

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>		1. CONTRACT ID CODE	PAGE OF PAGES 1 6
2. AMENDMENT/MODIFICATION NO. 0474	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (if applicable)
6. ISSUED BY Office of River Protection U.S. Department of Energy Office of River Protection P.O. Box 450 Richland WA 99352	CODE 00603	7. ADMINISTERED BY (if other than Item 6) Office of River Protection U.S. Department of Energy Office of River Protection P.O. Box 450 MS: H6-60 Richland WA 99352	CODE 00603
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) WASHINGTON RIVER PROTECTION SOLUTIONS LLC Attn: BRIAN THOMAS C/O URS ENERGY & CONSTRUCTION, INC. PO BOX 73 / 720 PARK BLVD BOISE ID 837290073		(x) 9A. AMENDMENT OF SOLICITATION NO.	9B. DATED (SEE ITEM 11)
CODE 806500521 FACILITY CODE		x 10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC27-08RV14800	10B. DATED (SEE ITEM 13) 05/29/2008
<b>11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS</b>			
<input type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers <input type="checkbox"/> is extended. <input type="checkbox"/> 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) N/A			
<b>13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.</b>			
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) Mutual agreement of the parties		
E. IMPORTANT: Contractor <input type="checkbox"/> is not. <input checked="" type="checkbox"/> is required to sign this document and return <u>1</u> copies to the issuing office.			
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) The purpose of this modification is to update (1) Contract Section H.57, List of Contracting Officer's Representatives Designated For This Contract; (2) Contract Section J.2, Table J.2.8, Directives, Regulations, Policies and Standards; (3) Contract Section J Attachment J.6, Small Business Subcontracting Plan; and (4) Contract Section J Attachment J.10, Wage Determinations - Service Contract Act (SCA) and Davis-Bacon Act. See continuation pages for further details.			
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) <i>Kate Downing, CONTRACTS MGR.</i>		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) <del>Marc T. McCusker</del> <i>DAVID GARCIA</i>	
15B. CONTRACTOR/OFFEROR <i>KCR</i>		16B. UNITED STATES OF AMERICA	
15C. DATE SIGNED <i>4/19/18</i>		16C. DATE SIGNED <i>4/24/2018</i>	
(Signature of person authorized to sign)		(Signature of Contracting Officer)	

**CONTINUATION SHEET**REFERENCE NO. OF DOCUMENT BEING CONTINUED  
DE-AC27-08RV14800/0474PAGE OF  
2 6NAME OF OFFEROR OR CONTRACTOR  
WASHINGTON RIVER PROTECTION SOLUTIONS LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Payment: OR for ORP U.S. Department of Energy Oak Ridge Financial Service Center P.O. Box 4307 Oak Ridge TN 37831 Period of Performance: 06/20/2008 to 09/30/2018				

The following changes are hereby incorporated into the contract at no additional cost to the Government.

- Contract Section H.57, List of Contracting Officer’s Representatives Designated for This Contract, to update the list of COR Names and subsequent table information due to ORP personnel changes. The changes are as follows:

**FROM:**

<b>COR Name</b>	<b>Type of COR</b>	<b>Area of Authority</b>	<b>Date of Designation</b>	<b>COR’s DOE Position</b>
Kevin Smith	Primary	All Scope	08/20/2013	Manager, Office of River Protection
Thomas Fletcher	Primary	All Scope	08/27/2013	Assistant Manager Tank Farms Project
Glyn Trenchard	Alternate	All Scope	08/15/2013	Deputy Assistant Manager Tank Farms Project
Ellen Mattlin	Functional	Sub-CLINs1.2, Safe Compliant Operations; and 1.3, Analytical Laboratory Support	09/4/2013	Federal Project Director
Christopher Kemp	Functional	CLIN 2 Single-Shell Tank Retrieval and Closure	02/06/2014	Deputy Federal Project Director, Retrieval/Closure, Tank Farms Project
Stephen Pfaff	Functional	CLIN 4 Supplemental Treatment and Immobilization - Pre Treatment Project, Immobilization Project, Secondary Waste Treatment Project, Interim Hanford Storage Project	09/23/2011	Federal Project Director
Benton Harp	Functional	CLIN 3 WTP Support, CLIN 4 Supplemental Treatment	09/19/2013	Assistant Manager, WTP Startup and Commissioning

<b>COR Name</b>	<b>Type of COR</b>	<b>Area of Authority</b>	<b>Date of Designation</b>	<b>COR's DOE Position</b>
				Integration
Mary M. McKnight	Functional	Litigation Management and Legal Policy	05/03/2016	Chief Counsel, DOE-RL and ORP

**TO:**

<b>COR Name</b>	<b>Type of COR</b>	<b>Area of Authority</b>	<b>Date of Designation</b>	<b>COR's DOE Position</b>
Glyn Trenchard	Primary	All Scope	02/24/2017	Assistant Manager Tank Farms Project
Ellen Mattlin	Alternate	All Scope	02/16/2017	Director, Tank Farm Program Division
Stephen Pfaff	Functional	CLIN 4 Supplemental Treatment and Immobilization - Pre Treatment Project, Immobilization Project, Secondary Waste Treatment Project, Interim Hanford Storage Project	09/23/2011	Federal Project Director

2. Update Contract Section J, List of Attachments, Attachment J.2, Requirements Sources and Implementing Documents, to remove DOE Order 413.3B and replace it with DOE Order 413.3B Chg 4. The J.2.8 table for this update will be changed as follows:

**FROM:**

DOE O 413.3B	Program and Project Management for the Acquisition of Capital Assets
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**TO:**

DOE O 413.3B Chg 4	Program and Project Management for the Acquisition of Capital Assets
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3. Update Contract Section J, List of Attachments, Attachment J.2, Requirements Sources and Implementing Documents, to remove DOE Order 442.2 and replace it with DOE Order 442.2 Change 1. The J.2.8 table for this update will be changed as follows:

**FROM:**

DOE O 442.2	Differing Professional Opinions Manual for Technical Issues Involving Environment, Safety, and Health
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**TO:**

DOE O 442.2, Chg 1	Differing Professional Opinions Manual for Technical Issues Involving Environment, Safety, and Health
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4. Update Contract Section J, List of Attachments, Attachment J.2, Requirements Sources and Implementing Documents, to remove DOE Order 460.1C and replace it with DOE Order 460.1D. The J.2.8 table for this update will be changed as follows:

**FROM:**

DOE O 460.1C	Packaging and Transportation Safety
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**TO:**

DOE O 460.1D	Packaging and Transportation Safety
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5. Update Contract Section J, List of Attachments, Attachment J.2, Requirements Sources and Implementing Documents, to add DOE Order 473.3. The J.2.8 table for this update will be changed as follows:

