

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		BPA NO.	1. CONTRACT ID CODE	PAGE 1	OF 21	PAGES
2. AMENDMENT/MODIFICATION NUMBER 0001		3. EFFECTIVE DATE	4. REQUISITION/PURCHASE REQ. NUMBER		5. PROJECT NUMBER (if applicable) None	
6. ISSUED BY Department of Veterans Affairs Network Contracting Office 9 (90C) NCO 9 1639 Medical Center Parkway, Suite 400 Murfreesboro TN 37129		CODE	7. ADMINISTERED BY (If other than Item 6) Network Contracting Office 9 Department of Veterans Affairs Network Contracting Office (90C) 1639 Medical Center Parkway Suite 400 Murfreesboro TN 37129		CODE	90C
8. NAME AND ADDRESS OF CONTRACTOR (Number, street, county, State and ZIP Code) To all Offerors/Bidders			(X)	9A. AMENDMENT OF SOLICITATION NUMBER 36C24919Q0168		
			X	9B. DATED (SEE ITEM 11) 03-28-2019		
				10A. MODIFICATION OF CONTRACT/ORDER NUMBER		
				10B. DATED (SEE ITEM 13)		
CODE		FACILITY CODE				
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS						
<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 checked="" 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 electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT 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 letter or electronic communication, provided each letter or electronic communication 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 APPLIES ONLY TO MODIFICATIONS 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.					
<input type="checkbox"/>	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).					
<input type="checkbox"/>	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:					
<input type="checkbox"/>	D. OTHER (Specify type of modification and authority)					
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 amendment is to provide responses to questions asked regarding the initial solicitation. Questions and responses can be found on page two of this amendment. Wage Determination Tables are also attached. The original due date of the solicitation is not extended as a result of this amendment.						
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) Matthew A Wendel Contracting Officer			
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)		15C. DATE SIGNED	16B. UNITED STATES OF AMERICA (Signature of Contracting Officer)		16C. DATE SIGNED	

36C24919Q0168 – Questions and Responses

- 1) Is this a new requirement? **Yes**
- 2) Who is the current contractor, contract number, when does it expire? **No current contract**
- 3) What is the current contract value? **No current contract**
- 4) Can quotes be submitted electronically via email? **Yes – send quotes to matthew.wendel@va.gov**
- 5) What are the instructions to offerors and evaluation criteria for the requirement? **Please see solicitation section E1 for Instructions, and section E12 for Evaluation**
- 6) Will this contract be subject to SCA? **Yes – Wage Determination Tables are attached to this amendment and shall be included in the solicitation**
- 7) Should offerors use the candidate cover sheet as a checklist as to what the packets should include or are you requesting candidates to be submitted in the response? **We are requesting that a minimum of two candidates be submitted with your response**

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
	Wage Determination No.: 2015-4647
Daniel W. Simms	Revision No.: 10
Director	Date Of Revision: 12/26/2018

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

State: Tennessee

Area: Tennessee Counties of Cannon, Cheatham, Davidson, Dickson, Hickman,
Macon, Maury, Robertson, Rutherford, Smith, Sumner, Trousdale, Williamson,
Wilson

Fringe Benefits Required Follow the Occupational Listing	
OCCUPATION CODE - TITLE	FOOTNOTE
RATE	
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
15.38	
01012 - Accounting Clerk II	
17.26	
01013 - Accounting Clerk III	
19.31	
01020 - Administrative Assistant	
24.05	
01035 - Court Reporter	
23.90	
01041 - Customer Service Representative I	
12.74	
01042 - Customer Service Representative II	
14.34	
01043 - Customer Service Representative III	
15.64	
01051 - Data Entry Operator I	
14.09	
01052 - Data Entry Operator II	
15.38	

