

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>		1. CONTRACT ID CODE	PAGE OF PAGES 1   5
2. AMENDMENT/MODIFICATION NO. 0084	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY Richlands Operations Office U.S. Department of Energy Richland Operations Office P.O. Box 550, MSIN H5-20 Richland WA 99352	CODE 893039	7. ADMINISTERED BY (If other than Item 6) Richland Operations Office U.S. Department of Energy Richland Operations Office P.O. Box 550, MSIN H5-20 Richland WA 99352	CODE 00601
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) HPM CORPORATION Attn: Shanna Reynolds 4304 W. 24TH AVE. SUITE 100 KENNEWICK WA 99338		(x)	9A. AMENDMENT OF SOLICITATION NO.
CODE 012911892			9B. DATED (SEE ITEM 11)
FACILITY CODE		x	10A. MODIFICATION OF CONTRACT/ORDER NO. DE-EM0002043
			10B. DATED (SEE ITEM 13) 06/08/2012

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended.  is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning \_\_\_\_\_ 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 ACKNOWLEDGEMENT 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 ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.**

CHECK ONE	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:
X	D. OTHER (Specify type of modification and authority) Unilateral, Clauses I.27 FAR 52.217-8, I.42 FAR 52.222-41, I.115 FAR 52.222-43, and FAR 43.103(b)

**E. IMPORTANT:** Contractor  is not.  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.)

DUNS Number: 012911892

Occupational Medical Services for the United States Department of Energy Hanford Site. This Contract is subject to Contract Clauses I.70 FAR 52.232-18, "Availability of Funds" and I.132 FAR 52.232-22, "Limitation of Funds."

Five months of the six-month option to extend services were exercised by modifications 076 and 082. This modification exercises the sixth month of the option to extend services. The period of performance is extended through March 31, 2019. This modification revises Contract Sections B.15, B.16, B.17, F.1, and J, Attachment J-5. Total obligations remain unchanged at \$105,725,536.75, while the total Contract amount is increased by \$1,465,323.19 from \$106,742,080.31 to \$108,207,403.50.

Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 9 A 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) Marcy J. Aplet-Zelen	
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA Signature on File (Signature of Contracting Officer)	16C. DATE SIGNED 01/25/2019

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
DE-EM0002043/0084

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NAME OF OFFEROR OR CONTRACTOR  
HPM CORPORATION

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>The revised Contract Sections are included with this modification.</p> <p>Details of the Contract changes are included on the SF30 Continuation Page of this modification.</p> <p>All other terms and conditions remain unchanged.</p> <p>LIST OF CHANGES: Reason for Modification : Exercise an Option Period Of Performance End Date changed from 28-FEB-19 to 31-MAR-19 Total Amount for this Modification: \$1,465,323.19 New Total Amount for this Award: \$108,207,403.50</p> <p>CHANGES FOR LINE ITEM NUMBER: 14 Description changed from OCCMED Hanford - Option Period 4 (Year Six, Year Seven (five-month extension)) FPAF to OCCMED Hanford - Option Period 4 (Year Six, Year Seven (six-month extension)) FPAF Total Amount changed from \$18,497,244.23 to \$19,585,317.42 End Date changed from 28-FEB-19 to 31-MAR-19</p> <p>CHANGES FOR LINE ITEM NUMBER: 15 Description changed from OCCMED Hanford - Option Period 4 (Year Six, Year Seven (five-month extension)) Cost Reimbursement to OCCMED Hanford - Option Period 4 (Year Six, Year Seven (six-month extension)) Cost Reimbursement Total Amount changed from \$6,413,250.00 to \$6,790,500.00 End Date changed from 28-FEB-19 to 31-MAR-19</p> <p>CHANGES FOR LINE ITEM NUMBER: 16 Description changed from OCCMED Hanford - Option Period 4 (Year Six, Year Seven (five-month extension)) IDIQ to OCCMED Hanford - Option Period 4 (Year Six, Year Seven (six-month extension)) IDIQ End Date changed from 28-FEB-19 to 31-MAR-19 Delivery Location Code: 00601 Richland Operations Office U.S. Department of Energy Richland Operations Office P.O. Box 550, MSIN A7-80 Richland WA 99352 US</p> <p>Continued ...</p>				

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
DE-EM0002043/0084

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NAME OF OFFEROR OR CONTRACTOR  
HPM CORPORATION

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Payment: OR for Richland U.S. Department of Energy Oak Ridge Financial Service Center P.O. Box 6017 Oak Ridge TN 37831 Fund: 00000 Appr Year: 0000 Allottee: 00 Report Entity: 000000 Object Class: 00000 Program: 0000000 Project: 0000000 WFO: 0000000 Local Use: 0000000 FOB: Destination Period of Performance: 10/01/2012 to 03/31/2019  Change Item 00014 to read as follows (amount shown is the total amount):				
00014	OCCMED Hanford - Option Period 4 (Year Six, Year Seven (six-month extension)) FPAF Line item value is: \$19,585,317.42 Incrementally Funded Amount: \$18,497,244.23  Change Item 00015 to read as follows (amount shown is the total amount):				19,585,317.42
00015	OCCMED Hanford - Option Period 4 (Year Six, Year Seven (six-month extension)) Cost Reimbursement Line item value is: \$6,790,500.00 Incrementally Funded Amount: \$6,413,250.00  Change Item 00016 to read as follows (amount shown is the total amount):				6,790,500.00
00016	OCCMED Hanford - Option Period 4 (Year Six, Year Seven (six-month extension)) IDIQ				345,184.19

**SF30 BLOCK 14 CONTINUATION:**

Modification 084 exercises an option to extend services and revises the following Sections of the Contract:

1. This modification revises Section B.15, "Option Four for Additional Services – CLIN 014 – Firm-Fixed-Price with Award Fee," as follows:
  - Changes Performance Period Year Seven "five-month extension" to "six-month extension."
  - Increases "Year Seven (six-month extension)" Total Firm-Fixed-Price amount in B.15(a) by \$1,058,906.52 from \$5,294,532.60 to \$6,353,439.12, resulting in a new "Total" of \$19,060,317.42.
  - Increases "Year Seven (six-month extension)" Available Award Fee amount in B.15(b) by \$29,166.67 from \$145,833.33 to \$175,000.00, resulting in a new "Total" of \$525,000.00.
2. This modification revises Section B.16, "Option Four for Additional Services – CLIN 015 – Cost Reimbursement (with no fee)," as follows:
  - Changes Performance Period Year Seven "five-month extension" to "six-month extension."
  - Increases "Year Seven (six-month extension)" Total Estimated Cost (with no fee) amount in B.16 by \$377,250.00 from \$1,886,250.00 to \$2,263,500.00, resulting in a new "Total" of \$6,790,500.00.
3. This modification revises Section B.17, "Option Four for Additional Services – CLIN 016 – IDIQ," as follows:
  - Changes Hourly Rate Year Seven "five-month extension" to "six-month extension."
  - Changes Performance Period Year Seven "five-month extension" to "six-month extension."
4. This modification changes the description and total amount of the following Contract Line Item Numbers (CLINs) in the Strategic Integrated Procurement Enterprise System (STRIPES):
  - Changes CLIN 014, "OCCMED Hanford – Option Period 4 (Year Six, Year Seven five-month extension)) FPAF," description for Year Seven from "five-month extension" to "six-month extension."
  - Increases CLIN 014, "OCCMED Hanford – Option Period 4 (Year Six, Year Seven (six-month extension)) FPAF" total amount by \$1,088,073.19 from \$18,497,244.23 to \$19,585,317.42.
  - Changes CLIN 015, "OCCMED Hanford – Option Period 4 (Year Six, Year Seven (five-month extension)) Cost Reimbursement," description for Year Seven from "five-month extension" to "six-month extension."
  - Increases CLIN 015, "OCCMED Hanford – Option Period 4 (Year Six, Year Seven (six-month extension)) Cost Reimbursement," total amount by \$377,250.00 from \$6,413,250.00 to \$6,790,500.00.
  - Changes CLIN 016 "OCCMED Hanford – Option Period 4 (Year Six, Year Seven (five-month extension)) IDIQ," description for Year Seven from "five-month extension" to "six-month extension."
5. This modification revises the period of performance as follows:
  - Changes Section F.1, "Period of Performance," period of performance end date from February 28, 2019 to March 31, 2019.
  - Changes CLIN 014 period of performance end date in STRIPES from February 28, 2019 to March 31, 2019.
  - Changes CLIN 015 period of performance end date in STRIPES from February 28, 2019 to March 31, 2019.
  - Changes CLIN 016 period of performance end date in STRIPES from February 28, 2019 to March 31, 2019.

6. This modification revises Section J, Attachment J-5, "Service Contract Act Wage Determination," as follows:

- Updates Contract to include the most current wage determination (Wage Determination Number: 2015-5527, Revision 7, Date of Revision: 12/26/2018).

