

SECTION J
LIST OF ATTACHMENTS

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LIST OF APPENDICES

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APPENDIX 1 – DOE DIRECTIVES APPLICABLE TO THE 222-S LAB

The DOE Directives found in the following listing are the “List of Applicable Directives” and “List B” as those terms are used in paragraph (b) of Section I Clause, Laws, Regulations, and DOE Directives. The contractor shall follow the established exemption process to obtain relief from requirements of these regulations where applicable.

It is anticipated during the performance of this contract, the conditions for applicability of certain DOE Directive may no longer exist. In any such situation where the contractor seeks relief from the requirements of such DOE Directives, the contractor may notify the Contracting Officer in writing explaining the reasons for its belief the DOE Directives no longer apply to contract performance. The Contracting Officer may determine the conditions for applicability of a DOE Directive still exist, and may direct the contractor to continue compliance with the DOE Directive. Additional, even without such direction by the Contracting Officer, if the conditions for applicability of a DOE Directive once again arise, the DOE Directive will immediately become applicable once again.

List B: Applicable DOE Directives

The following is an all-inclusive list of applicable DOE directives.

*Those directives marked “Supplement,” are DOEL-RL CRDs that are in addition to the DOE-HQ CRDs. The Section B clarification and Section C supplemental requirements apply in addition to the HQ CRDs. Any specific clarifications or requirements do not apply unless otherwise notes.

Order Number/Changes	Title
DOE O 130.1 CRD	Budget Formulation Process
DOE M 140.1-1B CRD	Interface with the Defense Nuclear Facilities Safety Board
DOE N 142.1	Unclassified Foreign Visits and Assignments
DOE O 151.1B	Comprehensive Emergency Management System Attachment 2, CRD <ul style="list-style-type: none"> • Item 2 • Item 5 • Item 6 • Item 7 • Item 9 • Item 10 • Item 11 • Item 13 • Item 14 • Item 15
DOE N 205.1	Unclassified Cyber Security Program
DOE O 221.1	Reporting Fraud, Waste, and Abuse to the Office of Inspector General

Order Number/Changes	Title
DOE O 221.2	Cooperation with the Office of Inspector General
DOE O 225.1A	Accident Investigations
CRD O 232.1A, Rev 0	Occurrence Reporting and Processing of Operations Information
CRD M 231.1-2, Rev 1	Occurrence Reporting and Processing of Operations Information
DOE O 241.1A	Scientific and Technical Information Management
DOE O 251.1A CRD	Directives System Order
DOE O 350.1 Change 1 CRD	Contractor Human Resources Management Programs
DOE N 350.6	Acceptance of Valid Workers' Compensation Claims
DOE O 413.1A	Management Control Program
DOE O 414.1A	Quality Assurance
DOE O 435.1	Radioactive Waste Management
DOE O 440.1A, CRD	Worker Protection Management for DOE Federal and Contractor Employees
SCRD DOE O 442.1A, Rev 1	Department of Energy Employee Concerns Program
DOE P 450.1	Environmental Protection Program
DOE P 450.4	Safety Management System Policy
DOE P 450.5	Line Environment, Safety and Health Oversight
DOE O 451.1A	National Environmental Protection Act Compliance Program

Order Number/Changes	Title
DOE O 460.1B	Packaging and Transportation Safety
DOE O 474.1A	Control and Accountability of Nuclear Materials
DOE 5480.19	Conduct of Operations <ul style="list-style-type: none"> • Preamble, Section 5.c. • Chapter 1, Section C.1 Sentences 1 through 6 • Chapter XVI, Section C.1. Para 1, Para 2, sentence 3 and 4 • Chapter XVI, Section C.2.b. • Chapter VI, Section C.6. Para 1
DOE 5480.20 A	Personnel Selection, Qualification, and Training Requirements for DOE Nuclear Facilities <ul style="list-style-type: none"> • Preamble, Section 8.a • Attachment 1, Contractor Requirements Document • Chapter I, Section 2 • Chapter I, Section 3 • Chapter I, Section 4.a • Chapter I, Section 4.b • Chapter I, Section 5 • Chapter I, Section 7 Introduction, Sentence 1 and 2 • Chapter I, Section 7 • Chapter I, Section 8 • Chapter I, Section 9 • Chapter I, Section 10 • Chapter I, Section 11.a • Chapter I, Section 12 • Chapter I, Section 13 • Chapter I, Section 15 • Chapter IV, Section 2 • Chapter IV, Section 4.a (where lab techs are equated to operators) • Chapter IV, Section 4.c
DOE/RL-94-02	Hanford Emergency Management Plan <ul style="list-style-type: none"> • Section 11.1 • Section 11.1.3 • Section 12.0
ORP M 420.1-1, CRD	ORP Fire Protection Program

