

<b>SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS</b> <i>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, AND 30</i>				1. REQUISITION NUMBER W81W3G-3172-3455		PAGE 1 OF 17	
2. CONTRACT NO. DACW31-03-P-0316		3. AWARD/EFFECTIVE DATE 11-Aug-2003		4. ORDER NUMBER		5. SOLICITATION NUMBER DACW31-03-T-0094	
7. FOR SOLICITATION INFORMATION CALL:		a. NAME JACQUELI HENDERSON		b. TELEPHONE NUMBER (No Collect Calls) 410-962-3529		8. OFFER DUE DATE/LOCAL TIME 03:00 PM 31 Jul 2003	
9. ISSUED BY CONTRACTING DIVISION PO BOX 1715 BALTIMORE MD 21203-1715  TEL: 410-962-5638 FAX: 410-962-0933		CODE CW31		10. THIS ACQUISITION IS <input type="checkbox"/> UNRESTRICTED <input checked="" type="checkbox"/> SET ASIDE: 100% FOR <input checked="" type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> SMALL DISADV. BUSINESS <input type="checkbox"/> 8(A)  SIC: 8748 SIZE STANDARD: \$5.0		11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE  13a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700)  13b. RATING  14. METHOD OF SOLICITATION <input checked="" type="checkbox"/> RFQ <input type="checkbox"/> IFB <input type="checkbox"/> RFP	
15. DELIVER TO OPS DIV RAYSTOWN LAKE PROJECT DWIGHT BEALL RD 1 BOX 222 HESSTON PA 16647		CODE E1R0260		16. ADMINISTERED BY CONTR DIV OPERATIONS BR PO BOX 1715 BALTIMORE MD 21203-1715		CODE E1P0500	
17a. CONTRACTOR/ OFFEROR CIVIL & ENVIRONMENTAL DESIGN GROUP INC JAMES S. BRIDGES 5010 RITTER RD, STE 111 MECHANICSBURG PA 17055-4828  TEL: (717)691-8050		CODE 3FBG3  FACILITY CODE		18a. PAYMENT WILL BE MADE BY USACE FINANCE CENTER ATTN: DISBURSING 5722 INTEGRITY DRIVE MILLINGTON TN 38054-5005		CODE T0B0200	
<input type="checkbox"/> 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER		18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a. UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM					
19. ITEM NO.		20. SCHEDULE OF SUPPLIES/ SERVICES		21. QUANTITY		22. UNIT	
		<b>SEE SCHEDULE</b>					
23. UNIT PRICE		24. AMOUNT		25. ACCOUNTING AND APPROPRIATION DATA		26. TOTAL AWARD AMOUNT	
				See Schedule		<b>\$5,500.00</b>	
<input type="checkbox"/> 27a. SOLICITATION INCORPORATES BY REFERENCE FAR 52.212-1. 52.212-4. FAR 52.212-3. 52.212-5 ARE ATTACHED.		ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED		<input type="checkbox"/> 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED.		ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED	
28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED HEREIN.		COPIES		29. AWARD OF CONTRACT: REFERENCE OFFER DATED . YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS:			
30a. SIGNATURE OF OFFEROR/CONTRACTOR		31a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER)		31c. DATE SIGNED			
				12-Aug-2003			
30b. NAME AND TITLE OF SIGNER (TYPE OR PRINT)		30c. DATE SIGNED		31b. NAME OF CONTRACTING OFFICER (TYPE OR PRINT) PATRICIA J HENSLEY / ADDED BY SUMI TEL: 410-962-7718 EMAIL:			
32a. QUANTITY IN COLUMN 21 HAS BEEN <input type="checkbox"/> RECEIVED <input type="checkbox"/> INSPECTED <input type="checkbox"/> ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED		33. SHIP NUMBER		34. VOUCHER NUMBER		35. AMOUNT VERIFIED CORRECT FOR	
		PARTIAL FINAL					
32b. SIGNATURE OF AUTHORIZED GOVT. REPRESENTATIVE		32c. DATE		36. PAYMENT <input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL		37. CHECK NUMBER	
41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT		41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER		41c. DATE		40. PAID BY	
		42a. RECEIVED BY (Print)		42b. RECEIVED AT (Location)		42c. DATE REC'D (YY/MM/DD)	
						42d. TOTAL CONTAINERS	

SCOPE OF WORK

**Section B**

The Contractor will supply all equipment, materials, labor, supplies, transportation etc. to Provide professional engineering services to evaluate problems and recommend solutions for the operation of the Seven Points Sewage Treatment facility. located in the Seven Points Recreation Area, Raystown Lake Project.