All other terms and conditions remain unchanged. End of Modification No. 084

**PART I – THE SCHEDULE**

**SECTION B**

**SUPPLIES OR SERVICES AND PRICES/COSTS**

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## SECTION B

### SUPPLIES OR SERVICES AND PRICES/COSTS

#### **B.1 TYPE OF CONTRACT – ITEMS BEING ACQUIRED**

This is a hybrid contract that includes Firm-Fixed-Price (with award fee provisions), Cost Reimbursement (with no fee), and Indefinite Delivery/Indefinite Quantity (IDIQ) scope for the purpose of providing Occupational Medical Services for the DOE Hanford Site, Richland, WA.

Under the Firm-Fixed-Price (with award fee provisions) portion of the contract, the contractor shall furnish all personnel, materials, supplies, services (except as expressly set forth in this contract as furnished by the Government) and otherwise do all things necessary for, or incident to, the performance of work described in Section C.2.1, Firm-Fixed Price Scope of the Performance Work Statement (PWS), including providing a “readiness to serve” level of staffing, and other sections of the contract not specifically identified as Cost Reimbursement or IDIQ scope.

The award fee provision is provided to ensure superior performance in delivery of occupational medical services as described in the annual Performance Evaluation and Measurement Plan (Section H). The nature of the services (health care services) prompts the Government to desire the highest quality service delivered in the most conscientious and professional manner in order to protect and promote the health and welfare of the Hanford Site workers.

Under the Cost Reimbursement (with no fee) portion of the contract, the contractor shall furnish all facilities, equipment, personnel, and services (except as expressly set forth in this contract as furnished by the Government) necessary for the performance of work as described in Section C.2.2, Cost Reimbursable Scope of the PWS.

Under the IDIQ portion of the contract, the contractor shall furnish additional personnel, as required by Government-issued Task Orders, necessary for the performance of work as described in Section C.2.3, Indefinite Delivery/Indefinite Quantity Scope. IDIQ services shall be ordered in accordance with Section I clauses “Ordering”, “Order Limitations”, “Indefinite Quantity”, and Section H clause entitled “Task Ordering Procedure”. The minimum ordering guarantee for the IDIQ portion of the contract is \$5,000.

**B.2 BASIC TERM OF PERFORMANCE – CLIN 001 – Transition**

<b>PERFORMANCE PERIOD</b>	<b>UNIT PRICE PER MONTH</b>	<b>TOTAL FIRM-FIXED-PRICE</b>
Transition*	\$32,728.11	\$98,184.33
<b>Total Firm-Fixed-Price</b>		<b>\$98,184.33</b>

\*Award fee does not apply to the transition period.

**B.3 BASIC TERM OF PERFORMANCE - CLIN 002 – FIRM-FIXED-PRICE WITH AWARD FEE**

(a) The Basic Term of Performance for the work described in Section C.2.1 is two (2) years from date of award as follows:

<b>PERFORMANCE PERIOD</b>	<b>UNIT PRICE PER MONTH</b>	<b>TOTAL FIRM-FIXED-PRICE</b>
Year One	\$917,014	\$11,018,752.01
Year Two	\$939,753	\$11,277,036.00
<b>Total Firm-Fixed-Price</b>		<b>\$22,295,788.01</b>

(b) The Total Available Award Fee for the Basic Term of Performance provided in paragraph B.3 (a) is as follows:

<b>PERFORMANCE PERIOD</b>	<b>AVAILABLE AWARD FEE</b>	<b>EARNED AWARD FEE</b>
Year One	\$300,000.00	\$284,250.00
Year Two	\$310,000.00	\$280,705.00
<b>Total Available Award Fee for Basic Term</b>	<b>\$610,000.00</b>	<b>\$564,955.00</b>

**B.4 BASIC TERM OF PERFORMANCE - CLIN 003 – COST REIMBURSEMENT (WITH NO FEE)**

The total estimated cost (with no fee) for the work described in Section C.2.2 is two (2) years from date of award as follows:

<b>PERFORMANCE PERIOD</b>	<b>TOTAL ESTIMATED COST (WITH NO FEE)</b>
Year One	\$4,568,620.58
Year Two	\$4,908,981.62
<b>Total Estimated Cost (with no fee)</b>	<b>\$9,477,602.20</b>

**B.5 BASIC TERM OF PERFORMANCE – CLIN 004 – IDIQ**

The Government may issue Task Orders for the delivery of work described in Section C.2.3, at the following fully burdened labor rates:

<b>POSITION*</b>	<b>DPLH NTE (Per Year)</b>	<b>HOURLY RATE</b>	
		<b>Year One</b>	<b>Year Two</b>
<b>Physician</b>	<b>1000</b>	<b>\$156.33</b>	<b>\$163.43</b>
<b>Physician Assistant</b>	<b>1000</b>	<b>\$90.29</b>	<b>\$94.39</b>
<b>Psychologist</b>	<b>1000</b>	<b>\$81.74</b>	<b>\$85.45</b>
<b>Nurse/Nurse Practitioner</b>	<b>1000</b>	<b>\$64.27 RN \$89.16 NP</b>	<b>\$67.19 RN \$93.22 NP</b>
<b>Case Manager</b>	<b>1000</b>	<b>\$64.27</b>	<b>\$67.19</b>
<b>Epidemiologist</b>	<b>1000</b>	<b>\$59.64</b>	<b>\$62.35</b>
<b>Medical Assistant Certified</b>	<b>1000</b>	<b>\$42.74</b>	<b>\$44.69</b>
<b>Certified Industrial Hygienist</b>	<b>1000</b>	<b>\$87.70</b>	<b>\$91.69</b>
<b>Registered X-Ray Technician</b>	<b>1000</b>	<b>\$46.78</b>	<b>\$48.91</b>

\*Position Descriptions for the above-listed positions are defined in Clause H.13, Qualification of Medical Personnel – Non-Key.

<b>PERFORMANCE PERIOD</b>	<b>TOTAL ESTIMATED AMOUNT*</b>
Year One	\$0.00
Year Two	\$0.00
<b>Total Estimated Cost</b>	<b>\$0.00</b>

\*No task orders awarded to IDIQ CLIN 004.

**B.6 OPTION ONE FOR ADDITIONAL SERVICES - CLIN 005 - FIRM-FIXED-PRICE WITH AWARD FEE**

(a) The government may require the delivery of work described in Section C.2.1 as follows:

<b>PERFORMANCE PERIOD</b>	<b>UNIT PRICE PER MONTH</b>	<b>TOTAL FIRM-FIXED-PRICE</b>
Year Three	\$965,325 (Oct-July) \$974,112.75 (Aug-Sep)	<b>\$11,601,475.50</b>

(b) The Total Available Award Fee for Option One, paragraph B.6 (a) is as follows:

<b>PERFORMANCE PERIOD</b>	<b>AVAILABLE AWARD FEE</b>	<b>EARNED AWARD FEE</b>
Year Three	<b>\$320,000.00</b>	<b>\$287,680.00</b>

**B.7 OPTION ONE FOR ADDITIONAL SERVICES – CLIN 006 - COST REIMBURSEMENT (WITH NO FEE)**

The total estimated cost (with no fee) for the work described in Section C.2.2 is as follows:

<b>PERFORMANCE PERIOD</b>	<b>TOTAL ESTIMATED COST (WITH NO FEE)</b>
Year Three	<b>\$3,866,286.12</b>

**B.8 OPTION ONE FOR ADDITIONAL SERVICES – CLIN 007 - IDIQ**

The Government may issue Task Orders for the delivery of work described in Section C.2.3, at the following fully burdened labor rates:

<b>POSITION*</b>	<b>DPLH NTE (Per Year)</b>	<b>HOURLY RATE Year Three</b>
<b>Physician</b>	<b>1000</b>	<b>\$169.54</b>
<b>Physician Assistant</b>	<b>1000</b>	<b>\$97.92</b>
<b>Psychologist</b>	<b>1000</b>	<b>\$88.65</b>
<b>Nurse/Nurse Practitioner</b>	<b>1000</b>	<b>\$69.70 RN \$96.70 NP</b>
<b>Case Manager</b>	<b>1000</b>	<b>\$69.70</b>
<b>Epidemiologist</b>	<b>1000</b>	<b>\$64.68</b>
<b>Medical Assistant Certified</b>	<b>1000</b>	<b>\$46.36</b>
<b>Certified Industrial Hygienist</b>	<b>1000</b>	<b>\$95.11</b>
<b>Registered X-Ray Technician</b>	<b>1000</b>	<b>\$50.73</b>

\*Position Descriptions for the above-listed positions are defined in Clause H.13, Qualification of Medical Personnel – Non-Key.

<b>PERFORMANCE PERIOD</b>	<b>TOTAL ESTIMATED AMOUNT**</b>
Year Three	<b>\$0.00</b>

\*\*No task orders awarded to IDIQ CLIN 007.