**ADD:**

DOE O 473.3	Protection Program Operations
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6. Update Contract Section J, List of Attachments, Attachment J.2, Requirements Sources and Implementing Documents, to remove ASME NQA-1-2004 and replace it with ASME NQA-1-2008 (2009 Addenda). The J.2.8 table for this update will be changed as follows:

**FROM:**

ASME NQA-1-2004	Quality Assurance Requirements for Nuclear Facility Applications
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**TO:**

ASME NQA-1-2008 (2009 Addenda)	Quality Assurance Requirements for Nuclear Facility Applications
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7. Update Contract Section J, List of Attachments, Attachment J.2, Requirements Sources and Implementing Documents, to remove EM-QA-001 and replace it with EM-QA-001, Revision 1. The J.2.8 table for this update will be changed as follows:

**FROM:**

EM-QA-001	Quality Assurance Program (QAP)
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**TO:**

EM-QA-001, Rev 1	Quality Assurance Program (QAP)
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8. Update Contract Section J, List of Attachments, Attachment J.6, Small Business Subcontracting Plan, to incorporate the updated Washington River Protection Solutions Subcontracting Plan dated February 13, 2018.
9. Update Contract Section J, List of Attachments, Attachment J.10, Wage Determinations – Service Contract Act (SCA) and Davis-Bacon Act, to include: WD 15-5527 Rev. - 5; WA160002 MOD 2, Revised 12/16/16; WA150002 MOD 4, Revised 8/28/15; and WD CBA-2017-10056, Revised 6/2/17.
10. The changes in this modification will be done at no cost to either party.
11. All other contract Terms and Conditions remain the same.

**ATTACHMENT**

**Replacement Pages**

**Total: 29 pages including this cover page**

- Contract Section H-57, *List of Contracting Officer's Representatives Designated for This Contract*, page H-78
- Contract Section J.2, Table J.2.8, *Directives, Regulations, Policies and Standards*, page J.2-1 thru J.2-4
- Contract Section J6, *Small Business Subcontracting Plan*
- Contract Section J, Attachment J.10, *Wage Determinations – Service Contract Act (SCA) and Davis-Bacon Act*, pages J.10-1 thru J.10-11

**H.57 LIST OF CONTRACTING OFFICER’S REPRESENTATIVES DESIGNATED FOR THIS CONTRACT.**

The individuals identified below have designated as a Contracting Officer’s Representative (COR) for this Contract.

<b>COR Name</b>	<b>Type of COR</b>	<b>Area of Authority</b>	<b>Date of Designation</b>	<b>COR’s DOE Position</b>
Glyn Trenchard	Primary	All Scope	02/24/2017	Assistant Manager Tank Farms Project
Ellen Mattlin	Alternate	All Scope	02/16/2017	Director, Tank Farm Program Division
Stephen Pfaff	Functional	CLIN 4 Supplemental Treatment and Immobilization -Pre Treatment Project, Immobilization Project, Secondary Waste Treatment Project, Interim Hanford Storage Project	09/23/2011	Federal Project Director

**H.58 CONFERENCE MANAGEMENT**

The Contractor agrees that:

- a) The contractor shall ensure that contractor-sponsored conferences reflect the DOE/NNSA’s commitment to fiscal responsibility, appropriate stewardship of taxpayer funds and support the mission of DOE/NNSA as well as other sponsors of work. In addition, the contractor will ensure conferences do not include any activities that create the appearance of taxpayer funds being used in a questionable manner.
- b) For the purposes of this clause, “conference” is defined in Attachment 2 to the Deputy Secretary’s memorandum of August 17, 2015, entitled “Updated Guidance on Conference-Related Activities and Spending.”
- c) Contractor-sponsored conferences include those events that meet the conference definition and either or both of the following:
  - 1) The contractor provides funding to plan, promote, or implement an event, except in instances where a contractor:
    - i) covers participation costs in a conference for specified individuals (e.g. students, retirees, speakers, etc.) in a total amount not to exceed \$10,000 (by individual contractor for a specific conference) or
    - ii) purchases goods or services from the conference planners (e.g., attendee registration fees, renting booth space).

**ATTACHMENT J.2  
 REQUIREMENT SOURCES AND IMPLEMENTING DOCUMENTS**

The following lists are provided in accordance with the Section I Clause entitled, *DEAR 970.5204-2, Laws, Regulations, and DOE Directives*.

*LIST A: Removed in Contract Modification 274*

LIST B: APPLICABLE DOE DIRECTIVES

Table J.2.8 Directives, Regulations, Policies, and Standards

<b>Document Number</b>	<b>Title</b>
DOE O 130.1	Budget Formulation Process
DOE M 140.1-1B	Interface with the Defense Nuclear Facilities Safety Board
DOE O 142.1	Classified Visits Involving Foreign Nationals
DOE O 142.2A	Voluntary Offer Safeguards Agreement and Additional Protocol with the International Atomic Energy Agency
DOE M 142.2-1	Voluntary Offer Safeguards Agreement and Additional Protocol with the International Atomic Energy Agency
DOE O 142.3 A	Unclassified Foreign Visits and Assignments Program
DOE N 144.1	Change to DOE Order 1230.2
DOE O 151.1C	Comprehensive Emergency Management System
DOE O 153.1	Departmental Radiological Emergency Response Assets
DOE O 200.1A	Information Technology Management
DOE O 203.1	Limited Personal Use of Government Office Equipment Including Information
DOE O 205.1A	DOE Cyber Security Management
DOE M 205.1-4	National Security System Manual
DOE M 205.1-5, Admin Change 2	Cyber Security Process Requirements Manual
DOE M 205.1-6, Admin Change 2	Media Sanitization Manual
DOE M 205.1-7, Admin Change 2	Security Controls for Unclassified Information Systems Manual
DOE M 205.1-8, Admin Change 2	Cyber Security Incident Management Manual
DOE O 206.1	Department of Energy Privacy Program
DOE O 206.2	Identity, Credential and Access Management
DOE N 206.4	Personal Identity Verification
DOE N 206.5	Response and Notification Procedures for Data Breaches Involving Personally Identifiable Information
DOE O 210.2A	DOE Corporate Operating Experience Program