Item	Description	Unit	Quantities	Unit Cost	Total Cost
1	Provide professional engineering services to evaluate problems and recommend solutions for the operation of the Seven Points Sewage Treatment facility.	LS	1		

**SECTION C**  
**PROVIDE ENGINEERING CONSULTING SERVICES**  
**SEVEN POINTS SEWAGE TREATMENT FACILITY**

**C.1 -- LOCATION AND DESCRIPTION**

C.1.1 -- Raystown Lake is located in Huntingdon County, South-central Pennsylvania about 30 miles each from the towns of State College and Altoona Pennsylvania. Raystown Lake is an U.S. Army Corps of Engineers flood control project constructed circa 1970. The project is approximately 30,000 acres in size with 8,300 water surface acres. The Raystown Lake project is under the management responsibility of the Corps of Engineers in the Baltimore District. The dam is located approximately 5 miles south of Huntingdon Pennsylvania on the Raystown Branch of the Juniata River.

**C.2. SCOPE OF WORK**

C. 2.1. -- The Contractor will supply all equipment, materials, labor, supplies, transportation etc. to provide consulting engineering services to evaluate problems and provide a corrective action plan to assist in the efforts to bring the Seven Points Wastewater treatment facility into compliance with DEP standards.

C.2.2 – Work consists minimally of the following:

- ∅Review of records and DEP concerns.
- ∅Meet with Corps of Engineer and Department of Environmental Protection officials to discuss issues and problems and solutions. (2 meetings at Raystown Lake for bid purposes). One meeting to discuss the problem, one meeting to discuss draft corrective action plan (CAP).
- ∅Conducting an evaluation of the existing treatment process by a professional engineer licensed in the Commonwealth of PA with experience in wastewater treatment.
- ∅Prepare a CAP to address any deficiencies found during the facility evaluation and submit copies of the plan to PA DEP and the Corps of Engineers simultaneously.
- ∅Provide periodic site visits (No less than 4 site visits over 2 years after submission of CAP), to assist the plant operators to enact the CAP.
- ∅Submit progress reports to the PADEP on the status of the CAP.

C.3 – Schedule – Work shall commence one month after NTP. The evaluation of the system shall take place between the dates of 18 August 2003 and 15 September 2003. CAP completion shall be on a schedule negotiated with DEP and the Corps of Engineers but shall not exceed 1 April 2004.

**C.4 -- DELIVERABLES**

C.4.1 – Corrective Action Plan (CAP). The Corps shall be presented with two (2) bound copies of a CAP. Additionally, the Corps shall be presented two (2) copies of the plan in electronic format, compatible with Microsoft Word or Microsoft Office Suite software.

C.4.2 – Assist visits. – A professional staff member representing the contractor shall be available to respond to the site upon a one (1) week notice for assistance in implementation of the CAP.