01060 - Dispatcher, Motor Vehicle
 17.74
 01070 - Document Preparation Clerk
 14.18
 01090 - Duplicating Machine Operator
 14.18
 01111 - General Clerk I
 13.33
 01112 - General Clerk II
 14.54
 01113 - General Clerk III
 16.32
 01120 - Housing Referral Assistant
 18.72
 01141 - Messenger Courier
 13.79
 01191 - Order Clerk I
 14.42
 01192 - Order Clerk II
 15.74
 01261 - Personnel Assistant (Employment) I
 15.73
 01262 - Personnel Assistant (Employment) II
 17.60
 01263 - Personnel Assistant (Employment) III
 19.62
 01270 - Production Control Clerk
 22.25
 01290 - Rental Clerk
 11.81
 01300 - Scheduler, Maintenance
 15.00
 01311 - Secretary I
 15.00
 01312 - Secretary II
 17.06
 01313 - Secretary III
 18.72
 01320 - Service Order Dispatcher
 15.40
 01410 - Supply Technician
 24.05
 01420 - Survey Worker
 16.21
 01460 - Switchboard Operator/Receptionist
 14.25
 01531 - Travel Clerk I
 12.44
 01532 - Travel Clerk II
 13.16
 01533 - Travel Clerk III
 14.04
 01611 - Word Processor I
 13.23
 01612 - Word Processor II
 15.95
 01613 - Word Processor III
 16.62
 05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass
 21.51
 05010 - Automotive Electrician
 21.82
 05040 - Automotive Glass Installer
 20.01
 05070 - Automotive Worker
 20.67
 05110 - Mobile Equipment Servicer
 18.13
 05130 - Motor Equipment Metal Mechanic
 20.78
 05160 - Motor Equipment Metal Worker
 20.95
 05190 - Motor Vehicle Mechanic
 20.78
 05220 - Motor Vehicle Mechanic Helper
 16.86
 05250 - Motor Vehicle Upholstery Worker
 18.90
 05280 - Motor Vehicle Wrecker
 19.99
 05310 - Painter, Automotive
 20.26
 05340 - Radiator Repair Specialist
 19.99
 05370 - Tire Repairer
 15.95
 05400 - Transmission Repair Specialist
 20.78
 07000 - Food Preparation And Service Occupations
 07010 - Baker
 12.40
 07041 - Cook I
 12.64
 07042 - Cook II
 14.28
 07070 - Dishwasher
 10.20
 07130 - Food Service Worker
 10.64
 07210 - Meat Cutter
 14.77
 07260 - Waiter/Waitress
 8.78
 09000 - Furniture Maintenance And Repair Occupations
 09010 - Electrostatic Spray Painter
 17.27
 09040 - Furniture Handler
 12.18
 09080 - Furniture Refinisher
 17.51
 09090 - Furniture Refinisher Helper
 13.99
 09110 - Furniture Repairer, Minor
 15.63
 09130 - Upholsterer
 16.89
 11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles
 12.21
 11060 - Elevator Operator
 11.54
 11090 - Gardener
 16.13
 11122 - Housekeeping Aide
 11.54
 11150 - Janitor
 11.54
 11210 - Laborer, Grounds Maintenance
 12.78
 11240 - Maid or Houseman
 10.53
 11260 - Pruner
 11.59
 11270 - Tractor Operator
 15.12
 11330 - Trail Maintenance Worker
 12.78
 11360 - Window Cleaner
 12.73
 12000 - Health Occupations
 12010 - Ambulance Driver
 17.04
 12011 - Breath Alcohol Technician
 17.04
 12012 - Certified Occupational Therapist Assistant
 29.55
 12015 - Certified Physical Therapist Assistant
 28.28
 12020 - Dental Assistant
 17.45
 12025 - Dental Hygienist
 32.25
 12030 - EKG Technician
 24.71
 12035 - Electroneurodiagnostic Technologist
 24.71
 12040 - Emergency Medical Technician
 17.04
 12071 - Licensed Practical Nurse I
 15.86
 12072 - Licensed Practical Nurse II
 17.75
 12073 - Licensed Practical Nurse III
 19.79
 12100 - Medical Assistant
 15.63
 12130 - Medical Laboratory Technician
 19.23
 12160 - Medical Record Clerk
 16.92
 12190 - Medical Record Technician
 18.92
 12195 - Medical Transcriptionist
 17.08
 12210 - Nuclear Medicine Technologist
 33.55

12221 - Nursing Assistant I
 11.00
 12222 - Nursing Assistant II
 12.38
 12223 - Nursing Assistant III
 13.50
 12224 - Nursing Assistant IV
 15.16
 12235 - Optical Dispenser
 19.21
 12236 - Optical Technician
 16.05
 12250 - Pharmacy Technician
 14.46
 12280 - Phlebotomist
 15.41
 12305 - Radiologic Technologist
 25.03
 12311 - Registered Nurse I
 24.32
 12312 - Registered Nurse II
 29.75
 12313 - Registered Nurse II, Specialist
 29.75
 12314 - Registered Nurse III
 35.99
 12315 - Registered Nurse III, Anesthetist
 35.99
 12316 - Registered Nurse IV
 43.13
 12317 - Scheduler (Drug and Alcohol Testing)
 21.11
 12320 - Substance Abuse Treatment Counselor
 19.31
 13000 - Information And Arts Occupations
 13011 - Exhibits Specialist I
 19.16
 13012 - Exhibits Specialist II
 23.74
 13013 - Exhibits Specialist III
 29.03
 13041 - Illustrator I
 20.73
 13042 - Illustrator II
 25.68
 13043 - Illustrator III
 31.42
 13047 - Librarian
 26.50
 13050 - Library Aide/Clerk
 13.05
 13054 - Library Information Technology Systems
 23.92
 Administrator
 13058 - Library Technician
 16.21
 13061 - Media Specialist I
 17.27
 13062 - Media Specialist II
 19.32

