

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 20
2. AMENDMENT/MODIFICATION NO. 0067	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REC. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY U.S. Department of Energy ORNL Site Office P.O. Box 2008 Oak Ridge TN 37831	CODE 00516	7. ADMINISTERED BY (If other than Item 6)	CODE
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) OAK RIDGE ASSOCIATED UNIVERSITIES, INCORPORATED Attn: Matt Albert P.O. BOX 117 OAK RIDGE TN 37831		(X) 9A. AMENDMENT OF SOLICITATION NO.	
		9B. DATED (SEE ITEM 11)	
		X 10A. MODIFICATION OF CONTRACT/ORDER NO. DE-SC0014664	
		10B. DATED (SEE ITEM 13) 03/10/2016	
CODE 041152224	FACILITY CODE		

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)
See Schedule

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) DEAR 970.5204-2 DOE Directives DEC 2000 and FAR 52.222-41 Service Contract Labor Standards MAY 2014

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

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

The purpose of this modification is to update and revise Section J - List of Attachments as follows:

A. Attachment D.2 - DOE Directives (List B) List of Applicable Directives. Contract Document Attachment D.2 - DOE Directives (List B) as amended in modification 0059 List of Applicable Directives is hereby deleted in its entirety, and the attached RCN ORAU-006, dated September 11, 2017 is hereby incorporated into the contract.

B. Attachment E - U.S. Department of Labor Wage Determination is hereby modified to include U.S. Department of Labor Wage Determination No: 2015-4719, Revision No: 4. Dated 7/25/2017.

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) IVAN A. BOATNER	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Kenneth Lowell Kimbrough
15B. CONTRACTOR/OFFEROR 	16B. UNITED STATES OF AMERICA
15C. DATE SIGNED 9/20/17	16C. DATE SIGNED 9-21-17

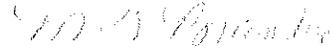
CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DE-SC0014664/0067

PAGE	OF
2	20

NAME OF OFFEROR OR CONTRACTOR
OAK RIDGE ASSOCIATED UNIVERSITIES, INCORPORATED

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	C. All other terms and conditions remain unchanged. Payment:				

DOE Form (04/1991)		RCN No. ORAU-06
U.S. Department of Energy REQUIREMENTS CHANGE NOTICE		Page 1 of 7
PROJECT: Contract Baseline Documentation		LOCATION: Oak Ridge, Tennessee
CONTRACTOR: Oak Ridge Associated Universities (ORAU)		
CONTRACT NO.: DE-SC0014664, DEAR 970.5204-2, Laws, Regulations, and DOE Directives (DEC 2000)		DATE OF CONTRACT: March 10, 2016
<p>This Requirements Change Notice (RCN) No. ORAU-06 incorporates into Section J, Attachment D.2, of Contract No. DE-SC0014664, the attached list of applicable documents, which have been assessed against the terms and conditions of the subject contract in accordance with the above-referenced clause. This is a complete numbered list of administrative requirements and a representation of environment, safety, and health (ES&H) requirements. Information regarding ES&H-related directives and their applicability can only be obtained from specific WSS sets. ES&H-related directives in WSS sets have an ES&H footnote. Changes to Section J, Attachment D.2, are indicated by bold type. Below is a list of the directives incorporated herein:</p> <p style="text-align: center;"><u>EXECUTIVE SUMMARY OF DIRECTIVE CHANGES</u></p> <p><u>ADDITIONS:</u></p> <p><u>DELETIONS:</u></p> <p><u>EXTENSIONS:</u></p> <p><u>UPDATES:</u></p> <p><u>IMPLEMENTATION PLANS (REVISED COMPLIANCE STATUS):</u></p> <p><u>ADMINISTRATIVE CORRECTION:</u></p>		
DOE AUTHORIZING SIGNATURE:  Michele Branton, Contracting Officer's Representative		DATE: 9-11-2017

