

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. Contract Number	Page of Pages 1 1	
2. Amendment/Modification Number 1	3. Effective Date 1/29/2009	4. Requisition/Purchase Request No.	5. Solicitation Caption Citywide Comprehensive Pest Control		
6. Issued By: Office of Contracting and Procurement Transportation and Specialty Equipment Commodity Group 2000 - 14th Street, NW, 6th Floor Washington, DC 20009		Code	7. Administered By (If other than line 6) Office of Property Management Office of Contract Support/FD 2000 - 14th Street, NW, 3rd Floor Washington, DC 20009		
8. Name and Address of Contractor (No. Street, city, country, state and ZIP Code)			(X)	9A. Amendment of Solicitation No. DCAM-2009-B-0004	
				9B. Dated (See Item 11) 1/16/2009	
				10A. Modification of Contract/Order No. 4	
				10B. Dated (See Item 13)	
Code	Facility		11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS		
<input checked="" 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 <u>1</u> copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or fax which includes a reference to the solicitation and amendment number. 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 letter or fax, provided each letter or telegram 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					
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 27 DCMR, Chapter 36, Section 3601.2.					
C. This supplemental agreement is entered into pursuant to authority of:					
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.)					
(A) DELETE PAGE 79 OF SECTION J: LIST OF ATTACHMENTS AND REPLACE IT WITH THE ATTACHED PAGE 79 R.					
(B) DELETE ATTACHMENT J.3, PAGES 94 THRU 101 AND REPLACE WITH THE NEW ATTACHED J.3					
(C) DELETE ATTACHMENT J.6 PAGE 132 "STANDARD CONTRACT PROVISIONS FOR USE WITH SPECIFICATIONS FOR DC GOVERNMENT CONSTRUCTION PROJECTS DATED 1973 AND REPLACE IT WITH PAGE 132R "STANDARD CONTRACT PROVISIONS FOR USE WITH SPECIFICATIONS FOR DC GOVERNMENT SUPPLY AND SERVICES CONTRACTS DATED MAY 2003"					
Except as provided herein, all terms and conditions of the document referenced in Item (9A or 10A) remain unchanged and in full force and effect					
15A. Name and Title of Signer (Type or print)			16A. Name of Contracting Officer James Roberts		
15B. Name of Contractor		15C. Date Signed	16B. District of Columbia		16C. Date Signed 1/29/2009
(Signature of person authorized to sign)			(Signature of Contracting Officer)		

PART III

SECTION J: LIST OF ATTACHMENTS

- J.1 D.C. Office of Property Management Technical Specifications for this project**
- J.2 Required Labor Contract Provisions**
- J.3 General Decision No. DC 20080003 Modification No. 14, dated December 19, 2008**
- J.4 First Source Employment Agreement**
- J.5 Local, Small and Disadvantaged Business Enterprises Certification Package**
- J.6 Standard Contract Provisions for Use with District of Columbia Government Supply and Services Contracts dated April 2003**

ATTACHMENT J.3

WAGE DETERMINATION

NUMBER DC20080003

DATED MAY 29, 2008

WD 05-2104 (Rev.-8) was first posted on www.wdol.gov on 06/03/2008

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

Shirley F. Ebbesen | Division of Director |
Wage Determinations|

Wage Determination No.: 2005-2104
Revision No.: 8
Date Of Revision: 05/29/2008

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	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	\$14.05
01012 - Accounting Clerk II	\$15.78
01013 - Accounting Clerk III	\$20.27
01020 - Administrative Assistant	\$25.95
01040 - Court Reporter	\$19.46
01051 - Data Entry Operator I	\$13.07
01052 - Data Entry Operator II	\$14.26
01060 - Dispatcher, Motor Vehicle	\$16.79
01070 - Document Preparation Clerk	\$13.64
01090 - Duplicating Machine Operator	\$13.64
01111 - General Clerk I	\$13.92
01112 - General Clerk II	\$15.32
01113 - General Clerk III	\$18.74
01120 - Housing Referral Assistant	\$23.83
01141 - Messenger Courier	\$11.25
01191 - Order Clerk I	\$14.74
01192 - Order Clerk II	\$16.29
01261 - Personnel Assistant (Employment) I	\$16.90