APPENDIX 2 – PERFORMANCE-BASED INCENTIVES (PBI)

This Appendix, in combination with Section C, *Statement of Work*, constitutes the minimum performance requirements of the Contract. In addition, successful achievement of all funded work set forth in Section C and the performance-based incentives (PBIs) contained in this Appendix, constitute satisfactory Contract performance.

PERFORMANCE BASED INCENTIVES CONSTITUTE 100% OF THE CONTRACTOR'S ABILITY TO EARN FEE. THERE WILL BE APPROXIMATELY FOUR (4) INCENTIVES, WHICH WILL BE INCLUDED IN THE FINAL RFP. THE APPROPRIATE PROVISIONAL FEE PAYMENT WILL BE NEGOTIATED WITH THE SUCCESSFUL OFFEROR.

PBI-1 (222-S)

Performance Based Incentive (PBI) Title: 222-S Analytical Services Transition

Performance Fee available and assigned to this PBI: (5% of total base fee)

ORP Assistant Manager:	ORP POC:	ASPC Manager:	ASPC POC:

Desired Endpoint/Outcome

The transition during the first 90 days from the Tank Farm Contractor, as operator for analytical services, to the Analytical Services Performance Contractor (ASPC) must be conducted as thoroughly and quickly as possible so that ongoing work is not delayed or put at risk and a basis is established for improved performance.

Fee Payment Schedule

Upon completion of each fee bearing milestone set forth herein, Contractor will be paid fee in accordance with Section B, "Supplies or Services and Prices/Costs," of the Contract.

Fee Bearing Milestones

1. Prepare a Transition Plan and complete all transition actions. The comprehensive Transition Plan will include details of actions needed to accomplish a smooth transition of responsibility for the work and a schedule for completion of required activities. The Project Management Plan, Integrated Safety Management Plan and the Material Control and Accountability Plan must be approved and implemented as part of the Transition Plan. The maximum fee for this portion is (40% of PBI-1 fee). If all transition activities are completed within 90 days of contract awarded, then 100% of the fee will be paid. If all transition activities are completed later than 180 days of contract awarded then 0% of the fee will be paid. The fee will be prorated on a daily basis for completion of actions between 90 days and 180 days.
2. Meet the laboratory schedule and for analytical lab's customers needs during the transition period. Schedule dates may only be met with products of acceptable quality. The maximum fee for this portion is (50% of PBI-1 fee). If all schedule dates for deliverables are met in the first 90 days of the Contract, then 100% of the fee will be paid. If less than 80% of schedule deliverable dates are met then 0% of

the fee will be paid. The fee will be prorated between completion of 80% and 100% of customer's schedule and quality requirements.

3. Develop a FY2005 resource loaded schedule for the laboratory work load. The work load will be based on a combination of firm projections or commitments from the customers and work projections based on historical work levels.
 Fee for this portion is (10% of PBI-1 fee). Submittal of an acceptable resource loaded schedule by September 1, 2004 will earn 100% of the fee. Submittal of the schedule after October 1, 2004 will earn 0% fee. This fee will be prorated on a daily basis until October 1, 2004, after which no fee will be earned.

PBI-2 (222-S)

Performance Based Incentive (PBI) Title: Support Hanford Accelerated Cleanup

Performance Fee available and assigned to this PBI: (55% of total base fee)

Acceleration Fee available and assigned to this PBI: (in addition to base fee)

ORP Assistant Manager:	ORP POC:	ASPC Manager:	ASPC POC:

Desired Endpoint/Outcome

Support Hanford accelerated cleanup. Assist in the accelerated tank cleanup. The Tank Farm Contractor is responsible for overall completion of tank farm activities leading to retrieval and closure and will rely on the ASPC for critical support in performing sample analyses and evaluation accurately and on schedule.