13063 - Media Specialist III
 21.53
 13071 - Photographer I
 15.25
 13072 - Photographer II
 17.06
 13073 - Photographer III
 21.14
 13074 - Photographer IV
 25.86
 13075 - Photographer V
 31.28
 13090 - Technical Order Library Clerk
 16.39
 13110 - Video Teleconference Technician
 19.94
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 15.32
 14042 - Computer Operator II
 17.15
 14043 - Computer Operator III
 19.12
 14044 - Computer Operator IV
 21.24
 14045 - Computer Operator V
 22.35
 14071 - Computer Programmer I (see 1)
 20.90
 14072 - Computer Programmer II (see 1)
 24.85
 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
 15.32
 14160 - Personal Computer Support Technician
 21.34
 14170 - System Support Specialist
 27.79
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 30.75
 15020 - Aircrew Training Devices Instructor (Rated)
 35.78
 15030 - Air Crew Training Devices Instructor (Pilot)
 42.00
 15050 - Computer Based Training Specialist / Instructor
 30.75
 15060 - Educational Technologist
 30.05
 15070 - Flight Instructor (Pilot)
 42.00
 15080 - Graphic Artist
 24.15
 15085 - Maintenance Test Pilot, Fixed, Jet/Prop
 35.67

15086 - Maintenance Test Pilot, Rotary Wing
 35.67
 15088 - Non-Maintenance Test/Co-Pilot
 35.67
 15090 - Technical Instructor
 21.97
 15095 - Technical Instructor/Course Developer
 26.87
 15110 - Test Proctor
 17.74
 15120 - Tutor
 17.74
 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
 16010 - Assembler
 9.06
 16030 - Counter Attendant
 9.06
 16040 - Dry Cleaner
 11.38
 16070 - Finisher, Flatwork, Machine
 9.06
 16090 - Presser, Hand
 9.06
 16110 - Presser, Machine, Drycleaning
 9.06
 16130 - Presser, Machine, Shirts
 9.06
 16160 - Presser, Machine, Wearing Apparel, Laundry
 9.06
 16190 - Sewing Machine Operator
 12.10
 16220 - Tailor
 12.78
 16250 - Washer, Machine
 9.82
 19000 - Machine Tool Operation And Repair Occupations
 19010 - Machine-Tool Operator (Tool Room)
 20.74
 19040 - Tool And Die Maker
 25.27
 21000 - Materials Handling And Packing Occupations
 21020 - Forklift Operator
 15.73
 21030 - Material Coordinator
 22.25
 21040 - Material Expediter
 22.25
 21050 - Material Handling Laborer
 13.28
 21071 - Order Filler
 11.97
 21080 - Production Line Worker (Food Processing)
 15.73
 21110 - Shipping Packer
 14.63
 21130 - Shipping/Receiving Clerk
 14.63
 21140 - Store Worker I
 12.65

21150 - Stock Clerk
 17.12
 21210 - Tools And Parts Attendant
 15.73
 21410 - Warehouse Specialist
 15.73
 23000 - Mechanics And Maintenance And Repair Occupations
 23010 - Aerospace Structural Welder
 27.69
 23019 - Aircraft Logs and Records Technician
 22.28
 23021 - Aircraft Mechanic I
 26.30
 23022 - Aircraft Mechanic II
 27.69
 23023 - Aircraft Mechanic III
 29.07
 23040 - Aircraft Mechanic Helper
 19.69
 23050 - Aircraft, Painter
 27.35
 23060 - Aircraft Servicer
 22.28
 23070 - Aircraft Survival Flight Equipment Technician
 27.35
 23080 - Aircraft Worker
 23.73
 23091 - Aircrew Life Support Equipment (ALSE) Mechanic
 23.73
 I
 23092 - Aircrew Life Support Equipment (ALSE) Mechanic
 26.30
 II
 23110 - Appliance Mechanic
 17.86
 23120 - Bicycle Repairer
 15.64
 23125 - Cable Splicer
 36.30
 23130 - Carpenter, Maintenance
 19.58
 23140 - Carpet Layer
 20.33
 23160 - Electrician, Maintenance
 22.59
 23181 - Electronics Technician Maintenance I
 23.66
 23182 - Electronics Technician Maintenance II
 24.88
 23183 - Electronics Technician Maintenance III
 26.22
 23260 - Fabric Worker
 18.77
 23290 - Fire Alarm System Mechanic
 24.56
 23310 - Fire Extinguisher Repairer
 18.00
 23311 - Fuel Distribution System Mechanic
 26.47