**Provide a Comprehensive Pest Control
Program for Various District Properties**

Solicitation No. DCAM-2009-B-0004

01262 - Personnel Assistant (Employment) II	\$18.90
01263 - Personnel Assistant (Employment) III	\$21.66
01270 - Production Control Clerk	\$21.29
01280 – Receptionist	\$13.18
01290 - Rental Clerk	\$16.16
01300 - Scheduler, Maintenance	\$16.16
01311 - Secretary I	\$17.26
01312 - Secretary II	\$19.41
01313 - Secretary III	\$23.83
01320 - Service Order Dispatcher	\$16.10
01410 - Supply Technician	\$25.95
01420 - Survey Worker	\$19.46
01531 - Travel Clerk I	\$12.59
01532 - Travel Clerk II	\$13.54
01533 - Travel Clerk III	\$14.54
01611 - Word Processor I	\$13.76
01612 - Word Processor II	\$16.16
01613 - Word Processor III	\$19.46
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	\$25.26
05010 - Automotive Electrician	\$21.37
05040 - Automotive Glass Installer	\$20.14
05070 - Automotive Worker	\$20.14
05110 - Mobile Equipment Servicer	\$17.31
05130 - Motor Equipment Metal Mechanic	\$22.53
05160 - Motor Equipment Metal Worker	\$20.14
05190 - Motor Vehicle Mechanic	\$22.53
05220 - Motor Vehicle Mechanic Helper	\$16.81
05250 - Motor Vehicle Upholstery Worker	\$19.66
05280 - Motor Vehicle Wrecker	\$20.14
05310 - Painter, Automotive	\$21.37
05340 - Radiator Repair Specialist	\$20.14
05370 - Tire Repairer	\$14.43
05400 - Transmission Repair Specialist	\$22.53
07000 - Food Preparation And Service Occupations	
07010 – Baker	\$13.18
07041 - Cook I	\$11.97
07042 - Cook II	\$13.28
07070 – Dishwasher	\$9.82
07130 - Food Service Worker	\$10.66
07210 - Meat Cutter	\$16.07
07260 - Waiter/Waitress	\$8.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	\$18.05
09040 - Furniture Handler	\$12.78
09080 - Furniture Refinisher	\$18.39

09090 - Furniture Refinisher Helper	\$14.11
09110 - Furniture Repairer, Minor	\$16.31
09130 - Upholsterer	\$18.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	\$9.85
11060 - Elevator Operator	\$9.85
11090 - Gardener	\$15.70
11122 - Housekeeping Aide	\$10.89
11150 - Janitor	\$10.89
11210 - Laborer, Grounds Maintenance	\$12.07
11240 - Maid or Houseman	\$10.84
11260 - Pruner	\$11.37
11270 - Tractor Operator	\$14.19
11330 - Trail Maintenance Worker	\$12.07
11360 - Window Cleaner	\$11.31
12000 - Health Occupations	
12010 - Ambulance Driver	\$17.69
12011 - Breath Alcohol Technician	\$18.55
12012 - Certified Occupational Therapist Assistant	\$21.01
12015 - Certified Physical Therapist Assistant	\$21.01
12020 - Dental Assistant	\$16.90
12025 - Dental Hygienist	\$40.68
12030 - EKG Technician	\$24.77
12035 - Electroneurodiagnostic Technologist	\$24.77
12040 - Emergency Medical Technician	\$18.55
12071 - Licensed Practical Nurse I	\$18.60
12072 - Licensed Practical Nurse II	\$20.82
12073 - Licensed Practical Nurse III	\$22.85
12100 - Medical Assistant	\$14.23
12130 - Medical Laboratory Technician	\$18.04
12160 - Medical Record Clerk	\$16.06
12190 - Medical Record Technician	\$17.96
12195 - Medical Transcriptionist	\$17.93
12210 - Nuclear Medicine Technologist	\$31.82
12221 - Nursing Assistant I	\$9.75
12222 - Nursing Assistant II	\$10.96
12223 - Nursing Assistant III	\$13.02
12224 - Nursing Assistant IV	\$14.62
12235 - Optical Dispenser	\$18.34
12236 - Optical Technician	\$14.41
12250 - Pharmacy Technician	\$16.31
12280 - Phlebotomist	\$14.62
12305 - Radiologic Technologist	\$28.28
12311 - Registered Nurse I	\$26.73
12312 - Registered Nurse II	\$31.24
12313 - Registered Nurse II, Specialist	\$31.24

