

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE J	PAGE OF PAGES 1 11
2. AMENDMENT/MODIFICATION NO. 0002		3. EFFECTIVE DATE 10-Oct-2003	4. REQUISITION/PURCHASE REQ. NO. W38XDD-3115-5136	
6. ISSUED BY CODE W912P5 US ARMY CORPS OF ENGINEERS-9TH AV-W912P5 NASHVILLE DISTRICT-PO BOX 1070 110 9TH AVENUE SOUTH NASHVILLE TN 37203		7. ADMINISTERED BY (If other than item 6) CODE See Item 6		
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)			<input checked="" type="checkbox"/> 9A. AMENDMENT OF SOLICITATION NO. DACW62-03-R-0006	
			<input checked="" type="checkbox"/> 9B. DATED (SEE ITEM 11) 08-Sep-2003	
			10A. MOD. OF CONTRACT/ORDER NO.	
			10B. DATED (SEE ITEM 13)	
CODE		FACILITY CODE		
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS				
<input checked="" type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offer <input type="checkbox"/> is extended, <input checked="" type="checkbox"/> is not extended. Offer 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 <u> 1 </u> copies 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)				
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.				
A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.				
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(B).				
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:				
D. OTHER (Specify type of modification and authority)				
E. IMPORTANT: Contractor <input type="checkbox"/> is not, <input type="checkbox"/> is 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.) 1. The purpose of this Amendment is to replace Wage Determination NO: 1994-2497 Revision No: 20 dated 07/26/2002, with Wage Determination No: 1994-2497 Revision No: 22 dated 09/23/2003. 2. All Other Terms and Conditions remain unchanged. -----Last Item-----				
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 (Type or print)	
			TEL: _____ EMAIL: _____	
15B. CONTRACTOR/OFFEROR _____ (Signature of person authorized to sign)	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA BY _____ (Signature of Contracting Officer)		16C. DATE SIGNED 10-Oct-2003

SECTION SF 30 BLOCK 14 CONTINUATION PAGE

SUMMARY OF CHANGES

SECTION SF 30 - BLOCK 14 CONTINUATION PAGE

The following have been added by full text:

REVISED WAGE DETERMINATION

WAGE DETERMINATION NO: 94-2497 REV (22) AREA: TN,NASHVILLE

WAGE DETERMINATION NO: 94-2497 REV (22) AREA: TN,NASHVILLE

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.: 1994-2497

William W.Gross Division of | Revision No.: 22

Director Wage Determinations| Date Of Last Revision: 09/23/2003

States: Kentucky, <https://www.ceals.usace.army.mil/netacgi/nph->

[brs?s1=&op1=and&s2=Tennessee&op2=and&s3=Clay&op3=and&s4=&op4=and&SECT1=IMAGE&SECT6=HITOFF&co1=AND&co2=AND&co3=AND&SECT2=THESON&p=1&SECT3=PLURON&d=SRVC&l=20&u=/neta.html/](https://www.ceals.usace.army.mil/netacgi/nph-brs?s1=&op1=and&s2=Tennessee&op2=and&s3=Clay&op3=and&s4=&op4=and&SECT1=IMAGE&SECT6=HITOFF&co1=AND&co2=AND&co3=AND&SECT2=THESON&p=1&SECT3=PLURON&d=SRVC&l=20&u=/neta.html/) - h0

<https://www.ceals.usace.army.mil/netacgi/nph-brs?s1=&op1=and&s2=Tennessee&op2=and&s3=Clay&op3=and&s4=&op4=and&SECT1=IMAGE&SECT6=HITOFF&co1=AND&co2=AND&co3=AND&SECT2=THESON&p=1&SECT3=PLURON&d=SRVC&l=20&u=/neta.html/> - h2 **Tennessee**

Area: Kentucky Counties of Adair, Allen, Barren, Clinton, Cumberland, Metcalfe, Monroe, Russell, Simpson

