

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT I D CODE	PAGE OF PAGES	
				1	18
2. AMENDMENT/MOD NO. 2	3. EFFECTIVE DATE 11/29/2010	4. REQUISITION/PURCHASE REQ. NO.		5. PROJECT NO	
6. ISSUED BY NASA/ Johnson Space Center Attn: Peter Hollis/BH2 2101 NASA Parkway Houston, TX 77058		CODE JBF	7. ADMINISTERED BY Attn: Peter Hollis/BH2 2101 NASA Parkway Houston, TX 77058		CODE
8. NAME AND ADDRESS OF CONTRACTOR (No. Street, County, State and ZIP Code)			(9)	9A. AMENDMENT OF SOLICITATION NO NNJ10346144R	
			<input checked="" type="checkbox"/>	9B. DATED (SEE ITEM 11) 11/1/10	
			(10)	10A. MOD. OF CONTRACT/ORDER No	
CODE		FACILITY CODE	<input type="checkbox"/>	10B. DATED (SEE ITEM 13)	
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS					
The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers IS NOT extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning one (1) copy of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.					
12. ACCOUNTING AND APPROPRIATION DATA (if required)					
<i>Financial Management</i>					
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.					
<input type="checkbox"/>	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.				
<input checked="" type="checkbox"/>	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).				
<input type="checkbox"/>	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:				
<input type="checkbox"/>	D. OTHER (Specify type of modification and authority)				
IMPORTANT: Contractor IS NOT required to sign this document and return copies to the issuing office.					
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) This is amendment 2 to the solicitation entitled Calibration and Metrology Services. You are notified that the wage determination in attachment J-5 is replaced in its entirety. Replacement pages are attached.					
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.					
15A. NAME AND TITLE OF SIGNER (Type or print)			16A. NAME AND TITLE OF CONTRACTING OFFICER		
			Julie K. Karr		
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA		16C. DATE SIGNED	
(Signature of person authorized to sign)				11/29/10	
		(Signature Of Contracting Officer)			
NSN 7540-01-152-8070 PREVIOUS EDITION UNUSABLE		30-105		STANDARD FORM 30 (REV. 10-83) ES Prescribed by GSA FPMR (48 CFR) 53.243	

Attachment J-5 Wage Determination

WD 05-2516 (Rev.-13) was first posted on www.wdol.gov on 06/22/2010

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

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

Shirley F. Ebbesen Division of
Director Wage Determinations
06/15/2010

Wage Determination No.: 2005-2516
Revision No.: 13
Date Of Revision:

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend,
Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison,
Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller,
Washington,
Wharton

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

OCCUPATION CODE - TITLE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.98	
01012 - Accounting Clerk II	
16.82	
01013 - Accounting Clerk III	
18.82	
01020 - Administrative Assistant	
25.91	
01040 - Court Reporter	
21.79	
01051 - Data Entry Operator I	
13.24	
01052 - Data Entry Operator II	
14.45	
01060 - Dispatcher, Motor Vehicle	
15.96	
01070 - Document Preparation Clerk	
13.41	
01090 - Duplicating Machine Operator	
13.41	
01111 - General Clerk I	
11.88	

01112 - General Clerk II
13.27
01113 - General Clerk III
14.90
01120 - Housing Referral Assistant
20.69
01141 - Messenger Courier
12.55
01191 - Order Clerk I
13.52
01192 - Order Clerk II
15.24
01261 - Personnel Assistant (Employment) I
15.43
01262 - Personnel Assistant (Employment) II
17.27
01263 - Personnel Assistant (Employment) III
19.25
01270 - Production Control Clerk
19.10
01280 - Receptionist
12.02
01290 - Rental Clerk
14.75
01300 - Scheduler, Maintenance
16.59
01311 - Secretary I
16.59
01312 - Secretary II
18.57
01313 - Secretary III
20.69
01320 - Service Order Dispatcher
15.16
01410 - Supply Technician
25.91
01420 - Survey Worker
17.79
01531 - Travel Clerk I
13.71
01532 - Travel Clerk II
14.81
01533 - Travel Clerk III
15.83
01611 - Word Processor I
14.29
01612 - Word Processor II
16.04
01613 - Word Processor III
17.95
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
25.76
05010 - Automotive Electrician
23.79
05040 - Automotive Glass Installer
21.96

