

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE		PAGE OF PAGES	
2. AMENDMENT/MODIFICATION NO. 000004		3. EFFECTIVE DATE		1 3	
6. ISSUED BY NASA/John F. Kennedy Space Center Office of Procurement MAIL CODE OP-OS KENNEDY SPACE CENTER FL 32899		CODE KSC		5. PROJECT NO. (If applicable)	
4. REQUISITION/PURCHASE REQ. NO. 4200427697		7. ADMINISTERED BY (If other than Item 6) NASA/Kennedy Space Center Office of Procurement MAIL CODE OP-OS KENNEDY SPACE CENTER FL 32899		CODE KSC	
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CHENEGA SECURITY & SUPPORT SOLUTIONS, LLC 19980 HIGHLAND VISTA DR STE 100 ASHBURN VA 20147-4189		(x)		9A. AMENDMENT OF SOLICITATION NO.	
CODE 68TE9		FACILITY CODE		9B. DATED (SEE ITEM 11)	
				X 10A. MODIFICATION OF CONTRACT/ORDER NO. NNK11OL33C	
				10B. DATED (SEE ITEM 13) 09/30/2011	

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended, is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items B and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required) Net Increase: [REDACTED]

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: Changes Clause FAR 52.243-1
	D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor is not, is required to sign this document and return 1 copies to the issuing office.

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

The purpose of this modification is to:

- (01) Provide incremental funding as delineated in clause B.9. The funds are considered sufficient to cover the contractor's performance through 07/31/2012. Reference attached pages incorporated into subject contract as replacement pages 9.1 and 9.3.
- Obligated Amount for this Modification: [REDACTED]
- Incremental Funded Amount changed from: [REDACTED] (See Note)
- Incremental Funded Amount changed to: [REDACTED]

Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print) Thomas Keller		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Ellen Lamp	
15B. CONTRACTOR/OFFEROR Thomas Keller (Signature of person authorized to sign)	15C. DATE SIGNED 3/7/2012	16B. UNITED STATES OF AMERICA Ellen Lamp (Signature of Contracting Officer)	16C. DATE SIGNED 3/7/2012

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
NNK110L33C/000004

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NAME OF OFFEROR OR CONTRACTOR
CHENECA SECURITY & SUPPORT SOLUTIONS, LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Note: Mod 003 Incremental Funded "to" amount had a typographical error of \$22,514,920.24 and should have been recorded as [REDACTED] Subject modification corrects the Mod 003 typographical error, and is shown as Incremental Funded "from" amount as [REDACTED] under Mod 004. Additionally, this impacted the "from/to" amount on CLIN 004a on Table B.9.1 and also Table B.9.3. CLIN 004a amount has been corrected from [REDACTED] to [REDACTED] Reference replacement pages 9.1 and 9.3.</p> <p>(02)Revise Clause B.3 - IDIQ FFP Rates to incorporate IDIQ CLIN 009o Locksmith Services. Reference contractor proposal dated 03/06/2012. IDIQ CLIN for Travel/Equip/Material is hereby renamed as CLIN 009p. Ref. attached replacement pages 5, 8, 9.1, 9.2, 9.3, 26, 50, 51 and replacement J-01 PWS page 52.</p> <p>(03)Update Clause B.6 - IDIQ Task Order Cumulative Value to reflect current data. Reference attached replacement page 7.</p> <p>(04)Correct funding for CLIN 007a under Table B.9.1 and Table B.9.6. Reference replacement pages 9.1 and 9.3.</p> <p>(05)Correct clause G.14(g) NSSC email address. Reference change bar on replacement page 27 hereby incorporated into subject contract.</p> <p>(06)Update Contract Clause H.13 and H.14:</p> <p>*KSC 52.245-90 - Management of NASA-Owned/ Contractor-Held Records and *KSC 52.245-97 - Records Management.</p> <p>Reference change bars on replacement pages 37.1, 38 and 39. Also ref. change bars on replacement DRDs:</p> <p>*DRD 1.7-1: Records Management Program Plan & *DRD 1.7-2: Records Management File Plan.</p> <p>(07)Revise contract clause H.33 - Organizational Conflict of Interest. Reference replacement pages iii and 47.</p> <p>Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
NNK11OL33C/000004

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NAME OF OFFEROR OR CONTRACTOR
CHENEGA SECURITY & SUPPORT SOLUTIONS, LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>(08)Revise the following FAR Clauses incorporated by reference: Replacement page 49 & 50 are hereby attached and incorporated into subject contract.</p> <p>*52.202-1: Definitions *52.204-7: Central Contractor Registration *52.204-10:Reporting Executive Compensation & First-Tier Subcontract Awards *52.219-6: Notice of Total Small Business Set-Aside *52.219-14:Limitations on Subcontracting</p> <p>(09)Revise Clause I.4: 52.209-9 Updates of Publicly Available Information Regarding Responsibility Matters. Reference attached replacement page 56 and 56.1.</p> <p>(10)Add attachment J-24 OCI Mitigation Plan. Reference replacement page 72.</p> <p>(11)Revise the following Data Requirements Documents (DRD) under attachment J-06, reference change bars in attached replacement DRDs as follows:</p> <p>*DRD 2.0-1 - Emergency Management Program Plan *DRD 2.0-2 - PSCC Management Program Plan *DRD 3.0-1 - Fire Protection Program Plan</p> <p>In consideration of the modification agreed to herein as complete equitable adjustment for the contractor's proposal for adjustment, the contractor hereby releases the government, for all items above, from any and all liability under this contract for further equitable adjustments attributable to such facts and circumstances giving rise to the proposal for adjustment.</p> <p>Payment Terms: Net 30 days FOB: Destination</p>				

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AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE	PAGE OF PAGES 1 6
2. AMENDMENT/MODIFICATION NO. 000003	3. EFFECTIVE DATE 12/01/2011	4. REQUISITION/PURCHASE REQ NO See Schedule	5. PROJECT NO. (If applicable)	
6 ISSUED BY NASA/John F. Kennedy Space Center Office of Procurement MAIL CODE OP-OS KENNEDY SPACE CENTER FL 32899	CODE KSC	7 ADMINISTERED BY (If other than Item 6) NASA/Kennedy Space Center Office of Procurement MAIL CODE OP-OS KENNEDY SPACE CENTER FL 32899	CODE	KSC
8. NAME AND ADDRESS OF CONTRACTOR (No. street, county, State and ZIP Code) CHENEGA SECURITY & SUPPORT SOLUTIONS, LLC 19980 HIGHLAND VISTA DR STE 100 ASHBURN VA 20147-4189		(x) 9A. AMENDMENT OF SOLICITATION NO	9B. DATED (SEE ITEM 11)	
CODE 68TE9 FACILITY CODE		X 10A. MODIFICATION OF CONTRACT/ORDER NO NNK11OL33C	10B. DATED (SEE ITEM 13) 09/30/2011	

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12. ACCOUNTING AND APPROPRIATION DATA (If required) Net Increase: [REDACTED]

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	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
	D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor is not. is required to sign this document and return 1 copies to the issuing office

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

The purpose of this modification is to:

- (1) Provide incremental funding as delineated in clause B.9. The funds are considered sufficient to cover the contractor's performance through 07/31/2012. Reference attached pages incorporated into subject contract as replacement pages 9.1 and 9.3.

Obligated Amount for this Modification: [REDACTED]
 Incremental Funded Amount changed from: [REDACTED]
 Incremental Funded Amount changed to: [REDACTED]

Continued ...

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

15A NAME AND TITLE OF SIGNER (Type or print) Thomas Keller PM	16A NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Marco Pochy
15B CONTRACTOR/OFFEROR Thomas Keller (Signature of person authorized to sign)	15C DATE SIGNED 2/6/2012
16B UNITED STATES OF AMERICA (Signature of Contracting Officer)	16C DATE SIGNED 2/6/12

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REFERENCE NO. OF DOCUMENT BEING CONTINUED
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NAME OF OFFEROR OR CONTRACTOR
CHENEGA SECURITY & SUPPORT SOLUTIONS, LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>(2) Revise Clause B.2 and B.4 - Supplies and/or Services to be Furnished, to reflect the following contract changes, reference attached replacement pages 3, 4, and 6:</p> <p>(2.1) PWS 4.1.1 ERT - revise contract attachment J-01 Performance Work Statement (PWS) requirement 4.1.1 Patrol Operations & requirement 4.1.1.4 Emergency Response Team (ERT). See change bars on attached J-01 PWS replacement page 32 and 38. Clause B.2 has been revised as shown below. Ref. contractors revised 12/07/2011 proposal.</p> <p>CLIN 004a Base Period CLIN 004b Option 1 CLIN 004c Option 2 CLIN 004d Option 3 CLIN 004e Option 4 PWS 4.1 Total Adj.:</p> <p>(2.2) PWS 4.2 Resource Protection, Clause B.2 has been revised to incorporate locksmith labor rate increase, ref. contract mod. 001, item 9, and ref. contractors 01/12/2012 proposal.</p> <p>CLIN 004a Base Period CLIN 004b Option 1 CLIN 004c Option 2 CLIN 004d Option 3 CLIN 004e Option 4 PWS 4.2 Total Adj.:</p> <p>(2.3) PWS 4.3.2 INFOSEC/COMSEC, revise contract attachment J-01 PWS requirement 4.3.2 INFOSEC and COMSEC. Ref. change bars on attached J-01 PWS replacement page 46. Clause B.2 has been revised as shown below. Ref. contractors 01/09/2012 proposal.</p> <p>CLIN 004a Base Period CLIN 004b Option 1 CLIN 004c Option 2 CLIN 004d Option 3 CLIN 004e Option 4 PWS 4.3.2 Total Adj.:</p> <p>Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR
CHENEGA SECURITY & SUPPORT SOLUTIONS, LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>(2.4) Summarize Clause B.2 adjustments from items 2.1, 2.2, and 2.3 above.</p> <p>CLIN 004a Base Period [REDACTED] CLIN 004b Option 1 [REDACTED] CLIN 004c Option 2 [REDACTED] CLIN 004d Option 3 [REDACTED] CLIN 004e Option 4 [REDACTED] Total Clause B.2 Adj.: [REDACTED]</p> <p>(3) Record task order NNK120L01T in Clause B.6. Reference attached replacement page 7.</p> <p>(4) Correct clause G.14(c) to include the contracting officer on distribution of all invoices. Reference change bars on replacement page 26 hereby incorporated into subject contract.</p> <p>(5) Update Contract Clause H.12 KSC 52.242-93 Contractor Workforce Report - Onsite Contractors & Subcontractor Alternate I (JUL 2011). Reference change bars on replacement pages 37 and 37.1.</p> <p>(6) Revise Contract Attachment J-01 - Performance Work Statement (PWS), Requirement 5.3 - Security Officers Physical Fitness Requirements, Item 2. reference change bars on attached J-01 replacement page 51.</p> <p>(7) Revise Contract Attachment J-06 - Data Requirements List (DRL), reference attached replacement DRL. Revise the following Data Requirements Documents (DRD) under attachment J-06, reference change bars in attached replacement DRDs as follows:</p> <p>(7.1) DRD 1.0-2 - Monthly Program Management Status Review, clarified preparation information under block 8 of the DRD.</p> <p>(7.2) DRD 1.1-2 - Quarterly Headcount Report, changed block H, J, and 8 from 10 calendar days to 15.</p> <p>Continued ...</p>				

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REFERENCE NO. OF DOCUMENT BEING CONTINUED
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NAME OF OFFEROR OR CONTRACTOR
CHENEGA SECURITY & SUPPORT SOLUTIONS, LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>(7.3) DRD 1.1-4 - Replacement of Government Furnished Equipment Reports, changed block H from 30/10 to 30/15 and corrected block J from the last day of the month to 15 calendar days after the close of each month. Added the Industrial Property Office (IPO) to distribution under block K.</p> <p>(7.4) DRD 1.1-5 - Institutional Protective Services Report, clarified preparation information under block 8 of the DRD.</p> <p>(7.5) DRD 1.2-2 - Safety Statistics Record, combined DRD 1.8-2 Vehicle Damage Report with the Safety Statistics Record DRD. Ref. J-01 PWS replacement page 13, Requirement 1.8, Item 7.</p> <p>(7.6) DRD 1.7-2 - Records Management Program File Plan, corrected block G from contract award to contract start.</p> <p>(7.7) DRD 1.8-2 - replaced "Vehicle Damage Report" combined with DRD 1.2-2 with a "Employee Separation Report".</p> <p>(7.8) DRD 4.0-1 - Security Program Plan, clarified preparation information under block 8 of the DRD.</p> <p>(8) Correctly categorize and capture contract Attachment J-14 Installation-Accountable Property (NPROP), Part 2 Contractor Accountable, as shown below. Ref. change bars on Attachment J-14, Part 2.</p> <p>(8.1) Add 4 Equipment Control Numbers (ECNs) reclassified from J-15, Contractor-Accountable Property, to J-14, Installation-Accountable Property as follows:</p> <p>(01) 1642822, (02) 2229354, (03) 2229355, & (04) 2585846 (previously 2585620).</p> <p>Continued ...</p>				

NAME OF OFFEROR OR CONTRACTOR
CHENEGA SECURITY & SUPPORT SOLUTIONS, LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)																			
	(8.2) Delete 24 ECN items from J-14, Part 2, exceeded through Ransom Road as follows: (01) 1025167, (02) 1134538, (03) 1141408, (04) 1141966, (05) 1144291, (06) 1506282, (07) 1634795, (08) 1634798, (09) 1870979, (10) 1977762, (11) 1977763, (12) 2023048, (13) 2026268, (14) 2026305, (15) 2026383, (16) 2027812, (17) 2027817, (18) 2030426, (19) 2191370, (20) 2217686, (21) 2507456, (22) 2585847, (23) 3059068, & (24) 3064008. (8.3) Provide corrected ECNs for the 7 following J-14, Part 2, items: <table border="0" style="margin-left: 40px;"> <tr> <td>From</td> <td>To</td> <td>From</td> <td>To</td> </tr> <tr> <td>(01) 1141056</td> <td>2585951</td> <td>(02) 1506377</td> <td>2294857</td> </tr> <tr> <td>(03) 1614342</td> <td>2585912</td> <td>(04) 2191382</td> <td>2585723</td> </tr> <tr> <td>(05) 2213885</td> <td>2294858</td> <td>(06) 2506276</td> <td>2585949</td> </tr> <tr> <td>(07) 2544278</td> <td>2585948</td> <td></td> <td></td> </tr> </table> (8.4) Delete ECN 2565034 from J-14, Part 2, which belongs in the NASA Installation Custodial Account N006 accountable for the Office of Center Operations (TA). (8.5) Delete 76 ECN items from J-14, Part 2, remaining on predecessor contract IPSC NNK09OX01C, as follows: (01) 1661030 (02) 1661139 (03) 1661620 (04) 1661698 (05) 1980825 (06) 2020372 (07) 2025937 (08) 2030007 (09) 2030416 (10) 2123705 (11) 2161200 (12) 2161221 (13) 2191033 (14) 2191039 (15) 2191368 (16) 2191369 (17) 2191373 (18) 2191374 (19) 2191378 (20) 2191389 (21) 2191399 (22) 2191453 (23) 2191471 (24) 2191472 (25) 2212882 (26) 2212949 (27) 2213858 (28) 2214191 (29) 2214192 (30) 2214193 (31) 2229292 (32) 2237520 (33) 2237521 (34) 2505872 (35) 2505873 (36) 2505876 (37) 2505883 (38) 2505891 (39-65) 2544241-2544267 (66) 3058845 (67) 3058846 (68) 3058849 (69) 3058864 (70) 3058889 (71) 3058920 (72) 3058974 (73) 3059012 (74) 3059078 (75) 3063980 (76) 3063983 Continued ...	From	To	From	To	(01) 1141056	2585951	(02) 1506377	2294857	(03) 1614342	2585912	(04) 2191382	2585723	(05) 2213885	2294858	(06) 2506276	2585949	(07) 2544278	2585948					
From	To	From	To																					
(01) 1141056	2585951	(02) 1506377	2294857																					
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CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
NNK11OL33C/000003

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NAME OF OFFEROR OR CONTRACTOR
CHENEGA SECURITY & SUPPORT SOLUTIONS, LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>(8.6) Delete 26 ECN items from J-14, Part 2, which belongs to the IMCS contract NNK08OH01C under Installation Custodial Account A651:</p> <p>(01) 2202324 (02) 2202332 (03-06) 2202337-2202340 (07) 2202347 (08-10) 2213583-2213585 (11) 2229629 (12) 2507453 (13) 2507455 (14) 2507458 (15) 2507472 (16) 2507473 (17-20) 2507475-2507478 (21) 2542742 (22) 2542743 (23) 2542756 (24) 2542761 (25) 2542763 (26) 2542764</p> <p>(9) Replace old Equipment Control Numbers (ECN) with current ECNs on contract Attachment J-15 Contractor-Accountable Property (Part 2 Contractor Replaceable). Replacement pages for J-15, Part 2, are attached.</p> <p>(10) Incorporate DD 254 - Department of Defense Contract Security Classification Specification, Revision 2, dated 01/11/2012, as replacement attachment J-19.</p> <p>In consideration of the modification agreed to herein as complete equitable adjustment for the contractor's proposal for adjustment, the contractor hereby releases the government, for all items above, from any and all liability under this contract for further equitable adjustments attributable to such facts and circumstances giving rise to the proposal for adjustment.</p> <p>FOB: Destination</p>				

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

1. CONTRACT ID CODE _____ PAGE OF PAGES
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2. AMENDMENT/MODIFICATION NO. 000002
 3. EFFECTIVE DATE See Block 16C
 4. REQUISITION/PURCHASE REQ. NO. See Schedule
 5. PROJECT NO. (If applicable) _____

6. ISSUED BY CODE KSC
 NASA/John F. Kennedy Space Center
 Office of Procurement
 MAIL CODE OP-OS
 KENNEDY SPACE CENTER FL 32899
 7. ADMINISTERED BY (If other than Item 6) CODE KSC
 NASA/Kennedy Space Center
 Office of Procurement
 MAIL CODE OP-OS
 KENNEDY SPACE CENTER FL 32899

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)
 CHENEGA SECURITY & SUPPORT SOLUTIONS, LLC
 19980 HIGHLAND VISTA DR STE 100
 ASHBURN VA 20147-4189
 9A. AMENDMENT OF SOLICITATION NO. _____
 9B. DATED (SEE ITEM 11) _____
 X 10A. MODIFICATION OF CONTRACT/ORDER NO. NNK110L33C
 10B. DATED (SEE ITEM 13) 09/30/2011
 CODE 68TE9 FACILITY CODE _____

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The purpose of this modification is to:
 (1) Provide incremental funding as delineated in clause B.9. The funds are considered sufficient to cover the contractor's performance through 03/31/2012.
 Obligated Amount for this Modification: [REDACTED]
 Incremental Funded Amount changed from: [REDACTED]
 Incremental Funded Amount changed to: [REDACTED]
 FOB: Destination

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) Steven E. Parker
 15B. CONTRACTOR/OFFEROR _____
 15C. DATE SIGNED _____
 16B. UNITED STATES OF AMERICA [Signature]
 16C. DATE SIGNED 12/22/2011

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AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE	PAGE OF PAGES 1 4
2. AMENDMENT/MODIFICATION NO. 000001	3. EFFECTIVE DATE 12/01/2011	4. REQUISITION/PURCHASE REQ. NO. See Schedule		5. PROJECT NO. (If applicable)
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		10B. DATED (SEE ITEM 13) 09/30/2011		
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS				
The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers _____ is extended. _____ is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.				
12. ACCOUNTING AND APPROPRIATION DATA (If required)		Net Increase:		
13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.				
CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.			
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).			
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: Changes Clause FAR 52.243-1			
	D. OTHER (Specify type of modification and authority)			
E. IMPORTANT: Contractor _____ is not, <input checked="" type="checkbox"/> is required to sign this document and return _____ 1 _____ copies to the issuing office.				
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) The purpose of this modification is to: (1) Provide incremental funding as delineated in attached replacement page 65 (Clause I.19) and clause B.9 which is added to track Contract funding and is hereby incorporated into subject contract as pages i, and pages 9.1 - 9.3 (attached). The funds are considered sufficient to cover the contractor's performance through 12/31/2011. Obligated Amount for this Modification: Incremental Funded Amount changed from: Incremental Funded Amount changed to:				
Continued ...				
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.				
15A. NAME AND TITLE OF SIGNER (Type or print) 11-30-11		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Steven E. Parker		
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)		15C. DATE SIGNED	16B. UNITED STATES OF AMERICA 	16C. DATE SIGNED 11/30/2011

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
 NNK11OL33C/000001

PAGE OF
 2 4

NAME OF OFFEROR OR CONTRACTOR
 CHENEGA SECURITY & SUPPORT SOLUTIONS, LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>(2) Correct clause D.2(c) Additional Delivery Instructions for ordnance. Reference change bars on replacement page 11 hereby incorporated into subject contract.</p> <p>(3) Correct clause G. 14 (c) to include invoice distribution email addresses. Reference change bars on replacement page 26 hereby incorporated into subject contract.</p> <p>(4) Revise Attachment J-01 Performance Work Statement, Table of Contents by correcting the title of 4.1.1.3 from "Federal Magistrate Program" to "Criminal Violation Enforcement" and correct Requirement 3.2 - Fire Services Training and Certifications, items 14 through item 21, by replacing "trained" with "certified", reference change bars on Attachment J-01 replacement pages i, 25 and 26.</p> <p>(5) Revise Attachment J-06, Item 8, DRD 1.1-5 Institutional Protective Services Report, Section J to include the deliverable of the first DRD 15 calendar days following April 30, 2012 and again 15 calendar days after the close of each government fiscal year. Replacement page 1 of 1 is attached.</p> <p>(6) Revise Attachment J-07 Uniforms to allow serviceable navy blue uniforms, provided by NASA to incumbent security personnel under the Interim Protective Services Contract (IPSC) NNK09OX01C, as an acceptable alternative to the black uniforms. Reference change bars on Attachment J-07, replacement page 1.</p> <p>(7) Correctly categorize and capture Attachment J-15 Contractor-Accountable Property (Part 2 Contractor Replaceable), as shown below. Reference change bars on Attachment J-15, Part 2. Replacement page is attached.</p> <p>(7a) Delete 4 items from J-15 Contractor-Accountable Property (Part 2 Contractor Replaceable) reclassified to J-14 Installation-Accountable Property (Part 2 Contractor Replaceable). The following ECNs are reclassified from Attachment J-15 to J-14: (01) 1642822, (02) 2229354, (03) 2229355, & (04) 2585846 (previously 2585620). Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
NNK11OL33C/000001

PAGE OF
4 4

NAME OF OFFEROR OR CONTRACTOR
CHENEGA SECURITY & SUPPORT SOLUTIONS, LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	FOB: Destination				

NNK11OL33C

KENNEDY SPACE CENTER PROTECTIVE SERVICES CONTRACT (KPSC)

Sections A – J

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[END OF SECTION]

SOLICITATION, OFFER AND AWARD		1. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700) →	RATING DO-C9	PAGE OF PAGES Ref Section 11 Below
2. CONTRACT NUMBER NNK110L33C	3. SOLICITATION NUMBER NNK11361110R	4. TYPE OF SOLICITATION <input type="checkbox"/> SEALED BID (IFB) <input checked="" type="checkbox"/> NEGOTIATED (RFP)	5. DATE ISSUED 02/22/2011	6. REQUISITION/PURCHASE NO. 4200361110
7. ISSUED BY National Aeronautics and Space Administration Procurement Office, Code OP-OS John F. Kennedy Space Center, FL 32899		CODE	8. ADDRESS OFFER TO (If other than Item 7) NASA/KSC Central Industry Assistance Office (CIAO) Bldg N6-1009, 7110 N. Courtenay Parkway (SR 3) John F. Kennedy Space Center, FL 32899	

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

SOLICITATION

9. Sealed offers in **reference copies identified in Provision L.10** for furnishing the supplies or services in the Schedule will be received at the place specified in Item 8, or if hand carried, in the depository located in **Provision L.20** until **12:00 PM (noon)** local time **Friday, April 22, 2011**

CAUTION — LATE Submissions, Modifications, and Withdrawals: See Section L, Provision No. 52.215-1. All offers are subject to all terms and conditions contained in this solicitation.

10. FOR INFORMATION → CALL:	A. NAME Ellen Lamp	B. TELEPHONE (NO COLLECT CALLS)			C. E-MAIL ADDRESS Ellen.Lamp@nasa.gov
		AREA CODE (321)	NUMBER 867-9749	EXT.	

11. TABLE OF CONTENTS

(X)	SEC.	DESCRIPTION	PAGE(S)	(X)	SE	DESCRIPTION	PAGE(S)
PART I - THE SCHEDULE				PART II - CONTRACT CLAUSES			
<input checked="" type="checkbox"/>	A	SOLICITATION/CONTRACT FORM	1	<input checked="" type="checkbox"/>	F	CONTRACT CLAUSES	49 - 71
<input checked="" type="checkbox"/>	B	SUPPLIES OR SERVICES AND PRICE/COST	2 - 9	PART III - LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACH.			
<input checked="" type="checkbox"/>	C	DESCRIPTION/SPECS./WORK STATEMENT	10	<input checked="" type="checkbox"/>	J	LIST OF ATTACHMENTS	72
<input checked="" type="checkbox"/>	D	PACKAGING AND MARKING	11	PART IV - REPRESENTATIONS AND INSTRUCTIONS			
<input checked="" type="checkbox"/>	E	INSPECTION AND ACCEPTANCE	12	<input type="checkbox"/>	K	REPRESENTATIONS, CERTIFICATIONS AND OTHER	
<input checked="" type="checkbox"/>	F	DELIVERIES OR PERFORMANCE	13 - 14	<input type="checkbox"/>	L	STATEMENTS OF OFFERORS	
<input checked="" type="checkbox"/>	G	CONTRACT ADMINISTRATION DATA	15 - 27	<input type="checkbox"/>	M	INSTRS., CONDS., AND NOTICES TO OFFERORS	
<input checked="" type="checkbox"/>	H	SPECIAL CONTRACT REQUIREMENTS	28 - 48	<input type="checkbox"/>	M	EVALUATION FACTORS FOR AWARD	

OFFER (Must be fully completed by offeror)

NOTE: Item 12 does not apply if the solicitation includes the provisions at 52.214-16, Minimum Bid Acceptance Period.

12. In compliance with the above, the undersigned agrees, if this offer is accepted within **210** calendar days (60 calendar days unless a different period is inserted by the offeror) 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 in the schedule.

13. DISCOUNT FOR PROMPT PAYMENT (See Section I, Clause No. 52.232-8) →	10 CALENDAR DAYS %	20 CALENDAR DAYS %	30 CALENDAR DAYS %	CALENDAR DAYS %
14. ACKNOWLEDGMENT OF AMENDMENTS (The offeror acknowledges receipt of amendments to the SOLICITATION for offers and related documents numbered and dated):	AMENDMENT NO.	DATE	AMENDMENT NO.	DATE
	Amendment 001	03/11/2011	Amendment 006	04/15/2011
	Amendment 002	03/18/2011	Amendment 007	04/19/2011
	Amendment 003	03/25/2011	Amendment 008	06/30/2011
	Amendment 004	03/30/2011	Amendment 009	07/07/2011
	Amendment 005	04/07/2011	Amendment 010	08/22/2011

15A. NAME AND ADDRESS OF OFFEROR Chenega Security & Support Solutions, LLC (CS ³) 19980 Highland Vista Drive, Suite 100 Ashburn, VA 20147	CODE 68TE9	FACILITY	16. NAME AND TITLE OF PERSON AUTHORIZED TO SIGN OFFER (Type or print) Timothy J. Lamb, President
15B. TELEPHONE NUMBER AREA CODE 571 NUMBER 291-7632 EXT.	15C. CHECK IF REMITTANCE ADDRESS IS DIFFERENT FROM ABOVE - ENTER SUCH ADDRESS IN SCHEDULE		18. OFFER DATE 08/31/2011

AWARD (To be completed by Government)

19. ACCEPTED AS TO ITEMS NUMBERED See Section B.4	20. AMOUNT See Section B	21. ACCOUNTING AND APPROPRIATION See Section G
22. AUTHORITY FOR USING OTHER THAN FULL OPEN COMPETITION <input type="checkbox"/> 10 U.S.C. 2304(e) () <input type="checkbox"/> 41 U.S.C. 253(e) ()	23. SUBMIT INVOICES TO ADDRESS SHOWN IN (4 copies unless otherwise specified) → Clause G.14	
24. ADMINISTERED BY (If other than Item 7) CODE	25. PAYMENT WILL BE MADE BY CODE Clause G.14	
26. NAME OF CONTRACTING OFFICER (Type or print) Dudley R. Cannon, Director of Procurement	27. UNITED STATES OF AMERICA (Signature of Contracting Officer)	28. AWARD DATE 9-30-11

IMPORTANT -- Award will be made on this Form, or on Standard Form 26, or by other authorized official written notice.

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STANDARD FORM 33 (Rev. 9-97)

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Page 1 - Section A

Prescribed by GSA - FAR (48 CFR) 53.214(c)

The following Section B CLINs are awarded with this action subject to Clause I.19 – 1852.232-77 Limitation of Funds (Fixed Price Contract) (MAR 1989):

CLIN	Service	Unit	Quantity	Price	Amount
000 (FFP)	Phase-in of the KPSC Contract				[REDACTED]
000	Phase-in	LOT			
001 (NSP*)	Program Management				NSP*
001a	Base Period	Month	10	[REDACTED]	
002 (FFP)	Emergency Management and Protective Services Communications Center (PSCC)				[REDACTED]
002a	Base Period	Month	10		
003 (FFP)	Fire Services				[REDACTED]
003a	Base Period	Month	10		
	Fire Station #3 Options				
003f	Option 1	Month	10		
004 (FFP)	Security Services				[REDACTED]
004a	Base Period	Month	10		
	VAB/OPF Protection and Traffic Enforcement #2 Options				[REDACTED]
004f	Option 1	Month	10		
005.1 (FFP)	NPSTA Security Training				[REDACTED]
005.1a	Base Period	Month	10		
005.2 (FFP)	KSC Internal Security Training				[REDACTED]
005.2a	Base Period	Month	10		
006 (Cost)**	Firefighter Defined Benefit Plan				[REDACTED]
006a	Base Period	Year	1		
007 (Cost)**	GSA Fleet Vehicles, Maintenance and Fuel				[REDACTED]
007a	Base Period	Month	10		
008 (Cost)**	Government Directed Travel				[REDACTED]
008a	Base Period	Year	1		
Total					

* Not Separately Priced (NSP) – the cost of CLIN 001 is included in CLINS 002 – 005

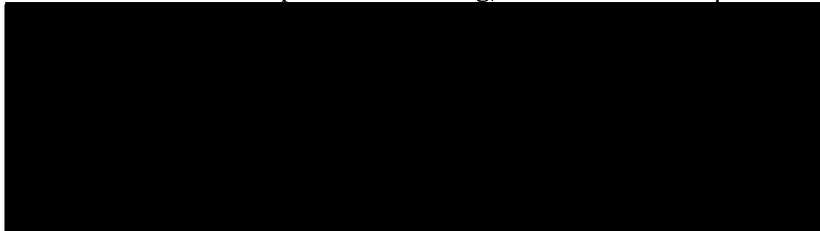
** Includes burdens, no fee.

PART I – THE SCHEDULE**SECTION B
SUPPLIES OR SERVICES AND COST/PRICE****B.1 Phase-in**

The purpose of this clause is to set forth the phase-in of the KSC Protective Services Contract (KPSC) as Firm Fixed Price amount of [REDACTED] under CLIN 000. The contractor shall execute the transition of the phase-in contract, as identified in contractor proposal Volume V, Section 5.0, provided in response to solicitation NNK11361110R, dated February 22, 2011.

Phase-in Scope

The contractor shall accomplish the following, as identified in Proposal Volume V, Section 5.0:

**Phase-in Description of Work Requirements**

Perform tasks depicted in contractor proposal Table, Volume 5, Section 5, pages 60 – 65, as well as the detailed description of work tasks identified in the Section 5.0 Transition Plan.

Phase-in Schedule

Phase-in Services shall be completed no later than November 30, 2011.

Phase-in Progress Status Reporting

Program Manager shall present to the COTR and CO on a weekly basis the status of completed tasks required for transition. Report any issues or challenges if any that have arisen and how they are being addressed. Program Manager shall coordinate the format and material to be presented to ensure acceptability to the CO and COTR with regards to communicating the successful accomplishment of phase-in tasks for the KPSC.

(End of clause)

B.2 Supplies and/or Services to be Furnished

The contractor shall provide the contract line item numbers (CLIN) services or supplies, identified below, in accordance with clause C.1 under this Firm Fixed-Priced (FFP) contract with cost (no-fee) CLINs for pass through costs. CLINs 000 through 005, are FFP, CLINs 006 through 008 are cost (no fee). The contractor shall provide all resources (except as expressly stated in this contract as furnished by the Government) necessary to provide the protective services (PS) support in accordance with the Performance Work Statement (PWS) and as authorized through issuance of Task Orders (TO).

Note: Indefinite Delivery/Indefinite Quantity (IDIQ) requirements for additional services are described in clause B.3.

CLIN	Service	Unit	Quantity	Price	Amount
000 (FFP)	Phase-in of the KPSC Contract				
000	Phase-in	LOT			
001 (NSP*)	Program Management				
001a	Base Period	Month	10		
001b	Option Year 1	Month	12		
001c	Option Year 2	Month	12		
001d	Option Year 3	Month	12		
001e	Option Year 4	Month	12		
002 (FFP)	Emergency Management and Protective Services Communications Center (PSCC)				
002a	Base Period	Month	10		
002b	Option Year 1	Month	12		
002c	Option Year 2	Month	12		
002d	Option Year 3	Month	12		
002e	Option Year 4	Month	12		
003 (FFP)	Fire Services				
003a	Base Period	Month	10		
003b	Option Year 1	Month	12		
003c	Option Year 2	Month	12		
003d	Option Year 3	Month	12		
003e	Option Year 4	Month	12		
	Fire Station #3 Options				
003f	Option 1	Month	10		
003g	Option 2	Month	12		
003h	Option 3	Month	12		
003i	Option 4	Month	12		
003j	Option 5	Month	12		
004 (FFP)	Security Services				
004a	Base Period	Month	10		
004b	Option Year 1	Month	12		
004c	Option Year 2	Month	12		
004d	Option Year 3	Month	12		
004e	Option Year 4	Month	12		
	VAB/OPF Protection and Traffic Enforcement #2 Options				
004f	Option 1	Month	10		
004g	Option 2	Month	12		
004h	Option 3	Month	12		
004i	Option 4	Month	12		
004j	Option 5	Month	12		
005.1 (FFP)	NPSTA Security Training				
005.1a	Base Period	Month	10		
005.1b	Option Year 1	Month	12		
005.1c	Option Year 2	Month	12		
005.1d	Option Year 3	Month	12		
005.1e	Option Year 4	Month	12		

CLIN	Service	Unit	Quantity	Price	Amount	
005.2 (FFP)	KSC Internal Security Training					
005.2a	Base Period	Month	10			
005.2b	Option Year 1	Month	12			
005.2c	Option Year 2	Month	12			
005.2d	Option Year 3	Month	12			
005.2e	Option Year 4	Month	12			
006 (Cost)**	Firefighter Defined Benefit Plan					
006a	Base Period	Year	1			
006b	Option Year 1	Year	1			
006c	Option Year 2	Year	1			
006d	Option Year 3	Year	1			
006e	Option Year 4	Year	1			
007 (Cost)**	GSA Fleet Vehicles, Maintenance and Fuel					
007a	Base Period	Month	10			
007b	Option Year 1	Month	12			
007c	Option Year 2	Month	12			
007d	Option Year 3	Month	12			
007e	Option Year 4	Month	12			
008 (Cost)**	Government Directed Travel					
008a	Base Period	Year	1			
008b	Option Year 1	Year	1			
008c	Option Year 2	Year	1			
008d	Option Year 3	Year	1			
008e	Option Year 4	Year	1			
Total	Excludes CLIN 000 – Phase-in					
Total	Includes CLIN 000 – Phase-in					\$151,556,106

* Not Separately Priced (NSP) – the cost of CLIN 001 is included in CLINS 002 – 005

** Includes burdens, no fee.

(End of clause)

B.3 Indefinite Delivery/Indefinite Quantity (IDIQ) Firm Fixed Price (FFP) Rates

The purpose of this clause is to set forth Firm-Fixed Priced (FFP) fully burdened rates identified in the table below for CLIN 009a-009p, to be used by the Government in ordering additional requirements as needed. The rates for computation of fixed priced task orders are identified below.

CLIN	Service	Unit	Base Period	Option 1	Option 2	Option 3	Option 4
009a	K-9 Patrol	8.5 hr shift					
009b	K-9 Patrol	4 hr shift					
009c	Security Rover	8.5 hr shift					
009d	ERT	8.5 hr shift					
009e	Badging Official	4 hr shift					
009f	Paramedic	4 hr shift					
009g	Fire Inspector	4 hr shift					
009h	PSCC Dispatcher	4 hr shift					
009i	Assistant Chief	8 hr shift					
009j	Battalion Chief	8 hr shift					
009k	Firefighter/Lieutenant	8 hr shift					
009l	Firefighter/Driver	8 hr shift					
009m	Firefighter	8 hr shift					
009n	Emergency Management Specialist	8 hr shift					
009o	Locksmith Services	hourly shift					
009p ¹	Travel/Equipment/ Material	Lot					

¹ Reference clause B.7 – Special Cost Requirements.

The Government may unilaterally order additional services from the contractor at the fixed priced, fully burdened rates listed above for 009a through 009o, in accordance with clause H.2. CLIN 009p, Travel, Equipment and Material is limited to requirements that will be ordered to support the labor requirements of CLIN 009a through 009o.

The maximum IDIQ contract value is as follows:

	Maximum Value
Base Period	\$ 5,000,000
Option Year 1	5,000,000
Option Year 2	5,000,000
Option Year 3	5,000,000
Option Year 4	5,000,000
Total NTE	<u>\$25,000,000</u>

(End of clause)

B.4 1852.216-78 Firm Fixed-Price (FFP) (DEC 1988)

The total FFP of this contract is identified in the table below:

Contract Years	FFP Phase-in CLIN 000	FFP CLINs 1, 2, 3, 4, 5, 6, 7, 8	FFP CLIN Option 3f-3j Fire	FFP CLIN Option 4f-4j Security	FFP Total
Phase-in (09/30/2011 – 11/30/2011)					
Base Pd (12/01/2011 – 09/30/2012)					
Option 1 (10/01/2012 – 09/30/2013)					
Option 2 (10/01/2013 – 09/30/2014)					
Option 3 (10/01/2014 – 09/30/2015)					
Option 4 (10/01/2015 – 09/30/2016)					
Total					

(End of clause)

B.5 Cost No-Fee Cost Reimbursable CLINs 006, 007, 008 and 009o

The total cost no-fee reimbursable amount for CLINs 006, 007, 008 and 009o is identified below:

(C.O. will update during contract administration to reflect actual costs)

Contract Years	Cost CLIN 006 Firefighter Defined Benefit Plan	Cost CLIN 007 GSA Fleet Vehicles, Maintenance and Fuel	Cost CLIN 008 Government Directed Travel	Subtotal Cost CLINs 006-008	Cost CLIN 009o ¹ Travel/ Equipment/ Material (As Required)	Total Cost CLINs
Base Period						
Option 1						
Option 2						
Option 3						
Option 4						
Total						

(End of clause)

B.6 IDIQ Task Order – Cumulative Value (CLIN 009)

The table below lists the task orders issued by the contracting office in accordance with clause H.2. This table will be updated periodically by the Contracting Officer (CO).

(To be completed by the Contracting Officer during contract administration)

Task Order Tracking					
Task Order No.	GFY	Date Issued	Date Complete	PWS # or Description	Amount
NNK12OL01T	GFY1	01/18/12		Delta IV launch support	
NNK12OL02T	GFY1	02/09/12		Atlas V launch support	
NNK12OL03T	GFY1	02/15/12		Navy launch support	
NNK12OL04T	GFY1	02/21/12		Exigent support	
NNK12OL05T	GFY1	03/02/12		Miscellaneous support	
Grand Total					

(End of clause)

B.7 Special Cost Requirements

(a) The Government shall not pay the Contractor a fee for performing CLINS 006, 007, 008, and 009p under this contract. Payment of costs under CLINS 006, 007, 008 and 009p is subject to FAR 52.216-7 Allowable Cost and Payment.

1. CLIN 006 – Firefighter Defined Benefit Plan
2. CLIN 007 – GSA Fleet Vehicles, maintenance and fuel, and
3. CLIN 008 – Government Directed Travel¹
4. CLIN 009p – Travel/Equipment/Material

(b) Deduction Schedule: *Reference Attachment J-20*

In addition to the provisions of clause H.5, Major Breach of Safety or Security, the government considers the actions, activities and behaviors described in attachment J-20, as non-conforming to the requirements of the contract and are of a serious nature requiring immediate corrective action by the contractor. The contractor is encouraged to self-report (in the monthly program management status reviews, DRD 1.0-2) any finding of non-compliance and corrective action taken. Such self-reported actions will be considered proactive responses to improve the workforce and customer service. The government may waive the monetary reduction of invoice/price/accrued payments due for self-reported actions that are considered minor. Conversely, the Government may determine that specific or recurring non-conformances constitute default and may warrant exercise of the Government's right to terminate for default under 52.249-8.

The CO and COTR will document any government findings of non-conforming services and notify the contractor of such findings within 3 days of observation. Contractor shall acknowledge receipt of notice of non-conforming service and provide a credit to the government per the deduction schedule listed in attachment J-20, on the next invoice/voucher/request for payment. The credit shall be applied to the appropriate CLIN for the non-conforming service. Government findings of non-conforming services shall be tracked & reported at the program management reviews.

The contractor may appeal a government finding of non-conformance by requesting a final determination by the Contracting Officer. The request for CO final determination must be received by the CO within 10 days of the contractor receiving a notice of non-conformance, to be considered timely. Appeals must be adequately supported with information to justify the actions/activities/behavior as conforming to the requirements of the contract.

If the contractor does not accept the CO final determination, such disagreements will be handled in accordance with FAR 52.233-1 Disputes.

(End of clause)

¹ Government Directed Travel: only applies for COTR approved travel associated with NPSTA instructors to other NASA Centers.

B.8 Firefighter Defined Benefit Plan

The predecessor contract contained a defined benefit plan for the KSC firefighters. This plan was frozen² at the end of the predecessor contract. The contractor shall sponsor the defined benefit plan throughout the life of the contract or until the ordered termination of the defined benefit plan by the Government. As sponsor, the contractor shall engage a fully credentialed actuary to administer the plan. Contractor payments to the plan and the costs of plan administration will be reimbursed by the Government per cost no-fee CLIN 006.

The Government will evaluate the decision to terminate the defined benefit plan not less than twice a year. The contractor shall provide an actuarial analysis of the costs to accomplish the termination in support of the decision-making process. The costs associated with the actuarial analysis will also be billed under the cost no-fee CLIN 006.

(End of clause)

² A frozen defined benefit retirement plan is a plan whose participants earn no additional benefits for future service. No new participants will be covered. Contributions may need to be made to cover the shortfall for existing benefits for participants currently covered by the plan. Assets remain in the plan to pay benefits when due. The plan will exist as long as participants remain with benefit entitlements.

B.8 Firefighter Defined Benefit Plan

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The Government will evaluate the decision to terminate the defined benefit plan not less than twice a year. The contractor shall provide an actuarial analysis of the costs to accomplish the termination in support of the decision-making process. The costs associated with the actuarial analysis will also be billed under the cost no-fee CLIN 006.

(End of clause)

² A frozen defined benefit retirement plan is a plan whose participants earn no additional benefits for future service. No new participants will be covered. Contributions may need to be made to cover the shortfall for existing benefits for participants currently covered by the plan. Assets remain in the plan to pay benefits when due. The plan will exist as long as participants remain with benefit entitlements.

B.9 Contract Funding

- (a) For purposes of payment of cost, in accordance with the clause I.19 NFS 1852.232-77 Limitation of Funds, the total amount allotted by the Government to this contract is identified in the table below (Table B.9 – Contract Funding).
- (b) Contract funding by Government Fiscal Year (GFY) is shown in the table below:

Table B.9.1 – Contract Funding (Phase-in and GFY1)

GFY	CLIN	Obligated	Incremental Funding Changed		Funded Thru
			From	To	
Phase-in	000				11/30/11
GFY 1	002a				07/31/12
GFY 1	003a				07/31/12
GFY 1	003f				07/31/12
GFY 1	004a				07/31/12
GFY 1	004f				07/31/12
GFY 1	005.1a				07/31/12
GFY 1	005.2a				07/31/12
GFY 1	006a				07/31/12
GFY 1	007a				07/31/12
GFY 1	008a				07/31/12
GFY 1	009a-p				
GFY 1	Total				

Table B.9.2 – Contract Funding GFY2

GFY	CLIN	Obligated	Incremental Funding Changed		Funded Thru
			From	To	
GFY 2	002b	\$ -	\$ -	\$ -	
GFY 2	003b	\$ -	\$ -	\$ -	
GFY 2	003g	\$ -	\$ -	\$ -	
GFY 2	004b	\$ -	\$ -	\$ -	
GFY 2	004g	\$ -	\$ -	\$ -	
GFY 2	005.1b	\$ -	\$ -	\$ -	
GFY 2	005.2b	\$ -	\$ -	\$ -	
GFY 2	006b	\$ -	\$ -	\$ -	
GFY 2	007b	\$ -	\$ -	\$ -	
GFY 2	008b	\$ -	\$ -	\$ -	
GFY 2	009a-p	\$ -	\$ -	\$ -	
GFY 2	Total	\$ -	\$ -	\$ -	

Table B.9.3 – Contract Funding GFY3					
GFY	CLIN	Obligated	Incremental Funding Changed		Funded Thru
			From	To	
GFY 3	002c	\$ -	\$ -	\$ -	
GFY 3	003c	\$ -	\$ -	\$ -	
GFY 3	003h	\$ -	\$ -	\$ -	
GFY 3	004c	\$ -	\$ -	\$ -	
GFY 3	004h	\$ -	\$ -	\$ -	
GFY 3	005.1c	\$ -	\$ -	\$ -	
GFY 3	005.2c	\$ -	\$ -	\$ -	
GFY 3	006c	\$ -	\$ -	\$ -	
GFY 3	007c	\$ -	\$ -	\$ -	
GFY 3	008c	\$ -	\$ -	\$ -	
GFY 3	009a-p	\$ -	\$ -	\$ -	
GFY 3	Total	\$ -	\$ -	\$ -	

Table B.9.4 – Contract Funding GFY4					
GFY	CLIN	Obligated	Incremental Funding Changed		Funded Thru
			From	To	
GFY 4	002d	\$ -	\$ -	\$ -	
GFY 4	003d	\$ -	\$ -	\$ -	
GFY 4	003i	\$ -	\$ -	\$ -	
GFY 4	004d	\$ -	\$ -	\$ -	
GFY 4	004i	\$ -	\$ -	\$ -	
GFY 4	005.1d	\$ -	\$ -	\$ -	
GFY 4	005.2d	\$ -	\$ -	\$ -	
GFY 4	006d	\$ -	\$ -	\$ -	
GFY 4	007d	\$ -	\$ -	\$ -	
GFY 4	008d	\$ -	\$ -	\$ -	
GFY 4	009a-p	\$ -	\$ -	\$ -	
GFY 4	Total	\$ -	\$ -	\$ -	

Table B.9.5 – Contract Funding GFY5					
GFY	CLIN	Obligated	Incremental Funding Changed		Funded Thru
			From	To	
GFY 5	002e	\$ -	\$ -	\$ -	
GFY 5	003e	\$ -	\$ -	\$ -	
GFY 5	003j	\$ -	\$ -	\$ -	
GFY 5	004e	\$ -	\$ -	\$ -	
GFY 5	004j	\$ -	\$ -	\$ -	
GFY 5	005.1e	\$ -	\$ -	\$ -	
GFY 5	005.2e	\$ -	\$ -	\$ -	
GFY 5	006e	\$ -	\$ -	\$ -	
GFY 5	007e	\$ -	\$ -	\$ -	
GFY 5	008e	\$ -	\$ -	\$ -	
GFY 5	009a-p	\$ -	\$ -	\$ -	
GFY 5	Total	\$ -	\$ -	\$ -	

Table B.9.6 Contract Funding Summary (CLINs 000 – 009)							
CLIN	Phase-In	GEY1	GEY2	GEY3	GEY4	GEY5	TOTAL
000							
002a-e							
003a-e							
003f-j							
004a-e							
004f-j							
005.1a-e							
005.2a-e							
006a-e							
007a-e							
008a-e							
009a-p							
TOTAL							

[END OF SECTION]

SECTION C
DESCRIPTION/SPECIFICATION/WORK STATEMENT

C.1 Scope of Work

The contractor shall provide all personnel, materials, equipment, and facilities (except as otherwise provided for in this contract) necessary to perform those functions set forth in attachment J-01, entitled “Performance Work Statement (PWS) KSC Protective Services Contract (KPSC)”. The description of work to be performed under this contract is hereby incorporated by reference under attachment J-01.