<https://www.ceals.usace.army.mil/netacgi/nph->

[brs?s1=&op1=and&s2=Tennessee&op2=and&s3=Clay&op3=and&s4=&op4=and&SECT1=IMAGE&SECT6=HITOFF&co1=AND&co2=AND&co3=AND&SECT2=THESON&p=1&SECT3=PLURON&d=SRVC&l=20&u=/neta.html/](https://www.ceals.usace.army.mil/netacgi/nph-brs?s1=&op1=and&s2=Tennessee&op2=and&s3=Clay&op3=and&s4=&op4=and&SECT1=IMAGE&SECT6=HITOFF&co1=AND&co2=AND&co3=AND&SECT2=THESON&p=1&SECT3=PLURON&d=SRVC&l=20&u=/neta.html/) - h1

<https://www.ceals.usace.army.mil/netacgi/nph-brs?s1=&op1=and&s2=Tennessee&op2=and&s3=Clay&op3=and&s4=&op4=and&SECT1=IMAGE&SECT6=HITOFF&co1=AND&co2=AND&co3=AND&SECT2=THESON&p=1&SECT3=PLURON&d=SRVC&l=20&u=/neta.html/> - h3 **Tennessee** Counties of Bedford, Cannon, Cheatham, <https://www.ceals.usace.army.mil/netacgi/nph->

[brs?s1=&op1=and&s2=Tennessee&op2=and&s3=Clay&op3=and&s4=&op4=and&SECT1=IMAGE&SECT6=HITOFF&co1=AND&co2=AND&co3=AND&SECT2=THESON&p=1&SECT3=PLURON&d=SRVC&l=20&u=/neta.html/](https://www.ceals.usace.army.mil/netacgi/nph-brs?s1=&op1=and&s2=Tennessee&op2=and&s3=Clay&op3=and&s4=&op4=and&SECT1=IMAGE&SECT6=HITOFF&co1=AND&co2=AND&co3=AND&SECT2=THESON&p=1&SECT3=PLURON&d=SRVC&l=20&u=/neta.html/) - h2

<https://www.ceals.usace.army.mil/netacgi/nph-brs?s1=&op1=and&s2=Tennessee&op2=and&s3=Clay&op3=and&s4=&op4=and&SECT1=IMAGE&SECT6=HITOFF&co1=AND&co2=AND&co3=AND&SECT2=THESON&p=1&SECT3=PLURON&d=SRVC&l=20&u=/neta.html/> - h4 **Clay**, Davidson, De Kalb, Dickson,

Hickman, Houston, Humphreys, Jackson, Lewis, Macon, Marshall, Maury, Perry, Putnam, Robertson, Rutherford, Smith, Sumner, Trousdale, Warren, White, Williamson, Wilson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
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01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.12
01012 - Accounting Clerk II	11.45

01013 - Accounting Clerk III	13.50
01014 - Accounting Clerk IV	15.70
01030 - Court Reporter	13.02
01050 - Dispatcher, Motor Vehicle	14.23
01060 - Document Preparation Clerk	9.94
01070 - Messenger (Courier)	9.60
01090 - Duplicating Machine Operator	9.94
01110 - Film/Tape Librarian	9.50
01115 - General Clerk I	8.04
01116 - General Clerk II	9.17
01117 - General Clerk III	10.33
01118 - General Clerk IV	11.62
01120 - Housing Referral Assistant	15.77
01131 - Key Entry Operator I	8.57
01132 - Key Entry Operator II	11.01
01191 - Order Clerk I	9.82
01192 - Order Clerk II	12.29
01261 - Personnel Assistant (Employment) I	9.98
01262 - Personnel Assistant (Employment) II	11.01
01263 - Personnel Assistant (Employment) III	14.67
01264 - Personnel Assistant (Employment) IV	15.33
01270 - Production Control Clerk	15.67
01290 - Rental Clerk	9.58
01300 - Scheduler, Maintenance	12.06
01311 - Secretary I	12.06
01312 - Secretary II	14.77
01313 - Secretary III	15.77
01314 - Secretary IV	18.45
01315 - Secretary V	20.39
01320 - Service Order Dispatcher	11.71
01341 - Stenographer I	9.47
01342 - Stenographer II	10.63
01400 - Supply Technician	18.45
01420 - Survey Worker (Interviewer)	11.64
01460 - Switchboard Operator-Receptionist	11.01
01510 - Test Examiner	14.77
01520 - Test Proctor	14.77
01531 - Travel Clerk I	9.55
01532 - Travel Clerk II	10.12
01533 - Travel Clerk III	10.79
01611 - Word Processor I	10.74
01612 - Word Processor II	15.95
01613 - Word Processor III	16.29
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.25
03041 - Computer Operator I	12.33
03042 - Computer Operator II	13.82
03043 - Computer Operator III	15.09
03044 - Computer Operator IV	16.84
03045 - Computer Operator V	18.67
03071 - Computer Programmer I (1)	14.54
03072 - Computer Programmer II (1)	18.00
03073 - Computer Programmer III (1)	23.00
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	24.64