Fee Payment Schedule

Upon completion of each fee bearing milestone set forth herein, Contractor will be paid fee in accordance with Section B, "Supplies or Services and Prices/Costs," of the Contract. Fee may be earned provisionally in accordance with annual milestone determination.

Fee Bearing Milestones

Fee for this PBI may be composed of Base Fee and Acceleration Fee.

Base Fee is divided into two parts:

1. Known tank farm work - (80% of PBI-2 base fee)
 Fee will be assigned to tank farm accomplishments such as waste transfers, tank retrievals, tank closures, etc. This portion of the fee determination will be for the Contract period commencing October 1, 2004. At the beginning of each fiscal year, 20% of the total fee available for this PBI for the 5 year contract period will be apportioned to incentivised tank farm goals for the year.
2. Work scope not yet developed - (20% of PBI-2 base fee)
 Fee will be attached to accomplishment of RL closure activities which have not yet been established and scheduled. Goals will be established in time to assure achievability within this contract period.

Acceleration fee is based on the following:

1. Acceleration Goals for Tank Retrieval and/or Closure – Acceleration Fee - (in addition to base fee)
 Additional tanks closed beyond those identified by the base performance incentive in Item 1 will be awarded fee at an increased level above the average rate per tank awarded in Item 1.

At the time of PBI negotiations tank farm activity schedules will be established consistent with the Tank Farm Contractor base and acceleration PBI goals.

PBI-3 (222-S)

Performance Based Incentive (PBI) Title: Improve Laboratory Services

Performance Fee available and assigned to this PBI: (30% of total base fee)

ORP Assistant Manager:	ORP POC:	ASPC Manager:	ASPC POC:

Desired Endpoint/Outcome

Reduce turnaround time and cost for sample analyses while maintaining the appropriate quality level.

Fee Payment Schedule

Upon completion of each fee bearing milestone set forth herein, Contractor will be paid fee in accordance with Section B, "Supplies or Services and Prices/Costs," of the Contract.

Fee Bearing Milestones

Reduce the sample turnaround time as recorded in the Laboratory Information Management System. The turnaround time is considered to be the time from sample delivery at the laboratory to delivery of a certified characterization report to the customer. Reduction in turnaround time will be accomplished while accommodating agreed work scope. Commensurate cost reductions will be expected to accompany demonstrated processing efficiency improvements. This portion of the fee determination will be for the Contract period commencing October 1, 2004.

Calculation of the reduced overall turnaround time will be based on groups of analyses e.g., for evaporator run, tank closure and process chemistry controls for waste transfer from one tank to another. Results will then be aggregated and an overall turnaround time reduction will be calculated based on the weighted average based on total activities performed. The fee will be paid for reduction of up to 15% for FY2005, 10% for FY2006, 10% for FY2007, 5% for FY2008, and 5% for the remainder of FY2009 in overall (all groups taken as a whole) turnaround time. Fee will be determined on an annual basis at the end of the fiscal year and prorated to provide fee for incremental improvements in the overall turnaround time. 20% of the fee will be available for each fiscal year.

PBI-4 (222-S)

Performance Based Incentive (PBI) Title: 222-S Analytical Services Future Goals

Performance Fee available and assigned to this PBI: (10% of total base fee)

ORP Assistant Manager:	ORP POC:	ASPC Manager:	ASPC POC:

Desired Endpoint/Outcome

Future goals are to be determined and will be based on additional programs not yet specified.

Fee Payment Schedule

Upon completion of each fee bearing milestone set forth herein, Contractor will be paid fee in accordance with Section B, "Supplies or Services and Prices/Costs," of the Contract.

Fee Bearing Milestones

Reserved for emergent work scope and goals. Goals will be established with sufficient time to assure that this fee is earnable.

Government Furnished Services/Items (GFS/I)

The ASPC will be provided with facilities, established programs and services as documented in the Contract Sections C and H.

