

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES		
2. AMENDMENT/MODIFICATION NO. 0017		3. EFFECTIVE DATE 12/01/2010	4. REQUISITION/PURCHASE REQ. NO. REQ-2400-11-0051	1	2
6. ISSUED BY CONSUMER PRODUCT SAFETY COMMISSION DIV OF PROCUREMENT SERVICES 4330 EAST WEST HWY ROOM 517 BETHESDA MD 20814		CODE FMPS	7. ADMINISTERED BY (if other than item 6)	5. PROJECT NO. (if applicable)	
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) SOURCE STAFFING INC ATTN MR CONWELL AKERS 8601 GEORGIA AVENUE SUITE 205 SILVER SPRING MD 20910		(x)	9A. AMENDMENT OF SOLICITATION NO.		
CORP 203323308			9B. DATED (SEE ITEM 11)		
FACILITY CODE		x	10A. MODIFICATION OF CONTRACT/ORDER NO. CPSC-D-04-1063		
			10B. DATED (SEE ITEM 13) 10/23/2003		

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) Bilateral Modification, FAR 43.103 (a)

E. IMPORTANT: Contractor is not, is required to sign this document and return _____ 0 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

DUNS Number: 1 [REDACTED]

THE PURPOSE OF MODIFICATION #0017 TO DELIVERY ORDER CPSC-D-04-1063 IS TO REVISE THE CONTRACT AS FOLLOWS:

1. ADD 4TH CELLPHONE LINE WHICH RESULTS IN THE MONTHLY RATE INCREASING FROM \$37,716.41 BY \$254.00 TO \$37,970.41 FOR THE MONTH OF DECEMBER 2010.

2. ADD A MATERIAL HANDLER WHICH RESULTS IN THE MONTHLY RATE INCREASING FROM \$37,970.41 BY \$7,981.69 TO \$45,952.10 FOR THE PERIOD OF JANUARY 1, 2011 THRU SEPTEMBER 30, 2011.

Continued ...

Except as provided herein, all terms and conditions of the document referenced in item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)	
		Eddie Ahmad	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA	16C. DATE SIGNED
(Signature of person authorized to sign)		(Signature of Contracting Officer)	2/7/11

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
CPSC-D-04-1063/0017

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NAME OF OFFEROR OR CONTRACTOR
SOURCE STAFFING INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>THE MATERIAL HANDLER LOADED REGULAR HOURLY RATE OF \$47.26 IS THE BASIS FOR THE MONTHLY (9 MONTHS PRORATED = 1520 hrs) RATE INCREASE.</p> <p>ADDITIONALLY, THE OVERTIME RATE FOR THE MATERIAL HANDLER IS BEING ADDED AS FOLLOWS:</p> <p>OVERTIME RATE:</p> <p>0008AJ MATERIAL HANDLER \$62.41 PER HOUR</p> <p>3. ADD A SECOND DRIVER/LABORER WHICH RESULTS IN THE MONTHLY RATE INCREASING FROM \$45,952.10 BY \$5,316.62 TO \$51,268.72 FOR THE PERIOD OF JANUARY 1, 2011 THRU SEPTEMBER 30, 2011.</p> <p>THE DRIVER/LABORER LOADED REGULAR HOURLY RATE OF \$31.48 IS THE BASIS FOR THE MONTHLY (9 MONTHS PRORATED = 1520 hrs) RATE INCREASE.</p> <p>ALL CHANGES ARE SUBJECT TO AVAILABILITY OF FUNDING. ANY FUNDING REQUIRED WILL BE PROVIDED SEPARATELY BY ISSUANCE OF A TASK ORDER. SEE ATTACHED STATEMENT OF WORK FOR MATERIAL HANDLER AND WAGE DETERMINATION.</p> <p>Change Item 0008 AA to read as follows (amount shown is the obligated amount):</p>				
0008 AA	<p>MONTHLY RATE</p> <p>New monthly rate for Period of Performance:01/01/2011 - 09/30/2011</p> <p>Add Item 0008 AJ as follows:</p>	-3	MO	51,268.72	
0008 AJ	<p>Material Handler overtime rate</p> <p>Accounting Info: 0100A11DCC-2011-9994200000-EXITAS2400-252Z0 \$0.00 (Subject to Availability of Funds)</p> <p>EXCEPT AS PROVIDED HEREIN, ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED AND IN FULL FORCE AND EFFECT.</p> <p>Wage Determination No.: 2005-2103, R-10, 06/15/2010</p>		HR	62.41	0.00

STATEMENT OF WORK
Material Handler

This position is located in the Facilities and Support Services Branch (TSFS), Division of Technology Services (TTTS), Office of Information and Technology (EXIT) of the U S Consumer Product Safety Commission (CPSC). The incumbent serves as assistant to the Distribution Facilities Manager for CPSC nationwide. This includes responsibility for managing, directing, administering and evaluating the sample program and central warehouse on a nationwide basis.