03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	30.38
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.62
05010 - Automotive Glass Installer	15.67
05040 - Automotive Worker	15.67
05070 - Electrician, Automotive	15.89
05100 - Mobile Equipment Servicer	14.21
05130 - Motor Equipment Metal Mechanic	16.29
05160 - Motor Equipment Metal Worker	16.67
05190 - Motor Vehicle Mechanic	16.29
05220 - Motor Vehicle Mechanic Helper	13.22
05250 - Motor Vehicle Upholstery Worker	14.82
05280 - Motor Vehicle Wrecker	15.67
05310 - Painter, Automotive	15.89
05340 - Radiator Repair Specialist	15.67
05370 - Tire Repairer	10.89
05400 - Transmission Repair Specialist	16.29
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.64
07010 - Baker	11.27
07041 - Cook I	8.32
07042 - Cook II	9.31
07070 - Dishwasher	7.80
07130 - Meat Cutter	11.70
07250 - Waiter/Waitress	6.89
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.42
09040 - Furniture Handler	11.07
09070 - Furniture Refinisher	15.92
09100 - Furniture Refinisher Helper	12.72
09110 - Furniture Repairer, Minor	14.21
09130 - Upholsterer	14.42
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.64
11060 - Elevator Operator	8.42
11090 - Gardener	11.08
11121 - House Keeping Aid I	7.58
11122 - House Keeping Aid II	8.42
11150 - Janitor	8.55
11210 - Laborer, Grounds Maintenance	9.17
11240 - Maid or Houseman	7.58
11270 - Pest Controller	12.27
11300 - Refuse Collector	8.64
11330 - Tractor Operator	10.41
11360 - Window Cleaner	9.48
12000 - Health Occupations	
12020 - Dental Assistant	12.32
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.27
12071 - Licensed Practical Nurse I	12.12
12072 - Licensed Practical Nurse II	13.60
12073 - Licensed Practical Nurse III	15.21
12100 - Medical Assistant	12.57
12130 - Medical Laboratory Technician	13.40