(End of Clause)

C.2 Data Requirements List (DRL)

The contractor shall furnish all data identified and described in attachment J-06, “Data Requirements List/Data Requirements Document (DRL/DRD) for KPSC,” and all costs associated therewith are included in the price of the contract.

The Government reserves the right to delay the date of delivery of any or all DRDs specified in the DRL and such right may be exercised at no increase in the estimated cost. The Government also reserves the right to terminate the requirement for any or all DRDs specified in the DRL. In the event the Government exercises this latter right, the estimated cost shall be decreased in accordance with the Changes Clause.

To the extent that data required to be delivered under a DRL/DRD is also required to be delivered under another clause of the contract, the requirements established by both the DRL/DRD and such other contract clause shall apply. In the event of a conflict between the data requirements of the DRL/DRD and another contract clause, the contract clause shall take precedence. In the event of a conflict between the data requirements of the DRL/DRD and PWS, the PWS shall take precedence.

Nothing contained in this DRL clause shall relieve the contractor from delivering data that is not identified and described in the DRL/DRD but required under another clause of the contract.

Each DRD report will be submitted in its native format and include the following information:

- Contract Number
- Contract Name
- Contractor Name
- DRD Date (date submitted)
- DRD Title (Description)
- DRD Number

(End of clause)

[END OF SECTION]

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**SECTION D
PACKING AND MARKING**

D.1 Clauses incorporated by Reference

Reference clause I.1, 52.252-2, Clauses Incorporated by Reference. The contract clauses incorporated by reference are as follows:

NASA FAR Supplement (NFS) [48 CFR Chapter 18] Provisions:

CLAUSE NUMBER	DATE	TITLE
1852.211-70	Sep 2005	Packaging, Handling, and Transportation

(End of clause)

D.2 Delivery Instructions

(a) The Contractor shall ship the items required under this contract to:

Marked for:	KPSC
Consignee:	TBD
Contract Number:	NNK11OL33C
Organization/Office Code:	TBD
Building No.:	ISC Warehouse, M6-744

(b) Unless otherwise authorized in advance by the Contracting Officer, deliveries under this contract shall be made between the hours of 8:00 a.m. and 4:00 p.m., Monday through Friday, excluding Federal holidays.

(c) Additional delivery instructions:

Ordnance, except K9 training ordnance, shall be delivered to building K6-2496. All delivered ammunition/ordnance shall be inventoried and verified as the correct order by the ERT Commander. Ammunition shall be stored at either the ERT Armory at K6-2496 or the Range Armory at K6-2361. K-9 training ordnance, explosives for dog training kits, shall be delivered to building K7-306, magazine #2, until such time as the Golan 15 Explosives storage unit has been installed and is operational at building K6-2496.

(d) Additional marking instructions: TBD

(End of clause)

[END OF SECTION]

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**SECTION E
INSPECTION AND ACCEPTANCE**

E.1 Clauses Incorporated by Reference

Reference clause I.1, 52.252-2, Clauses Incorporated by Reference. The contract clauses incorporated by reference are as follows:

Federal Acquisition Regulation (FAR) [48 CFR Chapter 1] Provisions:

CLAUSE NUMBER	DATE	TITLE
52.246-2	Aug 1996	Inspection of Supplies – Fixed Price
52.246-4	Aug 1996	Inspection of Services – Fixed Price
52.246-16	Apr 1984	Responsibility for Supplies

(End of clause)

E.2 1852.246-71 Government Contract Quality Assurance Functions (OCT 1988)

In accordance with the Inspection clause of this contract, the Government intends to perform the following functions at the locations indicated: Inspection and acceptance of all works shall be performed at John F. Kennedy Space Center and other places of performance or delivery of work required under this contract.

(End of Clause)

[END OF SECTION]

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**SECTION F
DELIVERIES OR PERFORMANCE**

F.1 Clauses Incorporated by Reference

Reference clause I.1, 52.252-2, Clauses Incorporated by Reference. The contract clauses incorporated by reference are as follows:

Federal Acquisition Regulation (FAR) [48 CFR Chapter 1] Provisions:

CLAUSE NUMBER	DATE	TITLE
52.242-15	Aug 1989	Stop-Work Order
52.247-34	Nov 1991	F.O.B. Destination

(End of clause)

F.2 Period of Performance – Services

The base period of performance of this contract is December 1, 2011 through September 30, 2012, with four (4) one-year options thereafter. In addition, the Government retains five (5) one-year option periods to operate Fire Station #3, Facility J7-1339, as identified in attachment J-01 PWS 3.1, and Vehicle Assembly Building (VAB) / Orbital Processing Facility (OPF) Protection and Traffic Enforcement #2, as identified in PWS 4 .1.1, concurrent with the base and option periods.

CLIN	Option	Period
001-008	Base Period	(12/01/2011 – 09/30/2012)
001-008	Option 1	(10/01/2012 – 09/30/2013)
001-008	Option 2	(10/01/2013 – 09/30/2014)
001-008	Option 3	(10/01/2014 – 09/30/2015)
001-008	Option 4	(10/01/2015 – 09/30/2016)
Operation of Fire Station #3		
003f	Option 1	(12/01/2011 – 09/30/2012)
003g	Option 2	(10/01/2012 – 09/30/2013)
003h	Option 3	(10/01/2013 – 09/30/2014)
003i	Option 4	(10/01/2014 – 09/30/2015)
003j	Option 5	(10/01/2015 – 09/30/2016)
VAB/OPF Protection and Traffic Enforcement #2		
004f	Option 1	(12/01/2011 – 09/30/2012)
004g	Option 2	(10/01/2012 – 09/30/2013)
004h	Option 3	(10/01/2013 – 09/30/2014)
004i	Option 4	(10/01/2014 – 09/30/2015)
004j	Option 5	(10/01/2015 – 09/30/2016)

(End of clause)

F.3 Effective Ordering Period for IDIQ CLINs

Contract effective ordering period: December 1, 2011 through September 30, 2012.

(End of clause)

F.4 Option to Extend the Effective Ordering Period for IDIQ Requirements

Options to extend clause F.3, Effective Ordering Period, are depicted in clause F.2. The fixed-priced fully burdened IDIQ rates for each service, per year, are included in clause B.3.

(End of clause)

F.5 Place of Performance – Services

The place of performance shall be the John F. Kennedy Space Center (KSC) and surrounding areas, additional locations described in attachment J-01, Performance Work Statement (PWS) for KSC Protective Services Contract (KPSC), and at such other locations as may be approved in writing by the Contracting Officer.

(End of clause)

[END OF SECTION]

**SECTION G
CONTRACT ADMINISTRATION DATA**

G.1 Clauses Incorporated by Reference

Reference clause I.1, 52.252-2, Clauses Incorporated by Reference. The contract clauses incorporated by reference are as follows:

NASA FAR Supplement (NFS) [48 CFR Chapter 18] Provisions:

CLAUSE NUMBER	DATE	TITLE
1852.223-71	Dec 1988	Frequency Authorization
1852.227-70	May 2002	New Technology <i>(applicable as a flow down clause to any Large Business Subcontractors)</i>

(End of clause)

G.2 1852.227-72 Designation of New Technology and Patent Representative (JUL 1997)
(Applicable as a flow down clause to any Large Business Subcontractors)

(a) For purposes of administration of the clause of this contract entitled "New Technology" or "Patent Rights--Retention by the Contractor (Short Form)," whichever is included, the following named representatives are hereby designated by the Contracting Officer to administer such clause:

Title	Office Code	Address
New Technology Representative	NE	John F. Kennedy Space Center, NASA Attn: Technology Transfer Officer NE Kennedy Space Center, FL 32899
Patent Representative	CC-A	John F. Kennedy Space Center, NASA Patent Counsel CC-A Kennedy Space Center, FL 32899

(b) Reports of reportable items, and disclosure of subject inventions, interim reports, final reports, utilization reports, and other reports required by the clause, as well as any correspondence with respect to such matters, should be directed to the New Technology Representative unless transmitted in response to correspondence or request from the Patent Representative. Inquiries or requests regarding disposition of rights, election of rights, or related matters should be directed to the Patent Representative. This clause shall be included in any subcontract hereunder requiring a "New Technology" clause or "Patent Rights--Retention by the Contractor (Short Form)" clause, unless otherwise authorized or directed by the Contracting Officer. The respective responsibilities and authorities of the above-named representatives are set forth in 1827.305-370 of the NASA FAR Supplement.

(End of clause)

G.3 1852.242-70 Technical Direction (SEP 1993)

- (a) Performance of the work under this contract is subject to the written technical direction of the Contracting Officer Technical Representative (COTR), who shall be specifically appointed by the Contracting Officer in writing in accordance with NASA FAR Supplement 1842.270. "Technical direction" means a directive to the Contractor that approves approaches, solutions, designs, or refinements; fills in details or otherwise completes the general description of work or documentation items; shifts emphasis among work areas or tasks; or furnishes similar instruction to the Contractor. Technical direction includes requiring studies and pursuit of certain lines of inquiry regarding matters within the general tasks and requirements in Section C of this contract.
- (b) The COTR does not have the authority to, and shall not, issue any instruction purporting to be technical direction that—
- (1) Constitutes an assignment of additional work outside the statement of work;
 - (2) Constitutes a change as defined in the changes clause;
 - (3) Constitutes a basis for any increase or decrease in the total estimated contract cost, the fixed fee (if any), or the time required for contract performance;
 - (4) Changes any of the expressed terms, conditions, or specifications of the contract; or
 - (5) Interferes with the contractor's rights to perform the terms and conditions of the contract.
- (c) All technical direction shall be issued in writing by the COTR.
- (d) The Contractor shall proceed promptly with the performance of technical direction duly issued by the COTR in the manner prescribed by this clause and within the COTR's authority. If, in the Contractor's opinion, any instruction or direction by the COTR falls within any of the categories defined in paragraph (b) of this clause, the Contractor shall not proceed but shall notify the Contracting Officer in writing within 5 working days after receiving it and shall request the Contracting Officer to take action as described in this clause. Upon receiving this notification, the Contracting Officer shall either issue an appropriate contract modification within a reasonable time or advise the Contractor in writing within 30 days that the instruction or direction is—
- (1) Rescinded in its entirety; or
 - (2) Within the requirements of the contract and does not constitute a change under the changes clause of the contract, and that the Contractor should proceed promptly with its performance.
- (e) A failure of the contractor and contracting officer to agree that the instruction or direction is both within the requirements of the contract and does not constitute a change under the changes clause, or a failure to agree upon the contract action to be taken with respect to the instruction or direction, shall be subject to the Disputes clause of this contract.
- (f) Any action(s) taken by the contractor in response to any direction given by any person other than the Contracting Officer or the COTR shall be at the Contractor's risk.

(End of clause)

G.4 1852.245-71 Installation-Accountable Government Property (JAN 2011)

(a) The Government property described in paragraph (c) of this clause may be made available to the Contractor on a no-charge basis for use in performance of this contract. This property shall be utilized only within the physical confines of the NASA installation that provided the property unless authorized by the Contracting Officer under (b)(1)(iv). Under this clause, the Government retains accountability for, and title to, the property, and the Contractor shall comply with the following:

- NASA Procedural Requirements (NPR) 4100.1, NASA Materials Inventory Management Manual;
- NASA Procedural Requirements (NPR) 4200.1, NASA Equipment Management Procedural Requirements;
- NASA Procedural Requirements (NPR) 4300.1, NASA Personal Property Disposal Procedural Requirements;

Property not recorded in NASA property systems must be managed in accordance with the requirements of the clause at FAR 52.245-1, as incorporated in this contract.

The Contractor shall establish and adhere to a system of written procedures to assure continued, effective management control and compliance with these user responsibilities. In accordance with FAR 52.245-1(h)(1) the contractor shall be liable for property lost, damaged, destroyed or stolen by the contractor or their employees when determined responsible by a NASA Property Survey Board, in accordance with the NASA guidance in this clause.

(b) (1) The official accountable recordkeeping, financial control, and reporting of the property subject to this clause shall be retained by the Government and accomplished within NASA management information systems prescribed by the installation Supply and Equipment Management Officer (SEMO) and Financial Management Officer. If this contract provides for the Contractor to acquire property, title to which will vest in the Government, the following additional procedures apply:

- (i) The Contractor's purchase order shall require the vendor to deliver the property to the installation central receiving area.
- (ii) The Contractor shall furnish a copy of each purchase order, prior to delivery by the vendor, to the installation central receiving area.
- (iii) The Contractor shall establish a record for Government titled property as required by FAR 52.245-1, as incorporated in this contract, and shall maintain that record until accountability is accepted by the Government.
- (iv) Contractor use of Government property at an off-site location and off-site subcontractor use requires advance approval of the Contracting Officer and notification of the Industrial Property Officer. The property shall be considered Government furnished and the Contractor shall assume

accountability and financial reporting responsibility. The Contractor shall establish records and property control procedures and maintain the property in accordance with the requirements of FAR 52.245 -1, Government Property (as incorporated in this contract), until its return to the installation. NASA Procedural Requirements related to property loans shall not apply to offsite use of property by contractors.

- (2) After transfer of accountability to the Government, the Contractor shall continue to maintain such internal records as are necessary to execute the user responsibilities identified in paragraph (a) of this clause and document the acquisition, billing, and disposition of the property. These records and supporting documentation shall be made available, upon request, to the SEMO and any other authorized representatives of the Contracting Officer.

(c) The following property and services are provided if checked.

- (1) Office space, work area space, and utilities. Government telephones are available for official purposes only.
- (2) Office furniture.
- (3) Property listed in attachment J-14.
- (i) If the Contractor acquires property, title to which vests in the Government pursuant to other provisions of this contract, this property also shall become accountable to the Government upon its entry into Government records.
- (ii) The Contractor shall not bring to the installation for use under this contract any property owned or leased by the Contractor, or other property that the Contractor is accountable for under any other Government contract, without the Contracting Officer's prior written approval.
- (4) Supplies from stores stock.
- (5) Publications and blank forms stocked by the installation.
- (6) Safety and fire protection for Contractor personnel and facilities.
- (7) Installation service facilities: NONE
- (8) Medical treatment of a first-aid nature for Contractor personnel injuries or illnesses sustained during on-site duty.
- (9) Cafeteria privileges for Contractor employees during normal operating hours.
- (10) Building maintenance for facilities, occupied by Contractor personnel.
- (11) Moving and hauling for office moves, movement of large equipment, and delivery of supplies. Moving services shall be provided on-site, as approved by the Contracting Officer.
- (12) Additional services as identified in attachment J-12 Government Furnished Services to NASA and KSC Contractors and Tenants.

(End of clause)

G.5 1852.245-72 Liability for Government Property Furnished for Repair or Other Services (JAN 2011)

- (a) This clause shall govern with respect to any Government property furnished to the Contractor for repair or other services that is to be returned to the Government. Such property, hereinafter referred to as "Government property furnished for servicing," shall not be subject to FAR 52.245-1, Government Property.
- (b) The official accountable recordkeeping and financial control and reporting of the property subject to this clause shall be retained by the Government. The Contractor shall maintain adequate records and procedures to ensure that the Government property furnished for servicing can be readily accounted for and identified at all times while in its custody or possession or in the custody or possession of any subcontractor.
- (c) The Contractor shall be liable for any loss, damage, or destruction of the Government property furnished for servicing when caused by the Contractor's failure to exercise such care and diligence as a reasonable prudent owner of similar property would exercise under similar circumstances. The Contractor shall not be liable for loss, damage, or destruction of Government property furnished for servicing resulting from any other cause except to the extent that the loss, damage, or destruction is covered by insurance (including self-insurance funds or reserves).
- (d) The Contractor shall hold the Government harmless and shall indemnify the Government against all claims for injury to persons or damage to property of the Contractor or others arising from the Contractor's possession or use of the Government property furnished for servicing or arising from the presence of that property on the Contractor's premises or property.

(End of clause)

G.6 1852.245-73 Financial Reporting of NASA Property in the Custody of Contractors (JAN 2011)

- (a) The Contractor shall submit annually a NASA Form (NF) 1018, NASA Property in the Custody of Contractors, in accordance with this clause, the instructions on the form and NFS subpart 1845.71, and any supplemental instructions for the current reporting period issued by NASA.
- (b) (1) Subcontractor use of NF 1018 is not required by this clause; however, the Contractor shall include data on property in the possession of subcontractors in the annual NF 1018.
- (2) The Contractor shall mail the original signed NF 1018 directly to the cognizant NASA Center Deputy Chief Financial Officer, Finance, unless the Contractor uses the NF 1018 Electronic Submission System (NESS) for report preparation and submission.
- (3) One copy shall be submitted (through the Department of Defense (DOD) Property Administrator if contract administration has been delegated to DOD) to the following address:

NASA, John F. Kennedy Space Center
Attn: OP-OS-IP/Cynthia R. Jarvis
Industrial Property Officer (IPO)
Kennedy Space Center, FL 32899

- (c) (1) The annual reporting periods shall be from October 1 of each year through September 30 of the following year. The report shall be submitted in time to be received by October 15. The information contained in these reports is entered into the NASA accounting system to reflect current asset values for agency financial statement purposes. Therefore, it is essential that required reports be received no later than October 15. Some activity may be estimated for the month of September, if necessary, to ensure the NF 1018 is received when due. However, contractors' procedures must document the process for developing these estimates based on planned activity such as planned purchases or NASA Form 533 (NF 533 Contractor Financial Management Report) cost estimates. It should be supported and documented by historical experience or other corroborating evidence, and be retained in accordance with FAR Subpart 4.7, Contractor Records Retention. Contractors shall validate the reasonableness of the estimates and associated methodology by comparing them to the actual activity once that data is available, and adjust them accordingly. In addition, differences between the estimated cost and actual cost must be adjusted during the next reporting period. Contractors shall have formal policies and procedures, which address the validation of NF 1018 data, including data from subcontractors, and the identification and timely reporting of errors. The objective of this validation is to ensure that information reported is accurate and in compliance with the NASA FAR Supplement. If errors are discovered on NF 1018 after submission, the contractor shall contact the cognizant NASA Center Industrial Property Officer (IPO) within 30 days after discovery of the error to discuss corrective action.
- (2) The Contracting Officer may, in NASA's interest, withhold payment until a reserve not exceeding \$25,000 or 5 percent of the amount of the contract, whichever is less, has been set aside, if the Contractor fails to submit annual NF 1018 reports in accordance with NFS subpart 1845.71 and any supplemental instructions for the current reporting period issued by NASA. Such reserve shall be withheld until the Contracting Officer has determined that NASA has received the required reports. The withholding of any amount, or the subsequent payment thereof, shall not be construed as a waiver of any Government right.
- (d) A final report shall be submitted within 30 days after disposition of all property subject to reporting when the contract performance period is complete in accordance with paragraph (b)(1) through (3) of this clause.

(End of clause)

G.7 1852.245-74 Identification and Marking of Government Equipment (JAN 2011)

- (a) The Contractor shall identify all equipment to be delivered to the Government using NASA Technical Handbook (NASA-HDBK) 6003, Application of Data Matrix Identification Symbols to Aerospace Parts Using Direct Part Marking Methods/Techniques, and NASA Standard (NASA-STD) 6002, Applying Data Matrix Identification Symbols on Aerospace Parts or through the use of commercial marking techniques that: (1) are sufficiently durable to remain intact through the typical lifespan of the property; and, (2) contain the data and data format required by the standards. This requirement includes deliverable equipment listed in the schedule and other equipment when no longer required for contract performance and NASA directs physical transfer to NASA or a third party. The Contractor shall identify property in both machine and human readable form unless the use of a machine readable-only format is approved by the NASA Industrial Property Officer.
- (b) Equipment shall be marked in a location that will be human readable, without disassembly or movement of the equipment, when the items are placed in service unless such placement would have a deleterious effect on safety or on the item's operation.
- (c) Concurrent with equipment delivery or transfer, the Contractor shall provide the following data in an electronic spreadsheet format:
- (1) Item Description
 - (2) Unique Identification Number (License Tag)
 - (3) Unit Price
 - (4) An explanation of the data used to make the unique identification number
- (d) For equipment no longer needed for contract performance and physically transferred under paragraph (a) of this clause, the following additional data is required:
- (1) Date originally placed in service
 - (2) Item condition
- (e) The data required in paragraphs (c) and (d) of this clause shall be delivered to the NASA Center receiving activity listed below:
- Transportation Officer, NASA
C/O ISC Warehouse, Building M6-744
Kennedy Space Center, FL 32899
- (f) The Contractor shall include the substance of this clause, including paragraph (f), in all subcontracts that require delivery of equipment.

(End of clause)

G.8 1852.245-75 Property Management Changes (JAN 2011)

- (a) The Contractor shall submit any changes to standards and practices used for management and control of Government property under this contract to the assigned property administrator prior to making the change whenever the change:

- (1) Employs a standard that allows increase in thresholds or changes the timing for reporting loss, damage, or destruction of property;
- (2) Alters physical inventory timing or procedures;
- (3) Alters recordkeeping practices;
- (4) Alters practices for recording the transport or delivery of Government property; or
- (5) Alters practices for disposition of Government property.

(End of clause)

G.9 1852.245-76 List of Government Property Furnished Pursuant to FAR 52.245-1 (JAN 2011)

For performance of work under this contract, the Government will make a available Government property identified in attachment J-15 of this contract on a no-charge-for-use basis pursuant to the clause at FAR 52.245-1, Government Property, as incorporated in this contract. The Contractor shall use this property in the performance of this contract at Kennedy Space Center and at other locations as may be approved by the Contracting Officer. Under FAR 52.245-1, the Contractor is accountable for the identified property.

(End of clause)

G.10 1852.245-78 Physical Inventory of Capital Personal Property (JAN 2011)

(a) In addition to physical inventory requirements under the clause at FAR 52.245-1, Government Property, as incorporated in this contract, the Contractor shall conduct annual physical inventories for individual property items with an acquisition cost exceeding \$100,000.

(1) The Contractor shall inventory:

- (i) Items of property furnished by the Government;
- (ii) Items acquired by the Contractor and titled to the Government under the clause at FAR 52.245-1;
- (iii) Items constructed by the Contractor and not included in the deliverable, but titled to the Government under the clause at FAR 52.245-1; and
- (iv) Complete but undelivered deliverables.

(2) The Contractor shall use the physical inventory results to validate the property record data, specifically location and use status, and to prepare summary reports of inventory as described in paragraph (c) of this clause.

(b) Unless specifically authorized in writing by the Property Administrator, the inventory shall be performed and posted by individuals other than those assigned custody of the items, responsibility for maintenance, or responsibility for posting to the property record. The Contractor may request a waiver from this separation of duties requirement from the Property Administrator, when all of the conditions in either (1) or (2) of this paragraph are met.

(1) The Contractor utilizes an electronic system for property identification, such as a laser bar-code reader or radio frequency identification reader, and

- (i) The programs or software preclude manual data entry of inventory identification data by the individual performing the inventory; and
 - (ii) The inventory and property management systems contain sufficient management controls to prevent tampering and assure proper posting of collected inventory data.
- (2) The Contractor has limited quantities of property, limited personnel, or limited property systems; and the Contractor provides written confirmation that the Government property exists in the recorded condition and location;
- (3) The Contractor shall submit the request to the cognizant property administrator and obtain approval from the property administrator prior to implementation of the practice.
- (c) The Contractor shall report the results of the physical inventory to the property administrator within 10 calendar days of completion of the physical inventory. The report shall:
- (1) Provide a summary showing number and value of items inventoried; and
 - (2) Include additional supporting reports of:
 - (i) Loss in accordance with the clause at 52.245-1, Government Property;
 - (ii) Idle property available for reuse or disposition; and
 - (iii) A summary of adjustments made to location, condition, status, or user as a result of the physical inventory reconciliation.
- (d) The Contractor shall retain a auditable physical inventory records, including records supporting transactions associated with inventory reconciliation. All records shall be subject to Government review and/or audit.

(End of clause)

G.11 1852.245-82 Occupancy Management Requirements (JAN 2011)

- (a) In addition to the requirements of the clause at FAR 52.245-1, Government Property, as included in this contract, the Contractor shall comply with the following in performance of work in and around Government real property:
- (1) NPD 8800.14, Policy for Real Property Management.
 - (2) NPR 8831.2, Facility Maintenance Management.
- (b) The Contractor shall obtain the written approval of the Contracting Officer before installing or removing Contractor-owned property onto or into any Government real property or when movement of Contractor-owned property may damage or destroy Government-owned property. The Contractor shall restore damaged property to its original condition at the Contractor's expense.
- (c) The Contractor shall not acquire, construct or install any fixed improvement or structural alterations in Government buildings or other real property without the advance, written approval of the Contracting Officer. Fixed improvement or structural alterations, as used herein, means any alteration or improvement in the nature of the building or other real property that, after completion, cannot be removed without

substantial loss of value or damage to the premises. Title to such property shall vest in the Government.

- (d) The Contractor shall report any real property or any portion thereof when it is no longer required for performance under the contract, as directed by the Contracting Officer.

(End of Clause)

G.12 Contractor-Replaceable Government-Furnished Equipment

(a) General

For performance of work under this contract, the Government will provide Government furnished equipment (GFE) in an "as-is, where-is" condition. The Government makes no warranty regarding the suitability for use of this equipment. (see FAR 45.101 for definition of "equipment"). The GFE will include:

(i) Installation-accountable Equipment

Installation-accountable equipment is administered under NFS 52.245 -71, identified in clause G.4(c)(3), and is listed in attachment J -14, Part 1, Government Replaceable, and Part 2, Contractor Replaceable.

(ii) Contractor-accountable Equipment

Contractor-accountable equipment is administered under FAR 52.245-1, and is listed in contract attachment J -15 (see note below), Part 1, Government Replaceable, and Part 2, Contractor Replaceable.

Note: Items in attachment J-14 less than \$5,000 and considered non-sensitive are in the process of being de controlled and converted to contractor-accountable. Once de controlled, the items will be delisted from J-14 and listed in J-15.

(iii) Low Value Equipment

Low value equipment is government-furnished, contractor-accountable equipment where no property record exists (normally items valued less than \$1,000). The contractor shall be responsible for all low value GFE and shall establish a program for its use, maintenance, protection, and preservation in accordance with sound business practices. Low value equipment that is no longer serviceable and requires replacement shall be Contractor Replaceable.

(b) GFE Replaceable as Contractor-Owned

If GFE identified in (a), above, as Contractor Replaceable is lost, destroyed or becomes no longer usable or useful for performance and must be replaced, the Contractor shall be responsible for said replacement with contractor-owned or provided equipment suitable to assure safe, timely and effective contract performance. The Contractor agrees to identify, recommend, and when approved, replace not less than \$300,000* of the Contractor Replaceable equipment identified in (a), above, annually. The Government reserves the right to designate items to be replaced. In the event that less than \$ 285,000 or more than \$ 315,000 of replacements are made in any one year, then the contract price will be adjusted

downward or upward, as applicable, by an amount equal to the difference between the actual annual costs of replacements and the applicable upper or lower threshold adjustment number, excluding contractor burdens and profit.

*These values are defined as the sum of the prices paid to vendors for purchase, delivery and installation of replacement equipment and does not include costs to make purchases or other indirect contractor expenses.

(i) Capitalization:

The contractor-owned replacement equipment shall be capitalized and depreciated in accordance with the Contractor's established cost accounting practices and procedures.

(ii) Contractor Records:

The Contractor shall maintain complete records of contractor-owned replacement equipment, including date of purchase, estimated service life, purchase price, depreciation base, method and schedule, and amount of depreciation recorded to date. Records related to Contractor capitalized property shall be made available to the Contracting Officer within 5 work days of the request.

(iii) Right to Purchase:

If upon expiration or termination of this contract the Government does not thereafter contract with the Contractor for the performance of the same, or substantially the same, services contemplated by this contract, the Contractor shall, upon request by the successor contractor(s), offer for sale all or a portion of the contractor-owned replacement equipment to the successor contractor(s) at net book value, subject to reasonable terms and conditions regarding payment and other matters to be agreed upon by the Contractor and successor contractor(s).

(End of Clause)

G.13 Policy Directives, Procedures, and Requirements

NASA maintains a set of Policy Directives (NPD) and Procedures and Requirements (NPR) and Standards that govern many aspects of activities at NASA. The contractor shall incorporate the most current provisions of applicable NPD's and NPR's and Standards into all organization and planning for the performance of this contract and shall comply with the most current provisions during the term of the contract.

(End of clause)

G.14 Payment and Submission of Invoices

(a) Invoices shall be prepared in accordance with the Prompt Payment Act (USC, Title 31, 3903(a)) and OMB Circular A-125, Prompt Payment and submitted on a monthly basis, no later than the 10th calendar day of the following month. Accuracy of all invoices is extremely important. Noted invoice discrepancy(s) by the Government during any monthly processing periods, will be subject to rejection.

(b) At a minimum, the following information shall be included with all invoices:

- (i) Contractor Name and Address
- (ii) Contract Number and Task Order Number as applicable
- (iii) Invoice Number and Date
- (iv) Invoice Period of Performance
- (v) Price per CLIN (current and cumulative):

GSA Vehicles, CLIN 007, and Government directed travel, CLIN 008, shall be separately identified by Institutional category, such as Emergency Management and PSCC, Fire Services, Security Services, and NPSTA Training. All costs submitted for the Firefighter Defined Benefit Plan, including actuarial services, are to be invoiced against cost reimbursable CLIN 006, and shall be in accordance with the Offeror's normal disclosed accounting practices and should include all applicable burdens, but shall exclude fee.

(vi) A separate invoice shall be provided for each IDIQ Task Order (T.O.). Each T.O. shall include a separate price by CLIN. CLIN 009p is to be invoiced on a cost basis only and shall exclude profit.

(vii) Provide any calculations and/or formulas used to calculate the invoice amount.

(c) The Contractor shall submit a Microsoft Excel file, in its native format, reflecting the data and calculations supporting each invoice. The file shall be provided to NASA, Kennedy Space Center, addressed to the following:

- Mail Code: OP-OS Contracting Officer
- Mail Code: GG-C-B1 Inna.M.Hinson@nasa.gov
- Mail Code: TA-A1 Vickie.R.Unrue@nasa.gov

The spreadsheet data shall reconcile to the original vouchers provided to the NASA paying office.

(d) Payment will be made to the contractor based on the receipt of a proper invoice and satisfactory contract performance.

(e) To effect Electronic Funds Transfer (EFT) payments, the contractor shall include the following information on the first TO invoice to KSC and any future invoices if the requested information is changed: the name, address and nine digit Routing Transit Number of the contractor's financial agent; the contractor's account number and type of account (checking, savings, or lockbox); and the name, title, telephone number and signature (manual or electronic, as appropriate) of official authorized to provide this information. In accordance with FAR 32.9, failure to include this information may result in rejection of the invoice as improper.

(f) For invoices for which the contractor will offer a discount for prompt payment, the contractor shall clearly mark the outside of the envelope "DISCOUNT FOR PROMPT PAYMENT." The final invoice shall be marked "FINAL." All invoices shall include the contractor's Taxpayer Identification Number (TIN) and all other required payment information.

- (g) The designated billing office for cost vouchers for purposes of the Prompt Payment clause of this contract is indicated below. Public vouchers for payment of costs shall include a reference to the number of this contract.

NASA Shared Services Center (NSSC)
Financial Management Division (FMD) – Accounts Payable
Building 1111, C. Road
Stennis Space Center, MS 39529
e-mail: NSSC-AccountsPayable@nasa.gov Fax: 866-209-5415

This is the designated billing office for cost vouchers for purposes of the prompt payment clause of this contract.

(End of Clause)

G.15 Computing Services

The contractor shall obtain computing services identified below, using the following procedures and contracts:

- (a) Outsourcing Desktop Initiative for NASA (ODIN) contract and successors
- (1) Desktops, workstations, laptops, office automation software, printers, peripherals, PDAs, BlackBerrys®, cell phones, pagers, and associated services (e.g., user accounts, e-mail, and directory services) needed to support contractor personnel will be Government-furnished through the ODIN contract and its successor in accordance with clause G.4(c).
 - (2) For any IT resources identified under paragraph (a)(1) above that the contractor desires to purchase outside of ODIN, the contractor shall submit a request for waiver through the Contracting Officer's Technical Representative to the KSC Chief Information Officer (CIO) for approval, in accordance with the established KSC Mission Focus Review (MFR) Requirement for Using ODIN for IT Purchases process.
- (b) Solutions for Enterprise-wide Procurement (SEWP) contracts and successors
- (1) For items authorized to be purchased outside of ODIN, the contractor has the authority to purchase hardware and software under NASA's Solutions for Enterprise-Wide Procurement (SEWP) contracts. The SEWP catalog can be accessed on the World Wide Web at <http://www.sewp.nasa.gov>.
 - (2) The contractor shall purchase any required Maximo® licenses, modules, and/or maintenance agreements via SEWP and shall be titled to the Government.
- (c) All restricted commercial computer software procured by the contractor pursuant to this clause shall be delivered to the Government with restricted rights as provided under FAR 52.227-19(c)(2).

(End of clause)

[END OF SECTION]

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**SECTION H
SPECIAL CONTRACT REQUIREMENTS**

H.1 Clauses Incorporated by Reference

Reference clause I.1, 5 2.252-2, C clauses incorporated by Reference. The following contract clauses are incorporated by reference as follows:

NASA FAR Supplement (NFS) [48 CFR Chapter 18] Provisions:

CLAUSE NUMBER	DATE	TITLE
1852.208-81	Nov 2004	Restrictions on Printing and Duplicating
1852.223-76	Jul 2003	Federal Automotive Statistical Tool (FAST) Reporting
1852.225-70	Feb 2000	Export Licenses – Insert the following in Paragraph (b): Kennedy Space Center, FL
1852.247-71	Mar 1989	Protection of the Florida Manatee

(End of clause)

H.2 1852.216-80 Task Ordering Procedure (OCT 1996) *IDIQ CLIN 009*

- (a) Only the Contracting Officer may issue task orders to the Contractor, providing specific authorization or direction to perform work within the scope of the contract and as specified in the schedule. The Contractor may incur costs under this contract in performance of task orders and task order modifications issued in accordance with this clause. No other costs are authorized unless otherwise specified in the contract or expressly authorized by the Contracting Officer.
- (b) Prior to issuing a task order, the Contracting Officer shall provide the Contractor with the following data:
 - (1) A functional description of the work identifying the objectives or results desired from the contemplated task order.
 - (2) Proposed performance standards to be used as criteria for determining whether the work requirements have been met.
 - (3) A request for a task plan from the Contractor to include the technical approach, period of performance, appropriate cost information, and any other information required to determine the reasonableness of the Contractor's proposal.
- (c) Within 2 calendar days after receipt of the Contracting Officer's request, the Contractor shall submit a task plan conforming to the request.
- (d) After review and any necessary discussions, the Contracting Officer may issue a task order to the Contractor containing, as a minimum, the following:
 - (1) Date of the order.
 - (2) Contract number and order number.

- (3) Functional description of the work identifying the objectives or results desired from the task order, including special instructions or other information necessary for performance of the task.
 - (4) Performance standards, and where appropriate, quality assurance standards.
 - (5) Maximum dollar amount authorized (cost and fee or price). This includes allocation of award fee among award fee periods, if applicable.
 - (6) Any other resources (travel, materials, equipment, facilities, etc.) authorized.
 - (7) Delivery/performance schedule including start and end dates.
 - (8) If contract funding is by individual task order, accounting and appropriation data.
- (e) The Contractor shall provide acknowledgment of receipt to the Contracting Officer within 1 calendar days after receipt of the task order.
 - (f) If time constraints do not permit issuance of a fully defined task order in accordance with the procedures described in paragraphs (a) through (d), a task order which includes a ceiling price may be issued.
 - (g) The Contracting Officer may amend tasks in the same manner in which they were issued.
 - (h) In the event of a conflict between the requirements of the task order and the Contractor's approved task plan, the task order shall prevail.

(End of clause)

Alternate I (OCT 1996)

- (i) Contractor shall submit monthly task order progress reports. As a minimum, the reports shall contain the following information:
 - (1) Contract number, task order number, and date of the order.
 - (2) Task ceiling price.
 - (3) Cost and hours incurred to date for each issued task.
 - (4) Costs and hours estimated to complete each issued task.
 - (5) Significant issues/problems associated with a task.
 - (6) Cost summary of the status of all tasks issued under the contract.

(End of clause)

H.3 1852.223-70 Safety and Health (APR 2002)

- (a) Safety is the freedom from those conditions that can cause death, injury, occupational illness, damage to or loss of equipment or property, or damage to the environment. NASA's safety priority is to protect:
 - (1) The public,
 - (2) Astronauts and pilots,
 - (3) The NASA workforce (including contractor employees working on NASA contracts), and
 - (4) High-value equipment and property.

- (b) The Contractor shall take all reasonable safety and occupational health measures in performing this contract. The Contractor shall comply with all Federal, State, and local laws applicable to safety and occupational health and with the safety and occupational health standards, specifications, reporting requirements, and any other relevant requirements of this contract.
- (c) The Contractor shall take, or cause to be taken, any other safety, and occupational health measures the Contracting Officer may reasonably direct. To the extent that the Contractor may be entitled to an equitable adjustment for those measures under the terms and conditions of this contract, the equitable adjustment shall be determined pursuant to the procedures of the changes clause of this contract; provided, that no adjustment shall be made under this Safety and Health clause for any change for which an equitable adjustment is expressly provided under any other clause of the contract.
- (d) The Contractor shall immediately notify and promptly report to the Contracting Officer or a designee any accident, incident, or exposure resulting in fatality, lost-time occupational injury, occupational disease, contamination of property beyond any stated acceptable limits set forth in the contract Schedule; or property loss of \$25,000 or more, or Close Call (a situation or occurrence with no injury, no damage or only minor damage (less than \$1,000) but possesses the potential to cause any type mishap, or any injury, damage, or negative mission impact) that may be of immediate interest to NASA, arising out of work performed under this contract. The Contractor is not required to include in any report an expression of opinion as to the fault or negligence of any employee. In addition, service contractors (excluding construction contracts) shall provide quarterly reports specifying lost-time frequency rate, number of lost-time injuries, exposure, and accident/incident dollar losses as specified in the contract Schedule.
- (e) The Contractor shall investigate all work-related incidents, accidents, and Close Calls, to the extent necessary to determine their causes and furnish the Contracting Officer a report, in such form as the Contracting Officer may require, of the investigative findings and proposed or completed corrective actions.
- (f) (1) The Contracting Officer may notify the Contractor in writing of any noncompliance with this clause and specify corrective actions to be taken. When the Contracting Officer becomes aware of noncompliance that may pose a serious or imminent danger to safety and health of the public, astronauts and pilots, the NASA workforce (including contractor employees working on NASA contracts), or high value mission critical equipment or property, the Contracting Officer shall notify the Contractor orally, with written confirmation. The Contractor shall promptly take and report any necessary corrective action.
- (2) If the Contractor fails or refuses to institute prompt corrective action in accordance with subparagraph (f)(1) of this clause, the Contracting Officer may invoke the stop-work order clause in this contract or any other remedy available to the Government in the event of such failure or refusal.

- (g) The Contractor (or subcontractor or supplier) shall insert the substance of this clause, including this paragraph (g) and any applicable Schedule provisions and clauses, with appropriate changes of designations of the parties, in all solicitations and subcontracts of every tier, when one or more of the following conditions exist:
- (1) The work will be conducted completely or partly on premises owned or controlled by the Government.
 - (2) The work includes construction, alteration, or repair of facilities in excess of the simplified acquisition threshold.
 - (3) The work, regardless of place of performance, involves hazards that could endanger the public, astronauts and pilots, the NASA workforce (including Contractor employees working on NASA contracts), or high value equipment or property, and the hazards are not adequately addressed by Occupational Safety and Health Administration (OSHA) or Department of Transportation (DOT) regulations (if applicable).
 - (4) When the Contractor (or subcontractor or supplier) determines that the assessed risk and consequences of a failure to properly manage and control the hazard(s) warrants use of the clause.
- (h) The Contractor (or subcontractor or supplier) may exclude the provisions of paragraph (g) from its solicitation(s) and subcontract(s) of every tier when it determines that the clause is not necessary because the application of the OSHA and DOT (if applicable) regulations constitute adequate safety and occupational health protection. When a determination is made to exclude the provisions of paragraph (g) from a solicitation and subcontract, the Contractor must notify and provide the basis for the determination to the Contracting Officer. In subcontracts of every tier above the micro-purchase threshold for which paragraph (g) does not apply, the Contractor (or subcontractor or supplier) shall insert the substance of paragraphs (a), (b), (c), and (f) of this clause).
- (i) Authorized Government representatives of the Contracting Officer shall have access to and the right to examine the sites or areas where work under this contract is being performed in order to determine the adequacy of the Contractor's safety and occupational health measures under this clause.
- (j) The contractor shall continually update the safety and health plan when necessary. In particular, the Contractor shall furnish a list of all hazardous operations to be performed, and a list of other major or key operations required or planned in the performance of the contract, even though not deemed hazardous by the Contractor. NASA and the Contractor shall jointly decide which operations are to be considered hazardous, with NASA as the final authority. Before hazardous operations commence, the Contractor shall submit for NASA concurrence --
- (1) Written hazardous operating procedures for all hazardous operations; and/or
 - (2) Qualification standards for personnel involved in hazardous operations.

(End of clause)

H.4 Safety and Health Plan

The contractor's approved Safety and Health Plan will be incorporated into the contract after award as attachment J-21 and shall comply with the instructions contained in DRD 1.2-1.

(End of Clause)

H.5 1852.223-75 Major Breach of Safety or Security (FEB 2002)

(a) Safety is the freedom from those conditions that can cause death, injury, occupational illness, damage to or loss of equipment or property, or damage to the environment. Safety is essential to NASA and is a material part of this contract. NASA's safety priority is to protect:

- (1) The public;
- (2) Astronauts and pilots;
- (3) The NASA workforce (including contractor employees working on NASA contracts); and
- (4) High-value equipment and property.

A major breach of safety may constitute a breach of contract that entitles the Government to exercise any of its rights and remedies applicable to material parts of this contract, including termination for default. A major breach of safety must be related directly to the work on the contract. A major breach of safety is an act or omission of the Contractor that consists of an accident, incident, or exposure resulting in a fatality or mission failure; or in damage to equipment or property equal to or greater than \$1 million; or in any "willful" or "repeat" violation cited by the Occupational Safety and Health Administration (OSHA) or by a state agency operating under an OSHA approved plan.

(b) Security is the condition of safeguarding against espionage, sabotage, crime (including computer crime), or attack. A major breach of security may constitute a breach of contract that entitles the Government to exercise any of its rights and remedies applicable to material parts of this contract, including termination for default. A major breach of security may occur on or off Government installations, but must be related directly to the work on the contract. A major breach of security is an act or omission by the Contractor that results in compromise of classified information, illegal technology transfer, workplace violence resulting in criminal conviction, sabotage, compromise or denial of information technology services, equipment or property damage from vandalism greater than \$250,000, or theft greater than \$250,000.

(c) In the event of a major breach of safety or security, the Contractor shall report the breach to the Contracting Officer. If directed by the Contracting Officer, the Contractor shall conduct its own investigation and report the results to the Government. The Contractor shall cooperate with the Government investigation, if conducted.

(End of Clause)

H.6 1852.235-71 Key Personnel and Facilities (MAR 1989)

- (a) The personnel and/or facilities listed below (or specified in the contract Schedule) are considered essential to the work being performed under this contract. Before removing, replacing, or diverting any of the listed or specified personnel or facilities, the Contractor shall (1) notify the Contracting Officer reasonably in advance and (2) submit justification (including proposed substitutions) in sufficient detail to permit evaluation of the impact on this contract.
- (b) The Contractor shall make no diversion without the Contracting Officer's written consent; provided that the Contracting Officer may ratify in writing the proposed change, and that ratification shall constitute the Contracting Officer's consent required by this clause.
- (c) The list of personnel and/or facilities (shown below or as specified in the contract Schedule) may, with the consent of the contracting parties, be amended from time to time during the course of the contract to add or delete personnel and/or facilities.

Title	Name
<ul style="list-style-type: none"> • Program Manager, • Chief of Security, • Fire Chief 	Thomas Keller Timothy James Imka Richard W. Anderson

(End of clause)

H.7 Key Personnel Minimum Qualification Requirements

The contractor shall comply with all requirements contained in attachment J-23, if it becomes necessary during the period of performance of this contract, when replacing any of the key personnel.

(End of clause)

H.8 1852.242-72 Observance of Legal Holidays (AUG 1992)

- (a) The on-site Government personnel observe the following holidays:
 - New Year's Day
 - Martin Luther King, Jr.'s Birthday
 - President's Day
 - Memorial Day
 - Independence Day
 - Any other day designated by Federal statute, Executive order, or the President's proclamation.
 - Labor Day
 - Columbus Day
 - Veterans Day
 - Thanksgiving Day
 - Christmas Day

- (b) When any holiday falls on a Saturday, the preceding Friday is observed. When any holiday falls on a Sunday, the following Monday is observed. Observance of such days by Government personnel shall not by itself be cause for an additional period of performance or entitlement of compensation except as set forth within the contract.