**C.5 -- GENERAL CONDITIONS**

- a) The contractor must have sufficient labor, equipment, and supplies to perform all work required.
- b) Lost and Found: The contractor or his employees will turn in all articles found on public lands to the nearest Park Ranger, Ranger Office, or Seven Points Entrance Station.
- c) Damage: Special care shall be exercised to avoid damaging any facilities and the contractor will repair or restore any damage to such facilities, buildings, signs, etc., resulting from the contractor's failure to exercise reasonable care in the performance of the work. If the contractor fails or refuses to repair any such damage promptly, the Contracting Officer may have the necessary work performed and charge the cost thereof to the contractor. The contractor will exercise extreme care, so as to protect all visitors from injury and their property from harm and/or damage.
- d) Storage of Equipment: Contractor equipment and supplies will not be stored on Government land or in Government facilities except in those locations indicated in the contract or at such locations as approved by the Operations Manager, Raystown Lake.
- e) Rules and Regulations: The contractor and employees will comply with all rules and regulations governing public use of water resources development projects as set forth in Title 36, CFR, Chapter III, Part 327 and all laws of the Commonwealth of Pennsylvania and the United States and they apply to the Raystown Lake Project, and obey all posted signs. Copies of Title 36 will be available from the Manager.
- f) Change of Work: If the amount or scope of work increases or decreases through no fault of the Government, the Government reserves the right to negotiate a change in the contract price based on the increase or decrease of the contract.
- g) Contractor and/or other vehicles used in the performance of contract: All vehicles will be properly licensed and inspected in accordance with the state of registration. In addition, vehicles, utilized but not owned by the contractor, will be properly insured either by the contractor or the vehicle owner to meet the requirements of the Commonwealth of Pennsylvania. The contractor will ultimately be responsible for claims arising out of careless, negligent, or unsafe operation of vehicles and any resulting damage to personal or Government property.

## C.6. -- TRANSPORTATION.

C.6.1. -- Transportation of equipment and personnel to any job site on Raystown Lake from off the project will be at the expense of the CONTRACTOR.

C.6.2 -- CONTRACTOR will furnish support vehicles sufficient to meet needs for transportation of personnel, equipment, and supplies within and between job sites at the project.

## C.7. -- SAFETY

C.7.1. -- Application Publications. The publications listed below form a part of this specification and are referred to in the text by basic designation only.

C.7.1.1. U.S. Army Corps of Engineers EM 385-1-1 dtd. September 1996, Army Corps of Engineers - Safety and Health Requirements Manual. [http://www.hq.usace.army.mil/soh/hqusace\\_soh.htm](http://www.hq.usace.army.mil/soh/hqusace_soh.htm)

C.8. -- OBJECTIONABLE EMPLOYEES. -- The CONTRACTOR will remove from the work site any employee who, in the opinion of the Contracting Officer, is objectionable or incompetent. This requirement shall not be the basis of any claim for compensation or damages against the United States or any of its officers or agents.

C.9 -- Contractor shall provide insurance as required in Clause 52.228-4001 "Required Insurance (See Section H)

C.10. -- DELAYS: If the CONTRACTOR refuses or fails to begin work within the time specified in Section C.3, or any extension thereof, as provided in specification, or to maintain the property in serviceable condition and diligently and competently to conduct the specified operations as indicated by the Contracting Officer, the Government may by written notice, terminate the right of the CONTRACTOR to proceed with delivery or with further performance under the contract or such part of parts thereof affected by the delay. In such event, the Government may use or procure similar property by contract or otherwise and the CONTRACTOR shall be liable to the Government for any excess cost occasioned thereby. Unless otherwise provided in the specifications, the Government shall not be chargeable for out of service time due to breakdown not caused by the act of negligence of the Government of its agents.

C.11 -- PRE-BID SITE VISIT -- Prospective bidders are strongly encouraged to visit the actual locations and areas of work. A pre bid site inspection will be held at the Seven Points STP by appointment only.

C.12. -- INSPECTIONS, DEFICIENCIES, DEDUCTIONS, DEFAULT

C.12.1 The government reserves the right to inspect completed work or work in progress.

C.12.2 Deficiencies: Work found not satisfactory, or not meeting industry standards, and deemed to have been the result of inadequate work will be noted and may be referred to the contractor for immediate correction, or if judged not feasible, may be deducted from the contractor's pay estimate. Should the contractor fail to correct the deficiency, if requested to re-perform the service, the Government may:

- ⊘ deduct the unit cost from the contractor's pay estimate
- ⊘ hire the work performed and deduct the cost from the contractor's pay estimate.

C.12.3 Deductions: Should there arise the need to deduct money for damages or services not rendered, the basis for such deductions shall be subjectively computed by the Contracting Officer's representative. Deductions for damages to government property shall be handled in the same fashion at the same rates and terms. In all cases, the contractor shall be provided with an itemized breakdown of the deduction.