05070 - Automotive Worker
21.96
05110 - Mobile Equipment Servicer
20.23
05130 - Motor Equipment Metal Mechanic
25.76
05160 - Motor Equipment Metal Worker
21.96
05190 - Motor Vehicle Mechanic
25.76
05220 - Motor Vehicle Mechanic Helper
19.40
05250 - Motor Vehicle Upholstery Worker
20.83
05280 - Motor Vehicle Wrecker
21.96
05310 - Painter, Automotive
23.79
05340 - Radiator Repair Specialist
22.88
05370 - Tire Repairer
14.40
05400 - Transmission Repair Specialist
25.76
07000 - Food Preparation And Service Occupations
07010 - Baker
10.06
07041 - Cook I
9.52
07042 - Cook II
10.88
07070 - Dishwasher
8.11
07130 - Food Service Worker
9.12
07210 - Meat Cutter
12.91
07260 - Waiter/Waitress
8.19
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
18.32
09040 - Furniture Handler
11.95
09080 - Furniture Refinisher
17.70
09090 - Furniture Refinisher Helper
14.58
09110 - Furniture Repairer, Minor
16.82
09130 - Upholsterer
18.32
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
9.90
11060 - Elevator Operator
8.82

11090 - Gardener
14.52
11122 - Housekeeping Aide
8.84
11150 - Janitor
8.84
11210 - Laborer, Grounds Maintenance
10.93
11240 - Maid or Houseman
7.96
11260 - Pruner
9.25
11270 - Tractor Operator
12.82
11330 - Trail Maintenance Worker
10.93
11360 - Window Cleaner
9.81
12000 - Health Occupations
12010 - Ambulance Driver
15.00
12011 - Breath Alcohol Technician
15.64
12012 - Certified Occupational Therapist Assistant
23.69
12015 - Certified Physical Therapist Assistant
24.52
12020 - Dental Assistant
15.64
12025 - Dental Hygienist
32.93
12030 - EKG Technician
25.92
12035 - Electroneurodiagnostic Technologist
25.92
12040 - Emergency Medical Technician
15.00
12071 - Licensed Practical Nurse I
19.05
12072 - Licensed Practical Nurse II
21.32
12073 - Licensed Practical Nurse III
23.76
12100 - Medical Assistant
12.50
12130 - Medical Laboratory Technician
16.63
12160 - Medical Record Clerk
14.53
12190 - Medical Record Technician
16.57
12195 - Medical Transcriptionist
16.81
12210 - Nuclear Medicine Technologist
35.13
12221 - Nursing Assistant I
8.57

12222 - Nursing Assistant II
10.36
12223 - Nursing Assistant III
11.31
12224 - Nursing Assistant IV
12.69
12235 - Optical Dispenser
16.79
12236 - Optical Technician
15.29
12250 - Pharmacy Technician
19.18
12280 - Phlebotomist
13.30
12305 - Radiologic Technologist
26.70
12311 - Registered Nurse I
30.36
12312 - Registered Nurse II
38.37
12313 - Registered Nurse II, Specialist
38.37
12314 - Registered Nurse III
44.91
12315 - Registered Nurse III, Anesthetist
44.91
12316 - Registered Nurse IV
53.84
12317 - Scheduler (Drug and Alcohol Testing)
21.85
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
19.30
13012 - Exhibits Specialist II
24.74
13013 - Exhibits Specialist III
28.94
13041 - Illustrator I
19.30
13042 - Illustrator II
23.91
13043 - Illustrator III
30.12
13047 - Librarian
26.69
13050 - Library Aide/Clerk
10.84
13054 - Library Information Technology Systems
24.09
Administrator
13058 - Library Technician
16.04
13061 - Media Specialist I
17.39
13062 - Media Specialist II
19.46

13063 - Media Specialist III
 21.68
 13071 - Photographer I
 15.32
 13072 - Photographer II
 18.15
 13073 - Photographer III
 22.56
 13074 - Photographer IV
 27.49
 13075 - Photographer V
 33.07
 13110 - Video Teleconference Technician
 16.73
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 17.31
 14042 - Computer Operator II
 19.37
 14043 - Computer Operator III
 21.59
 14044 - Computer Operator IV
 24.00
 14045 - Computer Operator V
 26.57
 14071 - Computer Programmer I (see 1)
 26.04
 14072 - Computer Programmer II (see 1)
 14073 - Computer Programmer III (see 1)
 14074 - Computer Programmer IV (see 1)
 14101 - Computer Systems Analyst I (see 1)
 14102 - Computer Systems Analyst II (see 1)
 14103 - Computer Systems Analyst III (see 1)
 14150 - Peripheral Equipment Operator
 17.31
 14160 - Personal Computer Support Technician
 24.00
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 33.08
 15020 - Aircrew Training Devices Instructor (Rated)
 40.02
 15030 - Air Crew Training Devices Instructor (Pilot)
 47.98
 15050 - Computer Based Training Specialist / Instructor
 33.08
 15060 - Educational Technologist
 29.23
 15070 - Flight Instructor (Pilot)
 47.98
 15080 - Graphic Artist
 26.72
 15090 - Technical Instructor
 22.43
 15095 - Technical Instructor/Course Developer
 27.43