The Office of River Protection (ORP) will respond to all Contractor submittal documents requiring approval (e.g. Transition Plan, Project Management Plan, Integrated Safety Management Plan, Material Control and Accountability Plan, etc.) within 15 working days of formal receipt provided the submittals are complete and ORP is provided with reasonable notice of the intent to submit.

ORP will review/approve within 20 working days all Contractor submitted Performance Assessments.

Definitions

“GFS/I” are those work elements that the DOE commits to perform to support the completion of the PBI. If DOE cannot provide GFS/I as described herein, then it shall be treated as a change in accordance with Contract Clause I.78, Federal Acquisition Regulation 52.243-2, “Changes-Cost Reimbursement, Alt I.”

Performance Based Incentive Fee

The Performance Based Incentive Fee consists of the Base Fee and the Acceleration Fee as addressed in the PBIs. The total fee amount will be established with the successful offeror based upon their fee proposal in response to the RFP. DOE is restricted by the FAR and the DEAR in the amount of fee allowed for this contract.

APPENDIX 3 – 222-S LABORATORY DOCUMENTED SAFETY ANALYSIS AND TECHNICAL SAFETY REQUIREMENTS

The following document is provided for use in support of this Request for Proposal.

APPENDIX 4 - 222-S LABORATORY EXTENT OF CONDITION REVIEW

A review of the condition of the 222-S Laboratory was performed in August 2003. The results of that review are contained within this report. It is assumed that all pre-existing conditions affecting the operation of the lab will be corrected prior to a new contractor taking over the analytical services.

APPENDIX 5 – APPLICATIONS, PERMITS, AND NOTICES OF CONSTRUCTION

The following is a list of applications, permits, and Notices of Construction (NOCs) the lab currently complies with:

Liquid Effluents:

- SWDP ST4508, Site-wide Hydrotest, Maintenance, and Construction Discharges
- SWDP ST4509, Site-wide Cooling Water and Condensate Discharges
- SWDP ST4510, Site-wide Industrial Stormwater Discharges to Engineered Land Disposal Structures
- HNF-SD-W049H-ICD-001, 200 Area Treated Effluent Disposal Facility Interface Control Document

Air Emissions:

- Hanford Site Air Operating Permit, 00-05-006
- NOC, State of Washington Department of Health, AIR 03-1202, December 8, 2003, 219-S to 204-AR Truck Transfers (to be closed)
- NOC, State of Washington Department of Health, AIR 02-1211, December 13, 2002, 222-S Lab Hot Cell Expansion
- NOC, State of Washington Department of Health, AIR 02-410, April 22, 2002, Operation of a Mobile Decontamination Trailer (to be closed)
- NOC, State of Washington Department of Ecology, Letter, July 13, 1992, Approval of the Notice of Construction for the Environmental Hot Cell Expansion

Waste Treatment, Storage, Disposal:

The 222-S Laboratory Complex is an interim status Treatment, Storage, and Disposal Facility and does not have a RCRA Permit. An application (DOE/RL-91-27) for a RCRA, Part B, Final Status Treatment, Storage, and Disposal Facility Permit has been submitted to the State of Washington Department of Ecology. Chapter 1 of the permit application contains the Part A, Form 3, Revision 9, Dangerous Waste Permit Application, which must be complied with.

Waste Analysis Plan

A draft Waste Analysis Plan for the Low-Level Burial Grounds is currently being discussed with the Washington State Department of Ecology

APPENDIX 6 – WASHINGTON DEPARTMENT OF LABOR WAGE DETERMINATION

94-2569 WA,YAKIMA

WAGE DETERMINATION NO: 94-2569 REV (19) AREA: WA,YAKIMA

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

<p>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p> <p>William W. Gross Division of Director Wage Determinations</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: 1994-2569 Revision No. : 19 Date of Revision: 06/04/2003</p>
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States: Oregon, Washington

