word Processor I	7.58
Word Processor II	9.89
Word Processor III	11.25
Automatic Data Processing Occupations	
Computer Data Librarian	9.39
Computer Operator I	9.39
Computer Operator II	10.56
Computer Operator III	12.18
Computer Operator IV	13.52
Computer Operator V	14.99
Computer Programmer I (1)	14.10
Computer Programmer II (1)	16.24
Computer Programmer III (1)	20.12
Computer Programmer IV (1)	24.17
Computer Systems Analyst I (1)	18.50
Computer Systems Analyst II (1)	24.17
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.80
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.66
Automotive Glass Installer	13.85
Automotive Worker	13.85
Electrician, Automotive	14.81
Mobile Equipment Servicer	11.91
Motor Equipment Metal Mechanic	15.66
Motor Equipment Metal Worker	13.85
Motor Vehicle Mechanic	15.66
Motor Vehicle Mechanic Helper	10.95
Motor Vehicle Upholstery Worker	12.89
Motor Vehicle Wrecker	13.85
Painter, Automotive	14.81
Radiator Repair Specialist	13.85
Tire Repairer	11.51
Transmission Repair Specialist	15.66
Food Preparation and Service Occupations	
Baker	9.35
Cook I	8.04
Cook II	9.35
Dishwasher	6.24
Food Service Worker	6.24
Meat Cutter	9.73
Waiter/Waitress	6.09
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	14.81
Furniture Handler	10.80

Furniture Refinisher	14.81
Furniture Refinisher Helper	10.95
Furniture Repairer, Minor	12.89
Upholsterer	14.81
General Services and Support Occupations	
Cleaner, Vehicles	6.24
Elevator Operator	6.24
Gardener	9.25
House Keeping Aid I	6.13
House Keeping Aid II	6.24
Janitor	6.24
Laborer, Grounds Maintenance	7.00
Maid or Houseman	6.13
Pest Controller	10.00
Refuse Collector	6.24
Tractor Operator	8.50
Window Cleaner	7.00
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.37
Licensed Practical Nurse I	10.19
Licensed Practical Nurse II	11.88
Licensed Practical Nurse III	12.85
Medical Assistant	9.77
Medical Laboratory Technician	10.37
Medical Record Clerk	9.86
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	16.85
Registered Nurse II	19.00
Registered Nurse II, Specialist	24.44
Registered Nurse III	28.11
Registered Nurse III, Anesthetist	28.11
Registered Nurse IV	33.68
Information and Arts Occupations	
Audiovisual Librarian	15.71
Exhibits Specialist I	15.97
Exhibits Specialist II	18.68
Exhibits Specialist III	22.79
Illustrator I	15.97
Illustrator II	18.68
Illustrator III	22.79
Librarian	18.30
Library Technician	10.80
Photographer I	13.59
Photographer II	15.97
Photographer III	18.68
Photographer IV	22.79
Photographer V	27.64
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.39
Counter Attendant	6.39

Dry Cleaner	8.22
Finisher, Flatwork, Machine	6.39
Presser, Hand	6.39
Presser, Machine, Drycleaning	6.39
Presser, Machine, Shirts	6.39
Presser, Machine, Wearing Apparel, Laundry	6.39
Sewing Machine Operator	8.81
Tailor	9.40
Washer, Machine	7.03
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	14.81
Tool and Die Maker	18.06
Material Handling and Packing Occupations	
Forklift Operator	12.42
Fuel Distribution System Operator	13.70
Material Coordinator	13.74
Material Expediter	13.74
Material Handling Laborer	12.43
Order Filler	10.32
Production Line Worker (Food Processing)	10.83
Shipping Packer	11.87
Shipping/Receiving Clerk	11.87
Stock Clerk (Shelf Stocker; Store Worker II)	10.32
Store Worker I	8.63
Tools and Parts Attendant	12.42
Warehouse Specialist	12.42
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.01
Aircraft Mechanic Helper	12.60
Aircraft Quality Control Inspector	18.94
Aircraft Servicer	14.82
Aircraft Worker	15.93
Appliance Mechanic	14.81
Bicycle Repairer	11.51
Cable Splicer	18.01
Carpenter, Maintenance	14.81
Carpet Layer	13.85
Electrician, Maintenance	16.29
Electronics Technician, Maintenance I	16.29
Electronics Technician, Maintenance II	17.15
Electronics Technician, Maintenance III	18.17
Fabric Worker	12.89
Fire Alarm System Mechanic	15.66
Fire Extinguisher Repairer	12.41
Fuel Distribution System Mechanic	15.66
General Maintenance Worker	13.85
Heating, Refrigeration and Air Conditioning Mechanic	18.01
Heavy Equipment Mechanic	15.66
Heavy Equipment Operator	14.76
Instrument Mechanic	18.01
Laborer	7.18
Locksmith	14.81
Machinery Maintenance Mechanic	16.28
Machinist, Maintenance	18.45
Maintenance Trades Helper	10.95
Millwright	15.66
Office Appliance Repairer	14.81

Painter, Aircraft	14.81
Painter, Maintenance	14.81
Pipefitter, Maintenance	15.66
Plumber, Maintenance	14.81
Pneudraulic Systems Mechanic	15.66
Rigger	15.66
Scale Mechanic	13.85
Sheet-Metal Worker, Maintenance	15.66
Small Engine Mechanic	15.93
Telecommunication Mechanic I	18.01
Telecommunication Mechanic II	18.94
Telephone Lineman	18.01
Welder, Combination, Maintenance	15.66
Well Driller	15.66
Woodcraft Worker	15.66
Woodworker	11.91
Miscellaneous Occupations	7.24
Animal Caretaker	8.50
Carnival Equipment Operator	9.25
Carnival Equipment Repairer	6.24
Carnival Worker	7.18
Cashier	8.82
Desk Clerk	16.57
Embalmer	8.61
Lifeguard	16.57
Mortician	10.81
Park Attendant (Aide)	8.76
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.20
Recreation Specialist	8.50
Recycling Worker	7.86
Sales Clerk	5.64
School Crossing Guard (Crosswalk Attendant)	8.61
Sport Official	13.47
Survey Party Chief (Chief of Party)	9.95
Surveying Aide	12.24
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.35
Swimming Pool Operator	8.50
Vending Machine Attendant	10.75
Vending Machine Repairer	8.50
Vending Machine Repairer Helper	8.50
Personal Needs Occupations	8.82
Child Care Attendant	11.57
Child Care Center Clerk	5.33
Chore Aid	12.85
Homemaker	12.85
Plant and System Operation Occupations	15.66
Boiler Tender	14.81
Sewage Plant Operator	15.66
Stationary Engineer	10.95
Ventilation Equipment Tender	14.81
Water Treatment Plant Operator	14.81
Protective Service Occupations	10.52
Alarm Monitor	10.37
Corrections Officer	12.33
Court Security Officer	10.37
Detention Officer	11.86
Firefighter	11.86

Guard I	5.86
Guard II	9.25
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.65
Hatch Tender	15.71
Line Handler	15.71
Stevedore I	12.71
Stevedore II	14.60
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	13.49
Archeological Technician II	15.08
Archeological Technician III	18.68
Cartographic Technician	21.49
Civil Engineering Technician	18.68
Computer Based Training (CBT) Specialist/ Instructor	20.47
Drafter I	13.62
Drafter II	15.63
Drafter III	17.86
Drafter IV	21.49
Engineering Technician I	14.16
Engineering Technician II	15.64
Engineering Technician III	17.57
Engineering Technician IV	20.96
Engineering Technician V	25.65
Engineering Technician VI	28.62
Environmental Technician	19.93
Flight Simulator/Instructor (Pilot)	26.99
Graphic Artist	17.80
Instructor	18.86
Laboratory Technician	14.90
Mathematical Technician	19.93
Paralegal/Legal Assistant I	11.89
Paralegal/Legal Assistant II	15.71
Paralegal/Legal Assistant III	19.22
Paralegal/Legal Assistant IV	23.26
Photooptics Technician	19.93
Technical Writer	19.83
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	12.12
Weather Observer, Senior (3)	14.74
Weather Observer, Upper Air (3)	12.12
Transportation/ Mobile Equipment Operation Occupations	10.68
Bus Driver	6.13
Parking and Lot Attendant	8.12
Shuttle Bus Driver	7.87
Taxi Driver	12.51
Truckdriver, Heavy Truck	9.35
Truckdriver, Light Truck	12.44
Truckdriver, Medium Truck	

Truckdriver, Tractor-Trailer

12.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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: 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing,

manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives 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 explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is

covered under high degree hazard.)