23312 - Fuel Distribution System Operator
 21.14
 23370 - General Maintenance Worker
 18.02
 23380 - Ground Support Equipment Mechanic
 26.30
 23381 - Ground Support Equipment Servicer
 22.28
 23382 - Ground Support Equipment Worker
 23.73
 23391 - Gunsmith I
 18.00
 23392 - Gunsmith II
 20.33
 23393 - Gunsmith III
 22.53
 23410 - Heating, Ventilation And Air-Conditioning
 22.35
 Mechanic
 23411 - Heating, Ventilation And Air Contidioning
 23.53
 Mechanic (Research Facility)
 23430 - Heavy Equipment Mechanic
 22.75
 23440 - Heavy Equipment Operator
 18.11
 23460 - Instrument Mechanic
 22.53
 23465 - Laboratory/Shelter Mechanic
 21.38
 23470 - Laborer
 13.28
 23510 - Locksmith
 18.47
 23530 - Machinery Maintenance Mechanic
 23.17
 23550 - Machinist, Maintenance
 19.54
 23580 - Maintenance Trades Helper
 14.13
 23591 - Metrology Technician I
 22.53
 23592 - Metrology Technician II
 23.72
 23593 - Metrology Technician III
 24.91
 23640 - Millwright
 25.95
 23710 - Office Appliance Repairer
 18.89
 23760 - Painter, Maintenance
 17.24
 23790 - Pipefitter, Maintenance
 23.39
 23810 - Plumber, Maintenance
 22.28
 23820 - Pneudraulic Systems Mechanic
 22.53
 23850 - Rigger
 20.10

23870 - Scale Mechanic
 20.33
 23890 - Sheet-Metal Worker, Maintenance
 21.84
 23910 - Small Engine Mechanic
 18.15
 23931 - Telecommunications Mechanic I
 25.78
 23932 - Telecommunications Mechanic II
 27.03
 23950 - Telephone Lineman
 21.91
 23960 - Welder, Combination, Maintenance
 18.61
 23965 - Well Driller
 22.53
 23970 - Woodcraft Worker
 22.53
 23980 - Woodworker
 18.00
 24000 - Personal Needs Occupations
 24550 - Case Manager
 17.20
 24570 - Child Care Attendant
 10.24
 24580 - Child Care Center Clerk
 12.84
 24610 - Chore Aide
 9.75
 24620 - Family Readiness And Support Services
 17.20
 Coordinator
 24630 - Homemaker
 17.20
 25000 - Plant And System Operations Occupations
 25010 - Boiler Tender
 29.04
 25040 - Sewage Plant Operator
 20.14
 25070 - Stationary Engineer
 29.04
 25190 - Ventilation Equipment Tender
 21.50
 25210 - Water Treatment Plant Operator
 20.14
 27000 - Protective Service Occupations
 27004 - Alarm Monitor
 17.56
 27007 - Baggage Inspector
 11.98
 27008 - Corrections Officer
 19.75
 27010 - Court Security Officer
 21.41
 27030 - Detection Dog Handler
 15.10
 27040 - Detention Officer
 19.75
 27070 - Firefighter
 22.20

27101 - Guard I
 11.98
 27102 - Guard II
 15.10
 27131 - Police Officer I
 20.45
 27132 - Police Officer II
 22.72
 28000 - Recreation Occupations
 28041 - Carnival Equipment Operator
 12.75
 28042 - Carnival Equipment Repairer
 13.49
 28043 - Carnival Worker
 10.06
 28210 - Gate Attendant/Gate Tender
 14.61
 28310 - Lifeguard
 11.01
 28350 - Park Attendant (Aide)
 16.34
 28510 - Recreation Aide/Health Facility Attendant
 11.93
 28515 - Recreation Specialist
 16.60
 28630 - Sports Official
 13.02
 28690 - Swimming Pool Operator
 17.27
 29000 - Stevedoring/Longshoremen Occupational Services
 29010 - Blocker And Bracer
 22.32
 29020 - Hatch Tender
 22.32
 29030 - Line Handler
 22.32
 29041 - Stevedore I
 20.72
 29042 - Stevedore II
 23.47
 30000 - Technical Occupations
 30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
 38.15
 30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
 26.30
 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
 28.97
 30021 - Archeological Technician I
 17.35
 30022 - Archeological Technician II
 19.70
 30023 - Archeological Technician III
 23.94
 30030 - Cartographic Technician
 24.40
 30040 - Civil Engineering Technician
 24.58
 30051 - Cryogenic Technician I
 25.52