Contract employee serves as an assistant to the official Sample Custodian for the Commission. Maintains Sample Program in a professional, orderly, and safe manner so that the integrity of the samples is preserved, samples may be readily shelved and retrieved, the Location of each sample corresponds exactly to the record for the location of that sample, and that samples which are fragile, flammable, volatile or otherwise require special hazardous substances handling or storage are so treated. In the absence of the Sample Custodian, manages the program at various sites under secure and approved conditions.

Provide efficient and effective utilization of general administrative and sample storage space which provides for the protection of all items stored in the administrative and sample warehouse, and special fireworks containers located elsewhere, as well as the safety of any and all persons working at all times so as to allow for access to all items and for unhindered emergency exit from the warehouse in the event of fire or other emergency. Ensures that all Federal, County, and other local codes and ordinances applicable to operations are adhered to, and that violations are immediately brought to on-site supervisor's attention.

Log, sort, retrieve, and transport of samples from a wide variety of organizations and to a wide variety of destinations, always following procedures as set forth in directives or other policies in place within the Commission.

Assists the Sample Custodian in analysis and evaluation of the warehouse and ensures that samples are being kept and utilized in the most efficient and advantageous manner.

Compiles a quarterly list of samples that have been held in custody for a period greater than one year to seek Senior Management input as to appropriate updated action.

Handle hazardous material samples (Class C, 2g fireworks). Responsible for sample disposal/destruction methods of fireworks. Ensure the safety and health of employees and the public as well as the protection of the environment. When disposing of samples, must be a witnessing official to certify their destruction and disposal.

Use automated tracking system for official CPSC samples, making critical sample information available on line to all CPSC staff Insures that bar coded information is entered into the system

for each official sample and that all information on sample disposition is maintained in an up-to-date manner.

Develop detailed plans for the shipping and maintaining of items including shipping, receiving, sorting, and controlling of all items of property, equipment, supplies, etc, associated with the Warehousing program. Ensures that all shipping and receiving transactions are properly documented and that quantities and contents are consistent with accompanying documentation.

Determine the most economical routing or transportation of shipments made by warehouse using parcel post, express, and freight mail Cost, convenience, dependability, and facilities of the carriers for rendering special services and other factors or hazards, dependent upon the nature of the particular shipment will be considered.

Lift and carry heavy objects and a considerable amount of physical labor. Equipment such as a fork lift and dollies and carts is provided.

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

Shirley F. Ebbesen
Director

Division of Wage
Determinations

Wage Determination No.: 2005-2103

Revision No.: 10

Date of Last Revision: 06/15/2010

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15 .08
01012 - Accounting Clerk II		16 .92
01013 - Accounting Clerk III		22 .30
01020 - Administrative Assistant		31 .41
01040 - Court Reporter		21 .84
01051 - Data Entry Operator I		14 .38
01052 - Data Entry Operator II		15 .69
01060 - Dispatcher, Motor Vehicle		17 .87
01070 - Document Preparation Clerk		14 .21
01090 - Duplicating Machine Operator		14 .21
01111 - General Clerk I		14 .88
01112 - General Clerk II		16 .24
01113 - General Clerk III		18 .74
01120 - Housing Referral Assistant		25 .29
01141 - Messenger Courier		13 .62
01191 - Order Clerk I		15 .12
01192 - Order Clerk II		16 .50
01261 - Personnel Assistant (Employment) I		18 .15
01262 - Personnel Assistant (Employment) II		20 .32
01263 - Personnel Assistant (Employment) III		22 .65
01270 - Production Control Clerk		22 .03
01280 - Receptionist		14 .43
01290 - Rental Clerk		16 .55
01300 - Scheduler, Maintenance		18 .07