**** 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 ****

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(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the

action, together with the agency's recommendations and pertinent information including the

position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember,
it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Secretary III	11.62
Secretary IV	13.19
Secretary V	16.44
Service Order Dispatcher	9.09
Stenographer I	9.09
Stenographer II	10.21
Supply Technician	13.19
Survey Worker (Interviewer)	10.04
Switchboard Operator-Receptionist	7.59
Test Examiner	10.04
Test Proctor	10.04
Travel Clerk I	7.91
Travel Clerk II	8.53
Travel Clerk III	9.07
Word Processor I	8.32
Word Processor II	9.35
Word Processor III	10.45
Automatic Data Processing Occupations	
Computer Data Librarian	10.45
Computer Operator I	10.45
Computer Operator II	10.64
Computer Operator III	14.06
Computer Operator IV	15.63
Computer Operator V	17.90
Computer Programmer I (1)	12.09
Computer Programmer II (1)	13.84
Computer Programmer III (1)	17.43
Computer Programmer IV (1)	21.08
Computer Systems Analyst I (1)	15.73
Computer Systems Analyst II (1)	20.13
Computer Systems Analyst III (1)	23.91
Peripheral Equipment Operator	10.45
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.20
Automotive Glass Installer	13.70
Automotive Worker	13.70
Electrician, Automotive	15.20
Mobile Equipment Servicer	11.32
Motor Equipment Metal Mechanic	15.20
Motor Equipment Metal Worker	13.70
Motor Vehicle Mechanic	15.20
Motor Vehicle Mechanic Helper	11.32
Motor Vehicle Upholstery Worker	13.70
Motor Vehicle Wrecker	13.70
Painter, Automotive	15.20
Radiator Repair Specialist	13.70
Tire Repairer	10.94
Transmission Repair Specialist	15.20
Food Preparation and Service Occupations	
Baker	11.12
Cook I	9.75
Cook II	11.12
Dishwasher	6.21
Food Service Worker	6.21
Meat Cutter	11.12
Waiter/Waitress	7.15
Furniture Maintenance and Repair Occupations	

Electrostatic Spray Painter	14.49
Furniture Handler	11.32
Furniture Refinisher	14.49
Furniture Refinisher Helper	11.32
Furniture Repairer, Minor	13.70
Upholsterer	14.49
General Services and Support Occupations	
Cleaner, Vehicles	6.21
Elevator Operator	6.21
Gardener	9.82
House Keeping Aid I	5.38
House Keeping Aid II	6.21
Janitor	6.21
Laborer, Grounds Maintenance	7.15
Maid or Houseman	5.33
Pest Controller	10.45
Refuse Collector	6.21
Tractor Operator	9.01
Window Cleaner	7.15
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	11.53
Licensed Practical Nurse II	11.53
Licensed Practical Nurse III	12.90
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	10.38
Exhibits Specialist I	12.68
Exhibits Specialist II	15.48
Exhibits Specialist III	19.37
Illustrator I	12.68
Illustrator II	15.48
Illustrator III	19.37
Librarian	16.44
Library Technician	10.04
Photographer I	12.66
Photographer II	14.06
Photographer III	17.30
Photographer IV	19.37
Photographer V	23.43
Laundry, Dry Cleaning, Pressing and Related Occupations	

Assembler	6.00
Counter Attendant	6.00
Dry Cleaner	7.51
Finisher, Flatwork, Machine	6.00
Presser, Hand	6.00
Presser, Machine, Drycleaning	6.00
Presser, Machine, Shirts	6.00
Presser, Machine, Wearing Apparel, Laundry	6.00
Sewing Machine Operator	8.05
Tailor	8.51
Washer, Machine	6.44
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	14.49
Tool and Die Maker	17.49
Material Handling and Packing Occupations	
Forklift Operator	11.24
Fuel Distribution System Operator	12.80
Material Coordinator	10.61
Material Expediter	10.61
Material Handling Laborer	8.63
Order Filler	9.83
Production Line Worker (Food Processing)	10.49
Shipping Packer	10.67
Shipping/Receiving Clerk	10.67
Stock Clerk (Shelf Stocker; Store Worker II)	10.67
Store Worker I	7.54
Tools and Parts Attendant	10.49
Warehouse Specialist	10.49
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.20
Aircraft Mechanic Helper	11.32
Aircraft Quality Control Inspector	16.56
Aircraft Servicer	12.80
Aircraft Worker	13.70
Appliance Mechanic	14.49
Bicycle Repairer	10.94
Cable Splicer	15.20
Carpenter, Maintenance	14.49
Carpet Layer	13.70
Electrician, Maintenance	15.20
Electronics Technician, Maintenance I	13.21
Electronics Technician, Maintenance II	16.30
Electronics Technician, Maintenance III	17.29
Fabric Worker	9.22
Fire Alarm System Mechanic	15.20
Fire Extinguisher Repairer	12.80
Fuel Distribution System Mechanic	15.20
General Maintenance Worker	13.70
Heating, Refrigeration and Air Conditioning Mechanic	15.20
Heavy Equipment Mechanic	15.20
Heavy Equipment Operator	13.76
Instrument Mechanic	15.20
Laborer	6.21
Locksmith	14.49
Machinery Maintenance Mechanic	15.20
Machinist, Maintenance	15.20
Maintenance Trades Helper	11.33

Millwright	15.20
Office Appliance Repairer	14.49
Painter, Aircraft	14.49
Painter, Maintenance	14.49
Pipefitter, Maintenance	15.20
Plumber, Maintenance	14.49
Pneudraulic Systems Mechanic	15.20
Rigger	15.20
Scale Mechanic	15.20
Sheet-Metal Worker, Maintenance	15.20
Small Engine Mechanic	13.70
Telecommunication Mechanic I	15.20
Telecommunication Mechanic II	16.02
Telephone Lineman	15.20
Welder, Combination, Maintenance	15.20
Well Driller	15.20
Woodcraft Worker	15.20
Woodworker	15.20
Miscellaneous Occupations	
Animal Caretaker	8.08
Carnival Equipment Operator	9.01
Carnival Equipment Repairer	9.82
Carnival Worker	6.21
Cashier	7.43
Desk Clerk	8.52
Embalmer	15.82
Lifeguard	7.59
Mortician	15.82
Park Attendant (Aide)	9.52
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.59
Recreation Specialist	11.80
Recycling Worker	9.01
Sales Clerk	7.59
School Crossing Guard (Crosswalk Attendant)	6.21
Sport Official	7.59
Survey Party Chief (Chief of Party)	12.44
Surveying Aide	12.44
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.04
Swimming Pool Operator	11.21
Vending Machine Attendant	9.01
Vending Machine Repairer	11.21
Vending Machine Repairer Helper	8.07
Personal Needs Occupations	
Child Care Attendant	8.52
Child Care Center Clerk	10.62
Chore Aid	5.33
Homemaker	11.80
Plant and System Operation Occupations	
Boiler Tender	15.20
Sewage Plant Operator	14.49
Stationary Engineer	15.20
Ventilation Equipment Tender	10.60
Water Treatment Plant Operator	14.49
Protective Service Occupations	
Alarm Monitor	6.95
Corrections Officer	11.83
Court Security Officer	11.83