Summary of Changes for RCN-06
Baseline List of Required Compliance Documents

Directive	Title	Action	Authority
No New Directives, June 30 – August 31, 2017			

Attachment D
Baseline List of
Required Compliance Documents

List B - List of Applicable Directives

**DOE Directives
may be found at the following address:**

<http://www.directives.doe.gov/>

Required Compliance Document	Document Date	Title	Through Change	Notes and Comments
DOE O 130.1	09/29/1995	Budget Formulation		
DOE O 137.1A	08/30/1999	Plan for Operating in the Event of a Lapse in Appropriations		
DOE O 142.3A, Change 1	01/18/2017	Unclassified Foreign Visitors and Assignments Program		
DOE O 150.1A	03/31/2014	Continuity Programs		
DOE O 151.1D	08/11/2016	Comprehensive Emergency Management System		
DOE O 153.1	06/27/2007	Departmental Radiological Emergency Response Assets		Footnote (4)
DOE O 200.1A Change 1	01/13/2017	Information Technology Management		
DOE O 205.1B Administrative Change 2	03/11/2013	Department of Energy Cyber Security Program		
DOE O 206.1	01/16/2009	Department of Energy Privacy Program		
DOE O 206.2	02/19/2013	Identity, Credential, and Access Management (ICAM)		
DOE O 210.2A	04/08/2011	DOE Corporate Operating Experience Program		
DOE O 221.1B	09/27/2016	Reporting Fraud, Waste and Abuse to the Office of Inspector General		
DOE O 221.2A	02/25/2008	Cooperation with the Office of Inspector General		
DOE O 221.3	12/17/2001	Establishment of Management Decisions on Office of Inspector General Reports		
DOE O 225.1B	03/04/2011	Accident Investigations		
DOE O 227.1	08/30/2011	Independent Oversight Program		
DOE O 231.1B Administrative Change 1	11/28/2012	Environment, Safety and Health Reporting		
DOE O 232.2A	01/17/2017	Occurrence Reporting and Processing of Operations Information		
DOE O 241.1B Administrative Change 1	04/26/2015	Scientific and Technical Information Management		

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DOE O 243.1B, Administrative Change 1	07/08/2013	Records Management Program	
Compliance Line: Implementation Plan, approved by DOE on 06/26/2012.			
DOE O 252.1A, Administrative Change 1	03/12/2013	Technical Standards Program	
DOE O 350.1, Change 5	09/30/2014	Contractor Human Resource Management Programs	
DOE O 410.2, Administrative Change 1	04/10/2014	Management of Nuclear Materials	
DOE O 412.1	04/20/1999	Work Authorization System	
DOE O 413.1B	10/28/2008	Internal Control Program	Footnote (4)
DOE O 413.3B Change 2	05/12/2016	Program and Project Management for the Acquisition of Capital Assets	
DOE O 414.1D Administrative 1	05/08/2013	Quality Assurance	ES&H-related Directive included in WSS. See Footnote (3).
DOE O 420.1C	12/04/2012	Facility Safety	ES&H-related Directive included in WSS. See Footnote (3).
DOE O 430.1B, Change 2	04/25/2011	Real Property Asset Management	
DOE O 435.1, Change 1	08/28/2001	Radioactive Waste Management	ES&H-related Directive included in WSS. See Footnote (3).
DOE M 435.1-1, Administrative Change 2	06/08/2011	Radioactive Waste Management Manual	ES&H-related Directive included in WSS. See Footnote (3).
DOE O 436.1	05/02/2011	Departmental Sustainability	
DOE M 440.1-1A	01/09/2006	DOE Explosives Safety Manual	ES&H-related Directives included in WSS. See Footnote (3).
DOE O 440.2C, Administrative Change 1	06/22/2011	Aviation Management and Safety	ES&H-related Directive included in WSS. See Footnote (1).
DOE O 442.1A	06/06/2001	Department of Energy Employee Concerns Program	
DOE O 442.2, Change 1	10/04/2016	Differing Professional Opinions for Technical Issues Involving Environmental, Safety and Health Technical Concerns	
DOE O 443.1B	04/21/2016	Protection of Human Research Subjects	

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may be found at the following address:**