(End of clause)

H.9 KSC 52.204-96 Security Controls for KSC and CCAFS (APR 2010)

(a) Identification of Employees

(1) Badging

- (i) Kennedy Space Center (KSC) badging is mandatory for all Contractor personnel who require access to KSC and National Aeronautics and Space Administration (NASA) facilities located on Cape Canaveral Air Force Station (CCAFS). Badging requirements are in accordance with KNPR 1600.1, KSC Security Procedural Requirements, located at this public website: <http://tdglobal.ksc.nasa.gov/ReferencedDocuments/>. Badges must be obtained before personnel may access the work site and the contractor is responsible for submitting complete, accurate, and timely security investigation and badge request information. The government is not liable for any project delays resulting from the contractor's failure to provide required information or the contractor's inability to achieve favorable investigative results.
- (ii) Prior to performance, the contractor shall submit the following information to the Contracting Officer, who will certify and pass the information to the KSC Badging Office.
1. Contract number and location of work site(s);
 2. Contract commencement and completion dates;
 3. Status as prime or subcontractor; and,
 4. Name of the contractor designated security/badging official.
 5. A KSC Form 28-1222V2, (KSC Visitor Badge Request) and/or KSC Form 28-889 (KSC Visitor Badge/Multiple) for all employees requiring access to KSC or CCAFS.

Note: This is the minimum paperwork required for issuance of identification badges.

- (iii) Security forms for employee investigations under this clause (Paragraph 2) shall be submitted by the contractor as soon as possible but in no case more than thirty days from initial badging.
- (iv) During performance of this contract, issued badges shall be worn by contractor employees and prominently displayed above the waist at all times while on KSC or CCAFS property, unless an exception is granted for safety considerations. Upon termination of an employee, or completion/termination of the contract, the contractor shall immediately return such employee's identification and ear permit badge(s) to the KSC Badging Office. NASA identification badges are the

property of NASA and the Government reserves the right to invalidate/confiscate such badges at any time.

- (v) Contractor security/badging officials shall ensure that badges are authorized for official purposes only and in accordance with the requirements of this clause and referenced directives. Abuse or misuse of badging authority may result in a loss of this authority. Employees that fail to comply with NASA regulations may be denied access to KSC.

(2) Investigations

- (i) All persons requiring ongoing access to Federal facilities, to include KSC and CCAFS, are required to complete security forms and submit to a Government investigation. Exceptions may be made for short term visitors (15 days or less). Persons needing access for a period greater than 180 days will require a new investigation as described in paragraph 2ii below. Contractors should note that the 180 day period is for an individual's aggregate access across all contracts. If you believe your employee will require ongoing access (current contract and follow on projects) to KSC and/or require unescorted access to facilities under the KSC Area Permit System, you should submit the employee for the investigation described in paragraph A2ii below at the time of initial badging.
- (ii) All persons requiring ongoing access to NASA installations are required to have a favorably completed National Agency Check with Written Inquiries (NACI). The following forms must be submitted to the Contracting Officer's Technical Representative (COTR), or the COTR's designee:
 1. FD Form 258, Fingerprint Card (Electronic submission at KSC Badging Office)
 2. Standard Form 85, Questionnaire for Non-Sensitive Positions;
 3. Optional Form 306, Declaration for Federal Position Employment; and,
 4. Three (3) copies of KSC Form 20-87, Request for Investigation (Signed by COTR or COTR's designee)

(b) Badging Restrictions/Categories

- (1) Access to Areas Requiring a KSC Area Permit. Access to certain areas on KSC and CCAFS requires the contractor to have a KSC Area Permit and contractors may be granted "escorted" or "unescorted" access to these areas in accordance with KNPR 1600.1. Unescorted access requires a favorable determination in accordance with the investigative requirements detailed in paragraph A 2ii above as well as the completion of mandated safety training.
 - (i) The NASA Protective Services Office, or its designee, PSSO, will determine whether the person is eligible for unescorted access within 14 business days after the receipt of the properly completed forms.
 - (ii) One or more on-site training classes will be required for admittance to the controlled access areas. The total training will not exceed four hours.

Contractors may schedule any required training for their employees by contacting the COTR or designee. The contractor shall maintain a record of employees receiving the training.

(End of clause)

H.10 KSC 52.223-121 Workplace Violence (JUL 2008)

The contractor shall conduct training and develop procedures for recognizing, managing and responding to incidents and threats of workplace violence as defined in NASA Policy Directive (NPD) 1600.3. Contractors shall also promptly report all incidents involving workplace violence to the Protective Services Office. If the NASA Workplace Violence Prevention and Response (WVPR) Team Chair and COC chair determine it is appropriate for the contractor to participate in a WVPR Team meeting, the contractor shall comply with the WVPR Team request. The contractor is also responsible for reporting disposition of the incident reported to the NASA WVPR Team.

This requirement shall flow down to the subcontractors, however the subcontractors shall report up through the prime contractor.

(End of clause)

H.11 KSC 52.242-90 Controls Applicable to Contractor’s Activities (JAN 2011)

The publications below, and subsequent revisions thereof, are incorporated herein by reference. These publications prescribe regulatory and procedural criteria which are applicable to this contract. The contractor shall promptly take corrective action upon notice of noncompliance from the Contracting Officer or his/her authorized representative(s) with any provision of the publications listed below. Any questions regarding this clause or applicability of compliance documents should be directed to the Contracting Officer.

The following compliance documents may be found at:

<http://tdglobal.ksc.nasa.gov/ReferencedDocuments/>

Definitions:

- KNPD Kennedy Policy Directives
- NPD NASA Headquarters Policy Directives
- KNPR Kennedy NASA Procedural Requirements
- NPR NASA Headquarters Procedural Requirements
- QA-UG Quality Assurance Guide

45SWI40-201	45th Space Wing Instruction 40-201 Radiation Protection Program (In addition to KNPD 1860.1, applicable to contracts for services performed at CCAFS)
KNPR 8715.2	Comprehensive Emergency Management Plan
KNPD 1440.1	KSC Records Management Program
KNPR 1600.1	KSC Security Procedural Requirements
KNPD 1600.3	Use of Alcoholic Beverages on Kennedy Space Center (KSC) Property

KNPD 1800.2	KSC Hazard Communication Program - In addition, Contractor shall submit the material safety data sheets in hard copy to the MESC or successor contractor for NASA/KSC Materials Safety Data Sheet Archive.
KNPD 1810.1	KSC Occupational Medicine Program
KNPR 1820.3	KSC Hearing Loss Prevention Program
KNPR 1820.4	KSC Respiratory Protection Program
KNPR 1840.19	KSC Industrial Hygiene Programs
KNPR 1860.1	KSC Ionizing Radiation Protection Program
KNPR 1860.2	KSC Nonionizing Radiation Protection Program
KNPR 1870.1	KSC Sanitation Program
KNPR 2570.1	KSC Radio Frequency Spectrum Management Procedural Requirements. During periods of special testing on Kennedy Space Center and at the Cape Canaveral Air Force Station, the Contractor may be required to cease radiating on any radio equipment that may be utilized at the time. Any construction equipment utilized by the Contractor which may be causing radio frequency interference will be required to shut down until the interference is mitigated.
KNPR 4000.1	Supply and Equipment System Manual
KNPR 6000.1	Transportation Support System
KNPR 8500.1	KSC Environmental Management
KNPR 8715.3	KSC Safety Practices Procedural Requirements
KNPR 8830.1	Facilities and Real Property Management Procedural Requirements

(End of clause)

H.12 KSC 52.242-93 Contractor Workforce Report – Onsite Contractors & Subcontractor Alternate I (JUL 2011) *Reference DRD 1.1-2, Headcount Report*

The Contractor shall submit, on a quarterly basis, a manpower report delineating information about its workforce. The report shall include: the contract number, the contractor's total on-site workforce, total on-site union represented employees by bargaining unit, total on-site non-union represented employees, and total off-site workforce performing on the contract. The Contractor shall provide this information no later than 10 days after the close of each reporting period which end March 31st, June 30th, September 30th, and December 31st. The report shall be submitted to the offices identified on DRD 1.1-2, Headcount Report.

The Contractor is required to maintain information on specific Points of Contact (POC) for the contracted effort in a NASA managed database. The database contains POC information for specific Contractor functions to include: Local Contractor Manager and Deputy (senior on-site contract management POCs for top level NASA KSC contact), Contracting Manager (this is the interface on contract matters with the NASA

Contracting Officer), HR Manager, Security Manager, Emergency Planning Manager (or identification/contact information for the Contractor manager performing this role), and the person responsible for input of this Contractor information into the database. Within three weeks of contract award the Contractor shall provide the name of the person who will enter the POC information into the NASA database to the Contracting Officer and to NASA Procurement Policy and Review Office, OP-AM, 867-7217. This person must be able to access (or be scheduled to gain access to) KSC systems. Access to the database and instruction will be provided to the Contractor by OP-AM. Upon commencement of the contract the Contractor will be responsible for keeping the POC information pertaining to the specific contract accurate and up to date. Changes to the person responsible for input of this Contractor POC information must be immediately brought to the attention of OP-AM.

(End of clause)

H.13 KSC 52.245-90 Management of NASA-Owned/Contractor-Held Records (FEB 2012)

- (a) NASA-owned/Contractor-held records shall be maintained by the Contractor in accordance with the instructions set forth in the latest editions of NPD 1440.6, NASA Records Management Program, NPR 1441.1, NASA Records Retention Schedules, and KNPR 1440.6 KSC Records Management. As directed by the Contracting Officer, the Contractor shall obtain prior approval from the Contracting Officer to destroy or remove records subject to this clause.
- (b) NASA-owned/Contractor-held records shall consist of documentation of Contractor activities and functions necessary for the performance of this contract, including, but not limited to, documentation of those day-to-day operating procedures that are essential to carrying out the statement of work and those actions, organizational structure, policies, decisions, operations, and activities necessary to perform or continue the work performed under the contract. NASA-owned/Contractor-held records shall not include those Contractor records that relate exclusively to the Contractor's internal business or are of a general nature not specifically related to the performance of work under the contract. The Contractor's general policies, procedures, etc., that apply to the general conduct of its business do not fall under the purview of this clause. When in doubt, the Contractor shall seek the Contracting Officer's determination as to which records are subject to this clause.
- (c) The Contractor shall ensure that NASA-owned/Contractor-held records are segregated from company-owned records and from non-record materials. This clause operates independently from and is not intended to affect, or be effected by, the Contractor records provisions contained in FAR Subpart 4.7 and the clauses referenced therein.
- (d) The Contractor, through the Contracting Officer, shall coordinate with the KSC Records Manager, on matters requiring advice, such as marking and segregating such records, or technical assistance in all areas of management pertaining to such records.
- (e) When the contractor generates NASA-owned/Contractor-held records, the contractor shall prepare and submit KSC Form 16-473V2, KSC Annual Summary of Record Holdings, to the KSC Records Manager on an annual basis.

(End of clause)

H.14 KSC 52.245-97 Records Management (MAR 2010)

The contractor shall ensure accurate and complete records of Government business are maintained in accordance with the NASA Procedural Requirement (NPR) 1441.1, NASA Records Retention Schedules. This includes legacy, electronic and vital records. Records of Government Business shall be segregated from company-owned records and from non-record materials, and the contractor shall provide NASA or authorized representatives access to all Government records in accordance with Federal Acquisition Regulations (FAR) Subpart 4.7. The term “records” is defined as “all books, papers, maps, photographs, machine readable materials, or other documentary materials, regardless of physical form or characteristics, made or received by an agency of the United States Government under Federal law or in connection with the transaction of public business and preserved or appropriate for preservation by that agency or its legitimate successor as evidence of the organization, functions, policies, decisions, procedures, operations, or other activities of the Government or because of the informational value of data in them. Library and museum material made or acquired and preserved solely for reference or exhibition purposes, extra copies of documents preserved only for convenience of reference and stocks of publications and of processed documents are not included.” The Government reserves the right to inspect, audit, and copy record holdings.

The contractor shall complete, submit, and maintain a Records Management Program Plan for all data/records produced as part of this contract in accordance with DRD 1.7-1.

The contractor shall submit an annual Records Management Program File Plan to the NASA KSC Records Manager in accordance with DRD 1.7-2.

At the completion or termination of this contract, or as required by the records retention schedule expiration, the contractor shall deliver Government records to the NASA KSC Records Manager in accordance with NASA Policy Directive (NPD) 1440.6 and Kennedy NASA Procedural Requirement (KNPR) 1440.6.

The contractor shall contact the Contracting Officer, in order to obtain the NASA KSC Records Manager's determination as to which records are subject to this Clause.

(End of clause)

H.15 AFFARS 5352.242-9000 Contractor Access to Air Force Installations (AUG 2007)

Note: This clause applies to U.S. Air Force installations only.

AFFARS = Air Force Federal Acquisition Regulations Supplement

- (a) The contractor shall obtain base identification and vehicle passes, if required, for all contractor personnel who make frequent visits to or perform work on the Air Force installation(s) cited in the contract. Contractor personnel are required to wear or prominently display installation identification badges or contractor-furnished, contractor identification badges while visiting or performing work on the installation.
- (b) The contractor shall submit a written request on company letterhead to the contracting officer listing the following: contract number, location of work site, start and stop dates, and names of employees and subcontractor employees needing access to the base. The letter will also specify the individual(s) authorized to sign for a request for base identification credentials or vehicle passes. The contracting officer will endorse the request and forward it to the issuing base pass and registration office or security police for processing. When reporting to the registration office, the authorized contractor individual(s) should provide a valid driver's license, current vehicle registration, valid vehicle insurance certificate, and insurance certificate, and other information as determined by the 45 Space Wing to obtain a vehicle pass.
- (c) During performance of the contract, the contractor shall be responsible for obtaining required identification for newly assigned personnel and for prompt return of credentials and vehicle passes for any employee who no longer requires access to the work site.

- (d) When work under this contract requires unescorted entry to controlled or restricted areas, the contractor shall comply with AFI 31-101, Volume 1, The Air Force Installation Security Program, and AFI 31-501, Personnel Security Program Management, as applicable.
- (e) Upon completion or termination of the contract or expiration of the identification passes, the prime contractor shall ensure that all base identification passes issued to employees and subcontractor employees are returned to the issuing office.
- (f) Failure to comply with these requirements may result in withholding of final payment.

(End of clause)

H.16 Corporate Notifications

Unless otherwise directed through requirements within this contract, the contractor shall notify the Contracting Officer of the following issues as they are identified:

- (a) Changes to Corporate Offices or Officers
- (b) Payroll issues
- (c) Indications of Company Instability
- (d) Any other issues that may impact contract performance
- (e) Changes to benefit plans

(End of Clause)

H.17 Emergency Medical Services

The Contractor shall utilize the KSC or CCAFS Emergency Medical Services system for any incident that occurs at KSC or CCAFS requiring emergency medical treatment.

(End of clause)

H.18 Occupational Health Services

The Contractor shall utilize medical treatment at the Occupational Health Facility for any injury that occurs at KSC or the CCAFS. The medical services set forth in KNPD 1810.1 entitled "KSC Occupational Medicine Program", will be provided to the contractor by the Government.

The Contractor shall utilize the medical services at the Occupational Health Facility for KSC job-required medical certification health examinations. Medical certifications will be provided in accordance with KBM-ST-2.1B.

(End of clause)

H.19 Authorized Changes

Only the Contracting Officer is authorized to modify the contract and perform all actions consistent with FAR 1.602. Performance of the work under this contract is subject to the written technical direction of the Contracting Officer's Technical Representative (COTR) in accordance with NFS 1852.242-70, reference clause G.3.

(End of clause)

H.20 Protection and Safeguarding of Information and Data of Third Parties

- (a) Except as specifically authorized by this contract, or as otherwise approved in writing by the Contracting Officer, all information and data developed, acquired, or furnished by or to the contractor in the performance of this contract, shall be used only in connection with the work under this contract, and shall be protected by the contractor from unauthorized use, release, duplication, or disclosures.
- (b) The contractor shall take appropriate measures to assure that its personnel, who have or might reasonably have access to such information and data referred to in paragraph (a) above, agree to honor the contractor's commitment and safeguard such information and data.
- (c) It is further anticipated that in performance of this contract the contractor may also have access to, be furnished, use, or generate the following types of data (recorded information):
- (1) Data of third parties bearing limited rights or restricted rights notices submitted either to the Government or directly to the contractor;
 - (2) Other data of third parties which the Government has agreed to handle under protective arrangements; or
 - (3) Data, generated by the Government or the contractor for third parties, for which the Government intends to control the use and dissemination until delivered to the third parties.
- (d) In order to protect the interests of the Government, the owners, and the intended recipients of the data described in paragraph (c), the contractor further agrees, with respect to such data described in subparagraph (c) (1) and, when so identified by the Contracting Officer or designated representative, with respect to data described in subparagraphs (c)2 and (c)3, to:
- (1) Use and disclose such data only to the extent necessary to perform the work required under this contract, with particular emphasis on restricting the data to employees having a "need to know";
 - (2) Preclude disclosure of such data outside contractor's or organization performing work under this contract without written consent of the Contracting Officer; and
 - (3) Return or dispose of such data as directed by the Contracting Officer or designated representative when such data is no longer needed for contract performance.
- (e) Nothing contained in this special contract requirement or elsewhere in this contract shall be construed as altering the definition of "technical data" for the purpose of applying the requirement(s) of the clause herein entitled FAR 52.227-14, "Rights in Data—General."

(End of clause)

H.21 Administrative Asset Transition

The contractor agrees that the protective services provided under this contract are essential to the Government and shall be continued without interruption. The transition of these assets from the incumbent to a successor Contractor (or the Government in the event of no successor), shall be accomplished in accordance with the following:

Transition of Assets:

All existing assets shall remain installed and usable by the Government through the transition of assets or their replacement by the successor contractor. The assets will be provided on an "as is/where is" basis. In the event that the successor contractor chooses not to use the existing assets, it will coordinate removing those assets with the predecessor contractor who has responsibility to dispose of those assets. The contractor shall ensure that all purchase and leasing arrangements, both for hardware and software, includes provisions to transfer to a successor in interest.

Continuity of Services:

All assets and services shall transition with no degradation to service. The contractor is obligated to transfer these assets to a successor in interest if the successor elects to acquire them at the Asset Transition Charge, described below. The contractor shall not remove, reassign, or otherwise dispose of these assets once a successor in interest indicates the desire to accept transfer of the assets.

Asset Transition Value Methodology:

Upon notification by the Government, at least 120 days before the end of the KPSC contract, a Transition Value of the contractors' assets on the date of transition will be calculated and provided to the Government. The Transition Value shall be the net book value of the assets at the time of transition. Any costs to move the assets from their current locations or to modify their current configuration shall not be included. All applicable remaining warranties shall be provided to the successor in interest. The Asset Transition Value shall not include any Government-furnished or institutionally provided property or equipment.

(End of clause)

H.22 Data Rights Notice

- (a) Any proposals submitted during the course of contract performance must expressly identify any computer software or technical data that is to be provided with less than unlimited rights. The Contractor shall notify the Contracting Officer in writing prior to incorporating any item, component, subcomponent, process, or software, wherein the related technical data or computer software qualifies as limited rights data or restricted computer software in accordance with Alternate II and III of FAR 52.227-14 and NFS 1852.227-86. This notification does not apply to commercial off-the-shelf (shrink-wrapped) computer software, and corresponding documentation, that has a standard commercial license unless the software is to be incorporated as a subcomponent in a developmental effort.
- (b) Technical data and computer software delivered shall not be marked with restrictive legends unless the Contracting Officer has given prior written consent.

- (c) All license agreements shall be compliant with Federal laws, regulations and the terms and conditions of this contract and shall be transferable to the Government upon completion of the contract without any additional cost to the Government. One copy of the final negotiated license agreement shall be forwarded to the Contracting Officer within thirty (30) calendar days of agreement to ensure compliance.

(End of clause)

H.23 Limited Rights Data Notice

- (a) Notwithstanding any other terms and conditions of this contract, the Government shall have the right to disclose technical data marked as limited rights data outside the Government, without obtaining permission from the Contractor, under the following circumstances:
- (1) Use (except for manufacture) by support service contractors.
 - (2) Evaluation by non-Governmental evaluators.
 - (3) Use (except for manufacture) by other contractors participating in the Government's program of which the specific contract is a part, for information and use in connection with the work performed under each contract.
 - (4) Emergency repair or overhaul work.
 - (5) Release to a foreign Government, or instrumentality thereof, as the interests of the United States Government may require, for information or evaluation, or emergency repair or overhaul by such Government.
- (b) Prior to disclosure, except in emergency circumstances as identified in Paragraphs 4 and 5 above, the Government shall require the recipient to sign an agreement, provided by and acceptable to the Contractor, to protect the data from unauthorized use and disclosure. The Contractor shall provide a copy of the acceptable nondisclosure agreement to the Contracting Officer no later than thirty (30) calendar days after contract award.

(End of clause)

H.24 Information Incidental to Contract Administration

- (a) With the exception of financial information, the Government shall have unlimited rights to use and distribute to third parties any administrative or management information developed by the Contractor or a Subcontractor at any tier in whole or in part or the performance of the contract or first produced in the performance of the contract, whether or not said information is specified as a contract deliverable, if created in whole or in part at Governmental expense. The Contracting Officer may, at any time during the contract performance or within a period of three (3) years after acceptance of all items to be delivered under this contract, order any administrative or management information developed by the Contractor or a subcontractor at any tier in whole or in part for the performance of the contract or first produced in the performance of the contract.
- (b) The Contracting Officer may release the Contractor from the requirements of this clause for specifically identified information at any time during the three (3) year period set forth in Paragraph (a) of this clause.

(End of clause)

H.25 Contractor On-Site Representative

The contractor shall appoint a representative at the work site with full authority to receive and execute, on behalf of the contractor, such contract modifications, notices, policy directives, etc., as may be issued pursuant to the terms of this contract.

(End of clause)

H.26 Associate Contractor Agreements (ACA)

- (a) To facilitate the success of NASA's Mission, the contractor shall identify associate contractors and establish ACAs for coordination and exchange of information with those associate contractors at KSC. At a minimum, associate contractors shall be those which provide the following services:
- (1) Facilities support such as maintenance and operations, repair, design and construction services, and special events support.
 - (2) Logistics support such as supply management, moving and hauling services, space utilization and move coordination, property management, redistribution and utilization, packaging and shipping services, in-bound freight services, vehicle fleet management operations, and special support services.
 - (3) Custodial support such as janitorial and special events.
 - (4) Environmental support such as environmental compliance, regulatory reporting, identification and implementation of environmental goals, and implementation of an environmental management system.
 - (5) Information Technology support such as providing desktop computers, telephones, and networks and the associated services.
- (b) The contractor shall establish the means for coordination and exchange of information with associate contractors. The information to be exchanged shall be that required by the associate contractors in the execution of their respective contract requirements. The contractor shall pursue and foster cooperative efforts and goodwill in a manner that will benefit NASA with increased safety, efficiency, and productivity.
- (c) The contractor shall engage in cooperative relationships that facilitate effective management of overall operations at KSC.
- (d) The contractor shall establish formal guidelines with the associate contractors to address coordination, cooperation, and communication. The contractor shall establish the means for the exchange of such data and communications as needed in order to keep all program/project elements fully informed, and minimize Government involvement.

(End of Clause)

H.27 Representations, Certifications and Other Statements of Offeror

The completed provision FAR 52. 204-8, Annual Representations and Certifications, including any amended representation(s) made at paragraph (b) of the provision; and other representations, certifications and other statements contained in Section K completed and submitted as part of the offer dated August 31, 2011 are hereby incorporated by reference in this resulting contract.

(End of clause)

H.28 Motor Vehicle Management

- (a) The contractor shall acquire and manage motor vehicles necessary to support the performance of the contract. Such needed vehicles are to be acquired and managed in the manner most efficient and economic to the Government. Vehicles shall be obtained from the GSA Interagency Motor Pool.
- (b) Costs related to motor vehicles will be reimbursed under CLIN 007 by the Government. All costs submitted for reimbursement are to be in accordance with the Offeror's normal disclosed accounting practices and should include all applicable burdens, but shall exclude fee.
- (c) Two copies of the monthly billings for motor vehicle services shall be forwarded to the Contracting Officer, mail code OP-OS, each month with a copy to the KSC Transportation Office, mail code TA-E.
- (d) In accordance with NFS 1852.223-76, the contractor is required to support the Fleet Automotive Statistical Tool (FAST) data input requirement, due each September.
- (e) The contractor shall assure that all vehicle operators are appropriately licensed in the state. The contractor will furnish GSA a copy of their third party automobile insurance policy if acquiring GSA motor vehicles.
- (f) Contractor shall comply with Executive Order 13149 Greening the Government through Federal Fleet and Transportation Efficiency, and meet goals to provide reduced emissions (green) vehicles. Kennedy Space Center currently has Ethanol 85 (E85), Compressed Natural Gas (CNG), and biodiesel fuel filling stations for Contractor use to acquire reduced emission fuels.

(End of clause)

H.29 Confined Space Work Requirements

- (a) Special requirements, coordination, and precautions will apply to any contract work taking place in confined spaces. Each contractor contracted to perform work in confined spaces is required to provide a written program for such work as part of its health and safety plan which is consistent with the requirements of 29 CFR §1910.146. For work in telecommunications manholes, provisions of 29 CFR §1910.268(o) are also applicable. The contractor shall coordinate any such work in

confined spaces with Environmental Health, Fire Services, and any other resident government or contractor organization whose employees may have access to the work location. The provision of Environmental Health services by the government does not prohibit the contractor from providing their own atmospheric testing. Government provided services include environmental health monitoring and consultation support for testing of atmospheres in confined spaces as well as fire rescue and emergency medical services.

- (b) Entry into and work in confined spaces shall be in accordance with the requirements of KNPR 1820.4, KSC Respiratory Protection Program, KNPR 1840.19, Industrial Hygiene Programs, and all other applicable clauses of this contract.
- (c) Confined spaces, which contain water, shall be pumped out by the contractor prior to scheduling a confined space entry check. Wastewater shall be managed in accordance with KNPR 8500.1, KSC Environmental Requirements.

(End of clause)

H.30 Hazard Communication

- (a) In order to comply with Federal, OSHA, and State Regulations, the Contractor shall participate in the KSC Chemical Hazard Communication Program as implemented by KNPD 1800.2, Chemical Hazard Communication.
- (b) The Contractor shall coordinate submission of hazardous material safety data, to the NASA/KSC Materials Safety Data Sheet (MSDS) Archive, with the MSDS Program Administrator.

(End of clause)

H.31 National Labor Relations Act *Reference Attachment J-18 and Attachment J-22*

- (a) The selected contractor shall be required to comply with the requirements of the National Labor Relations Act. Some of the service employees are represented by the following collective bargaining representative (Union):
 - (1) Transport Workers Union (TWU) of America (Local 525) AFL/CIO – Firefighters
 - (2) TWU Local 525 – Locksmiths
 - (3) International Union Security Police Fire Professionals of America–Amalgamated Local 127 (SPFPA)
 - (4) SPFPA–Amalgamated Local 127 – Emergency Communication Specialists Employees (COMSEC)
- (b) As a Government contracting activity, NASA recognizes the rights afforded these individuals by the National Labor Relations Act. Therefore, the contractor agrees to maintain practices that are in compliance with these mandatory provisions of law.

(End of Clause)

H.32 Document Requirements**(a) Data Requirements:**

Requirements for technical or management information are imposed on the contractor through the use of Data Requirements Documents (DRDs), which are referenced in attachment J-06. Each DRD describes, defines and specifies the information required and lists the technical or management information to be produced and/or delivered as required by NASA to administer this contract.

(b) Contractor Data Management:

The contractor shall establish a data management system for the data called for in the Performance Work Statement. The data management system shall be capable of providing appropriate internal procedures for the control of collection, preparation, publication, quality, assessment, distribution, and maintenance of authorized data. Such control shall apply to data acquired from subcontractors by the contractor.

(c) Data Reviews:

The contractor, upon request, shall participate in periodic reviews of contract data requirements for maintaining current DRD requirements. This assistance shall include identification of additional data items and recommendations for deletions considered appropriate in consonance with requirements to be performed under this contract.

(d) Changes in Distribution:

When changes to the original distribution requirements are required by the Contracting Officer, the contractor shall act upon such changes upon receipt of an approved Request for Data or upon revision to the distribution part of the DRD.

(End of Clause)

H.33 Organizational Conflicts of Interest (OCI) Mitigation Plan (ref. attachment J-24) and Disclosure of OCI after Contract Award

During the Transition period and not later than 30 days prior to the contract effective date (December 1, 2011), the Contractor shall submit for NASA approval a comprehensive Organizational Conflicts of Interest Mitigation Plan. This comprehensive plan shall incorporate any previous studies performed, shall thoroughly analyze all organizational conflicts of interest that might arise because the Contractor has access to other companies' sensitive information, and shall establish specific methods to control, mitigate, or eliminate all problems identified. The Contracting Officer, with advice from Center Legal Counsel, shall review the plan for completeness and identify to the Contractor substantive weaknesses and omissions for necessary correction. Once the Contractor has corrected the substantive weaknesses and omissions, the Contracting Officer shall incorporate the approved plan as an attachment to the contract.

If the Contractor identifies an actual or potential organizational conflict of interest that has not already been adequately disclosed and resolved (or waived in accordance with FAR 9.503), the Contractor shall make a prompt and full disclosure in writing to the Contracting Officer. This disclosure shall include a description of the action the Contractor has taken or proposes to take in order to resolve the conflict. This reporting requirement also includes subcontractors' actual or potential organizational conflicts of interest not adequately disclosed and resolved prior to award.

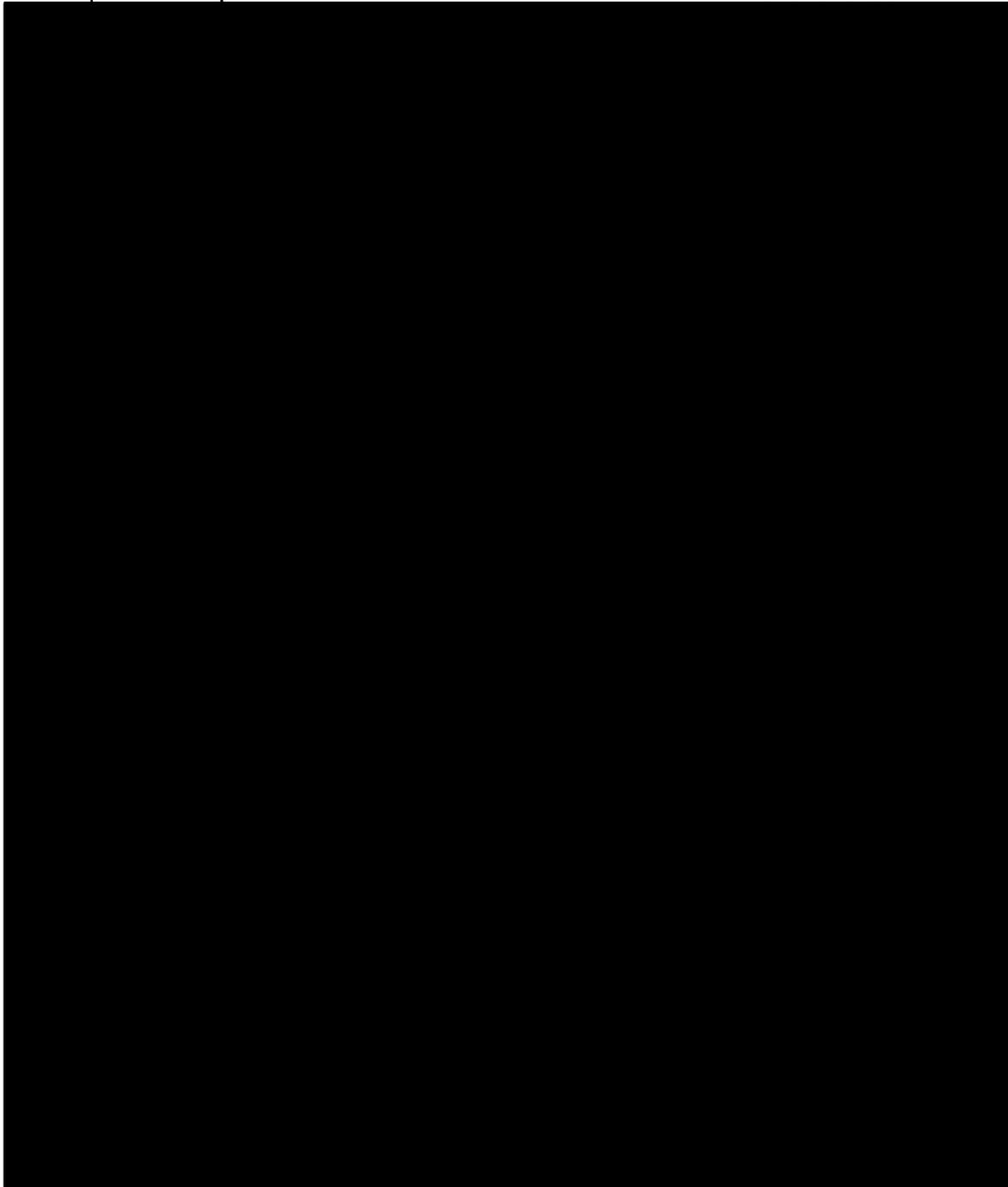
Mitigation plan. If there is a mitigation plan in the contract, the Contractor shall periodically update the plan, based on changes such as changes to the legal entity, the overall structure of the organization, subcontractor arrangements, contractor management, ownership, ownership relationships, or modification of the work scope.

(End of Clause)

H.34



Enhancements defined by the contractor as part of its response to the solicitation are incorporated as a part of this contract. These enhancements are defined as follows:



[END OF SECTION]

**SECTION I
CONTRACT CLAUSES**

I.1 52.252-2 Clauses Incorporated by Reference (FEB 1998)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this/these address(es):

- Federal Acquisition Regulation (FAR) clauses: <http://www.acqnet.gov/far/>
- NASA FAR Supplement (NFS) clauses: <http://www.hq.nasa.gov/office/procurement/regs/nfstoc.htm>

Notice: The following contract clauses/provisions pertinent to this section are hereby incorporated by reference:

(a) Federal Acquisition Regulation (FAR) [48 CFR Chapter 1] Provisions:

CLAUSE NUMBER	DATE	TITLE
52.202-1	Jan 2012	Definitions
52.203-3	Apr 1984	Gratuities
52.203-5	Apr 1984	Covenant Against Contingent Fees
52.203-6	Sep 2006	Restrictions on Subcontractor Sales to the Government
52.203-7	Oct 2010	Anti-Kickback Procedures
52.203-8	Jan 1997	Cancellation, Rescission, and Recovery of Funds for Illegal or Improper Activity
52.203-10	Jan 1997	Price or Fee Adjustment for Illegal or Improper Activity
52.203-12	Oct 2010	Limitation on Payments to Influence Certain Federal Transactions
52.203-13	Apr 2010	Contractor code of Business Ethics and Conduct
52.203-14	Dec 2007	Display of Hotline Poster(s)
52.204-2	Aug 1996	Security Requirements
52.204-4	May 2011	Printed or Copied Double-Sided on Postconsumer Fiber Content Paper
52.204-7	Feb 2012	Central Contractor Registration
52.204-10	Feb 2012	Reporting Executive Compensation and First-Tier Subcontract Awards
52.209-6	Dec 2010	Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment
52.211-15	Apr 2008	Defense Priority and Allocation Requirements
52.215-2	Oct 2010	Audit and Records – Negotiation
52.215-8	Oct 1997	Order of Precedence – Uniform Contract Format
52.215-14	Oct 2010	Integrity of Unit Prices
52.215-17	Oct 1997	Waiver of Facilities Capital Cost of Money
52.215-23	Oct 2009	Limitations on Pass-Through Charges

CLAUSE NUMBER	DATE	TITLE
52.216-7	Jun 2011	Allowable Cost and Payment (<i>Reference CLINs 006 – 008 and CLIN 009, IDIQ Task Orders</i>)
52.216-11	Apr 1984	Cost Contract – No Fee (<i>Ref. CLINs 006 – 008, and 009p</i>)
52.219-6	Nov 2011	Notice of Total Small Business Set-Aside
52.219-14	Nov 2011	Limitations on Subcontracting
52.219-28	Apr 2009	Post-Award Small Business Program Re-representation
52.222-1	Feb 1997	Notice to the Government of Labor Disputes
52.222-3	Jun 2003	Convict Labor
52.222-19	Jul 2010	Child Labor – Cooperation with Authorities and Remedies
52.222-21	Feb 1999	Prohibition of Segregated Facilities
52.222-26	Mar 2007	Equal Opportunity
52.222-35	Sep 2010	Equal Opportunity for Veterans
52.222-36	Oct 2010	Affirmative Action for Workers with Disabilities
52.222-37	Sep 2010	Employment Reports on Veterans
52.222-40	Dec 2010	Notification of Employee Rights under the National Labor Relations Act
52.222-41	Nov 2007	Service Contract Act of 1965
52.222-43	Sep 2009	Fair Labor Standards Act and Service Contract Act – Price Adjustment (Multiple Year and Option Contracts)
52.222-50	Feb 2009	Combating Trafficking in Persons
52.222-54	Jan 2009	Employment Eligibility Verification
52.223-3	Jan 1997	Hazardous Material Identification and Material Safety Data with Alt I
52.223-5	May 2011	Pollution Prevention and Right-to-Know Information
52.223-6	May 2001	Drug-Free Workplace
52.223-10	May 2011	Waste Reduction Program
52.223-12	May 1995	Refrigeration Equipment and Air Conditioners
52.223-15	Dec 2007	Energy Efficiency in Energy-Consuming Products
52.223-18	Aug 2011	Encouraging Contractor Policies to Ban Text Messaging While Driving
52.224-1	Apr 1984	Privacy Act Notification
52.224-2	Apr 1984	Privacy Act
52.225-13	Jun 2008	Restrictions on Certain Foreign Purchases
52.227-1	Dec 2007	Authorization and Consent
52.227-2	Dec 2007	Notice and Assistance Regarding Patent and Copyright Infringement
52.227-3	Apr 1984	Patent Indemnity
52.227-11	Dec 2007	Patent Rights – Ownership by the Contractor <i>as modified by NFS 1852.227-11 – Patent Rights –Retention by the Contractor (Short Form)</i>
52.227-14	Dec 2007	Rights in Data – General <i>as modified by NFS 1852.227-14 – Rights In Data – General</i>

CLAUSE NUMBER	DATE	TITLE
52.227-16	Jun 1987	Additional Data Requirements
52.227-17	Dec 2007	Rights in Data -- Special Works <i>as modified by NFS 1852.227-17 – Rights In Data – Special Works</i>
52.227-19	Dec 2007	Commercial Computer Software License <i>as modified by NFS 1852.227-19 – Commercial Computer Software – Restricted Rights</i>
52.228-5	Jan 1997	Insurance -- Work on a Government Installation
52.228-8	May 1999	Liability and Insurance -- Leased Motor Vehicles
52.229-3	Apr 2003	Federal, State, and Local Taxes
52.232-1	Apr 1984	Payments
52.232-8	Feb 2002	Discounts for Prompt Payment
52.232-9	Apr 1984	Limitation on Withholding of Payments
52.232-11	Apr 1984	Extras
52.232-17	Oct 2010	Interest
52.232-18	Apr 1984	Availability of Funds
52.232-23	Jan 1986	Assignment of Claims
52.232-25	Oct 2008	Prompt Payment
52.232-33	Oct 2003	Payment by Electronic Funds Transfer – Central Contractor Registration
52.233-1	Jul 2002	Disputes
52.233-3	Aug 1996	Protest After Award
52.233-4	Oct 2004	Applicable Law for Breach of Contract Claim
52.237-2	Apr 1984	Protection of Government Buildings, Equipment, and Vegetation
52.237-3	Jan 1991	Continuity of Services
52.237-7	Jan 1997	Indemnification and Medical Liability Insurance
52.239-1	Aug 1996	Privacy or Security Safeguards
52.242-13	Jul 1995	Bankruptcy
52.243-1	Aug 1987	Changes – Fixed-Price with Alternate I & II
52.244-2	Oct 2010	Subcontracts
52.244-6	Dec 2010	Subcontracts for Commercial Items
52.245-1	Aug 2010	Government Property with Alternate I
52.245-9	Aug 2010	Use and Charges
52.246-25	Feb 1997	Limitation of Liability – Services
52.247-5	Apr 1984	Familiarization with Conditions
52.247-68	Feb 2006	Report of Shipment (REPSHIP)
52.249-2	May 2004	Termination for Convenience of the Government (Fixed-Price)
52.249-6	May 2004	Termination (Cost-Reimbursement) <i>(Reference CLINS 006-008, and 009p)</i>
52.249-8	Apr 1984	Default (Fixed-Price Supply and Service)

CLAUSE NUMBER	DATE	TITLE
52.251-1	Aug 2010	Government Supply Sources
52.251-2	Jan 1991	Interagency Fleet Management System Vehicles and Related Services
52.253-1	Jan 1991	Computer Generated Forms

(b) NASA FAR Supplement (NFS) [48 CFR Chapter 18] Provisions:

CLAUSE NUMBER	DATE	TITLE
1852.203-70	Jun 2001	Display of Inspector General Hotline Posters.
1852.209-72	Dec 1988	Composition of the Contractor
1852.219-74	Sep 1990	Use of Rural Area Small Businesses
1852.219-76	Jul 1997	NASA 8 Percent Goal
1852.223-74	Mar 1996	Drug- and alcohol-free workforce
1852.228-75	Oct 1988	Minimum Insurance Coverage
1852.237-70	Dec 1988	Emergency Evacuation Procedures
1852.242-78	Apr 2001	Emergency Medical Services and Evacuation
1852.243-71	Mar 1997	Shared Savings

(End of clause)

I.2 52.204-1 Approval of Contract (DEC 1989)

This contract is subject to the written approval of the NASA/KSC Procurement Officer and shall not be binding until so approved.

(End of clause)

I.3 52.204-9 Personal Identity Verification of Contractor Personnel (JAN 2011)

(a) The Contractor shall comply with a agency personal identity verification procedures identified in the contract that implement Homeland Security Presidential Directive-12 (HSPD-12), Office of Management and Budget (OMB) guidance M-05-24, and Federal Information Processing Standards Publication (FIPS PUB) Number 201.

(b) The Contractor shall account for all forms of Government-provided identification issued to the Contractor employees in connection with performance under this contract. The Contractor shall return such identification to the issuing agency at the earliest of any of the following, unless otherwise determined by the Government;

- (1) When no longer needed for contract performance.
- (2) Upon completion of the Contractor employee's employment.
- (3) Upon contract completion or termination.

(c) The Contracting Officer may delay final payment under a contract if the Contractor fails to comply with these requirements.

(d) The Contractor shall insert the substance of clause, including this paragraph (d), in all subcontracts when the subcontractor's employees are required to have routine physical access to a Federally-controlled facility and/or routine access to a Federally-controlled information system. It shall be the responsibility of the prime Contractor to return such identification to the issuing agency in accordance with the terms set forth in paragraph (b) of this section, unless otherwise approved in writing by the Contracting Officer.

(End of clause)

PIV Card Issuance Procedures in Accordance with 52.204-9

FIPS 201 Appendix A graphically displays the following procedure for the issuance of a PIV credential.

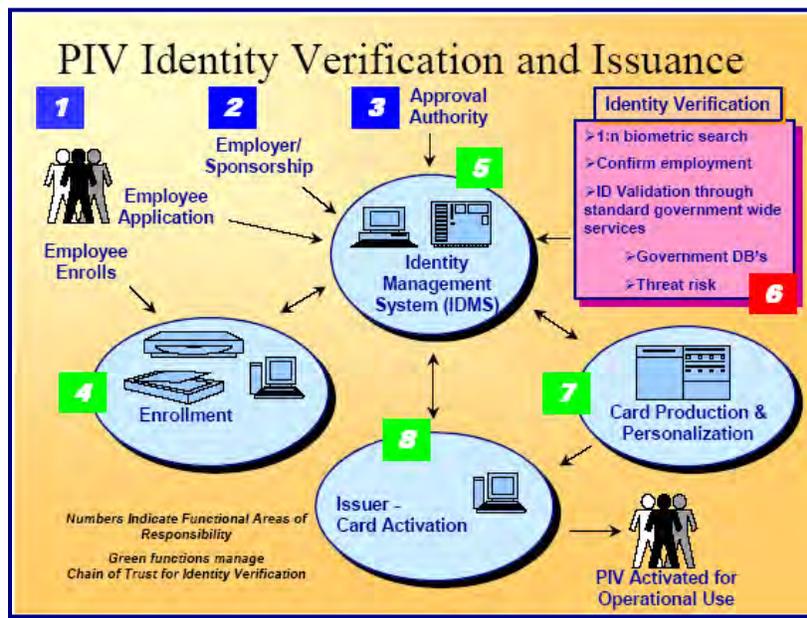


Figure A-1, FIPS 201, Appendix A

The following steps describe the procedures for the NASA Personal Identity Verification Card Issuance (PCI) of a PIV credential:

Step 1: The Contractor's Corporate Security Officer (CSO), Program Manager (PM), or Facility Security Officer (FSO) submits a formal letter that provides a list of contract employees (applicant) names requesting access to the NASA Contracting Officer's Technical Representative (COTR). In the case of a foreign national applicant, approval through the NASA Foreign National Management System (NFMMS) must be obtained for the visitor assignment before any processing for a PIV credential can take place. Further, if the foreign national is not under a contract where a COTR has been officially designated, the foreign national will provide the information directly to their visit/assignment host, and the host sponsor will fulfill the duties of the COTR mentioned

herein. In each case, the letter shall provide notification of the contract or foreign national employee's (hereafter the "applicant") full name (first, middle and last), social security number (SSN) or NASA Foreign National Management System Visitor Number if the foreign national does not have a SSN, and date of birth. If the contract employee has a current satisfactorily completed National Agency Check with Inquiries (NACI) or an equivalent or higher degree of background investigation, the letter shall indicate the type of investigation, the agency completing the investigation, and date the investigation was completed. Also, the letter must specify the risk/sensitivity level associated with the position in which each applicant will be working (NPR 1600.1, §4.5 is germane) Further, the letter shall also acknowledge that contract employees may be denied access to NASA information or information systems based on an unsatisfactory background investigation/adjudication.

After reviewing the letter for completeness and concurring with the risk/sensitivity levels, the COTR/host must forward the letter to the Center Chief of Security (CCS). The CCS shall review the OPM databases (e.g., DCII, PIP, et al.), and take appropriate steps to validate the applicant's investigation status. Requirements for a NACI or other investigation shall be initiated only if necessary.

Applicants who do not currently possess the required level of background investigation shall be directed to the e-QIP website to complete the necessary background investigation forms online. The CCS shall provide to the COTR/host information and instructions on how to access the e-QIP for each contract or foreign national employee requiring access

Step 2: Upon acceptance of the letter/background information, the applicant will be advised that in order to complete the investigative process, he or she must appear in-person before the authorized PIV registrar and submit two forms of identity source documents in original form. The identity source documents must come from the list of acceptable documents included in Form I-9, Employment Eligibility Verification, one which must be a Federal³ or State issued picture identification. Fingerprints will be taken at this time. The applicant must appear **no later than** the entry on duty date.