Detention Officer	11.83
Firefighter	10.33
Guard I	6.21
Guard II	6.95
Police Officer	14.96
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	13.06
Hatch Tender	13.06
Line Handler	13.06
Stevedore I	13.28
Stevedore II	13.86
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	12.56
Archeological Technician II	14.05
Archeological Technician III	17.40
Cartographic Technician	17.40
Civil Engineering Technician	17.40
Computer Based Training (CBT) Specialist/ Instructor	16.79
Drafter I	11.28
Drafter II	12.66
Drafter III	15.18
Drafter IV	17.29
Engineering Technician I	10.82
Engineering Technician II	12.14
Engineering Technician III	13.58
Engineering Technician IV	15.13
Engineering Technician V	18.01
Engineering Technician VI	21.75
Environmental Technician	13.95
Flight Simulator/Instructor (Pilot)	20.31
Graphic Artist	16.79
Instructor	15.72
Laboratory Technician	14.06
Mathematical Technician	15.13
Paralegal/Legal Assistant I	10.04
Paralegal/Legal Assistant II	13.19
Paralegal/Legal Assistant III	16.13
Paralegal/Legal Assistant IV	19.50
Photooptics Technician	15.13
Technical Writer	14.89
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	14.06
Weather Observer, Senior (3)	15.63
Weather Observer, Upper Air (3)	14.06
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	11.33
Parking and Lot Attendant	5.73
Shuttle Bus Driver	9.07
Taxi Driver	9.07
Truckdriver, Heavy Truck	12.22

Truckdriver, Light Truck	9.07
Truckdriver, Medium Truck	11.33
Truckdriver, Tractor-Trailer	12.22

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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: 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives 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 explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**** 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 ****

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(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the

action, together with the agency's recommendations and pertinent information including the

position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2)

of
Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember,

it is not the job title, but the required tasks that determine whether a class is included

in an established wage determination. Conformances may not be used to artificially split,

combine, or subdivide classifications listed in the wage determination.

Secretary IV	17.99
Secretary V	19.97
Service Order Dispatcher	11.76
Stenographer I	9.16
Stenographer II	10.96
Supply Technician	17.99
Survey Worker (Interviewer)	12.04
Switchboard Operator-Receptionist	8.57
Test Examiner	12.92
Test Proctor	12.92
Travel Clerk I	9.02
Travel Clerk II	9.62
Travel Clerk III	10.20
Word Processor I	10.87
Word Processor II	12.21
Word Processor III	13.68
Automatic Data Processing Occupations	
Computer Data Librarian	9.90
Computer Operator I	9.90
Computer Operator II	11.13
Computer Operator III	14.00
Computer Operator IV	16.61
Computer Operator V	18.39
Computer Programmer I (1)	16.74
Computer Programmer II (1)	20.13
Computer Programmer III (1)	23.25
Computer Programmer IV (1)	27.63
Computer Systems Analyst I (1)	22.83
Computer Systems Analyst II (1)	25.57
Computer Systems Analyst III (1)	27.63
Peripheral Equipment Operator	11.40
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.52
Automotive Glass Installer	17.14
Automotive Worker	17.14
Electrician, Automotive	17.84
Mobile Equipment Servicer	15.77
Motor Equipment Metal Mechanic	18.52
Motor Equipment Metal Worker	17.14
Motor Vehicle Mechanic	17.38
Motor Vehicle Mechanic Helper	15.09
Motor Vehicle Upholstery Worker	16.46
Motor Vehicle Wrecker	17.14
Painter, Automotive	17.84
Radiator Repair Specialist	17.14
Tire Repairer	15.24
Transmission Repair Specialist	18.52
Food Preparation and Service Occupations	
Baker	11.40
Cook I	10.55
Cook II	11.40
Dishwasher	8.83
Food Service Worker	8.83
Meat Cutter	11.40
Waiter/Waitress	9.22
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.84

Furniture Handler	13.73
Furniture Refinisher	17.84
Furniture Refinisher Helper	15.09
Furniture Repairer, Minor	16.46
Upholsterer	17.84
General Services and Support Occupations	
Cleaner, Vehicles	8.83
Elevator Operator	8.83
Gardener	10.55
House Keeping Aid I	8.17
House Keeping Aid II	9.27
Janitor	9.27
Laborer, Grounds Maintenance	9.30
Maid or Houseman	8.17
Pest Controller	11.30
Refuse Collector	10.15
Tractor Operator	10.26
Window Cleaner	9.77
Health Occupations	
Dental Assistant	11.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.02
Licensed Practical Nurse I	12.23
Licensed Practical Nurse II	13.72
Licensed Practical Nurse III	15.35
Medical Assistant	9.85
Medical Laboratory Technician	10.44
Medical Record Clerk	10.30
Medical Record Technician	13.65
Nursing Assistant I	7.15
Nursing Assistant II	8.04
Nursing Assistant III	8.77
Nursing Assistant IV	9.85
Pharmacy Technician	12.28
Phlebotomist	9.85
Registered Nurse I	14.69
Registered Nurse II	17.92
Registered Nurse II, Specialist	17.92
Registered Nurse III	21.68
Registered Nurse III, Anesthetist	21.68
Registered Nurse IV	25.98
Information and Arts Occupations	
Audiovisual Librarian	17.96
Exhibits Specialist I	15.21
Exhibits Specialist II	20.21
Exhibits Specialist III	22.61
Illustrator I	15.21
Illustrator II	20.21
Illustrator III	22.61
Librarian	19.93
Library Technician	12.04
Photographer I	13.33
Photographer II	15.21
Photographer III	20.21
Photographer IV	22.61
Photographer V	25.90
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.53

Counter Attendant	6.53
Dry Cleaner	8.58
Finisher, Flatwork, Machine	6.53
Presser, Hand	6.53
Presser, Machine, Drycleaning	6.53
Presser, Machine, Shirts	6.53
Presser, Machine, Wearing Apparel, Laundry	6.53
Sewing Machine Operator	9.19
Tailor	9.79
Washer, Machine	7.22
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.24
Tool and Die Maker	22.69
Material Handling and Packing Occupations	
Forklift Operator	15.45
Fuel Distribution System Operator	16.76
Material Coordinator	18.08
Material Expediter	18.08
Material Handling Laborer	15.47
Order Filler	10.74
Production Line Worker (Food Processing)	14.26
Shipping Packer	12.71
Shipping/Receiving Clerk	12.71
Stock Clerk (Shelf Stocker; Store Worker II)	13.90
Store Worker I	12.07
Tools and Parts Attendant	14.56
Warehouse Specialist	14.56
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.52
Aircraft Mechanic Helper	15.09
Aircraft Quality Control Inspector	19.17
Aircraft Servicer	16.46
Aircraft Worker	17.14
Appliance Mechanic	17.84
Bicycle Repairer	15.24
Cable Splicer	18.52
Carpenter, Maintenance	17.84
Carpet Layer	17.14
Electrician, Maintenance	18.28
Electronics Technician, Maintenance I	11.83
Electronics Technician, Maintenance II	17.42
Electronics Technician, Maintenance III	18.22
Fabric Worker	16.46
Fire Alarm System Mechanic	18.52
Fire Extinguisher Repairer	15.77
Fuel Distribution System Mechanic	18.52
General Maintenance Worker	17.14
Heating, Refrigeration and Air Conditioning Mechanic	18.52
Heavy Equipment Mechanic	18.52
Heavy Equipment Operator	18.52
Instrument Mechanic	18.52
Laborer	10.15
Locksmith	17.84
Machinery Maintenance Mechanic	22.65
Machinist, Maintenance	17.38
Maintenance Trades Helper	15.09
Millwright	21.13

Office Appliance Repairer	17.84
Painter, Aircraft	17.84
Painter, Maintenance	17.84
Pipefitter, Maintenance	19.88
Plumber, Maintenance	19.16
Pneudraulic Systems Mechanic	18.52
Rigger	18.52
Scale Mechanic	17.14
Sheet-Metal Worker, Maintenance	18.52
Small Engine Mechanic	17.14
Telecommunication Mechanic I	18.52
Telecommunication Mechanic II	20.73
Telephone Lineman	18.52
Welder, Combination, Maintenance	18.52
Well Driller	18.52
Woodcraft Worker	18.52
Woodworker	15.77
Miscellaneous Occupations	
Animal Caretaker	9.72
Carnival Equipment Operator	11.80
Carnival Equipment Repairer	12.13
Carnival Worker	10.14
Cashier	7.46
Desk Clerk	9.14
Embalmer	18.00
Lifeguard	8.67
Mortician	20.70
Park Attendant (Aide)	10.89
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.37
Recreation Specialist	12.67
Recycling Worker	11.64
Sales Clerk	8.15
School Crossing Guard (Crosswalk Attendant)	8.83
Sport Official	8.67
Survey Party Chief (Chief of Party)	16.04
Surveying Aide	8.23
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.60
Swimming Pool Operator	11.60
Vending Machine Attendant	10.12
Vending Machine Repairer	11.40
Vending Machine Repairer Helper	10.12
Personal Needs Occupations	
Child Care Attendant	9.14
Child Care Center Clerk	12.23
Chore Aid	9.14
Homemaker	13.05
Plant and System Operation Occupations	
Boiler Tender	18.52
Sewage Plant Operator	17.84
Stationary Engineer	19.85
Ventilation Equipment Tender	16.66
Water Treatment Plant Operator	17.84
Protective Service Occupations	
Alarm Monitor	13.27
Corrections Officer	13.98
Court Security Officer	15.55
Detention Officer	15.55