<http://www.directives.doe.gov/>

Administrative Change 1			
DOE P 450.7	08/02/2004	Department of Energy Environment, Safety and Health (ES&H) Goals	
DOE O 451.1B, Change 1	09/28/2001	National Environmental Policy Act Compliance Program	ES&H-related Directive included in WSS. See Footnote (3).
DOE O 452.7	05/14/2010	Protection of Use Control Vulnerabilities and Designs	
DOE O 458.1, Administrative Change 3	01/15/2013	Radiation Protection of the Public and the Environment	ES&H-related Directive included in WSS. See Footnote (3).
DOE O 460.1D	12/20/2016	Hazardous Materials Packaging and Transportation Safety	ES&H-related Directive included in WSS. See Footnote (1).
DOE O 460.2A	12/22/2004	Departmental Materials Transportation and Packaging Management	
DOE M 460.2-1A	06/04/2008	Radioactive Material Transportation Practices Manual for Use With DOE O 460.2A	Footnote (2).
DOE P 470.1A	12/29/2010	Safeguards and Security Program	
DOE O 470.3C	11/23/2016	Design Basis Threat (DBT) Order	
DOE O 470.4B, Change 2	01/17/2017	Safeguards and Security Program	
DOE O 470.5	06/02/2014	Insider Threat Program	
DOE O 470.6	09/02/2015	Technical Security Program	
DOE O 471.1B	03/01/2010	Identification and Protection of Unclassified Controlled Nuclear Information	
DOE M 471.3-1, Administrative Change 1	01/13/2011	Manual for Identifying and Protecting Official Use Only Information	
DOE O 471.3, Administrative Change 1	01/13/2011	Identifying and Protecting Official Use Only Information	
DOE O 471.6, Administrative Change 1	11/23/2012	Information Security	
DOE O 472.2, Change 1	07/09/2014	Personnel Security	
DOE O 473.3A	03/23/2016	Protection Program Operations	
DOE O 474.2, Change 4	09/13/2016	Nuclear Material Control and Accountability	
DOE O 475.1	12/10/2004	Counterintelligence Program	

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DOE Directives

may be found at the following address:

<http://www.directives.doe.gov/>

DOE O 475.2B	10/03/2014	Identifying Classified Information
DOE M 481.1-1A Change 1	09/28/2001	Reimbursable Work For Non-Federal Sponsors Process Manual
DOE O 484.1, Administrative Change 2	06/30/2014	Reimbursable Work for the Department of Homeland Security
DOE O 522.1	11/03/2004	Pricing of Departmental Materials and Services
DOE O 534.1B	01/06/2003	Accounting
DOE O 551.1D, Change 2	08/09/2016	Official Foreign Travel
DOE M 573.1-1	07/12/2000	Mail Services User's Manual
DOE O 580.1A	03/30/2012	Department of Energy Personal Property Management Program
DOE 2340.1C	06/08/1992	Coordination of General Accounting Office Activities

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**Work Smart Standards (WSS) Sets
may be found at the following address:
<http://www.ornl.gov/orise/wss.htm>**

Required Compliance Document	Approval Date	Title	Change # Approval Date	Notes and Comments
WSS Set 41		Oak Ridge Institute for Science and Education (ORISE) Work Smart Standards Set		

FOOTNOTES:

- (1) This document is not directly applicable to the Contractor; it is included in the list of applicable documents because the Contractor must provide certain information or input to DOE in order for DOE to comply with requirements specified in the document.
- (2) The Contractor does not perform activities which fall within the scope of this directive at this time. If these activities are conducted at some future date, the requirements contained in this document will be applicable to the Contractor and programs to implement the requirements of this document will be established when and if such activities are to be initiated.
- (3) This document is ES&H-related and appears on the current Work Smart Standards Set. In a WSS Set, the document may be referenced in its entirety or only certain chapters, paragraphs, or sections.
- (4) The requirements of this document are applicable; however, specific additional clarification or guidance is required from DOE before such requirements can be implemented in full as indicated in written requests for direction from the Contractor.

WD 15-4719 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-4719
Director	Wage Determinations	Revision No.: 4
		Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 2017. 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.