12160 - Medical Record Clerk	11.88
12190 - Medical Record Technician	14.89
12221 - Nursing Assistant I	9.00
12222 - Nursing Assistant II	10.11
12223 - Nursing Assistant III	11.04
12224 - Nursing Assistant IV	12.38
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.61
12311 - Registered Nurse I	17.66
12312 - Registered Nurse II	21.60
12313 - Registered Nurse II, Specialist	21.60
12314 - Registered Nurse III	26.14
12315 - Registered Nurse III, Anesthetist	26.14
12316 - Registered Nurse IV	31.31
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.59
13011 - Exhibits Specialist I	15.80
13012 - Exhibits Specialist II	19.57
13013 - Exhibits Specialist III	23.87
13041 - Illustrator I	17.70
13042 - Illustrator II	21.93
13043 - Illustrator III	26.76
13047 - Librarian	20.98
13050 - Library Technician	11.64
13071 - Photographer I	14.03
13072 - Photographer II	16.42
13073 - Photographer III	20.34
13074 - Photographer IV	24.82
13075 - Photographer V	30.11
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.90
15030 - Counter Attendant	6.90
15040 - Dry Cleaner	8.31
15070 - Finisher, Flatwork, Machine	6.90
15090 - Presser, Hand	6.90
15100 - Presser, Machine, Drycleaning	7.59
15130 - Presser, Machine, Shirts	6.90
15160 - Presser, Machine, Wearing Apparel, Laundry	6.90
15190 - Sewing Machine Operator	9.06
15220 - Tailor	9.93
15250 - Washer, Machine	7.42
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16.26
19040 - Tool and Die Maker	17.21
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.64
21020 - Material Coordinator	14.74
21030 - Material Expediter	14.74
21040 - Material Handling Laborer	12.25
21050 - Order Filler	10.65
21071 - Forklift Operator	13.20
21080 - Production Line Worker (Food Processing)	13.20
21100 - Shipping/Receiving Clerk	12.23
21130 - Shipping Packer	12.23
21140 - Store Worker I	9.27

21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.70	
21210 - Tools and Parts Attendant	13.20	
21400 - Warehouse Specialist	13.20	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	16.52	
23040 - Aircraft Mechanic Helper	13.72	
23050 - Aircraft Quality Control Inspector	18.76	
23060 - Aircraft Servicer	15.44	
23070 - Aircraft Worker	16.29	
23100 - Appliance Mechanic	16.59	
23120 - Bicycle Repairer	11.75	
23125 - Cable Splicer	17.99	
23130 - Carpenter, Maintenance	14.42	
23140 - Carpet Layer	15.19	
23160 - Electrician, Maintenance	17.77	
23181 - Electronics Technician, Maintenance I	16.79	
23182 - Electronics Technician, Maintenance II	17.60	
23183 - Electronics Technician, Maintenance III	18.35	
23260 - Fabric Worker	14.41	
23290 - Fire Alarm System Mechanic	16.73	
23310 - Fire Extinguisher Repairer	13.61	
23340 - Fuel Distribution System Mechanic	18.07	
23370 - General Maintenance Worker	15.40	
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.08	
23430 - Heavy Equipment Mechanic	15.09	
23440 - Heavy Equipment Operator	15.02	
23460 - Instrument Mechanic	16.73	
23470 - Laborer	8.64	
23500 - Locksmith	15.97	
23530 - Machinery Maintenance Mechanic	17.06	
23550 - Machinist, Maintenance	16.78	
23580 - Maintenance Trades Helper	12.30	
23640 - Millwright	20.90	
23700 - Office Appliance Repairer	15.97	
23740 - Painter, Aircraft	18.34	
23760 - Painter, Maintenance	14.42	
23790 - Pipefitter, Maintenance	18.02	
23800 - Plumber, Maintenance	17.60	
23820 - Pneudraulic Systems Mechanic	16.73	
23850 - Rigger	16.73	
23870 - Scale Mechanic	15.19	
23890 - Sheet-Metal Worker, Maintenance	15.96	
23910 - Small Engine Mechanic	13.66	
23930 - Telecommunication Mechanic I	18.08	
23931 - Telecommunication Mechanic II	18.98	
23950 - Telephone Lineman	18.08	
23960 - Welder, Combination, Maintenance	15.02	
23965 - Well Driller	15.24	
23970 - Woodcraft Worker	18.11	
23980 - Woodworker	12.96	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	7.39	
24580 - Child Care Center Clerk	10.60	
24600 - Chore Aid	7.77	
24630 - Homemaker	11.78	

