

AMENDMENT OF SOLICITATION / MODIFICATION OF CONTRACT		1. Contract Number		Page of Pages	
				1 1	
2. Amendment/Modification Number DCBY-2008-R-0004-0002		3. Effective Date See Block 16C		4. Requisition/Purchase Request No.	
				5. Solicitation Caption Management and Operation of J.B. Johnson Nursing Center	
6. Issued by: Office of Contracting and Procurement Group VIII 64 New York Avenue, NE, Room 6216 Washington, DC 20002			7. Administered by (If other than line 6) Office of Contracting and Procurement 64 New York Avenue, NE, Room 6216 Washington, DC 20002 ATTN: Jean Wright		
8. Name and Address of Contractor (No. street, city, county, state and zip code) PROSPECTIVE OFFERORS			9A. Amendment of Solicitation No. DCBY-2008-R-0004		
			9B. Dated (See Item 11) May 5, 2008		
			10A. Modification of Contract/Order No.		
Code			10B. Dated (See Item 13)		
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 2 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 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 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 CONTRACT/ORDERS , IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14					
A. This change order is issued pursuant to (Specify Authority): 27 DCMR, Chapter 36, Contract Modifications 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 data 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>2</u> copies to the issuing office.					
14. Description of Amendment/Modification (Organized by UCF Section headings, including solicitation/contract subject matter where feasible.) The above solicitation is hereby amended as follows: A. The solicitation number in Block 3 of the solicitation, offer and award page is hereby corrected to read: DCBY-2008-R-0004 (See Attachment A – Revised solicitation, offer and award cover page) B. The Wage Determination referenced in H.2 and Attachment J.1.4 is hereby replaced with Wage Determination No.: 2005-2103, Revision 5, dated May 8, 2008, which is attached and hereby incorporated in the contract as Revised Attachment J.1.4. C: Responses to questions received from a prospective Offeror (See Attachment B - Response to Questions)					
Except as provided herein, all terms and conditions of the document is 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 Jean Wright		
15B. Name of Contractor		15C. Date Signed		16B. District of Columbia	
(Signature of person authorized to sign)				(Signature of Contracting Officer)	
				16C. Date Signed 5/20/08	

ATTACHMENT A

REVISED SOLICITATION, OFFER AND AWARD COVER PAGE

SOLICITATION, OFFER, AND AWARD		1. Caption Management and Operation of J.B. Johnson Nursing Ctr			Page of Pages 1 61	
		2. Contract Number	3. Solicitation Number DCBY-2008-R-0004	4. Type of Solicitation <input type="checkbox"/> Sealed Bid (IFB) <input checked="" type="checkbox"/> Sealed Proposals (RFP) <input type="checkbox"/> Sole Source <input type="checkbox"/> Human Care Agreements <input type="checkbox"/> Emergency	5. Date Issued 5/5/2008	6. Type of Market <input checked="" type="checkbox"/> Open <input type="checkbox"/> Set Aside <input type="checkbox"/> Open with Sub-Contracting Set Aside
7. Issued By: Office of Contracting and Procurement Group VIII 64 New York Avenue, NE, Room 6126 Washington, DC 20002			8. Address Offer to: Office of Contracting and Procurement 64 New York Avenue, NE, Room 6126 Washington, DC 20002 ATTN: Jean Wright			

NOTE: In sealed bid solicitations "offer" and offeror" means "bid" and "bidder"

SOLICITATION

9. Sealed offers in original and 5 copies for furnishing the supplies or services in the Schedule will be received at the place specified in Item 8, or if hand carried to the bid counter located at 64 New York Avenue, NE, Room 6126 until 2:00 p.m. local time 5-Jun-08 (Hour) (Date)

CAUTION: Late Submissions, Modifications and Withdrawals: See 27 DCMR chapters 15 & 16 as applicable. All offers are subject to all terms & conditions contained in this solicitation.

10. For Information Contact	A. Name LaVerne Foster	B. Telephone			C. E-mail Address laverne.foster@dc.gov
		(Area Code) 202	(Number) 671-4465	(Ext)	

11. Table of Contents							
(X)	Section	Description	Page No.	(X)	Section	Description	Page No.
PART I - THE SCHEDULE				PART II - CONTRACT CLAUSES			
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X	C	Specifications/Work Statement	4--12	X	J	List of Attachments	38
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X	E	Inspection and Acceptance	14	X	K	Representations, certifications and other statements of offerors	39-41
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X	G	Contract Administration Data	17 - 19	X	L	Instructions, conditions & notices to offerors	42-51
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OFFER

12. In compliance with the above, the undersigned agrees, if this offer is accepted within 120 calendar days from the date for receipt of offers specified above, to furnish any or all items upon which prices are offered at the price set opposite each item, delivered at the designated point(s), within the time specified herein.

13. Discount for Prompt Payment	10 Calendar days %	20 Calendar days %	30 Calendar days %	Calendar days %
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14. Acknowledgement of Amendments (The offeror acknowledges receipt of amendments to the SOLICITATION):	Amendment Number	Date	Amendment Number	Date

15A. Name and Address of Offeror		16. Name and Title of Person Authorized to Sign Offer/Contract	
15B. Telephone	15 C. Check if remittance address is different from above - Refer to Section G	17. Signature	18. Offer Date
(Area Code)	(Number)	(Ext)	

AWARD (TO BE COMPLETED BY GOVERNMENT)

19. Accepted as to Items Numbered	20. Amount	21. Accounting and Appropriation

22. Name of Contracting Officer (Type or Print)	23. Signature of Contracting Officer (District of Columbia)	24. Award Date
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Response to Questions

Q 1 - What is the value of the last contract by year?