States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Ohio
 Kentucky Counties of Boone, Bracken, Campbell, Gallatin, Grant, Kenton, Pendleton
 Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.04
01020 - Administrative Assistant		25.59
01035 - Court Reporter		21.33
01041 - Customer Service Representative I		12.13
01042 - Customer Service Representative II		13.63
01043 - Customer Service Representative III		14.88
01051 - Data Entry Operator I		14.14
01052 - Data Entry Operator II		15.43
01060 - Dispatcher, Motor Vehicle		18.09
01070 - Document Preparation Clerk		14.16
01090 - Duplicating Machine Operator		14.16
01111 - General Clerk I		13.16
01112 - General Clerk II		14.35
01113 - General Clerk III		16.11
01120 - Housing Referral Assistant		19.84
01141 - Messenger Courier		12.66
01191 - Order Clerk I		14.21
01192 - Order Clerk II		17.02
01261 - Personnel Assistant (Employment) I		15.67
01262 - Personnel Assistant (Employment) II		17.53
01263 - Personnel Assistant (Employment) III		19.55
01270 - Production Control Clerk		23.17
01290 - Rental Clerk		14.57
01300 - Scheduler, Maintenance		15.84
01311 - Secretary I		15.84

01312	- Secretary II	17.79
01313	- Secretary III	19.84
01320	- Service Order Dispatcher	16.16
01410	- Supply Technician	25.59
01420	- Survey Worker	17.63
01460	- Switchboard Operator/Receptionist	14.31
01531	- Travel Clerk I	12.86
01532	- Travel Clerk II	13.72
01533	- Travel Clerk III	14.55
01611	- Word Processor I	14.66
01612	- Word Processor II	16.45
01613	- Word Processor III	18.41
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	21.14
05010	- Automotive Electrician	23.12
05040	- Automotive Glass Installer	21.61
05070	- Automotive Worker	22.26
05110	- Mobile Equipment Servicer	20.65
05130	- Motor Equipment Metal Mechanic	24.59
05160	- Motor Equipment Metal Worker	22.26
05190	- Motor Vehicle Mechanic	23.03
05220	- Motor Vehicle Mechanic Helper	20.30
05250	- Motor Vehicle Upholstery Worker	21.42
05280	- Motor Vehicle Wrecker	22.26
05310	- Painter, Automotive	23.12
05340	- Radiator Repair Specialist	22.26
05370	- Tire Repairer	15.45
05400	- Transmission Repair Specialist	24.59
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.32
07041	- Cook I	12.59
07042	- Cook II	13.56
07070	- Dishwasher	9.18
07130	- Food Service Worker	10.13
07210	- Meat Cutter	16.14
07260	- Waiter/Waitress	9.20
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	17.91
09040	- Furniture Handler	13.81
09080	- Furniture Refinisher	17.91
09090	- Furniture Refinisher Helper	15.31
09110	- Furniture Repairer, Minor	16.59
09130	- Upholsterer	17.91
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.03
11060	- Elevator Operator	12.52
11090	- Gardener	17.15
11122	- Housekeeping Aide	12.52
11150	- Janitor	12.52
11210	- Laborer, Grounds Maintenance	14.99
11240	- Maid or Houseman	10.08
11260	- Pruner	13.48
11270	- Tractor Operator	16.71
11330	- Trail Maintenance Worker	14.99
11360	- Window Cleaner	13.26
12000	- Health Occupations	
12010	- Ambulance Driver	17.31
12011	- Breath Alcohol Technician	18.72
12012	- Certified Occupational Therapist Assistant	27.34
12015	- Certified Physical Therapist Assistant	26.62
12020	- Dental Assistant	18.35
12025	- Dental Hygienist	34.49