25000 - Plant and System Operation Occupations		
25010 - Boiler Tender	17.21	
25040 - Sewage Plant Operator	15.86	
25070 - Stationary Engineer	17.21	
25190 - Ventilation Equipment Tender	13.16	
25210 - Water Treatment Plant Operator	15.32	
27000 - Protective Service Occupations		
(not set) - Police Officer	15.68	
27004 - Alarm Monitor	9.70	
27006 - Corrections Officer	15.51	
27010 - Court Security Officer	15.51	
27040 - Detention Officer	15.51	
27070 - Firefighter	15.50	
27101 - Guard I	8.64	
27102 - Guard II	9.70	
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	15.19	
28020 - Hatch Tender	15.19	
28030 - Line Handler	15.19	
28040 - Stevedore I	12.57	
28050 - Stevedore II	15.33	
29000 - Technical Occupations		
21150 - Graphic Artist	17.70	
29010 - Air Traffic Control Specialist, Center (2)	29.10	
29011 - Air Traffic Control Specialist, Station (2)	20.07	
29012 - Air Traffic Control Specialist, Terminal (2)	22.09	
29023 - Archeological Technician I	15.08	
29024 - Archeological Technician II	16.88	
29025 - Archeological Technician III	20.89	
29030 - Cartographic Technician	20.89	
29035 - Computer Based Training (CBT) Specialist/ Instructor	22.95	
29040 - Civil Engineering Technician	17.69	
29061 - Drafter I	10.49	
29062 - Drafter II	14.41	
29063 - Drafter III	18.40	
29064 - Drafter IV	20.89	
29081 - Engineering Technician I	14.91	
29082 - Engineering Technician II	16.63	
29083 - Engineering Technician III	21.00	
29084 - Engineering Technician IV	24.64	
29085 - Engineering Technician V	30.21	
29086 - Engineering Technician VI	36.54	
29090 - Environmental Technician	17.68	
29100 - Flight Simulator/Instructor (Pilot)	27.62	
29160 - Instructor	19.82	
29210 - Laboratory Technician	15.15	
29240 - Mathematical Technician	20.98	
29361 - Paralegal/Legal Assistant I	14.61	
29362 - Paralegal/Legal Assistant II	18.24	
29363 - Paralegal/Legal Assistant III	22.25	
29364 - Paralegal/Legal Assistant IV	26.68	
29390 - Photooptics Technician	22.40	
29480 - Technical Writer	23.51	
29491 - Unexploded Ordnance (UXO) Technician I	18.49	
29492 - Unexploded Ordnance (UXO) Technician II	22.37	

29493 - Unexploded Ordnance (UXO) Technician III	26.81
29494 - Unexploded (UXO) Safety Escort	18.49
29495 - Unexploded (UXO) Sweep Personnel	18.49
29620 - Weather Observer, Senior (3)	16.85
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	15.10
29622 - Weather Observer, Upper Air (3)	15.10
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	14.16
31260 - Parking and Lot Attendant	16.13
31290 - Shuttle Bus Driver	10.02
31300 - Taxi Driver	8.36
31361 - Truckdriver, Light Truck	10.02
31362 - Truckdriver, Medium Truck	16.29
31363 - Truckdriver, Heavy Truck	17.57
31364 - Truckdriver, Tractor-Trailer	17.57
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.52
99030 - Cashier	8.10
99041 - Carnival Equipment Operator	9.84
99042 - Carnival Equipment Repairer	10.41
99043 - Carnival Worker	7.77
99050 - Desk Clerk	8.47
99095 - Embalmer	17.88
99300 - Lifeguard	8.32
99310 - Mortician	17.88
99350 - Park Attendant (Aide)	10.45
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.32
99500 - Recreation Specialist	9.29
99510 - Recycling Worker	10.88
99610 - Sales Clerk	8.32
99620 - School Crossing Guard (Crosswalk Attendant)	8.64
99630 - Sport Official	7.23
99658 - Survey Party Chief (Chief of Party)	11.65
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.45
99660 - Surveying Aide	10.45
99690 - Swimming Pool Operator	12.97
99720 - Vending Machine Attendant	10.88
99730 - Vending Machine Repairer	12.97
99740 - Vending Machine Repairer Helper	10.88

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

The process for preparing a conformance request is as follows:

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

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

(End of Summary of Changes)