**B.9 OPTION TWO FOR ADDITIONAL SERVICES - CLIN 008 - FIRM-FIXED-PRICE WITH AWARD FEE**

(a) The government may require the delivery of work described in Section C.2.1 as follows:

<b>PERFORMANCE PERIOD</b>	<b>UNIT PRICE PER MONTH</b>	<b>TOTAL FIRM-FIXED-PRICE</b>
Year Four	\$998,963.15 (Oct-Jan) \$999,642.47 (Feb-Sep)	<b>\$11,992,992.40</b>

(b) The Total Available Award Fee for Option Two, paragraph B.9 (a) is as follows:

<b>PERFORMANCE PERIOD</b>	<b>AVAILABLE AWARD FEE</b>	<b>EARNED AWARD FEE</b>
Year Four	<b>\$330,000.00</b>	<b>\$302,610.00</b>

**B.10 OPTION TWO FOR ADDITIONAL SERVICES – CLIN 009 - COST REIMBURSEMENT (WITH NO FEE)**

The total estimated cost (with no fee) for the work described in Section C.2.2 is as follows:

<b>PERFORMANCE PERIOD</b>	<b>TOTAL ESTIMATED COST (WITH NO FEE)</b>
Year Four	<b>\$3,711,828.75</b>

**B.11 OPTION TWO FOR ADDITIONAL SERVICES – CLIN 0010 - IDIQ**

The Government may issue Task Orders for the delivery of work described in Section C.2.3, at the following fully burdened labor rates:

<b>POSITION*</b>	<b>DPLH NTE (Per Year)</b>	<b>HOURLY RATE Year Four</b>
<b>Physician</b>	<b>1000</b>	<b>\$176.83</b>
<b>Physician Assistant</b>	<b>1000</b>	<b>\$102.13</b>
<b>Psychologist</b>	<b>1000</b>	<b>\$92.46</b>
<b>Nurse/Nurse Practitioner</b>	<b>1000</b>	<b>\$72.70 RN \$100.86 NP</b>
<b>Case Manager</b>	<b>1000</b>	<b>\$72.70</b>
<b>Epidemiologist</b>	<b>1000</b>	<b>\$67.46</b>
<b>Medical Assistant Certified</b>	<b>1000</b>	<b>\$48.35</b>
<b>Certified Industrial Hygienist</b>	<b>1000</b>	<b>\$99.20</b>
<b>Registered X-Ray Technician</b>	<b>1000</b>	<b>\$52.91</b>

\*Position Descriptions for the above-listed positions are defined in Clause H.13, Qualification of Medical Personnel – Non-Key.

<b>PERFORMANCE PERIOD</b>	<b>TOTAL ESTIMATED AMOUNT*</b>
Year Four	<b>\$30,141.09</b>

\*One task order awarded to IDIQ CLIN 010 (DE-DT0010974).

**B.12 OPTION THREE FOR ADDITIONAL SERVICES - CLIN 011 - FIRM-FIXED-PRICE WITH AWARD FEE**

(a) The government may require the delivery of work described in Section C.2.1 as follows:

<b>PERFORMANCE PERIOD</b>	<b>UNIT PRICE PER MONTH</b>	<b>TOTAL FIRM-FIXED-PRICE</b>
Year Five	\$1,020,982.06	<b>\$12,251,784.73</b>

(b) The Total Available Award Fee for Option Four, paragraph B.12 (a) is as follows:

<b>PERFORMANCE PERIOD</b>	<b>AVAILABLE AWARD FEE</b>	<b>EARNED AWARD FEE</b>
Year Five	<b>\$340,000.00</b>	<b>\$311,950.00</b>

**B.13 OPTION THREE FOR ADDITIONAL SERVICES – CLIN 012 - COST REIMBURSEMENT (WITH NO FEE)**

The total estimated cost (with no fee) for the work described in Section C.2.2 is as follows:

<b>PERFORMANCE PERIOD</b>	<b>TOTAL ESTIMATED COST (WITH NO FEE)</b>
Year Five	<b>\$4,051,905.48</b>

**B.14 OPTION THREE FOR ADDITIONAL SERVICES – CLIN 013 - IDIQ**

The Government may issue Task Orders for the delivery of work described in Section C.2.3, at the following fully burdened labor rates:

<b>POSITION*</b>	<b>DPLH NTE (Per Year)</b>	<b>HOURLY RATE Year Five</b>
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<b>Physician</b>	<b>1000</b>	<b>\$181.16</b>
<b>Physician Assistant</b>	<b>1000</b>	<b>\$104.63</b>
<b>Psychologist</b>	<b>1000</b>	<b>\$94.72</b>
<b>Nurse/Nurse Practitioner</b>	<b>1000</b>	<b>\$74.48 RN</b> <b>\$103.33 NP</b>
<b>Case Manager</b>	<b>1000</b>	<b>\$74.48</b>
<b>Epidemiologist</b>	<b>1000</b>	<b>\$69.11</b>
<b>Medical Assistant Certified</b>	<b>1000</b>	<b>\$49.53</b>
<b>Certified Industrial Hygienist</b>	<b>1000</b>	<b>\$101.63</b>
<b>Registered X-Ray Technician</b>	<b>1000</b>	<b>\$54.21</b>

\*Position Descriptions for the above-listed positions are defined in Clause H.13, Qualification of Medical Personnel – Non-Key.

<b>PERFORMANCE PERIOD</b>	<b>TOTAL ESTIMATED AMOUNT**</b>
Year Five	<b>\$641,218.28</b>

\*\*Two task orders awarded to IDIQ CLIN 013 (DE-DT0012621 and DE-DT0012690).

**B.15 OPTION FOUR FOR ADDITIONAL SERVICES - CLIN 014 - FIRM-FIXED-PRICE WITH AWARD FEE**

(a) The government may require the delivery of work described in Section C.2.1 as follows:

<b>PERFORMANCE PERIOD</b>	<b>UNIT PRICE PER MONTH</b>	<b>TOTAL FIRM-FIXED-PRICE</b>
Year Six	\$1,058,906.52	<b>\$12,706,878.30</b>
Year Seven ( <del>five</del> six-month extension***)	\$1,058,906.52	<del>\$5,294,532.60</del> <b><u>6,353,439.12</u></b>
<b>Total</b>		<del>\$18,001,410.90</del> <b><u>19,060,317.42</u></b>

\*\*\* In accordance with Contract Clause FAR 52.217-8

(b) The Total Available Award Fee for Option Four, paragraph B.15 (a) is as follows:

PERFORMANCE PERIOD	AVAILABLE AWARD FEE
Year Six	\$350,000.00
Year Seven ( <del>five</del> six-month extension*)	<del>\$145,833.33</del> <u>\$175,000.00</u> **
<b>Total</b>	<del>\$495,833.33</del> <u>\$525,000.00</u>

\* In accordance with Contract Clause FAR 52.217-8

\*\* The amount of fee awarded will be pro-rated dependent on the length of the evaluation period.

**B.16 OPTION FOUR FOR ADDITIONAL SERVICES – CLIN 015 - COST REIMBURSEMENT (WITH NO FEE)**

The total estimated cost (with no fee) for the work described in Section C.2.2 is as follows:

PERFORMANCE PERIOD	TOTAL ESTIMATED COST (WITH NO FEE)
Year Six	\$4,527,000.00
Year Seven ( <del>five</del> six-month extension***)	<del>\$1,886,250.00</del> <u>\$2,263,500.00</u>
<b>Total</b>	<del>\$6,413,250.00</del> <u>\$6,790,500.00</u>

\*\*\* In accordance with Contract Clause FAR 52.217-8

**B.17 OPTION FOUR FOR ADDITIONAL SERVICES – CLIN 016 - IDIQ**

The Government may issue Task Orders for the delivery of work described in Section C.2.3, at the following fully burdened labor rates:

POSITION*	DPLH NTE (Per Year)	HOURLY RATE Year Six Year Seven ( <del>five</del> six-month extension**)
Physician	1000	\$186.59
Physician Assistant	1000	\$107.77
Psychologist	1000	\$97.56
Nurse/Nurse Practitioner	1000	\$76.71 RN \$106.43 NP

<b>Case Manager</b>	<b>1000</b>	<b>\$76.71</b>
<b>Epidemiologist</b>	<b>1000</b>	<b>\$71.18</b>
<b>Medical Assistant Certified</b>	<b>1000</b>	<b>\$51.02</b>
<b>Certified Industrial Hygienist</b>	<b>1000</b>	<b>\$104.68</b>
<b>Registered X-Ray Technician</b>	<b>1000</b>	<b>\$55.84</b>

\*Position Descriptions for the above-listed positions are defined in Clause H.13, Qualification of Medical Personnel – Non-Key.

\*\* In accordance with Contract Clause FAR 52.217-8

<b>PERFORMANCE PERIOD</b>	<b>TOTAL ESTIMATED AMOUNT****</b>
Year Six	<b>\$295,184.19</b>
Year Seven ( <del>five</del> six-month extension***)	<b>\$50,000.00</b>
<b>Total</b>	<b>\$345,184.19</b>

\*\*\*In accordance with Contract Clause FAR 52.217-8

\*\*\*\*One task order extended through IDIQ CLIN 016 (DE-DT0012690).