12314 - Registered Nurse III	\$37.77
12315 - Registered Nurse III, Anesthetist	\$37.77
12316 - Registered Nurse IV	\$45.28
12317 - Scheduler (Drug and Alcohol Testing)	\$18.85
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	\$18.55
13012 - Exhibits Specialist II	\$23.33
13013 - Exhibits Specialist III	\$28.11
13041 - Illustrator I	\$20.40
13042 - Illustrator II	\$25.28
13043 - Illustrator III	\$30.91
13047 - Librarian	\$28.00
13050 - Library Aide/Clerk	\$13.77
13054 - Library Information Technology Systems Administrator	\$25.29
13058 - Library Technician	\$19.05
13061 - Media Specialist I	\$17.03
13062 - Media Specialist II	\$19.05
13063 - Media Specialist III	\$21.24
13071 - Photographer I	\$14.67
13072 - Photographer II	\$17.18
13073 - Photographer III	\$21.52
13074 - Photographer IV	\$26.05
13075 - Photographer V	\$29.15
13110 - Video Teleconference Technician	\$17.59
14000 - Information Technology Occupations	
14041 - Computer Operator I	\$17.78
14042 - Computer Operator II	\$19.88
14043 - Computer Operator III	\$22.17
14044 - Computer Operator IV	\$24.64
14045 - Computer Operator V	\$27.28
14071 - Computer Programmer I (1)	\$23.12
14072 - Computer Programmer II (1)	
14073 - Computer Programmer III (1)	
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	\$17.78
14160 - Personal Computer Support Technician	\$24.64
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	\$34.77
15020 - Aircrew Training Devices Instructor (Rated)	\$42.72
15030 - Air Crew Training Devices Instructor (Pilot)	\$50.81
15050 - Computer Based Training Specialist / Instructor	\$31.26
15060 - Educational Technologist	\$30.88
15070 - Flight Instructor (Pilot)	\$50.81

15080 - Graphic Artist	\$26.80
15090 - Technical Instructor	\$23.87
15095 - Technical Instructor/Course Developer	\$29.19
15110 - Test Proctor	\$19.22
15120 - Tutor	\$19.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	\$9.29
16030 - Counter Attendant	\$9.29
16040 - Dry Cleaner	\$12.21
16070 - Finisher, Flatwork, Machine	\$9.29
16090 - Presser, Hand	\$9.29
16110 - Presser, Machine, Drycleaning	\$9.29
16130 - Presser, Machine, Shirts	\$9.29
16160 - Presser, Machine, Wearing Apparel, Laundry	\$9.29
16190 - Sewing Machine Operator	\$12.79
16220 - Tailor	\$13.57
16250 - Washer, Machine	\$10.16
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	\$18.95
19040 - Tool And Die Maker	\$23.05
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	\$17.90
21030 - Material Coordinator	\$21.29
21040 - Material Expediter	\$21.29
21050 - Material Handling Laborer	\$12.65
21071 - Order Filler	\$13.87
21080 - Production Line Worker (Food Processing)	\$17.90
21110 - Shipping Packer	\$14.46
21130 - Shipping/Receiving Clerk	\$14.46
21140 - Store Worker I	\$10.91
21150 - Stock Clerk	\$15.70
21210 - Tools And Parts Attendant	\$17.90
21410 - Warehouse Specialist	\$17.90
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	\$25.68
23021 - Aircraft Mechanic I	\$24.46
23022 - Aircraft Mechanic II	\$25.68
23023 - Aircraft Mechanic III	\$26.97
23040 - Aircraft Mechanic Helper	\$16.61
23050 - Aircraft, Painter	\$23.42
23060 - Aircraft Servicer	\$18.71
23080 - Aircraft Worker	\$19.90
23110 - Appliance Mechanic	\$20.60
23120 - Bicycle Repairer	\$14.43
23125 - Cable Splicer	\$24.98
23130 - Carpenter, Maintenance	\$20.88