01311 - Secretary I	18 .07
01312 - Secretary II	20 .18
01313 - Secretary III	25 .29
01320 - Service Order Dispatcher	16 .98
01410 - Supply Technician	28 .55
01420 - Survey Worker	20 .03
01531 - Travel Clerk I	13 .29
01532 - Travel Clerk II	14 .36
01533 - Travel Clerk III	15 .49
01611 - Word Processor I	15 .63
01612 - Word Processor II	17 .67
01613 - Word Processor III	19 .95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25 .26
05010 - Automotive Electrician	23 .51
05040 - Automotive Glass Installer	22 .15
05070 - Automotive Worker	22 .15
05110 - Mobile Equipment Servicer	19 .04
05130 - Motor Equipment Metal Mechanic	24 .78
05160 - Motor Equipment Metal Worker	22 .15
05190 - Motor Vehicle Mechanic	24 .78
05220 - Motor Vehicle Mechanic Helper	18 .49
05250 - Motor Vehicle Upholstery Worker	21 .63
05280 - Motor Vehicle Wrecker	22 .15
05310 - Painter, Automotive	23 .51
05340 - Radiator Repair Specialist	22 .15
05370 - Tire Repairer	14 .44
05400 - Transmission Repair Specialist	24 .78
07000 - Food Preparation And Service Occupations	
07010 - Baker	13 .85
07041 - Cook I	12 .55
07042 - Cook II	14 .60
07070 - Dishwasher	10 .11
07130 - Food Service Worker	10 .66
07210 - Meat Cutter	18 .08
07260 - Waiter/Waitress	9 .70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19 .86
09040 - Furniture Handler	14 .06
09080 - Furniture Refinisher	20 .23
09090 - Furniture Refinisher Helper	15 .52

09110 - Furniture Repairer, Minor	17 .94
09130 - Upholsterer	19 .86

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	10 .54
11060 - Elevator Operator	10 .54
11090 - Gardener	17 .52
11122 - Housekeeping Aide	11 .83
11150 - Janitor	11 .83
11210 - Laborer, Grounds Maintenance	13 .07
11240 - Maid or Houseman	11 .26
11260 - Pruner	11 .58
11270 - Tractor Operator	16 .04
11330 - Trail Maintenance Worker	13 .07
11360 - Window Cleaner	12 .85

12000 - Health Occupations

12010 - Ambulance Driver	20 .41
12011 - Breath Alcohol Technician	20 .27
12012 - Certified Occupational Therapist Assistant	23 .11
12015 - Certified Physical Therapist Assistant	21 .43
12020 - Dental Assistant	17 .18
12025 - Dental Hygienist	44 .75
12030 - EKG Technician	27 .67
12035 - Electroneurodiagnostic Technologist	27 .67
12040 - Emergency Medical Technician	20 .41
12071 - Licensed Practical Nurse I	19 .07
12072 - Licensed Practical Nurse II	21 .35
12073 - Licensed Practical Nurse III	24 .13
12100 - Medical Assistant	15 .01
12130 - Medical Laboratory Technician	18 .04
12160 - Medical Record Clerk	17 .42
12190 - Medical Record Technician	19 .50
12195 - Medical Transcriptionist	18 .77
12210 - Nuclear Medicine Technologist	37 .60
12221 - Nursing Assistant I	10 .80
12222 - Nursing Assistant II	12 .14
12223 - Nursing Assistant III	13 .98
12224 - Nursing Assistant IV	15 .69
12235 - Optical Dispenser	20 .17
12236 - Optical Technician	15 .80
12250 - Pharmacy Technician	18 .12
12280 - Phlebotomist	15 .69

12305 - Radiologic Technologist	31 .11
12311 - Registered Nurse I	27 .64
12312 - Registered Nurse II	33 .44
12313 - Registered Nurse II, Specialist	33 .44
12314 - Registered Nurse III	40 .13
12315 - Registered Nurse III, Anesthetist	40 .13
12316 - Registered Nurse IV	48 .10
12317 - Scheduler (Drug and Alcohol Testing)	21 .73

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	19 .86
13012 - Exhibits Specialist II	24 .61
13013 - Exhibits Specialist III	30 .09
13041 - Illustrator I	20 .48
13042 - Illustrator II	25 .38
13043 - Illustrator III	31 .03
13047 - Librarian	33 .88
13050 - Library Aide/Clerk	14 .21
13054 - Library Information Technology Systems Administrator	30 .60
13058 - Library Technician	19 .89
13061 - Media Specialist I	18 .73
13062 - Media Specialist II	20 .95
13063 - Media Specialist III	23 .36
13071 - Photographer I	16 .65
13072 - Photographer II	18 .90
13073 - Photographer III	23 .67
13074 - Photographer IV	28 .65
13075 - Photographer V	33 .76
13110 - Video Teleconference Technician	20 .39

14000 - Information Technology Occupations

14041 - Computer Operator I	18 .92
14042 - Computer Operator II	21 .18
14043 - Computer Operator III	23 .60
14044 - Computer Operator IV	26 .22
14045 - Computer Operator V	29 .05
14071 - Computer Programmer I	(see 1) 26 .36
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	18 .92