C.12.4 Default: Default of the contract shall be considered for various reasons relating to nonperformance of the contractual specifications. Following is a partial listing of reasons for which default may be considered:

- ⊘ Repetitive pay deductions for nonperformance.

- € Repetitive callbacks for corrections.
- € Repetitive safety violations.
- € Abnormal high amounts of inflicted damage on government facilities or private property.
- € Verbal or physical assaults on other contractors, Government employees, or visitors.
- € Repetitive unsatisfactory work.

C.13. -- PAYMENTS. -- Unless otherwise provided in the specifications, partial payments can be made at the end of each milestone as per the statement of values plotted against the schedule or completed work. Invoices shall be prepared and submitted to Dwight R. Beall, Operations Manager, U.S. Army Corps of Engineers, Raystown Lake, Hesston, PA 16647. Invoices shall contain the following information: contract number, item number(s), materials expended and invoices and cost per unit, invoice date and be signed by the CONTRACTOR or authorized representative. The government reserves the right to, based on inspections, to validate the accuracy of the CONTRACTORS completion percentage and request modified invoices.

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001	CONSULTING SERVICES FOR 7 POINTS SEWAGE FFP	1	Lump Sum	\$5,500.00	\$5,500.00
	CONTRACTOR SHALL FURNISH ALL LABOR, MATERIAL AND EQUIPMENT NECESSARY TO PROVIDE THE FOLLOWING SERVICES IN ACCORDANCE WITH THE ENCLOSED SPECIFICATIONS: PROVIDE ENGINEERING CONSULTING SERVICES AT THE SEVEN POINTS SEWAGE TREATMENT FACILITY, RAYSTOWN LAKE PROJECT, HESSTON, PA. P.O.C.: DWIGHT BEALL (814)658-3405 x203, CONTRACTING P.O.C.: JACKIE HENDERSON (410)962-3529, VENDOR REP. JAMES S. BRIDGES (717)691-8050 PURCHASE REQUEST NUMBER: W81W3G-3172-3455				
				NET AMT	\$5,500.00
	ACRN AA Funded Amount				\$5,500.00

FOB: Destination

INSPECTION AND ACCEPTANCE TERMS

Supplies/services will be inspected/accepted at:

CLIN	INSPECT AT	INSPECT BY	ACCEPT AT	ACCEPT BY
0001	N/A	N/A	N/A	N/A

DELIVERY INFORMATION

CLIN	DELIVERY DATE	QUANTITY	SHIP TO ADDRESS	UIC
0001	POP 18-AUG-2003 TO 01-APR-2004	N/A	OPS DIV RAYSTOWN LAKE PROJECT DWIGHT BEALL RD 1 BOX 222 HESSTON PA 16647 814-658-3405 X203 FOB: Destination	E1R0260

ACCOUNTING AND APPROPRIATION DATA

AA: 96X31230000 082420 2500A05250014900 NA 96181  
 COST 000000000000  
 CODE:  
 AMOUNT: \$5,500.00

CLAUSES INCORPORATED BY REFERENCE

52.212-4	Contract Terms and Conditions--Commercial Items	FEB 2002
52.212-5 (Dev)	Contract Terms and Conditions Required to Implement Statutes or Executive Orders--Commercial Items (Deviation)	APR 2001
52.219-3	Notice of Total HUBZone Set-Aide	JAN 1999
52.219-6 Alt I	Notice of Total Small Business Set-Aside (Jul 1996) - Alternate I	OCT 1995
52.222-3	Convict Labor	AUG 1996
52.222-21	Prohibition Of Segregated Facilities	FEB 1999
52.222-26	Equal Opportunity	APR 2002
52.222-36	Affirmative Action For Workers With Disabilities	JUN 1998
52.222-41	Service Contract Act Of 1965, As Amended	MAY 1989
52.222-42	Statement Of Equivalent Rates For Federal Hires	MAY 1989
52.225-13	Restrictions on Certain Foreign Purchases	JUL 2000