Document Number	Title
DOE O 221.1A	Reporting Fraud, Waste, and Abuse to the Office of Inspector General
DOE O 221.2A	Cooperation With the Office of the Inspector General
DOE O 225.1B	Accident Investigations
DOE O 226.1B	Implementation of DOE Oversight Policy
DOE O 227.1	Independent Oversight Program
DOE M 231.1-1A, Chg 2	Environment, Safety, and Health Reporting Manual
DOE O 231.1B	Environment, Safety and Health Reporting
DOE O 232.2A and CRD O 232.2A (Supplemented Rev. 0)	Occurrence Reporting and Processing of Operations Information
DOE N 234.1	Reporting of Radioactive Sealed Sources
DOE O 241.1B	Scientific and Technical Information Management
DOE O 243.1A	Records Management Program
DOE O 243.2	Vital Records
DOE O 350.1, Chg 4 (CRDs contained in Chapters I, II, III)	Contractor Human Resource Management Program
DOE O 350.1, Chg 5 (CRDs contained in Chapters VIII and IX)	Contractor Human Resource Management Program
DOE O 413.1A	Management Control Program
Reserved	
DOE O 413.3B Chg 4	Program and Project Management for the Acquisition of Capital Assets
DOE O 414.1D	Quality Assurance
DOE O 420.1C	Facility Safety
DOE O 422.1 Chg 1	Conduct of Operations
DOE O 425.1D	Verification of Readiness to Start Up or Restart of Nuclear Facilities
DOE O 426.2	Personnel Selection, Training, Qualification, and Certification Requirements
DOE O 430.1B Chg 1	Real Property Asset Management
DOE O 433.1B	Maintenance Management Program for DOE Nuclear Facilities
DOE M 435.1-1 Chg 1	Radioactive Waste Management Manual
DOE O 435.1, Chg 1	Radioactive Waste Management
DOE O 436.1	Departmental Sustainability
DOE O 440.1B	Worker Protection Management for DOE Federal and Contractor Employees
DOE O 442.2 Chg 1	Differing Professional Opinions Manual for Technical Issues Involving Environment, Safety, and Health
DOE O 442.1A	DOE Employee Concerns Program
DOE M 441.1-1	Nuclear Material Packaging Manual
DOE M 450.4-1	Integrated Safety Management System Manual
DOE G 450.4-1B Vol 1	Integrated Safety Management System Guide (Volume 1) for use with Safety

Document Number	Title
	Management System Policies (DOE P 450.4, DOE P 450.5, and DOE P 450.6); The Functions, Responsibilities, and Authorities Manual; and the DOE Acquisition Regulation
DOE O 451.1B Chg 1	National Environmental Policy Act Compliance Program
DOE N 451.1	Change to DOE Order 451.1B
DOE O 458.1 Chg 2	Radiation Protection of the Public and the Environment
DOE O 460.1D	Packaging and Transportation Safety
DOE O 460.2A	Departmental Materials Transportation & Packaging Management
DOE M 460.2-1A	Radioactive Material Transportation Practices Manual
DOE O 461.1B	Packaging and Transportation for Offsite Shipment of Materials of National Security Interest
DOE M 461.1-1 Chg 1	Packaging and Transfer of Materials of National Security Interest Manual
DOE O 461.2	Packaging and Transportation for Onsite Transfer of Materials of National Security Interest
DOE O 470.4B	Safeguards and Security Program
DOE O 471.1A	Identification and Protection of Unclassified Controlled Nuclear Information
DOE O 471.3, Chg 1	Identifying and Protecting Official Use Only Information
DOE M 471.3-1	Manual for Identifying and Protecting Official Use Only Information
DOE O 471.6	Information Security
DOE O 472.2, Chg 1	Personnel Security
DOE O 473.3	Protection Program Operations
DOE O 475.1	Counterintelligence Program
DOE O 475.2A	Identifying Classified Information
DOE O 522.1	Pricing of Departmental Materials and Services
DOE O 534.1B	Accounting
DOE O 551.1D	Official Foreign Travel
DOE O 1230.2	American Indian Tribal Government Policy

Table J.2.9 DOE-RL/ORP Implementing Documents

Document Number	Title
ASME NQA-1-2004 (2009 Addenda)	Quality Assurance Requirements for Nuclear Facility Applications
DOE-0223	RL Emergency Implementing Procedures
DOE-0336, Rev 2A	Hanford Site Lockout/Tagout
DOE-0342, Rev 2A	Hanford Site Chronic Beryllium Disease Prevention Program
DOE-0343, Rev 3	Hanford Site Wide Stop Work Order Procedure
DOE-0344, Rev 3A	Hanford Site Excavating, Trenching and Shoring
DOE-0346, Rev 2	Hanford Site Fall Protection Program
DOE-0352	Hanford Site Respiratory Protection
DOE-0355	Hanford Standardized Hazardous Waste Operation and Emergency

Document Number	Title
	Response Training
DOE-0359, Rev 3	Hanford Site Electrical Safety Programs
DOE-0360, Rev 1A	Hanford Site Confined Space Procedure
DOE-0400	Hanford Site-Wide Employee Concerns
DOE/CBFO-94-1012	DOE Carlsbad Field Office, Quality Assurance Program Description, Revision 8, (for WIPP-related activities)
DOE/RL-2001-0036, Rev 1E	Hanford Site Wide Transportation Safety Document
DOE/RL-2002-12, Rev 1	Hanford Radiological Health and Safety Document
89-10	Hanford Federal Facility Agreement and Consent Order (Tri-Party Agreement)
DOE/RL-92-36	Hanford Site Hoisting and Rigging Manual
DOE/RL-94-02, Rev 6	Hanford Emergency Management Plan
DOE/RL-96-68, Rev 3	Hanford Analytical Services QA Requirements Document
DOE/RW-0333P, Rev 18	DOE Office of Civilian Radioactive Waste Management, Quality Assurance Requirements and Descriptions
DOE/RW-0351, Rev 4	Waste Acceptance System Requirements Document (WASRD)
DOE/RW-0511, Rev 2	Integrated Interface Control Document (ICD), Vol I, US DOE SNF & HLW to the Monitored Geologic Repository
DOE/WIPP-02-3122	Transuranic Waste Acceptance Criteria for the Waste Isolation Pilot Plant
MGT-ENG-IP-05 R3	Fire Protection Program
EM Policy Letter, July 10, 2006	Policies for Environmental Management Operating Project Performance Baselines, Contingency and Federal Risk Management Plans, and Configuration Control
EM-QA-001, Rev 1	Quality Assurance Program (QAP)
HNF-EP-0063	Hanford Site Solid Waste Acceptance Criteria
HNF-25842	Solid Waste Operations Complex (SWOC) Authorization Agreement (AA)
SCSP, July 5 2005	Site Counterintelligence Support Plan
Reserved	
DOE – P 420.1	Nuclear Safety Policy
ANSI/ISA-84.00.01 (ANSI 2004)	Functional Safety: Safety Instrumented Systems for the Process Industry Sector
ORP FR CRD MGT-PM-IP-08 Attachment 9.2, R3	FR Contractor Requirements Document (5/9/2012)
ESQ-EM-IP-M435.1-1-01, R0, CRD	Waste Incidental to Reprocessing (WIR) Determinations (Sept 2008)