**Provide a Comprehensive Pest Control
Program for Various District Properties**

Solicitation No. DCAM-2009-B-0004

23140 - Carpet Layer	\$19.33
23160 - Electrician, Maintenance	\$26.56
23181 - Electronics Technician Maintenance I	\$22.73
23182 - Electronics Technician Maintenance II	\$24.13
23183 - Electronics Technician Maintenance III	\$25.42
23260 - Fabric Worker	\$18.04
23290 - Fire Alarm System Mechanic	\$21.46
23310 - Fire Extinguisher Repairer	\$16.50
23311 - Fuel Distribution System Mechanic	\$22.81
23312 - Fuel Distribution System Operator	\$19.38
23370 - General Maintenance Worker	\$21.17
23380 - Ground Support Equipment Mechanic	\$24.46
23381 - Ground Support Equipment Servicer	\$18.71
23382 - Ground Support Equipment Worker	\$19.90
23391 - Gunsmith I	\$16.63
23392 - Gunsmith II	\$19.33
23393 - Gunsmith III	\$21.62
23410 - Heating, Ventilation And Air-Conditioning Mechanic	\$22.21
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	\$24.37
23430 - Heavy Equipment Mechanic	\$21.46
23440 - Heavy Equipment Operator	\$21.46
23460 - Instrument Mechanic	\$21.62
23465 - Laboratory/Shelter Mechanic	\$20.52
23470 - Laborer	\$14.27
23510 - Locksmith	\$19.76
23530 - Machinery Maintenance Mechanic	\$21.77
23550 - Machinist, Maintenance	\$21.62
23580 - Maintenance Trades Helper	\$15.10
23591 - Metrology Technician I	\$21.62
23592 - Metrology Technician II	\$22.78
23593 - Metrology Technician III	\$23.89
23640 - Millwright	\$25.63
23710 - Office Appliance Repairer	\$21.63
23760 - Painter, Maintenance	\$20.52
23790 - Pipefitter, Maintenance	\$23.19
23810 - Plumber, Maintenance	\$20.99
23820 - Pneudraulic Systems Mechanic	\$21.62
23850 - Rigger	\$21.62
23870 - Scale Mechanic	\$19.33
23890 - Sheet-Metal Worker, Maintenance	\$21.62
23910 - Small Engine Mechanic	\$20.05
23931 - Telecommunications Mechanic I	\$27.74
23932 - Telecommunications Mechanic II	\$29.24
23950 - Telephone Lineman	\$26.38
23960 - Welder, Combination, Maintenance	\$21.62

**Provide a Comprehensive Pest Control
Program for Various District Properties**

Solicitation No. DCAM-2009-B-0004

23965 - Well Driller	\$21.62
23970 - Woodcraft Worker	\$21.62
23980 - Woodworker	\$16.63
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	\$11.63
24580 - Child Care Center Clerk	\$16.15
24610 - Chore Aide	\$10.00
24620 - Family Readiness And Support Services Coordinator	\$14.25
24630 - Homemaker	\$16.75
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	\$26.10
25040 - Sewage Plant Operator	\$20.23
25070 - Stationary Engineer	\$26.10
25190 - Ventilation Equipment Tender	\$18.37
25210 - Water Treatment Plant Operator	\$20.23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	\$19.43
27007 - Baggage Inspector	\$12.66
27008 - Corrections Officer	\$21.30
27010 - Court Security Officer	\$23.26
27030 - Detection Dog Handler	\$19.43
27040 - Detention Officer	\$21.30
27070 - Firefighter	\$22.39
27101 - Guard I	\$12.66
27102 - Guard II	\$19.43
27131 - Police Officer I	\$24.58
27132 - Police Officer II	\$28.24
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	\$22.60
29020 - Hatch Tender	\$22.60
29030 - Line Handler	\$22.60
29041 - Stevedore I	\$20.82
29042 - Stevedore II	\$23.68
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	\$36.27