52.232-33	Payment by Electronic Funds Transfer--Central Contractor Registration	MAY 1999
52.233-3	Protest After Award	AUG 1996
52.237-3	Continuity Of Services	JAN 1991
52.242-15	Stop-Work Order	AUG 1989
52.243-5	Changes and Changed Conditions	APR 1984
52.246-1	Contractor Inspection Requirements	APR 1984
52.247-34	F.O.B. Destination	NOV 1991
52.252-2	Clauses Incorporated By Reference	FEB 1998
52.253-1	Computer Generated Forms	JAN 1991
252.204-7003	Control Of Government Personnel Work Product	APR 1992
252.204-7004	Required Central Contractor Registration	NOV 2001
252.212-7001 (Dev)	Contract Terms and Conditions Required to Implement Statutes or Executive Orders Applicable to Defense Acquisitions of Commercial Items (Deviation)	APR 2001
252.219-7011	Notification to Delay Performance	JUN 1998
252.225-7001	Buy American Act And Balance Of Payments Program	MAR 1998
252.225-7002	Qualifying Country Sources As Subcontractors	DEC 1991
252.225-7016	Restriction On Acquisition Of Ball and Roller Bearings	DEC 2000
252.243-7001	Pricing Of Contract Modifications	DEC 1991
252.246-7000	Material Inspection And Receiving Report	DEC 1991

#### WAGE DETERMINATION DECISION

WAGE  
DETERMINAT  
ION  
DECISION OF  
THE  
SECRETARY  
OF LABOR

The following wage determination will be used to conform with the requirements of the Service Contract Act of 1965 (29 CFR 4) of the General Provisions:

Decision No. 94-2451 (Rev. 24) dated 4 June 2003  
State(s): Ohio, Pennsylvania  
Areas: Ohio COUNTIES OF Belmont, Harrison, Jefferson,

#### ***Tuscarawas***

Pennsylvania COUNTIES OF Allegheny, Armstrong,  
Beaver, Bedford, Blair, Butler, Cambria, Cameron,  
Centre, Clarion, Clearfield, Clinton, Crawford, Elk,  
Erie, Fayette, Forest, Fulton, Greene, Huntingdon,  
Indiana, Jefferson, Lawrence, McKean, Mercer,  
Potter, Somerset, Venango, Warren, Washington,  
Westmoreland

**WAGE DETERMINATION NO: 94-2451 REV (24) AREA: PA,PITTSBURGH**

**WAGE DETERMINATION NO: 94-2451 REV (24) AREA: PA,PITTSBURGH**

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

| Wage Determination No.: 1994-2451

William W.Gross Division of  
 Director Wage Determinations

Revision No.: 24  
 Date Of Last Revision: 06/04/2003

States: Ohio, Pennsylvania

Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas  
 Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler,  
 Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie,  
 Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer,  
 Potter, Somerset, Venango, Warren, Washington, Westmoreland

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.00
01012 - Accounting Clerk II	12.04
01013 - Accounting Clerk III	14.97
01014 - Accounting Clerk IV	20.33
01030 - Court Reporter	16.16
01050 - Dispatcher, Motor Vehicle	13.01
01060 - Document Preparation Clerk	11.66
01070 - Messenger (Courier)	9.61
01090 - Duplicating Machine Operator	10.49
01110 - Film/Tape Librarian	12.05
01115 - General Clerk I	8.54
01116 - General Clerk II	9.53
01117 - General Clerk III	11.76
01118 - General Clerk IV	13.35
01120 - Housing Referral Assistant	17.32
01131 - Key Entry Operator I	9.14
01132 - Key Entry Operator II	11.13
01191 - Order Clerk I	11.97
01192 - Order Clerk II	14.31
01261 - Personnel Assistant (Employment) I	12.42
01262 - Personnel Assistant (Employment) II	13.84
01263 - Personnel Assistant (Employment) III	14.49
01264 - Personnel Assistant (Employment) IV	17.92
01270 - Production Control Clerk	16.67