*Tank Operations*  
*Contract No. DE-AC27-08RV14800*

*Contract Section J*  
*Modification No. 474*

**ATTACHMENT J-6**

**SMALL BUSINESS SUBCONTRACTING PLAN**

### J.6 Small Business Subcontracting Plan

Date: February 13, 2018  
Contractor: Washington River Protection *Solutions, LLC*  
Address: 2425 Stevens Drive  
PO Box 850, MSIN H3-21  
Richland, WA 99352 Contract  
Number: DE-AC27 2708RV14800

#### Commitment to Small Business Concerns

It is the policy of Washington River Protection *Solutions, LLC* (WRPS) that Small Business Concerns, including veteran-owned small business concerns, service-disabled veteran-owned small business concerns, HUBZone small business concerns, small disadvantaged business concerns, and women-owned small business concerns, as well as Historically Black Colleges and Universities/Minority Institutions (HBCU/MI) concerns, shall have the maximum practicable opportunity to compete for the procurement of goods and services.

WRPS is committed to an effective supplier diversity program that demonstrates measurable improvements from year to year, is consistent with recognized industry objectives and applications, is consistent with the contractual expectations of our clients, and maximizes procurement opportunities for small business concerns consistent with efficient contract performance.

Mark Lindholm  
President, WRPS

Brian Thomas  
Business Services Manager, WRPS

Jose Legarreta  
Manager, Procurement, WRPS

#### INTRODUCTION

Washington River Protection *Solutions, LLC* (WRPS) hereby submits the following document, together with attachments, as the Subcontracting Plan to satisfy the applicable requirements of the Small Business Act (Public Law 85-536, as amended) as well as Federal Acquisition Regulation (FAR) 52.219-8 and FAR 52.219-9, Small Business Subcontracting Plan (SEP 2006) – Alternate II (OCT 2001). All elements of this plan have been developed specifically for this contract and are applicable for the full term of this contract.

#### DEFINITIONS

In accordance with FAR 19.000(b) and 19.702(b)(3), application of this plan is limited to goods and services acquired inside the United States, its territories and possessions, Puerto Rico, the Trust Territory of the Pacific Islands, and the District of Columbia.

As used in this plan -- "Alaska Native Corporation (ANC)" means any Regional Corporation, Village Corporation, Urban Corporation, or Group Corporation organized under the laws of the State of Alaska in accordance with the Alaska Native Claims Settlement Act, as amended ([43 U.S.C. 1601](#), *et seq.*) and which is considered a minority and economically disadvantaged concern under the criteria at [43 U.S.C. 1626\(e\)\(1\)](#). This definition also includes ANC direct and indirect subsidiary corporations, joint ventures, and partnerships that meet the requirements of [43 U.S.C. 1626\(e\)\(2\)](#).

“Concern” means any business entity organized for profit (even if its ownership is in the hands of a nonprofit entity) with a place of business located in the United States and which makes a significant contribution to the economy through payment of taxes and/or use of American products, material and/or labor.

“Electronic Subcontracting Reporting System (eSRS)” means the Government wide, electronic, web-based system for small business subcontracting program reporting.

“Failure to make a good faith effort to comply with the subcontracting plan” means willful or intentional failure to perform in accordance with the requirements of the subcontracting plan, or willful or intentional action to frustrate the plan.

“Indian tribe” means any Indian tribe, band, group, pueblo, or community, including native villages and native groups (including corporations organized by Kenai, Juneau, Sitka, and Kodiak) as defined in the Alaska Native Claims Settlement Act ([43 U.S.C. 1601 et seq.](#)), that is recognized by the Federal Government as eligible for services from the Bureau of Indian Affairs in accordance with 25 U.S.C. 1452(c). This definition also includes Indian-owned economic enterprises that meet the requirements of 25 U.S.C. 1452(e).

“Subcontracted,” means any agreement (other than one involving an employer-employee relationship) entered into by a Government prime contractor or subcontractor calling for supplies and/or services required for performance of the contract, contract modification, or subcontract. This excludes all work done with Mercer to support the payroll for other DOE site contractors. This also excludes all work performed through affiliates of WRPS as explained in Section H, Subsection 20 titled “Self-Performed Work.”

## CONTENT LISTING

1. GOALS
2. SUPPLIES/SERVICES TO BE SUBCONTRACTED
3. GOAL DEVELOPMENT METHOD
4. SOURCE SELECTION
5. INDIRECT COSTS
6. PLAN ADMINISTRATOR
7. EQUITABLE OPPORTUNITY
8. FLOW DOWN CLAUSES
9. STUDIES/SURVEY PARTICIPATION
10. RECORD RETENTION
- A-1 LIST OF SUPPLIES/SERVICES TO BE SUBCONTRACTED

### 1. GOALS

Separate dollar and percentage goals, as specified in FAR 52.219-9 (d)(1) and (2), expressed in terms of percentage of planned subcontracting dollars, for the utilization as subcontractors of Small Disadvantaged Business (SDB) Concerns; Women-Owned Small Business (WOSB) Concerns; HUBZone Business Concerns; Veteran-Owned (VOSB) and Services-Disabled Veteran-Owned Small Business (SDVOSB) Concerns have been developed for the contract aggregate (FY 2009 to FY 2018).

	Percent Goal	Dollar Goal
<b>1. Total Estimated Contract Amount</b>	100.0%	\$6,110,023,922.00
<b>2. Total Estimated Dollars Prime Contractor Self Performance</b>	70.0% of Item 1	\$4,277,016,745.40
<b>3. Total Estimated Dollars Planned to be Subcontracted<sup>1</sup></b>	30.0% of Item 1	\$1,833,007,176.60
<b>4. Total Estimated Dollars Planned to be Subcontracted to Small Business Concerns (Including SDB, WOSB, HUBZone SB, VOSB, SDVOSB, ANC and Indian Tribes)</b>	58.2% of Item 3	\$1,066,810,176.78
A. Small Disadvantaged Business (SDB) Concerns	6.3% of Item 3	\$115,479,452.13
B. Women-Owned Small Business (WOSB) Concerns	5.8% of Item 3	\$106,314,416.24
C. HUBZone Small Business (HUBZone SB) Concerns	2.2% of Item 3	\$40,326,157.89
D. Veteran-Owned Small Business Concerns (including SDVOSB Concerns)	1.3% of Item 3	\$23,829,093.30
E. Service Disabled Veteran-Owned Small Business Concerns	1.3% of Item 3	\$23,829,093.30

<sup>1</sup> Subcontracted dollars means any agreement (other than one involving an employer-employee relationship) entered into by a Government prime contractor or subcontractor calling for supplies and/or services required for performance of the contract, contract modification, or subcontract. This excludes all work done with Mercer to support the pension/benefits administration for other DOE site contractors. This also excludes all work performed through affiliates of WRPS as explained in Section H, Subsection 20 titled "Self-Performed Work." All awards/amendments made under the J-3 Matrix have been excluded from Large Business reporting.