**B.18 AWARD FEE FOR CLINS 002, 005, 008, 011, AND 014**

- (a) For the basic term of the contract and options, there is no base fee amount. The determination of award fee shall be consistent with the Performance Evaluation and Measurement Plan (PEMP) (Section J, Attachment J-10). To earn award fee under the PEMP, the Contractor is required to provide superior occupational medical services beyond the minimum Contract requirements. The PEMP will be unilaterally established by the Government. Initial and subsequent PEMPs shall be provided to the Contractor not later than 30 calendar days prior to the start of the evaluation period(s).
- (b) The PEMP will set forth the evaluation period and the criteria upon which the Contractor will be evaluated for performance. Award Fee will not be used to incentivize the Contractor to meet contract expectations and requirements but will be used to incentivize exceptional performance.
- (c) The PEMP may be revised unilaterally by the Government at any time during the period of performance. Notification of such changes shall be provided to the Contractor 30 calendar days prior to the start of the period to which the change will apply.

- (d) Immediately upon final determination of the award fee for the annual evaluation period by the Fee Determining Official (FDO), the Contractor may invoice any fee amount due. Any unearned award fee from each evaluation period shall not be eligible to be earned in any future period(s).

#### **B.19 OBLIGATION OF FUNDS**

- (a) Pursuant to Section B.20 clause entitled “Limitation of Government’s Obligation”, the total amount of incremental funding allotted is **\$98,184.33** for CLIN 001.
- (b) Pursuant to Section B.20 clause entitled “Limitation of Government’s Obligation”, the total amount of incremental funding allotted is **\$78,106,479.87** for CLINs 002, 005, 008, 011 and 014.
- (c) Pursuant to Section I clause entitled FAR 52.232-22 “Limitation of Funds”, the total amount of incremental funding allotted is **\$27,520,872.55** for CLINs 003, 006, 009, 012 and 015.
- (d) The total amount of incremental funding allotted for the potential IDIQ scope (CLINs 004, 007, 010, 013 and 016) is not known until the IDIQ Task Orders are issued. Each IDIQ Task Order will be either fully funded or incrementally funded within the Task Order itself.

#### **B.20 LIMITATION OF GOVERNMENT’S OBLIGATION**

- (a) Funds are not presently available for performance under this contract beyond **02/28/2019**. The Government's obligation for performance of this contract beyond that date is contingent upon the availability of appropriated funds from which payment for contract purposes can be made. No legal liability on the part of the Government for any payment may arise for performance under this contract beyond **02/28/2019** until funds are made available to the Contracting Officer for performance and until the Contractor receives notice of availability, to be confirmed in writing by the Contracting Officer.
- (b) For Firm Fixed Price CLINs 002, 005, 008, 011 and 014, the Contractor agrees to perform up to the point at which the total amount payable by the Government, including reimbursement in the event of termination of those item(s) for the Government’s convenience, approximates the total amount currently allotted to the contract. The Contractor is not authorized to continue work on those item(s) beyond that point. The Government will not be obligated in any event to reimburse the Contractor in excess of the amount allotted to the contract for those item(s) regardless of anything to the contrary in the clause entitled “Termination for Convenience of the Government.” As used in this clause, the total amount payable by the Government in the event of termination of applicable contract line item(s) for convenience includes costs, profit, and estimated termination settlement costs for those item(s).

- (c) The Contractor will notify the Contracting Officer in writing at least ninety days prior to the date when, in the Contractor's best judgment, the work will reach the point at which the total amount payable by the Government, including any cost for termination for convenience, will approximate 85% of the total amount then allotted to the contract for performance of the applicable item(s). The notification will state (1) the estimated date when that point will be reached and (2) an estimate of additional funding, if any, needed to continue performance of applicable line items up to the next scheduled date for allotment of funds. The notification will also advise the Contracting Officer of the estimated amount of additional funds that will be required for the timely performance of the item(s) funded pursuant to this clause. Further, once notified, the Contracting Officer will advise the contractor in writing whether or not it can continue work after the estimated date. Until the Contractor receives notification that it may continue work, there shall be no legal liability on the part of the government to pay for contract performance after the date of notification. If after such notification additional funds are not allotted by the date identified in the Contractor's notification, or by an agreed substitute date, the Contracting Officer will terminate any item(s) for which additional funds have not been allotted, pursuant to the clause of this contract entitled "Termination for Convenience of the Government".
- (d) When additional funds are allotted for continued performance of the contract line item(s) identified in paragraph (b) of this clause, the parties will agree as to the period of contract performance which will be covered by the funds. The provisions of paragraph (b) through (d) of this clause will apply in like manner to the additional allotted funds.
- (e) If, solely by reason of failure of the Government to allot additional funds in amounts sufficient for timely performance of the contract line item(s) identified in paragraph (a) of this clause, the Contractor incurs additional costs or is delayed in the performance of the work under this contract, and if additional funds are allotted, an equitable adjustment will be made in the price or prices (including appropriate target, billing, and ceiling prices where applicable) of the item(s), or in the time of delivery, or both. Failure to agree to any such equitable adjustment hereunder will be a dispute concerning a question of fact within the meaning of the clause entitled "Disputes."
- (f) The Government may at any time prior to termination allot additional funds for the performance of contract line item(s) 002, 005, 008, 011 and 014.
- (g) The termination provisions of this clause do not limit the rights of the Government under the clause entitled "Default." This clause no longer applies once the contract is fully funded except with regard to the rights or obligations of the parties concerning equitable adjustments negotiated under paragraphs (d) and (e) of this clause.
- (h) Nothing in this clause affects the right of the Government to terminate this contract pursuant to the clause of this contract entitled "Termination for Convenience of the Government."

- (i) Nothing in this clause shall be construed as authorization of voluntary services whose acceptance is otherwise prohibited under 31 U.S.C. 1342.

**PART I- THE SCHEDULE**

**SECTION F**

**DELIVERIES OR PERFORMANCE**

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**SECTION F**

**DELIVERIES OR PERFORMANCE**

**F.1 PERIOD OF PERFORMANCE**

The period of performance (exclusive of the Transition Period) for the work specified in Section C, PWS, of this Contract shall commence on **October 1, 2012** and continue through **February 28**~~March 31, 2019~~ (base period and option years one, two, three, and four), unless terminated sooner as provided for in other provisions of this contract. The Transition Period is anticipated to be 90 days from the issuance of the Notice to Proceed. The Contractor shall assume full responsibility of the contract upon receipt of a written Notice-to-Proceed issued by the Contracting Officer.

- (a) The basic period of performance is two (2) years from date of award.
- (b) In the event the Government elects to exercise its option(s) pursuant to the terms of this contract, the period of performance for each option shall be as set forth below:

<b><u>Option No.</u></b>	<b><u>Period of Performance</u></b>
One	October 1, 2014 - September 30, 2015
Two	October 1, 2015 - September 30, 2016
Three	October 1, 2016 - September 30, 2017
Four	October 1, 2017 - <del>February 28</del> <u>March 31</u> , 2019

**F.2 PRINCIPAL PLACE OF PERFORMANCE**

The principal places of performance of this contract shall be the DOE Hanford Site and the Richland, Washington area.

Medical examinations shall be provided in the Richland, Washington area at a single main clinic. The Richland, Washington area is defined as follows: the area bounded on the north by the Hanford Site, on the east by the Columbia River, on the west by the Yakima River, and on the south by Interstate I-182.

In addition to the main clinic in Richland at 1979 Snyder Street, a satellite clinic shall be maintained at the 200 West Area on the Hanford Site central plateau. The government requires the incoming contractor to assume the existing lease at the main clinic in Richland. The 200 West area clinic will reside in facilities provided by the Government.

**F.3 HOURS OF SERVICE**

The Contractor shall operate the clinics as follows:

Monday to Friday: 7am to 5pm both clinics open and staffed  
Onsite (200 West Area) clinic staffed until midnight with one receptionist and one registered nurse as minimum staffing.

Saturday: Offsite clinic closed / Onsite Clinic 7am to 4pm with one receptionist and one registered nurse as minimum staffing.

Sunday: Offsite and onsite clinics are closed all day Sunday

The clinic will be closed on site holidays. A holiday schedule of site holidays will be published at the beginning of each year.

#### **F.4 FAR 52.242-15 STOP-WORK ORDER (AUG 1989)**

- (a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either—
  - (1) Cancel the stop-work order; or
  - (2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.
- (b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-
  - (1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this Contract; and
  - (2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this Contract.
- (c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

- (d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

**F.5 FAR 52.242-15 STOP-WORK - ALTERNATE I (APR 1984)**

- (a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either—
  - (1) Cancel the stop-work order; or
  - (2) Terminate the work covered by the order as provided in the Termination clause of this contract.
- (b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule, the estimated cost, the fee, or a combination thereof, and in any other terms of the contract that may be affected, and the contract shall be modified, in writing, accordingly, if-
  - (1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this Contract; and
  - (2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this Contract.
- (c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.
- (d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

**F.6 REPORTING REQUIREMENTS**

The following reports are required from the Contractor. This list is subject to change at the sole discretion of the Contracting Officer or designee. Any deliverable that is required by any provision/clause of the contract that is not listed below does not relieve the Contractor of the requirement to provide that deliverable.