01290 - Rental Clerk		12.05
01300 - Scheduler, Maintenance		13.74
01311 - Secretary I	13.74	
01312 - Secretary II	15.20	
01313 - Secretary III	17.32	
01314 - Secretary IV	19.23	
01315 - Secretary V	21.35	
01320 - Service Order Dispatcher		13.26
01341 - Stenographer I	12.79	
01342 - Stenographer II	14.30	
01400 - Supply Technician		19.23
01420 - Survey Worker (Interviewer)		11.51
01460 - Switchboard Operator-Receptionist		9.80
01510 - Test Examiner		14.23
01520 - Test Proctor		14.23
01531 - Travel Clerk I	10.17	
01532 - Travel Clerk II	10.90	
01533 - Travel Clerk III	11.71	
01611 - Word Processor I	11.61	
01612 - Word Processor II	15.43	
01613 - Word Processor III	16.54	
03000 - Automatic Data Processing Occupations		
03010 - Computer Data Librarian		12.74
03041 - Computer Operator I	12.74	
03042 - Computer Operator II	13.99	
03043 - Computer Operator III	18.29	
03044 - Computer Operator IV	20.32	
03045 - Computer Operator V	22.49	
03071 - Computer Programmer I (1)	19.92	
03072 - Computer Programmer II (1)	22.65	
03073 - Computer Programmer III (1)	27.18	
03074 - Computer Programmer IV (1)	27.62	
03101 - Computer Systems Analyst I (1)	21.53	
03102 - Computer Systems Analyst II (1)	27.48	
03103 - Computer Systems Analyst III (1)	27.62	
03160 - Peripheral Equipment Operator		13.96
05000 - Automotive Service Occupations		
05005 - Automotive Body Repairer, Fiberglass		16.80
05010 - Automotive Glass Installer		15.60
05040 - Automotive Worker		15.60
05070 - Electrician, Automotive		16.22
05100 - Mobile Equipment Servicer		14.46
05130 - Motor Equipment Metal Mechanic		16.80
05160 - Motor Equipment Metal Worker		15.60
05190 - Motor Vehicle Mechanic		17.06
05220 - Motor Vehicle Mechanic Helper		13.89
05250 - Motor Vehicle Upholstery Worker		15.03
05280 - Motor Vehicle Wrecker		15.60
05310 - Painter, Automotive		16.22
05340 - Radiator Repair Specialist		15.60
05370 - Tire Repairer		13.96
05400 - Transmission Repair Specialist		16.80
07000 - Food Preparation and Service Occupations (not set) - Food Service Worker		8.61
07010 - Baker		10.98
07041 - Cook I	10.16	
07042 - Cook II	10.98	
07070 - Dishwasher		8.33
07130 - Meat Cutter		11.08
07250 - Waiter/Waitress		8.86
09000 - Furniture Maintenance and Repair Occupations		
09010 - Electrostatic Spray Painter		16.22
09040 - Furniture Handler		12.62

09070 - Furniture Refinisher	16.22
09100 - Furniture Refinisher Helper	13.89
09110 - Furniture Repairer, Minor	15.03
09130 - Upholsterer	16.22
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.44
11060 - Elevator Operator	11.02
11090 - Gardener	11.01
11121 - House Keeping Aid I	9.27
11122 - House Keeping Aid II	9.94
11150 - Janitor	12.12
11210 - Laborer, Grounds Maintenance	9.60
11240 - Maid or Houseman	9.27
11270 - Pest Controller	12.21
11300 - Refuse Collector	12.12
11330 - Tractor Operator	10.60
11360 - Window Cleaner	12.89
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.02
12071 - Licensed Practical Nurse I	12.06
12072 - Licensed Practical Nurse II	13.55
12073 - Licensed Practical Nurse III	15.15
12100 - Medical Assistant	10.66
12130 - Medical Laboratory Technician	14.22
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.57
12221 - Nursing Assistant I	8.03
12222 - Nursing Assistant II	9.03
12223 - Nursing Assistant III	9.85
12224 - Nursing Assistant IV	11.05
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.93
12311 - Registered Nurse I	19.83
12312 - Registered Nurse II	22.11
12313 - Registered Nurse II, Specialist	22.11
12314 - Registered Nurse III	27.91
12315 - Registered Nurse III, Anesthetist	27.94
12316 - Registered Nurse IV	29.41
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.81
13011 - Exhibits Specialist I	20.46
13012 - Exhibits Specialist II	26.07
13013 - Exhibits Specialist III	28.16
13041 - Illustrator I	17.66
13042 - Illustrator II	22.51
13043 - Illustrator III	24.32
13047 - Librarian	24.58
13050 - Library Technician	13.89
13071 - Photographer I	13.80
13072 - Photographer II	16.58
13073 - Photographer III	21.13
13074 - Photographer IV	22.83
13075 - Photographer V	27.60
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.25
15030 - Counter Attendant	8.25
15040 - Dry Cleaner	10.11
15070 - Finisher, Flatwork, Machine	8.25
15090 - Presser, Hand	8.25
15100 - Presser, Machine, Drycleaning	8.25
15130 - Presser, Machine, Shirts	8.25
15160 - Presser, Machine, Wearing Apparel, Laundry	8.25
15190 - Sewing Machine Operator	10.80
15220 - Tailor	11.48
15250 - Washer, Machine	8.94