12030	- EKG Technician	25.03
12035	- Electroneurodiagnostic Technologist	25.03
12040	- Emergency Medical Technician	17.31
12071	- Licensed Practical Nurse I	16.73
12072	- Licensed Practical Nurse II	18.72
12073	- Licensed Practical Nurse III	20.87
12100	- Medical Assistant	14.70
12130	- Medical Laboratory Technician	18.79
12160	- Medical Record Clerk	17.61
12190	- Medical Record Technician	19.06
12195	- Medical Transcriptionist	19.70
12210	- Nuclear Medicine Technologist	34.30
12221	- Nursing Assistant I	11.19
12222	- Nursing Assistant II	12.58
12223	- Nursing Assistant III	13.73
12224	- Nursing Assistant IV	15.41
12235	- Optical Dispenser	18.39
12236	- Optical Technician	16.52
12250	- Pharmacy Technician	15.22
12280	- Phlebotomist	15.88
12305	- Radiologic Technologist	25.79
12311	- Registered Nurse I	24.51
12312	- Registered Nurse II	29.20
12313	- Registered Nurse II, Specialist	29.20
12314	- Registered Nurse III	35.32
12315	- Registered Nurse III, Anesthetist	35.32
12316	- Registered Nurse IV	42.35
12317	- Scheduler (Drug and Alcohol Testing)	23.19
12320	- Substance Abuse Treatment Counselor	18.59
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	19.76
13012	- Exhibits Specialist II	24.48
13013	- Exhibits Specialist III	29.93
13041	- Illustrator I	20.17
13042	- Illustrator II	24.99
13043	- Illustrator III	30.56
13047	- Librarian	27.39
13050	- Library Aide/Clerk	12.27
13054	- Library Information Technology Systems Administrator	24.96
13058	- Library Technician	15.33
13061	- Media Specialist I	17.84
13062	- Media Specialist II	19.97
13063	- Media Specialist III	22.38
13071	- Photographer I	15.24
13072	- Photographer II	17.85
13073	- Photographer III	21.52
13074	- Photographer IV	26.56
13075	- Photographer V	32.12
13090	- Technical Order Library Clerk	15.12
13110	- Video Teleconference Technician	19.61
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.90
14042	- Computer Operator II	17.80
14043	- Computer Operator III	19.83
14044	- Computer Operator IV	22.04
14045	- Computer Operator V	24.40
14071	- Computer Programmer I	(see 1) 19.86
14072	- Computer Programmer II	(see 1) 24.53
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		15.90
14160	- Personal Computer Support Technician		22.04
14170	- System Support Specialist		27.99
15000	- Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated)		31.98
15020	- Aircrew Training Devices Instructor (Rated)		38.68
15030	- Air Crew Training Devices Instructor (Pilot)		42.71
15050	- Computer Based Training Specialist / Instructor		31.98
15060	- Educational Technologist		30.27
15070	- Flight Instructor (Pilot)		42.71
15080	- Graphic Artist		23.35
15085	- Maintenance Test Pilot, Fixed, Jet/Prop		42.14
15086	- Maintenance Test Pilot, Rotary Wing		42.14
15088	- Non-Maintenance Test/Co-Pilot		42.14
15090	- Technical Instructor		23.07
15095	- Technical Instructor/Course Developer		28.24
15110	- Test Proctor		18.63
15120	- Tutor		18.63
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	- Assembler		9.85
16030	- Counter Attendant		9.85
16040	- Dry Cleaner		12.18
16070	- Finisher, Flatwork, Machine		9.85
16090	- Presser, Hand		9.85
16110	- Presser, Machine, Drycleaning		9.85
16130	- Presser, Machine, Shirts		9.85
16160	- Presser, Machine, Wearing Apparel, Laundry		9.85
16190	- Sewing Machine Operator		13.03
16220	- Tailor		13.89
16250	- Washer, Machine		10.44
19000	- Machine Tool Operation And Repair Occupations		
19010	- Machine-Tool Operator (Tool Room)		25.18
19040	- Tool And Die Maker		27.35
21000	- Materials Handling And Packing Occupations		
21020	- Forklift Operator		16.13
21030	- Material Coordinator		23.17
21040	- Material Expediter		23.17
21050	- Material Handling Laborer		16.74
21071	- Order Filler		12.00
21080	- Production Line Worker (Food Processing)		17.33
21110	- Shipping Packer		15.78
21130	- Shipping/Receiving Clerk		15.78
21140	- Store Worker I		14.26
21150	- Stock Clerk		18.72
21210	- Tools And Parts Attendant		17.33
21410	- Warehouse Specialist		17.33
23000	- Mechanics And Maintenance And Repair Occupations		
23010	- Aerospace Structural Welder		31.60
23019	- Aircraft Logs and Records Technician		24.46
23021	- Aircraft Mechanic I		30.11
23022	- Aircraft Mechanic II		31.60
23023	- Aircraft Mechanic III		32.91
23040	- Aircraft Mechanic Helper		22.59
23050	- Aircraft, Painter		26.22
23060	- Aircraft Servicer		24.46
23070	- Aircraft Survival Flight Equipment Technician		26.22
23080	- Aircraft Worker		25.43
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I		25.43
23092	- Aircrew Life Support Equipment (ALSE) Mechanic		30.11