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE	TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	9.86
01012	Accounting Clerk II	11.08
01013	Accounting Clerk III	12.63
01014	Accounting Clerk IV	15.25
01030	Court Reporter	13.59
01050	Dispatcher, Motor Vehicle	13.50
01060	Document Preparation Clerk	11.05
01070	Messenger (Courier)	8.72
01090	Duplicating Machine Operator	11.05
01110	Film/Tape Librarian	11.04
01115	General Clerk I	8.38
01116	General Clerk II	9.34
01117	General Clerk III	10.94
01118	General Clerk IV	12.26
01120	Housing Referral Assistant	17.77
01131	Key Entry Operator I	10.27
01132	Key Entry Operator II	11.21
01191	Order Clerk I	10.08
01192	Order Clerk II	12.09
01261	Personnel Assistant (Employment) I	11.00
01262	Personnel Assistant (Employment) II	12.35
01263	Personnel Assistant (Employment) III	13.81

01264	Personnel Assistant (Employment) IV	15.67
01270	Production Control Clerk	16.21
01290	Rental Clerk	11.04
01300	Scheduler, Maintenance	13.32
01311	Secretary I	13.32
01312	Secretary II	14.89
01313	Secretary III	17.77
01314	Secretary IV	19.92
01315	Secretary V	22.04
01320	Service Order Dispatcher	13.73
01341	Stenographer I	11.30
01342	Stenographer II	12.54
01400	Supply Technician	19.92
01420	Survey Worker (Interviewer)	11.84
01460	Switchboard Operator Receptionist	10.38
01510	Test Examiner	14.89
01520	Test Proctor	14.89
01531	Travel Clerk I	11.53
01532	Travel Clerk II	12.38
01533	Travel Clerk III	13.22
01611	Word Processor I	10.31
01612	Word Processor II	11.58
01613	Word Processor III	12.95
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	10.05
03041	Computer Operator I	12.23
03042	Computer Operator II	15.10
03043	Computer Operator III	19.09
03044	Computer Operator IV	22.07
03045	Computer Operator V	23.67
03071	Computer Programmer I (1)	17.73
03072	Computer Programmer II (1)	20.94
03073	Computer Programmer III (1)	24.84
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	21.82
03102	Computer Systems Analyst II (1)	25.61
03103	Computer Systems Analyst III (1)	27.50
03160	Peripheral Equipment Operator	12.29
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	18.71
05010	Automotive Glass Installer	16.84
05040	Automotive Worker	16.84
05070	Electrician, Automotive	17.78
05100	Mobile Equipment Servicer	14.95
05130	Motor Equipment Metal Mechanic	18.71
05160	Motor Equipment Metal Worker	16.84
05190	Motor Vehicle Mechanic	18.71
05220	Motor Vehicle Mechanic Helper	14.00
05250	Motor Vehicle Upholstery Worker	15.88
05280	Motor Vehicle Wrecker	16.84
05310	Painter, Automotive	17.78
05340	Radiator Repair Specialist	16.84
05370	Tire Repairer	14.44

05400	Transmission Repair Specialist	18.71
07000	Food Preparation and Service Occupations	
(not set)	Food Service Worker	9.89
07010	Baker	15.66
07041	Cook I	13.97
07042	Cook II	15.66
07070	Dishwasher	9.89
07130	Meat Cutter	15.66
07250	Waiter/Waitress	11.04
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	17.78
09040	Furniture Handler	11.71
09070	Furniture Refinisher	17.78
09100	Furniture Refinisher Helper	14.00
09110	Furniture Repairer, Minor	15.88
09130	Upholsterer	17.78
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	9.89
11060	Elevator Operator	10.88
11090	Gardener	15.35
11121	House Keeping Aid I	8.76
11122	House Keeping Aid II	9.89
11150	Janitor	10.88
11210	Laborer, Grounds Maintenance	12.13
11240	Maid or Houseman	8.77
11270	Pest Controller	16.25
11300	Refuse Collector	10.88
11330	Tractor Operator	14.51
11360	Window Cleaner	12.14
12000	Health Occupations	
12020	Dental Assistant	12.57
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.31
12071	Licensed Practical Nurse I	11.63
12072	Licensed Practical Nurse II	13.04
12073	Licensed Practical Nurse III	14.59
12100	Medical Assistant	11.24
12130	Medical Laboratory Technician	12.36
12160	Medical Record Clerk	12.36
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	8.03
12222	Nursing Assistant II	9.03
12223	Nursing Assistant III	9.84
12224	Nursing Assistant IV	11.04
12250	Pharmacy Technician	12.50
12280	Phlebotomist	13.01
12311	Registered Nurse I	17.42
12312	Registered Nurse II	21.33
12313	Registered Nurse II, Specialist	21.33
12314	Registered Nurse III	25.81
12315	Registered Nurse III, Anesthetist	25.81
12316	Registered Nurse IV	30.91
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	16.29