Firefighter	15.14
Guard I	8.18
Guard II	12.79
Police Officer	18.09
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.20
Hatch Tender	16.42
Line Handler	16.42
Stevedore I	15.57
Stevedore II	16.88
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.27
Air Traffic Control Specialist, Station (2)	18.12
Air Traffic Control Specialist, Terminal (2)	19.95
Archeological Technician I	14.58
Archeological Technician II	16.33
Archeological Technician III	20.21
Cartographic Technician	20.21
Civil Engineering Technician	20.21
Computer Based Training (CBT) Specialist/ Instructor	25.42
Drafter I	13.22
Drafter II	14.85
Drafter III	16.95
Drafter IV	22.52
Engineering Technician I	11.47
Engineering Technician II	12.89
Engineering Technician III	17.37
Engineering Technician IV	18.67
Engineering Technician V	22.77
Engineering Technician VI	27.62
Environmental Technician	19.68
Flight Simulator/Instructor (Pilot)	25.76
Graphic Artist	20.39
Instructor	22.82
Laboratory Technician	16.10
Mathematical Technician	18.63
Paralegal/Legal Assistant I	12.04
Paralegal/Legal Assistant II	16.77
Paralegal/Legal Assistant III	20.45
Paralegal/Legal Assistant IV	24.82
Photooptics Technician	19.06
Technical Writer	27.08
Unexploded (UXO) Safety Escort	16.70
Unexploded (UXO) Sweep Personnel	16.70
Unexploded Ordnance (UXO) Technician I	16.70
Unexploded Ordnance (UXO) Technician II	20.20
Unexploded Ordnance (UXO) Technician III	24.22
Weather Observer, Combined Upper Air and Surface Programs (3)	14.00
Weather Observer, Senior (3)	15.55
Weather Observer, Upper Air (3)	14.00
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.64
Parking and Lot Attendant	7.59
Shuttle Bus Driver	11.72
Taxi Driver	9.39
Truckdriver, Heavy Truck	12.88
Truckdriver, Light Truck	10.60

Truckdriver, Medium Truck	12.62
Truckdriver, Tractor-Trailer	16.72

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 including working with or in close

proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives 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 explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is

covered under high degree hazard.)

**** 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 **

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(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the

action, together with the agency's recommendations and pertinent information including

the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember,
it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination

WAGE DETERMINATION NO: 94-2544 REV (20) AREA: VA,NORFOLK

WAGE DETERMINATION NO: h0h294-2544 REV (20) AREA: VA, NORFOLK
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
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 | WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2544
Director	Wage Determinations	Revision No.: 20
		Date Of Last Revision: 09/19/2000

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans
 Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews,
 Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach,
 Williamsburg, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.03
Accounting Clerk II	10.14
Accounting Clerk III	12.62
Accounting Clerk IV	13.69
Court Reporter	12.87
Dispatcher, Motor Vehicle	10.98
Document Preparation Clerk	9.71
Duplicating Machine Operator	9.71
Film/Tape Librarian	9.60
General Clerk I	7.77
General Clerk II	9.56
General Clerk III	11.89
General Clerk IV	13.29
Housing Referral Assistant	13.71
Key Entry Operator I	9.13
Key Entry Operator II	11.49
Messenger (Courier)	7.89
Order Clerk I	8.80
Order Clerk II	11.51
Personnel Assistant (Employment) I	9.82
Personnel Assistant (Employment) II	11.35
Personnel Assistant (Employment) III	11.99
Personnel Assistant (Employment) IV	13.73
Production Control Clerk	14.26
Rental Clerk	10.32
Scheduler, Maintenance	10.32
Secretary I	10.32
Secretary II	12.01

Secretary III	13.71
Secretary IV	16.07
Secretary V	16.87
Service Order Dispatcher	11.04
Stenographer I	10.45
Stenographer II	11.74
Supply Technician	13.69
Survey Worker (Interviewer)	11.18
Switchboard Operator-Receptionist	8.36
Test Examiner	12.01
Test Proctor	12.01
Travel Clerk I	7.84
Travel Clerk II	8.37
Travel Clerk III	8.93
Word Processor I	10.35
Word Processor II	11.66
Word Processor III	13.06
Automatic Data Processing Occupations	
Computer Data Librarian	8.55
Computer Operator I	9.57
Computer Operator II	11.07
Computer Operator III	13.71
Computer Operator IV	15.88
Computer Operator V	16.88
Computer Programmer I (1)	15.93
Computer Programmer II (1)	18.03
Computer Programmer III (1)	21.49
Computer Programmer IV (1)	25.62
Computer Systems Analyst I (1)	20.06
Computer Systems Analyst II (1)	23.10
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	9.83
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.79
Automotive Glass Installer	15.31
Automotive Worker	15.31
Electrician, Automotive	16.03
Mobile Equipment Servicer	13.84
Motor Equipment Metal Mechanic	16.79
Motor Equipment Metal Worker	15.31
Motor Vehicle Mechanic	16.79
Motor Vehicle Mechanic Helper	13.05
Motor Vehicle Upholstery Worker	14.56
Motor Vehicle Wrecker	15.31
Painter, Automotive	16.03
Radiator Repair Specialist	14.56
Tire Repairer	13.37
Transmission Repair Specialist	16.79
Food Preparation and Service Occupations	
Baker	8.98
Cook I	8.12
Cook II	8.98
Dishwasher	7.20
Food Service Worker	7.20
Meat Cutter	10.19
Waiter/Waitress	7.56
Furniture Maintenance and Repair Occupations	

Electrostatic Spray Painter	18.43
Furniture Handler	13.34
Furniture Refinisher	16.03
Furniture Refinisher Helper	13.05
Furniture Repairer, Minor	14.56
Upholsterer	16.03
General Services and Support Occupations	
Cleaner, Vehicles	7.20
Elevator Operator	6.26
Gardener	9.22
House Keeping Aid I	6.93
House Keeping Aid II	7.72
Janitor	7.20
Laborer, Grounds Maintenance	7.83
Maid or Houseman	6.46
Pest Controller	8.54
Refuse Collector	7.20
Tractor Operator	8.79
Window Cleaner	7.83
Health Occupations	
Dental Assistant	10.62
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.62
Licensed Practical Nurse I	9.73
Licensed Practical Nurse II	10.92
Licensed Practical Nurse III	12.21
Medical Assistant	9.79
Medical Laboratory Technician	10.46
Medical Record Clerk	10.48
Medical Record Technician	13.15
Nursing Assistant I	6.89
Nursing Assistant II	7.75
Nursing Assistant III	8.46
Nursing Assistant IV	9.49
Pharmacy Technician	11.84
Phlebotomist	10.92
Registered Nurse I	15.13
Registered Nurse II	18.51
Registered Nurse II, Specialist	18.51
Registered Nurse III	22.40
Registered Nurse III, Anesthetist	22.40
Registered Nurse IV	26.84
Information and Arts Occupations	
Audiovisual Librarian	14.23
Exhibits Specialist I	15.55
Exhibits Specialist II	18.89
Exhibits Specialist III	20.98
Illustrator I	15.55
Illustrator II	18.89
Illustrator III	20.98
Librarian	16.36
Library Technician	11.41
Photographer I	11.73
Photographer II	15.55
Photographer III	18.89
Photographer IV	20.98
Photographer V	25.39
Laundry, Dry Cleaning, Pressing and Related Occupations	