When the applicant appears, the registrar will electronically scan the submitted documents; any document that appears invalid will be rejected by the registrar. The registrar will capture electronically both a facial image and fingerprints of the applicant. The information submitted by the applicant will be used to create or update the applicant identity record in the Identity Management System (IDMS).

Step 3: Upon the applicant's completion of the investigative document, the CCS reviews the information, and resolves discrepancies with the applicant as necessary. When the applicant has appeared in person and completed fingerprints, the package is electronically

³ A non-PIV government identification badge, including the NASA Photo Identification Badge, MAY NOT BE USED for the original issuance of a PIV vetted credential

submitted to initiate the NACI. The CCS includes a request for feedback on the NAC portion of the NACI at the time the request is submitted.

Step 4: Prior to authorizing physical access of a contractor employee to a federally-controlled facility or access to a Federal information system, the CCS will ensure that a check has been performed with the National Crime Information Center (NCIC) and Interstate Identification Index. In the case of a foreign national, a national check of the Bureau of Immigration and Customs Enforcement (BICE) database will be performed for each applicant. If this process yields negative information, the CCS will immediately notify the COTR/host of the determination regarding access made by the CCS

Step 5: Upon receipt of the completed NAC, the CCS will update IDMS from the NAC portion of the NACI and indicate the result of the suitability determination. If a unsatisfactory suitability determination is rendered, the COTR will advise the contractor that the employee is being denied physical access to all federally-controlled facilities and Federal information systems.

Based on a favorable NAC and NCIC/III or BICE check, the CCS will authorize the issuance of a PIV federal credential in the Physical Access Control System (PACS) database. The CCS, based on information provided by the COTR/host, will determine what physical access the applicant should be granted once the PIV issues the credential.

Step 6: Using the information provided by the applicant during his or her in-person appearance, the PIV card production facility creates and instantiates the approved PIV card for the applicant with an activation date commensurate with the applicant's start date.

Step 7: The applicant proceeds to the credential issuance facility to begin processing for receipt of his/her federal credential.

The applicant provides to the credential issuing operator proof of identity with documentation that meets the requirements of FIPS 201 (DHS Employment Eligibility Verification (Form I-9) documents. These documents **must** be the same documents submitted for registration.

The credential issuing operator will verify that the facial image, and optionally reference finger print, matches the enrollment data used to produce the card. Upon verification of identity, the operator will locate the employee's record in the PACS database, and modify the record to indicate the PIV card has been issued. The applicant will select a PIN for use with his or her new PIV card. Although root data is inaccessible to the operator, certain fields (hair color, eye color, et al.) may be modified to more accurately record the employee's information.

The applicant proceeds to a kiosk or other workstation to complete activation of the PIV card using the initial PIN entered at card issuance.

ALTERNATIVE FOR APPLICANTS WHO DO NOT HAVE A COMPLETED AND ADJUDICATED NAC AT THE TIME OF ENTRANCE ON DUTY (EOD)

Steps 1 through 4 shall be accomplished for all applicants in accordance with the process described above. If the applicant is unable to appear in person until the time of entry on duty, or does not, for any other reason, have a completed and adjudicated NAC portion of the NACI at the time of entrance on duty, the following interim procedures shall apply.

1. If the documents required to submit the NACI have not been completed prior to EOD, the applicant will be instructed to complete all remaining requirements for submission of the investigation request. This includes presentation of I-9 documents and completion of fingerprints, if not already accomplished. If the applicant fails to complete these activities as prescribed in NPR 1600.1 (Chapters 3 & 4), it may be considered as failure to meet the conditions required for physical access to a federally-controlled facility or access to a Federal information system, and result in denial of such access.
2. Based on favorable results of the NCIC, the applicant shall be issued a temporary NASA identification card for a period not-to-exceed six months. If at the end of the six month period the NAC results have not been returned, the agency will at that time make a determination if an additional extension will be granted for the temporary identification card.
3. Upon return of the completed NAC, the process will continue from Step 5.

(End of clause)

I.4 52.209-9 Updates of Publicly Available Information Regarding Responsibility Matters (FEB 2012)

- (a) The Contractor shall update the information in the Federal Awardee Performance and Integrity Information System (FAPIIS) on a semi-annual basis, throughout the life of the contract, by posting the required information in the Central Contractor Registration database via <https://www.acquisition.gov>.
- (b) As required by section 3010 of the Supplemental Appropriations Act, 2010 (Pub. L. 111-212), all information posted in FAPIIS on or after April 15, 2011, except past performance reviews, will be publicly available. FAPIIS consist of two segments—
 - (1) The non-public segment, into which Government officials and the Contractor post information, which can only be viewed by—
 - (i) Government personnel and authorized users performing business on behalf of the Government; or
 - (ii) The Contractor, when viewing data on itself; and

- (2) The publicly-available segment, to which all data in the non-public segment of FAPIIS is automatically transferred after a waiting period of 14 calendar days, except for—
- (i) Past performance reviews required by subpart 42.15;
 - (ii) Information that was entered prior to April 15, 2011; or
 - (iii) Information that is withdrawn during the 14-calendar-day waiting period by the Government official who posted it in accordance with paragraph (c)(1) of this clause.
- (c) The Contractor will receive notification when the Government posts new information to the Contractor's record.
- (1) If the Contractor asserts in writing within 7 calendar days, to the Government official who posted the information, that some of the information posted to the non-public segment of FAPIIS is covered by a disclosure exemption under the Freedom of Information Act, the Government official who posted the information must within 7 calendar days remove the posting from FAPIIS and resolve the issue in accordance with agency Freedom of Information procedures, prior to reposting the releasable information. The contractor must cite 52.209-9 and request removal within 7 calendar days of the posting to FAPIIS.
 - (2) The Contractor will also have an opportunity to post comments regarding information that has been posted by the Government. The comments will be retained as long as the associated information is retained, i.e., for a total period of 6 years. Contractor comments will remain a part of the record unless the Contractor revises them.
 - (3) As required by section 3010 of Pub. L. 111-212, all information posted in FAPIIS on or after April 15, 2011, except past performance reviews, will be publicly available.
- (d) Public requests for system information posted prior to April 15, 2011, will be handled under Freedom of Information Act procedures, including, where appropriate, procedures promulgated under E.O. 12600.

(End of clause)

(End of clause)

I.5 52.216-19 Order Limitations (OCT 1995) IDIQ CLIN 009

(a) **Minimum order**

When the Government requires supplies or services covered by this contract in an amount of less than \$1,000, the Government is not obligated to purchase, nor is the contractor obligated to furnish, those supplies or services under the contract.

(b) **Maximum order**

The Contractor is not obligated to honor:

- (1) Any order for a single item in excess of \$5,000,000;
- (2) Any order for a combination of items in excess of \$25,000,000; or
- (3) A series of orders from the same ordering office within 30 days that together call for quantities exceeding the limitation in subparagraph (b)(1) or (2) of this section.

(c) If this is a requirements contract (i.e., includes the Requirements clause at subsection 52.216-21 of the Federal Acquisition Regulation (FAR)), the Government is not required to order a part of any one requirement from the contractor if that requirement exceeds the maximum-order limitations in paragraph (b) of this section.

(d) Notwithstanding paragraphs (b) and (c) of this section, the contractor shall honor any order exceeding the maximum order limitations in paragraph (b), unless that order (or orders) is returned to the ordering office within 3 business days after issuance, with written notice stating the contractor's intent not to ship the item (or items) called for and the reasons. Upon receiving this notice, the Government may acquire the supplies or services from another source.

(End of clause)

I.6 52.216-22 Indefinite Quantity (OCT 1995) IDIQ CLIN 009

(a) This is an indefinite-quantity contract for the supplies or services specified, and effective for the period stated, in the Schedule. The quantities of supplies and services specified in the Schedule are estimates only and are not purchased by this contract.

(b) Delivery or performance shall be made only as authorized by orders issued in accordance with the Ordering clause. The Contractor shall furnish to the Government, when and if ordered, the supplies or services specified in the Schedule up to and including the quantity designated in the Schedule as the "maximum." The Government shall order at least the quantity of supplies or services designated in the Schedule as the "minimum."

(c) Except for any limitations on quantities in the Order Limitations clause or in the Schedule, there is no limit on the number of orders that may be issued. The Government may issue orders requiring delivery to multiple destinations or performance at multiple locations.

(d) Any order issued during the effective period of this contract and not completed within that period shall be completed by the Contractor within the times specified in the

order. The contract shall govern the Contractor's and Government's rights and obligations with respect to that order to the same extent as if the order were completed during the contract's effective period; provided, that the Contractor shall not be required to make any deliveries under this contract beyond the contract effective period, including any extensions thereto.

(End of Clause)

I.7 52.217-8 Option to Extend Services (NOV 1999)

The Government may require continued performance of any services within the limits and at the rates specified in the contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed 6 months. The Contracting Officer may exercise the option by written notice to the Contractor within 14 days before the contract expires.

(End of Clause)

I.8 52.217-9 Option to Extend the Term of the Contract (MAR 2000)

Reference clause F.2, F.3, and F.4

- (a) The Government may extend the term of this contract by written notice to the Contractor within 30 days; provided that the Government gives the Contractor a preliminary written notice of its intent to extend at least 30 days before the contract expires. The preliminary notice does not commit the Government to an extension.
- (b) If the Government exercises this option, the extended contract shall be considered to include this option clause.
- (c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed 5 years.

(End of Clause)

I.9 52.222-42 Statement of Equivalent Rates for Federal Hires (MAY 1989)

In compliance with the Service Contract Act of 1965, as amended, and the regulations of the Secretary of Labor (29 C FR Part 4), this clause identifies the classes of service employees expected to be employed under the contract and states the wages and fringe benefits payable to each if they were employed by the contracting agency subject to the provisions of 5 U.S.C. 5341 or 5332.

*This Statement is for Information Only
It is not a Wage Determination*

Employee Class	Monetary Wage -- Fringe Benefits
<i>See attachment J-17</i>	

(End of Clause)

I.10 52.222-99 Notification of Employee Rights Under the National Labor Relations Act (DEVIATION) (JUN 2010)

- (a) During the term of this contract, the Contractor shall post a notice, of such size and in such form, and containing such content as prescribed by the Secretary of Labor, in conspicuous places in and about its plants and offices where employees covered by the National Labor Relations Act engage in activities relating to the performance of the contract, including all places where notices to employees are customarily posted both physically and electronically, in the languages employees speak, in accordance with 29 CFR 471.2 (d) and (f).
- (1) Physical posting of the employee notices shall be in conspicuous places in and about the Contractor's plants and offices so that the notice is prominent and readily seen by employees who are covered by the National Labor Relations Act and engage in activities related to the performance of the contract.
 - (2) If the Contractor customarily posts notices to employees electronically, then the Contractor shall also post the required notice electronically by displaying prominently, on any website that is maintained by the Contractor and is customarily used for notices to employees about terms and conditions of employment, a link to the Department of Labor's website that contains the full text of the poster. The link to the Department's website, as referenced in (b) (3) of this section, must read, "Important Notice about Employee Rights to Organize and Bargain Collectively with Their Employers."
- (b) This required notice, printed by the Department of Labor, may be
- (1) Obtained from the Division of Interpretations and Standards, Office of Labor-Management Standards, U.S. Department of Labor, 200 Constitution Avenue, NW, Room N-5609, Washington, DC 20210, (202) 693-0123, or from any field office of the Office of Labor-Management Standards or Office of Federal Contract Compliance Programs;
 - (2) Provided by the Federal contracting agency, if requested;
 - (3) Downloaded from the Office of Labor-Management Standards web site at www.dol.gov/olms/regs/compliance/E013496; or
 - (4) Reproduced and used [as] exact duplicate copies of the Department of Labor's official poster.
- (c) The required text of the Employee Notification referred to in this clause is located at Appendix A, Subpart A, 29 CFR part 471.

- (d) The Contractor shall comply with all provisions of the Employee Notice and related rules, regulations, and orders of the Secretary of Labor.
- (e) In the event that the Contractor does not comply with the requirements set forth in paragraphs (a) through (d) of this clause, this contract may be terminated or suspended in whole or in part, and the Contractor may be suspended or debarred in accordance with 29 C.F.R. 471.14 and FAR S ubpart 9.4. Such other sanctions or remedies may be imposed as are provided by 29 C.F.R. Part 471, which implements E.O. 13496 or as otherwise provided by law.
- (f) Subcontracts.
- (1) The Contractor shall include the substance of this clause, including this paragraph (f), in every subcontract that exceeds \$10,000 and will be performed wholly or partially in the United States, unless exempted by the rules, regulations, or orders of the Secretary of Labor issued pursuant to section 3 of Executive Order 13496 of January 30, 2009, so that such provisions will be binding upon each subcontractor.
 - (2) The Contractor shall not procure supplies or services in a way designed to avoid the applicability of Executive Order 13496 or this clause.
 - (3) The Contractor shall take such action with respect to any such subcontract as may be directed by the Secretary of Labor as a means of enforcing such provisions, including the imposition of sanctions for non compliance.
 - (4) However, if the Contractor becomes involved in litigation with a subcontractor, or is threatened with such involvement, as a result of such direction, the Contractor may request the United States, through the Secretary of Labor, to enter into such litigation to protect the interests of the United States.

(End of Clause)

I.11 52.223-7 Notice of Radioactive Materials (JAN 1997)

- (a) The Contractor shall notify the Contracting Officer or designee, in writing, 30* days prior to the delivery of, or prior to completion of any servicing required by this contract of, items containing either
- (1) radioactive material requiring specific licensing under the regulations issued pursuant to the Atomic Energy Act of 1954, as amended, as set forth in Title 10 of the Code of Federal Regulations, in effect on the date of this contract, or
 - (2) other radioactive material not requiring specific licensing in which the specific activity is greater than 0.002 micro curies per gram or the activity per item equals or exceeds 0.01 micro curies. Such notice shall specify the part or parts of the items which contain radioactive materials, a description of the materials, the name and activity of the isotope, the manufacturer of the materials, and any other information known to the Contractor which will put users of the items on notice as to the hazards involved (OMB No. 9000-0107).

* The Contracting Officer shall insert the number of days required in advance of delivery of the item or completion of the servicing to assure that required

licenses are obtained and appropriate personnel are notified to institute any necessary safety and health precautions. See FAR 23.601(d).

- (b) If there has been no change affecting the quantity of activity, or the characteristics and composition of the radioactive material from deliveries under this contract or prior contracts, the Contractor may request that the Contracting Officer or designee waive the notice requirement in paragraph (a) of this clause. Any such request shall --
- (1) Be submitted in writing;
 - (2) State that the quantity of activity, characteristics, and composition of the radioactive material have not changed; and
 - (3) Cite the contract number on which the prior notification was submitted and the contracting office to which it was submitted.
- (c) All items, parts, or subassemblies which contain radioactive materials in which the specific activity is greater than 0.02 microcuries per gram or activity per item equals or exceeds 0.01 microcuries, and all containers in which such items, parts or subassemblies are delivered to the Government shall be clearly marked and labeled as required by the latest revision of MIL-STD 129 in effect on the date of the contract.
- (d) This clause, including this paragraph (d), shall be inserted in all subcontracts for radioactive materials meeting the criteria in paragraph (a) of this clause.

(End of Clause)

I.12 52.223-9 Estimate of Percentage of Recovered Material Content for EPA-Designated Products (MAY 2008)

- (a) Definitions. As used in this clause—

“Postconsumer material” means a material or finished product that has served its intended use and has been discarded for disposal or recovery, having completed its life as a consumer item. Postconsumer material is a part of the broader category of “recovered material.”

“Recovered material” means waste materials and by-products recovered or diverted from solid waste, but the term does not include those materials and by-products generated from, and commonly reused within, an original manufacturing process.

- (b) The Contractor, on completion of this contract, shall—
- (1) Estimate the percentage of the total recovered material content for EPA-designated item(s) delivered and/or used in contract performance, including, if applicable, the percentage of postconsumer material content; and
 - (2) Submit this estimate to the KPSC COTR.

(End of clause)

I.13 52.223-11 Ozone-Depleting Substances (MAY 2001)

- (a) Definition. "Ozone-depleting substance," as used in this clause, means any substance the Environmental Protection Agency designates in 40 CFR Part 82 as--
- (1) Class I, including, but not limited to, chlorofluorocarbons, halons, carbon tetrachloride, and methyl chloroform; or
 - (2) Class II, including, but not limited to hydro chlorofluorocarbons.
- (b) The Contractor shall label products which contain or are manufactured with ozone-depleting substances in the manner and to the extent required by 42 U.S.C. 7671j (b), (c), and (d) and 40 CFR Part 82, Subpart E, as follows:

Warning

Contains (or manufactured with, if applicable) * [REDACTED], a substance(s) which harm(s) public health and environment by destroying ozone in the upper atmosphere.

** The Contractor shall insert the name of the substance(s).*

(End of Clause)

I.14 52.232-19 Availability of Funds for the Next Fiscal Year (APR 1984)

Funds are not presently available for performance under this contract beyond TBD. The Government's obligation for performance of this contract beyond that date is contingent upon the availability of appropriated funds from which payment for contract purposes can be made. No legal liability on the part of the Government for any payment may arise for performance under this contract beyond TBD, until funds are made available to the Contracting Officer for performance and until the Contractor receives notice of availability, to be confirmed in writing by the Contracting Officer.

(End of Clause)

I.15 52.252-6 Authorized Deviations in Clauses (Apr 1984)

- (a) The use in this solicitation or contract of any Federal Acquisition Regulation (48 CFR Chapter 1) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the date of the clause.
- (b) The use in this solicitation or contract of any NASA FAR Supplement (NFS). (48 CFR 1.8) clause with an authorized deviation is indicated by the addition of "(DEVIATION)" after the name of the regulation.

(End of Clause)

I.16 1852.204-75 Security Classification Requirements (SEP 1989)

Performance under this contract will involve access to and/or generation of classified information, work in a security area, or both, up to the level of Top Secret Clearance. See

Federal Acquisition Regulation clause [52.204-2](#) in this contract and D D F orm 254, Contract Security Classification Specification, attachment J-19.

(End of clause)

I.17 1852.204-76 Security Requirements for Unclassified Information Technology Resources (JANUARY 2011)

(a) The contractor shall protect the confidentiality, integrity, and availability of NASA Electronic Information and IT resources and protect NASA Electronic Information from unauthorized disclosure.

(b) This clause is applicable to all NASA contractors and sub-contractors that process, manage, access, or store unclassified electronic information, to include Sensitive But Unclassified (SBU) information, for NASA in support of NASA's missions, programs, projects and/or institutional requirements. Applicable requirements, regulations, policies, and guidelines are identified in the Applicable Documents List (ADL) provided as an attachment to the contract. The documents listed in the ADL can be found at: <http://www.nasa.gov/offices/ocio/itsecurity/index.html>. For policy information considered sensitive, the documents will be identified as such in the ADL and made available through the Contracting Officer.

(c) Definitions.

(1) IT resources means any hardware or software or interconnected system or subsystem of equipment, that is used to process, manage, access, or store electronic information.

(2) NASA Electronic Information is any data (as defined in the Rights in Data clause of this contract) or information (including information incidental to contract administration, such as financial, administrative, cost or pricing, or management information) that is processed, managed, accessed or stored on an IT system(s) in the performance of a NASA contract.

(3) IT Security Management Plan--This plan shall describe the processes and procedures that will be followed to ensure appropriate security of IT resources that are developed, processed, or used under this contract. Unlike the IT security plan, which addresses the IT system, the IT Security Management Plan addresses how the contractor will manage personnel and processes associated with IT Security on the instant contract.

(4) IT Security Plan--this is a FISMA requirement; see the ADL for applicable requirements. The IT Security Plan is specific to the IT system and not the contract. Within 30 days after award, the contractor shall develop and deliver an IT Security Management Plan to the Contracting Officer; the approval authority will be included in the ADL. All contractor personnel requiring physical or logical access to NASA IT resources must complete NASA's annual IT Security

awareness training. Refer to the IT Training policy located in the IT Security Web site at <https://itsecurity.nasa.gov/policies/index.html>.

- (d) The contractor shall afford Government access to the Contractor's and subcontractors' facilities, installations, operations, documentation, databases, and personnel used in performance of the contract. Access shall be provided to the extent required to carry out a program of IT inspection (to include vulnerability testing), investigation and audit to safeguard against threats and hazards to the integrity, availability, and confidentiality of NASA Electronic Information or to the function of IT systems operated on behalf of NASA, and to preserve evidence of computer crime.
- (e) At the completion of the contract, the contractor shall return all NASA information and IT resources provided to the contractor during the performance of the contract in accordance with retention documentation available in the ADL. The contractor shall provide a listing of all NASA Electronic information and IT resources generated in performance of the contract. At that time, the contractor shall request disposition instructions from the Contracting Officer. The Contracting Officer will provide disposition instructions within 30 calendar days of the contractor's request. Parts of the clause and referenced ADL may be waived by the contracting officer, if the contractor's ongoing IT security program meets or exceeds the requirements of NASA Procedural Requirements (NPR) 2810.1 in effect at time of award. The current version of NPR 2810.1 is referenced in the ADL. The contractor shall submit a written waiver request to the Contracting Officer within 30 days of award. The waiver request will be reviewed by the Center IT Security Manager. If approved, the Contracting Officer will notify the contractor, by contract modification, which parts of the clause or provisions of the ADL are waived.
- (f) The contractor shall insert this clause, including this paragraph in all subcontracts that process, manage, access or store NASA Electronic Information in support of the mission of the Agency.

(End of clause)

I.18 1852.215-84 Ombudsman (OCT 2003)

- (a) An ombudsman has been appointed to hear and facilitate the resolution of concerns from Offerors, potential Offerors, and contractors during the preaward and postaward phases of this acquisition. When requested, the ombudsman will maintain strict confidentiality as to the source of the concern. The existence of the ombudsman is not to diminish the authority of the contracting officer, the Source Evaluation Board, or the selection official. Further, the ombudsman does not participate in the evaluation of proposals, the source selection process, or the adjudication of formal contract disputes. Therefore, before consulting with an ombudsman, interested parties must first address their concerns, issues, disagreements, and/or recommendations to the contracting officer for resolution.

- (b) If resolution cannot be made by the contracting officer, interested parties may contact the installation ombudsman, Mr. Kelvin Manning. Address: Kennedy Space Center, Mail Code: AA-B, Kennedy Space Center FL 32899. Telephone Number: (321) 867-2346, Facsimile Number: (321) 867-8807. E mail: Kelvin.M.Manning@nasa.gov. Concerns, issues, disagreements, and recommendations which cannot be resolved at the installation may be referred to the NASA ombudsman, the Director of the Contract Management Division, at Telephone: (202) 358-0445, Facsimile Number: (202) 358-3083 or via e-mail james.a.balinskas@nasa.gov. Please do not contact the ombudsman to request copies of the solicitation, verify offer due date, or clarify technical requirements. Such inquiries shall be directed to the contracting officer or as specified elsewhere in this document.

(End of clause)

I.19 1852.232-77 Limitation of Funds (Fixed-Price Contract) (MAR 1989)

- (a) Of the total price of items identified in Clause B.4, the sum identified in Clause B.9 is presently available for payment and allotted to this contract. It is anticipated that from time to time additional funds will be allocated to the contract in accordance with the following schedule, until the total price of said items is allotted:

SCHEDULE FOR ALLOTMENT OF FUNDS	
Date Amount	Amounts
<i>See Clause B.9</i>	<i>See Clause B.9</i>

- (b) The Contractor agrees to perform or have performed work on the items specified in paragraph (a) of this clause up to the point at which, if this contract is terminated pursuant to the Termination for Convenience of the Government clause of this contract, the total amount payable by the Government (including amounts payable for subcontracts and settlement costs) pursuant to paragraphs (f) and (g) of that clause would, in the exercise of reasonable judgment by the Contractor, approximate the total amount at the time allotted to the contract. The Contractor is not obligated to continue performance of the work beyond that point. The Government is not obligated in any event to pay or reimburse the Contractor more than the amount from time to time allotted to the contract, anything to the contrary in the Termination for Convenience of the Government clause notwithstanding.
- (c) (1) It is contemplated that funds presently allotted to this contract will cover the work to be performed until the dates identified in Clause B.9.
- (2) if funds allotted are considered by the Contractor to be inadequate to cover the work to be performed until that date, or an agreed date substituted for it, the Contractor shall notify the Contracting Officer in writing when within the next 60 days the work will reach a point at which, if the contract is terminated pursuant to the Termination for Convenience of the Government clause of this contract, the total amount payable by the Government (including amounts payable for

subcontracts and settlement costs) pursuant to paragraphs (f) and (g) of that clause will approximate 75 percent of the total amount then allotted to the contract.

- (3) (i) The notice shall state the estimate when the point referred to in paragraph (c)(2) of this clause will be reached and the estimated amount of additional funds required to continue performance to the date specified in paragraph (c)(1) of this clause, or an agreed date substituted for it.
- (ii) The Contractor shall, 60 days in advance of the date specified in paragraph (c)(1) of this clause, or an agreed date substituted for it, advise the Contracting Officer in writing as to the estimated amount of additional funds required for the timely performance of the contract for a further period as may be specified in the contract or otherwise agreed to by the parties.
- (4) If, after the notification referred to in paragraph (c)(3)(ii) of this clause, additional funds are not allotted by the date specified in paragraph (c)(1) of this clause, or an agreed date substituted for it, the Contracting Officer shall, upon the Contractor's written request, terminate this contract on that date or on the date set forth in the request, whichever is later, pursuant to the Termination for Convenience of the Government clause.
- (d) When additional funds are allotted from time to time for continued performance of the work under this contract, the parties shall agree on the applicable period of contract performance to be covered by these funds. The provisions of paragraphs (b) and (c) of this clause shall apply to these additional allotted funds and the substituted date pertaining to them, and the contract shall be modified accordingly.
- (e) If, solely by reason of the Government's failure to allot additional funds in amounts sufficient for the timely performance of this contract, the Contractor incurs additional costs or is delayed in the performance of the work under this contract, and if additional funds are allotted, an equitable adjustment shall be made in the price or prices (including appropriate target, billing, and ceiling prices where applicable) of the items to be delivered, or in the time of delivery, or both.
- (f) The Government may at any time before termination, and, with the consent of the Contractor, after notice of termination, allot additional funds for this contract.
- (g) The provisions of this clause with respect to termination shall in no way be deemed to limit the rights of the Government under the default clause of this contract. The provisions of this Limitation of Funds clause are limited to the work on and allotment of funds for the items set forth in paragraph (a) of this clause. This clause shall become inoperative upon the allotment of funds for the total price of said work except for rights and obligations then existing under this clause.
- (h) Nothing in this clause shall affect the right of the Government to terminate this contract pursuant to the Termination for Convenience of the Government clause of this contract.

(End of clause)

I.20 1852.237-71 Pension Portability (JAN 1997)

(a) In order for pension costs attributable to employees assigned to this contract to be allowable costs under this contract, the plans covering such employees must:

- (1) Comply with all applicable Government laws and regulations;
- (2) Be a defined contribution plan, or a multiparty defined benefit plan operated under a collective bargaining agreement. In either case, the plan must be portable, i.e., the plan follows the employee, not the employer;
- (3) Provide for 100 percent employee vesting at the earlier of one year of continuous employee service or contract termination; and
- (4) Not be modified, terminated, or a new plan adopted without the prior written approval of the cognizant NASA Contracting Officer.

(b) The Contractor shall include paragraph (a) of this clause in subcontracts for continuing services under a service contract if:

- (1) The prime contract requires pension portability;
- (2) The subcontracted labor dollars (excluding any burdens or profit/fee) exceed \$2,500,000 and ten percent of the total prime contract labor dollars (excluding any burdens or profit/fee); and
- (3) Either of the following conditions exists:
 - (i) There is a continuing need for the same or similar subcontract services for a minimum of five years (inclusive of options), and if the subcontractor changes, a high percentage of the predecessor subcontractor's employees are expected to remain with the program; or
 - (ii) The employees under a predecessor subcontract were covered by a portable pension plan, a follow-on subcontract or a subcontract consolidating existing services is awarded, and the total subcontract period covered by the plan covers a minimum of five years (including both the predecessor and successor subcontracts).

(End of Clause)

I.21 1852.237-72 Access to Sensitive Information (JUN 2005)

- (a) As used in this clause, “sensitive information” refers to information that a contractor has developed at private expense, or that the Government has generated that qualifies for an exception to the Freedom of Information Act, which is not currently in the public domain, and which may embody trade secrets or commercial or financial information, and which may be sensitive or privileged.
- (b) To assist NASA in accomplishing management activities and administrative functions, the Contractor shall provide the services specified elsewhere in this contract.
- (c) If performing this contract entails access to sensitive information, as defined above, the Contractor agrees to -
- (1) Utilize any sensitive information coming into its possession only for the purposes of performing the services specified in this contract, and not to improve its own competitive position in another procurement.
 - (2) Safeguard sensitive information coming into its possession from unauthorized use and disclosure.
 - (3) Allow access to sensitive information only to those employees that need it to perform services under this contract.
 - (4) Preclude access and disclosure of sensitive information to persons and entities outside of the Contractor’s organization.
 - (5) Train employees who may require access to sensitive information about their obligations to utilize it only to perform the services specified in this contract and to safeguard it from unauthorized use and disclosure.
 - (6) Obtain a written affirmation from each employee that he/she has received and will comply with training on the authorized uses and mandatory protections of sensitive information needed in performing this contract.
 - (7) Administer a monitoring process to ensure that employees comply with all reasonable security procedures, report any breaches to the Contracting Officer, and implement any necessary corrective actions.
- (d) The Contractor will comply with all procedures and obligations specified in its Organizational Conflicts of Interest Avoidance Plan, which this contract incorporates as a compliance document.
- (e) The nature of the work on this contract may subject the Contractor and its employees to a variety of laws and regulations relating to ethics, conflicts of interest, corruption,

and other criminal or civil matters relating to the award and administration of government contracts. Recognizing that this contract establishes a high standard of accountability and trust, the Government will carefully review the Contractor's performance in relation to the mandates and restrictions found in these laws and regulations. Unauthorized uses or disclosures of sensitive information may result in termination of this contract for default, or in debarment of the Contractor for serious misconduct affecting present responsibility as a government contractor.

- (f) The Contractor shall include the substance of this clause, including this paragraph (f), suitably modified to reflect the relationship of the parties, in all subcontracts that may involve access to sensitive information.

(End of clause)

I.22 1852.237-73 Release of Sensitive Information (JUN 2005)

- (a) As used in this clause, "sensitive information" refers to information, not currently in the public domain, that the Contractor has developed at private expense, that may embody trade secrets or commercial or financial information, and that may be sensitive or privileged.
- (b) In accomplishing management activities and administrative functions, NASA relies heavily on the support of various service providers. To support NASA activities and functions, these service providers, as well as their subcontractors and their individual employees, may need access to sensitive information submitted by the Contractor under this contract. By submitting this proposal or performing this contract, the Contractor agrees that NASA may release to its service providers, their subcontractors, and their individual employees, sensitive information submitted during the course of this procurement, subject to the enumerated protections mandated by the clause at 1852.237-72, Access to Sensitive Information.
- (c) (1) The Contractor shall identify any sensitive information submitted in support of this proposal or in performing this contract. For purposes of identifying sensitive information, the Contractor may, in addition to any other not ice or legend otherwise required, use a notice similar to the following:

Mark the title page with the following legend:

This proposal or document includes sensitive information that NASA shall not disclose outside the Agency and its service providers that support management activities and administrative functions. To gain access to this sensitive information, a service provider's contract must contain the clause at N FS 1852.237 -72, Access to S ensitive Information. Consistent with this clause, the service provider shall not duplicate, use, or disclose the information in whole or in part for any purpose other than to perform the services specified in its contract. This restriction does not limit the Government's right to use this information if it is obtained from a nother source without restriction.

The information subject to this restriction is contained in pages [*insert page numbers or other identification of pages*].

Mark each page of sensitive information the Contractor wishes to restrict with the following legend:

Use or disclosure of sensitive information contained on this page is subject to the restriction on the title page of this proposal or document.

- (2) The Contracting Officer shall evaluate the facts supporting any claim that particular information is “sensitive.” This evaluation shall consider the time and resources necessary to protect the information in accordance with the detailed safeguards mandated by the clause at 185.2.237-72, Access to Sensitive Information. However, unless the Contracting Officer decides, with the advice of Center counsel, that reasonable grounds exist to challenge the Contractor’s claim that particular information is sensitive, NASA and its service providers and their employees shall comply with all of the safeguards contained in paragraph (d) of this clause.
- (d) To receive access to sensitive information needed to assist NASA in accomplishing management activities and administrative functions, the service provider must be operating under a contract that contains the clause at 185.2.237-72, Access to Sensitive Information. This clause obligates the service provider to do the following:
- (1) Comply with all specified procedures and obligations, including the Organizational Conflicts of Interest Avoidance Plan, which the contract has incorporated as a compliance document.
 - (2) Utilize any sensitive information coming into its possession only for the purpose of performing the services specified in its contract.
 - (3) Safeguard sensitive information coming into its possession from unauthorized use and disclosure.
 - (4) Allow access to sensitive information only to those employees that need it to perform services under its contract.
 - (5) Preclude access and disclosure of sensitive information to persons and entities outside of the service provider’s organization.
 - (6) Train employees who may require access to sensitive information about their obligations to utilize it only to perform the services specified in its contract and to safeguard it from unauthorized use and disclosure.
 - (7) Obtain a written affirmation from each employee that he/she has received and will comply with training on the authorized uses and mandatory protections of sensitive information needed in performing this contract.
 - (8) Administer a monitoring process to ensure that employees comply with all reasonable security procedures, report any breaches to the Contracting Officer,

and implement any necessary corrective actions.

- (e) When the service provider will have primary responsibility for operating an information technology system for NASA that contains sensitive information, the service provider's contract shall include the clause at 1852.204 -76, Security Requirements for Unclassified Information Technology Resources. The Security Requirements clause requires the service provider to implement an Information Technology Security Plan to protect information processed, stored, or transmitted from unauthorized access, alteration, disclosure, or use. Service provider personnel requiring privileged access or limited privileged access to these information technology systems are subject to screening using the standard National Agency Check (NAC) forms appropriate to the level of risk for adverse impact to NASA missions. The Contracting Officer may allow the service provider to conduct its own screening, provided the service provider employs substantially equivalent screening procedures.
- (f) This clause does not affect NASA's responsibilities under the Freedom of Information Act.
- (g) The Contractor shall insert this clause, including this paragraph (g), suitably modified to reflect the relationship of the parties, in all subcontracts that may require the furnishing of sensitive information.

(End of clause)

[END OF SECTION]

**PART III
LIST OF DOCUMENTS, EXHIBITS, AND OTHER ATTACHMENTS**

**SECTION J
LIST OF ATTACHMENTS**

J.1 KPSC List of Attachments

Attachment No.	Attachment Title
J-01	Performance Work Statement (PWS)
J-02	Government Furnished IT Seats
J-03	Performance Standards
J-04	Compliance Documents
J-05	Glossary and Acronyms
J-06	Data Requirements List (DRL) <i>(reference clause C.2 and H.32)</i>
J-07	Uniforms
J-08	NPSTA Academy Operating Standards
J-09	Medical/Psychological/Drug and Alcohol Screening Requirements
J-10	Security Officer Qualifications
J-11	Vehicle Standards
J-12	Government Furnished Services (GFS)
J-13	Government Furnished Facilities (GFF)
J-14	Installation Accountable Property – NPROP
J-15	Contractor–Accountable Property
J-16	Technical Exhibit 3.1
J-17	Statement of Equivalent Rates for Federal Hires
J-18	Register of Wage Determination and Fringe Benefits
J-19	DD Form 254
J-20	Deduction Schedule <i>(reference clause B 7(b), page 8)</i>
J-21	[REDACTED]
J-22	Collective Bargaining Agreements
J-23	Key Personnel Minimum Qualification Standards
J-24	[REDACTED]

[END OF SECTION]

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NNK11OL33C

**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

**Performance Work Statement
(PWS)**

Attachment J-01

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CONTRACT OVERVIEW

The purpose of the Kennedy Space Center (KSC) Protective Services Contract (KPSC) is to provide protective services including: physical security operations; personnel security; badging; 911 dispatch center; fire fighting, fire prevention and fire protection engineering; aircraft rescue and fire fighting (ARFF); advance life support (ALS) ambulance services; emergency management; federal law enforcement and law enforcement training.

The Government's primary objectives for the KPSC are to provide efficient and effective protection of human and property resources for NASA KSC.

Any law enforcement function described in this PWS shall be performed in accordance with the authority granted by the National Aeronautics and Space Act of 1958, and is ancillary to the security operations required by this contract. This authority shall be exercised as set forth in 14 CFR 1203b.103.

The Contractor shall ensure that necessary management emphasis is placed on safety and health through a comprehensive safety and mission assurance program. That emphasis shall be reflected in all company policies and through adherence to standard practices and procedures.

The KPSC will be expected to support surges of activities and tasks that are considered normal workload fluctuations. Special circumstances (e.g. mutual aid to surrounding community and emergency assistance to other NASA Centers) may necessitate the issuance of an Indefinite Delivery Indefinite Quantity (IDIQ) task order, as determined by the Contracting Officer.

The Contractor shall establish and maintain team-oriented working relationships with the Government at all levels in the organization. Through frequent interaction, both formal and informal, the Contractor shall work with Government counterparts to ensure requirements are clearly communicated, mutually understood, and satisfied. The Contractor shall ensure timely, accurate, and thorough response to the Government's requests for information. The Contractor shall work cooperatively with other KSC contractors to ensure timely and effective execution of Program mission requirements.

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1.0 Program Management

The Contractor shall provide all labor, materials, supervision, equipment, transportation, and management, except as otherwise specified in the contract, necessary to successfully perform the requirements set forth in this KPSC PWS. The Contractor shall comply with the *Performance Standards* set forth in attachment J-03.

The Contractor shall:

1. Provide all program management including technical and business functions to plan, implement, track, report, and deliver the required products and services described in this PWS.
2. Ensure timely submission of Data Requirement Documents (DRDs) listed in Attachment J-06, Data Requirements List (DRL). In addition, each DRD submission shall be submitted in its native format and include the following information: Contract No., Contract Name, Contractor Name, DRD No., DRD Title (Description), and Date the DRD is submitted, reference clause C.2.
3. Develop and maintain performance data per DRD 1.0-1, *Contract Performance Metrics and Workload Indicator Report*.
4. Present a *Monthly Program Management Status Review* to the Government per DRD 1.0-2.
5. Present a *Semi-annual Program Senior Management Status Review* to the Government per DRD 1.0-3.
6. Ensure successful implementation of contract requirements through the utilization of a fully trained and qualified workforce to accomplish all aspects of their job assignment(s).
7. Provide continuous assessment and evaluation to identify protective service weaknesses and vulnerabilities and recommend appropriate corrective action.
8. Provide responsive customer-focused services through communication and coordination with the Government and other contractors.
9. Unless otherwise specified elsewhere in the PWS, adhere to existing work processes at contract effective date, and subsequently review for continued applicability; update and maintain these processes or, where warranted, develop and maintain new processes for improved effectiveness and efficiency; coordinate with the Government on any content changes or new processes.
10. Maintain cognizance of proposed and implemented changes to all compliance documents including all applicable laws, regulations, policies, and directives. Identify impacts to Contractor requirements, processes, and practices.

11. Make trade-off recommendations to the Government for new or changing requirements to avoid cost impacts.
12. Ensure all Contractor personnel data including name, title, phone numbers, supervisor, mail code, fax number, location, regular work week, work start time/work end time, any special needs, launch/landing assignments/locations, team leads, and employee delegates are maintained in NASA Self Service Management Tool (SSMT).
13. Notify the Government in writing 15 days prior to applying proprietary markings to any Contractor-developed documentation including, but not limited to, plans, processes, or procedures.
14. Ensure the Corporation has and maintains required clearance level prior to any work being performed on the KPSC. The required National Security Clearance level for the KPSC is Top Secret (TS).
15. Ensure compliance with Agency Standards in accordance with the following attachments:
 - a. J-07 – *Uniforms*
 - b. J-09 – *Screening Requirements*
 - c. J-10 – *Security Officer Qualifications*
 - d. J-11 – *Vehicle Standards*

1.1 Business Management

The Contractor shall:

1. Provide a resource management system to track and report all contract work activity, including subcontracts and IDIQ Task Orders (TO). The resource management system shall provide timely and accurate visibility of contract status including workforce, cost, and schedule performance.
2. Apprise the COTR and CO of any human resource issues that could have an impact on the successful performance of contract requirements.
3. Implement effective and efficient strategies to establish and sustain amicable relations with labor unions while using prudent business practices to ensure best value to the Government. Participate in the KSC Labor Management Council.
4. Provide notice to the Government in accordance with DRD 1.1-1, *Advance Notification of Workforce Reductions Report*.
5. Provide the following reports: DRD 1.1-2, *Headcount Report*, and DRD 1.1-3, *Quarterly Summary of 3rd Step Labor Grievances and Arbitrations Report*.
6. Ensure the proper control, use, and maintenance of Government furnished property (GFP).

7. Develop a planning process to prioritize the replacement of GFP, including the refurbishment of existing equipment and new equipment purchases to ensure safe and reliable operation. Include plans for Contractor-Owned Property as well as requirements for Government-funded replacement of GFP. Provide a list of all equipment items and submit in accordance with DRD 1.1-4, *Replacement of Government Furnished Property Reports*.
8. Purchase goods and services necessary to accomplish work in accordance with guidance of the Federal Acquisition Regulation (FAR) and the NASA FAR Supplement (NFS).
9. Serve as the property custodian for all Installation Accountable Property provided or acquired under this contract. The Contractor's custodial responsibilities are defined in the current version of Kennedy NASA Procedural Requirements (KNPR) 4000.1, *Supply and Equipment Systems Manual*, NASA Procedural Requirements (NPR) 4200.1, *NASA Equipment Management Procedural Requirements*, and NPR 4200.2, *Equipment Management Manual for Property Custodians*.
10. Utilize the Transportation Officer, Central Supply, Facility M6-744, Kennedy Space Center, FL 32899, as its receiving agent.
11. Assist the Government in management and oversight of the facilities assigned under this contract. Identify and track facility requirements by requesting facility services and repairs from the Government.

Note: Section J, Attachment J-05, Government Furnished Facilities, identifies facility space assigned to the KPSC.
12. Provide an *Institutional Protective Services Report* annually per DRD 1.1-5.
13. Provide a *Geographic Economic Impact Report* annually per DRD 1.1-6.
14. Provide estimated travel costs, coordinate and obtain OTR approval for Government directed travel. All authorized travel shall be conducted and reimbursed in accordance with the Federal Travel Regulations (FTR).
15. Provide financial data and ad hoc reports in support of multi-year budget calls and other special requests.

1.2 Safety and Health

The Contractor shall:

1. Establish, implement, and maintain a safety and health program that prevents the occurrence of injuries, occupational illnesses, and damage to property. The safety and health program shall be fully documented and auditable.
2. Provide Government auditors and inspectors requested information including Contractor plans, procedures, and processes and address any questions related to Contractor operations. Contractor internal assessments, their results, and surveillance activities shall be made available to and auditable by the Government.
3. Comply with all applicable federal, state, local, NASA, and KSC safety and health requirements.
4. Develop, update, and implement a *Safety and Health Plan* per DRD 1.2-1.
5. Submit a *Safety Statistics Record* per DRD 1.2-2.
6. Establish processes for reporting and investigating close calls and mishaps, in accordance with NPR 8621.1, *NASA Procedural Requirements for Mishap and Close Call Reporting, Investigating, and Recordkeeping*, K NPR 8715.3, *KSC Safety Practices Procedural Requirements*, NPR 8715.3, *NASA General Safety Program Requirements*, KDP-KSC-P-1473, *KSC Mishap Reporting and Investigating*, and KDP-KSC-P-2111, *Reporting Close Calls*. The processes shall cover operations by the KPSC and other organizations within facilities controlled by the KPSC. All injuries, damage, and close calls resulting from the KPSC activities shall be investigated and have appropriate corrective action taken. The KPSC approach, and results of these investigations, shall be documented and auditable by the Government.
7. Electronically enter all close calls and mishaps into the NASA provided mishap-reporting database in accordance with NPR 8621.1.
8. Allow the Government to participate on or observe KPSC-led investigation boards. The investigation report shall provide assessments of accident impacts to safety, cost, schedule, and mission support, as well as remedial and corrective action(s) performed.
9. Provide Government investigators access to incident site, personnel, and documentation as requested.
10. Support KSC safety meetings including working groups, panels, and executive safety forums. Executive safety forums shall be attended by the KPSC Program Manager, Fire Chief, and Security Chief.

11. Develop, maintain, and implement a process for assessing hazards of Contractor activities and protecting personnel and property from exposure to these hazards. The process shall provide for appropriate hazardous operation surveillance, review of hazardous procedures, and assessment of risks associated with deviations from procedures or safety and health requirements.
12. Conduct and document an operational safety assessment of all high risk, first time operation, infrequent occurrence (i.e., two or more years between operations), or previous operation that resulted in a close call or mishap, or as directed by NASA Safety. In addition, implement safety controls and mitigations as identified in Government-approved safety reviews.
13. Ensure that all Contractor personnel engaged in potentially hazardous operations or hazardous material handling are certified to operate the equipment and perform their jobs in a safe manner. Hazardous operation safety certification is required for those tasks that potentially have an immediate danger to the individual if not performed correctly, or could create a danger to other individuals in the immediate area, or are a danger to the environment.
14. Conduct quarterly safety inspections of all KPSC-occupied facilities. The inspections shall be formally documented and all findings tracked to closure.
15. Comply with applicable standards of the Federal Highway Administration, U.S. Coast Guard, and the Department of Transportation (DOT) when operating motor vehicles and boats. All personnel operating or utilizing vehicles shall receive appropriate training and licensing for operating each vehicle type.
16. Develop, implement, and maintain a safety and health program that is compliant with the Occupational Safety and Health Administration (OSHA) Voluntary Protection Program (VPP) in accordance with the requirements of OSHA Instruction CSP 03-01-003, *Voluntary Protection Program (VPP): Policies and Procedures Manual*.

Note: The Contractor is not required to acquire and maintain VPP certification. However, the Contractor shall be required to comply with OSHA VPP and subject to audits performed by NASA.
17. Submit a *VPP Application* per DRD 1.2-3 to NASA as part of the implementation of a safety and health program.
18. Submit quarterly reports regarding readiness of the safety and health program until submission of DRD 1.2-3, *VPP Application*. NASA will assess and audit the Contractor's implementation for compliance with VPP and any discrepancies shall be addressed by the Contractor within six months.