II	
23110	- Appliance Mechanic 20.12
23120	- Bicycle Repairer 20.57
23125	- Cable Splicer 33.11
23130	- Carpenter, Maintenance 20.27
23140	- Carpet Layer 23.42
23160	- Electrician, Maintenance 23.13
23181	- Electronics Technician Maintenance I 24.92
23182	- Electronics Technician Maintenance II 26.33
23183	- Electronics Technician Maintenance III 27.30
23260	- Fabric Worker 21.81
23290	- Fire Alarm System Mechanic 22.46
23310	- Fire Extinguisher Repairer 20.59
23311	- Fuel Distribution System Mechanic 29.32
23312	- Fuel Distribution System Operator 24.19
23370	- General Maintenance Worker 20.86
23380	- Ground Support Equipment Mechanic 30.11
23381	- Ground Support Equipment Servicer 24.46
23382	- Ground Support Equipment Worker 25.43
23391	- Gunsmith I 20.59
23392	- Gunsmith II 23.04
23393	- Gunsmith III 24.97
23410	- Heating, Ventilation And Air-Conditioning Mechanic 23.42
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.25
23430	- Heavy Equipment Mechanic 21.91
23440	- Heavy Equipment Operator 23.65
23460	- Instrument Mechanic 26.59
23465	- Laboratory/Shelter Mechanic 24.08
23470	- Laborer 13.44
23510	- Locksmith 21.88
23530	- Machinery Maintenance Mechanic 24.77
23550	- Machinist, Maintenance 22.22
23580	- Maintenance Trades Helper 15.35
23591	- Metrology Technician I 26.59
23592	- Metrology Technician II 27.52
23593	- Metrology Technician III 28.48
23640	- Millwright 30.15
23710	- Office Appliance Repairer 18.88
23760	- Painter, Maintenance 20.42
23790	- Pipefitter, Maintenance 25.62
23810	- Plumber, Maintenance 24.66
23820	- Pneudraulic Systems Mechanic 24.97
23850	- Rigger 25.03
23870	- Scale Mechanic 23.04
23890	- Sheet-Metal Worker, Maintenance 22.08
23910	- Small Engine Mechanic 18.96
23931	- Telecommunications Mechanic I 24.41
23932	- Telecommunications Mechanic II 26.44
23950	- Telephone Lineman 23.52
23960	- Welder, Combination, Maintenance 20.42
23965	- Well Driller 21.76
23970	- Woodcraft Worker 24.97
23980	- Woodworker 20.59
24000	- Personal Needs Occupations
24550	- Case Manager 15.92
24570	- Child Care Attendant 11.04
24580	- Child Care Center Clerk 15.48
24610	- Chore Aide 10.41
24620	- Family Readiness And Support Services Coordinator 15.92