**GLOSSARY**

<b>Acronym/Abbreviation</b>	<b>Definition</b>
AMSE	Assistant Manager for Safety and Environment
BAWR	Beryllium Associated Worker Registry
BeMSP	Beryllium Medical Support Plan
CIO	Chief Information Officer
CIR	Contractor Industrial Relations Team
CO	Contracting Officer
COR	Contracting Officer's Representative
ECP	Employee Concerns Program
EMCBC	Environmental Management Consolidated Business Center
ESQ	Environmental, Safety and Quality Division
MSA	Mission Support Alliance
ORISE	Oak Ridge Institute for Science and Education
ORP	Office of River Protection
PEMP	Performance Evaluation and Measurement Plan
Penser	Penser North America, Inc.
PRB	Post Retirement Benefits
RL	Richland Operations Office
RMFO	Records Management Field Officer
SEI	Security, Emergency Services and Information Management Division
SHD	Safety and Health Division
SOMD	Site Occupational Medical Director's
SSD	Site Stewardship Division

Incident Reporting Requirements							
	Title	Content	Clause / Driver	Frequency	Recipient	DOE Action	Due Date
1.	Exposure, Injury, or environmental release incident report	Report the DOE Health & Safety Office, exposure to any substance, possible exposure to any substance, and all accidents resulting in death, trauma, occupational disease, bodily injury, or environmental release. Additional specific reporting requirements may apply per DOE O231.1A Chg.1 Environment, Safety, and Health Reporting and DOE M231.1-2 Occurrence Reporting and Processing of Operations	DOE M 231.1B, DOE O 580.1A	Daily	CO, COR, AMSE, ORP-SHD  (via email)	Information	Immediate
2.	Property loss or damage incident report	A full report of all instances of loss, damage, destruction, and theft of Government property per DOE reporting guidelines. Suspected incidents of vandalism or purposeful destruction of property shall be reported to the Hanford Patrol (and Richland Police, as applicable) for investigation.	DOE O 580.1A	Per Occurrence	CO, COR SSD, Hanford Patrol	Information	Immediate upon discovery

Routine Reporting Requirements							
	Title	Content	Clause / Driver	Frequency	Recipient	DOE Action	Due Date
3.	Transition Plan	Per Section C.2.1.23	C.2.1.23 Contract Transition	N/A	CO, COR	Review and Approval	5 days after award of contract
4.	Annual Execution Plan	Description of the proposed annual work scope to be accomplished, linked to regulatory or other "drivers" for the work scope, full-time equivalent (FTE) requirements and associated direct and indirect costs, broken-out by work breakdown structure (WBS) element	C.2.1.22 Project Controls and Management	Annually	CO, COR	Review and Approval	August 31
5.	Annual Self-Assessment Report	Self-assessment survey of occupational medical program, facilities, and professional staff annual performance relative to the Performance Evaluation and Measurement Plan for preceding Fiscal Year. Includes self-evaluation and supporting data on contractor performance relative to PEMP elements. Data must be adequate to support DOE verification. DOE reserves the right to perform independent assessment(s).	H.18 and J-10 PEMP	Annually	CO, COR	Information	November 29

Routine Reporting Requirements							
	Title	Content	Clause / Driver	Frequency	Recipient	DOE Action	Due Date
6.	Site Occupational Medical Director's (SOMD) Annual Report	<p>A comprehensive, detailed report that identifies trends and analyzes effects, presents conclusions of medical surveillance analyses, and makes recommendations for improvements in protecting worker safety and health</p> <p>i. Ensure that the report provides/presents:</p> <ol style="list-style-type: none"> <li>1. Information on the relationship of site activities to the health and safety of site personnel,</li> <li>2. Any trends and an analysis of their effects,</li> <li>3. Conclusions of the medical surveillance analyses and recommendations to the DOE for improvements in protecting worker safety and health,</li> <li>4. The results of any special studies directed by the DOE CO, or designee,</li> <li>5. A description of the analyses, the bases for conclusions, a discussion of the urgency of the recommendations, and</li> <li>6. An explanation of the benefits to the health and safety of the site workers and the DOE.</li> </ol> <p>ii. Ensure that the report meets the standards for analyses and report preparation comparable to that required for acceptance by a peer-reviewed medical journal.</p> <p>iii. Present the results verbally to the Government at a time specified by the DOE CO after the report has been submitted.</p>	C.2.1.2 Medical Surveillance Data	Annually	CO, COR	Information	January 31
7.	Epidemiological Quarterly Report	<p>A summary report on the health status of the Hanford workforce, collectively and sorted by grouping, location, employer, and by job function, including results of any epidemiological studies. The data analyses shall be aimed at early identification of patterns of findings, sentinel events, or changes in worker health that may be indicative of trends or weaknesses in worker protection features and programs.</p>	C.2.1.2 Medical Surveillance Data	Quarterly	CO, COR, ESQ	Information	45 days after the end of each quarter

8.	Contractor Quality Assurance Plan	<p>A Quality Assurance Plan in accordance with the applicable standards/requirements from the Accreditation Body: Accreditation Association for Ambulatory Health Care (AAAHC).</p> <p>(i) In accordance with the plan, conduct self-assessments to ensure continuous quality improvement and report the results to DOE.</p> <p>(ii) Report the Quality Assurance outcomes and improvement actions taken, to the DOE Program Manager as part of the SOMD’s Report.</p> <p>(iii) Ensure that the report includes trending, analyses, detailed improvement plan(s) where indicated by predetermined thresholds, and assessments of how well the Contractor is meeting performance improvement goals.</p> <p>(iv) Ensure that, in addition to the Contractor's own performance indicators, the following DOE indicators are addressed:</p> <p>1. Unusual Events: At a minimum the following must be included in the Quality Assurance Plan and reports: any sentinel events such as deaths and serious injury, needle sticks, blood borne pathogen and body fluid exposures, medication errors, falls within the clinics or adjacent walking and parking areas, all customer complaints, injuries attributable to or associated with care or services, and any event that puts the Government or the Contractor at medical/legal risk. In addition to scheduled reporting, all unusual events shall be brought to the attention of the DOE Program Manager with notification that that the event occurred no later than the next business day, and all follow-up documentation within a mutually agreeable timeframe, generally not to exceed two weeks.</p> <p>2. Customer Satisfaction Surveys: Customer satisfaction surveys must be available to all clients in all major areas that deliver direct services. At a minimum, satisfaction surveys must include: efficiency in scheduling appointments, prompt attention upon arrival, courtesy of staff, explanation of procedures, privacy/confidentiality of the environment, explanation of results, answers to questions, clarity of follow-up actions that the client is to take, helpfulness of education and information provided, and overall satisfaction of services.</p>	H.14 Accreditation Requirements; AAAHC Standards Requirement; C.2.1.13 Transition Requirement; DOE O 414.1D	Annual	CO, COR, ESQ	Review and Approval	Initial w/ transition plan, 5 and 10 days after award of contract;  Then Annually by Oct 15
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Occupational Medical Services at Hanford

9.	Tier II Emergency and Hazardous Chemical Inventory	Contractor chemical inventory is included in the site document compiled by the Hanford Mission Support Contractor (MSA), as required by the Emergency Planning and Community Right-To-know Act 312.	Emergency Planning and Community Right-To-know Act 312	Annually	CO, COR, ESQ, MSA	Information	January 21
10.	Dangerous Waste and Biennial Waste Minimization Report	Report includes shipping information, waste description and category, and recycling credit for RCRA Wastes (compiled by the Hanford Mission Support Contractor [MSA])	Resource Conservation and Recovery Act (RCRA)	Annually	CO, COR, MSA	Information	February 1
11.	Toxic Chemical Release Inventory Report	Report lists release of EPCRA 313 chemical quantities	Emergency Planning and Community Right-To-know Act 312	Annually	CO, COR, ESQ, MSA	Information	Feb 15
12.	Occupational Medical Services Utilization Report	Report that details the numbers and types of clinical and Employee Assistance Program (EAP) services provided, such as walk-ins, exams and immunizations, by job category and contractor employer.	G.2 Submission of Vouchers and Invoices	Monthly	CO, COR BUD	Information	N/A
13.	Employee Concerns Report.  Implementation Plan	1) Information on status of employee concerns program -- cumulative, for the fiscal year.  2) Describes ECP per DOE O 442.1A and DOE G 442.1-1 (Section H.26)	H.26; DOE O 442.1A, DOE G 442.1-1.	1) Quarterly  2) 90 days from award of contract	CO, COR, ECP, MA	1) Information  2) Review	1) January 15 <sup>th</sup> , April 15 <sup>th</sup> , July 15 <sup>th</sup> , October 15 <sup>th</sup>  2) 90 days from award of contract
14.	Collective Bargaining Agreement	Copy of the Agreement	H.5 Labor Relations	End of negotiations	CO, COR CIR	Information	When Signed