19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16.21
19040 - Tool and Die Maker	22.76
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.62
21020 - Material Coordinator	16.89
21030 - Material Expediter	16.89
21040 - Material Handling Laborer	16.45
21050 - Order Filler	13.89
21071 - Forklift Operator	13.92
21080 - Production Line Worker (Food Processing)	14.60
21100 - Shipping/Receiving Clerk	13.72
21130 - Shipping Packer	13.72
21140 - Store Worker I	11.08
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.06
21210 - Tools and Parts Attendant	13.61
21400 - Warehouse Specialist	13.92
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.71
23040 - Aircraft Mechanic Helper	14.78
23050 - Aircraft Quality Control Inspector	19.32
23060 - Aircraft Servicer	16.37
23070 - Aircraft Worker	17.25
23100 - Appliance Mechanic	16.73
23120 - Bicycle Repairer	13.96
23125 - Cable Splicer	21.69
23130 - Carpenter, Maintenance	17.47
23140 - Carpet Layer	17.94
23160 - Electrician, Maintenance	20.74
23181 - Electronics Technician, Maintenance I	18.40
23182 - Electronics Technician, Maintenance II	21.70
23183 - Electronics Technician, Maintenance III	23.74
23260 - Fabric Worker	15.03
23290 - Fire Alarm System Mechanic	17.58
23310 - Fire Extinguisher Repairer	15.55
23340 - Fuel Distribution System Mechanic	19.32
23370 - General Maintenance Worker	15.60
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.24
23430 - Heavy Equipment Mechanic	16.97
23440 - Heavy Equipment Operator	18.48
23460 - Instrument Mechanic	19.10
23470 - Laborer	13.37
23500 - Locksmith	18.41
23530 - Machinery Maintenance Mechanic	18.66
23550 - Machinist, Maintenance	18.41
23580 - Maintenance Trades Helper	13.89
23640 - Millwright	18.76
23700 - Office Appliance Repairer	18.41
23740 - Painter, Aircraft	17.26
23760 - Painter, Maintenance	18.40
23790 - Pipefitter, Maintenance	22.74
23800 - Plumber, Maintenance	18.65
23820 - Pneudraulic Systems Mechanic	19.10
23850 - Rigger	19.10
23870 - Scale Mechanic	17.48
23890 - Sheet-Metal Worker, Maintenance	18.88
23910 - Small Engine Mechanic	15.60
23930 - Telecommunication Mechanic I	17.36
23931 - Telecommunication Mechanic II	17.83
23950 - Telephone Lineman	17.58
23960 - Welder, Combination, Maintenance	16.81
23965 - Well Driller	16.80
23970 - Woodcraft Worker	16.80
23980 - Woodworker	14.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.40