15110 - Test Proctor
18.43
15120 - Tutor
18.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
9.40
16030 - Counter Attendant
9.40
16040 - Dry Cleaner
12.06
16070 - Finisher, Flatwork, Machine
9.40
16090 - Presser, Hand
9.40
16110 - Presser, Machine, Drycleaning
9.40
16130 - Presser, Machine, Shirts
9.40
16160 - Presser, Machine, Wearing Apparel, Laundry
9.40
16190 - Sewing Machine Operator
12.79
16220 - Tailor
13.75
16250 - Washer, Machine
10.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
19.71
19040 - Tool And Die Maker
23.23
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
13.25
21030 - Material Coordinator
19.46
21040 - Material Expediter
19.46
21050 - Material Handling Laborer
12.26
21071 - Order Filler
11.47
21080 - Production Line Worker (Food Processing)
13.25
21110 - Shipping Packer
14.60
21130 - Shipping/Receiving Clerk
14.60
21140 - Store Worker I
11.34
21150 - Stock Clerk
16.06
21210 - Tools And Parts Attendant
13.58
21410 - Warehouse Specialist
13.25

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
29.47
23021 - Aircraft Mechanic I
28.07
23022 - Aircraft Mechanic II
29.47
23023 - Aircraft Mechanic III
30.94
23040 - Aircraft Mechanic Helper
21.98
23050 - Aircraft, Painter
25.61
23060 - Aircraft Servicer
24.44
23080 - Aircraft Worker
25.76
23110 - Appliance Mechanic
18.61
23120 - Bicycle Repairer
13.91
23125 - Cable Splicer
25.34
23130 - Carpenter, Maintenance
19.71
23140 - Carpet Layer
18.45
23160 - Electrician, Maintenance
26.51
23181 - Electronics Technician Maintenance I
21.28
23182 - Electronics Technician Maintenance II
23.89
23183 - Electronics Technician Maintenance III
25.10
23260 - Fabric Worker
17.17
23290 - Fire Alarm System Mechanic
19.95
23310 - Fire Extinguisher Repairer
15.88
23311 - Fuel Distribution System Mechanic
20.96
23312 - Fuel Distribution System Operator
16.33
23370 - General Maintenance Worker
18.08
23380 - Ground Support Equipment Mechanic
28.07
23381 - Ground Support Equipment Servicer
24.44
23382 - Ground Support Equipment Worker
25.76
23391 - Gunsmith I
15.88
23392 - Gunsmith II
18.45

23393 - Gunsmith III
20.81
23410 - Heating, Ventilation And Air-Conditioning
21.04
Mechanic
23411 - Heating, Ventilation And Air Contditioning
21.95
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
19.79
23440 - Heavy Equipment Operator
19.26
23460 - Instrument Mechanic
25.87
23465 - Laboratory/Shelter Mechanic
19.71
23470 - Laborer
11.04
23510 - Locksmith
18.99
23530 - Machinery Maintenance Mechanic
24.33
23550 - Machinist, Maintenance
20.81
23580 - Maintenance Trades Helper
14.94
23591 - Metrology Technician I
25.87
23592 - Metrology Technician II
26.99
23593 - Metrology Technician III
28.14
23640 - Millwright
21.53
23710 - Office Appliance Repairer
18.99
23760 - Painter, Maintenance
18.99
23790 - Pipefitter, Maintenance
21.38
23810 - Plumber, Maintenance
20.88
23820 - Pneudraulic Systems Mechanic
20.81
23850 - Rigger
20.81
23870 - Scale Mechanic
18.45
23890 - Sheet-Metal Worker, Maintenance
19.95
23910 - Small Engine Mechanic
18.08
23931 - Telecommunications Mechanic I
23.89
23932 - Telecommunications Mechanic II
24.95

23950 - Telephone Lineman
 25.52
 23960 - Welder, Combination, Maintenance
 20.27
 23965 - Well Driller
 20.81
 23970 - Woodcraft Worker
 20.81
 23980 - Woodworker
 15.04
 24000 - Personal Needs Occupations
 24570 - Child Care Attendant
 10.65
 24580 - Child Care Center Clerk
 13.27
 24610 - Chore Aide
 7.35
 24620 - Family Readiness And Support Services
 13.83
 Coordinator
 24630 - Homemaker
 16.84
 25000 - Plant And System Operations Occupations
 25010 - Boiler Tender
 22.20
 25040 - Sewage Plant Operator
 18.70
 25070 - Stationary Engineer
 22.20
 25190 - Ventilation Equipment Tender
 14.58
 25210 - Water Treatment Plant Operator
 18.32
 27000 - Protective Service Occupations
 27004 - Alarm Monitor
 16.14
 27007 - Baggage Inspector
 11.56
 27008 - Corrections Officer
 19.62
 27010 - Court Security Officer
 21.18
 27030 - Detection Dog Handler
 17.90
 27040 - Detention Officer
 19.62
 27070 - Firefighter
 20.41
 27101 - Guard I
 11.56
 27102 - Guard II
 17.90
 27131 - Police Officer I
 24.19
 27132 - Police Officer II
 26.88
 28000 - Recreation Occupations