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15.	Worker's Compensation Website	Per H Clause Workers Compensation Website	H.20 Worker's Compensation	Once	CO, COR, CIR	Information	Within 45 days of close of transition
16.	Reportable Costs Report	Incurred outside cost related to workers' compensation claim.  At the end of every month DOE's Third Party Administrator sends the Occ Med Provider by encrypted email a list of both new and closed workers' compensation claims for that month. The OMP reviews their records and advises the DOE's Third Party Administrator via encrypted email if they have incurred any outside cost that need to be reported to L&I under the workers' compensation claim.	C.2.1.3(b); C.2.1.4 Monitored Care; C.2.1.12 Case Management	Monthly	Penser	Information	5 days after receipt of list
17.	Pension Management Plan (PMP)	Per H Clause	H.7. Legacy Benefit Plans: Pension and PRB	Annual	CO, COR, CIR  (via iBenefits)	Review	As requested
18.	Investment Policy	Per H Clause	H.7. Legacy Benefit Plans: Pension and PRB	Initial: Within 90 days of end of transition  Thereafter: as changed	CO, COR, CIR	Information	Initial: Within 90 days of end of transition  Thereafter: as changed
19.	Administrative Cost Incurred	Per H Clause	H.7. Legacy Benefit Plans: Pension and PRB	Annual	CO, COR, CIR	Information	60 days after plan year end
20.	Benefit-Value Study	Per H Clause	H.7. Legacy Benefit Plans: Pension and PRB	Within 18 months of contract award, no later than (March 31, 2014)	CO, COR, CIR	Review and Approval	Within 18 months of contract award, no later than (March 31, 2014)

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21.	Form 5500	Per H Clause Copies of IRS 5500 forms with schedules, within nine (9) months of the last day of the current pension plan year; and	H.7. Legacy Benefit Plans: Pension and PRB	Annual	CO, COR, CIR	Information	According to Internal Revenue Service Schedule
22.	Form 5300	Per H Clause Copies of all forms in the 5300 series that document the establishment, amendment, termination, spin-off, or merger of a plan	H.7. Legacy Benefit Plans: Pension and PRB	Annual	CO, COR, CIR	Information	According to Internal Revenue Service Schedule
23.	FAS 87 and FAS 106 (also known as ASC-715-30 and ASC-715-60)	Per H Clause Copies of the FAS 87 and FAS 106 reports (also known as ASC-715-30 and ASC-715-60) and updates for the plans	H.7. Legacy Benefit Plans: Pension and PRB	Annual	CO, COR, CIR  (via iBenefits)	Information	As requested
24.	Annual Actuarial Report	Per H Clause Actuarial Valuation reports and Funding reports for the pension plan	H.7. Legacy Benefit Plans: Pension and PRB	Annual	CO, COR, CIR	Information	As requested
25.	Public Voucher (SF-1034)  1) Fixed Price and Cost Invoices  2) Fee invoices	1) Fixed Price and Cost Invoice.	1) G.2 Submission of Vouchers and Invoices Instructions  2) G.2 Submission of Vouchers and Invoices Instructions; B.18(d)	1) Monthly  2) Annually upon final determination of the award fee for the annual evaluation period by the FDO	CO, COR	1) Review and Approval  2) Review and Approval	1) 15 <sup>th</sup> of Month for previous month  2) The contractor may invoice immediately upon final determination of the award fee for the annual evaluation period by the FDO

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26.	Billing Rate Variance Report	Variance between estimated and actual rates for services.	C.2.1.22 Project Controls and Management	Monthly	CO, COR, BUD	Information	15 <sup>th</sup> of Month for previous month
27.	Program Performance Report (PPR)	Contractor's monthly Self-evaluation of Performance Report: backup and analyses for all work completed in performance of this contract.	E.6 Contractor's Self-Evaluation of Performance	Monthly	CO, COR	Review (approval as part of the Fee Evaluation)	15 <sup>th</sup> of Month for previous month
28.	Controlled Substances Inventory	Indicates control and protection of Government property	C.2.1.3 Diagnosis and Treatment of Injury or Illness	Semi-annually	CO, COR, SSD	Information	October 15, April 15
29.	Report of Records Holdings (REMOVED)						
30.	Records Management Plan	The Records Management Plan is a high-level program document that shall describe, at a minimum: how the Contractor will manage all life-cycle phases of Government-owned records, records management training to all contractor personnel; the safeguarding, protection and maintenance of records use of NARA approved Records Disposition Schedules;; and the Contractor's procedures for implementation of the records management program as a whole, including relationships with other programs that cannot respond properly without sound records search and retrieval capabilities (e.g., processing claims received by the Department of Labor pursuant to the EEOICPA, FOIA, etc.).	C.2.1.9 Information and Records Management; 36 CFR Chapter 12	Within 60 days of contract award	CO, COR, DOE – EMCBC RMFO	Review and Approve	Within 60 days of contract award
31.	Records Inventory and Disposition Schedule (RIDS) - Records File Plan	A RIDS (file plan) is a comprehensive outline that includes the records series title and description, active file locations, file arrangement, file cutoff, retention period, file transfer instructions, disposition instructions, and other specific instructions that provide guidance for effective management of records, including vital records.	C.2.1.9 Information and Records Management; 36 CFR, Chapter 12	Within 6 months of contract award	CO, COR	Review and Approve	Within 6 months of contract award
32.	Records File Plan Update	Biennial submittal of any revisions to the Records File Plan	36 CFR Chapter 12	Biennial	CO, COR, SEI,	Review and Approve	12 Months after contract award July 1
33.	Records Disposition Plan	The Records Disposition Plan shall document the contractor's disposition process which shall include processing records to storage (e.g., on-site, commercial and/or the Federal Records Center) and the	C.2.1.9 Information and Records Management;	Within 6 months of contract award	Program Office; CO	Review and Approve	Within 6 months of contract award

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		destruction process. This plan shall be developed and submitted for DOE approval prior to any records disposition activities.	36 CFR, Chapter 12				
34.	Vital Records Program / Plan	Describes how the contractor will identify records needed for performing essential functions and a plan to protect vital records and the recovery of any records affected by an emergency or disaster. Plan to include list of vital records.	C.2.1.9 Information and Records Management; DOE O 243.1B Chg.1	Within 6 months of contract award	Program Office; CO	Review and Approve	Within 6 months of contract award
35.	Vital Records Update	Annual submittal of any revisions to the vital records listing.	C.2.1.9 Information and Records Management	Annually	CO, COR, SEI	Review and Approve	12 Months after contract award July 1
36.	Privacy Act List of Systems of Records	The Contractor shall prepare and submit for DOE approval, in accordance with Federal Acquisition Regulation clause 52.224-2, Privacy Act (APR 1984) and DOE O 206.1 DOE Privacy Program: (1) a list of the systems of records that fall under the Privacy Act and (2) note the design, development, or operation work that will be performed, and (3) the responsibility of each system. Systems currently covered by the Privacy Act can be found in the Federal Register.	C.2.1.9 Information and Records Management; DEAR 970.5204-3; FAR 52.224-2; DOE O 206.1	Within 90 days of contract award	CO, COR, OCE	Review and Approval	Within 90 days of contract award
37.	Records Inventory and Disposal Schedules	Identifies active records and approved schedule for disposition of records	C.2.1.9 Information and Records Management	Annually	CO, COR, SEI	Information	As requested
38.	Customer Satisfaction Report	A report that summarizes the results of customer satisfaction surveys from end-users and site contractor management.	J-10 PEMP	Quarterly	CO, COR	Information	5 days after receipt of survey results from vendor
39.	Accreditation Requirements Reports	H Clause "Accreditation Requirements": 1) Communications to and from the AAAHC; 2) Action Plan; 3) monthly progress report, and 4) quality indicators submitted to the AAAHC	H.14 Accreditation Requirements	As required	CO, COR	Information	1) 5 business days, 2) 10 business days. 3) monthly, 4) as required

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40.	Organizational Chart; Standards and procedures	Per H Clause	H.36 DEAR 970.5203-3 Contractor's Organization	As required	CO, COR	Information	Upon award and subsequent updates
41.	System Categorization; Computer Security Threat and Vulnerabilities Statement and Computer Security Risk Assessment and Mitigation document; System Security Plan	Per H Clause "Information Technology"	H.40 Information Technology	N/A	Program Office, DOE-RL CIO, COR, CO	Review and Approval	March 31, 2013
42.	Recommended improvements to enhance Hanford occupational and preventive health programs	Recommended improvements to enhance Hanford occupational and preventive health programs, based on contractor review of Federal, State, and DOE documents, and trade publications. Reports shall determine applicability and impact of any new or proposed regulations or best practices on operations, and alert the CO, of regulation and program changes affecting this contract, and recommend an implementation plan for identified changes.	C.2.1.7 Health Program Improvement	As identified	CO, COR	Information	As identified
43.	Facility/Site Visit Form	Worksite Visit Reports following the monthly coordinated visits to the worksite by Occupational Health providers, including the SOMD, all physicians and all mid-level practitioners. This requirement does not apply to casual visits, coordinated presentations, or brief consultative visits.	C.2.1.11 Field / Facility Worksite Visits (WSV)	As WSV completed	Worksite visit POC of the host organization	Information	By end of month for previous month
44.	Consultative Reports	The Occ Med contractor will be requested to provide industrial hygiene support and expert consultation. When written reports are requested, the quantity and depth of these reports shall be adequate for the purpose.	C.2.1.20 Industrial Hygiene Support	As requested	Requesting Organization	Information	As requested