30052 - Cryogenic Technician II
 28.17
 30061 - Drafter/CAD Operator I
 17.35
 30062 - Drafter/CAD Operator II
 19.70
 30063 - Drafter/CAD Operator III
 21.97
 30064 - Drafter/CAD Operator IV
 26.34
 30081 - Engineering Technician I
 15.25
 30082 - Engineering Technician II
 16.67
 30083 - Engineering Technician III
 21.48
 30084 - Engineering Technician IV
 25.20
 30085 - Engineering Technician V
 30.90
 30086 - Engineering Technician VI
 37.37
 30090 - Environmental Technician
 23.65
 30095 - Evidence Control Specialist
 21.66
 30210 - Laboratory Technician
 20.99
 30221 - Latent Fingerprint Technician I
 24.38
 30222 - Latent Fingerprint Technician II
 26.92
 30240 - Mathematical Technician
 24.40
 30361 - Paralegal/Legal Assistant I
 19.33
 30362 - Paralegal/Legal Assistant II
 23.95
 30363 - Paralegal/Legal Assistant III
 28.33
 30364 - Paralegal/Legal Assistant IV
 34.28
 30375 - Petroleum Supply Specialist
 26.49
 30390 - Photo-Optics Technician
 24.40
 30395 - Radiation Control Technician
 26.49
 30461 - Technical Writer I
 21.92
 30462 - Technical Writer II
 26.81
 30463 - Technical Writer III
 32.44
 30491 - Unexploded Ordnance (UXO) Technician I
 24.24
 30492 - Unexploded Ordnance (UXO) Technician II
 29.33
 30493 - Unexploded Ordnance (UXO) Technician III
 35.16

30494 - Unexploded (UXO) Safety Escort
 24.24
 30495 - Unexploded (UXO) Sweep Personnel
 24.24
 30501 - Weather Forecaster I
 25.52
 30502 - Weather Forecaster II
 31.03
 30620 - Weather Observer, Combined Upper Air Or (see 2)
 21.97
 Surface Programs
 30621 - Weather Observer, Senior (see 2)
 23.57
 31000 - Transportation/Mobile Equipment Operation Occupations
 31010 - Airplane Pilot
 29.33
 31020 - Bus Aide
 14.08
 31030 - Bus Driver
 18.85
 31043 - Driver Courier
 15.25
 31260 - Parking and Lot Attendant
 9.83
 31290 - Shuttle Bus Driver
 16.27
 31310 - Taxi Driver
 11.50
 31361 - Truckdriver, Light
 16.27
 31362 - Truckdriver, Medium
 19.71
 31363 - Truckdriver, Heavy
 20.58
 31364 - Truckdriver, Tractor-Trailer
 20.58
 99000 - Miscellaneous Occupations
 99020 - Cabin Safety Specialist
 14.30
 99030 - Cashier
 9.62
 99050 - Desk Clerk
 10.28
 99095 - Embalmer
 26.38
 99130 - Flight Follower
 24.24
 99251 - Laboratory Animal Caretaker I
 12.57
 99252 - Laboratory Animal Caretaker II
 13.41
 99260 - Marketing Analyst
 27.18
 99310 - Mortician
 26.38
 99410 - Pest Controller
 17.16
 99510 - Photofinishing Worker
 15.96

99710 - Recycling Laborer
 14.77
 99711 - Recycling Specialist
 17.48
 99730 - Refuse Collector
 13.39
 99810 - Sales Clerk
 11.53
 99820 - School Crossing Guard
 13.44
 99830 - Survey Party Chief
 22.72
 99831 - Surveying Aide
 15.33
 99832 - Surveying Technician
 20.37
 99840 - Vending Machine Attendant
 14.54
 99841 - Vending Machine Repairer
 17.52
 99842 - Vending Machine Repairer Helper
 14.54

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: \$4.48 per hour or \$179.20 per week or \$776.53 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 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. (See 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 employee (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)).