A 1 - The Contractor would have to submit a written request thru the Freedom of Information Act (FOIA) to OCP's Legal Counsel - Nancy Hapeman for this information.

Q 2 - What is the transition timeframe?

A 2- DHS reviewed all the regulations on nursing home management and none focuses on transition. The RFP under section I.12 talks about Continuity of Services. Therefore, I would encourage the offeror to state in their submission the amount transition time they will require.

Q 3 - Who is the incumbent contractor? How long have they been operating the contract?

A 3 - VMT Long Term Care Management, Inc is the incumbent contractor and have been operating the contract for the last five (5) years.

Q 4 - For direct patient care providers - what type and number of incumbent staff are now working at the facility?

A 4 - The number of incumbent staff are 297.

Q 5 - Is payment to the contractor contingent on the government's reimbursement from Medicaid?

A 5 - Yes

Q 6 - Facilities and facilities repairs – size of facilities crew and estimated annual costs

A 6 - See response to Question 1

Q 7 - What is the desired ratio of patients to staff by OA standards.

A 7 - Federal and District relations set the ratio for staffing and it varies by departments.

Q 8 - Para C.2.1 states that Medical Services are presently being provided to the Center by Howard University Hospital. Are there other support services not specified in the Section C that are presently being outsourced? Please provide a listing of services, the contractor and the performance period for each subcontractor.

A 8 - Paragraph C.2.1 is background, informing the prospective offeror of current history of J.B. Nursing Center. Other support services can be determined by the prospective offeror.

Q 9 - Will the existing subcontracts be transferred over to the new contractor at the time of contract award?

A 9 - No

Q 10 - Para C.3 Requirements, Para C.3 states that the Center is maintained in a manner to ensure continued Licensure and Certification in accordance with CFR Volume 22 and Title 22 of the DCMR. Presently, is the Center in compliance with ALL of the regulatory requirements listed in Para C.1.1 – Applicable Documents?

A 10 - Yes

Q 11 - Para C.3.1.2 states that the Contractor provides all personnel, supplies, operating materials and services necessary to operate the facility. However, the types of supplies, operating materials, grounds maintenance and staffing requirements are not listed in the solicitation. This information is critical for pricing. Please provide historical data indicting the types of supplies, operating materials, staffing complement by respective departments and functional areas.

A 11 - Prospective offeror should make a pricing based on their experience and knowledge in respond to this solicitation.

Q 12 - Are there programs presently in-place (Para C.3.1.3.) at the Center that addresses the restorative nursing and rehabilitative and therapeutic services? If so, please provide a description of these programs, their success and/or failure(s) and the period of time that these programs have been implemented. Are there programs (Para C.3.1.3) that the District Government wants to eliminate and/or replace?

A 12 - Yes, these services are currently being provided and are considered to be successful.

Q 13 - Para C.4.3 states that the Contractor pays all expenses incurred in managing the facility. Para C.4.4 states that the contractor submits a monthly statement of revenue and expenses. That said, are non-administrative costs, e.g. utilities, facility and grounds maintenance cost reimbursable items that do not need to be part of the contractor pricing?

A 13 - As stated in C.4.3 Contractor pays all expensed..... and there is no cost reimbursable component to this solicitation.

Q 14 - Para C.5.6 states that the Contractor shall “maintain” written job descriptions for all positions, however there are no position descriptions (other than the Administrator) listed in the solicitation. Again, this information is required for contractor pricing, Please provide a listing of all staff positions, years employed at the Center, industry certifications, licensures, staffing complement by department and function.

A 14 - The prospective offeror shall submit in their proposal the staffing positions they are recommending for this solicitation and the offeror is responsible for maintaining the job description for staff.

Q15- Para C.7.3 states that the Contractor shall satisfy the District’s Master Business License requirement and be licensed in accordance with the applicable laws..... Please provide a detailed description of the requirements to “satisfy” and meet the requirements for the District’s Master Business License. Please provide the timeframe that the Contractor will be required to meet these requirements.

A 15 - This information can be obtained from the Department of Consumer and Regulatory Affairs.

Q 16 - Para F.3- provides a listing of the contract deliverables, estimated quantities, format, due date and targeted recipient. Are the costs associated with CLIN C3.1.5.6 Newsletter, C.4.6 – Annual Audit, cost reimbursable or does the cost associated with generating these deliverables need to be included in the contractor pricing?

A 16 This section states the deliverables that the prospective offeror is to provide to the Contracting Officer Technical Representative and are not cost-reimbursable items.

Q 17 - Para H.7-Protection of Property states that the Contractor shall be responsible for any damage to the building, interior in delivering equipment covered by the contract. If the facility sustains any damage caused by a Third Party e.g. Equipment Vendor, is the contractor still liable for the costs associated with the repair to the facility?

A 17 - The prospective offeror shall refer to Section I-Insurance, I.8.1

Q 18- Para H.21.2 - Training and staffing states that the contractor shall maintain a current organizational chart. Please provide a copy of the organizational structure presently providing operations and maintenance services to the Center.

A 18 - The prospective offeror shall submit with their proposal their organizational chart that they are recommending for this solicitation.

REVISED ATTACHMENT J.1.4

WAGE DETERMINATION NO.: 2005-2103, REVISION 5,
DATED MAY 8, 2008

WD 05-2103 (Rev.-5) was first posted on www.wdol.gov on 05/13/2008

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 2005-2103
Revision No.: 5
Date Of Revision: 05/08/2008

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
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
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
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: \$3.16 per hour or \$126.40 per week or \$547.73 per month

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

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

THE OCCUPATIONS WHICH HAVE 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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor,

by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed (occupation) 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.