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45.	Beryllium Registry Submittal	Data for each beryllium-associated worker is to be submitted to the Beryllium Registry semi-annually. The Occupational Medicine Contractor has been identified as the lead coordinator by the Hanford Site-Wide Chronic Beryllium Disease Prevention Program (DOE-0342). The Oak Ridge Institute for Science and Education (ORISE) maintains the Beryllium Associated Worker Registry (BAWR) for the U.S. Department of Energy (DOE) Office of Health, Safety and Security (HSS).	C.2.1.5 Legacy Health Issues; 10 CFR 850.39(h);	Semi-annual	ORISE BAWR	Information	July 30 <sup>th</sup> for the time period January 1 <sup>st</sup> through June 30 <sup>th</sup> ; and by January 30 <sup>th</sup> for the time period July 1 <sup>st</sup> through December 31 <sup>st</sup>
46.	Illness and Injury Monthly Report (REMOVED)						
47.	Illness and Injury Roster Quarterly Update (REMOVED)						

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48.	Worker Safety & Health Program (WSHP)	Safety and Health Program (WSHP)	C.2.1.14 Participation in Site Safety & Health Efforts; 10 CFR 851	Once	Program Office, CO, COR	Approve	45 days after contract signing
49.	Worker Safety and Health Program annual update	Safety and Health Program (WSHP) annual update	C.2.2.12 Worker Safety & Health Program Updates; 10CFR851	Annually	CO, COR, AMSE	Review	Annually on anniversary of initial plan approval
50.	Initial nomination of Physical Protection Medical Director (PPMD)	The Contractor must nominate in writing a nominee for the PPMD position, providing appropriate documentation for review.	10 CFR 1046.4(1)	As required	CO, COR, SEI	Approve	Within 60 days of designation of assignment
51.	Initial nomination of Designated Physician (DP)	The PPMD must nominate in writing one or more nominees for Designated Physician positions, providing appropriate documentation for review.	10 CFR 1046.4(b) & (c)	As required	CO, COR, SEI	Approve	Within 60 days of designation of assignment
52.	Retention or replacement of PPMD	The PPMD's supervisor of record must send a letter reporting on the current credentials of the PPMD recommending retention or replacement. Immediate notification must be made if a PPMD is relieved of duties or replaced.	10 CFR 1046.4(f)	Annually	CO, COR, SEI	Approve	June 30
53.	Annual Activity Report	The PPMD must review the current credentials of each DP and make a recommendation to the employer to either retain or replace each incumbent. Notification from the employer of any changes is required.	10 CFR 1046.4(e)	Annually	CO, COR, SEI	Approve	June 30
54.	Medical Activity Summary	The PPMD must submit a letter summarizing the medical activity conducted during the previous year. The letter submitted must comply with applicable DOE requirements specifying report content.	10 CFR 1046.4(g)	Annually	CO, COR, SEI	Approve	June 30

55.	SOMD Annual Summary Report	The SOMD must submit a written report summarizing HRP medical activity during the previous year. The SOMD must comply with any DOE directives specifying the form or contents of the annual report.	10 CFR 712.34(c)	Annually	CO, COR, SEI	Review and Approval	March 1
56.	Nomination for Designated Physician and Designated Psychologist	The SOMD must nominate a physician to serve as the Designated Physician and a clinical psychologist to service as the Designated Psychologist. Each nominee must describe the nominee's relevant training, experience, and license, and include a curriculum vitae and a copy of the nominee's current state or district license.	10 CFR 712.34(a)	As applicable	CO, COR, SEI	Review and Approval	As Applicable
57.	Re-nomination Report	The SOMD must submit a re-nomination report with a statement evaluating the performance of the Designated Physician and Designated Psychologist during the previous designation period. Each re-nomination must include a copy of the valid, unrestricted state or district license of the Designated Physician and Designated Psychologist.	10 CFR 712.34(b)	Biennially	CO, COR, SEI	Review and approval	At least 60 days before the second anniversary of the initial designation or the last re-designation, whichever applies
58.	Beryllium Medical Support Plan (BeMSP)	The Contractor shall provide a BeMSP and any revisions to the BeMSP that implements the Medical Surveillance program and SOMD requirements defined in 10 CFR 850.	10 CFR 850, C.2.1.5(ii) Legacy Health Issues	As required	CO, COR, AMSE, AMRP	Approval	As required
59.	Investment Performance Self-Assessment	Per H Clause	H.7. Legacy Benefit Plans: Pension and PRB	Annual	CO, COR, CIR	Review and Approval	60 days after plan year end

Section J  
Attachment J-5

Service Contract Act Wage Determination

WD 15-5527 (Rev.-7) was first posted on www.wdol.gov on 01/01/2019

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

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

Daniel W. Simms  
Director

Division of  
Wage Determinations

Wage Determination No.: 2015-5527  
Revision No.: 7  
Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Washington

Area: Washington Counties of Benton, Franklin

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.04
01012 - Accounting Clerk II		18.00
01013 - Accounting Clerk III		20.14
01020 - Administrative Assistant		27.16
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		14.08
01042 - Customer Service Representative II		15.84
01043 - Customer Service Representative III		17.28
01051 - Data Entry Operator I		16.19
01052 - Data Entry Operator II		17.67
01060 - Dispatcher, Motor Vehicle		18.77
01070 - Document Preparation Clerk		13.36
01090 - Duplicating Machine Operator		13.36
01111 - General Clerk I		13.47
01112 - General Clerk II		14.69
01113 - General Clerk III		16.49
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		14.29
01191 - Order Clerk I		15.31
01192 - Order Clerk II		16.70
01261 - Personnel Assistant (Employment) I		17.21
01262 - Personnel Assistant (Employment) II		19.25
01263 - Personnel Assistant (Employment) III		21.47
01270 - Production Control Clerk		28.26
01290 - Rental Clerk		15.00
01300 - Scheduler, Maintenance		16.45
01311 - Secretary I		16.45
01312 - Secretary II		18.40
01313 - Secretary III		20.52
01320 - Service Order Dispatcher		18.84

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01410 - Supply Technician	27.16
01420 - Survey Worker	18.07
01460 - Switchboard Operator/Receptionist	14.22
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.54
05010 - Automotive Electrician	19.58
05040 - Automotive Glass Installer	18.28
05070 - Automotive Worker	18.28
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	20.88
05160 - Motor Equipment Metal Worker	18.28
05190 - Motor Vehicle Mechanic	20.88
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.99
05280 - Motor Vehicle Wrecker	18.28
05310 - Painter, Automotive	19.58
05340 - Radiator Repair Specialist	18.28
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	20.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	14.82
07042 - Cook II	17.29
07070 - Dishwasher	11.64
07130 - Food Service Worker	12.05
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.85
09040 - Furniture Handler	17.63
09080 - Furniture Refinisher	24.85
09090 - Furniture Refinisher Helper	21.53
09110 - Furniture Repairer, Minor	24.41
09130 - Upholsterer	24.85
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.07
11060 - Elevator Operator	15.92
11090 - Gardener	18.20
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer, Grounds Maintenance	13.58
11240 - Maid or Houseman	11.72
11260 - Pruner	12.06
11270 - Tractor Operator	16.68
11330 - Trail Maintenance Worker	13.58
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	22.40
12011 - Breath Alcohol Technician	22.56
12012 - Certified Occupational Therapist Assistant	30.94
12015 - Certified Physical Therapist Assistant	28.41
12020 - Dental Assistant	19.44
12025 - Dental Hygienist	44.23
12030 - EKG Technician	31.79
12035 - Electroneurodiagnostic Technologist	31.79
12040 - Emergency Medical Technician	22.40

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12071 - Licensed Practical Nurse I	20.16
12072 - Licensed Practical Nurse II	22.56
12073 - Licensed Practical Nurse III	25.15
12100 - Medical Assistant	16.35
12130 - Medical Laboratory Technician	21.31
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	19.70
12210 - Nuclear Medicine Technologist	48.69
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	19.06
12236 - Optical Technician	18.87
12250 - Pharmacy Technician	20.20
12280 - Phlebotomist	16.56
12305 - Radiologic Technologist	28.94
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II, Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III, Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	27.94
12320 - Substance Abuse Treatment Counselor	15.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.45
13012 - Exhibits Specialist II	30.29
13013 - Exhibits Specialist III	37.04
13041 - Illustrator I	24.45
13042 - Illustrator II	30.29
13043 - Illustrator III	37.04
13047 - Librarian	33.54
13050 - Library Aide/Clerk	17.80
13054 - Library Information Technology Systems Administrator	30.29
13058 - Library Technician	24.09
13061 - Media Specialist I	21.85
13062 - Media Specialist II	24.45
13063 - Media Specialist III	27.26
13071 - Photographer I	21.85
13072 - Photographer II	24.44
13073 - Photographer III	30.26
13074 - Photographer IV	37.02
13075 - Photographer V	44.79
13090 - Technical Order Library Clerk	18.74
13110 - Video Teleconference Technician	21.41
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.45
14042 - Computer Operator II	21.76
14043 - Computer Operator III	24.28
14044 - Computer Operator IV	26.98
14045 - Computer Operator V	29.87
14071 - Computer Programmer I	(see 1) 22.85
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.45