24580 - Child Care Center Clerk	8.86
24600 - Chore Aid	8.92
24630 - Homemaker	10.89
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.78
25040 - Sewage Plant Operator	18.37
25070 - Stationary Engineer	20.78
25190 - Ventilation Equipment Tender	15.28
25210 - Water Treatment Plant Operator	17.84
27000 - Protective Service Occupations	
(not set) - Police Officer	22.56
27004 - Alarm Monitor	13.53
27006 - Corrections Officer	19.31
27010 - Court Security Officer	19.98
27040 - Detention Officer	19.31
27070 - Firefighter	19.87
27101 - Guard I	8.48
27102 - Guard II	13.74
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.21
28020 - Hatch Tender	16.21
28030 - Line Handler	16.21
28040 - Stevedore I	15.30
28050 - Stevedore II	16.52
29000 - Technical Occupations	
21150 - Graphic Artist	18.69
29010 - Air Traffic Control Specialist, Center (2)	29.33
29011 - Air Traffic Control Specialist, Station (2)	20.22
29012 - Air Traffic Control Specialist, Terminal (2)	22.27
29023 - Archeological Technician I	14.84
29024 - Archeological Technician II	16.62
29025 - Archeological Technician III	20.55
29030 - Cartographic Technician	22.35
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.32
29040 - Civil Engineering Technician	20.74
29061 - Drafter I	12.82
29062 - Drafter II	16.27
29063 - Drafter III	19.55
29064 - Drafter IV	25.09
29081 - Engineering Technician I	16.06
29082 - Engineering Technician II	18.06
29083 - Engineering Technician III	20.98
29084 - Engineering Technician IV	24.00
29085 - Engineering Technician V	27.48
29086 - Engineering Technician VI	33.22
29090 - Environmental Technician	17.43
29100 - Flight Simulator/Instructor (Pilot)	27.48
29160 - Instructor	22.54
29210 - Laboratory Technician	18.37
29240 - Mathematical Technician	25.09
29361 - Paralegal/Legal Assistant I	14.45
29362 - Paralegal/Legal Assistant II	18.81
29363 - Paralegal/Legal Assistant III	22.27
29364 - Paralegal/Legal Assistant IV	22.93
29390 - Photooptics Technician	22.06
29480 - Technical Writer	21.39
29491 - Unexploded Ordnance (UXO) Technician I	18.64
29492 - Unexploded Ordnance (UXO) Technician II	22.55
29493 - Unexploded Ordnance (UXO) Technician III	27.03
29494 - Unexploded (UXO) Safety Escort	18.64
29495 - Unexploded (UXO) Sweep Personnel	18.64
29620 - Weather Observer, Senior (3)	21.00
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	20.06
29622 - Weather Observer, Upper Air (3)	20.06
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	17.12

31260 - Parking and Lot Attendant	9.00
31290 - Shuttle Bus Driver	14.50
31300 - Taxi Driver	9.93
31361 - Truckdriver, Light Truck	13.63
31362 - Truckdriver, Medium Truck	15.88
31363 - Truckdriver, Heavy Truck	16.28
31364 - Truckdriver, Tractor-Trailer	16.61
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.38
99030 - Cashier	7.45
99041 - Carnival Equipment Operator	9.78
99042 - Carnival Equipment Repairer	10.16
99043 - Carnival Worker	8.33
99050 - Desk Clerk	7.70
99095 - Embalmer	18.64
99300 - Lifeguard	8.91
99310 - Mortician	19.44
99350 - Park Attendant (Aide)	11.19
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.91
99500 - Recreation Specialist	12.61
99510 - Recycling Worker	14.23
99610 - Sales Clerk	8.87
99620 - School Crossing Guard (Crosswalk Attendant)	8.33
99630 - Sport Official	7.74
99658 - Survey Party Chief (Chief of Party)	14.32
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.01
99660 - Surveying Aide	8.53
99690 - Swimming Pool Operator	15.10
99720 - Vending Machine Attendant	13.41
99730 - Vending Machine Repairer	15.10
99740 - Vending Machine Repairer Helper	13.41

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

**HEALTH & WELFARE:** \$2.36 an hour or \$94.40 a week or \$409.07 a month  
**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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)  
**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:**  
An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of

the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a

regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to 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.

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.  
Information required by the Regulations must be submitted on SF 1444 or bond paper.

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.