Assembler	6.04
Counter Attendant	6.04
Dry Cleaner	7.44
Finisher, Flatwork, Machine	6.04
Presser, Hand	6.04
Presser, Machine, Drycleaning	6.04
Presser, Machine, Shirts	6.04
Presser, Machine, Wearing Apparel, Laundry	6.04
Sewing Machine Operator	7.94
Tailor	8.42
Washer, Machine	6.51
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.03
Tool and Die Maker	18.46
Material Handling and Packing Occupations	
Forklift Operator	10.72
Fuel Distribution System Operator	13.84
Material Coordinator	14.51
Material Expediter	14.51
Material Handling Laborer	8.86
Order Filler	8.76
Production Line Worker (Food Processing)	10.91
Shipping Packer	10.54
Shipping/Receiving Clerk	10.54
Stock Clerk (Shelf Stocker; Store Worker II)	10.89
Store Worker I	8.60
Tools and Parts Attendant	12.98
Warehouse Specialist	12.49
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.37
Aircraft Mechanic Helper	14.28
Aircraft Quality Control Inspector	19.18
Aircraft Servicer	15.93
Aircraft Worker	16.75
Appliance Mechanic	16.03
Bicycle Repairer	13.37
Cable Splicer	16.79
Carpenter, Maintenance	16.03
Carpet Layer	17.61
Electrician, Maintenance	16.79
Electronics Technician, Maintenance I	14.58
Electronics Technician, Maintenance II	14.91
Electronics Technician, Maintenance III	15.98
Fabric Worker	14.56
Fire Alarm System Mechanic	16.79
Fire Extinguisher Repairer	13.84
Fuel Distribution System Mechanic	16.79
General Maintenance Worker	15.31
Heating, Refrigeration and Air Conditioning Mechanic	16.79
Heavy Equipment Mechanic	16.79
Heavy Equipment Operator	16.79
Instrument Mechanic	16.79
Laborer	10.02
Locksmith	16.03
Machinery Maintenance Mechanic	16.75
Machinist, Maintenance	16.79
Maintenance Trades Helper	13.05

Millwright	19.30
Office Appliance Repairer	16.03
Painter, Aircraft	16.03
Painter, Maintenance	16.03
Pipefitter, Maintenance	16.79
Plumber, Maintenance	16.03
Pneudraulic Systems Mechanic	16.79
Rigger	16.79
Scale Mechanic	15.31
Sheet-Metal Worker, Maintenance	16.79
Small Engine Mechanic	15.31
Telecommunication Mechanic I	16.79
Telecommunication Mechanic II	20.16
Telephone Lineman	16.79
Welder, Combination, Maintenance	16.79
Well Driller	16.79
Woodcraft Worker	16.79
Woodworker	13.84
Miscellaneous Occupations	
Animal Caretaker	7.25
Carnival Equipment Operator	8.79
Carnival Equipment Repairer	9.22
Carnival Worker	6.26
Cashier	6.45
Desk Clerk	7.25
Embalmer	17.63
Lifeguard	6.38
Mortician	17.63
Park Attendant (Aide)	8.01
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.15
Recreation Specialist	13.50
Recycling Worker	8.82
Sales Clerk	6.38
School Crossing Guard (Crosswalk Attendant)	7.20
Sport Official	6.38
Survey Party Chief (Chief of Party)	9.82
Surveying Aide	6.13
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.93
Swimming Pool Operator	8.98
Vending Machine Attendant	8.82
Vending Machine Repairer	10.33
Vending Machine Repairer Helper	8.82
Personal Needs Occupations	
Child Care Attendant	6.56
Child Care Center Clerk	9.42
Chore Aid	6.13
Homemaker	9.92
Plant and System Operation Occupations	
Boiler Tender	16.79
Sewage Plant Operator	17.81
Stationary Engineer	16.79
Ventilation Equipment Tender	13.05
Water Treatment Plant Operator	17.81
Protective Service Occupations	
Alarm Monitor	8.58
Corrections Officer	12.33
Court Security Officer	12.33

Detention Officer	12.33
Firefighter	13.65
Guard I	7.17
Guard II	8.58
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.68
Hatch Tender	12.76
Line Handler	12.76
Stevedore I	14.04
Stevedore II	15.42
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	11.83
Archeological Technician II	13.30
Archeological Technician III	16.43
Cartographic Technician	16.43
Civil Engineering Technician	18.89
Computer Based Training (CBT) Specialist/ Instructor	20.97
Drafter I	10.42
Drafter II	11.73
Drafter III	14.74
Drafter IV	17.91
Engineering Technician I	12.48
Engineering Technician II	13.35
Engineering Technician III	16.45
Engineering Technician IV	19.92
Engineering Technician V	23.27
Engineering Technician VI	28.75
Environmental Technician	16.43
Flight Simulator/Instructor (Pilot)	24.14
Graphic Artist	18.24
Instructor	18.12
Laboratory Technician	12.28
Mathematical Technician	16.43
Paralegal/Legal Assistant I	11.18
Paralegal/Legal Assistant II	13.58
Paralegal/Legal Assistant III	16.61
Paralegal/Legal Assistant IV	20.10
Photooptics Technician	18.89
Technical Writer	15.55
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	14.08
Weather Observer, Senior (3)	15.24
Weather Observer, Upper Air (3)	14.08
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	9.75
Parking and Lot Attendant	7.22
Shuttle Bus Driver	9.33
Taxi Driver	8.80
Truckdriver, Heavy Truck	11.57

Truckdriver, Light Truck	9.33
Truckdriver, Medium Truck	9.75
Truckdriver, Tractor-Trailer	11.57

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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: 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives 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 explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is

covered under high degree hazard.)

**** 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 **

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(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the

action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember,

it is not the job title, but the required tasks that determine whether a class is included

in an established wage determination. Conformances may not be used to artificially split,

combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2564 REV (14) AREA: WA, SEATTLE

WAGE DETERMINATION NO: h0h294-2564 REV (14) AREA: WA, SEATTLE
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W. Gross	Division of	Wage Determination No.: 1994-2564
Director	Wage Determinations	Revision No.: 14
		Date Of Last Revision: 09/19/2000

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.53
Accounting Clerk II	10.69
Accounting Clerk III	12.43
Accounting Clerk IV	15.27
Court Reporter	12.87
Dispatcher, Motor Vehicle	12.87
Document Preparation Clerk	11.36
Duplicating Machine Operator	11.36
Film/Tape Librarian	11.02
General Clerk I	8.56
General Clerk II	9.49
General Clerk III	11.36
General Clerk IV	13.40
Housing Referral Assistant	14.31
Key Entry Operator I	10.40
Key Entry Operator II	12.69
Messenger (Courier)	8.56
Order Clerk I	8.78
Order Clerk II	10.45
Personnel Assistant (Employment) I	9.81
Personnel Assistant (Employment) II	11.02
Personnel Assistant (Employment) III	13.49
Personnel Assistant (Employment) IV	14.28
Production Control Clerk	14.31
Rental Clerk	11.02
Scheduler, Maintenance	11.02
Secretary I	11.02
Secretary II	12.87
Secretary III	14.31
Secretary IV	15.88
Secretary V	20.03

Service Order Dispatcher	11.02
Stenographer I	12.04
Stenographer II	13.52
Supply Technician	15.88
Survey Worker (Interviewer)	12.87
Switchboard Operator-Receptionist	10.04
Test Examiner	12.87
Test Proctor	12.87
Travel Clerk I	9.69
Travel Clerk II	10.20
Travel Clerk III	10.75
Word Processor I	11.26
Word Processor II	12.64
Word Processor III	17.05
Automatic Data Processing Occupations	
Computer Data Librarian	11.71
Computer Operator I	11.71
Computer Operator II	12.59
Computer Operator III	15.11
Computer Operator IV	16.34
Computer Operator V	18.09
Computer Programmer I (1)	12.24
Computer Programmer II (1)	15.94
Computer Programmer III (1)	20.91
Computer Programmer IV (1)	21.77
Computer Systems Analyst I (1)	20.31
Computer Systems Analyst II (1)	22.97
Computer Systems Analyst III (1)	27.04
Peripheral Equipment Operator	12.24
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.68
Automotive Glass Installer	18.42
Automotive Worker	18.42
Electrician, Automotive	19.03
Mobile Equipment Servicer	17.19
Motor Equipment Metal Mechanic	19.68
Motor Equipment Metal Worker	18.42
Motor Vehicle Mechanic	19.62
Motor Vehicle Mechanic Helper	16.56
Motor Vehicle Upholstery Worker	17.81
Motor Vehicle Wrecker	18.42
Painter, Automotive	19.03
Radiator Repair Specialist	18.42
Tire Repairer	16.61
Transmission Repair Specialist	19.68
Food Preparation and Service Occupations	
Baker	11.82
Cook I	11.03
Cook II	11.82
Dishwasher	9.38
Food Service Worker	9.38
Meat Cutter	11.82
Waiter/Waitress	11.91
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	21.06
Furniture Handler	16.94
Furniture Refinisher	21.06