14160 - Personal Computer Support Technician	26 .22
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36 .47
15020 - Aircrew Training Devices Instructor (Rated)	44 .06
15030 - Air Crew Training Devices Instructor (Pilot)	52 .81
15050 - Computer Based Training Specialist / Instructor	36 .47
15060 - Educational Technologist	35 .31
15070 - Flight Instructor (Pilot)	52 .81
15080 - Graphic Artist	26 .80
15090 - Technical Instructor	25 .08
15095 - Technical Instructor/Course Developer	30 .67
15110 - Test Proctor	20 .20
15120 - Tutor	20 .20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9 .88
16030 - Counter Attendant	9 .88
16040 - Dry Cleaner	12 .94
16070 - Finisher, Flatwork, Machine	9 .88
16090 - Presser, Hand	9 .88
16110 - Presser, Machine, Drycleaning	9 .88
16130 - Presser, Machine, Shirts	9 .88
16160 - Presser, Machine, Wearing Apparel, Laundry	9 .88
16190 - Sewing Machine Operator	13 .78
16220 - Tailor	14 .66
16250 - Washer, Machine	10 .88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21 .14
19040 - Tool And Die Maker	23 .38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18 .02
21030 - Material Coordinator	22 .03
21040 - Material Expediter	22 .03
21050 - Material Handling Laborer	13 .83
21071 - Order Filler	15 .09
21080 - Production Line Worker (Food Processing)	18 .02
21110 - Shipping Packer	15 .09
21130 - Shipping/Receiving Clerk	15 .09
21140 - Store Worker I	11 .72
21150 - Stock Clerk	16 .86
21210 - Tools And Parts Attendant	18 .02

21410 - Warehouse Specialist	18 .02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27 .21
23021 - Aircraft Mechanic I	25 .83
23022 - Aircraft Mechanic II	27 .21
23023 - Aircraft Mechanic III	28 .53
23040 - Aircraft Mechanic Helper	17 .54
23050 - Aircraft, Painter	24 .73
23060 - Aircraft Servicer	19 .76
23080 - Aircraft Worker	21 .01
23110 - Appliance Mechanic	21 .75
23120 - Bicycle Repairer	14 .43
23125 - Cable Splicer	26 .02
23130 - Carpenter, Maintenance	21 .40
23140 - Carpet Layer	20 .49
23160 - Electrician, Maintenance	27 .98
23181 - Electronics Technician Maintenance I	24 .94
23182 - Electronics Technician Maintenance II	26 .47
23183 - Electronics Technician Maintenance III	27 .89
23260 - Fabric Worker	19 .13
23290 - Fire Alarm System Mechanic	22 .91
23310 - Fire Extinguisher Repairer	17 .62
23311 - Fuel Distribution System Mechanic	22 .81
23312 - Fuel Distribution System Operator	19 .38
23370 - General Maintenance Worker	21 .43
23380 - Ground Support Equipment Mechanic	25 .83
23381 - Ground Support Equipment Servicer	19 .76
23382 - Ground Support Equipment Worker	21 .01
23391 - Gunsmith I	17 .62
23392 - Gunsmith II	20 .49
23393 - Gunsmith III	22 .91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23 .89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25 .17
23430 - Heavy Equipment Mechanic	22 .91
23440 - Heavy Equipment Operator	22 .91
23460 - Instrument Mechanic	22 .59
23465 - Laboratory/Shelter Mechanic	21 .75
23470 - Laborer	14 .98
23510 - Locksmith	21 .90
23530 - Machinery Maintenance Mechanic	23 .12
23550 - Machinist, Maintenance	22 .91
23580 - Maintenance Trades Helper	18 .27

23591 - Metrology Technician I	22 .59
23592 - Metrology Technician II	23 .80
23593 - Metrology Technician III	24 .96
23640 - Millwright	28 .19
23710 - Office Appliance Repairer	22 .96
23760 - Painter, Maintenance	21 .75
23790 - Pipefitter, Maintenance	24 .63
23810 - Plumber, Maintenance	22 .29
23820 - Pneudraulic Systems Mechanic	22 .91
23850 - Rigger	22 .91
23870 - Scale Mechanic	20 .49
23890 - Sheet-Metal Worker, Maintenance	22 .91
23910 - Small Engine Mechanic	20 .49
23931 - Telecommunications Mechanic I	29 .95
23932 - Telecommunications Mechanic II	31 .55
23950 - Telephone Lineman	27 .41
23960 - Welder, Combination, Maintenance	22 .91
23965 - Well Driller	22 .91
23970 - Woodcraft Worker	22 .91
23980 - Woodworker	17 .62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12 .79
24580 - Child Care Center Clerk	17 .77
24610 - Chore Aide	10 .57
24620 - Family Readiness And Support Services Coordinator	16 .90
24630 - Homemaker	18 .43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27 .30
25040 - Sewage Plant Operator	20 .84
25070 - Stationary Engineer	27 .30
25190 - Ventilation Equipment Tender	19 .49
25210 - Water Treatment Plant Operator	20 .84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20 .57
27007 - Baggage Inspector	12 .71
27008 - Corrections Officer	22 .80
27010 - Court Security Officer	24 .72
27030 - Detection Dog Handler	20 .57
27040 - Detention Officer	22 .80
27070 - Firefighter	24 .63
27101 - Guard I	12 .71