30011 - Air Traffic Control Specialist, Station (HFO) (2)	\$25.01
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	\$27.54
30021 - Archeological Technician I	\$17.82
30022 - Archeological Technician II	\$19.87
30023 - Archeological Technician III	\$25.95
30030 - Cartographic Technician	\$25.95
30040 - Civil Engineering Technician	\$23.78
30061 - Drafter/CAD Operator I	\$18.72
30062 - Drafter/CAD Operator II	\$20.94
30063 - Drafter/CAD Operator III	\$24.60
30064 - Drafter/CAD Operator IV	\$30.26
30081 - Engineering Technician I	\$20.95
30082 - Engineering Technician II	\$23.53
30083 - Engineering Technician III	\$26.31
30084 - Engineering Technician IV	\$32.61
30085 - Engineering Technician V	\$39.88
30086 - Engineering Technician VI	\$48.25
30090 - Environmental Technician	\$23.50
30210 - Laboratory Technician	\$22.36
30240 - Mathematical Technician	\$28.94
30361 - Paralegal/Legal Assistant I	\$20.71
30362 - Paralegal/Legal Assistant II	\$25.69
30363 - Paralegal/Legal Assistant III	\$31.38
30364 - Paralegal/Legal Assistant IV	\$37.97
30390 - Photo-Optics Technician	\$27.33
30461 - Technical Writer I	\$21.27
30462 - Technical Writer II	\$25.98
30463 - Technical Writer III	\$31.44
30491 - Unexploded Ordnance (UXO) Technician I	\$23.05
30492 - Unexploded Ordnance (UXO) Technician II	\$27.89
30493 - Unexploded Ordnance (UXO) Technician III	\$33.43
30494 - Unexploded (UXO) Safety Escort	\$23.05
30495 - Unexploded (UXO) Sweep Personnel	\$23.05
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	\$24.35
30621 - Weather Observer, Senior (2)	\$26.38
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	\$12.50
31030 - Bus Driver	\$18.19
31043 - Driver Courier	\$12.71
31260 - Parking and Lot Attendant	\$9.53
31290 - Shuttle Bus Driver	\$14.69
31310 - Taxi Driver	\$13.98
31361 - Truckdriver, Light	\$14.69
31362 - Truckdriver, Medium	\$17.18
31363 - Truckdriver, Heavy	\$18.42
31364 - Truckdriver, Tractor-Trailer	\$18.42

99000 - Miscellaneous Occupations	
99030 - Cashier	\$10.03
99050 - Desk Clerk	\$11.11
99095 - Embalmer	\$23.05
99251 - Laboratory Animal Caretaker I	\$10.47
99252 - Laboratory Animal Caretaker II	\$11.73
99310 - Mortician	\$29.98
99410 - Pest Controller	\$15.13
99510 - Photofinishing Worker	\$11.59
99710 - Recycling Laborer	\$16.51
99711 - Recycling Specialist	\$20.27
99730 - Refuse Collector	\$14.64
99810 - Sales Clerk	\$11.87
99820 - School Crossing Guard	\$12.51
99830 - Survey Party Chief	\$21.61
99831 - Surveying Aide	\$13.43
99832 - Surveying Technician	\$20.54
99840 - Vending Machine Attendant	\$13.68
99841 - Vending Machine Repairer	\$17.76
99842 - Vending Machine Repairer Helper	\$13.68

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.24 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) 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 ordinance, 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION

ATTACHMENT J. 6

STANDARD CONTRACT PROVISIONS FOR USE WITH DISTRICT OF COLUMBIA GOVERNMENT SUPPLY AND SERVICES CONTRACTS DATED MAY 2003

A copy of this booklet is available, free of charge, to bidders at the Office of Contracting and Procurement Bid Room at the Reeves Center located at 2000 – 14th Street, N. W., 3rd Floor, Washington, D. C. 20009.