1.3 Quality Plan

The Contractor shall:

1. Submit a *Quality Plan* per DRD 1.3-1.
2. Assess and benchmark internal processes to continuously improve services and processes to optimize the delivery of services or products to the customer. The approach shall include a disciplined methodology to determine process effectiveness (time or cost savings), a quality improvement plan, a implementation schedule for identified deficiencies, and documentation of lessons learned. Submit applicable lessons learned to the NASA Lessons Learned Information System (LLIS).
3. Accommodate NASA participation in KPSC quality system assessments.
4. The Contractor shall participate in the Government-Industry Data Exchange Program (GIDEP) in accordance with GIDEP S 0300-BT-PRO-010, *GIDEP Operations Manual*, S0300-BU-GYD-010, *GIDEP Requirements Guide*, and NPR 873 5.1, *Procedures for Exchanging Parts, Materials, and Safety Problem Data Utilizing Government-Industry Data Exchange Program and NASA Advisories*.

1.4 Environmental Management

The Contractor shall:

1. Ensure that KPSC operations and assigned facilities comply with applicable NASA Headquarters directives in accordance with NPD 8500.1, *NASA Environmental Management*, NPR 8570.1, *Energy Efficiency and Water Conservation*, and federal, state, and local environmental laws, regulations, and executive orders.
2. Comply with NASA environmental requirements in accordance with KNPR 8500.1, *KSC Environmental Requirements* for KPSC operations.
3. Comply with NASA's Sustainable Acquisition Program for KPSC procurements in accordance with NPR 8530.1, *Affirmative Procurement Program and Plan for Environmentally Preferable Products*.
4. Support NASA's Environmental Management System (EMS) in accordance with NPR 8553.1, *NASA Environmental Management System (EMS)* and KNPR 8553.1, *NASA Kennedy Space Center Environmental Management Systems (EMS)*.
5. Perform environmental reviews of KPSC operations including hazardous and controlled waste management requirements.
6. Ensure that all employees who are responsible for hazardous waste management activities receive an annual hazardous waste training and, where applicable, have job descriptions that meet the requirements of 40 CFR 265.16, *Personnel Training*.

7. Allow NASA environmental personnel full access to conduct internal inspections of all facilities, systems, materials, records, and wastes for compliance with environmental laws, regulations, and permits. In addition, violations, findings, or deficiencies identified in the inspection shall be immediately corrected.
8. Identify, interpret, and apply new and existing environmental requirements with respect to KPSC operations. Report potential impacts to the Government.
9. Prepare environmental reports for permitted activities and regulatory requirements.
10. Ensure compliance with natural and cultural resource awareness and protection in accordance with KNPR 8500.1.
11. Incorporate sustainable elements and practices in operations in accordance with Executive Order (EO) 13423, *Strengthening Federal Environmental, Energy and Transportation Management* and EO 13514, *Federal Leadership in Environmental, Energy and Economic Performance* including areas of energy efficiency, use of renewable energy, reduction in water consumption intensity, acquisition of green products and services, pollution prevention, waste prevention, recycling and waste diversion, use of alternative fuel vehicles and alternative fuels and electronic stewardship.
12. Respond to annual data calls including chemical usage and storage, pollution prevention, and sustainable practices. The data shall be entered into electronic databases, spreadsheets, or other formats provided by the Government.

1.5 Information Technology (IT), IT Security and Privacy

The Contractor shall:

1. Develop, maintain, operate, and secure information systems that provide for the management, preparation, publication, control, and dissemination of information and data required by this contract, with the exception of items listed in Attachment J-12, *Government Furnished Services*.
2. Develop, update, and implement DRD 1.5-1, *IT Plan*.
3. Develop, document, maintain, and manage operational and technical IT security policies, procedures, and controls for all services the Contractor provides to the Government.
4. Provide support for IT security to the system owner, CO, Organization Computer Security Official (OCSO), COTR, and Center IT Security Manager (ITSM) in accordance with NPR 2810.1, *Security of Information Technology*.
5. Establish, maintain, and implement an IT System Security Plan (ITSSP) for IT systems for which the Contractor has overall responsibility. The ITSSP shall be in accordance with the NFS 1852. 204-76, *Security Requirements for Unclassified Automated Information* and requirements specified per DRD 1.5-2, *IT System Security Plan*.

6. Incorporate IT security requirements for any Contractor developed IT System at all phases of the system development life cycle in accordance with NPR 2810.
7. Encrypt sensitive information at rest and during transmission. Utilize the Government provided capability to meet data encryption requirements.
8. Implement privacy information protection in accordance with NPD 1382.17, *NASA Privacy Policy* and NPR 1382.1, *NASA Privacy Procedural Requirements*.
9. Adhere to NASA annual Federal Information Security Management Act (FISMA) reporting metrics, including an annual ITSSP contingency plan testing and continuous monitoring of ITSSP security controls for adequacy and compliance.
10. Utilize the Government provided computing and communications equipment identified in Attachment J-02, *Government Furnished IT Seats*. Ensure IT security compliance for all Contractor provided IT systems and Government Furnished Property (GFP) in accordance with NPR 2810.

Note: The Contractor is not responsible for providing administrative or engineering desktops, workstations, or laptops for their use in the performance of this contract, as they are GFS via the Outsourcing Desktop Initiative for NASA (ODIN) contractor or successor. For Government furnished IT services, the Government is responsible for all necessary actions to achieve IT security compliance.

11. Utilize the Government provided IT services as identified in Attachment J-12, *Government Furnished Services*.

Note: For any exceptions to utilization of Government provided IT services, the Contractor shall submit a request for waiver to the KSC Chief Information Officer (CIO) and provide a copy of the waiver request to the COTR and CO. For items authorized, the Contractor shall purchase IT hardware and software under NASA's Solutions for Enterprise-Wide Procurement (SEWP) contracts, if available. The SEWP catalog can be accessed at: <http://www.sewp.nasa.gov>. Any computer acquired, developed or used, may remain the custody of the Contractor until the CO calls for the transfer of delivery thereof, or until transfer or delivery is made pursuant to any requirements specified elsewhere in this contract, whichever is earlier. Whenever such software is commercially available, the Contractor shall either grant or obtain from the appropriate vendors sufficient rights to transfer or deliver without additional fee or approval, the software and associated licenses to the Government or any authorized follow-on Government contractor.

1.6 Work Management

The Contractor shall:

1. Provide a work control system to track and report all contract work activity, including subcontracts.
2. Respond to changing service requirements and prioritize activities to best accomplish the intent of the contract. Strategies for responding to those changing levels of demand, whether they are triggered by NASA mission change, changes to the threat level, regulatory requirements, budgetary adjustments or other factors, shall be coordinated with and approved by the COTR.

Note: Emergency Preparedness and Response: The Contractor's obligation may include resolution of unusual or emergency situations. The Contractor may be required to assist NASA within the general scope of work, but in currently unidentified ways, in preparation for or in response to emergencies. Obligations under this requirement will only arise when one or more of the criteria at FAR 18.001, *Emergency Acquisition Flexibilities*, are met. If the emergency preparedness and response requirements result in changes to the contract, all contract adjustments will be processed in accordance with the Changes clause of this contract.

3. Remain cognizant of current protective services issues, trends, laws, regulations, and technologies.
4. Provide continuous assessment and evaluation to identify protective services weaknesses and vulnerabilities and recommend appropriate corrective action.
5. Develop, maintain, and update Standard Operating Procedures (SOP) for operations conducted under this KPSC.
6. Release Contractor-developed or adopted documents required for KPSC internal work performance into NASA Technical Documentation Center (TechDoc). Documents in TechDoc may include, but are not limited to, KPSC SOPs, plans, procedures, processes, forms, and MOU/MOAs.
7. Provide support to address evolving requirements resulting from NASA-specific threats and from the implementation of new federal mandates related to counterterrorism and homeland security. The Contractor shall provide analytical support, independent study and analysis on an as-needed basis.
8. Be prepared to increase and enhance security safeguards and countermeasures in the event of an increased security threat based on the Department of Homeland Security National Threat Advisory or other credible threat indicators.

9. Perform work in such a manner that causes minimal interruption to or interference with proper execution of Government business.
10. Ensure all contract personnel have a national security clearance commensurate with the highest level of classified information to which they have access. At a minimum, these positions require a TS clearance: Program Manager, Chief of Security, Fire Chief, and Personnel Security Specialists.
11. Perform all services in compliance with applicable Federal and state laws, NASA regulations and policies. Specific reference is made to the provisions of law included in Part I, Chapter 44, Section 922 Title 18, United States Code (USC), concerning the prohibition of firearms possession for individuals convicted or indicted under charges of a felony or misdemeanor crime of domestic violence
12. Be responsible for maintaining satisfactory employee conduct and integrity. The Contractor shall be responsible for initiating and administering any disciplinary action to its employees, as may be necessary. The Contractor shall take immediate disciplinary actions for personal neglect or dereliction of duties. This includes, but is not limited to, sleeping, listening to unauthorized electronic devices, watching television, reading books, newspapers and other material not connected with official duties (e.g., posters), misuse of Government Property, theft, unreasonable delays or failure to carry out assigned tasks, conducting personal affairs during duty hours, and refusing to render assistance or cooperate in upholding the intent of worksite security or failure to cooperate in quality assurance and safety inspections or other investigations conducted by the Government.
13. Implement and enforce a standard dress code policy to ensure that contract employees wear either appropriate civilian attire or the prescribed duty uniform while on duty. Examples of improper appearance include unclean: ill-fitting or unpressed clothing; dirty or unshined shoes; incomplete, ill-fitting, or improperly worn uniforms; and any other facet of appearance that would reasonably create a negative perception within the public.
14. Manage the total work effort associated with the protective services required to assure adequate and timely completion of services. Included in this function will be a full range of management and administrative duties including program management, phase-in planning, scheduling, report preparation, risk management, establishing and maintaining records and quality control.
15. Be prohibited from display of a corporate logo, trademark, badge, patch, decal, or other wording, or any distinctive corporate markings on any credential, duty uniform or part thereof, or security vehicle or part thereof, or security post, or document, other than standard internal management documents and records, which would identify the Contractor's company affiliation.
16. Obtain, track, maintain, and provide inventory accountability of all necessary equipment.

1.7 Records Management

The Contractor shall:

1. Ensure accurate and complete records of Government business are maintained in accordance with the NPR 1441.1, *NASA Records Retention Schedules*. This includes legacy, electronic and vital records.
2. Segregate records of Government business from company-owned records and from non-record materials.
3. Provide NASA or authorized representatives access to all Government records in accordance with FAR Subpart 4.7, *Contractor Records Retention*.
4. Complete, submit, and maintain a *Records Management Program Plan* for all data or records produced as part of this contract in accordance with DRD 1.7-1.
5. Submit an annual *Records Management Program File Plan* to the NASA KSC Records Manager in accordance with DRD 1.7-2.
6. Deliver Government records to the NASA KSC Records Manager in accordance with NPD 1440.6, *NASA Records Management*, and K NPD 1440. 1, *KSC Records Management Programs*, at the completion or termination of this contract.
7. Coordinate with the CO to obtain the NASA KSC Records Manager's determination as to which records are subject to PWS 1.7 requirements.

1.8 Vehicle Management

The Contractor shall:

1. Perform vehicle management functions in accordance with NPR 6200.1, *NASA Transportation and General Traffic Management*; NPD 6000.1, *Transportation Management*; and KNPR 6000.1, *Transportation Support System Manual*, NASA Official Fleet Management Handbook, EO 13423, and EO 13514.
2. Operate and maintain all GSA leased vehicles. Utilize the KSC on-site fueling stations for fueling GSA leased vehicles and government furnished vehicles. There is no Government furnished facility for maintaining the general purpose vehicles.
3. Ensure that all drivers have proper state licenses, with applicable endorsements, for equipment being operated.

4. Input the required fleet data into the Federal Automotive Statistical Tool (FAST) for any GSA leased and government furnished vehicles annually, as scheduled by the NASA Agency Transportation Manager.
5. Comply with the vehicle manufacturer's normal service schedule for all government furnished vehicles and take full advantage of manufacturer warranty repairs when applicable.
6. Provide a *Vehicle Utilization Plan* per DRD 1.8-1.
7. Provide a *Vehicle Damage Report* per DRD 1.2-2.

2.0 Emergency Management and Protective Services Communications Center (PSCC)

Emergency Management personnel shall operate under the Four Tenets of Emergency Management framework: Emergency Preparedness, Emergency Operations, Continuity of Operations (COOP), and Test, Training and Exercise (TT&E). The four phases of emergency management, (preparedness, response, mitigation, and recovery) are described in KNPR 8715.2, Comprehensive Emergency Management Plan.

The PSCC is located in facility K6-900, room 2P10. It serves as the emergency dispatch for KSC. Personnel in the PSCC monitor all alarms, fire and security, access control, recording, Closed Circuit Television (CCTV), emergency warning, and make all radio communications to emergency responders 24 hours per day, 7 days a week (24/7). An alternate PSCC is located in facility K6-1446K, room 1102 and it is only utilized when the primary PSCC must be evacuated.

The Contractor shall:

1. Provide a professionally managed, comprehensive emergency management and PSCC program that complies with National Fire Protection Association (NFPA) 1600, *Standard on Emergency Management and Business Continuity Programs*; NFPA 1561, *Standard on Emergency Services Incident Management System*, and KNPR 8715.2, *Comprehensive Emergency Management Plan (CEMP)*.
2. Develop, maintain, and implement an *Emergency Management Program Plan* as specified in DRD 2.0-1.
3. Develop, maintain, and implement a *PSCC Management Program Plan* as specified in DRD 2.0-2.

2.1 Emergency Preparedness

The Contractor shall:

1. Comply with the requirements of the K NPR 8715.2, and provide updates to the subject document to the NASA Emergency Management Officer (NEMO).
2. Provide comprehensive planning in policy, procedures, directives, and all-hazard assessment requirements per DRD 2.0-1
3. Implement applicable emergency preparedness policies and directives from NASA headquarters, federal, state and local directives. Provide for an integrated and coordinated federal, state, and local response consistent with the National Incident Management System (NIMS); the National Response Framework (NRF); NFPA 1600; and NFPA 1561.
4. Implement protective measures and mitigation strategies in accordance with KDP-KSC-P-3001 through 3019 to safeguard Government Furnished Facilities and Government Furnished Property.
5. Maintain the capability to respond to and coordinate emergency management support to agency or national emergencies.
6. Conduct weekly operational readiness checks of applicable Government-provided hand-held, mobile, and fixed communication devices (e.g. HF (High Frequency) radios, ham radios, 400 MHz radios, cell phones, satellite, and facsimile system).
7. Maintain the capability to operate the Mobile Command Center Vehicle (MCV) and its equipment.
8. Update and coordinate hazard-specific K DPs to the CEMP for Government approval. Reference KDP-KSC-P-3001 through 3019.
9. Conduct operational and process verification reviews of existing plans from KSC onsite contractors to ensure all CEMP requirements are adequately addressed.
10. Develop and publish a quarterly emergency management bulletin for distribution to all Center personnel.

2.2 Emergency Operations

The Emergency Operations Center (EOC) is located in facility K6-900, room 2 R21 and is comprised of consoles and communications equipment as listed in KDP-KSC-P-3002, *Command Control and Communications*. During non-emergency periods, when the EOC is inactive, EOC personnel are typically staffed in an administrative area during 1st shift weekdays, excluding holidays. The Mobile Command Center Vehicle (MCV) is a shared asset with Cape Canaveral Air Force Station (CCAFS). The MCV is located at CCAFS facility 50012, Fire Station #1. The

MCV is equipped with wireless internet, cell phones, VHF and UHF radio, satellite radio phones, audio video equipment and infrared telescopic cameras, generator power, and personal comfort. An alternate EOC is located in facility M7-355, room 4 297, and is only utilized when the primary EOC must be evacuated.

The Contractor shall:

1. Provide EOC management and support, interoperable communications processes and systems, damage assessments, interagency coordination, and mutual aid, upon EOC activation. Coordinate center emergency activities with KSC Emergency Support Functions (ESF) staff.

Note: The ESF staff includes NASA and other KSC onsite contractors.

2. Staff and operate an EOC and related equipment (computer systems/software and communications equipment) in addition to being capable of staffing and maintaining an alternate facility under continuity of operations planning.
3. Activate and operate the EOC when major emergencies occur or are likely to occur, such as those emergencies listed in KNPR 8715.2, table 4-1, *KSC Hazard Threat Identification*, as well as interagency emergency operations, and other responses where an intra- or interagency response is required. Additionally, the EOC shall be activated when deemed necessary by the NEMO.
4. Respond to emergencies not requiring EOC activation.

Note: EOC activation is the decision of the Incident Commander (IC), who in turn notifies the NEMO. Responses to emergencies not requiring EOC activation are emergencies that involve the on-scene activation of the MCV.

5. Operate the Web EOC® software program and related EOC functions. In addition, provide Web EOC® training to NASA and other KSC onsite contractors.

Note: Hardware and software maintenance of the Web EOC are GFS via the IMCS contractor.

6. Operate the MCV and its related emergency response equipment as directed by the IC and the NEMO.

Note: Maintenance of the MCV and its equipment is GFS via the 45th Space Wing in accordance to the KCA-4255, *Memorandum of Agreement (MOA)/Joint Operating Procedure (JOP) between the 45th Space Wing and Kennedy Space Center and for Fire Security, Emergency Management and Emergency Medical Services*.

7. Coordinate damage assessment and recovery operations with NASA, other Government agencies, and contractors, consistent with KDP-KSC-P-3007, *Damage Assessment*, and KDP-KSC-P-3010, *Emergency Recovery Operations*. In addition, provide an operational pre-brief for each event.

8. Conduct emergency operations and recovery actions in accordance with the CEMP.
9. Prepare and present post-event briefings.
10. Operate the NASA Emergency Notification and Accountability System (ENS) at KSC. Conduct monthly tests of the NASA ENS, or when directed by the NEMO.
11. Comply with the NIMS when deploying mitigation, preparedness, response, and recovery actions associated with emergency management.
12. Train the ESF staff in accordance with NIMS and maintain training records.
13. Train the hurricane coordinators in accordance with KDP-KSC-P-3006, *Tropical Storm and Hurricane Preparation, Response and Recovery*. Due to expected number of personnel to be trained, provide more than one training opportunity to accommodate potential scheduling conflicts.

Note: Hurricane coordinators include NASA, KPSC, and other KSC onsite contractors.
14. Develop and administer a Lessons-Learned Program and Corrective Action Plan (CAP) consistent with best practices to identify shortfalls, weaknesses, and failures identified during the post-event evaluation. A published, final report shall describe assessed performance and recommend corrective actions.

2.3 Continuity of Operations (COOP)

The Contractor shall:

1. Evaluate new and existing plans and operations, in accordance with K NPR-1040.3, *Continuity of Operations (COOP) Planning Procedural Requirements* to ensure the required COOP capability exists. Provide findings and recommended updates to the NEMO.
2. Ensure a level of readiness and consistency in the outcomes directed by Federal Continuity Directive 1 – 1 (FCD-1), *Federal Executive Branch National Continuity Program and Requirements*; EO 12472, *Telecommunications Preparedness*; EO 12656, *Assignment of Emergency Preparedness Responsibilities*; and when applicable, MOU or Mutual Aid Agreements with federal, state, and local counterparts engaged in continuity of operations activities such as shared facilities and systems.

2.4 Test, Training & Exercise (TT&E)

The Contractor shall:

1. Test, train and exercise emergency management and continuity capabilities. Demonstrate, evaluate, and continually improve the planned capabilities.
2. Develop, maintain and administer a comprehensive TT&E program in accordance with standards and requirements outlined in NIMS, FCD-1, and the Homeland Security Exercise and Evaluation Program (HSEEP).
3. Ensure that testing of the alert, notification and activation procedures and systems are accomplished per HSEEP and FCD-1.
4. Conduct annual exercise to demonstrate the capability to:
 - a. Execute emergency response plans using first response force.
 - b. Activate the EOC (all ESFs).
 - c. Activate the Alternate EOC (COOP Management, Support Team).
5. Support, participate, and coordinate TT&E activities with NASA, federal, state and local emergency management officials, and other Government agencies including tenants and adjacent military installations.
6. Develop and administer a Lessons-Learned Program and Corrective Action Plan (CAP) consistent with best practices to identify shortfalls, weaknesses, and failures identified during the evaluation of TT&E activities. A published, final report shall describe assessed performance against exercise objectives and include recommended corrective actions.
7. Maintain documentation of activities such as training, response to emergencies, and accident/incidents requiring emergency response.
8. Promote, administer, and manage the Independent Study (IS) Training courses offered by the Emergency Management Institute, Federal Emergency Management Agency (FEMA) for all KSC personnel. Document the completion of the subject training courses.

2.5 Protective Services Communications Center (PSCC)

The PSCC is located in facility K6-900, room 2P 10. It serves as the emergency dispatch for KSC. Personnel in the PSCC monitor all alarms, fire and security, access control, recording, Closed Circuit Television (CCTV), emergency warning, and make all radio communications to emergency responders 24/7. An alternate PSCC is located in facility K6-1446K, room 1102 and is only utilized when the primary PSCC must be evacuated.

The Contractor shall:

1. Provide personnel to operate the PSCC 24/7 which contains emergency and administrative telephones, point-to-point telephones, access control systems, fire and security alarm systems, CCTV systems, Coastal Radar/CCTV, Criminal Justice Information System (CJIS) Terminal, 2-way radio base stations with multi-net/bridging capabilities, emergency warning systems, and CCTV recording and voice recording systems.
2. Maintain a capability to activate the alternate facility in case of a need to evacuate the primary PSCC.
3. Maintain an up-to-date list in the PSCC of emergency contact telephone numbers, including NASA Protective Services Office (PSO), center management, center emergency operations personnel, federal and local law enforcement agencies, local emergency management, and fire departments with which KSC has mutual aid agreements.
4. Operate the response Computer Aided Dispatch (CAD) system located in the PSCC and associated applications.

Note: Hardware and software maintenance of the CAD are GFS via the IMCS contractor.

5. Operate the 911 emergency telephones and the Telephone Device for the Deaf (TDD)
6. Notify appropriate emergency response elements and provide updated information to emergency response elements as it is received by dispatchers.
7. Electronically track and record all incidents with a chronological listing of events using the CAD system. This information shall be provided to the NASA PSO when requested.
8. Ensure that all dispatchers are certified to the Emergency Medical Dispatcher (EMD) level as a minimum by the International Academies of Emergency Dispatch (IAED).
9. Ensure dispatchers meet and maintain the requirements of NFPA 1061, *Professional Qualifications for Public Safety Tele-communicator and Emergency Medical Dispatch*. NFPA 1221, *Standard for the Installation, Maintenance, and Use of Emergency Services Communications Systems*, shall be the guide for receiving, dispatching, and recording emergency communication. All dispatchers shall be certified to use the CJIS system and the NIMS Incident Command System IS-100 and IS-700.
10. Provide qualified dispatchers 24/7 unless otherwise noted in the following posts in the PSCC.

Table 2.5, PSCC – Posts

Posts	Notes
Supervisor Console	No Weekends or Holidays
Dispatcher Console - A	
Dispatcher Console - B	
Dispatcher Console - C	1 st shift only, No Weekends or Holidays

3.0 Fire Services

The Contractor shall:

1. Provide a professionally managed, comprehensive fire rescue services program that complies with the NASA-STD-8719.11, *NASA Safety Standard for Fire Protection*, NFPA codes and standards, state standards and regulations as applicable, and NPR 8715.3.
2. Develop, maintain, and implement a Fire Protection Program Plan as specified in DRD 3.0-1, *Fire Protection Program Plan*.

3.1 Fire Operations and Fire Fighting

The Contractor shall:

1. Operate fire stations #1 and #2; 24/7:
 - a. Fire Station #1, facility M6-695, Structural and ALS.
 - b. Fire Station #2, facility J6-2370, Structural, ARFF, and ALS.
2. As part of Contract Options 3f-3j, if exercised; operate Fire Station #3, facility J7-1339, Structural; 24/7.
3. Meet the time distance standard for emergency responses in accordance with Attachment J-16, Technical Exhibit 3.1, *KSC Fire Station Response Time Areas*. Perform time distance drills to ensure that all established response times are maintained.
4. Provide qualified Fire Services Operations personnel 24/7 in the following posts:

Table 3.1, Fire Services Operations – Posts

Location/Post	Number of Combat Personnel	Positions
Station #1	1	Firefighter/Lieutenant
	1	Firefighter/Driver
	2	Firefighter
	2	Firefighter/Paramedic
Station #2	1	Assistant Chief Operations
	1	Battalion Chief Operations
	5	Firefighter/Lieutenant
	5	Firefighter/Driver
	2	Firefighter
	2	Firefighter/Paramedic
Station #3 ¹	1	Firefighter/Lieutenant
	1	Firefighter/Driver
	2	Firefighter

Note: A minimum of eight of the above personnel per shift shall be certified as hazmat team members.

¹ Station 3: Only applies for Contract Options 3f-3j

5. Provide minimum staffing on a fire engine:
 - a. Firefighter/Lieutenant
 - b. Firefighter/Driver
 - c. Firefighter
 - d. Firefighter
6. Provide minimum staffing on an Ambulance:
 - a. Firefighter/Paramedic
 - b. Firefighter/Paramedic
7. Provide minimum staffing on these cross staffed vehicles: Aerial/Ladder, ARFF, Heavy Rescue, or Hazmat Vehicles.
 - a. Firefighter/Lieutenant
 - b. Firefighter/Driver
8. Conduct formalized shift turnover meetings from off going shift to on coming shift to ensure that all on-duty personnel are informed of activities scheduled for their shift, including special scheduled work details, training requirements, and any special activities.
9. Conduct detailed daily inspections of all emergency response apparatus and equipment, including personal protective clothing and equipment, to ensure that all emergency response elements are functional.
10. Conduct a daily conference call with the Fire Chief and all fire stations Monday through Friday.
11. Submit a Daily Activity Report, to the NASA PSO detailing all emergency responses, training activities, and all off normal actions or activities.
12. Manage all emergency responses and daily communications through the Protective Services Communications Center (PSCC), facility K6-900, room 2P10.
13. Comply with OSHA 1910.134, *Respiratory Protection*, requirements for on-scene entry personnel prior to entering a fire area for all emergency responses.
14. Provide monthly time distance response matrix reports detailing all emergency responses to the COTR.
15. Use NASA approved standardized turn-out gear, ARFF gear, self-contained breathing apparatus (SCBA) and associated equipment.
16. Maintain and inspect all protective clothing (such as turn-out gear, ARFF suits, Hazard Material (Hazmat) suits, wild land fire fighting ensemble and uniforms) to meet all current NFPA 1971, *Standard on Protective Ensembles for Structural Fire Fighting and Proximity Fire Fighting*, NFPA 1977, *Standard on Protective Clothing and Equipment for Wild Land Fire Fighting*, and OSHA requirements.

17. Provide tactical rescue such as high and low angle, confined space, trench, structural collapse, and water rescues, and other situations that present more complex and dangerous circumstances than routinely encountered. These types of incidents require a higher degree of training and specialized equipment to conduct safe operations.
18. Conduct operations, testing, and operational readiness checks in accordance with manufacturer's recommendations and NFPA Standards for all Government furnished fire vehicles and equipment provided to the Fire Services by the Government. The following are examples of equipment but is not in any way limited to the list provided below,
 - a. Fire Pumps shall be tested annually in accordance with NFPA 1911, *Standard for the Inspection, Maintenance, Testing, and Retirement of In-Service Automotive Fire Apparatus*.
 - b. Aerial Ladders shall be tested annually in accordance with NFPA 1914, *Standard for Testing Fire Department Aerial Devices*.
 - c. Ground Ladders shall be tested annually in accordance with NFPA 1931, *Standard for Manufacturer's Design of Fire Department Ground Ladders*.
 - d. SCBA shall be operational readiness checked in accordance with NFPA 1404, *Standard for Fire Service Respiratory Protection Training*, and NFPA 1989, *Standard for Breathing Air Quality for Emergency Services Respiratory Protection*.
 - e. All fire hose shall be tested annually per NFPA 1962, *Standard for the Inspection, Care, and Use of Fire Hose, Couplings and Nozzles and the Service Testing of Fire Hose*.
 - f. ARFF foam producing equipment shall be tested in accordance with NFPA.
19. Be responsible for the use and care of the SCBA equipment.

Note: When the SCBA equipment is used in training or in an actual emergency, the Institutional Services Contractor (ISC) shall be notified and they will pick up the used air tanks, service them, and place them back in service. SCBA is serviced and tested by the ISC.
20. Ensure all Government furnished fire vehicles and equipment are properly maintained and maintenance records made available to the Government any time requested.

Note: Fuel and heavy equipment maintenance for vehicles are GFS via the ISC.
21. Replace firefighting agents to maintain sufficient quantities.
22. Actively participate in approved NASA mutual aid agreements with the local city, county, state and federal emergency response agencies.
23. Obtain approval for non-emergency responses from NASA PSO prior to sending fire vehicles and firefighters to off-site locations for static displays, briefings, air shows and other community activities.

24. Verify that firefighting personnel pass annual physical examinations that comply with NPR 1800.1, *NASA Occupational Health Program Procedures*.

Note: Physicals are GFS via the KSC Medical and Environmental Support Contract (MESC).

25. Update pre-fire plans annually and retain the plans on first response and command vehicles.
26. Develop, maintain, and update pre-fire plans on all occupied (with 10 or more occupants) or high value structures, aircraft and unique vehicles in accordance with NFPA 1620, *Standard for Pre-Incident Planning*.
27. Provide a centralized rapid response ALS Emergency Medical Services; including treatment and transport of patients to local hospitals (patients are defined as all visitors, contract and government employees). Local and primary hospitals include:
 - a. Jess Parrish Medical Center, Titusville, FL
 - b. Cape Canaveral Hospital, Cape Canaveral FL
 - c. Wuesthoff Hospital, Rockledge FL
 - d. Holmes Regional Medical Center, Melbourne FL

28. Ensure that the Emergency Medical Services (EMS) Section is managed by an individual with current national or Florida state paramedic licenses, and other required certifications, e.g., assistant chief certifications.

29. Develop an EMS Program and ensure coordination with the KSC Medical Services Officer.

Note: KSC Medical Services Officer is under the MESC. Medical supplies and medications are GFS via the MESC.

30. Ensure Firefighter/Paramedics performing ALS services operate under the authority and direction of the KSC Medical Services Officer when they interact with a patient.
31. Ensure all Firefighter/Paramedics maintain a current Florida state or national paramedic license, and remain certified and are fully capable at all times.
32. Ensure that all ambulances are certified as ALS ambulances by the State of Florida. This ALS certification must always remain current.
33. Develop a Fire Services Safety Section. This section shall be managed by an individual (e.g., an assistant chief) assigned with the responsibility of providing oversight of the development of overall safety of operations, to include all rescue responses, fire suppression, emergency medical services, hazardous materials mitigation, special operations, and occupational safety.
34. Ensure the incident safety officer is integrated with the incident management system (IMS) as a command staff member, for all moderate to large emergency responses.

35. Ensure that the fire department's personnel accountability system is utilized for all responses to Immediately Dangerous to Life or Health (IDLH) environments.
36. Ensure that rapid intervention teams (RIT) have been established for all responses to IDLH environments.
37. Develop an incident risk management plan that is incorporated into the fire department's IMS.
38. Develop and maintain standard operating procedures (SOPs) pertaining to the fire department occupational health and safety program.
39. Develop and distribute health and safety information for the education of fire department members at least quarterly.
40. Develop recommendations arising from the investigation of accidents, injuries, occupational deaths, illnesses, exposures, and the observation of incident scene activities to eliminate or reduce future occurrences.
41. Ensure that the Fire Services infection control program meets the requirements of OSHA 29 CFR 1910.1030, *Occupational Exposure to Bloodborne Pathogens*.
42. Ensure that the critical incident stress management program is incorporated into the fire department's member assistance program.
43. Conduct annual SCBA fit checks testing in accordance with all regulatory requirements, including KNPR 1820.4, *KSC Respiratory Protection Program*.
44. Respond to and mitigate all hazardous material spills or releases.
45. Develop and institute a program to ensure competency of Hazardous Materials Technicians in accordance with NFPA 471, *Recommended Practices for Responding to Hazardous Materials Incidents*, NFPA 472, *Standard for Competence of Responders to Hazardous Materials/Weapons of Mass Destruction Incidents*, OSHA 29 CFR 1910.120, *Hazardous Waste Operations and Emergency Response*, state Emergency Response Commissions, and Public Sector Hazardous Materials Training Guidelines.
46. Establish and implement an IDLH rescue Program in accordance with OSHA 29 CFR.
47. Ensure all fire incidents are reported using the National Fire Incident Reporting System, (NFIRS) in accordance with NASA-STD-8719.11.
48. Manage all emergency operations in accordance with the NIMS.
49. Perform fire hydrant flow test on all fire hydrants annually. Document results and report any maintenance deficiencies to the KSC Authority Having Jurisdiction (AHJ) and ISC.

50. Support all stand-by requirements of KSC through an "In-District" response readiness posture.
51. Ensure Fire Stations and associated furnishings and appliances are clean and well maintained.

Note: Custodial services are not provided for Fire Station #1 (M6-695), Fire Station #2 (J6-2370), or Fire Station #3 (J7-1339). General maintenance (e.g. plumbing repair, electrical repair, and general building repairs) of the Fire Stations, are GFS via the ISC.

3.2 Fire Services Training and Certifications

The Contractor shall:

1. Provide a fire service training program that meets agency standards and complies with OSHA and NFPA standards.
2. Provide Cardiopulmonary Resuscitation (CPR) and Automatic External Defibrillator (AED) training to maintain certifications for KPSC staff.
3. Ensure all fire department members with an emergency response function meet annual training requirements including:
 - a. SCBA
 - b. Live fire
 - c. Driver
 - d. Hazmat
 - e. ARFF
 - f. Safety
 - g. Fire prevention
4. Provide that all firefighters are trained and certified in ARFF per NFPA 402, *Guide for Aircraft Rescue and Fire-Fighting Operations*, and NFPA 403, *Standard for Aircraft Rescue and Fire-Fighting Services*, and ensure that they remain certified and fully capable at all times.
5. Ensure at least two (one day and one night) live hot fire ARFF training drills per year.

Note: KSC does not furnish a live ARFF trainer. The Contractor may bring an approved ARFF trainer onsite to meet the training requirements.

6. Conduct at least two (one day and one night) structural training drills per year.

7. Ensure firefighters are trained and certified in High-Hazard Occupancy firefighting and remain certified and fully capable at all times.
8. Ensure firefighters are trained and certified in transportation vehicles firefighting and extrication and remain certified and fully capable at all times.
9. Ensure firefighters are trained and certified in rural and urban interface firefighting and remain certified and fully capable at all times.
10. Provide a select number of firefighters to comprise a Special Operations Team (SOT) that are trained and certified in rope, structural collapse, confined space, trench, and vehicle/machinery rescue and hazardous materials response to the technician level and ensure that the SOT remains certified and fully capable at all times.
11. Ensure firefighters not on the SOT are trained and certified in rope, structural collapse, confined space, trench, and vehicle/machinery rescue and hazardous materials response to the operations level. Ensure that they remain certified and fully capable at all times.
12. Ensure firefighters are trained in Chemical, Biological, Radiological, and Nuclear (CBRN) awareness and ensure that they remain fully capable at all times.
13. Ensure the SOT members are trained into a technician or equivalent level to respond to CBRN incidents and remain fully capable at all times.
14. Provide a Fire Chief certified to a minimum of:
 - a. DOD Fire Officer IV, or
 - b. Florida State Fire Officer II, or
 - c. Pro Board Fire Service Professional Qualifications System Fire Officer IV
15. Provide Deputy Fire Chief(s) certified to a minimum of:
 - a. DOD Fire Officer IV, or
 - b. Florida State Fire Officer II, or
 - c. Pro Board Fire Service Professional Qualifications System Fire Officer IV
16. Provide Assistant Chief(s) certified to a minimum of:
 - a. DOD Fire Officer II, or
 - b. Florida State Fire Officer I, or
 - c. Pro Board Fire Service Professional Qualifications System Fire Officer II
17. Provide Battalion Chief(s) certified to a minimum of:
 - a. DOD Fire Officer I, or
 - b. Florida State Fire Officer I, or
 - c. Pro Board Fire Service Professional Qualifications System Fire Officer II

18. Provide Lieutenant(s) certified to a minimum of:
- DOD Fire Officer I, or
 - Florida State Fire Officer I, or
 - Pro Board Fire Service Professional Qualifications System Fire Officer I
19. Provide Firefighter/Drivers certified to a minimum of:
- DOD Firefighter II, and DOD Driver Operator Pumper, or
 - Florida State Firefighter Minimum Standards, and Florida State Apparatus and Pumper Operator, or
 - Pro Board Fire Service Professional Qualifications System Firefighter II, and Pumper Operator.

In addition, Firefighter/Drivers shall also have one of the following: DOD Driver Operator ARFF, or Pro Board ARFF Apparatus, or KSC ARFF Firefighter trained to FAA Part 139 and NFPA 1003.

20. Provide Firefighter/Paramedic(s) certified to a minimum of:
- DOD Firefighter II, or
 - Florida State Firefighter Minimum Standards, or
 - Pro Board Fire Service Professional Qualifications System Firefighter II.

In addition, Firefighter/Paramedic(s) shall be National Registry Paramedic or Florida State Paramedic and shall also have one of the following: DOD ARFF Firefighter, or Pro Board ARFF Firefighter, or KSC ARFF Firefighter trained to FAA Part 139 and NFPA 1003.

21. Provide Firefighter(s) certified to a minimum of:
- DOD Firefighter II, or
 - Florida State Firefighter Minimum Standards, or
 - Pro Board Fire Service Professional Qualifications System Firefighter II.

In addition, Firefighter(s) shall also have one of the following: DOD ARFF Firefighter, or Pro Board ARFF Firefighter, or KSC ARFF Firefighter trained to FAA Part 139 and NFPA 1003.

Note: An online continual education provider may be used to accomplish and maintain some of the required certifications above.

3.3 Fire Services Physical Fitness Requirements

The Contractor shall:

- Ensure all combat personnel are physically fit and physically capable of performing fire fighting duties.
- Ensure all fire department personnel receive an annual medical physical based upon an ergonomic review of the critical physical attributes required for emergency service operations, and compliant with the requirements of NPR 1800.1. To ensure personnel

wellness, the fire department shall have physical fitness exercise requirements evaluation which will be known as the Combat Task Test (CTT). Refer to Attachment J-09, *Screening Requirements*.

Note: The annual medical physicals are GFS via the MESC.

3. Ensure all combat personnel participate in an individualized physical fitness program while on duty status, on each scheduled workday (shift). Team sports such as basketball or volleyball will not be eligible to meet the entire requirement.
4. Allow combat personnel approximately 1.5 hours each shift to complete physical fitness requirements if senior shift fire officer deems permissible. Barring department operational requirements, exercises shall normally take place during recognized first shift time frames. KPSC issued physical fitness uniforms shall be worn while exercising.
5. Document all combat personnel physical fitness activities on a KSC Physical Fitness Training Roster. Forms shall be forwarded to the Fire Services Administrative Office at the end of each month. Completed forms shall be kept on file for a period of 12 calendar months and shall be available upon the Government's request.
6. Have combat personnel participate in each of the three specific disciplines during physical fitness periods:
 - a. Flexibility
 - b. Strength
 - c. Aerobics
7. Ensure personnel take the Combat Task Test (CTT) in successive order listed below:
 - a. Ascend and descend 75 feet of stairway while carrying a 14 pound simulated high rise pack.
 - b. Hoist a 50' roll of 1-3/4" hose with nozzle, using a 1/2" to 5/8" rope, to a height of 50 feet.
 - c. Simulate forcible entry by hitting 150 lb. beam with 9 lb. sledgehammer to move the beam a distance of 5 ft (Keiser Force Machine). Firefighters must keep both hands below a tape-marked line on the sledgehammer which is 1 foot down from the head of the sledgehammer, and only contact the beam with the head of the sledgehammer.
 - d. Lift, drag or carry a 170 lb mannequin a distance of 85 ft.
8. Ensure that personnel wear the following protective clothing while completing the CTT:
 - a. Full structural firefighting bunker gear (coat and pants).
 - b. NFPA approved structural firefighting boots.
 - c. SCBA with a composite bottle, of the employee's choice, used by the KSC Fire Department. Personnel shall wear the face mask, maintain an adequate respiratory seal and breathe SCBA bottled air while performing the CTT.
9. Administer the CTT annually and require combat personnel to complete the CTT within 7 minutes.
10. Allow combat personnel up to 3 additional attempts within 90 days to successfully complete the CTT. Should the employee fail to pass the CTT within the 90 day timeframe, the employee will no longer be certified to perform in a combat function.

3.4 Fire Prevention

The Contractor shall:

1. Develop and maintain a Fire Prevention and Investigation program that complies with NASA-STD-8719.11 and NFPA Codes and Standards.
2. Provide an Assistant Chief of Fire Prevention trained to a minimum of:
 - a. Department of Defense (DOD) Fire Officer III, DOD Fire Inspector II I, and International Association of Arson Investigators (IAAI) Certified Fire Investigator. or
 - b. Florida State Fire Officer I, Florida State Safety Inspector II, and Florida State Fire Investigator II. or
 - c. Pro Board Fire Service Professional Qualifications System Fire Officer III, Pro Board Fire Service Professional Qualifications System Fire Inspector I, and Pro Board Fire Investigator.
3. Provide fire inspectors trained to a minimum of:
 - a. DOD Fire Inspector I. or
 - b. Florida State Fire Safety Inspector I. or
 - c. Pro Board Fire Service Professional Qualifications System Fire Inspector I.
4. Provide a minimum of one fire inspector that has and maintains the State of Florida Fire Safety Inspector I certification.
5. Provide annual refresher training to all fire inspectors by certified instructors.
6. Provide annual refresher training regarding arson investigations to the Assistant Chief of Fire Prevention by certified instructors.
7. Participate in facility or hazardous operational walk downs.
8. Retain all fire inspection reports electronically.
9. Perform fire inspections for all facilities at least annually; identify fire hazards and discrepancies; and process reports and corrective actions in accordance with NASA-STD-8719.11 and NFPA Codes and Standards.
10. Investigate all fires using qualified arson investigator and submit findings to NASA PSO
11. Resolve issues involving the identification of fire hazards with the facility manager. Issues that cannot be resolved by the KPSC inspector, Assistant Chief of Fire Prevention, and Fire Chief shall be brought to the attention of the KSC AHJ for resolution.
12. Track all fire hazards and discrepancies until closure.

13. Forward all fire discrepancies that are not corrected within one year of being detected to the KSC AHJ.
14. Investigate all fires per NFPA 921, *Guide for Fire and Explosive Investigations*, and NASA-STD-8719.11.
15. Issue hot work permits, space heater permits, and flammable/combustible liquid storage permits at all work sites. Prioritize hot work permits for scheduled and high priority hot work operations except when other contractors may be responsible for issuing permits
16. Test, inspect, maintain, install, and purchase replacement portable fire extinguishers for all facilities and areas where portable extinguishers are required per NFPA 10, *Standard for Portable Fire Extinguishers*.
17. Provide bi-monthly fire safety education to aid the KPSC fire protection workforce in recognizing and eliminating fire hazards, and reporting fire or emergency situations.
18. Develop and publish quarterly briefs focused on fire prevention as part of the public education fire safety program.
19. Conduct annual fire evacuation drills on all facilities occupied with 10 or more occupants and maintain documentation of each drill. Conduct monthly evacuation drills for the Child Development Center, M6-883.

3.5 Fire Protection Engineering

Fire protection engineering employees serve as the subject matter experts under direction of the KSC AHJ for matters relating to fire protection engineering, including, but not limited to, type of construction, occupancy classification, facility separation, water supplies, fire alarm detection systems, standpipe systems, suppression systems, and life safety requirements.

The Contractor shall:

1. Provide qualified staff that is proficient with NFPA codes. As a minimum, one of the members of the Fire Protection Engineering staff shall be a registered Fire Protection Engineer or Certified Fire Protection Specialist.
2. Develop, implement, and maintain a Fire Protection Engineering program that complies with NASA-STD-8719.11 for both KSC and NASA-owned resources at CCAFS and Florida Annexes.
3. Provide annual facility fire risk analyses and fire protection engineering surveys for mission essential and hazardous operations facilities.

4. Review and submit engineering comments for compliance with NASA, NFPA, and ICC Codes and Standards of design deliverables on all new, refurbishment, and modification facility projects. Reviews are held at the 30, 60, and 90% stages of a facility project.
5. Provide support for facility projects at KSC including, but not limited to, site plan approval requests and field inspections for code compliance or installation violations.
6. Review and submit engineering comments of construction shop drawings, equipment installation in hazardous locations, and self-help facility modifications identified by fire inspectors.
7. Witness all final acceptance tests of fire protection systems to ensure compliance with approved design documents and applicable codes and standards.
8. Provide code compliance consultation services for requests submitted by NASA engineering, design engineering firms, institutional safety organizations, and facility managers.
9. Review and submit engineering review comments on utility outage impacts to identify life safety and fire protection concerns associated with the outage.
10. Perform fire hydrant flow tests for new or modified fire suppression systems. Submit and maintain documentation on available flows from KSC fire hydrants. Review fire operations flow test results to determine any hydraulic gradient issues. Report findings to the AHJ.
11. Provide at least one engineering representative to attend the annual NASA Fire Coordinators Meeting held in conjunction with the NFPA Conference and Expo.
12. Provide and document training for all engineering staff to obtain a minimum of 8 Continuing Education Units per year directly related to fire protection engineering.

4.0 Security Services

The Contractor shall:

1. Provide a professionally managed, comprehensive security services program that complies with the NPR 1600.1, *NASA Security Program Procedural Requirements*, and KNPR 1600.1, *KSC Security Procedural Requirements*.
2. Develop, maintain, and implement a *Security Program Plan* as specified in DRD 4.0-1.
3. Provide law enforcement services, in addition to performing security duties, to temporarily detain and arrest by taking into custody for violations of federal law (which includes assimilated Florida criminal law). Such law enforcement services are limited to the minimum necessary to protect persons and property. Applicable requirements and procedures are detailed in PWS 4.1.1.3, *Criminal Violation Enforcement*, below.

4.1 Physical Security

Physical Security encompasses uniformed armed Security Officers (SOs) and Security Police Officers (SPOs) to perform tasks such as; (a) respond to alarms and emergencies, (b) enforce NASA and federal regulations, (c) conduct personnel, vehicular, and facility checks and inspections, (d) perimeter and facility access control, (e) package and parcel inspection, (f) crowd control, (g) parking and traffic control, (h) patrol public areas, roadways and marine waterways, (i) staff gates, (j) establish roadblocks, (k) observe and report fires, water leaks, environmental threats, and other hazards, (l) lock and unlock facilities and rooms, (m) conduct flag protocols, (n) safeguard NASA aircraft and other sensitive and critical assets, (o) provide motorist assistance, and (p) escort persons and equipment. This is accomplished through the use of static posts at perimeter gates, mobile patrols, marine units, airborne surveillance patrols, K-9 patrols, and the Emergency Response Team (ERT).