13011	Exhibits Specialist I	14.11
13012	Exhibits Specialist II	16.84
13013	Exhibits Specialist III	18.66
13041	Illustrator I	14.11
13042	Illustrator II	16.84
13043	Illustrator III	18.66
13047	Librarian	22.01
13050	Library Technician	12.35
13071	Photographer I	13.59
13072	Photographer II	17.46
13073	Photographer III	19.10
13074	Photographer IV	21.19
13075	Photographer V	23.52
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	8.46
15030	Counter Attendant	8.46
15040	Dry Cleaner	10.02
15070	Finisher, Flatwork, Machine	8.46
15090	Presser, Hand	8.46
15100	Presser, Machine, Drycleaning	8.46
15130	Presser, Machine, Shirts	8.46
15160	Presser, Machine, Wearing Apparel, Laundry	8.46
15190	Sewing Machine Operator	11.40
15220	Tailor	12.13
15250	Washer, Machine	9.20
19000	Machine Tool Operation and Repair Occupations	
19010	Machine Tool Operator (Toolroom)	17.78
19040	Tool and Die Maker	21.55
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	14.96
21020	Material Coordinator	15.14
21030	Material Expediter	15.14
21040	Material Handling Laborer	9.23
21050	Order Filler	11.28
21071	Forklift Operator	11.50
21080	Production Line Worker (Food Processing)	12.34
21100	Shipping/Receiving Clerk	10.95
21130	Shipping Packer	11.23
21140	Store Worker I	9.17
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.46
21210	Tools and Parts Attendant	12.32
21400	Warehouse Specialist	12.76
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	18.66
23040	Aircraft Mechanic Helper	14.00
23050	Aircraft Quality Control Inspector	19.68
23060	Aircraft Servicer	15.88
23070	Aircraft Worker	16.84
23100	Appliance Mechanic	17.78
23120	Bicycle Repairer	14.44
23125	Cable Splicer	18.71
23130	Carpenter, Maintenance	17.78
23140	Carpet Layer	16.84

23160	Electrician, Maintenance	20.88
23181	Electronics Technician, Maintenance I	16.75
23182	Electronics Technician, Maintenance II	20.50
23183	Electronics Technician, Maintenance III	21.58
23260	Fabric Worker	15.88
23290	Fire Alarm System Mechanic	18.71
23310	Fire Extinguisher Repairer	14.95
23340	Fuel Distribution System Mechanic	18.71
23370	General Maintenance Worker	16.84
23400	Heating, Refrigeration and Air Conditioning Mechanic	18.71
23430	Heavy Equipment Mechanic	21.15
23440	Heavy Equipment Operator	18.30
23460	Instrument Mechanic	18.71
23470	Laborer	9.89
23500	Locksmith	17.78
23530	Machinery Maintenance Mechanic	18.71
23550	Machinist, Maintenance	18.71
23580	Maintenance Trades Helper	14.00
23640	Millwright	18.71
23700	Office Appliance Repairer	17.78
23740	Painter, Aircraft	17.78
23760	Painter, Maintenance	17.78
23790	Pipefitter, Maintenance	22.28
23800	Plumber, Maintenance	21.17
23820	Pneudraulic Systems Mechanic	18.71
23850	Rigger	18.71
23870	Scale Mechanic	16.84
23890	Sheet Metal Worker, Maintenance	18.71
23910	Small Engine Mechanic	16.84
23930	Telecommunication Mechanic I	19.18
23931	Telecommunication Mechanic II	20.17
23950	Telephone Lineman	18.71
23960	Welder, Combination, Maintenance	18.71
23965	Well Driller	18.71
23970	Woodcraft Worker	18.71
23980	Woodworker	14.95
24000	Personal Needs Occupations	
24570	Child Care Attendant	9.13
24580	Child Care Center Clerk	12.40
24600	Chore Aid	9.94
24630	Homemaker	13.13
25000	Plant and System Operation Occupations	
25010	Boiler Tender	20.65
25040	Sewage Plant Operator	20.52
25070	Stationary Engineer	20.65
25190	Ventilation Equipment Tender	18.71
25210	Water Treatment Plant Operator	19.26
27000	Protective Service Occupations	
(not set)	Police Officer	23.61
27004	Alarm Monitor	13.37
27006	Corrections Officer	18.00
27010	Court Security Officer	20.03
27040	Detention Officer	18.00