**2. SUPPLIES/SERVICES TO BE SUBCONTRACTED**

A description of the principal types of supplies and services to be subcontracted under this contract and the types of business supplying them is provided in Appendix A-1 to this Plan.

**3. GOAL DEVELOPMENT METHOD**

WRPS considered the following in establishing its contract goals:

1. Availability of local and regional qualified small businesses

2. WRPS’s actual performance information for the past four years as seen below:

Socioeconomic Category	WRPS Goal	WRPS Achievement				Contract to Date
		FY 2014	FY 2015	FY 2016	FY 2017	
Small Business Concerns	58.2%	67.8%	66.5%	69.3%	72.5%	64.8%
SDB	6.3%	11.1%	6.5%	2.9%	2.6%	9.9%
WOSB	5.8%	15.7%	8.9%	8.2%	16.0%	15.4%
HUBZone	2.2%	5.8%	8.1%	6.9%	5.3%	4.3%
VOSB	1.3%	14.7%	10.8%	8.8%	5.3%	9.9%
SDVOSB	1.3%	13.3%	8.0%	7.4%	3.0%	6.8%

Our goals have resulted, and will continue to result, in increased small business participation and award of meaningful work to small business entities, including those located in the Tri-Cities area.

**4. SOURCE SELECTION**

WRPS will identify potential sources for solicitation purposes on a task-by-task basis through (a) firms pre-qualified through project specific past performance; and (b) existing company source lists. Additional sources for solicitation purposes may be sought through any of the following website addresses:

Potential Sources for Solicitation Purposes	Website Address
Dynamic Small Business Search	<a href="http://dsbs.sba.gov/dsbs/dsp_dsbs.cfm">http://dsbs.sba.gov/dsbs/dsp_dsbs.cfm</a>
HUBZone	<a href="http://www.sba.gov/hubzone/">http://www.sba.gov/hubzone/</a>
SAM	<a href="https://www.sam.gov/">https://www.sam.gov/</a>
Veterans	<a href="http://www.sba.gov/VETS/">http://www.sba.gov/VETS/</a>
Center for Veterans Enterprise	<a href="http://www.vetbiz.gov/">http://www.vetbiz.gov/</a>
Small Disadvantaged Business	<a href="http://www.sba.gov/sdb">http://www.sba.gov/sdb</a>
Diversity Information Resources ("Try Us")	<a href="http://www.diversityinforesources.com">http://www.diversityinforesources.com</a>
Minority Enterprise Development Hotlist	<a href="http://www.sba.gov/hotlist/minor.html">http://www.sba.gov/hotlist/minor.html</a>
8(a) Program	<a href="http://www.sba.gov/8abd/">http://www.sba.gov/8abd/</a>
Women-Owned Small Business	<a href="https://www.sba.gov/contracting/government-contracting-programs/women-owned-small-businesses">https://www.sba.gov/contracting/government-contracting-programs/women-owned-small-businesses</a>
Size Standards	<a href="http://www.sba.gov/size/">http://www.sba.gov/size/</a>
Government Contracting	<a href="http://www.sba.gov/GC">http://www.sba.gov/GC</a>

**5. INDIRECT COSTS**

Indirect costs have **not** been included in the dollar and percentage subcontracting goals stated in item 1 of this plan.

**6. PLAN ADMINISTRATOR**

The name of the individual(s) employed by WRPS who will administer the subcontracting plan, and a description of the duties of the individuals:

Name:	Haley M. Taylor	e-mail:	<a href="mailto:Haley_M_Taylor@rl.gov">Haley_M_Taylor@rl.gov</a>
Title:	Small Business Program Manager (SBPM)	Tel.	509-376-6813
Name:	Jose M. Legarreta	e-mail:	<a href="mailto:Jose_M_Legarreta@rl.gov">Jose_M_Legarreta@rl.gov</a>
Title:	Manager, Procurement	Tel.	509-376-5976

The SBPM has overall responsibility for the WRPS Small Business Subcontracting Program, including the development, preparation, and execution of individual subcontracting plans, as well as, monitoring the Small Business Plan Administrator’s performance relative to the requirements of this particular plan.

The SBPM is responsible for ensuring that this Project meets or exceeds the proposed Small Business utilization requirements proposed in this plan. The SBPM’s specific duties, as they relate to this Small Business Subcontracting Plan, are as follows:

- a. Developing and maintaining offerors/bidders lists of small business, veteran-owned small business, HUBZone small business, small disadvantaged business, and women-owned small business concerns from all possible sources.
- b. Ensuring that procurement packages are structured to permit small business, veteran-owned small business, service-disabled veteran-owned small business, HUBZone small business, small disadvantaged business and women-owned small business to participate to the maximum extent possible.
- c. Assuring inclusion of small business, veteran-owned small business, HUBZone small business, small disadvantaged business, and women-owned business concerns in all solicitations for products or services they are capable of providing.
- d. Reviewing solicitations to remove statements, clauses, etc., which may tend to restrict or prohibit small business, veteran-owned small business, HUBZone small business, small disadvantaged business and women-owned small business participation.
- e. Ensuring periodic rotation of potential subcontractors on bidders lists.
- f. Ensuring that the bid proposal review board documents its reasons for not selecting low bids submitted by small business, veteran-owned small business, HUBZone small business, small disadvantaged business, and women-owned small business concerns.
- g. Ensuring establishment and maintenance of records of solicitations and subcontract award activity.
- h. Attending or arranging for attendance of company counselors at Business Opportunity Workshops, Minority Business Enterprise Seminars, Trade Fairs, etc.

- i. Conducting or arranging for conduct of motivational training for purchasing personnel pursuant to the intent of Public Law 95-507.
- j. Monitoring of proposed goals.
- k. Preparing and submitting periodic subcontracting reports required.
- l. Coordinating WRPS activities during the conduct of compliance reviews by Federal agencies.
- m. Coordinating the conduct of WRPS activities involving its small business, veteran-owned small business, HUBZone small business, small disadvantaged business, and women-owned small business subcontracting program.
- n. Notifying the Contracting Officer or their representative in writing of any substitutions of firms that are not small business, veteran-owned small business, HUBZone small business, small disadvantaged business, or women-owned small business for the firms listed in the subcontracting plan.