The Contractor shall:

1. Prepare, review, distribute, and maintain General Orders, Post Orders, and emergency and special orders for each security post and position.
2. Immediately notify the NASA PSO of all significant incidents (e.g., potential for violence, felony arrest, potential counterintelligence matters, and media involvement).
3. Track, disposition, and account for all Central Violation Bureau citations, fines, reports, hearing schedule, and coordinate with KSC Special Assistant United States Attorneys (SAUSAs).
4. Document all information into the KSC Incident Crime Information System (ICIS) (e.g. offense reports, traffic reports, field interviews and photographs, and citations).

4.1.1 Patrol Operation

The Contractor shall:

1. Provide armed SOs and SPOs to safeguard personnel and material resources located on KSC property. Mobile and fixed posts are 24/7 unless otherwise noted in Table 4.1.1, *Security Operations – Posts*. As directed by the COTR, the Contractor shall support any deviation on post or position (e.g. LC-39 Rover directed to support a fixed post at the Shuttle Landing Facility to safeguard an aircraft while at KSC in lieu of LC-39 Rover post).

Note: All requirements identified in this PWS section are expected to be performed by the post or positions identified in Table 4.1.1. Contractor is expected to utilize flexible scheduling to manage individual duties or assignments. In addition, the VAB/OPF Protection and Traffic Enforcement #2 Mobile Posts are only provided if Contract Options 4f-4j is exercised.

Table 4.1.1, Security Operations – Posts

Post/Position	Type	Hours of Operation	Training Required	Title	Notes
Watch Commander	Mobile	24/7	SOFCC	SO	
Supervisor-All Areas	Mobile	24/7	FAA/FMP	SPO	
Gate 2-Position 1	Fixed	0530-1900 Mon-Fri	SOFCC	SO	No Holidays
Gate 2-Position 2	Fixed	0530-1900 Mon-Fri	SOFCC	SO	No Holidays
Gate 2-Position 3 Use existing mobile post to fill this post	Fixed	0600-0830 Mon-Fri	SOFCC	SO	No Holidays
Gate 3-Position 1	Fixed	24/7	SOFCC	SO	
Gate 3-Position 2	Fixed	24/7	SOFCC	SO	
Gate 3-Position 3 Use existing mobile post to fill this post	Fixed	0600-0830 Mon-Fri	SOFCC	SO	No Holidays
Gate 4-Position 1	Fixed	24/7	SOFCC	SO	
Gate 4-Position 2	Fixed	24/7	SOFCC	SO	
LC-39 Rover	Mobile	24/7	SOFCC	SO	
VAB/OPF Protection ²	Mobile	24/7	SOFCC	SO	
Launch Pads Rover	Mobile	24/7	SOFCC	SO	
Rover-All Areas	Mobile	0600-1700 Mon-Fri	SOFCC	SO	No Holidays
Industrial Rover	Mobile	24/7	SOFCC	SO	
River/Air Boat Rover	Mobile	24/7	SOFCC/Marine Certification	SO	Vehicle Rover during inclement weather
K-9 Patrol	Mobile	24/7	K-9/FMP	SPO	
Traffic Enforcement #1	Mobile	24/7	FAA/FMP	SPO	
Traffic Enforcement #2 ²	Mobile	24/7	FAA/FMP	SPO	
ERT #1 Lead	Mobile	24/7	ERT/FAA/FMP	ERT	
ERT #2	Mobile	24/7	ERT/SOFCC	ERT	
ERT #3	Mobile	24/7	ERT/SOFCC	ERT	
ERT #4	Mobile	24/7	ERT/SOFCC	ERT	
Armorer	Fixed	24/7	SOFCC	SO	
Investigator	Mobile	Nominally 1 st Shift	FAA/FMP	SPO	Work Schedule Varies

2. Conduct shift formation at the beginning of each shift prior to posting. Shift formation shall include roll call, uniform inspection, weapons check, intelligence and safety briefings, and other briefs as necessary.

² VAB/OPF Protection and Traffic Enforcement #2- Only applies for Contract Options 4f-4j

3. Implement and enforce a standard dress code policy to ensure that personnel wear the prescribed duty uniform or other appropriate civilian attire. Duty uniforms shall be neat, clean, and display the NASA Protective Services patch and officer nametag.
4. Require all security officers assigned to perimeter gates wear all necessary equipment, including personal emergency alarms.
5. Require security officers stationed at the perimeter gates to have personal gamma radiation detectors and be trained in the use and operation of the detectors. Employ methods to detect the presence of explosives and CBRN threats to personnel and assets.
6. Ensure mobile patrols and the ERT are equipped with suitable vehicles for patrol and response activity on and off roadway and be in constant communication with the PSCC.
7. Perform special operation support and hazardous operation safety roadblocks in accordance with approved safety and security plans.
8. Establish Extended Restricted Areas (ERAs) and enforce launch danger area safety zones to preclude entry of unauthorized persons into the expanded temporary restricted or critical areas as outlined in Contractor developed and PSO approved plans to support launch operations as requested by the COTR or CO.
9. Convoy or escort launch systems payloads, flight hardware, miscellaneous movements, and other dangerous or hazardous movements on KSC utilizing escort units.
10. Control ingress and egress at specified KSC installation entry control points in accordance with applicable NASA-KSC directives and SOPs.
11. Control three lanes of traffic for ingress at two perimeter gates during the peak hours of 0600 to 0830 Monday-Friday, or as directed by the COTR or CO.
12. Conduct entry, exit, and on-property inspections of vehicles using a Contractor generated schedule approved by KSC PSO. These checks shall be conducted to safeguard Government property, prevent introduction of contraband, and preclude the unauthorized removal of classified information.
13. Investigate incidents and offenses, safeguard disaster and crime scenes, enforce traffic regulations, investigate traffic accidents, direct traffic, and issue citations. Provide the traffic accident report within the next business day.
14. Control access to incident scenes involving safety, fire, workplace violence, natural disaster or other emergencies as directed by the COTR. The Contractor senior fire or security officer on scene shall assume on-site incident command unless relieved by the COTR for those incidents under the control of the COTR as defined in the KSC CEMP, and then provide area access control until released by recognized KSC authority.

15. Exercise the authority and responsibility to identify and request the use of any service, equipment, or assistance at KSC that may be required to reduce the impact of an emergency.
16. Coordinate and recommend security related revisions to the KSC CEMP. Recommendations shall be provided to the NEMO.
17. Provide patrols for the inspection and reporting of suspicious activities, unsecured, unsafe, and hazardous conditions of gates, bollards, facilities, offices, docks, and roadways.
18. Conduct roving patrols of the Center roadways and waterways at various times to avoid patterns of predictable behavior. Patrol primary function is to participate in maintaining a secure facility, e.g. to prevent and detect break-ins, vandalism, Center and facility breaches, security violations and criminal conduct, etc. In addition, the Contractor shall be alert for crimes of opportunity and shall initiate positive control actions to deter or prevent criminal activity.
19. Provide certified marine patrol officers to patrol all KSC waterways.
20. Arrest or detain criminal suspects for identification and investigative purposes.
21. Provide investigative support to conduct internal and special investigations as directed by the COTR. Incident reports and other traditional law enforcement reports shall be provided to the COTR.
22. Identify and immediately report unsafe or potentially unsafe conditions, procedures, or activities to the PSCC.
23. Ensure that security officers respond expeditiously to requests for assistance and emergencies or alarms in accordance with PSO approved SOPs. Examples include response to electronic security system alarms, unsecured area alarms, duress alarms, credit union alarms, fire alarms, environmental and oxygen sensor alarms, hazardous incidents, medical emergencies and unlock requests.
24. Provide patrols to randomly check facilities to ensure they are properly secured and periodically conduct facility walk-through inspections to check for unlocked classified security containers.
25. Conduct special activities such as badge checks upon entry to or exit from specific locations, areas, or facilities on Center. These activities will be performed in lieu of routine patrol activities using on-duty assets as directed by the COTR or CO.
26. Provide protective services for stored or transported space hardware and other items and facilities as directed by the COTR or CO.

27. Provide protective services for any onsite employee while the employee is at their job site, as directed by the COTR or CO.
28. Escort people from the Center for security reasons as necessary.
29. Provide the capability to respond to bomb threats and suspicious packages. The Contractor shall:
 - a. Investigate and conduct searches to locate possible threats.
 - b. Identify packages or items and make a determination if they are potential hazardous devices.
 - c. Establish and secure perimeters for an area or facility should a package or items be determined a threat.
 - d. Potential hazardous devices examples are a bomb, improvised explosive device, commercial explosives, illegal fireworks, suspicious packages, or ordnance.
30. Notify the Center Chief of Security (CCS) and the KSC Fire Department of suspicious packages in accordance with approved SOPs.
31. Provide four personnel trained in hostage negotiation techniques capable of responding to a critical incident involving a hostage-taking or barricaded subject. Ensure negotiator training remains current.
32. Provide and maintain specialized crisis intervention equipment.
33. Provide a Crisis Intervention Team certified in incident command in accordance with NIMS and cross train with the KSC ERT. Hostage negotiators shall not be members of the ERT.
34. Display current National Terror Advisory level signage at each perimeter gate.
35. Conduct helicopter patrols to ensure only authorized personnel are on restricted property.

Note: Helicopters and pilots are GFS via the ISC.

4.1.1.1 Traffic Enforcement

KSC Traffic Enforcement Units are dedicated to keeping the KSC roadways safe. These units conduct specialized operations in problem areas during critical times using marked and unmarked patrol vehicles. The Contractor shall conduct motor vehicle traffic enforcement; protect human life, Government assets and high-value property; assist in the escort of flight hardware; and conduct VIP and dignitary escorts.

The Contractor shall:

1. Provide traffic enforcement in support of institutional and user requirements.

2. Enforce and respond to traffic regulations, conduct vehicle stops, direct traffic, investigate traffic accidents, write reports, and issue traffic citations.
3. Provide crime detection and prevention, make arrests, respond to emergencies and provide roadway and parking area safety through the application of NASA PSO directed enforcement techniques.
4. Utilize in-car audio and video systems.
5. Provide security and protection to persons in custody and transport them to a detention facility as necessary.
6. Perform protection of VIP and dignitary visits when required, and provide escort movement of flight hardware and nuclear isotope power sources.

4.1.1.2 Canine (K-9) Operations

K-9 units shall be assigned to the patrol shifts to cover all areas of KSC. The K-9 units shall be responsible for tasks to include explosive and narcotics detection, facility and vehicle sweeps, assist with traffic stops, and searches for persons or evidence.

The Contractor shall:

1. Provide K-9 response in support of PWS requirement 4.1.1-29.
2. Provide training, nationally recognized certification, maintenance, care, and control of canine resources.
3. Maintain K-9s capable of detecting and indicating the presence of contraband (passive alert), such as narcotics or explosives, and performing security and law enforcement patrols as an adjunct to a security officer.
4. Conduct narcotics and explosive sweeps.
5. Utilize facility K 6-2496B, Canine Kennel and Administration Building, to house and maintain K-9s.

4.1.1.3 Criminal Violation Enforcement

In performing the security functions described in this PWS, the Contractor will encounter criminal activity. KSC uses the Federal Magistrate Program to prosecute violations of Class B misdemeanors. All SPOs have specialized training in Federal Arrest Authority, the federal magistrate process, and the District Court Violation Bureau process, and are authorized to issue District Court Violation Notices. SPOs are also trained in KSC processes for handling Class A misdemeanors and felonies.

The Contractor shall:

1. Provide SPOs to implement the KSC Petty Offense program (POP) and administer Class A misdemeanors and felonies. These duties shall be performed in accordance with KNPD 2010.1, *Basic Prosecution of Criminal Offenses Occurring at KSC*; KNPR 2010.1, *Basic Procedural Requirements for the Processing of Criminal Offenses at KSC*; KNPR 1600.1; and the Central Violations Bureau Agency Manual.
2. Provide SPOs trained in Federal Arrest Authority, the federal magistrate process, and the District Court Violation Bureau process and authorized to issue District Court Violation Notices.
3. Enforce federal law, as simulated state law, and NASA regulations; conduct vehicle stops; direct traffic; make arrests; issue District Court Violation Notices and KSC citations; write reports; conduct DUI testing; transport prisoners; comply with legal instructions of the KSC Special Assistant U.S. Attorneys (SAUSA); and testify in court.
4. Provide an investigator to conduct administrative, security, and criminal inquiries.
5. Ensure all personnel the contractor selects as SPOs have the final approval of the CCS.
6. Provide a minimum of 16 hours annually of in-service training for each SPO.

4.1.1.4 Emergency Response Team

The KSC ERT has training in special weapons and tactics and is capable of immediate response to any type of threat or security emergency on KSC. ERT duties and responsibilities are in addition to the duties and responsibilities contained in 4.1.1, *Patrol Operations*.

The Contractor shall:

1. Provide an ERT that meets the enhanced physical standards and certifications for specialized teams found in NPR 1600.1, and NPR 1620.2, *Physical Security Vulnerability Risk Assessments*.

2. Provide a cohesive team trained in hostage and victim rescue, special tactics and planning, and the use of specialized equipment, firearms and other weapons capable of an immediate on-site response to effectively and safely resolve a variety of critical security incidents including terrorist aggression, workplace violence, active shooter, and hostage situations.
3. Be capable of an immediate on-site response to effectively and safely resolve a variety of critical security incidents including, workplace violence, active shooter, hostage situation, and terrorist aggression.
4. Establish a selection board for the purposes of selecting ERT personnel. The board shall consist of two members of Contractor's management, the ERT supervisor, and the Contract safety representative. The CCS shall be in attendance during board deliberations.
5. Ensure ERT personnel have completed a certified course on precision shooting training.
6. Train for and participate in annual SWAT Round-Up International, Orlando, FL.
7. The contractor shall provide ERT Supervision, capable of responding to any incident 24 x 7. The training requirements shall be ERT/FMP/FAA.

4.1.1.5 Security Armory

This section encompasses the operations and maintenance of the KSC armory for the purpose of storage and issue of weapons, ammunition, portable radios and other necessary equipment used by security officers. Armorers will also be responsible for the issuance of patrol vehicles and maintain duty rosters provided to them by the Watch Commanders. The KSC Armory is equipped with Closed Circuit Television (CCTV) and alarm systems.

The Contractor shall:

1. Coordinate with the PSCC to ensure operability of the CCTV and alarm once per shift.
2. Utilize the KSC armory to safely store, maintain, repair (when possible), account for, issue and receive weapons, ammunition, portable radios, and other necessary equipment to authorized personnel.
3. Complete an inventory of all weapons, ammunition, portable radios, keys, and accountable equipment (e.g. traffic radars, binoculars, night vision devices, etc.), stored in the KSC armory at the beginning of each shift.
4. Immediately report any lost or damaged weapons, ammunition, or equipment to the on-duty Watch Commander for action.
5. Ensure weapon clearing barrels are provided for the safe issuance and turn-in of weapons.
6. Maintain a list of security officers not qualified to carry weapons.

4.1.1.6 Flag Protocol

The KSC flag protocol office is located at KSC Security Patrol Headquarters, K6-2496, and serves as the central contact for the U.S. flags located on KSC. The office provides handling of U.S. flags including the raising and lowering of flags and replacement of worn flags on designated poles; half staff notifications to tenant organizations; flag procurement and storage. The designated flag pole locations are as follows: Headquarters (M6-399), Security Patrol Headquarters (K6-2496), Security Gate 2 (M6-1724), Gate 3 (M6-0223), Gate 4 (H5-2140); Press Site Countdown Clock (K7-1205), Banana Creek Viewing Bleachers (M8-2220) and other locations as specified by the NASA KSC Flag Protocol Officer.

The Contractor shall:

1. Comply with the KSC Flag Policy, Chapter 24, KNPR 1600.1 rules and federal regulations concerning U.S. flag protocol.
2. Coordinate all U.S. flag protocol actions, (e.g., half staff notifications) with the KSC Flag Protocol Officer. Only sworn uniformed SOs or SPOs shall have the honor of raising, lowering, folding, and unfurling the U.S. and NASA flags.
3. Maintain an updated listing of tenant organizations that have flag poles which allow the flag to be raised and lowered.
4. Notify tenant organizations when the U.S. flag is to be flown at half staff.
5. Provide and track all U.S. flag presentations (flags presented to the families of deceased KSC workers) in a spreadsheet.
6. Raising and lowering of flags on designated poles during replacement of worn flags and half staff notifications.
7. Purchase, maintain, and store a sufficient supply of new and flown U.S. flags, and provide storage.
8. Initiate work order and support requests when maintenance is required on designated flag poles to include illumination fixtures if so equipped.

Note: Maintenance on flag poles and illumination fixtures are a GFS via the ISC.

9. Periodically inspect the U.S. and NASA flags for weathered or worn appearance.
10. Provide a dignified destruction method for worn U.S. flags that are no longer serviceable.

4.2 Resource Protection

The KSC Resource Protection Program (RPP) is to promote safeguarding of NASA personnel and property by reducing the opportunity for theft, sabotage, terrorism, and workplace violence and to promote crime prevention by ensuring everyone safeguards Government property. This is accomplished through the implementation of a comprehensive resource protection plan, physical security plan, vulnerability and threat assessments, and identification and protection of critical, one-of-a-kind assets.

The Contractor shall:

1. Conduct physical security inspections, audits, key audits and assessments of Center facilities and areas for the purpose of identifying security weaknesses and vulnerabilities, and recommend countermeasures.
2. Develop, maintain, and implement a *Physical Security Plan as specified in DRD 4.2-1*.
3. Conduct security studies, recommend security solutions, write reports, and provide briefings.
4. Review and analyze proposed construction and renovation projects, respond to user requests, and evaluate statistical data.
5. Conduct threat and vulnerability analysis and studies.
6. Develop and distribute, with NASA PSO approval, all security procedures, program security plans, facility security plans, site security plans, contingency plans, and operational security plans.
7. Translate resource protection and physical security requirements into local implementation plans and procedures.
8. Conduct crime prevention surveys utilizing Crime Prevention Through Environmental Design (CPTED).
9. Review and test the physical, mechanical, electronic, and IT systems used to control access to installations, areas, and facilities using the Enterprise Physical Access Control System (EPACS). This includes, but is not limited to, walls, fences, gates, doors, electronic and mechanical locks, turnstiles, and bollards. Submit deficiencies to NASA PSO.
10. Assign personnel to evaluate and recommend to NASA PSO on installation protection needs and requirements based on Force Protection Condition (FPCON) or local threat changes.
11. Provide priority attention and added protection to NASA Mission Essential Infrastructure (MEI) and conduct MEI assessments in accordance with NPR 160 0.1. Submit annual reviews including COOP and recommendations to relocate the MEI if necessary under COOP.

12. Develop and support contingency operation exercises for the following situations and locations, to include, but not limited to:
 - a. Anti-hijack, anti-robbery, and anti-terrorist measures.
 - b. Bombings or bomb threats, hostage, and barricaded situations.
 - c. KSC MEI facilities.
 - d. Mass casualty incidents, mobility, and Non-Nuclear Munitions Storage Areas (NMSAs).
 - e. Work stoppages or walkouts and demonstrations.
 - f. Natural disasters.
 - g. Civil disturbance or riot threatening priority or critical resources.
 - h. Overt attack on a restricted or critical area.
 - i. The need to deploy security forces or obtain additional security forces.
 - j. Receipt of Presidential, senior executive mission aircraft (SENEX), specifically designated special air mission aircraft (SDSAM), or special air mission (SAM) aircraft.
 - k. Arrival of unidentified or unannounced military or commercial aircraft.
 - l. DOE nuclear shipments.
 - m. Arms, Ammunition and Explosives (AA&E) shipments.
 - n. All other shipments that require safe-haven status.

13. Develop KSC-Security-Flash emails for the KSC workforce for major security notifications (e.g. CCAFS launches, major traffic incidents, traffic flow changes, and closure of bridges, roads, intersections, and major highways).

4.2.1 Locksmith Services

The Locksmith Shop is located in facility M6-0486, room 181. It serves as the locksmith storage and key repair shop for KSC. The locksmith administrative support office is located in facility M6-0486, room 141A, and is operated Monday-Friday 0700-1530 hrs. It serves as the office to issue and turn in keys, take service requests and perform other administrative functions for the locksmith shop.

The Contractor shall:

1. Provide personnel, Monday-Friday 0700-1530 hrs (no weekends or holidays) for a full range of locksmith services including, but not limited to, manage locks and keys, control data, install and repair locks and locking devices (both mechanical and electronic key/touch pad), perform emergency openings, set and change combinations of safes, fabricate and issue keys, issue and control padlocks, and maintain work order information.
2. Receive key request forms from civil service and contractor employees. Verify and confirm authorized signatures. Prepare required work order tasks or documentation. Distribute keys in accordance with established practices.
3. Update and maintain existing database (e.g. Personnel Access Security System (PASS) and Key Credential Management System (KCMS)) for all work requests completed and for all keys issued, distributed, and reported lost.

4. Maintain appropriate manufacturer's certifications for installation, operation, maintenance, troubleshooting, and repair of locks currently installed.
5. Provide the capability for responding to emergency work orders after normal working hours.
6. Install, repair and re-key all locks, cylinder cores, evaluate and repair door locks, fabricate and provide maintenance in a timely manner.
7. Ensure all emergency work during normal hours as designated by the COTR is completed in a timely manner.
8. Evaluate, maintain, and repair safes, vaults, and cabinets; all key locks shall be compatible with the existing master key system.
9. Provide locksmith services to support critical national assets and national treasures such as lunar and planetary samples.
10. Provide annual preventative maintenance on walk-in vault locks, electronic locking devices, and safes.
11. Ensure all safes are serviceable for reuse. All combinations shall be changed on safes and vaults upon re-issuance.
12. Maintain and safely operate tools and machinery in the Locksmith Shop.
13. Coordinate with facility maintenance and construction personnel to install and remove locks.
14. Advise and consult with maintenance, operations, engineering, and Resource Protection personnel regarding locking devices and other keying material. Recommend appropriate devices, upgrades, and procedure changes to enhance site security and support new construction or rehabilitation project designs by specifying appropriate locks required. Meet with design engineers when necessary.
15. Maintain an inventory of spare parts and components for all locksmith assignments and duties.
16. Assist in evaluating lost key incidents and reviewing investigations involving all locking systems.
17. Assist Resource Protection personnel and key custodians in conducting key audits.
18. Ensure locksmiths are proficient on all aspects of required services and maintain required certifications (Associated Locksmiths of America or equivalent) including classified container services.

4.3 Personnel Security

The Contractor shall:

1. Implement a general personnel security program including:
 - a. Process security clearance requests and investigations.
 - b. Prepare documentation for adjudication.
 - c. Process employment and termination documents.
 - d. Conduct employee risk determinations.
 - e. Process badge applications.
 - f. Conduct employee interviews.
 - g. Review previous or ongoing investigations.
 - h. Process electronic and paper fingerprints utilizing Government provided equipment and network.
 - i. Receive and process other agency documentation.
 - j. Process other personnel security documentation required by NASA or KSC.
2. Perform database inputs and queries of other Federal Agencies for information related to personnel security matters utilizing services such as: Electronic Questionnaire for Investigations Processing (e-QIP), Office of Personnel Management (OPM), Defense Central Index of Investigations (DCII), National Crime Information Center (NCIC), Federal Bureau of Investigation (FBI), Central Intelligence Agency (CIA), Immigration and Commerce Enforcement (ICE), and the Immigration and Naturalization Services (INS).
3. Maintain and operate the following systems of records:
 - a. Pre-employment screenings.
 - b. Internal access control records.
 - c. National Security clearance records.
 - d. 5 C FR 741 , *Suitability Position Risk Designations*, and the Homeland Security Presidential Directive (HSPD) 12, *Related Records*.
 - e. Personnel Reliability Program (PRP).
4. Distribute, file, destroy and archive personnel security documentation. Provide documentation to other KSC employees as authorized by the NASA PSO.
5. Provide personnel security support Monday through Friday 1st shift, excluding holidays.
6. Ensure personnel security personnel are certified to use the CJIS system.
7. Conduct law enforcement checks through the use of CJIS and communications with various agencies to determine suitability.
8. Maintain records of NASA employees' security file after completion of suitability investigations in accordance with 5 CFR 741, *Suitability Position Risk Designations*.
9. Assist in determining PRP suitability. Provide Interim PRP investigations.
10. Adhere to the requirements of HSPD-12, and applicable NASA regulations.

11. Utilize the ID management databases (IdMAX) which contain personally identifiable information (PII).
12. Process foreign nationals (FN), foreign representatives (FR), dignitaries and guests in accordance with NPR 1371.2, *Procedural Requirements for Processing Requests for Access to NASA Installations or Facilities by Foreign Nationals or U.S. Citizens Who are Reps of Foreign Entities w/Change 1*, and NPR 1600.1; and record FN/FR visits in IdMAX.
13. Assist in the process of developing and approving Security Technology Transfer Control Plans (STTCP) prepared in conjunction with international visits to KSC.
14. Perform compliance checks and associated tasks in support of the administration of International Visits program.
15. Brief international visit sponsors on security and escort requirements prior to visit approval.
16. Ensure databases (e.g. e-QIP, NCI C) containing background investigation and security clearance information are up to date.
17. Initiate all background investigations utilizing e-QIP for clearance investigations in accordance with HSPD-12. In addition, assist and support Government adjudicators in determining personnel suitability for KSC access.
18. Support human resources personnel in identifying the type of personnel investigation required for each position based on the risk level designation and updated clearance requirements.
19. Conduct interviews with personnel during the processing of security background investigations to resolve OPM risk suitability factors.
20. Perform law enforcement records checks and credit history checks.
21. Maintain all personnel security investigative records for KSC personnel security cases.
22. Develop, implement, and maintain a training program that ensures all personnel granted a security clearance are trained to comply with E O 12958, *Classified National Security Information*.
23. Develop and implement a Security Education and Training Program Plan for all personnel at KSC in accordance with NPR 1600.1.
24. Develop and publish a quarterly security awareness newsletter for distribution to all Center personnel.
25. Conduct daily (Monday - Friday) review of regional police blotters and newspapers for arrest of any KSC personnel; report any finding to the CCS.
26. Prepare and present security badging briefings for construction contractors in support of construction pre-work meetings.

4.3.1 Badging

Badging encompasses the issuance and control of identification badges, temporary passes, area permits, special badges, and Center specific badges at KSC. The KSC Badging Office, located in facility M6-0224 west of Gate #3, serves as the centralized location for ID management at KSC.

The Contractor shall:

1. Provide staffing at KSC Badging Office from 0600-1500 to operate, fabricate and issue:
 - a. NASA Badge Transactions
 - b. KSC Temporary passes.
 - c. Center specific badges and credentials.
 - d. Fishing permits.
 - e. NASA Foreign National Permits
 - f. KSC identification (ID) Cards
 - g. Bullet Badges (Media, Overlays, Special Events, Etc.)
 - h. Permanent Area Access (PAA)
 - i. Temporary area authorizations (TAAs)
 - j. Technology control plans as necessary.

Note: Software and hardware maintenance of the Badging Systems is GFS via the IMCS contractor.

2. Provide front counter staffing to service three customers simultaneously during the hours of 0600 - 1000 to process temporary badges.
3. Provide PIV enrollment staffing to handle three customers simultaneously during the hours of 0700 - 1200.
4. Utilize systems and related databases (e.g., the NASA Enterprise Physical Access Control System (EPACS), LENEL™, Access Level Management System (ALMS), IdMAX), for issuing and recording badges and other facility access credentials to employees, contractors, and visitors.
5. Recover ID credentials from personnel upon termination of employment or as directed. Credentials will be properly destroyed and removed as appropriate from the IdMAX system. Comply with NASA badge deactivation procedures when the badging office is notified of an employee termination. Ensure the NASA badge is deactivated in LENEL within 1 hour of notification.
6. Provide ancillary badge material such as non PIV-II card stock, pouches, lanyards and clips that comply with the Federal Information Processing Standard - 201(FIPS 201).
7. Obtain electronic fingerprints as requested.

4.3.2 Information Security (INFOSEC) and Communications Security (COMSEC)

INFOSEC and COMSEC concern the safeguarding and processing of national security classified information in accordance with federal law, including, EO 12958, the National Industrial Security Program Operating Manual (NISPOM), Information Security Oversight Office (ISOO), and COMSEC regulations. Some of these tasks require a TOP SECRET clearance.

The Contractor shall:

1. Conduct classified custodian training and briefings, provide customer advice regarding declassification, and process Form DD 254s, *Contract Security Classification Specification*.
2. Conduct a new hire briefing and a triennial briefing for uncleared employees.
3. Reserved.
4. Reserved.
5. Reserved.
6. Reserved.
7. Ensure proper storage of various levels of classified documents in storage containers and devices according to applicable policies and procedures.
8. Provide COMSEC services to support KSC requirements.
9. Support and troubleshoot technical classified systems and networks including Joint World-Wide Intelligence Communications Systems (JWICS), Secret Internal Protocol Router NETWORK (SIPRNET), and associated COMSEC voice and Secure Tele-conferencing Equipment (STE).
10. Develop, track and administer required annual COMSEC Training for both civil servants and participating contractors.
11. Report any COMSEC violations in writing to the COMSEC Account Manager (CAM) or Alternate CAM (ACAM) within 2 hours.

5.0 NASA Protective Services Training Academy (NPSTA) & KSC Internal Security Training

5.1 NASA Protective Services Training Academy (NPSTA)

The NPSTA program creates and delivers basic and advanced training courses, keeps records and certifications, and maintains accreditation for all NASA Protective Service Special Agents and NASA agency-wide contract security officers. The NPSTA program is administered by NASA HQ and managed by the KSC PSO. The NPSTA is located in KSC facility K6-2496. NPSTA personnel fall under the direction of the KSC CCS.

The Contractor shall:

1. Manage, and equip the NPSTA program in accordance with Attachment J-08, NPSTA Operating Standards.
2. Provide educational and training personnel in accordance with Table 5.1.

Table 5.1, NPSTA Security Training

Post/Position	Hours of Operation	Training Required	Notes
NPSTA Manager/Instructor	Nominally 1 st Shift	FAA	Work Schedule Varies
NPSTA Instructor #1	Nominally 1 st Shift	FAA	Work Schedule Varies
NPSTA Instructor #2	Nominally 1 st Shift	FAA	Work Schedule Varies

3. Develop and implement a *NPSTA Program Plan* per DRD 5.1-1.
4. Operate the NPSTA program under the auspices of the CCS.
5. Provide certified security professionals to teach realistic criminal justice, defensive tactics, firearms, and professional development courses relevant to individual needs.
6. Provide security professionals with the skills they need to protect and save lives. Provide training for effective utilization of resources to mitigate life-threatening situations.
7. Design and develop core curriculum security training in accordance with 42 U.S.C. § 2456a, *Arrest Authority*, NPD 1600.2, *NASA Security Policy*, and 14 CFR Part 1203b, *Security Programs; Arrest Authority and Use of Force by NASA Security Force Personnel*, for approval by NASA Assistant Administrator, Office of Protective Services.

8. Review, schedule, and deliver security training at KSC and other NASA centers for security officers and NASA Protective Services Special Agents. Core curriculum training includes, but is not limited to:
 - a. Security Officer Fundamental Certification Course (SOFCC).
 - b. SOFCC Instructor Certification Course.
 - c. Basic Federal Arrest Authority (FAA) course.
 - d. Refresher training courses.
 - e. High Risk Conflict Resolution (HRCR) Course.

Note: Training at other NASA Centers will be directed by the COTR. Travel cost reimbursement will be a cost no-fee contract line item number.

9. Review, schedule, and deliver courses to train and certify instructor staff (i.e. train the trainer) at KSC and other NASA centers. This instructor certification shall also include quality audits, review of student feedback, and recertification training.
10. Provide additional security, safety, and related law enforcement courses as directed by the COTR.
11. Maintain compliance with and accreditation by the Commission on Accreditation for Law Enforcement Agencies (CALEA) and the Federal Law Enforcement Training Accreditation (FLETA) program.
12. Maintain timely records of student performance and instructor certifications.
13. Conduct NPSTA business with utmost integrity when dealing with other members of Academy staff, students, public, and customers. Ensure student safety and welfare.
14. Maintain a ratio of 1 instructor to no more than 6 students during high liability training (e.g. defensive tactics, force on force, dye marking cartridge).
15. Train security officers to perform duties as armed security personnel without the FAA prescribed in 42 U.S.C. § 2456a, NPR 1600.1, and the SOFCC Basic Course in accordance with Attachment J-08 Table 1.0.
16. Train SPOs and NASA Protective Services Special Agents to perform duties to affect an arrest or use varying degrees of physical force in performance of FAA as outlined in CFR Title 42 Section 2456a in accordance with Attachment J-08 Table 2.0.
17. Provide training for all armed personnel in accordance with Attachment J-08 Table 3.0. Each security officer and NASA Protective Services Special Agent is required to attend every other year.

5.2 KSC Internal Security Education and Training

The Security Education and Training program is KSC specific.

The Contractor shall:

1. Provide educational and training personnel in accordance with Table 5.2.

Table 5.2, KSC Security Training

Post/Position	Hours of Operation	Training Required	Title	Notes
Range Master	Nominally 1 st Shift	SOFCC	SPO	Work Schedule Varies
Combat Arms Trainers (CAT) #1	Nominally 1 st Shift	SOFCC	SPO	Work Schedule Varies
CAT #2	Nominally 1 st Shift	SOFCC	SPO	Work Schedule Varies
KSC Instructor #1	Nominally 1 st Shift	FAA/FMP	SPO	Work Schedule Varies
KSC Instructor #2	Nominally 1 st Shift	FAA/FMP	SPO	Work Schedule Varies
KSC Instructor #3	Nominally 1 st Shift	FAA/FMP	SPO	Work Schedule Varies

2. Develop and implement a *KSC Security Education and Training Program Plan* per DRD 5.2-1.
3. Provide support and assistance to PWS 4.1.1 during unexpected surges in patrol operations.
4. Provide support and assistance to NPSTA security training program.
5. Deliver training classes or develop training plans for other security courses, as necessary, including the requirements of the FMP, defensive tactics, the use of various forms of intermediate weapons, and other specialized equipment.
6. Provide safe operation and oversight of the KSC Range and ensure properly trained and certified Range-master/firearms instructors are available to conduct scheduled on-duty weapons qualifications.
7. Develop and conduct specialized firearms training for NASA Protective Services Special Agents and KPSC security officers. Host training for local, state, and federal law enforcement agencies and others as directed by the COTR.
8. Provide instruction for firearms, less-lethal weapons, automated judgmental shooting drills, night firing, shoot-house, force-on-force scenarios, and “Active Shooter” responses.

9. Provide maintenance of range weapons.
10. Utilize lead-free frangible ammunition for training purposes.
11. Ensure all Internal Security Education and Training personnel:
 - a. Complete a general instructor course and be certified by the Federal Law Enforcement Training Center (FLETC) or NASA determined equivalent.
 - b. Complete a NPSTA basic course of instruction.
 - c. Complete use of force, defensive tactics and/or firearms instructor certification course (as applicable) and be certified by FLETC, or NASA determined equivalent and maintain a current certificate for each instructor techniques courses.
12. Maintain a Training Resource Automation Center (TRAC) that allows tracking of the following:
 - a. Historical Training Information - Includes a complete history of all training and certifications received by each security officer.
 - b. Current Employee Information - Shows assignment changes and tracks assignment requests made by security officers. This portion of the system also tracks seniority, weapons restriction list, and the fitness for duty report.
 - c. Physical fitness information - Tracks the physical qualifications of security officers. This portion of the program shall also track all due dates based on contract requirements.
 - d. Scheduling of training - Control point for scheduling employees for training and tracking training qualifications. These programs interface with the Master Training Plan, Weapons, and Physical Fitness Modules.
 - e. Re-qualification of specific courses - Tracks due dates for all course requirements and assists in scheduling future training. Tracking means shall include generating updated reports to NASA/Range Security 30 days before expiration of current certification.
 - f. Weapons Qualification and Re-qualification - This portion of the program is an unbound form that is used to enter firing records into the firearms table.
13. Obtain the appropriate certifications or qualifications. Examples include:
 - a. Fifty percent of security officers shall be Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED) qualified.
 - b. Recognized professional training certifications to include general and specific firearms, other weapons, tactics, rappelling, and force-on-force.
 - c. All armed personnel shall be qualified with their assigned weapons.
 - d. Providing certified Intoxilyzer™ operators to conduct Intoxilyzer™ tests, in accordance with State of Florida requirements.

5.3 Security Officers Physical Fitness Requirements

The Contractor shall:

1. Ensure all SOs, SPOs, Investigators and other Contractor personnel authorized to be armed, take the Physical Abilities Test (PAT) annually, which consists of the following:
 - a. From a seated position exit vehicle, open trunk, and grab baton-flashlight
 - b. Complete 220 yard run
 - c. Navigate an obstacle course [40 inch wall, three hurdles (24 inch, 12 inch, 18 inch high), serpentine pylon maneuver, low crawl) - total length 115 feet]
 - d. Complete 50 foot sprint
 - e. Drag 150 lb dummy 100 feet
 - f. Repeat obstacle course
 - g. Repeat 220 yard run
 - h. Return baton-flashlight to trunk and enter vehicle
 - i. Time Stops when employee is seated with both hands on the steering wheel
2. Administer the PAT annually and require all SOs, SPOs, Investigators and other contractor personnel authorized to be armed, to complete the PAT within 7 minutes. Personnel who fail to meet this standard may be retested 2 times within 60 calendar days. Refusal to test or failing to pass will be considered a basis for removal from the contract.
3. Screen non-incumbent officers (personnel not previously employed on a NASA Protective Services Contract) and administer a physical agility test that includes a one mile run in less than 10 minutes.
4. Ensure personnel participating on specialty teams such as ERT and K-9 meet the physical standards set in NPR 1600.1.

6.0 Indefinite Delivery Indefinite Quantity (IDIQ) Task Orders

The Contractor shall provide staffing for the following posts as directed by NASA for special circumstances. Some examples may include: a K-9 patrol supporting CCAFS launch operations, a security rover supporting a movie set at KSC, or a Battalion Chief supporting a Fire Training Request at another NASA center. NASA will provide as much advance notice as possible. For any special circumstance that cannot be handled with the baseline staffing as determined by the COTR, the Government will issue a separate IDIQ task order as identified below.

Table 6.0, IDIQ Task Orders

CLIN	Post/Position	Units
009a	K-9 Patrol	One 8.5-hr shift (any shift)
009b	K-9 Patrol	One 4-hr shift (any shift)
009c	Security Rover	One 8.5-hr shift (any shift)
009d	ERT	One 8.5-hr shift (any shift)
009e	Badging Official	One 4-hr shift (any shift)
009f	Paramedic	One 4-hr shift (any shift)
009g	Fire Inspector	One 4-hr shift (any shift)
009h	PSCC Dispatcher	One 4-hr shift (any shift)
009i	Assistant Chief	One 8-hr shift (any shift)
009j	Battalion Chief	One 8-hr shift (any shift)
009k	Firefighter/ Lieutenant	One 8-hr shift (any shift)
009l	Firefighter/Driver	One 8-hr shift (any shift)
009m	Firefighter	One 8-hr shift (any shift)
009n	Emergency Management Specialist	One 8-hr shift (any shift)
009o	Locksmith	One 1-hr shift (any shift)
009p	Travel/Equipment/ Material	Lot

Note: The shifts required above can occur at any time including weekends and holidays. CLIN 009p, Travel, Equipment and Material are limited to requirements that will be ordered to support the labor requirements of CLIN 009a through 009o.

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**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

Government Furnished IT Seats

Attachment J-02

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The Government will provide the following not-to exceed (NTE) IT seats to the Contractor. Any request above the NTE IT seats will require justification and approval by the Contracting Officer.

NTE Count	IT Seats	Description
Standard Computing Seat Desktop	120	The Standard Computing seat is intended for overall general purpose computing in support of Center and Agency activities, and is packaged with a pre-defined set of services and service options. Typical usage includes e-mail, Web browsing, standard office automation and desktop productivity enhancement software, including report preparation, presentation creation, meeting scheduling, spreadsheet generation, as well as general science and engineering application development and execution. Desktops are computer platforms in an enclosure that allow for expansion and that can be placed on a desk or on the floor. It includes a single monitor, keyboard, mouse, and external speakers with each Desktop seat.
Standard Computing Seat Laptop	18	The Standard Computing seat is intended for overall general purpose computing in support of Center and Agency activities, and is packaged with a pre-defined set of services and service options. Typical usage includes e-mail, Web browsing, standard office automation and desktop productivity enhancement software, including report preparation, presentation creation, meeting scheduling, spreadsheet generation, as well as general science and engineering application development and execution. Laptops are provided with a docking station solution for end-users who require seat mobility, performance, and lighter weight. It includes a laptop carrying case with each Laptop seat.
Email/File Storage Account	100	An email/file storage account is utilized for individuals that do not have a need for a dedicated computing seat for assigned duties. Subject accounts are typically utilized where several people share a computer. An account provides an individual the capability to log on to a Government computer for viewing emails, conduct online training, etc...
Facsimile Machine	7	Self-explanatory

NTE Count	IT Seats	Description
Smartphone	12	Research in Motion (RIM)® capable device such as BlackBerrys®. In addition, it includes the battery, wall and car chargers, carrying case (holster), and hands-free headset and all required software licenses for the devices.
Cell Phones	75	Cellular phone seats have the following minimum set of services: Voicemail, Wireless, and Speaker Phone. In addition, it includes the battery, wall chargers, and required software licenses for the devices.
Pagers	25	Numeric, alphanumeric one way, and alphanumeric two-way, statewide and nationwide coverage areas, Voice Mail notification, Local and toll-free number services, Return To Service features, Octel Message Notification (Out calling).
Standard Black and White Network Printer	4	Printer - Monochrome – approximately 50 ppm 1200 x 1200 dpi
Standard Color Network Printer	7	Printer - Color – approximately 30 ppm 600 x 600 dpi
Multi-Function Device Network Printer	2	Device that can be configured to print, scan, and fax.

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**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

Performance Standards

Attachment J-03

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Section 1.0, Program Management

WORK REQUIREMENT #	TITLE	PERFORMANCE STANDARD
1.0-2	DRD Submissions	100% of DRD submissions shall be submitted within the DRD due dates.

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Section 2.0, Emergency Management and PSCC

WORK REQUIREMENT #	TITLE	PERFORMANCE STANDARD
2.2-02	Alternate EOC Activation and Operations	During first shift, Monday - Friday, activate and operate an alternate EOC, in the event the primary EOC must be evacuated, within 30 minutes.
2.2-03	EOC Activation and Operations	Activate and operate an Emergency Operations Center (EOC) with a minimum of 2 qualified emergency management specialists within 30 minutes of the emergency during 1st shift, and within 3 hours on all other shifts, holidays, and weekends. While the EOC is activated, the minimum staff of two shall be in place throughout the duration of the emergency.
2.5-01	PSCC Operations	100% of incoming emergency phone calls or alarm notifications shall be answered or acknowledged within 5 seconds of receipt.
2.5-02	Activation of alternate PSCC	Activation of alternate PSCC within 15 minutes of evacuation of building K6-900, primary PSCC. Activation of alternate PSCC shall have a certified dispatcher on-site with alternate equipment enabled and ready to perform PSCC duties.
2.5-07	Initial Notification to Emergency Response elements	Notify the appropriate emergency responder (eg. Fire department, security, etc...) within 1 minute of completion of phone call or notification of alarm.

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WORK REQUIREMENT #	TITLE	PERFORMANCE STANDARD
3.1-02a	First Crew Response	First crew respond and be out of station within 1 minute or less after receipt of the alarm for all emergency responses.
3.1-02b	Time distance standard for emergency responses	Reference Technical Exhibit 3.1, KSC Fire Station Response Time Areas.
3.4-15	Hot Work Permits	High priority hot work permits shall be issued within 24 hours of receipt. All others shall be issued within 72 hours of receipt.
3.5-07	Final Acceptance Tests	100% of all final scheduled acceptance tests of fire protection systems shall be witnessed.

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WORK REQUIREMENT #	TITLE	PERFORMANCE STANDARD
4.1.1-23	Security Response	Maintain a 4 minute response time for all emergency calls, alarm activations or other situations where life or property is endangered. A ten minute response time to outlying areas is acceptable. Maintain a 15 minute response time for all non-emergency calls.
4.1.1-30	Notification of Suspicious Packages	Notify the CCS and the KSC Fire Department within 4 minutes of the determination of a suspicious package.
4.1.1.4-02	ERT Response	The ERT function shall provide an initial ERT officer on scene at a critical KSC facility within 5 minutes with the fully assembled ERT on scene within 10 minutes. Fully assembled ERT responses to other remote locations on KSC shall not exceed 15 minutes.
4.2.1-03	Locksmith Database Update for all Work Requests	Existing database shall be updated and maintained within 2 working days of completion of work.
4.2.1-05	Emergency Work Orders after Normal Working Hours	For emergencies after hours the Contractor shall be onsite within 3 hours.
4.2.1-06	Work Request Completed	Within 4 working days of initial request.
4.2.1-07	Emergency Work Orders during Normal Working Hours	For emergencies during normal work hours, the Contractor shall be onsite within 1 hour.
4.3-16	Personnel Security Database Updates	Existing database shall be updated and maintained within 5 working days of completed investigation.

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Section 5.0, NPSTA and KSC Internal Security Training

WORK REQUIREMENT #	TITLE	PERFORMANCE STANDARD
5.1-11	Updates to records of student performance and instructor certifications	Records shall be updated within 7 days of completion.