27070	Firefighter	18.79
27101	Guard I	9.90
27102	Guard II	12.43
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	16.06
28020	Hatch Tender	16.06
28030	Line Handler	16.06
28040	Stevedore I	14.93
28050	Stevedore II	17.19
29000	Technical Occupations	
21150	Graphic Artist	19.54
29010	Air Traffic Control Specialist, Center (2)	29.36
29011	Air Traffic Control Specialist, Station (2)	20.24
29012	Air Traffic Control Specialist, Terminal (2)	22.29
29023	Archeological Technician I	14.36
29024	Archeological Technician II	16.05
29025	Archeological Technician III	19.89
29030	Cartographic Technician	21.05
29035	Computer Based Training (CBT) Specialist/ Instructor	22.47
29040	Civil Engineering Technician	20.48
29061	Drafter I	11.56
29062	Drafter II	12.99
29063	Drafter III	16.69
29064	Drafter IV	19.89
29081	Engineering Technician I	13.26
29082	Engineering Technician II	14.88
29083	Engineering Technician III	17.97
29084	Engineering Technician IV	21.05
29085	Engineering Technician V	26.52
29086	Engineering Technician VI	35.66
29090	Environmental Technician	18.14
29100	Flight Simulator/Instructor (Pilot)	25.61
29160	Instructor	19.17
29210	Laboratory Technician	17.26
29240	Mathematical Technician	20.14
29361	Paralegal/Legal Assistant I	14.57
29362	Paralegal/Legal Assistant II	17.99
29363	Paralegal/Legal Assistant III	20.04
29364	Paralegal/Legal Assistant IV	24.43
29390	Photooptics Technician	20.14
29480	Technical Writer	17.05
29491	Unexploded Ordnance (UXO) Technician I	18.66
29492	Unexploded Ordnance (UXO) Technician II	22.57
29493	Unexploded Ordnance (UXO) Technician III	27.05
29494	Unexploded (UXO) Safety Escort	18.66
29495	Unexploded (UXO) Sweep Personnel	18.66
29620	Weather Observer, Senior (3)	18.61
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.74
29622	Weather Observer, Upper Air (3)	16.74
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	13.40
31260	Parking and Lot Attendant	8.86
31290	Shuttle Bus Driver	12.63

31300	Taxi Driver	11.88
31361	Truckdriver, Light Truck	11.80
31362	Truckdriver, Medium Truck	12.52
31363	Truckdriver, Heavy Truck	15.35
31364	Truckdriver, Tractor Trailer	15.35
99000	Miscellaneous Occupations	
99020	Animal Caretaker	12.19
99030	Cashier	9.04
99041	Carnival Equipment Operator	13.74
99042	Carnival Equipment Repairer	14.68
99043	Carnival Worker	10.29
99050	Desk Clerk	9.13
99095	Embalmer	18.66
99300	Lifeguard	9.80
99310	Mortician	18.66
99350	Park Attendant (Aide)	12.31
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.53
99500	Recreation Specialist	12.64
99510	Recycling Worker	14.39
99610	Sales Clerk	10.37
99620	School Crossing Guard (Crosswalk Attendant)	10.88
99630	Sport Official	9.80
99658	Survey Party Chief (Chief of Party)	18.05
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.52
99660	Surveying Aide	11.34
99690	Swimming Pool Operator	16.20
99720	Vending Machine Attendant	13.52
99730	Vending Machine Repairer	16.20
99740	Vending Machine Repairer Helper	13.52

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 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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