**7. EQUITABLE OPPORTUNITY**

WRPS will comply with FAR 52.219-9(d)(8) by making the following efforts to ensure that small business concerns will have an equitable opportunity to compete for subcontracts:

- a. Outreach efforts will be made through:
  - i. Contacts with minority and small business trade associations, veterans service organizations, and Small Disadvantaged Business Utilization Offices
  - ii. Use newspaper and magazine ads to encourage new sources.
  - iii. Utilize the resources previously identified in Item 4 of this plan for the identification of additional potential sources for solicitation purposes.
  - iv. Attend small and disadvantaged business procurement conferences and trade fairs, including those outreach events identified below:

Event	Sponsor	Approximate Dates
Idaho Small Business Symposium	Idaho Department of Commerce	March
Waste Management Symposium	Waste Management Symposia	March
Alliance Northwest	Procurement Technical Assistance Centers	March
Bridging Partnerships Small Business	U.S. Department of Energy and Hanford Site Prime Contractors	April
U.S. Department of Energy Small Business Conference	U.S. Department of Energy	May

- b. The following internal efforts will be made to guide and encourage buyers:

- i. Workshops, seminars and training will be conducted.
    - ii. Activities will be monitored to evaluate compliance with this subcontracting plan.
    - iii. Providing small businesses access to key project planners and managers when possible.
  - c. To effectively implement this plan to the extent consistent with efficient contract performance, WRPS shall perform the following:
    - i. WRPS pledges to consistently maintain one (1) DOE Mentor Protégé Agreement throughout the life of this Contract.
    - ii. The WRPS SBPM, the Project Business Manager, and/or the Procurement Manager will meet periodically with the U.S. Department of Energy Office of River Protection to review the status of WRPS's performance against its Small Business Subcontracting Plan to ensure the maximum practicable utilization of small business concerns as well as the attainment of subcontracting goals.
    - iii. Consistent with efficient contract performance, the SBPM will:
      - Assist small business concerns by arranging solicitations, time for the preparation of bids, quantities, specifications and delivery schedules so as to facilitate the participation of such concerns;
      - Provide adequate and timely consideration of small business concerns in all potential make or buy decisions;
      - Counsel and discuss subcontracting opportunities with representatives of small business concerns;
      - Provide notice to subcontractors concerning penalties and remedies for misrepresentations of small business status for the purpose of obtaining subcontracts that are to be included as part of a goal contained in this subcontracting plan.

## **8. FLOW DOWN CLAUSES**

WRPS agrees that the clause entitled "Utilization of Small Business Concerns" at FAR 52.219-8 will be included in all subcontracts that offer further subcontracting opportunities, and all subcontractors (except small business concerns) who receive subcontracts in excess of \$700,000 (\$1,500,000 in construction) will be required to adopt and comply with a subcontracting plan similar to this one.

Such plans will be reviewed by comparing them with the provisions of Public Law 95-507, and assuring that all minimum requirements of an acceptable subcontracting plan have been satisfied.

The acceptability of percentage goals shall be determined on a case-by-case basis depending on the supplies/services involved, the availability of potential small business, veteran-owned small

business, service-disabled veteran-owned small business, HUBZone small business, small disadvantaged business, and women-owned small business subcontractors, and prior experience.

Once approved and implemented, plans will be monitored through the submission of periodic reports, and/or, as time and availability of funds permit, periodic visits to the subcontractor's facilities to review applicable records and subcontracting program progress.

## **9. STUDIES/SURVEY PARTICIPATION**

WRPS agrees to:

- Cooperate in any studies or surveys as may be required;
- Submit periodic reports so that the Government can determine the extent of compliance by WRPS with the subcontracting plan;
- Submit the Individual Subcontract Report (ISR) and/or the Summary Subcontract Report (SSR), in accordance with paragraph (i) of FAR clause 52.219-9 using the Electronic Subcontracting Reporting System (eSRS) at <http://www.esrs.gov>.
- Ensure that its subcontractors with subcontracting plans agree to submit the ISR and SSR using eSRS;
- Provide its prime contract number, DUNS number and the e-mail address of the Government or Contractor official responsible for acknowledging or rejecting the reports to all first-tier subcontractors with subcontracting plans so they can enter this information into the eSRS when submitting their reports; and
- Require that each subcontractor with a subcontracting plan provide the prime contract number, its own DUNS number and the e-mail address of the Government or Contractor official responsible for acknowledging or rejecting the reports, to its subcontractors with subcontracting plans.

## **10. RECORD RETENTION**

WRPS will maintain the following records to demonstrate the procedures adopted to comply with the requirements and goals in this subcontracting plan:

- i. Source lists (e.g., Dynamic Small Business Search, SAM), guides, and other data that identify small business, veteran-owned small business, service-disabled veteran-owned small business, HUBZone small business, small disadvantaged business, and women-owned small business concerns.
- ii. Organizations contacted in an attempt to locate sources that are small business, veteran-owned small business, service-disabled veteran-owned small business, HUBZone small business, small disadvantaged business, or women-owned small business concerns.
- iii. Records on each subcontract solicitation resulting in an award of more than \$150,000, indicating:

- a. Whether small business concerns were solicited and if not, why not;
  - b. Whether veteran-owned small business concerns were solicited and, if not, why not;
  - c. Whether service-disabled veteran-owned small business concerns were solicited and, if not, why not;
  - d. Whether HUBZone small business concerns were solicited and, if not, why not;
  - e. Whether small disadvantaged business concerns were solicited and if not, why not;
  - f. Whether women-owned small business concerns were solicited and if not, why not;
  - g. If applicable, the reason award was not made to a small business concern.
- iv. Records of any outreach efforts to contact:
- a. Trade associations;
  - b. Business development organizations;
  - c. Conferences and trade fairs to locate small, HUBZone small, small disadvantaged, and women-owned small business sources; and
  - d. Veterans service organizations.
- v. Records of internal guidance and encouragement provided to buyers through:
- a. Workshops, seminars, training, etc., and
  - b. Monitoring performance to evaluate compliance with the program's requirements.
- vi. On a contract-by-contract basis, records to support award data submitted by WRPS to the Government, including the name, address, and business size of each subcontractor.