24630	- Homemaker	17.36
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	26.88
25040	- Sewage Plant Operator	21.11
25070	- Stationary Engineer	26.88
25190	- Ventilation Equipment Tender	20.59
25210	- Water Treatment Plant Operator	21.11
27000	- Protective Service Occupations	
27004	- Alarm Monitor	20.93
27007	- Baggage Inspector	12.02
27008	- Corrections Officer	24.65
27010	- Court Security Officer	24.65
27030	- Detection Dog Handler	18.00
27040	- Detention Officer	24.65
27070	- Firefighter	24.58
27101	- Guard I	12.02
27102	- Guard II	18.00
27131	- Police Officer I	27.64
27132	- Police Officer II	30.72
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.67
28042	- Carnival Equipment Repairer	11.85
28043	- Carnival Worker	9.02
28210	- Gate Attendant/Gate Tender	13.62
28310	- Lifeguard	11.25
28350	- Park Attendant (Aide)	15.24
28510	- Recreation Aide/Health Facility Attendant	11.12
28515	- Recreation Specialist	18.88
28630	- Sports Official	12.14
28690	- Swimming Pool Operator	17.89
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.97
29020	- Hatch Tender	21.97
29030	- Line Handler	21.97
29041	- Stevedore I	20.65
29042	- Stevedore II	22.12
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.98
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.88
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.60
30021	- Archeological Technician I	18.75
30022	- Archeological Technician II	18.73
30023	- Archeological Technician III	22.73
30030	- Cartographic Technician	22.73
30040	- Civil Engineering Technician	24.35
30051	- Cryogenic Technician I	25.16
30052	- Cryogenic Technician II	27.78
30061	- Drafter/CAD Operator I	16.39
30062	- Drafter/CAD Operator II	18.35
30063	- Drafter/CAD Operator III	20.46
30064	- Drafter/CAD Operator IV	25.17
30081	- Engineering Technician I	15.69
30082	- Engineering Technician II	17.62
30083	- Engineering Technician III	20.43
30084	- Engineering Technician IV	25.30
30085	- Engineering Technician V	30.94
30086	- Engineering Technician VI	35.32
30090	- Environmental Technician	20.71
30095	- Evidence Control Specialist	22.71
30210	- Laboratory Technician	20.99
30221	- Latent Fingerprint Technician I	25.16
30222	- Latent Fingerprint Technician II	27.78

30240 - Mathematical Technician	22.73
30361 - Paralegal/Legal Assistant I	18.22
30362 - Paralegal/Legal Assistant II	22.57
30363 - Paralegal/Legal Assistant III	28.49
30364 - Paralegal/Legal Assistant IV	33.84
30375 - Petroleum Supply Specialist	27.78
30390 - Photo-Optics Technician	22.73
30395 - Radiation Control Technician	27.78
30461 - Technical Writer I	23.77
30462 - Technical Writer II	29.08
30463 - Technical Writer III	35.18
30491 - Unexploded Ordnance (UXO) Technician I	24.77
30492 - Unexploded Ordnance (UXO) Technician II	29.97
30493 - Unexploded Ordnance (UXO) Technician III	35.92
30494 - Unexploded (UXO) Safety Escort	24.77
30495 - Unexploded (UXO) Sweep Personnel	24.77
30501 - Weather Forecaster I	25.16
30502 - Weather Forecaster II	30.60
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.32
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 22.73
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.97
31020 - Bus Aide	13.86
31030 - Bus Driver	19.04
31043 - Driver Courier	17.51
31260 - Parking and Lot Attendant	11.21
31290 - Shuttle Bus Driver	18.95
31310 - Taxi Driver	12.96
31361 - Truckdriver, Light	18.95
31362 - Truckdriver, Medium	20.07
31363 - Truckdriver, Heavy	22.08
31364 - Truckdriver, Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.61
99030 - Cashier	10.02
99050 - Desk Clerk	11.49
99095 - Embalmer	27.09
99130 - Flight Follower	24.77
99251 - Laboratory Animal Caretaker I	12.73
99252 - Laboratory Animal Caretaker II	13.77
99260 - Marketing Analyst	28.53
99310 - Mortician	29.07
99410 - Pest Controller	15.64
99510 - Photofinishing Worker	11.98
99710 - Recycling Laborer	18.34
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	16.76
99810 - Sales Clerk	11.34
99820 - School Crossing Guard	10.62
99830 - Survey Party Chief	20.84
99831 - Surveying Aide	12.58
99832 - Surveying Technician	18.62
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	18.03
99842 - Vending Machine Repairer Helper	16.07

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.

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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)).