Furniture Refinisher Helper	18.25
Furniture Repairer, Minor	19.54
Upholsterer	21.06
General Services and Support Occupations	
Cleaner, Vehicles	9.38
Elevator Operator	9.38
Gardener	11.06
House Keeping Aid I	8.82
House Keeping Aid II	9.38
Janitor	9.38
Laborer, Grounds Maintenance	9.84
Maid or Houseman	8.82
Pest Controller	11.44
Refuse Collector	9.38
Tractor Operator	10.66
Window Cleaner	9.84
Health Occupations	
Dental Assistant	10.63
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.94
Licensed Practical Nurse I	12.68
Licensed Practical Nurse II	14.23
Licensed Practical Nurse III	15.93
Medical Assistant	10.38
Medical Laboratory Technician	10.38
Medical Record Clerk	10.38
Medical Record Technician	13.41
Nursing Assistant I	6.90
Nursing Assistant II	8.49
Nursing Assistant III	9.26
Nursing Assistant IV	10.39
Pharmacy Technician	11.95
Phlebotomist	10.38
Registered Nurse I	17.87
Registered Nurse II	21.80
Registered Nurse II, Specialist	21.80
Registered Nurse III	25.91
Registered Nurse III, Anesthetist	25.91
Registered Nurse IV	29.01
Information and Arts Occupations	
Audiovisual Librarian	15.88
Exhibits Specialist I	16.36
Exhibits Specialist II	18.66
Exhibits Specialist III	22.95
Illustrator I	16.36
Illustrator II	18.66
Illustrator III	22.95
Librarian	20.03
Library Technician	12.87
Photographer I	26.37
Photographer II	16.69
Photographer III	18.66
Photographer IV	22.95
Photographer V	28.22
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.68
Counter Attendant	7.68
Dry Cleaner	9.86

Finisher, Flatwork, Machine	7.68
Presser, Hand	7.68
Presser, Machine, Drycleaning	7.68
Presser, Machine, Shirts	7.68
Presser, Machine, Wearing Apparel, Laundry	7.68
Sewing Machine Operator	10.55
Tailor	11.23
Washer, Machine	8.49
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	21.09
Tool and Die Maker	23.67
Material Handling and Packing Occupations	
Forklift Operator	15.35
Fuel Distribution System Operator	18.70
Material Coordinator	17.56
Material Expediter	17.56
Material Handling Laborer	14.96
Order Filler	11.06
Production Line Worker (Food Processing)	14.21
Shipping Packer	13.03
Shipping/Receiving Clerk	13.03
Stock Clerk (Shelf Stocker; Store Worker II)	14.73
Store Worker I	12.36
Tools and Parts Attendant	14.68
Warehouse Specialist	14.21
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	21.71
Aircraft Mechanic Helper	18.25
Aircraft Quality Control Inspector	27.53
Aircraft Servicer	19.54
Aircraft Worker	20.41
Appliance Mechanic	21.06
Bicycle Repairer	18.25
Cable Splicer	21.71
Carpenter, Maintenance	21.06
Carpet Layer	21.06
Electrician, Maintenance	23.45
Electronics Technician, Maintenance I	18.38
Electronics Technician, Maintenance II	19.72
Electronics Technician, Maintenance III	24.31
Fabric Worker	19.54
Fire Alarm System Mechanic	21.71
Fire Extinguisher Repairer	18.89
Fuel Distribution System Mechanic	21.71
General Maintenance Worker	17.86
Heating, Refrigeration and Air Conditioning Mechanic	21.71
Heavy Equipment Mechanic	21.71
Heavy Equipment Operator	21.71
Instrument Mechanic	21.71
Laborer	10.34
Locksmith	20.96
Machinery Maintenance Mechanic	21.75
Machinist, Maintenance	20.97
Maintenance Trades Helper	17.93
Millwright	21.71
Office Appliance Repairer	21.06
Painter, Aircraft	21.06

Painter, Maintenance	21.06
Pipefitter, Maintenance	22.64
Plumber, Maintenance	21.06
Pneudraulic Systems Mechanic	21.71
Rigger	21.71
Scale Mechanic	20.41
Sheet-Metal Worker, Maintenance	21.71
Small Engine Mechanic	18.55
Telecommunication Mechanic I	21.71
Telecommunication Mechanic II	22.37
Telephone Lineman	21.71
Welder, Combination, Maintenance	21.71
Well Driller	21.71
Woodcraft Worker	21.71
Woodworker	18.89
Miscellaneous Occupations	
Animal Caretaker	10.32
Carnival Equipment Operator	10.66
Carnival Equipment Repairer	11.07
Carnival Worker	9.38
Cashier	8.81
Desk Clerk	10.81
Embalmer	16.94
Lifeguard	9.62
Mortician	16.94
Park Attendant (Aide)	12.08
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.62
Recreation Specialist	14.96
Recycling Worker	10.69
Sales Clerk	9.62
School Crossing Guard (Crosswalk Attendant)	9.38
Sport Official	9.62
Survey Party Chief (Chief of Party)	21.28
Surveying Aide	10.32
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.14
Swimming Pool Operator	11.82
Vending Machine Attendant	10.69
Vending Machine Repairer	10.78
Vending Machine Repairer Helper	10.69
Personal Needs Occupations	
Child Care Attendant	7.01
Child Care Center Clerk	8.74
Chore Aid	9.06
Homemaker	13.95
Plant and System Operation Occupations	
Boiler Tender	21.71
Sewage Plant Operator	21.09
Stationary Engineer	21.71
Ventilation Equipment Tender	18.25
Water Treatment Plant Operator	21.09
Protective Service Occupations	
Alarm Monitor	12.61
Corrections Officer	16.15
Court Security Officer	19.26
Detention Officer	16.15
Firefighter	19.55
Guard I	7.01

Guard II	12.61
Police Officer	22.10
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.81
Hatch Tender	15.81
Line Handler	15.81
Stevedore I	15.28
Stevedore II	16.33
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.66
Air Traffic Control Specialist, Station (2)	18.39
Air Traffic Control Specialist, Terminal (2)	20.24
Archeological Technician I	13.47
Archeological Technician II	15.07
Archeological Technician III	18.66
Cartographic Technician	18.66
Civil Engineering Technician	18.66
Computer Based Training (CBT) Specialist/ Instructor	20.31
Drafter I	11.26
Drafter II	13.23
Drafter III	17.18
Drafter IV	18.66
Engineering Technician I	12.87
Engineering Technician II	14.44
Engineering Technician III	17.35
Engineering Technician IV	21.41
Engineering Technician V	25.78
Engineering Technician VI	31.19
Environmental Technician	17.12
Flight Simulator/Instructor (Pilot)	22.97
Graphic Artist	20.30
Instructor	16.42
Laboratory Technician	14.66
Mathematical Technician	18.66
Paralegal/Legal Assistant I	12.87
Paralegal/Legal Assistant II	15.88
Paralegal/Legal Assistant III	17.53
Paralegal/Legal Assistant IV	23.49
Photooptics Technician	18.66
Technical Writer	17.80
Unexploded (UXO) Safety Escort	16.94
Unexploded (UXO) Sweep Personnel	16.94
Unexploded Ordnance (UXO) Technician I	16.94
Unexploded Ordnance (UXO) Technician II	20.50
Unexploded Ordnance (UXO) Technician III	24.57
Weather Observer, Combined Upper Air and Surface Programs (3)	15.11
Weather Observer, Senior (3)	16.89
Weather Observer, Upper Air (3)	15.11
Transportation/ Mobile Equipment Operation Occupations	16.72
Bus Driver	8.68
Parking and Lot Attendant	10.26
Shuttle Bus Driver	8.96
Taxi Driver	17.54
Truckdriver, Heavy Truck	10.26
Truckdriver, Light Truck	16.72
Truckdriver, Medium Truck	17.54
Truckdriver, Tractor-Trailer	

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HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

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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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening,

blending, dying, mixing, and pressing of sensitive explosives 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 explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**** 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 ****

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(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the

action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment

Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember,

it is not the job title, but the required tasks that determine whether a class is included

in an established wage determination. Conformances may not be used to artificially split,

combine, or subdivide classifications listed in the wage determination.