28041 - Carnival Equipment Operator
 11.63
 28042 - Carnival Equipment Repairer
 12.36
 28043 - Carnival Equipment Worker
 8.51
 28210 - Gate Attendant/Gate Tender
 13.90
 28310 - Lifeguard
 12.38
 28350 - Park Attendant (Aide)
 15.55
 28510 - Recreation Aide/Health Facility Attendant
 11.35
 28515 - Recreation Specialist
 17.83
 28630 - Sports Official
 12.38
 28690 - Swimming Pool Operator
 17.44
 29000 - Stevedoring/Longshoremen Occupational Services
 29010 - Blocker And Bracer
 20.12
 29020 - Hatch Tender
 20.12
 29030 - Line Handler
 20.12
 29041 - Stevedore I
 18.72
 29042 - Stevedore II
 21.50
 30000 - Technical Occupations
 30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
 40.33
 30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
 27.81
 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
 30.63
 30021 - Archeological Technician I
 21.56
 30022 - Archeological Technician II
 25.47
 30023 - Archeological Technician III
 30.62
 30030 - Cartographic Technician
 30.62
 30040 - Civil Engineering Technician
 30.03
 30061 - Drafter/CAD Operator I
 21.56
 30062 - Drafter/CAD Operator II
 24.71
 30063 - Drafter/CAD Operator III
 27.56
 30064 - Drafter/CAD Operator IV
 33.10

30081 - Engineering Technician I
20.02
30082 - Engineering Technician II
22.48
30083 - Engineering Technician III
25.15
30084 - Engineering Technician IV
31.09
30085 - Engineering Technician V
38.65
30086 - Engineering Technician VI
46.10
30090 - Environmental Technician
29.96
30210 - Laboratory Technician
23.56
30240 - Mathematical Technician
30.62
30361 - Paralegal/Legal Assistant I
22.52
30362 - Paralegal/Legal Assistant II
27.90
30363 - Paralegal/Legal Assistant III
34.12
30364 - Paralegal/Legal Assistant IV
41.27
30390 - Photo-Optics Technician
30.62
30461 - Technical Writer I
23.21
30462 - Technical Writer II
28.38
30463 - Technical Writer III
34.93
30491 - Unexploded Ordnance (UXO) Technician I
25.63
30492 - Unexploded Ordnance (UXO) Technician II
31.01
30493 - Unexploded Ordnance (UXO) Technician III
37.17
30494 - Unexploded (UXO) Safety Escort
25.63
30495 - Unexploded (UXO) Sweep Personnel
25.63
30620 - Weather Observer, Combined Upper Air Or (see 2)
26.35
Surface Programs
30621 - Weather Observer, Senior (see 2)
30.48
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide
11.88
31030 - Bus Driver
17.06
31043 - Driver Courier
14.03

31260 - Parking and Lot Attendant
9.17
31290 - Shuttle Bus Driver
15.28
31310 - Taxi Driver
11.54
31361 - Truckdriver, Light
15.28
31362 - Truckdriver, Medium
18.98
31363 - Truckdriver, Heavy
20.32
31364 - Truckdriver, Tractor-Trailer
20.32
99000 - Miscellaneous Occupations
99030 - Cashier
10.01
99050 - Desk Clerk
11.72
99095 - Embalmer
23.71
99251 - Laboratory Animal Caretaker I
9.83
99252 - Laboratory Animal Caretaker II
10.71
99310 - Mortician
26.44
99410 - Pest Controller
15.80
99510 - Photofinishing Worker
12.62
99710 - Recycling Laborer
16.46
99711 - Recycling Specialist
20.06
99730 - Refuse Collector
14.67
99810 - Sales Clerk
12.66
99820 - School Crossing Guard
10.96
99830 - Survey Party Chief
20.96
99831 - Surveying Aide
14.35
99832 - Surveying Technician
18.13
99840 - Vending Machine Attendant
12.00
99841 - Vending Machine Repairer
14.41
99842 - Vending Machine Repairer Helper
12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.50 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost

reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

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

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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

6) The contractor informs the affected employees.

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

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

(END OF SECTION)