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14160 - Personal Computer Support Technician	26.98
14170 - System Support Specialist	30.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.62
15020 - Aircrew Training Devices Instructor (Rated)	37.04
15030 - Air Crew Training Devices Instructor (Pilot)	44.39
15050 - Computer Based Training Specialist / Instructor	30.62
15060 - Educational Technologist	37.11
15070 - Flight Instructor (Pilot)	44.39
15080 - Graphic Artist	23.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.14
15086 - Maintenance Test Pilot, Rotary Wing	44.14
15088 - Non-Maintenance Test/Co-Pilot	44.14
15090 - Technical Instructor	32.14
15095 - Technical Instructor/Course Developer	39.33
15110 - Test Proctor	25.96
15120 - Tutor	25.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.58
16030 - Counter Attendant	12.58
16040 - Dry Cleaner	14.38
16070 - Finisher, Flatwork, Machine	12.58
16090 - Presser, Hand	12.58
16110 - Presser, Machine, Drycleaning	12.58
16130 - Presser, Machine, Shirts	12.58
16160 - Presser, Machine, Wearing Apparel, Laundry	12.58
16190 - Sewing Machine Operator	14.98
16220 - Tailor	15.67
16250 - Washer, Machine	13.18
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.51
19040 - Tool And Die Maker	37.09
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.60
21030 - Material Coordinator	28.26
21040 - Material Expediter	28.26
21050 - Material Handling Laborer	14.11
21071 - Order Filler	13.74
21080 - Production Line Worker (Food Processing)	17.60
21110 - Shipping Packer	15.96
21130 - Shipping/Receiving Clerk	15.96
21140 - Store Worker I	11.98
21150 - Stock Clerk	17.13
21210 - Tools And Parts Attendant	17.60
21410 - Warehouse Specialist	17.60
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.14
23019 - Aircraft Logs and Records Technician	25.61
23021 - Aircraft Mechanic I	31.48
23022 - Aircraft Mechanic II	33.14
23023 - Aircraft Mechanic III	35.09
23040 - Aircraft Mechanic Helper	21.65
23050 - Aircraft, Painter	29.51
23060 - Aircraft Servicer	25.61
23070 - Aircraft Survival Flight Equipment Technician	29.51
23080 - Aircraft Worker	27.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.56
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.48
23110 - Appliance Mechanic	29.51
23120 - Bicycle Repairer	19.22

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23125 - Cable Splicer	43.10
23130 - Carpenter, Maintenance	22.89
23140 - Carpet Layer	21.40
23160 - Electrician, Maintenance	40.05
23181 - Electronics Technician Maintenance I	31.72
23182 - Electronics Technician Maintenance II	33.98
23183 - Electronics Technician Maintenance III	36.25
23260 - Fabric Worker	25.61
23290 - Fire Alarm System Mechanic	31.48
23310 - Fire Extinguisher Repairer	23.62
23311 - Fuel Distribution System Mechanic	31.48
23312 - Fuel Distribution System Operator	23.62
23370 - General Maintenance Worker	20.78
23380 - Ground Support Equipment Mechanic	31.48
23381 - Ground Support Equipment Servicer	25.61
23382 - Ground Support Equipment Worker	27.56
23391 - Gunsmith I	23.62
23392 - Gunsmith II	27.56
23393 - Gunsmith III	31.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.10
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.47
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	25.98
23460 - Instrument Mechanic	35.42
23465 - Laboratory/Shelter Mechanic	29.51
23470 - Laborer	14.11
23510 - Locksmith	27.23
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist, Maintenance	23.85
23580 - Maintenance Trades Helper	20.42
23591 - Metrology Technician I	35.42
23592 - Metrology Technician II	37.27
23593 - Metrology Technician III	39.47
23640 - Millwright	39.97
23710 - Office Appliance Repairer	22.32
23760 - Painter, Maintenance	19.88
23790 - Pipefitter, Maintenance	33.97
23810 - Plumber, Maintenance	31.85
23820 - Pneudraulic Systems Mechanic	31.48
23850 - Rigger	31.48
23870 - Scale Mechanic	27.56
23890 - Sheet-Metal Worker, Maintenance	33.63
23910 - Small Engine Mechanic	26.08
23931 - Telecommunications Mechanic I	28.23
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.96
23960 - Welder, Combination, Maintenance	26.86
23965 - Well Driller	31.48
23970 - Woodcraft Worker	31.48
23980 - Woodworker	23.62
24000 - Personal Needs Occupations	
24550 - Case Manager	17.89
24570 - Child Care Attendant	11.73
24580 - Child Care Center Clerk	14.63
24610 - Chore Aide	12.93
24620 - Family Readiness And Support Services Coordinator	17.89
24630 - Homemaker	17.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	35.28

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25040 - Sewage Plant Operator	27.71
25070 - Stationary Engineer	35.28
25190 - Ventilation Equipment Tender	24.27
25210 - Water Treatment Plant Operator	27.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.63
27007 - Baggage Inspector	19.07
27008 - Corrections Officer	24.98
27010 - Court Security Officer	28.80
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	24.98
27070 - Firefighter	31.16
27101 - Guard I	19.07
27102 - Guard II	22.01
27131 - Police Officer I	34.73
27132 - Police Officer II	38.59
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.33
28042 - Carnival Equipment Repairer	17.81
28043 - Carnival Worker	11.81
28210 - Gate Attendant/Gate Tender	15.10
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	16.89
28510 - Recreation Aide/Health Facility Attendant	12.33
28515 - Recreation Specialist	20.92
28630 - Sports Official	13.45
28690 - Swimming Pool Operator	22.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.59
29020 - Hatch Tender	30.59
29030 - Line Handler	30.59
29041 - Stevedore I	28.40
29042 - Stevedore II	32.76
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.30
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.97
30021 - Archeological Technician I	19.53
30022 - Archeological Technician II	22.07
30023 - Archeological Technician III	27.34
30030 - Cartographic Technician	27.34
30040 - Civil Engineering Technician	30.98
30051 - Cryogenic Technician I	29.15
30052 - Cryogenic Technician II	32.20
30061 - Drafter/CAD Operator I	19.53
30062 - Drafter/CAD Operator II	22.07
30063 - Drafter/CAD Operator III	24.61
30064 - Drafter/CAD Operator IV	29.98
30081 - Engineering Technician I	17.57
30082 - Engineering Technician II	19.73
30083 - Engineering Technician III	22.07
30084 - Engineering Technician IV	27.34
30085 - Engineering Technician V	33.44
30086 - Engineering Technician VI	40.46
30090 - Environmental Technician	27.76
30095 - Evidence Control Specialist	26.33
30210 - Laboratory Technician	31.81
30221 - Latent Fingerprint Technician I	29.15
30222 - Latent Fingerprint Technician II	32.20
30240 - Mathematical Technician	27.06
30361 - Paralegal/Legal Assistant I	17.77
30362 - Paralegal/Legal Assistant II	22.02

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30363 - Paralegal/Legal Assistant III	26.94
30364 - Paralegal/Legal Assistant IV	32.59
30375 - Petroleum Supply Specialist	32.20
30390 - Photo-Optics Technician	27.06
30395 - Radiation Control Technician	32.20
30461 - Technical Writer I	27.35
30462 - Technical Writer II	33.45
30463 - Technical Writer III	40.47
30491 - Unexploded Ordnance (UXO) Technician I	24.24
30492 - Unexploded Ordnance (UXO) Technician II	29.33
30493 - Unexploded Ordnance (UXO) Technician III	35.16
30494 - Unexploded (UXO) Safety Escort	24.24
30495 - Unexploded (UXO) Sweep Personnel	24.24
30501 - Weather Forecaster I	29.15
30502 - Weather Forecaster II	35.46
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.61
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.33
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.33
31020 - Bus Aide	13.83
31030 - Bus Driver	20.32
31043 - Driver Courier	14.65
31260 - Parking and Lot Attendant	12.51
31290 - Shuttle Bus Driver	15.98
31310 - Taxi Driver	14.38
31361 - Truckdriver, Light	15.98
31362 - Truckdriver, Medium	17.33
31363 - Truckdriver, Heavy	23.12
31364 - Truckdriver, Tractor-Trailer	23.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.30
99030 - Cashier	11.61
99050 - Desk Clerk	11.85
99095 - Embalmer	24.57
99130 - Flight Follower	24.24
99251 - Laboratory Animal Caretaker I	12.19
99252 - Laboratory Animal Caretaker II	13.28
99260 - Marketing Analyst	25.70
99310 - Mortician	24.57
99410 - Pest Controller	22.26
99510 - Photofinishing Worker	12.74
99710 - Recycling Laborer	21.60
99711 - Recycling Specialist	26.38
99730 - Refuse Collector	19.28
99810 - Sales Clerk	12.30
99820 - School Crossing Guard	14.93
99830 - Survey Party Chief	29.32
99831 - Surveying Aide	18.43
99832 - Surveying Technician	25.21
99840 - Vending Machine Attendant	18.82
99841 - Vending Machine Repairer	23.95
99842 - Vending Machine Repairer Helper	18.82

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional

specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* 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 (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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" should be used to compare job definitions to ensure 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 (See 29 CFR 4.152(c)(1)).