General Decision Number AZ000005

General Decision Number AZ000005

Superseded General Decision No. AZ990005

State: Arizona
 Construction Type:
 BUILDING

County(ies):
 COCHISE GREENLEE YAVAPAI
 GILA LA PAZ
 GRAHAM SANTA CRUZ

BUILDING CONSTRUCTION PROJECTS (does not include residential construction consisting of single family homes and apartments up to and including 4 stories)

Modification Number	Publication Date
0	02/11/2000
1	06/02/2000

COUNTY(ies):
 COCHISE GREENLEE YAVAPAI
 GILA LA PAZ
 GRAHAM SANTA CRUZ

* ENGI0428A 06/01/2000

	Rates	Fringes
POWER EQUIPMENT OPERATORS: Blade/Grader; and Scraper	18.91	4.18

IRON0075C 08/01/1999

	Rates	Fringes
IRONWORKERS; STRUCTURAL		
Mileage from City Hall in Phoenix or Tucson:		
0-50 miles	17.70	8.96
50-100 miles	19.20	8.96
100-150 miles	20.45	8.96
over 150 miles	21.70	8.96

PLUM0469K 07/01/1999

	Rates	Fringes
LA PAZ AND YAVAPAI COUNTIES		
PIPEFITTERS:		
ZONE 1:		
Commercial	22.35	7.40
Industrial	25.35	7.40
ZONE 2:		
Commercial	25.35	7.40
Industrial	28.35	7.40

ZONE DEFINITIONS FOR PLUMBERS & PIPEFITTERS

ZONE 1: Area within a 20 mile radius of the center of the following towns: Flagstaff, Holbrook, Kingman, Lake Havasu City, Prescott, Show Low, Springerville, St Johns, Winslow, and Yuma; and area within 40 miles of the center of Phoenix

ZONE 2: Area outside a 20 mile radius of the center of the following towns: Flagstaff, Holbrook, Kingman, Lake Havasu City, Prescott, Show Low, Springerville, St Johns, Winslow, and Yuma; and area outside a 40 mile radius of the center of Phoenix

PLUM0741A 07/01/1999

	Rates	Fringes
COCHISE, GILA, GRAHAM, GREENLEE, AND SANTA CRUZ COUNTIES		
PIPEFITTERS	20.75	6.17

SFAZ0669C 01/01/1999

	Rates	Fringes
SPRINKLER FITTERS, FIRE		
	22.15	6.40

SUAZ1006A 03/01/1994

	Rates	Fringes
ASBESTOS WORKERS (Industrial Insulation)	11.53	
BRICKLAYERS (Including Cement Blocks)	11.52	
CARPENTERS (Including Cabinet Installing, Metal Roof Installing, Metal Building Erecting, and Frame Work; Excluding Batt/Blown Insulation, and Drywall Hanging	12.44	
CEMENT MASONS (Including Cement Finishing)	12.82	
DRYWALL HANGER	11.50	
DRYWALL FINISHER/TAPER	10.00	
ELECTRICIANS	11.34	2.01
GLAZIERS	10.47	
INSULATORS, Batt/Blown	10.93	.64
LABORERS:		
General	6.45	
Concrete Worker	9.00	

MASON TENDERS	8.63	
PAINTERS (Spray, Roller, and Brush; excluding Taping)	10.67	
PLUMBERS	14.04	
POWER EQUIPMENT OPERATORS:		
Backhoe	11.19	2.00
Loader	10.17	1.80
ROOFERS (Excluding Metal Roofs)	8.41	
SHEET METAL WORKERS (Including HVAC Duct Work)	14.33	5.00

WELDERS - Receive rate prescribed for craft performing operation
to which welding is incidental.

=====

Unlisted classifications needed for work not included within
the scope of the classifications listed may be added after
award only as provided in the labor standards contract clauses
(29 CFR 5.5(a)(1)(v)).

In the listing above, the "SU" designation means that rates
listed under that identifier do not reflect collectively
bargained wage and fringe benefit rates. Other designations
indicate unions whose rates have been determined to be
prevailing.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can
be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a
position on a wage determination matter
- * a conformance (additional classification and rate)
ruling

On survey related matters, initial contact, including requests
for summaries of surveys, should be with the Wage and Hour
Regional Office for the area in which the survey was conducted
because those Regional Offices have responsibility for the
Davis-Bacon survey program. If the response from this initial
contact is not satisfactory, then the process described in 2.)
and 3.) should be followed.

With regard to any other matter not yet ripe for the formal
process described here, initial contact should be with the Branch
of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U. S. Department of Labor
200 Constitution Avenue, N. W.
Washington, D. C. 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor

200 Constitution Avenue, N. W.
Washington, D. C. 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U. S. Department of Labor
200 Constitution Avenue, N. W.
Washington, D. C. 20210

4.) All decisions by the Administrative Review Board are final.
END OF GENERAL DECISION

WAGE DETERMINATION NO: 94-2126 REV (10) AREA: FL,TAMPA

WAGE DETERMINATION NO: h0h294-2126 REV (10) AREA: FL,TAMPA
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2126
Director	Wage Determinations	Revision No.: 10
		Date Of Last Revision: 09/14/2000

State: Florida

Area: Florida Counties of Charlotte, De Soto, Hardee, Hernando, Highlands, Hillsborough, Lee, Manatee, Pasco, Pinellas, Polk, Sarasota

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.28
Accounting Clerk II	9.65
Accounting Clerk III	10.85
Accounting Clerk IV	13.23
Court Reporter	12.52
Dispatcher, Motor Vehicle	10.69
Document Preparation Clerk	10.02
Duplicating Machine Operator	10.02
Film/Tape Librarian	9.54
General Clerk I	7.41
General Clerk II	7.76
General Clerk III	9.05
General Clerk IV	9.59
Housing Referral Assistant	15.03
Key Entry Operator I	7.23
Key Entry Operator II	8.97
Messenger (Courier)	7.38
Order Clerk I	7.93
Order Clerk II	9.46
Personnel Assistant (Employment) I	7.97
Personnel Assistant (Employment) II	11.26
Personnel Assistant (Employment) III	12.64
Personnel Assistant (Employment) IV	13.07
Production Control Clerk	13.77
Rental Clerk	10.97
Scheduler, Maintenance	10.97
Secretary I	10.97
Secretary II	12.92
Secretary III	15.03
Secretary IV	17.81

Secretary V	19.73
Service Order Dispatcher	9.57
Stenographer I	12.07
Stenographer II	12.93
Supply Technician	15.90
Survey Worker (Interviewer)	11.24
Switchboard Operator-Receptionist	8.84
Test Examiner	12.92
Test Proctor	12.92
Travel Clerk I	8.50
Travel Clerk II	9.24
Travel Clerk III	10.06
Word Processor I	9.65
Word Processor II	10.25
Word Processor III	12.11
Automatic Data Processing Occupations	
Computer Data Librarian	9.19
Computer Operator I	9.19
Computer Operator II	11.07
Computer Operator III	14.01
Computer Operator IV	15.55
Computer Operator V	15.95
Computer Programmer I (1)	16.95
Computer Programmer II (1)	19.49
Computer Programmer III (1)	22.60
Computer Programmer IV (1)	25.04
Computer Systems Analyst I (1)	22.10
Computer Systems Analyst II (1)	26.25
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.38
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.84
Automotive Glass Installer	14.47
Automotive Worker	14.47
Electrician, Automotive	15.14
Mobile Equipment Servicer	13.12
Motor Equipment Metal Mechanic	15.84
Motor Equipment Metal Worker	14.47
Motor Vehicle Mechanic	15.21
Motor Vehicle Mechanic Helper	12.38
Motor Vehicle Upholstery Worker	13.79
Motor Vehicle Wrecker	14.47
Painter, Automotive	15.14
Radiator Repair Specialist	14.47
Tire Repairer	12.68
Transmission Repair Specialist	15.84
Food Preparation and Service Occupations	
Baker	9.49
Cook I	8.53
Cook II	9.49
Dishwasher	7.20
Food Service Worker	7.21
Meat Cutter	10.56
Waiter/Waitress	6.88
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.14
Furniture Handler	12.13