27102 - Guard II		20 .57
27131 - Police Officer I		26 .52
27132 - Police Officer II		29 .67
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13 .59
28042 - Carnival Equipment Repairer		14 .63
28043 - Carnival Equipment Worker		9 .24
28210 - Gate Attendant/Gate Tender		13 .01
28310 - Lifeguard		11 .59
28350 - Park Attendant (Aide)		14 .56
28510 - Recreation Aide/Health Facility Attendant		10 .62
28515 - Recreation Specialist		18 .04
28630 - Sports Official		11 .59
28690 - Swimming Pool Operator		18 .21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23 .13
29020 - Hatch Tender		23 .13
29030 - Line Handler		23 .13
29041 - Stevedore I		21 .31
29042 - Stevedore II		24 .24
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39 .92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26 .84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29 .56
30021 - Archeological Technician I		20 .19
30022 - Archeological Technician II		22 .60
30023 - Archeological Technician III		27 .98
30030 - Cartographic Technician		27 .98
30040 - Civil Engineering Technician		26 .41
30061 - Drafter/CAD Operator I		20 .19
30062 - Drafter/CAD Operator II		22 .60
30063 - Drafter/CAD Operator III		25 .19
30064 - Drafter/CAD Operator IV		31 .00
30081 - Engineering Technician I		22 .92
30082 - Engineering Technician II		25 .72
30083 - Engineering Technician III		28 .79
30084 - Engineering Technician IV		35 .64
30085 - Engineering Technician V		43 .61
30086 - Engineering Technician VI		52 .76
30090 - Environmental Technician		27 .41
30210 - Laboratory Technician		23 .38

30240 - Mathematical Technician		28 .94
30361 - Paralegal/Legal Assistant I		21 .36
30362 - Paralegal/Legal Assistant II		26 .47
30363 - Paralegal/Legal Assistant III		32 .36
30364 - Paralegal/Legal Assistant IV		39 .16
30390 - Photo-Optics Technician		27 .98
30461 - Technical Writer I		21 .93
30462 - Technical Writer II		26 .84
30463 - Technical Writer III		32 .47
30491 - Unexploded Ordnance (UXO) Technician I		24 .74
30492 - Unexploded Ordnance (UXO) Technician II		29 .93
30493 - Unexploded Ordnance (UXO) Technician III		35 .88
30494 - Unexploded (UXO) Safety Escort		24 .74
30495 - Unexploded (UXO) Sweep Personnel		24 .74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25 .19
30621 - Weather Observer, Senior	(see 2)	27 .98

31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide		14 .32
31030 - Bus Driver		20 .85
31043 - Driver Courier		13 .98
31260 - Parking and Lot Attendant		10 .07
31290 - Shuttle Bus Driver		15 .66
31310 - Taxi Driver		13 .98
31361 - Truckdriver, Light		15 .66
31362 - Truckdriver, Medium		17 .90
31363 - Truckdriver, Heavy		19 .18
31364 - Truckdriver, Tractor-Trailer		19 .18

99000 - Miscellaneous Occupations

99030 - Cashier		10 .03
99050 - Desk Clerk		11 .58
99095 - Embalmer		23 .05
99251 - Laboratory Animal Caretaker I		11 .30
99252 - Laboratory Animal Caretaker II		12 .35
99310 - Mortician		31 .73
99410 - Pest Controller		17 .69
99510 - Photofinishing Worker		13 .20
99710 - Recycling Laborer		18 .50
99711 - Recycling Specialist		22 .71
99730 - Refuse Collector		16 .40
99810 - Sales Clerk		12 .09
99820 - School Crossing Guard		13 .43

99830 - Survey Party Chief	21 .94
99831 - Surveying Aide	13 .63
99832 - Surveying Technician	20 .85
99840 - Vending Machine Attendant	14 .43
99841 - Vending Machine Repairer	18 .73
99842 - Vending Machine Repairer Helper	14 .43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years: Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

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