This subcontracting plan was submitted by:

Agency:	Washington River Protection Solutions		
Typed Name:	Haley M. Taylor	Title:	Small Business Program Manager
Telephone:	509-376-6813	Date:	2/22/2018
Signature:	<i>Haley Taylor</i>		

Agency:	Washington River Protection Solutions		
Typed Name:	Katie Downing	Title:	Prime Contract Manager
Telephone:	509-376-4592	Date:	2/22/18
Signature:	<i>Katie</i>		

Approval:

Agency:	U.S. Department of Energy Office of River Protection		
Typed Name:	Kelly A. Brazil	Title:	Small Business Program Manager
Telephone:	509-376-0174	Date:	3/22/2018
Signature:	<i>Kelly Brazil</i>		

Agency:	U.S. Department of Energy, Office of River Protection		
Typed Name:	Wade Hader	Title:	Contracting Officer
Telephone:	509-376-3388	Date:	
Signature:	<i>Wade Hader</i> 23 Mar 2018		

PETER VAN STEYN  
 Digitally signed by PETER VAN STEYN  
 Date: 2018.03.20 08:34:04 -07'00'



SBA/PCR Review for Compliance

The subject subcontracting plan submitted by WRPS appears to meet the requirements of FAR 52.219-9, as included under the existing contract.

**A-1 LIST OF SUPPLIES/SERVICES TO BE SUBCONTRACTED**

The following principal types of supplies and/or services are planned to be subcontracted under this contract, and the distribution among Small Business Concerns (SB), Small Disadvantaged Business Concerns (SDB), HUBZone Small Business Concerns (HUBZone), Woman-owned Small Business Concerns (WOSB), Veteran-owned Small Business Concerns (VOSB), and Service-disabled Veteran-owned Small Business Concerns (SDVOSB) is as follows:

NAICS	Principle Supplies or Services to be Subcontracted	SB	Protégé Company =	SDB	WOSB	HUBZone	VOSB	SDVOSB
223710	Machine Shops	•			•	•	•	
236210	Industrial Building Construction	•						
237990	Civil Engineering	•			•			
237990	General/Heavy Construction	•		•			•	
332111	Steel Fabrication	•		•				
332919	Valve and Pipe Fitting	•		•		•		
541330	Engineering	•	•	•	•		•	•
541370	Surveying	•					•	•
541380	Testing Laboratories							
541611	Management Consulting	•	•	•	•		•	•
541620	Environmental Consulting	•	•	•	•			
541990	Professional, Scientific, Technical Services	•	•	•	•	•	•	•
562211	Hazardous Waste Treatment and Disposal	•	•					
562910	Remediation Services	•			•			

WRPS has had many successes in utilizing our Protégé companies throughout the life of the contract. Our current Protégé company, TerraGraphics Environmental Engineering, Inc., is a HUBZone-certified small business. TerraGraphics continues to provide an impact on the positive trend in the socio-economic categories listed above. This Mentor-Protégé agreement has been approved for extension. Both TerraGraphics and WRPS look to continually exceed the Mentor-Protégé relationship goals.

WD 15-5527 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018  
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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
By direction of the Secretary of Labor	

Daniel W. Simms Director	Division of Wage Determinations	Wage Determination-No.: 2015-5527 Revision No.: 5 Date Of Revision: 01/10/2018
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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		15.99
01012 - Accounting Clerk II		17.96
01013 - Accounting Clerk III		20.09
01020 - Administrative Assistant		26.69
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		12.80
01042 - Customer Service Representative II		14.40
01043 - Customer Service Representative III		15.71
01051 - Data Entry Operator I		16.19
01052 - Data Entry Operator II		17.67
01060 - Dispatcher, Motor Vehicle		18.77
01070 - Document Preparation Clerk		13.11
01090 - Duplicating Machine Operator		13.11
01111 - General Clerk I		13.42
01112 - General Clerk II		14.65
01113 - General Clerk III		16.45
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		13.15
01191 - Order Clerk I		15.05
01192 - Order Clerk II		16.42
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		27.41
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

01410 - Supply Technician	26.69
01420 - Survey Worker	18.07
01460 - Switchboard Operator/Receptionist	13.97
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	14.04
07042 - Cook II	16.38
07070 - Dishwasher	10.95
07130 - Food Service Worker	11.41
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.59
09040 - Furniture Handler	16.28
09080 - Furniture Refinisher	22.59
09090 - Furniture Refinisher Helper	19.57
09110 - Furniture Repairer, Minor	22.19
09130 - Upholsterer	22.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.95
11060 - Elevator Operator	14.47
11090 - Gardener	17.89
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer, Grounds Maintenance	13.45
11240 - Maid or Houseman	11.20
11260 - Pruner	11.97
11270 - Tractor Operator	16.40
11330 - Trail Maintenance Worker	13.45
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	20.36
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	28.78
12015 - Certified Physical Therapist Assistant	27.21
12020 - Dental Assistant	19.44
12025 - Dental Hygienist	44.23
12030 - EKG Technician	31.79
12035 - Electroneurodiagnostic Technologist	31.79
12040 - Emergency Medical Technician	20.36

12071 - Licensed Practical Nurse I	18.74
12072 - Licensed Practical Nurse II	20.97
12073 - Licensed Practical Nurse III	23.39
12100 - Medical Assistant	15.56
12130 - Medical Laboratory Technician	19.37
12160 - Medical Record Clerk	15.18
12190 - Medical Record Technician	16.98
12195 - Medical Transcriptionist	19.70
12210 - Nuclear Medicine Technologist	44.26
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	18.83
12280 - Phlebotomist	15.35
12305 - Radiologic Technologist	28.93
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)	25.82
12320 - Substance Abuse Treatment Counselor	14.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.34
13012 - Exhibits Specialist II	30.14
13013 - Exhibits Specialist III	36.89
13041 - Illustrator I	24.34
13042 - Illustrator II	30.14
13043 - Illustrator III	36.89
13047 - Librarian	33.39
13050 - Library Aide/Clerk	16.65
13054 - Library Information Technology Systems Administrator	30.14
13058 - Library Technician	21.90
13061 - Media Specialist I	21.76
13062 - Media Specialist II	24.34
13063 - Media Specialist III	27.13
13071 - Photographer I	19.86
13072 - Photographer II	22.22
13073 - Photographer III	27.51
13074 - Photographer IV	33.65
13075 - Photographer V	40.72
13090 - Technical Order Library Clerk	17.04
13110 - Video Teleconference Technician	19.46
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