Furniture Refinisher	15.14
Furniture Refinisher Helper	12.38
Furniture Repairer, Minor	13.79
Upholsterer	15.14
General Services and Support Occupations	
Cleaner, Vehicles	7.23
Elevator Operator	6.66
Gardener	9.80
House Keeping Aid I	6.52
House Keeping Aid II	7.23
Janitor	7.23
Laborer, Grounds Maintenance	7.92
Maid or Houseman	6.52
Pest Controller	9.33
Refuse Collector	7.23
Tractor Operator	9.21
Window Cleaner	7.91
Health Occupations	
Dental Assistant	10.82
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.98
Licensed Practical Nurse I	11.69
Licensed Practical Nurse II	13.11
Licensed Practical Nurse III	14.67
Medical Assistant	9.78
Medical Laboratory Technician	10.73
Medical Record Clerk	10.73
Medical Record Technician	12.93
Nursing Assistant I	6.78
Nursing Assistant II	7.62
Nursing Assistant III	8.31
Nursing Assistant IV	9.34
Pharmacy Technician	11.63
Phlebotomist	10.04
Registered Nurse I	12.93
Registered Nurse II	16.51
Registered Nurse II, Specialist	16.68
Registered Nurse III	19.87
Registered Nurse III, Anesthetist	19.87
Registered Nurse IV	23.95
Information and Arts Occupations	
Audiovisual Librarian	17.81
Exhibits Specialist I	14.56
Exhibits Specialist II	17.80
Exhibits Specialist III	20.31
Illustrator I	14.11
Illustrator II	17.24
Illustrator III	19.68
Librarian	19.73
Library Technician	11.24
Photographer I	12.45
Photographer II	14.11
Photographer III	17.24
Photographer IV	19.68
Photographer V	23.81
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.32
Counter Attendant	6.32

Dry Cleaner	8.15
Finisher, Flatwork, Machine	6.32
Presser, Hand	6.32
Presser, Machine, Drycleaning	6.32
Presser, Machine, Shirts	6.32
Presser, Machine, Wearing Apparel, Laundry	6.32
Sewing Machine Operator	8.73
Tailor	9.30
Washer, Machine	6.94
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.14
Tool and Die Maker	17.83
Material Handling and Packing Occupations	
Forklift Operator	11.19
Fuel Distribution System Operator	13.12
Material Coordinator	14.87
Material Expediter	14.87
Material Handling Laborer	9.12
Order Filler	10.38
Production Line Worker (Food Processing)	9.16
Shipping Packer	10.54
Shipping/Receiving Clerk	10.75
Stock Clerk (Shelf Stocker; Store Worker II)	10.67
Store Worker I	8.31
Tools and Parts Attendant	10.53
Warehouse Specialist	10.53
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.21
Aircraft Mechanic Helper	14.23
Aircraft Quality Control Inspector	18.99
Aircraft Servicer	15.85
Aircraft Worker	16.63
Appliance Mechanic	15.14
Bicycle Repairer	12.68
Cable Splicer	15.84
Carpenter, Maintenance	15.14
Carpet Layer	14.83
Electrician, Maintenance	15.84
Electronics Technician, Maintenance I	14.10
Electronics Technician, Maintenance II	17.16
Electronics Technician, Maintenance III	20.61
Fabric Worker	13.79
Fire Alarm System Mechanic	15.84
Fire Extinguisher Repairer	13.51
Fuel Distribution System Mechanic	15.84
General Maintenance Worker	14.47
Heating, Refrigeration and Air Conditioning Mechanic	15.84
Heavy Equipment Mechanic	15.84
Heavy Equipment Operator	15.51
Instrument Mechanic	15.84
Laborer	10.48
Locksmith	15.14
Machinery Maintenance Mechanic	15.84
Machinist, Maintenance	15.84
Maintenance Trades Helper	12.38
Millwright	17.45
Office Appliance Repairer	15.14

Painter, Aircraft	15.14
Painter, Maintenance	15.14
Pipefitter, Maintenance	15.84
Plumber, Maintenance	15.14
Pneudraulic Systems Mechanic	15.84
Rigger	15.84
Scale Mechanic	14.47
Sheet-Metal Worker, Maintenance	15.84
Small Engine Mechanic	14.47
Telecommunication Mechanic I	15.84
Telecommunication Mechanic II	18.77
Telephone Lineman	15.84
Welder, Combination, Maintenance	15.84
Well Driller	15.84
Woodcraft Worker	15.84
Woodworker	14.18
Miscellaneous Occupations	7.49
Animal Caretaker	9.21
Carnival Equipment Operator	9.80
Carnival Equipment Repairer	7.23
Carnival Worker	6.91
Cashier	7.27
Desk Clerk	15.81
Embalmer	7.42
Lifeguard	15.81
Mortician	9.33
Park Attendant (Aide)	8.35
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.78
Recreation Specialist	9.21
Recycling Worker	7.42
Sales Clerk	7.23
School Crossing Guard (Crosswalk Attendant)	7.42
Sport Official	11.44
Survey Party Chief (Chief of Party)	6.81
Surveying Aide	10.40
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.49
Swimming Pool Operator	9.04
Vending Machine Attendant	10.70
Vending Machine Repairer	9.04
Vending Machine Repairer Helper	
Personal Needs Occupations	7.27
Child Care Attendant	10.40
Child Care Center Clerk	6.52
Chore Aid	11.56
Homemaker	
Plant and System Operation Occupations	
Boiler Tender	15.84
Sewage Plant Operator	15.14
Stationary Engineer	15.84
Ventilation Equipment Tender	12.38
Water Treatment Plant Operator	15.14
Protective Service Occupations	10.84
Alarm Monitor	14.13
Corrections Officer	14.13
Court Security Officer	14.13
Detention Officer	13.63
Firefighter	

Guard I	5.98
Guard II	9.43
Police Officer	17.44
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	12.42
Hatch Tender	10.81
Line Handler	10.81
Stevedore I	11.79
Stevedore II	13.05
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	12.42
Archeological Technician II	13.96
Archeological Technician III	17.24
Cartographic Technician	19.82
Civil Engineering Technician	17.24
Computer Based Training (CBT) Specialist/ Instructor	20.03
Drafter I	11.33
Drafter II	13.64
Drafter III	15.45
Drafter IV	18.89
Engineering Technician I	12.96
Engineering Technician II	14.55
Engineering Technician III	16.48
Engineering Technician IV	20.19
Engineering Technician V	21.55
Engineering Technician VI	24.30
Environmental Technician	17.48
Flight Simulator/Instructor (Pilot)	23.78
Graphic Artist	20.03
Instructor	17.93
Laboratory Technician	13.99
Mathematical Technician	17.48
Paralegal/Legal Assistant I	11.63
Paralegal/Legal Assistant II	15.49
Paralegal/Legal Assistant III	18.95
Paralegal/Legal Assistant IV	22.94
Photooptics Technician	17.48
Technical Writer	21.42
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	14.01
Weather Observer, Senior (3)	15.57
Weather Observer, Upper Air (3)	14.01
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.42
Parking and Lot Attendant	7.98
Shuttle Bus Driver	10.82
Taxi Driver	8.74
Truckdriver, Heavy Truck	13.58
Truckdriver, Light Truck	10.82
Truckdriver, Medium Truck	12.24

Truckdriver, Tractor-Trailer

13.58

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and

3 weeks after 5 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening,

blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**** 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 ****

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(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment

Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember,
it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.