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	43.18
15086 - Maintenance Test Pilot, Rotary Wing	43.18
15088 - Non-Maintenance Test/Co-Pilot	43.18
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	12.03
16030 - Counter Attendant	12.03
16040 - Dry Cleaner	13.76
16070 - Finisher, Flatwork, Machine	12.03
16090 - Presser, Hand	12.03
16110 - Presser, Machine, Drycleaning	12.03
16130 - Presser, Machine, Shirts	12.03
16160 - Presser, Machine, Wearing Apparel, Laundry	12.03
16190 - Sewing Machine Operator	14.71
16220 - Tailor	15.67
16250 - Washer, Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.99
19040 - Tool And Die Maker	35.10
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.87
21030 - Material Coordinator	27.41
21040 - Material Expediter	27.41
21050 - Material Handling Laborer	14.11
21071 - Order Filler	13.22
21080 - Production Line Worker (Food Processing)	16.87
21110 - Shipping Packer	15.96
21130 - Shipping/Receiving Clerk	15.96
21140 - Store Worker I	11.73
21150 - Stock Clerk	16.73
21210 - Tools And Parts Attendant	16.87
21410 - Warehouse Specialist	16.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.20
23019 - Aircraft Logs and Records Technician	24.45
23021 - Aircraft Mechanic I	29.65
23022 - Aircraft Mechanic II	31.20
23023 - Aircraft Mechanic III	33.04
23040 - Aircraft Mechanic Helper	21.54
23050 - Aircraft, Painter	27.79
23060 - Aircraft Servicer	24.45
23070 - Aircraft Survival Flight Equipment Technician	27.79
23080 - Aircraft Worker	25.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.96
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.65
23110 - Appliance Mechanic	27.06
23120 - Bicycle Repairer	17.47

23125 - Cable Splicer	41.33
23130 - Carpenter, Maintenance	22.89
23140 - Carpet Layer	20.75
23160 - Electrician, Maintenance	36.41
23181 - Electronics Technician Maintenance I	31.72
23182 - Electronics Technician Maintenance II	33.98
23183 - Electronics Technician Maintenance III	36.25
23260 - Fabric Worker	24.44
23290 - Fire Alarm System Mechanic	30.04
23310 - Fire Extinguisher Repairer	22.54
23311 - Fuel Distribution System Mechanic	30.77
23312 - Fuel Distribution System Operator	23.10
23370 - General Maintenance Worker	20.78
23380 - Ground Support Equipment Mechanic	29.65
23381 - Ground Support Equipment Servicer	24.45
23382 - Ground Support Equipment Worker	25.96
23391 - Gunsmith I	22.54
23392 - Gunsmith II	26.30
23393 - Gunsmith III	30.04
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	32.20
23465 - Laboratory/Shelter Mechanic	28.18
23470 - Laborer	14.11
23510 - Locksmith	24.75
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist, Maintenance	22.78
23580 - Maintenance Trades Helper	20.42
23591 - Metrology Technician I	32.20
23592 - Metrology Technician II	33.88
23593 - Metrology Technician III	35.88
23640 - Millwright	36.34
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	30.04
23850 - Rigger	30.04
23870 - Scale Mechanic	26.30
23890 - Sheet-Metal Worker, Maintenance	30.57
23910 - Small Engine Mechanic	23.71
23931 - Telecommunications Mechanic I	25.66
23932 - Telecommunications Mechanic II	27.00
23950 - Telephone Lineman	28.96
23960 - Welder, Combination, Maintenance	24.94
23965 - Well Driller	30.04
23970 - Woodcraft Worker	30.04
23980 - Woodworker	22.54
24000 - Personal Needs Occupations	
24550 - Case Manager	16.26
24570 - Child Care Attendant	10.90
24580 - Child Care Center Clerk	13.63
24610 - Chore Aide	11.75
24620 - Family Readiness And Support Services Coordinator	16.26
24630 - Homemaker	16.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.04

25040 - Sewage Plant Operator	26.54
25070 - Stationary Engineer	33.04
25190 - Ventilation Equipment Tender	23.50
25210 - Water Treatment Plant Operator	26.54
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.63
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	23.96
27010 - Court Security Officer	28.18
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	23.96
27070 - Firefighter	28.33
27101 - Guard I	17.55
27102 - Guard II	22.01
27131 - Police Officer I	34.69
27132 - Police Officer II	38.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.64
28042 - Carnival Equipment Repairer	16.71
28043 - Carnival Worker	11.72
28210 - Gate Attendant/Gate Tender	14.07
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	15.74
28510 - Recreation Aide/Health Facility Attendant	11.48
28515 - Recreation Specialist	19.49
28630 - Sports Official	12.53
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)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	17.75
30022 - Archeological Technician II	20.27
30023 - Archeological Technician III	25.24
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	29.99
30051 - Cryogenic Technician I	26.50
30052 - Cryogenic Technician II	29.27
30061 - Drafter/CAD Operator I	17.75
30062 - Drafter/CAD Operator II	20.27
30063 - Drafter/CAD Operator III	22.61
30064 - Drafter/CAD Operator IV	27.25
30081 - Engineering Technician I	16.35
30082 - Engineering Technician II	18.35
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.43
30085 - Engineering Technician V	31.11
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	25.24
30095 - Evidence Control Specialist	23.94
30210 - Laboratory Technician	28.92
30221 - Latent Fingerprint Technician I	26.50
30222 - Latent Fingerprint Technician II	29.27
30240 - Mathematical Technician	24.60
30361 - Paralegal/Legal Assistant I	17.77
30362 - Paralegal/Legal Assistant II	22.02

30363 - Paralegal/Legal Assistant III	26.94
30364 - Paralegal/Legal Assistant IV	32.59
30375 - Petroleum Supply Specialist	29.27
30390 - Photo-Optics Technician	24.60
30395 - Radiation Control Technician	29.27
30461 - Technical Writer I	25.56
30462 - Technical Writer II	31.27
30463 - Technical Writer III	37.84
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	26.50
30502 - Weather Forecaster II	32.24
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.61
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.94
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	13.83
31030 - Bus Driver	20.32
31043 - Driver Courier	13.77
31260 - Parking and Lot Attendant	12.51
31290 - Shuttle Bus Driver	15.02
31310 - Taxi Driver	13.07
31361 - Truckdriver, Light	15.02
31362 - Truckdriver, Medium	16.28
31363 - Truckdriver, Heavy	23.12
31364 - Truckdriver, Tractor-Trailer	23.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	11.37
99050 - Desk Clerk	10.92
99095 - Embalmer	24.57
99130 - Flight Follower	23.85
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	21.74
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	19.64
99711 - Recycling Specialist	23.98
99730 - Refuse Collector	17.53
99810 - Sales Clerk	12.30
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	26.85
99831 - Surveying Aide	16.88
99832 - Surveying Technician	23.09
99840 - Vending Machine Attendant	18.38
99841 - Vending Machine Repairer	23.39
99842 - Vending Machine Repairer Helper	18.38

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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)).