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**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

Compliance Documents

Attachment J-04

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Item	Number	Name
1	14 CFR 1203b.103	<i>Security Programs; Arrest Authority and Use of Force by NASA Security Force Personnel</i>
2	15 U.S.C. 645	<i>Offenses and Penalties</i>
3	EO 11246	<i>Equal Employment Opportunity</i>
4	EO 12472	<i>Telecommunications Preparedness</i>
5	EO 12656	<i>Assignment of Emergency Preparedness Responsibility</i>
6	EO 12958	<i>Classified National Security Information</i>
7	EO 13148	<i>Greening the Government through Leadership in Environmental Management</i>
8	EO 13423	<i>Strengthening Federal Environmental, Energy and Transportation Management</i>
9	EO 13514	<i>Federal Leadership in Environmental, Energy and Economic Performance</i>
10	Federal Continuity Directive-1 (FCD-1)	<i>Federal Executive Branch National Continuity Program and Requirements (Feb 2008)</i>
11	FIPS 199	<i>Standards for Security Categorization of Federal Information and Information System, Assessment</i>
12	FIPS 200	<i>Minimum Security Requirements for Federal Information and Information Systems</i>
13	FIPS 201	<i>Personal Identification of Federal Employees and Contractors</i>
14	GIDEP S0300-BT-PRO-010	<i>GIDEP Operations Manual</i>
15	GIDEP S0300-BU-GYD-010	<i>GIDEP Requirements Guide</i>
16	HSPD 12	<i>Related Records</i>
17	KCA-4255	<i>Memorandum of Agreement/MOA/Joint Operating Procedure (JOP) between the 45th Space Wing and Kennedy Space Center and for Fire Security, Emergency Management and Emergency Medical Services</i>
18	KDP-KSC-P-1473	<i>KSC Mishap Reporting and Investigating</i>
19	KDP-KSC-P-1881	<i>Records Management</i>
20	KDP-KSC-P-2111	<i>Reporting Close Calls</i>
21	KDP-KSC-P-3001	<i>Warning, Alerting, and Evacuation</i>
22	KDP-KSC-P-3002	<i>Command, Control, and Communications</i>
23	KDP-KSC-P-3003	<i>Fire Response</i>
24	KDP-KSC-P-3004	<i>Launch Accidents</i>
25	KDP-KSC-P-3005	<i>Adverse Weather</i>
26	KDP-KSC-P-3006	<i>Tropical Storm and Hurricane Preparation, Response, and Recovery</i>
27	KDP-KSC-P-3007	<i>Damage Assessment</i>

Item	Number	Name
28	KDP-KSC-P-3008	<i>Hazardous Materials Emergency Response</i>
29	KDP-KSC-P-3009	<i>Basic Aircraft Emergencies</i>
30	KDP-KSC-P-3010	<i>Emergency Recovery Operations</i>
31	KDP-KSC-P-3011	<i>Radiological Emergency During a Launch Mishap</i>
32	KDP-KSC-P-3012	<i>Loss of Utilities</i>
33	KDP-KSC-P-3014	<i>Emergency Procedures Document for Space Program Operations Contract Process Safety Management Facilities</i>
34	KDP-KSC-P-3015	<i>Mutual Aid Assistance for Emergency Support</i>
35	KDP-KSC-P-3016	<i>Mass Casualty Response</i>
36	KDP-KSC-P-3017	<i>Tsunamis</i>
37	KDP-KSC-P-3018	<i>National Incident Management System (NIMS) Component Structure at KSC</i>
38	KDP-KSC-P-3019	<i>Pandemic Response Plan</i>
39	KNPD 1440.1	<i>KSC Records Management Programs</i>
40	KNPD 1600.3	<i>Use of Alcoholic Beverages on Kennedy Space Center (KSC) Property</i>
41	KNPD 1800.2	<i>KSC Hazard Communication Program</i>
42	KNPD 1810.1	<i>KSC Occupational Medicine Program</i>
43	KNPD 2010.1	<i>Basic Prosecution of Criminal Offenses Occurring at KSC</i>
44	KNPD 2820.2	<i>NASA KSC Software Policy</i>
45	KNPR 1600.1	<i>KSC Security Procedural Requirements</i>
46	KNPR 1820.3	<i>KSC Hearing Loss Prevention Program</i>
47	KNPR 1820.4	<i>KSC Respiratory Protection Program</i>
48	KNPR 1840.19	<i>KSC Industrial Hygiene Programs</i>
49	KNPR 1860.1	<i>KSC Ionizing Radiation Protection Program</i>
50	KNPR 1860.2	<i>KSC Nonionizing Radiation Protection Program</i>
51	KNPR 2010.1	<i>Basic Procedural Requirements for the Processing of Criminal Offenses at KSC</i>
52	KNPR 2540.1	<i>KSC Telecommunications Services</i>
53	KNPR 2570.1	<i>KSC Radio Frequency Spectrum Management Procedural Requirements</i>
54	KNPR 4000.1	<i>Supply and Equipment Systems Manual</i>
55	KNPR 6000.1	<i>Transportation Support System</i>
56	KNPR 8500.1	<i>KSC Environmental Requirements</i>
57	KNPR 8553.1	<i>NASA Kennedy Space Center Environmental Management System (EMS)</i>
58	KNPR 8715.2	<i>Comprehensive Emergency Management Plan (CEMP)</i>

Item	Number	Name
59	KNPR 8715.3	<i>KSC Safety Practices Procedural Requirements</i>
60	KNPR 8830.1	<i>Facilities and Real Property Management Procedural Requirements</i>
61	KNPR-1040.3	<i>Continuity of Operations (COOP) Planning Procedural Requirements</i>
62	KSC-STD-F-0004	<i>Standard for Fire Protection Design</i>
63	MFR 137	<i>Mission Focus Review Recommendations 137</i>
64	MFR 7	<i>Mission Focus Review Recommendations 7</i>
65	N/A	<i>National Incident Management System (NIMS)</i>
66	N/A	<i>National Response Plan (NRP)</i>
67	N/A	<i>Homeland Security Exercise and Evaluation Program (HSEEP)</i>
68	N/A	<i>Central Violations Bureau Agency Manual</i>
69	N/A	<i>NISPOM Supplement (NISPOMSUP)</i>
70	N/A	<i>The Department of Defense Overprint to the NISPOMSUP</i>
71	N/A	<i>Director of Intelligence Directives (DCID)</i>
72	N/A	<i>National Security Telecommunications and Information Systems Security Advisory Memorandum (NSTISSAM) Tempest/2-95 manual</i>
73	N/A	<i>NASA Official Fleet Management Handbook</i>
74	NASA-STD-8719.11	<i>NASA Safety Standard for Fire Protection</i>
75	NASA-STD-8719.13	<i>Software Safety Standard</i>
76	NFPA 10	<i>Standard for Portable Fire Extinguishers</i>
77	NFPA 101	<i>Life Safety Code</i>
78	NFPA 1061	<i>Professional Qualifications for Public Safety Telecommunicator and Emergency Medical Dispatch</i>
79	NFPA 110	<i>Standard for Emergency and Standby Power Systems</i>
80	NFPA 12	<i>Carbon Dioxide Extinguishing Systems</i>
81	NFPA 1221	<i>Standard for the Installation, Maintenance, and Use of Emergency Services Communications Systems</i>
82	NFPA 12A	<i>Halon 1301 Fire Extinguishing Systems</i>
83	NFPA 14	<i>Installation of Standpipe and Hose Systems</i>
84	NFPA 1404	<i>Standard for Fire Service Respiratory Protection Training</i>
85	NFPA 15	<i>Water Spray Fixed Systems for Fire Protection</i>
86	NFPA 1561	<i>Standard on Emergency Services Incident Management System</i>
87	NFPA 1600	<i>Standard on Emergency Management and Business Continuity Programs</i>

Item	Number	Name
88	NFPA 1620	<i>Standard for Pre-Incident Planning</i>
89	NFPA 17	<i>Dry Chemical Extinguishing Systems</i>
90	NFPA 17A	<i>Wet Chemical Extinguishing Systems</i>
91	NFPA 1911	<i>Standard for the Inspection, Maintenance, Testing, and Retirement of In-Service Automotive Fire Apparatus</i>
92	NFPA 1914	<i>Standard for Testing Fire Department Aerial Devices</i>
93	NFPA 1931	<i>Standard for Manufacturer's Design of Fire Department Ground Ladders</i>
94	NFPA 1962	<i>Standard for the Inspection, Care, and Use of Fire Hose, Couplings and Nozzles and the Service Testing of Fire Hose</i>
95	NFPA 1971	<i>Standard on Protective Ensembles for Structural Fire Fighting and Proximity Fire Fighting</i>
96	NFPA 1977	<i>Standard on Protective Clothing and Equipment for Wild Land Fire Fighting</i>
97	NFPA 1989	<i>Standard for Breathing Air Quality for Emergency Services Respiratory Protection</i>
98	NFPA 20	<i>Installation of Stationary Pumps for Fire Protection</i>
99	NFPA 2001	<i>Clean Agent Fire Extinguishing Systems</i>
100	NFPA 25	<i>Inspection, Testing and Maintenance of Water-Based Fire Protection Systems</i>
101	NFPA 402	<i>Guide for Aircraft Rescue and Fire-Fighting Operations</i>
102	NFPA 403	<i>Standard for Aircraft Rescue and Fire-Fighting Services</i>
103	NFPA 471	<i>Recommended Practices for Responding to Hazardous Materials Incidents</i>
104	NFPA 472	<i>Standard for Competence of Responders to Hazardous Materials/Weapons of Mass Destruction Incidents</i>
105	NFPA 70	<i>National Electrical Code</i>
106	NFPA 70E	<i>Standard for Electrical Safety in the Workplace</i>
107	NFPA 72	<i>National Fire Alarm Code</i>
108	NFPA 731	<i>Installation of Electronic Premises Security Systems</i>
109	NFPA 921	<i>Guide for Fire and Explosive Investigations</i>
110	NIST SP 800-18	<i>Guide for Developing Security Plans for Federal Information Systems</i>
111	NIST SP 800-26	<i>Security Self-Assessment Guide for Information Technology Systems</i>
112	NIST SP 800-30	<i>Risk Management Guide for Information Technology Systems</i>

Item	Number	Name
113	NIST SP 800-34	<i>Contingency Planning Guide for Information Technology Systems</i>
114	NIST SP 800-61	<i>Computer Security Incident Reporting Guide</i>
115	NIST SP 800-63	<i>Electronic Authentication Guideline</i>
116	NPD 1371.5	<i>Coordination and Authorization of Access by Foreign Nationals and Foreign Representatives to NASA</i>
117	NPD 1382.17	<i>NASA Privacy Policy</i>
118	NPD 1440.6	<i>NASA Records Management</i>
119	NPD 1440.6	<i>NASA Records Management Program</i>
120	NPD 1600.2	<i>NASA Security Policy</i>
121	NPD 1600.3	<i>Policy on Prevention and Response to Workplace Violence</i>
122	NPD 2800.1	<i>Managing Information Technology</i>
123	NPD 2810.1	<i>NASA Information Security Policy</i>
124	NPD 2820.1	<i>NASA Software Policy</i>
125	NPD 6000.1 – <i>Transportation Management</i>	
126	NPD 8500.1	<i>NASA Environmental Management</i>
127	NPD 8800.14	<i>Policy for Real Property Management</i>
128	NPR 1371.2	<i>Procedural Requirements for Processing Requests for Access to NASA Installations or Facilities by Foreign Nationals or US Citizens Who are Reps of Foreign Entities w/Change</i>
129	NPR 1382.1	<i>NASA Privacy Policy Procedural Requirements</i>
130	NPR 1441.1	<i>NASA Records Retention Schedules</i>
131	NPR 1441.1	<i>NASA Records Retention Schedules</i>
132	NPR 1600.1	<i>NASA Security Program Procedural Requirements</i>
133	NPR 1620.2	<i>Physical Security Vulnerability Risk Assessments</i>
134	NPR 1800.1	<i>NASA Occupational Health Program Procedures</i>
135	NPR 2800.1	<i>Managing Information Technology</i>
136	NPR 2810.1	<i>Security of Information Technology</i>
137	NPR 2830.1	<i>NASA Enterprise Architecture Procedures</i>
138	NPR 2841.1	<i>Identity, Credential, and Access Management Services</i>
139	NPR 3792.1	<i>Plan for a Drug Free Workforce Program</i>
140	NPR 4100	<i>NASA Materials Inventory Management Manual</i>
141	NPR 4200.1	<i>NASA Equipment Management Procedural Requirements</i>
142	NPR 4200.2	<i>Equipment Management Manual for Property Custodians</i>

Item	Number	Name
143	NPR 4300	<i>NASA Personal Property Disposal Procedural Requirements</i>
144	NPR 6200.1	<i>NASA Transportation and General Traffic Management</i>
145	NPR 7120.5	<i>NASA Space Flight Program and Project Management Requirements</i>
146	NPR 7120.7	<i>NASA Information Technology and Institutional Infrastructure Program and Project Management Requirements</i>
147	NPR 7150.2	<i>NASA Software Engineering Requirements</i>
148	NPR 8530.1	<i>Affirmative Procurement Program and Plan for Environmental Preferable Products</i>
149	NPR 8553.1	<i>NASA Environmental Management System (EMS)</i>
150	NPR 8570.1	<i>Energy Efficiency and Water Conservation</i>
151	NPR 8621.1	<i>NASA Procedural Requirements for Mishap and Close Call Reporting, Investigating, and Recordkeeping</i>
152	NPR 8715.3	<i>NASA General Safety Program Requirements</i>
153	NPR 8735.1	<i>Procedures for Exchanging Parts, Materials, and Safety Problem Data Utilizing Government-Industry Data Exchange Program and NASA Advisories</i>
154	NPR 8831.2	<i>Facility Maintenance Management</i>
155	QA-UG-0001	<i>KSC Employee Safety & Health Pocket Guide</i>
156	SP 800-63	<i>Electronic Authentication Guideline</i>
157	US-CERT	<i>Concept of Operations for Reporting Security Incidents</i>

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**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

Glossary and Acronyms

Attachment J-05

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To the extent the definitions contained herein conflict with any other section of the contract or applicable statutes, regulations, agency policy or procedures, the requirements contained in such contract sections, statutes, regulations, agency policies and procedures are controlling.

A

ASSOCIATE CONTRACTOR AGREEMENT (ACA): A documented mutual understanding between two or more contractors that enables support from one to the other or working together to meet a common objective and requiring minimal (if any) Government involvement.

AUTHORITY HAVING JURISDICTION: NASA individual or designee responsible for approving equipment, providing resolution to code-related issues, and providing code interpretations for fire protection and life safety related issues at Kennedy Space Center.

B**C**

CAPITALIZED PROPERTY (Government): Individual items of Property, Plant, and Equipment (PP&E) that has an acquisition cost of \$5,000 or more, an estimated useful life of two years or more, are not intended for sale in the ordinary course of operations, and are acquired or constructed with the intention of being used or available for use.

CENTER CHIEF OF SECURITY (CCS): NASA individual or designee responsible for developing security procedural requirements and policy at Kennedy Space Center.

CERTIFICATION – The process of determining and attesting to a required level of professional performance or standard.

CLOSE CALL: See definition under *Mishap*.

"CONSISTENT WITH"(as used in the PWS): The Contractor has some flexibility to develop/apply an approach, but the approach must meet the intent of the reference document.

COMBAT PERSONNEL: Fire Services personnel who are directly engaged in emergency responses.

CONTRACT EFFECTIVE DATE: KPSC Contract start date (November 1, 2011).

CONTRACTING OFFICER (CO): The individual appointed by the contracting activity for procuring and/or administering a contract. The CO is the only person authorized to direct contractor performance, execute amendments to the contract, and contractually obligate the Government.

CONTRACTING OFFICER TECHNICAL REPRESENTATIVE (COTR): A Government official who has been appointed by the Contracting Officer (CO) who has the responsibility in managing the technical aspects of the contract and monitor the contractor's technical performance and delivery of the final products and/or services. Pursuant to NFS 1842.270, the COTR is not authorized to initiate procurement actions or in any way that cause a change to the contract or increase the Government's financial obligations. The CO is the only Government official authorized to direct contractor performance, execute modifications to the contract, and contractually obligate the Government.

CONTRACTOR: The term "Contractor" as used herein refers to both the prime KPSC Contractor and any KPSC subcontractors.

CONTRACTOR (lower case "c"): The term "contractor" as used herein refers to contractor(s) other than the KPSC Contractor and KPSC subcontractors.

CONTRACTOR-OWNED PROPERTY: Property of a capital nature, provided by the Contractor that is depreciated for use on the Contract and not titled to the Government.

COORDINATION: Typical functions associated with the interaction with the internal and external service providers, other contractors, and the customer as necessary to meet customer service requirements. These functions include:

- a) Supporting the development of customer requirements.
- b) Providing service status.
- c) Obtaining customer feedback.
- d) Providing consultation for reporting and resolving service problems.
- e) Operations coordination.
- f) Interagency coordination.

CORRECTIVE ACTION: Action taken to correct or prevent the recurrence of a nonconformance.

CUSTOMER: The entity receiving direct benefit from the product or services provided by the Contractor.

D

DAYS: Calendar days unless otherwise noted.

DATA REQUIREMENTS DESCRIPTION (DRD): A detailed description of a required data item including purpose, content, format, references, maintenance requirements, submission requirements, and other pertinent information.

"DEVELOP AND MAINTAIN" (as used in the PWS): The Contractor is required to develop or provide an approach/product and provide the necessary resources to sustain/update/revise that approach/product as required.

E**ELECTRONIC SECURITY SYSTEM (ESS)**

The system that manages the surveillance, access control, and alarm systems for KSC facilities.

EQUIPMENT: A tangible asset that is functionally complete for its intended purpose, durable, nonexpendable, and needed for the performance of a contract. Equipment is not intended for sale, and does not ordinarily lose its identity or become a component part of another article when put into use. (See FAR 45.101)

F

FACILITY: The location where administrative, engineering, various mission services, and Center-unique services are performed.

FIRE SUPPRESSION SYSTEM: A facility system designed to extinguish or contain a fire by manual or automatic discharge of water, carbon dioxide, or other extinguishing agents.

G

GIDEP (GOVERNMENT-INDUSTRY DATA EXCHANGE PROGRAM): A cooperative effort to exchange research, development, design, testing, acquisition, and logistics information among Government and industry participants. Used to notify GIDEP participants of actual or potential problems on discrete parts, components, materials, manufacturing processes, test equipment, or safety conditions. Includes the use of ALERT and SAFE-ALERT Reports.

GOODS: All types of personal property including commodities, materials, supplies, and equipment.

GOVERNMENT-FURNISHED PROPERTY (GFP): Property in the possession of, or directly acquired by, the Government and subsequently made available to the contractor. (See FAR 45.101)

H

HAZARD: The presence of a potential risk situation whereby environment, personnel errors, design characteristics, procedural deficiencies, or subsystem malfunctions may result in loss of personnel capability, loss of system, or loss of life.

HAZARDOUS OPERATION: Any operation involving activities that could result in exposure/injury/loss of life to operating personnel and/or damage to systems/equipment or have an environmental impact.

HOSTING: Standard service includes floor or space, rack space, power, environmental monitoring, network connectivity, and appropriate accredited security plan common controls. Additionally, it includes power with battery-backed UPS, system monitoring, hardware purchase and maintenance; operating system maintenance including patching, antivirus, and security configuration.

I

"IN ACCORDANCE WITH" (as used in the PWS): The Contractor shall comply with all aspects (requirements, guidelines, specifications, etc) of the associated compliance document.

IN-DISTRICT: Fire rescue personnel and equipment to include Emergency Medical Service available for immediate response to a scheduled hazardous operation within their response district in the event of an incident.

INSTALLATION ACCOUNTABLE PROPERTY: Government furnished property provided to the Contractor. It is governed by NYS FS 1852.245-71, and requiring management per NPR 4200.1.

INTOXILYZER: A trademark device used to detect and measure alcohol in air by determining the concentration of alcohol in person's blood.

IN WRITING: Or "written" means any worded or numbered expression which can be read, reproduced, and later communicated, and includes electronically transmitted and stored information.

J**K****L**

LIFE SAFETY: See NFPA 101, *Life Safety Code*.

M

MAINTENANCE: Actions taken to ensure system longevity of assets used to deliver the services in the performance work statement.

MATERIAL: Property that may be consumed or expended during the performance of a contract, component parts of a higher assembly, or items that lose their individual identity through incorporation into an end-item. Material does not include equipment, special tooling, and special test equipment. (See FAR 45.101)

MISHAP: An unplanned event involving (or potentially involving) injury or death to persons, damage to or loss of property or equipment, or mission failure; categorized (in accordance with NPR 8621.1) as follows:

- a. **Close Call.** An undesirable and unexpected event resulting in no personal injury or illness, personal injury or illnesses requiring only first aid, and/or minor damage (of less than \$1,000) but with potential for causing a more serious mishap (see below) or negative mission impact.

- b. **Type A Mishap:** A mishap causing death, hospitalization (within 30 days from the same mishap) of three or more persons for other than observation, and/or damage to equipment or property resulting in a loss of \$1,000,000 or more*.
- c. **Type B Mishap:** A mishap resulting in permanent disability to one or more persons, inpatient hospitalization of one or two persons, and/or property damage or mission failure resulting in a loss of \$250,000 or more but less than \$1,000,000*.
- d. **Type C Mishap:** A mishap causing occupational injury or illness that results in a case involving day(s) away from work and/or damage to equipment or property or mission failure resulting in loss of \$25,000 or more but less than \$250,000*.
- e. **Type D Mishap:** A mishap consisting of personal injury requiring medical treatment of more than first aid but without any property damage or mission failure costing \$1,000 or more but less than \$25,000. (Personal occupational hearing loss in excess of 25 decibels in either ear is classified as an incident.)

N

NASA Property Tracking System (NPROP): An Agency-wide, controlled-equipment managing system designed to simplify, standardize, and reduce the cost of managing and controlling equipment, and wherein all the inventory transactions are authorized by a property custodian's signature.

NON-EXEMPT PERSONNEL: An employee who is covered by the minimum wage and overtime provisions of the Fair Labor Standards Act.

O

OFFICE OF PRIMARY RESPONSIBILITY (OPR): An organization with overall responsibility for the development of, and subsequent changes to, a designated document or function.

OMBUDSMAN: Appointed to hear and facilitate the resolution of concerns from offerors, potential offerors, and contractors during the preaward and postaward phases of the acquisition.

OPERATIONAL READINESS CHECK: The process by which a unit of equipment is tested to determine whether the unit operates and performs the intended function without regard to accuracy requirements.

OUTAGE: A stoppage or interruption of service due to the shutdown or test of a utility, equipment, or a support facility that will affect the continued operations of systems, facilities, or functions.

P

PERFORMANCE WORK STATEMENT (PWS): The description of tasks or services to be performed and end products to be delivered by the Contractor. The PWS also defines facilities, property, and support to be provided to the Contractor by the Government.

PRINCIPAL: An officer, director, owner, partner, or a person having primary management or supervisory responsibilities within a business entity (e.g., general manager; plant manager; head of a division or business segment; and similar positions).

POST: A position or station to which a person is assigned for duty. Examples of posts are guard gates, fire stations, attendants, console operator positions, etc.

Q

QUALITY ASSURANCE (QA): A planned and systematic pattern of all actions necessary to provide confidence that adequate technical requirements are established; products and services conform to established technical requirements; and satisfactory performance is achieved.

QUALITY CONTROL (QC): Those actions taken by a Contractor to control the production of outputs to ensure that they conform to the contractor requirements of timeliness, accuracy, appearance, completeness, consistency, and conformity to appropriate standards and specifications.

R

RECORDS: All books, papers, maps, photographs, machine readable materials, or other documentary materials, regardless of physical form or characteristics, made or received by an agency of the United States Government under Federal Law or in connection with the transaction of public business and preserved or appropriate for preservation by that agency or its legitimate successor as evidence of the organization, functions, policies, decisions, procedures, operations, or other activities of the Government or because of the informational value of data in them. The Government reserves the right to inspect, audit, and copy record holdings.

REPAIR: Work required to restore equipment to a condition substantially equivalent to the intended and designed capacity, efficiency, or capability, necessitated by incipient or actual breakdown.

RISK: The probability, severity, and uncertainties of experiencing an undesired event.

S

SAFETY: Freedom from those conditions that could cause injury to, or the death of, personnel and/or damage to, or the loss of, equipment or property.

SCHEDULING: Typical functions associated with the commitment of resources. These functions include:

- (a) Scheduling of resources needed to provide a service.
- (b) Providing notification to customers of service/training availability and providing resolution of any conflicts.
- (c) Maintain schedule and resource utilization history databases.

SECURITY OFFICER: An armed officer, who has successfully completed the required NASA training, without NASA arrest authority, whose duties may include but are not limited to, first response to emergencies, mobile patrols, temporarily detain, inspections, perimeter and internal access control, contingency posts, and crowd control.

SECURITY POLICE OFFICER: An armed officer, who has successfully completed the required NASA training, with NASA Federal arrest authority, whose duties may include but are not limited to, first response to emergencies, enforces federal law, mobile patrols, inspections and searches, traffic enforcement, investigations, and other duties as required.

SENSITIVE INFORMATION: Unclassified information that requires protection due to the risk and magnitude of loss or harm that could result from the inadvertent or deliberate disclosure, alteration, or destruction of information. This includes information for which improper use or disclosure could adversely affect the ability of an agency to accomplish its mission, proprietary information, records about individuals requiring protection under the Privacy Act, and information not releasable under the Freedom of Information Act. This is not the same as the National Security Agency (NSA) term "Sensitive, But Unclassified Information."

SERVICES: Unless otherwise indicated, both professional or technical services and service performed under a service contract.

SPECIAL EVENTS: Unique occasions and celebrations at or near Kennedy Space Center that generally consist of holiday coffees, holiday luncheon at KARS Park, KSC Picnic at KARS Park, Open House/Family Day, Astronaut Hall of Fame inductions to include the evening gala and public event next day, Ground breaking/ribbon cutting ceremonies, anniversary events/hardware arrivals, NASA award ceremonies, world space expos, and various industry days.

SOFTWARE SUSTAINING: Any modifications, enhancement, or bug fixes to a software system, application, website, database or component after delivery to correct faults, improve performance or other attributes, adapt to a changed environment, or provide ongoing support and maintenance.

T

TESTING: The process by which the presence, quality, or performance is determined.

TOOL: Equipment, device, or IT system that serves as an aid to accomplishing a task.

TRAINING: This definition contains typical functions associated with ensuring the preparation of personnel to perform the functions necessary to provide the services as listed in the performance work statement.

TRANSITION (KPSC contract): Period of time from contract award date up to contract effective date.

U

"UPDATE AND MAINTAIN" (as used in the PWS): An existing approach/product that the Contractor is required to review, update, utilize and sustain.

V

VERIFY: To confirm the accomplishment of an operation, either by witnessing the actual operation or by inspecting the completed operation, depending on the nature of the work being performed.

W

WITNESS: To observe a process or operation and attest to the proper accomplishment.

WEEK DAYS: Monday through Friday, excluding Holidays.

WORK YEAR EQUIVALENT (WYE): Productive hours in a contract year that a Contractor employee is available to work, not including holidays and paid leave.

ACRONYMS

AA&E	Arms, Ammunition and Explosives
ACAs	Associate Contractor Agreements
ACAM	Alternate COMSEC Account Manager
ACES	Agency Consolidated End-User Services
AED	Automatic External Defibrillator
AHJ	Authority Having Jurisdiction
ALMS	Access Level Management System
ALS	Advance Life Support
ARFF Aircraft	Rescue and Fire Fighting
ASUS	Agency Security Update Service
BDU	Battle Dress Uniform
BICE	Bureau of Immigration and Customs Enforcement
CALEA	Commission on Accreditation for Law Enforcement Agencies
CAD	Computer Aided Dispatch
CAM COMSEC	Account Manager
CAOT	Cognizant Audit Office Template
CAP	Corrective Action Plan
CBA	Collective Bargaining Agreement
CBRN	Chemical, Biological, Radiological, and Nuclear
CCAFS	Cape Canaveral Air Force Station
CCS	Center Chief of Security
CCTV	Closed Circuit Television
CEMP	Comprehensive Emergency Management Plan
CFR	Code of Federal Regulations
CIA Central	Intelligence Agency
CIAO	Central Industry Assistance Office
CIO	Chief Information Officer
CJIS Crim	riminal Justice Information
CLIN	Contract Line Item Number
CNG	Compressed Natural Gas
CO Contracting	Officer
COMSEC Communications	Security
COOP	Continuity of Operations Plan
COTR Contracting	Officer's Technical Representative
CPTED	Crime Prevention Through Environmental Design
CPR Cardiopulm	monary Resuscitation
CSO	Corporate Security Officer
CTT	Combat Task Test
DCII	Defense Central Index of Investigations
DHS	Department of Homeland Security
DIFM	Due in from maintenance
DAR	Data at Rest
DoD	Department of Defense
DOL	Department of Labor

DOS	Department of State
DOT	Department of Transportation
DRA	Document Release Authorization
DRD	Data Requirements Descriptions
DRL	Data Requirements List
DUNS	Data Universal Numbering System
EMD	Emergency Medical Dispatcher
EMS	Emergency Medical Services
ENS Em	ergency Notification System
EO Executive	Order
EOC Em	ergency Operations Center
EPA	Environmental Protection Act
EPACS	Enterprise Physical Access Control System
EPCRA	Emergency Planning and Community Right-To-Know Act of 1986
e-QIP	Electronic Questionnaire For Investigation
ERAs	Extended Restricted Areas
ERT	Emergency Response Team
ESF	Emergency Support Functions
ESS	Electronic Security System
ETC	Emergency Trouble Call
EVOC	Emergency Vehicle Operator Course
FAA	Federal Arrest Authority
FACP	Fire Alarm Control Panels
FAPIIS	Federal Awardee Performance and Integrity Information System
FAR	Federal Acquisition Regulation
FAST	Fleet Automotive Statistical Tool
FBI	Federal Bureau of Investigation
FDOT	Florida Department of Transportation
FEMA	Federal Emergency Management Agency
FOIA	Freedom of Information Act
FIPS	Federal Information Processing Standards
FIPS PUB	Federal Information Processing Standards Publication
FISMA	Federal Information Security Management Act
FSLA	Fair Labor Standards Act
FLETA	Federal Law Enforcement Training Accreditation
FLETC	Federal Law Enforcement Training Center
FMP	Federal Magistrate Program
FN Foreign	Nationals
FPCON	Force Protection Condition
FPC Fixed-Price	Contract
FR Foreign	Representatives
FSO	Facility Security Officer
FY Fiscal	Year
GAO	Government Accountability Office
GED	General Equivalency Diploma
GFE	Government Furnished Equipment

GFF	Government Furnished Facilities
GFP	Government Provided Property
GFS	Government Furnished Services
GIDEP	Government-Industry Data Exchange Program
Hazmat	Hazard Material Suits
HF	High Frequency
HQ	Headquarters
HSPD	Homeland Security Presidential Directive
HSEEP	Homeland Security Exercise and Evaluation Program
IAED	International Academies of Emergency Dispatch
IAW	in accordance with
IC Incident	Commander
ICE	Immigration and Commerce Enforcement
ICIS	Incident Crime Informational System
ID Identificatio	n
IDIQ	Indefinite Delivery Indefinite Quantity
IDLH	Immediately Dangerous to Life or Health
IdMAX	ID Management Databases
IDMS	Identity Management System
IMS	Incident Management System
IMCS	Information Management and Communication Support
INFOSEC Inform	ation Security
INS	Immigration and Naturalization Services
IPO	Industrial Property Officer
IS Independent	Study
ISC Institutional	Services Contract
ISI In-se	rvise Inspections
ISOO	Information Security Oversight Office
ITSM	Information Technology Security Manager
ITSSP	IT System Security Plan
JOP	Joint Operating Procedure
JSA	Job Safety Analysis
JWICS	Joint World-Wide Intelligence Communications Systems
KCMS	Key Credential Management System
KDP	Kennedy Documented Procedure
KNET	Kennedy Space Center Network
KNPD	Kennedy NASA Policy Directive
KNPR	Kennedy NASA Procedural Requirement
KPSC	Kennedy Protective Services Contract
KSC	Kennedy Space Center
LLIS	Lessons Learned Information System
LTC	Lost Time Case
MEI	Mission Essential Infrastructure
MESC	Medical and Environmental Support Contract
MCV Mobile	Command Vehicle
MFD Multif	unctional Device

MFR	KSC Mission Focus Review
MMPI-2	Minnesota Multiphasic Personality Inventory -2
MOA Mem	Memorandum of Agreement
MOE	Mode of Examination
MOI	Mode of Instruction
MOU	Memorandums of Understanding
MSDS	Material Safety Data Sheet
NAC	National Agency Check
NACI	National Agency Check with Inquires
NASA	National Aeronautics and Space Administration
NASIRC	NASA Incident Response Center
NEMO	NASA Emergency Management Officer
NESS	NF 1018 Electronic Submission System
NCIC	National Crime Information Center
NFIRS	National Fire Incident Reporting System
NFLET	NASA Federal Law Enforcement Training
NFNMS	NASA Foreign National Management System
NFPA	National Fire Protection Association
NFS	NASA FAR Supplement
NIJ	National Institute of Justice
NIMS National	National Incident Management System
NISPOM National	National Security Program Operating Manual
NIST	National Institute of Standards and Technology
NPD	NASA Procedural Document
NPD	NASA Policy Directive
NPG	NASA Procedures and Guidelines
NPR	NASA Procedural Requirement
NPROP	NASA Property Records System
NRF	NASA Response Framework
NRP	NASA Response Plan
NSARR	NASA Security Assessment and Authorization Repository
NSCCB	Network Security Configuration Control Board
OCSO Organizational	Organizational Computer Security Officer
ODC	Other Direct Costs
ODIN	Outsourcing Desktop Initiative for NASA
OFCCP	Office of Federal Contract Compliance Programs
OMB	Office of Management and Budget
OPF	Orbiter Processing Facility
OPM	Office of Personnel Management
OPS	Office of Protective Services
ORCA	Online Representations and Certifications Application
OSHA	Occupational Safety and Health Administration
PA Public	Public Address
PAA	Permanent Area Access
PACS	Physical Access Control System
PASS	Personnel Access Security System

PAT	Physical Abilities Test
PCI	Personal Identity Verification Card Issuance
PKI	Public Key Infrastructure
PIP	Performance Improvement Period
PIV	Personal Identity Verification
PPA	Pollution Prevention Act of 1990
POP	Petty Offense Program
PM Program	Manager
PRP	Personal Reliability Program
PSCC Protective	Services Communications Center
PSO	Protective Services Office
PWS Perform	ance Work Statement
REPSHIP	Report of Shipment
RIT	Rapid Intervention Teams
RPP	Resource Protection Program
SAM	Special air mission
SAUSAs Special	Assistant United States Attorneys
SBU	Sensitive But Unclassified
SCA	Service Contract Act
SCBA Self-Contained	Breathing Apparatus
SCI	Sensitive Compartmented Information
SEMO	Supply and Equipment Management Officer
SENEX	Senior executive mission aircraft
SEWP	Solutions for Enterprise-Wide Procurements
SDSAM Specifically	designated special air mission aircraft
SO Security	Officer
SOFC	Security Officer Fundamentals Course
SOFCC	Security Officer Fundamental Certification Course
SOP	Standard Operating Procedure
SOT	Special Operations Team
SP Special	Publication
SPFPA	Security Police Professionals of America
SPO	Security Police Officer
SSMT	Self Service Management Tool
SSN	Social Security Number
STE	Secure Tele-conferencing Equipment
STS	Space Transportation System
STTCP Security	Technology Transfer Control Plans
TAAAs	Temporary Area Access
T&M	Time and Material
TCRS	Training Certification Record System
TDD	Telephone Device for the Deaf
TechDoc Technical	Documentation
TIN Taxpayer	Identification Number
TO Task	Order
TRAC	Training Resource Automation Center

TS Top	Secret
TSP	Transportation Service Provider
TSS	Traffic Signaling System
TT&E	Test, Training and Exercise
TWU	Transport Workers Union
UOD	Uniform of the Day
USC	United States Code
US-CERT	United States Computer Emergency Readiness Team
VPN	Virtual Private Network
VPP	Voluntary Protection Program
WBS	Work Breakdown Structure
WD W	age Determination
WLI	Work Load Indicators
WVPR	Workplace Violence Prevention and Response
WYE	Work Year Equivalent

NNK11OL33C

KENNEDY SPACE CENTER PROTECTIVE SERVICES CONTRACT

Data Requirements List (DRL) and Data Requirements Documents (DRD)

Attachment J-06

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DATA REQUIREMENTS LIST

DRL Number	Revision	1	
Project/System	KSC Protective Services Contract (KPSC)		
Contract Number	NNK110L33C	Preparation Date	01/30/12
Contractor	Chenega Security & Support Solutions (CS3)	Technical Approval	
Attachment Number	J-06	Exhibit Number	

ITEM	DRD NO.	TITLE	CHANGE STATUS
01	DRD 1.0-1	<i>Contract Performance Metrics and Workload Indicator Report</i>	
02	DRD 1.0-2	<i>Monthly Program Management Status Review</i>	
03	DRD 1.0-3	<i>Semi-annual Program Senior Management Status Review</i>	
04	DRD 1.1-1	<i>Advance Notification of Workforce Reductions Report</i>	
05	DRD 1.1-2	<i>Headcount Report</i>	
06	DRD 1.1-3	<i>Quarterly Summary of 3rd Step Labor Grievances and Arbitrations Report</i>	
07	DRD 1.1-4	<i>Replacement of Government Furnished Property Report</i>	
08	DRD 1.1-5	<i>Institutional Protective Services Report</i>	
09	DRD 1.1-6	<i>Geographic Economic Impact Report</i>	
10	DRD 1.2-1	<i>Safety and Health Plan</i>	
11	DRD 1.2-2	<i>Safety Statistics Record and Vehicle Damage Report</i>	
12	DRD 1.2-3	<i>VPP Application</i>	
13	DRD 1.3-1	<i>Quality Plan</i>	
14	DRD 1.5-1	<i>IT Plan</i>	
15	DRD 1.5-2	<i>IT System Security Plan</i>	
16	DRD 1.7-1	<i>Records Management Program Plan</i>	
17	DRD 1.7-2	<i>Records Management Program File Plan</i>	
18	DRD 1.8-1	<i>Vehicle Utilization Plan</i>	
19	DRD 1.8-2	<i>Employee Separation Report</i>	
20	DRD 2.0-1	<i>Emergency Management Program Plan</i>	
21	DRD 2.0-2	<i>PSCC Management Program Plan</i>	
22	DRD 3.0-1	<i>Fire Protection Program Plan</i>	
23	DRD 4.0-1	<i>Security Program Plan</i>	
24	DRD 4.2-1	<i>Physical Security Plan</i>	
25	DRD 5.1-1	<i>NPSTA Program Plan</i>	
26	DRD 5.2-1	<i>KSC Security Education and Training Program Plan</i>	

**INSTRUCTIONS FOR COMPLETING CONTRACT
APPLICATION INFORMATION**

- A. **LINE ITEM NO.** Sequentially number line items beginning with number 001.
- B. **LINE ITEM TITLE** - Enter the title of the data item, as shown in the Statement of Work (SOW), the RFP and/or as directed by the CTM.
- C. **OPR** (OFFICE OF PRIMARY RESPONSIBILITY) - Enter the organization designated to exercise technical and or administrative control over the data requirement. Use approved organizational code.
- D. **TYPE - Enter** "Type of Data" code as follows:

<u>CODE</u>	<u>DESCRIPTION</u>
1	Data requiring written approval by the procuring activity prior to implementation into the procurement or development program.
2	Data submitted to the procuring activity for review not later than three weeks prior to project implementation. Data shall be considered approved unless the contractor has been notified of disapproval prior to project implementation.
3	Data submitted to the procuring activity for coordination, surveillance, or information.
4	Data retained by the contractor to be made available to the procuring activity upon request. The contractor shall furnish a list to the procuring activity.
5	Data to be retained by the contractor and reviewed by NASA on request.

- E. **INSPECT/ACCEPT** - Enter Inspection Acceptance code as follows:

<u>CODE</u>	<u>INSPECTION</u>	<u>ACCEPTANCE</u>	<u>CODE</u>	<u>INSPECTION</u>	<u>ACCEPTANCE</u>
1	Source	Source	4	Certificate of Conformance	(Mandatory)
2	Destination (OPR)	Destination (OPR)	5	Certificate of Conformance	(Optional)
3	Source	Destination (OPR)	6	No Inspection Required	No Acceptance Required

- F. **FREQ. OF SUBM.** - Enter the frequency of submission code as follows:

<u>CODE</u>	<u>DESCRIPTION</u>	<u>CODE</u>	<u>DESCRIPTION</u>	<u>CODE</u>	<u>DESCRIPTION</u>
AD	AS DIRECTED	PC	PER CONTRACT	PV	PER VEHICLE
AN	ANNUAL	PD	PER FAILURE	QU	QUARTERLY
AR	AS REQUIRED	PE	PER EVENT	RD	AS RELEASED
BE	BIENNIAL	PF	PER FACILITY	RT	ONE TIME & REVISIONS
BM	BIMONTHLY (every two months)	PG	PER PROGRAM	SA	SEMI ANNUALLY
BW	BIWEEKLY (every two weeks)	PI	PER EQUIPMENT END ITEM	SM	SEMI MONTHLY
DA	DAILY	PJ	PER PROJECT	TY	THREE YEAR PERIOD
DD	DEFERRED DELIVERY	PL	PER LAUNCH FLIGHT MISSION	UR	UPON REQUEST
MO	MONTHLY	PS	PER SYSTEM	WK	WEEKLY
OT	ONE TIME	PT	PER TEST		

- G. **INITIAL SUBMITTAL**- Enter date of initial submittal as follows: Month, Day, Year. If calendar date is not scheduled, enter number of days preceding, or following, event to which the data requirement is related (e.g., 90 days prior to launch). Amplify in REMARKS, Item J, if necessary.

- H. **AS OF DATE** - For "Onetime Only" submittals, enter date by month/day/year. For recurring submittals, enter number coding (e.g., 30/10, 90 /10, 15/5, etc.). The first digit(s) indicate the number of calendar days from the reporting period's (Block F) start to the data preparation cut off. The second digit(s), after the slash, indicate the number of calendar days from the cut off to the submittal date. Example: If Block F were "MO" and Block H were "30/10", the data would include the entire month and would be submitted within 10 days thereafter.

- J. **REMARKS:** Enter in this space:

- Minor exceptions to the DRD.
- Stipulation of specific forms when multiple forms are authorized on the DRD.
- The paragraph, page, etc., in an existing contract where the data requirement is specified. (This data may be removed at final approval.)
- Additional submittal information, if necessary.

- K. **DISTRIBUTION** - Enter organizational symbol, number of copies, and type of copy code(s) (in parenthesis) required for each office. Type of copy codes are as follows:

<u>CODE</u>	<u>DEFINITION</u>	<u>CODE</u>	<u>DEFINITION</u>
A	Regular	C	Microfilm, Aperture Cards
B	Reproducible	D	Other, (Explain in remarks, Item J).

EXAMPLE ENTRIES: IS-PRO-2 (1A) = One regular copy.
 IS-PRO-3 (5 A, 1B) = Five Regular copies, One Reproducible copy.
 Enter the total number of copies by type in the space provided

**INSTRUCTIONS FOR COMPLETING DATA
REQUIREMENT DESCRIPTION**

- GENERAL** - The Data Requirement Description (DRD) will be prepared to describe the content and provide preparation information for data required in support of NASA programs.

1. **TITLE** - Enter the title or type of document required. The first word of the title should be a principal noun which best established the basic concept of the data. Subsequent words should be appropriate modifiers.

Examples: Plan, Project Development (SIVB)
 Specification, Test (GSE)
 Report, Quarterly Progress
 Proposal, Engineering change (ECP)

2. **NUMBER** - Enter the appropriate number assigned to the DRD. This number will identify the appropriate data category.
3. **USE** - Enter a synopsis of the use of the document, stating reason for the requirement.
4. **DATE** - Enter date of preparation.
5. **ORGANIZATION** - Identify the installation preparing the DRD.
6. **REFERENCES** - List applicable documents by number, (NASA Management Manual, Mil Specifications, Federal Standards, NASA Procurement Regulation, etc.) to which the preparing office (e.g., NASA installations, contractors, etc.) may refer for additional information concerning the data requirement.
7. **INTERRELATIONSHIP** - Enter all affected approved DRDs within the scope of the program when the DRD under preparation creates a significant impact or interface relationship with existing DRDs. Include a brief narrative of the impact or relationship created and a statement that the new DRD does not cause a conflict with other DRDs.
8. **PREPARATION INFORMATION** - Provide ample information for preparation of the data required by the data requirements description; include all necessary details of preparation to satisfy the originator's formal requirements.

DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 01	
B. LINE ITEM TITLE: Contract Performance Metrics and Workload Indicator Report						
C. OPR. TA-A2	D. TYPE 3	E. INSPECT/ ACCEPT 6	F. FREQ. SA	G. INITIAL SUB. Within 6 months of Contract Start	H. AS OF DATE 180/10	
J. REMARKS: Type "D": Electronic submittal. Product shall be compatible with Microsoft Office suite of software. Reports shall be distributed via e-mail.						
K. DISTRIBUTION TA-A2					TOTALS	
					NO.	TYPE
					1	D
DATA REQUIREMENT DESCRIPTION						
1. TITLE Report, Contract Performance Metrics and Workload Indicator				2. NUMBER 1.0-1		
3. USE To provide Government insight into Contractor performance in all areas of the contract and existing or potential problem areas as well as insight into the Contractors productivity and work performed against Government expectations.				4. DATE		
				5. ORGANIZATION KPSC		
7. INTERRELATIONSHIP N/A				6. REFERENCES		
8. PREPARATION INFORMATION						
<p><u>Metrics:</u></p> <p>The Contractor shall develop, maintain, analyze, and report performance in all areas of the contract. The metrics shall include meaningful demonstration of work performance, quality, responsiveness, and long-term effectiveness of the work or services. Every Performance Standard (PS), reference attachment J-03, shall have an associated metric(s). The Contractor shall develop metrics jointly with the Government. The Contractor shall provide a self-evaluation of the metric and report existing or potential problem areas with recommended solutions. The report shall identify contract title and contract number. At a minimum, metrics shall be meaningful, customer oriented, linked to goals/objectives (performance standards), process/action oriented, developed from readily collectible and verifiable data, trendable, visually and simply displayed, measurable, repeatable, capable of distinguishing desirable from undesirable results.</p> <p><u>Workload Indicators:</u></p> <p>The Contractor shall track and trend actual workload performance for major work activities and tasks. A major work activity or task is defined as a work load indicator that would take a minimum of 100 man-hours per year to complete. The Contractor shall identify major work activities and tasks and coordinate changes to the suggested Workload Indicators below with the COTR. The Workload Indicator report shall convey as a minimum the major work activity/task and the number count of how many times that activity/task occurred in the current reporting period.</p>						

8. PREPARATION INFORMATION (cont)

WORK REQ #	TITLE
1.2-10a	Safety Meetings
1.2-10b	Safety Working Groups
1.2-10c	Executive Safety Forums
2.2-03	EOC Activation excluding first shift weekdays (hours)
2.2-04	Responses to emergencies not requiring EOC activation, excluding first shifts (hours)
2.2-05	WebEOC training classes
2.2-07	Damage Assessment and Recovery Operations (events)
2.2-09	On-Call Emergency briefs - Preparation and Presentation
2.2-12	Personnel trained annually in Emergency Support Functions (ESF)
2.2-13	Personnel, government and contractor, trained annually as Hurricane Coordinators (personnel)
2.5-01a	Security alarm points monitored 24/7
2.5-01b	Electronic security activations
2.5-01c	Fire Alarm Points monitored
2.5-01d	Security incidents
2.5-01e	CJIS inquires
2.5-01f	Fire incidents processed
2.5-01g	Phone calls processed
2.5-01h	Radio transmissions
3.1-12	Fire Emergency Response
3.1-15	Fire Fighting Ensembles (ARFF and Turnout Gear)
3.1-21a	AFFF or appropriate agent (gal)
3.1-21b	Purple K. or appropriate agent (lbs)
3.1-21c	ABC Dry Chemical or appropriate agent (lbs)
3.1-22	Actively participate in approved NASA mutual-aid agreements with local city, county, state, and federal emergency response agencies
3.1-23	Off-site Events
3.1-26a	Facilities requiring pre-fire planning
3.1-26b	Aircraft requiring pre-fire planning
3.1-44a	Hazmat Responses
3.1-44b	Hazmat Level A ensembles
3.1-44c	Hazmat Level B ensembles
3.1-49	Fire Hydrants (Tests)
3.1-50a	Hazardous operation support
3.1-50b	Aircraft standbys - ARFF
3.4-07	Hazardous operations inspections
3.4-08	Fire hazard reports issued
3.4-09a	Facilities inspected quarterly covering a total of 4.5 million sq. ft.
3.4-09b	Semi annual inspections covering 5.2 million sq. ft.
3.4-09c	Annual inspections covering 5.4 million sq. ft.
3.4-15a	Hot work permits issued

WORK REQ #	TITLE
3.4-15b	Space Heater Permits
3.4-15c	Flammable/combustible liquid storage cabinets
3.4-16a	Fire Extinguishers Tested, Maintained, and Inspected
3.4-16b	Fire Extinguishers Purchased and Replaced
3.4-19a	Facility fire evacuations drills
3.4-19b	Monthly child care facility inspections and evacuations drills
3.5-03a	Facilities requiring risk analyses every 3 years, total 36.
3.5-03b	Facilities requiring annual fire protection engineering surveys
3.5-04	Design Reviews (Projects)
3.5-05a	Site Requests
3.5-05b	Field Inspections
3.5-06	Shop Drawings Submittals
3.5-07	Final Acceptance Tests
3.5-09	Utility Outage Impact Assessments
3.5-10	Engineering Hydrant flow tests for new or modified fire suppression systems
4.1.1-19	Semi-annually for boat training (hours)
4.1.1.1-02a	Vehicle crash investigations
4.1.1.1-02b	KSC Citations
4.1.1.2-04	Random narcotics and explosive sweep
4.1.1.3-02	Criminal investigations
4.1.1.3-05a	In-court time for the personnel in the FMP (hours)
4.1.1.3-05b	District Court Violation Notice/Temporary Stop (arrests)
4.1.1.3-05c	Custodial Arrests
4.1.1.3-06	Initial FMP Training three classes (hours)
4.1.1.6-07	Flags to be purchased
4.2-01	Inspections and Assessments
4.2-04	Design Reviews
4.2-04, 4.2.1-13	Construction and Renovation projects
4.2-08	Crime Prevention Surveys
4.2-11	Resource Protection MEI Assessments
4.2.1-01a	Install locks and locking devices (both mechanical and electronic key/touch pad)
4.2.1-01b	Repair locks and locking devices (both mechanical and electronic key/touch pad)
4.2.1-01c	Set and Change combinations of safes
4.2.1-01d	Fabricate and Issue Keys
4.2.1-01e	Issue and Control Padlocks
4.2.1-01g	Fabrication of Cores
4.2.1-01h	Core Destruction
4.2.1-01i	Key Destruction
4.2.1-05	Emergency Work Orders after normal work hours (events)
4.2.1-06	Evaluate, Maintain and Repair Safes, Vaults, Cabinets (Evaluations)
4.2.1-10	Annual Preventive Maintenance - Number of Walk-in Vault Locks
4.2.1-16	Lost Key Incidents
4.2.1-16, 4.2-01	Key Audits with Resource Protection and Key Custodians

WORK REQ #	TITLE
4.3-01, 04, 07	Classified documents in KSC System
4.3-09	Interim PRP investigations processed annually
4.3-12	Foreign Visitors processed annually
4.3-16	NCIC Checks conducted annually
4.3-17a	Background Investigations initiated
4.3-17b	Background Investigations Completed
4.3-19	Interviews performed annually
4.3.1-01a	NASA Badge Transactions (Enrollments, Encoding, Finalization, Issuances)
4.3.1-01b	KSC Temp Pass
4.3.1-01c	KSC Resident Badges
4.3.1-01e	KSC ID CARDS
4.3.1-01f	NASA Area Permits (PAA, PACAS and TAAs)
4.3.1-01g	Fishing Permits
4.3.1-01h	Bullet Badges (Media, Overlays, Special Events, Etc.)
4.3.1-01i	NASA Foreign Nationals (FN) Processed
4.3.1-07	Fingerprint Requests
4.3.2-01	Classified document transactions annually
4.3.2-05	Boxes classified waste destroyed annually
4.3.2-06	Annual inventory audits
4.3.2-09a	Secure Telephones Installed
4.3.2-09b	Support and Troubleshoot STE's
4.3.2-09c	Support and Troubleshoot KG-175
5.1-07a	SOFCC Course (Course Offerings)
5.1-07b	SOFCC Instructor Certification at KSC (Course Offerings)
5.1-07c	FAA (Course Offerings)
5.1-07d	Refresher Training (Course Offerings)
5.1-07e	HRCR (4-hour Course Offering)

DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 02
B. LINE ITEM TITLE: Monthly Program Management Status Review					
C. OPR. TA-A2	D. TYPE 3	E. INSPECT/ ACCEPT 6	F. FREQ. MO	G. INITIAL SUB. Contract Start + 30 Days	H. AS OF DATE 30/10
J. REMARKS: Type "D": Electronic submittal followed by a presentation with hard copies for review. Reports shall be compatible with Microsoft Office suite of software.					
K. DISTRIBUTION TA-A2, TA-A1, SA-E					TOTALS NO. TYPE 3 D

DATA REQUIREMENT DESCRIPTION

1. TITLE Review, Monthly Program Management Status	2. NUMBER 1.0-2
3. USE To provide an overview of the status of the KPSC to NASA Protective Services Office (PSO) management and other stakeholders.	4. DATE
	5. ORGANIZATION KPSC
7. INTERRELATIONSHIP N/A	6. REFERENCES
8. PREPARATION INFORMATION The Contractor shall provide a Program Management Status Review and a monthly summary depicting changes in Work Year Equivalents (WYEs), labor hours, contract value by CLIN and an explanation of the changes, to NASA PSO and other stakeholders each month. The contractor shall provide an overview of KPSC performance including any significant initiatives, issues, and concerns. The contractor shall address all areas of the contract with emphasis on emergency management, fire services, PSCC operations, security services, safety and health, business management, workforce status, process improvements and innovations, short and long range planning, and any other items of current interest. A weekly status, instead of a monthly summary, covering items of interest will satisfy the program management status review requirement part of the DRD. A sample report format is being provided for the technical portion of the review, as well as for the business management and workforce status portions of the information.	

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8. PREPARATION INFORMATION – Continued

Kennedy Protective Services Contract - NNK11OL33C

Deliverable under DRD 1.0-2

This Report is for CY __ from Month Day, and Year to Month Day, and Year

Example

Business Management

Environmental, Safety, Health & Quality

Workforce Status & Employee Recognition

Process Improvements and Innovations

Significant Initiatives, Accomplishments, or Other Items of Interest

Emergency Management & PSCC

Fire Services

Security Services

Kennedy Protective Services Contract - NNK11OL33C						
Deliverable under DRD 1.0-2						
CY1 Data as of <u>Month Day, and Year</u>						
Period of Performance: CY1 - December 1, 2011 through September 30, 2012						
WYE	Productive Hours	Contract Value by CLIN Upon Award	Value of Changes	Revised Contract Value	Reason for Change/Comments	
Fixed Price - Contract Transition						
-	-	\$ -	\$ -	\$ -		
CLIN 000 Phase-in of the KPSC Contract (Oct 1, 2011 - Nov 30, 2011)						
Fixed Price CLINS (Excluding Phase-In)						
-	-	\$ -	\$ -	\$ -		
CLIN 002a Emergency Management & PSCC						
CLIN 003a Fire Services						
CLIN 003f Fire Station 3 Option						
CLIN 004a Security Services						
CLIN 004f Security Services Option						
CLIN 005.1a NPSTA Security Training						
CLIN 005.2a KSC Internal Security Training						
Cost Reimbursable - No Fee						
-	-	\$ -	\$ -	\$ -		
CLIN 006a Firefighter Defined Benefit Plan						
CLIN 007a GSA Vehicles						
CLIN 008a Government Directed Travel						
CLIN 009 IDIQ Task Orders						
-	-	\$ -	\$ -	\$ -		
Total						
-	-	\$ -	\$ -	\$ -		

Example

Kennedy Protective Services Contract - NNK11OL33C						
Deliverable under DRD 1.0-2						
CY1 as of <u>Month Day, and Year</u>						
CLIN 009 IDIQ Task Orders	WYE (if .1 or greater)	Productive Hours	Period of Performance	Value	Status	
<u>Task Order #</u>	<u>Description/Event</u>					
REAs	WYE (if .1 or greater)	Productive Hours	Period of Performance	Value	Status	
<u>REA #</u>	<u>Description/Event</u>					

Example

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 03										
B. LINE ITEM TITLE: Semi-annual Program Senior Management Status Review															
C. OPR. TA-A2	D. TYPE 3	E. INSPECT/ ACCEPT 6	F. FREQ. SA	G. INITIAL SUB. Contract Start + 160 Days	H. AS OF DATE 180/05										
J. REMARKS: Type "D": Electronic submittal via email 5 days prior to the presentation. Product shall be compatible with Microsoft Office suite of software.															
K. DISTRIBUTION TA-A2, SA-E				<table border="1"> <thead> <tr> <th colspan="2">TOTALS</th> </tr> <tr> <th>NO.</th> <th>TYPE</th> </tr> </thead> <tbody> <tr> <td>2</td> <td>D</td> </tr> <tr> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> </tr> </tbody> </table>		TOTALS		NO.	TYPE	2	D				
TOTALS															
NO.	TYPE														
2	D														
DATA REQUIREMENT DESCRIPTION															
1. TITLE Review, Semi-annual Program Senior Management Status				2. NUMBER 1.0-3											
3. USE To provide an overview of the status of the KPSC to Center Operations (TA) Senior Management, NASA PSO, and other stakeholders.				4. DATE											
				5. ORGANIZATION KPSC											
7. INTERRELATIONSHIP N/A				6. REFERENCES											
8. PREPARATION INFORMATION The Contractor shall present a documented Program Management Status Review to NASA Center Operations Senior Management semi-annually. The presentation shall provide an overview of KPSC performance including any significant initiatives, issues, and concerns. The presentation shall address all areas of the contract with emphasis on emergency management, fire services, PSCC operations, security services, safety and health, business management and cost control, workforce status, process improvements and innovations, short and long range planning, and any other items of current interest. Contractor subject matter experts shall be present at the review to answer questions on topics presented.															

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 04	
B. LINE ITEM TITLE: Advance Notification of Workforce Reductions Report						
C. OPR. TA-A2	D. TYPE 3	E. INSPECT/ACCEPT 6	F. FREQ. AR	G. INITIAL SUB. See Block J	H. AS OF DATE Contract Start	
J. REMARKS: The Contractor shall notify in writing the Industrial Relations Officer (IRO), with a copy to the Contracting Officer, at least 15 calendar days in advance of notification to employees of any planned reduction of permanent, full- time, and part-time employees that exceeds 10% of the total contract workforce or 25 employees, whichever is less. In addition, if Workforce Adjustment and Retraining Notification (WARN) Act notification is required, the Contractor shall provide to the IRO and the Contracting Officer the information required by the WARN Act, section 639.7(c) and a listing of all organizations to be notified including those required by section 639.6(a), (c), and (d), at least five (5) days prior to issuance of the notification. Type "D" electronic versions shall be compatible with Microsoft Office.						
K. DISTRIBUTION OP-AM (1A and 1D) TA-A2 (1A)					TOTALS	
					NO.	TYPE
					2	A
					1	D
DATA REQUIREMENT DESCRIPTION						
1. TITLE Report, Advance Notification of Workforce Reductions				2. NUMBER 1.1-1		
3. USE To notify the Government of workforce reduction within the Contract.				4. DATE		
				5. ORGANIZATION KPSC		
7. INTERRELATIONSHIP N/A				6. REFERENCES		
8. PREPARATION INFORMATION The notification shall include the reason for the reduction in workforce, the number of employees impacted, their labor classifications, their physical location, and their location within contract organizational structure. The notification shall also identify the expected date of the first separation and the anticipated schedule for making separations, as well as the name and telephone number of a company official to contact for further information.						

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 05
B. LINE ITEM TITLE: Headcount Report					
C. OPR.	D. TYPE	E. INSPECT/ ACCEPT	F. FREQ.	G. INITIAL SUB.	H. AS OF DATE
OP	3	6	QU or as Baseline changes	See Section J	90/15
J. REMARKS: The Contractor shall provide this report no later than 15 calendar days after the close of each reporting period which ends March 31 st , June 30 th , September 30 th , and December 31 st . Type "D" electronic versions shall be compatible with Microsoft Office.					
K. DISTRIBUTION					
BA-A	(1D)				NO.
BA-D	(1D)				TYPE
OP-OS	(1D)				7
TA-B1	(1D)				D
TA-A2	(1D)				
TA-A1	(1D)				
GG-CB1	(1D)				
DATA REQUIREMENT DESCRIPTION					
1. TITLE Report, Headcount				2. NUMBER 1.1-2	
3. USE Information for workforce reporting requirements.				4. DATE	
				5. ORGANIZATION KPSC	
7. INTERRELATIONSHIP N/A				6. REFERENCES Clause H.12 KSC 52.242-93	
8. PREPARATION INFORMATION					
<p>A. KPSC Headcount Report shall be submitted quarterly, not later than the 15th calendar day after close of reporting period (see Section J) or whenever changes to baseline are made.</p> <p>B. The Headcount report shall be organized by PWS and Position and shall include: the contract number, contract year, report as of date, headcount for the contractor's total on-site workforce, total on site union represented employee by bargaining unit, headcount for total on-site non-union represented employees, headcount for total off-site workforce performing on the contract, and total actual productive hours including overtime hours.</p> <p>C. A complete organizational chart including all employees by skill or job classification shall be provided.</p> <p>D. The report shall also separately identify the same information for all subcontractors with on-site personnel.</p> <p>A sample report format is provided below. Coordinate final format and obtain approval from the Government.</p>					

8. PREPARATION INFORMATION (cont)

Contract # _____ KPSC Contract Year _____ Report as of _____		Headcount on-site		Headcount off-site		Total Productive Hours including overtime	Bargaining Unit	Explanation of HC change from last Quarter (if any)
Summary by PWS by KPSC Position Description as of _____	Total Headcount	Union	Non-Union	Union	Non-Union			

Total FFP with Options	89	81	7	0	1	157,556.7		
FFP Total	75.0	67.0	7.0	0.0	1.0	132,772.5		
Options Total	14	14	0	0	0	24,784.2		
1.0 Program Management	8	0	7	0	1	14,162.4		
Employee type 1	3	0	3	0	0	5,310.9		
Employee type 2	5	0	4	0	1	8,851.5		
2.0 Emergency Management	8	8	0	0	0	14,162.4		
Employee type 3	3	3	0	0	0	5,310.9	SPFPA 127	
Employee type 4	5	5	0	0	0	8,851.5	SPFPA 127	
3.0 Fire Services	12	12	0	0	0	21,243.6		
Employee type 5	6	6	0	0	0	10,621.8	TWU 525	
Employee type 6	6	6	0	0	0	10,621.8	TWU 525	
4.0 Security Services	40	40	0	0	0	70,812.0		
Employee type 7	30	30	0	0	0	53,109.0	SPFPA 127	
Employee type 8	10	10	0	0	0	17,703.0	TWU 525	
5.1 NPSTA	3	3	0	0	0	5,310.9		
Employee type 9	1	1	0	0	0	1,770.3	SPFPA 127	
Employee type 10	2	2	0	0	0	3,540.6	SPFPA 127	
5.2 KSC Internal Security								
Education & Training	4	4	0	0	0	7,081.2		
Employee type 9	3	3	0	0	0	5,310.9		
Employee type 10	1	1	0	0	0	1,770.3		
Option 3.0 Fire Services								
(Fire Station #3 only)	6	6	0	0	0	10,621.8		
Employee type 5	3	3	0	0	0	5,310.9		
Employee type 6	3	3	0	0	0	5,310.9		
Option 4.1 Physical Security								
(VAB/OPF Protection and Traffic Enforcement #2)	8	8	0	0	0	14,162.4		
Employee type 7	3	3	0	0	0	5,310.9		
Employee type 8	5	5	0	0	0	8,851.5		

DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 06	
B. LINE ITEM TITLE: Quarterly Summary of 3rd Step Labor Grievances and Arbitrations Report						
C. OPR.	D. TYPE	E. INSPECT/ACCEPT	F. FREQ.	G. INITIAL SUB.	H. AS OF DATE	
OP	3	6	QU	See Block J	90/15	
J. REMARKS: For each quarter, the Contractor shall report the number of 3 rd Step Labor Grievances, as well as the number of Arbitrations and a summary of the outcome of the Arbitrator’s ruling on each case. Reports are due quarterly based on the Government fiscal year: Quarter 1 ends December 31 st , Quarter 2 ends March 31 st , Quarter 3 ends June 30 th , and Quarter 4 ends September 30 th . Reports are due within 15 working days of the end of each quarter. The initial submission shall be due within 15 working days of the close of the first quarter of the contract. Reports shall be compatible with Microsoft Office suite of software.						
K. DISTRIBUTION OP-AM / Industry Relations Officer (1A, 1D) OP-OS (1D) TA-A2 (1D)					TOTALS	
					NO.	TYPE
					1	A
					3	D
DATA REQUIREMENT DESCRIPTION						
1. TITLE Report, Quarterly Summary of 3rd Step Labor Grievances and Arbitrations				2. NUMBER 1.1-3		
3. USE To provide necessary insight into 3 rd Step union grievance and arbitration activity to the NASA/KSC Industry Relations Officer.				4. DATE		
				5. ORGANIZATION KPSC		
7. INTERRELATIONSHIP N/A				6. REFERENCES		
8. PREPARATION INFORMATION The report shall include the number of open 3 rd Step Labor Grievances at the beginning of the current quarter, the number of 3 rd Step Labor Grievances resolved during the quarter (without arbitration), and the number of open 3 rd Step Labor Grievances at the end of the quarter. The report will also include a summary paragraph of the most common grievances experienced during the quarter. The report will also contain a separate section reporting the number of arbitrations in which the Contractor was involved during the quarter, a brief description of each arbitration, and a summary of the arbitrator’s decision.						

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 07	
B. LINE ITEM TITLE: Replacement of Government Furnished Equipment Reports						
C. OPR. TA-A2	D. TYPE 1	E. INSPECT/ACCEPT 6	F. FREQ. MO	G. INITIAL SUB. See Block J	H. AS OF DATE 30/15	
J. REMARKS: Reports and reviews shall be submitted and conducted monthly. Data shall be submitted no later than the 15 th day of each month. Type "D" electronic versions shall be compatible with Microsoft Office.						
K. DISTRIBUTION					TOTALS	
Contracting Officer, OP (1D)					NO.	TYPE
Industrial Property Office (1D)					5	D
COTR, TA-A2 (1D)						
GG-C-B1 (1D)						
TA-A1 (1D)						
DATA REQUIREMENT DESCRIPTION						
1. TITLE Reports, Replacement of Government Furnished Equipment				2. NUMBER 1.1-4		
3. USE To track replacement of government furnished equipment (GFE).				4. DATE		
				5. ORGANIZATION KPSC		
7. INTERRELATIONSHIP N/A				6. REFERENCES Clause G.12(b)		
8. PREPARATION INFORMATION						
<p>Data shall include, but not be not be limited to, the following data:</p> <ol style="list-style-type: none"> 1. Identify GFE equipment replaced during Contract Year. Report shall include a listing of each GFE equipment replaced, purchase price, purchase date, description, equipment value, and cumulative value of all equipment replaced during current Contract Year, by PWS section. For purposes of this DRD, "replaced" means a purchase has been issued and does not require the replacement equipment be delivered and in place. 2. Forecast KPSC most significant equipment requirements by major functional area. Report shall include a listing for each equipment item to include: priority, PWS section (i.e., Emergency Management PSCC, Fire, Security, NPSTA), nomenclature, condition of item to be replaced, cost of replacement, risk of not replacing, status of replacement action, needed replacement date, work around until replaced. Obtain approval by COTR prior to purchasing replacement items. 						

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 08
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B. LINE ITEM TITLE:
Institutional Protective Services Report

C. OPR. TA-A1	D. TYPE 3	E. INSPECT/ ACCEPT 3	F. FREQ. AN	G. INITIAL SUB. See Block J	H. AS OF DATE 365/15
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J. REMARKS:
The Contractor shall provide this report no later than 15 calendar days after April 30, 2012 and 15 calendar days after the close of each government fiscal year.
Type "D" electronic versions shall be compatible with Microsoft Office.

K. DISTRIBUTION TA-A1	TOTALS	
	NO.	TYPE
	1	D

DATA REQUIREMENT DESCRIPTION

1. TITLE Report, Institutional Protective Services	2. NUMBER 1.1-5
3. USE To provide actual cost and workforce data used to respond to NASA HQ requests to compare costs across Centers.	4. DATE
	5. ORGANIZATION KPSC
7. INTERRELATIONSHIP N/A	6. REFERENCES

8. PREPARATION INFORMATION
The Contractor shall provide the requested information per this DRD in the sample format shown below. Actual cost shall be provided on all cost reimbursable contract line item numbers (CLIN). Billable costs shall be provided on all fixed price CLINs
The contractor shall report on baseline IDIQ costs and WYEs in separate charts.



Project	WBS 2	CMO		PROGRAM		REIM		GRAND TOTAL	
		FYXX \$K (No decimals)	FYXX WYEs (one decimal)	FYXX \$K (No decimals)	FYXX WYEs (one decimal)	FYXX \$K (No decimals)	FYXX WYEs (one decimal)	\$	WYE
Security and Program Protection	Fire Services								
	Security Services								
	Emergency Management								
	Training Requirements & Mandatory Skill & Performance Levels								
Security and Program Protection	Security and Program Protection	0	0	0	0	0	0	0	0

Mapping is provided below:

CLIN	Service	Chart type	Fund Type
CLIN 000	Phase-in of the KPSC Contract	Baseline Services	CMO
CLIN 002 (a-e)	Emergency Management & PSCC	Baseline Services	CMO
CLIN 003 (a-e)	Fire Services	Baseline Services	CMO
CLIN 003 (f-j)	Fire Station #3 Option	Baseline Services	CMO
CLIN 004 (a-e)	Security Services	Baseline Services	CMO
CLIN 004 (f-j)	Security Option - VAB/OPF Protection & Traffic Enforcement	Baseline Services	CMO
CLIN 005.1 (a-e)	NPSTA Security Training	Baseline Services	Program
CLIN 005.2 (a-e)	KSC Internal Security Training	Baseline Services	CMO
CLIN 006 (a-e)	Firefighter Defined Benefit Plan	Baseline Services	CMO
CLIN 007 (a-e)	GSA Fleet Vehicles, Maintenance & Fuel	Baseline Services	CMO
CLIN 008 (a-e)	Government Directed Travel	Baseline Services	Program
CLIN 009 (a-o)	IDIQ	IDIQ	To be determined when Task Order is turned on - Could be CMO, Program or Reimbursable

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 09
B. LINE ITEM TITLE: Geographic Economic Impact					
C. OPR. TA-A1	D. TYPE 3	E. INSPECT/ ACCEPT 3	F. FREQ. AN	G. INITIAL SUB. See Block J	H. AS OF DATE 365/15
J. REMARKS: The Contractor shall provide this report no later than 15 calendar days after the close of each government fiscal year. Type "D" electronic versions shall be compatible with Microsoft Office.					
K. DISTRIBUTION TA-A1					TOTALS NO. TYPE 1 D
DATA REQUIREMENT DESCRIPTION					
1. TITLE Report, Geographic Economic Impact				2. NUMBER 1.1-6	
3. USE To provide cost and workforce geographical economic impact data used to respond to NASA and Congressional requests.				4. DATE	
				5. ORGANIZATION KPSC	
7. INTERRELATIONSHIP N/A				6. REFERENCES	
8. PREPARATION INFORMATION The Contractor shall provide the requested information per this DRD in the sample format shown below. <u>GEOGRAPHICAL ECONOMIC IMPACT DATA REPORT -</u>					
<u>Name of Contract</u>	<u>Contract No:</u>	<u>Skill Mix (Prime / Subcontractors)</u>	<u>WYE</u>	<u>\$Amount</u>	
Example		FireFighter (example)	X.X	\$XXX,000	NOTE: Category of Workforce most appropriate of the current skill mix.
Example		K9 Patrol (example)	X.X	\$XX,000	
Please do procurements for all contracts (ISC, IPSC, Grounds, Custodial, Mail, IOMS)					
Amount Spent in Brevard County (Brevard County Only)					
Type of Purchases	Example: Office Supplies, Equipment, Maintenance supplies, repair and miscellaneous parts and supplies, etc. List the larger items and group smaller categories)			\$Amount	
Amount Spent in Central Florida (Inclusive of Lake, Flagler, Orange, Seminole, Volusia, Osceola)					
Type of Purchases	Example: Office Supplies, Equipment, Maintenance supplies, repair and miscellaneous parts and supplies, etc. List the larger items and group smaller categories)			\$Amount	
Amount spent outside Central Florida (The rest of Florida)					
Type of Purchases	Example: Office Supplies, Equipment, Maintenance supplies, repair and miscellaneous parts and supplies, etc. List the larger items and group smaller categories)			\$Amount	

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 10
B. LINE ITEM TITLE: Safety and Health Plan					
C. OPR. SA-E	D. TYPE 1	E. INSPECT / ACCEPT 2	F. FREQ. RT	G. INITIAL SUB. Within 90 days of Contract Start	H. AS OF DATE See Block J
J. REMARKS: The Contractor shall review the Plan at least annually and shall revise the Plan as required (See Block 8). The Contractor shall submit type "D", electronic copies that are compatible with Microsoft Office software or Adobe (*.pdf). The Contractor shall also publish this DR electronically on a media or website in a Government-accessible location and format.					
K. DISTRIBUTION KPSC CO/Mail Code: OP KPSC COTR/Mail Code: TA-A2 KSC Safety and Mission Assurance/Mail Code: SA-E					TOTALS NO. TYPE 3 D
DATA REQUIREMENT DESCRIPTION					
1. TITLE Plan, Safety and Health				2. NUMBER 1.2-1	
3. USE To ensure the contract is conducted in a safe manner and complies with all Safety and Health directives, instructions, policies, and regulations as listed in this contract. To verify the Contractor intends to be proactive and in their safety and health practices. To assure employees have a safe work environment and conditions throughout the performance of this contract.				4. DATE	
				5. ORGANIZATION KPSC	
7. INTERRELATIONSHIP N/A				6. REFERENCES See Block 8	
8. PREPARATION INFORMATION The Safety and Health Plan shall describe Contractor tasks and activities and shall include the following:					
<ul style="list-style-type: none"> a) All Safety and Health Plan elements specified in NFS 1852.223-73, <i>Safety and Health Plan</i>, NPR 8715.3, <i>NASA General Safety Program Requirements Appendix E</i>, and KNPR 8715.3, <i>KSC Safety Practices Procedural Requirements</i>. b) Organizational chart(s) illustrating the functional relationships, and lines of communication (including dissenting opinions) of safety and health throughout the KPSC contract. c) Descriptions of the safety and health management functions within the organization including authorities, responsibilities, and the process through which management decisions will be made, and notification to NASA Safety & Health organizations of hazards, mishaps, correctives actions, and deviations to NASA Safety and Health requirements d) Description of the responsibility, authority, and accountability of assigned safety and health personnel responsible for resolving all identified safety and health issues. e) Description of management controls and tools that are to be used to ensure compliance with safety and health regulations f) Description of the safety analysis methodologies used to identify workplace hazards and how mitigation will be implemented. g) Description of the safety program measurements system, including safety metrics and trend analysis. This system shall describe responsibility for identifying and implementing remedial action, recurrence control, and corrective actions. 					

8. PREPARATION INFORMATION (cont)

- h) A mishap contingency action plan that describes how support and services will continue in the event of a mishap, including required data/evidence data impoundment for mishap/close call investigation boards. This plan may be provided through the emergency response plan.
- i) A Drug and Alcohol-Free Workplace Policy and Plan that complies with NFS 1852.223-74, *Drug and Alcohol-Free Workforce (March 1996) (Deviation)*.

The Safety and Health Plan shall comply with the following documents:

KNPR 8715.3, *KSC Safety Practices Procedural Requirements*
NPR 8621.1, *NASA Procedural Requirements for Mishap and Close Call Reporting*
NPR 8715.1, *NASA Occupational Safety and Health Requirements*
NPR 8715.3, *NASA General Safety Program Requirements*
NFS 1852.223-74, *Drug and Alcohol-Free Workforce (March 1996) (Deviation)*.

DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 11	
B. LINE ITEM TITLE: Safety Statistics and Vehicle Damage Record						
C. OPR. SA-E	D. TYPE 3	E. INSPECT/ACCEPT 6 – Safety Statistics 3 – Vehicle Damage	F. FREQ. MO	G. INITIAL SUB. Within 45 days of contract start	H. AS OF DATE 30/15	
J. REMARKS: The Contractor shall submit type “D” electronic copies that are compatible with Microsoft Office software or Adobe (*.pdf). The Contractor shall also publish this DR electronically on a media or website in a Government-accessible location and format. To report accident rates and associated repair costs for all GSA leased and government furnished vehicles.						
K. DISTRIBUTION KPSC CO/Mail Code: OP KPSC COTR/Mail Code: TA-A2 KSC Safety and Mission Assurance/Mail Code: SA-E *TA-A5A, Transportation Office					TOTALS	
					NO.	TYPE
					3	D
					*1	D
DATA REQUIREMENT DESCRIPTION						
1. TITLE Record, Safety Statistics and Vehicle Damage				2. NUMBER 1.2-2		
3. USE <ul style="list-style-type: none"> • The Safety Statistics Record provides information on mishaps and close calls affecting the Contractor’s Safety and Health performance. • To report accident rates and associated repair costs for all GSA leased and government furnished vehicles. 				4. DATE		
				5. ORGANIZATION KPSC		
7. INTERRELATIONSHIP N/A				6. REFERENCES KNPR 8715.3 and See Block 8		
8. PREPARATION INFORMATION <p>The Safety Statistics Record shall comply with KNPR 8715.3, <i>KSC Safety Practices Procedural Requirements</i>, and shall be submitted on KSC Form 6-22.</p> <p>The monthly Vehicle Damage Report shall include vehicle incident rate which shows percentage rate based on a formula provided by NASA Safety. The formula is as follows:</p> <p>Vehicle Incident Rate = Number of Vehicle Incidents multiplied by 1,000,000 divided by number of miles driven.</p> <p>The monthly Report shall include repair costs in excess of \$1,000 per vehicle incident.</p> <p><u>Applicable Documents:</u> NPR 6200.1 – <i>NASA Transportation and General Traffic Management</i> NPD 6000.1 – <i>Transportation Management</i> KNPR 6000.1 – <i>Transportation Support System Manual</i> NASA Official Fleet Management Handbook EO 13423 – <i>Strengthening Federal Environmental, Energy, and Transportation Management</i> EO 13514 – <i>Federal Leadership in Environmental, Energy, and Economic Performance</i></p>						

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 12
B. LINE ITEM TITLE: VPP Application					
C. OPR. SA-E	D. TYPE 1	E. INSPECT / ACCEPT 2	F. FREQ. OT	G. INITIAL SUB. Within 12 months of Contract Start	H. AS OF DATE Contract Start
J. REMARKS: The Contractor shall submit type "D" electronic copies that are compatible with Microsoft Office software or Adobe (*.pdf). The Contractor shall also publish this DR electronically on a media or website in a Government-accessible location and format.					
K. DISTRIBUTION KPSC CO/Mail Code: OP KPSC COTR/Mail Code: TA KSC Safety and Mission Assurance/Mail Code: SA-E					TOTALS NO. TYPE 3 D
DATA REQUIREMENT DESCRIPTION					
1. TITLE Application, VPP				2. NUMBER 1.2-3	
3. USE To verify the Contractor's implementation and compliance to recognized safety and health standards. To ensure effective Contractor management of safety and health programs, implementation of safety and health requirements into all elements of the contract, including major subcontractors, and compliance to safety and health requirements. To ensure the Contractor, including subcontractors, are meeting and maintaining VPP requirements.				4. DATE	
				5. ORGANIZATION KPSC	
7. INTERRELATIONSHIP N/A				6. REFERENCES 29CFR1910, OSHA CSP 03-01-003	
8. PREPARATION INFORMATION The Contractor shall prepare the VPP Application in accordance with OSHA CSP 03-01-003, <i>Voluntary Protection Programs (VPP): Policies and Procedures Manual</i> . The Contractor shall demonstrate, to NASA, compliance to VPP requirements throughout all organizations of the contract (including subcontractors), including: a) Involving personnel to maintain rigorous and detailed attention to safety and health. b) Demonstrating continuous improvement in the operation of the safety and health management systems. Establishing, documenting, and communicating to all persons within this contract: clear safety and health goals that are attainable and measurable, objectives that are relevant to workplace hazards, the prevention of workplace injury and illness, and policies and procedures that indicate how to accomplish the objectives and goals. c) Maintaining a written safety and health management system that documents the elements and sub elements, procedures for implementing the elements, and other safety and health programs, including those required by OSHA standards.					

8. PREPARATION INFORMATION (cont)

- d) Providing and directing adequate resources to those responsible for safety and health, so they are able to carry out their responsibilities.
- e) Ensuring personnel right to report hazards.
- f) Involving personnel in the safety and health management including participation in: audits, accident/incident investigations, self inspections, suggestion programs, planning, training, job hazard analyses, and safety and health committees and teams.
- g) Implementing a hazard identification and analysis system to systematically identify basic and unforeseen safety and health hazards, evaluate their risks, and prioritize recommend methods to eliminate or control.

DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 13
B. LINE ITEM TITLE: Quality Plan					
C. OPR. SA-E	D. TYPE 3	E. INSPECT/ACCEPT 6	F. FREQ. RT	G. INITIAL SUB. Within 90 days of contract start	H. AS OF DATE Contract Start
J. REMARKS: The Contractor shall review the Plan at least annually and shall revise the Plan as required (See Block 8). The Contractor shall submit type "D" electronic copies that are compatible with Microsoft Office software or Adobe (*.pdf). The Contractor shall also publish this DR electronically on a media or website in a Government-accessible location and format.					
K. DISTRIBUTION CO: OP, COTR: TA-A2, KSC Safety and Missions Assurance: SA-E				TOTALS	
				NO.	TYPE
				3	D
DATA REQUIREMENT DESCRIPTION					
1. TITLE Plan, Quality				2. NUMBER 1.3-1	
3. USE To ensure that quality requirements are implemented and satisfied throughout the duration of the contract.				4. DATE	
				5. ORGANIZATION KPSC	
7. INTERRELATIONSHIP N/A				6. REFERENCES See Block 8	
8. PREPARATION INFORMATION					
<p>The Quality Plan shall describe the implementation of quality policies and processes and shall include:</p> <ul style="list-style-type: none"> a) Organizational chart(s) illustrating functional relationships and lines of communication (including dissenting opinions) between organizations executing quality requirements. These chart(s) shall also include other organizational elements, including any subcontracts, government, and other relevant interfaces. b) Description of responsibility, authority, and accountability of personnel performing quality functions c) Description of the management controls that will ensure compliance with applicable quality requirements. d) Description of quality-based boards, panels, and/or committees. e) Description of inspection, surveillance, audit methodologies, quality metrics or leading indicators used to assess quality of processes and products. f) Description of continuous improvement methodology, implementation, and risk assessments of proposed improvements g) Description of the certification and qualification training approach, including listing all processes, tasks, and positions that require certification or qualification. The certification or qualification training requirements shall include: <ul style="list-style-type: none"> i. type of training offered ii. employee requirements for completing training, including on-the-job training iii. frequency of training <p>The Quality Plan shall comply with the following documents: NPR 8735.1, <i>Procedures for Exchanging Parts, Materials, and safety Problem Data Utilizing the Government-Industry Data Exchange Program and NASA Advisories</i></p>					

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 14
B. LINE ITEM TITLE: Information Technology (IT) Plan					
C. OPR. IT	D. TYPE 1	E. INSPECT/ACCEPT 2	F. FREQ. RT	G. INITIAL SUB. Contract Start + 30 Days	H. AS OF DATE See Block J
J. REMARKS: The Contractor shall review the Plan at least annually and shall revise the Plan as required (See Block 8). Type "D": Electronic submittal. Product shall be compatible with Microsoft Office suite of software. Reports shall be distributed via e-mail.					
K. DISTRIBUTION TA-A2 IT					TOTALS NO. TYPE 2 D
DATA REQUIREMENT DESCRIPTION					
1. TITLE Plan, IT				2. NUMBER 1.5-1	
3. USE To document details on current IT architecture, coordinate future IT planning and obtain Government approval of Contractor's annual plan.				4. DATE	
7. INTERRELATIONSHIP N/A				5. ORGANIZATION KPSC	
				6. REFERENCES See Block 8	
8. PREPARATION INFORMATION The Contractor shall define the IT systems in text and sketches and maintain a complete inventory of all applicable IT hardware and software along with a listing of IT System Security Plans that cover each item. The Plan shall identify the software classification and software safety criticality of each software item. In addition, the data rights to all software shall be defined. The Contractor shall provide a summary of the plans for IT system changes. The Contractor shall discuss obsolescence planning and include a technical refresh plan to address obsolescence issues associated with all IT items sustained by the Contractor under this contract. The Contractor shall describe the support of government interfaces, government furnished IT services, including access to all applications and data. The IT Plan shall comply with the following documents: <ul style="list-style-type: none"> • NPD 2800.1, Managing Information Technology • NPD 2810.1, NASA Information Security Policy • NPD 2820.1, NASA Software Policy • NPR 2810.1, Security of Information Technology • NPR 2830.1, NASA Enterprise Architecture Procedures • NPR 2841.1, Identity, Credential, and Access Management Services • NPR 7150.2, NASA Software Engineering Requirements • NPR 7120.5, NASA Space Flight Program and Project Management Requirements • NPR 7120.7, NASA Information Technology and Institutional Infrastructure Program and Project Management Rqmts • NASA-STD-8719.13, Software Safety Standard • MFR 7 & 137, Mission Focus Review Recommendations 7 and 137 (http://insidenasa.nasa.gov/ocio/mfr/home/index.html) • KNPR 2540.1, KSC Telecommunications Services • KNPR 2570.1, KSC Radio Frequency Spectrum Management • KNPD 2820.2, NASA KSC Software Policy 					

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 15
B. LINE ITEM TITLE: Information Technology (IT) Security Management Plan					
C. OPR. IT	D. TYPE 1	E. INSPECT/ACCEPT 2	F. FREQ. RT	G. INITIAL SUB. Within 30 days of Contract Start	H. AS OF DATE See Block J
J. REMARKS: The Contractor shall review the Plan at least annually and shall revise the Plan as required (See Block 8). Type "D": Electronic submittal. Product shall be compatible with Microsoft Office suite of software. Reports shall be distributed via e-mail.					
K. DISTRIBUTION				TOTALS	
TA-A2				NO.	TYPE
IT-B				2	D
DATA REQUIREMENT DESCRIPTION					
1. TITLE Plan, IT Security Management				2. NUMBER 1.5-2	
3. USE To provide Government insight into the Contractor's methodology for managing all aspects of information security and to ensure critical components are addressed.				4. DATE	
				5. ORGANIZATION KPSC	
7. INTERRELATIONSHIP N/A				6. REFERENCES See Block 8	
8. PREPARATION INFORMATION The Information Technology Security Management Plan shall cover the Contractor's proposed management approach for meeting and complying with the Federal Information Security Management Act (FISMA) and NFS 1852.204-76 Security Requirements for Unclassified Information Technology Resources. The Information Security Management Plan shall include, at a minimum, the following: <ol style="list-style-type: none"> 1. Contractor's information security POC(s) including roles and responsibilities. 2. A description of policies, processes and/or procedures for: <ol style="list-style-type: none"> a. Meeting all applicable security authorization requirements, including but not limited to development and maintenance of IT System Security Plans (ITSSPs) including external IT systems, implementation and validation of controls, security assessments, remediation, authorization, and continuous monitoring in accordance with NASA directives and guidance. b. Addressing all applicable information security requirements at all phases of the system development life cycle (SDLC), including vulnerability scanning and mitigation, maintaining secure system configurations, patch/configuration management and reporting, malware protection, and encryption requirements. c. Information security, privacy, incident management and response, including coordination with NASA Security Operations Center (SOC), the KSC IT Security Manager (ITSM), and Center Privacy Manager (CPM). d. Ensuring that Contractor employees meet information security requirements, such as IT security awareness and other required training, qualifications for system administrators and elevated user privileges; and that Contractor employees are knowledgeable of NASA information security policies and procedures. 					

8. PREPARATION INFORMATION (cont'd)

The Information Security Management Plan shall comply with the following document:

- NPD 2810.1, NASA Information Security Policy
- NPD 1382.17, NASA Privacy Policy
- NPD 2540.1, Personal Use of Government Office Equipment including Information Technology
- NPR 2810.1, Security of Information Technology
- NPR 1382.1, NASA Privacy Procedural Requirements
- NPR 1600.1, NASA Security Program Procedural Requirements, Section 5.24 Sensitive But Unclassified (SBU) Controlled Information
- FIPS 199, National Institute of Standards and Technology (NIST) Federal Information Processing Standards (FIPS) Standards for Security Categorization of Federal Information and Information Systems
- FIPS 200, NIST Minimum Security Requirements for Federal Information and Information Systems
- ADL, NASA requirements, regulations, policies and guidelines identified in the Applicable Document List (ADL) per NFS 1852.204-76

References:

- NIST Special Publication (SP) 800 series, with special focus on:
- NIST SP 800-18 – Guide for Developing Security Plans for Federal Information Systems
- NIST SP 800-30 – Risk Management Guide for Information Technology Systems
- NIST SP 800-37 – Guide for Applying Risk Management Framework to Federal Information Systems: A Security Life Cycle Approach
- NIST SP 800-53 – Recommended Security Controls for Federal Information Systems and Organizations
- NIST SP 800-60 – Guide for Mapping Types of Information and Information Systems to Security Categories

DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 16	
B. LINE ITEM TITLE: Records Management Program Plan						
C. OPR. IT	D. TYPE 2	E. INSPECT/ACCEPT 4	F. FREQ. AR	G. INITIAL SUB. Within 60 days of Contract Start	H. AS OF DATE See Block J	
J. REMARKS: Contractor format is acceptable subject to the requirements of this clause, NPD 1440.6, and KNPR 1440.6. Type "D": Electronic submittal. Product shall be compatible with Microsoft Office suite of software. Reports shall be distributed via e-mail.						
K. DISTRIBUTION NASA KSC Records Manager, IT-A-D					TOTALS	
					NO.	TYPE
					1	A
					1	D
DATA REQUIREMENT DESCRIPTION						
1. TITLE Plan, Records Management Program				2. NUMBER 1.7-1		
3. USE To submit Records Management Program Plan in accordance with NPR 1441.1 (reference Block 8).				4. DATE		
				5. ORGANIZATION KPSC		
7. INTERRELATIONSHIP N/A				6. REFERENCES See Block 8		
8. PREPARATION INFORMATION The Records Management Program Plan shall describe the implementation of a Records Management Program in accordance with the compliance requirements above. The Plan shall meet the requirements in FAR 52.227.14 and 52.227.16 The Records Management Program Plan shall provide sufficient detail to demonstrate an understanding of the compliance requirements, to include the following areas:						
<ul style="list-style-type: none"> I. Program Management <ul style="list-style-type: none"> a. Program authorization and organization b. Guidance and training c. Internal Evaluations d. Procedures and Processes II. Records Creation/Recordkeeping Requirements <ul style="list-style-type: none"> a. Creation of records/adequacy of documentation b. Contractor Records III. Records Maintenance <ul style="list-style-type: none"> a. Paper-based Records b. Electronic Records c. Legacy Records IV. Maintenance of Special Records <ul style="list-style-type: none"> a. Audiovisual Records b. Cartographic and Architectural Records c. Micrographic Records V. Records Disposition Schedule Implementation VI. Vital Records 						

8. PREPARATION INFORMATION (cont)

REFERENCES:

- 44 U.S.C. Chapters 29, 31, 33.
- 44 U.S.C. 3501 et seq., Paperwork Reduction Act.
- 36 CFR Parts 1220-1238.
- 5 U.S.C. 552, The Freedom of Information Act as amended.
- 5 U.S.C. 552a, The Privacy Act of 1974 as amended.
- OMB Circular A-130, Management of Federal Information Resources.
- OMB Circular A-123, Internal Control Systems.
- Executive Order 12656, Assignment of Emergency Preparedness Responsibilities, Sections 201, 202, 1901, and 2001 (November 18, 1988), as amended.
- FAR 52.227-14 Data Rights –General and FAR 52.227-16 Additional Data requirements
- NPD 1440.6 (As revised), NASA Records Management.
- NPR 1441.1 (As revised), NASA Records Retention Schedule.
- NPD 2190.1 (As revised), NASA Export Control Program. Center Specific
- KNPR 1440.6 (As revised), KSC Records Management.

DEFINITIONS:

- (a) **Contractor-held Government Records** Documentation of contractor activities and functions necessary for the performance of the contract, including, but not limited to, documentation of day-to-day operating procedures essential to completing the Statement of Work, and those organizational structure, policies, decisions, operations, and activities necessary to perform or continue the work performed under the contract. Contractor-held Government Records include Electronic Records, Vital Records, and Legacy Records. Except as provided in paragraph (b) of this clause, all records acquired or generated by the contractor in the performance of this contract shall be the property of the Government and shall be delivered to the Government or otherwise disposed of as determined by the NASA KSC Records Manager.
- (1) **Electronic Records**. The contractor shall deliver any electronic data deliverables as stated in 36 CFR 1228.270. If the electronic records reside in a digital management asset system, the records must be exportable to NASA's digital management asset system in an automated fashion.
- (2) **Active and Legacy Records**. The contractor shall maintain and manage any active records/data created for Government use and/ or inherited from the predecessor contractors.
- (3) **Vital Records**. Essential Agency or Center records identified as necessary for continuing critical operations immediately following national security emergencies or other emergency or disaster conditions (Emergency Operating Records) or to protect the legal and financial rights of the Government or those affected by Government Activities (Legal and Financial Rights Records).

8. PREPARATION INFORMATION (cont)

DEFINITIONS (continued):(b) **Contractor-owned records**

Contractor-owned records are those which relate exclusively to the contractor's internal business, or are of a general nature not specifically related to the performance of work under this Contract. The contractor's general policies, procedures, etc., that apply to the general conduct of its business do not fall under the purview of this clause. The following records are considered the property of the contractor and are not within the scope of paragraph (a) of this clause.

- (1) Employment-related records (such as workers compensation files; employee relations records, records on salary and employee benefits; drug testing records, labor negotiation records, records on ethics, employee concerns, and other employee related investigations conducted under an expectation of confidentiality; employee assistance program records; and personnel and medical/health-related records and similar files), except for those records described by the contract as being maintained in Privacy Act systems of records.
- (2) Confidential contractor financial information, and correspondence between the contractor and other segments of the contractor located away from the NASA Center (i.e., the contractor's corporate headquarters);
- (3) Records relating to any procurement action by the contractor, (confidential financial information and correspondence obtained by the Contractor for use in its subcontracts; source selection and other confidential, pre-decisional, or similar documents relating to the Contractor's deliberative process in selecting subcontractors) except for records that fall under 48 CFR Chapter 18 that may apply to NASA;
- (4) Legal records, including legal opinions, litigation files, and documents covered by the attorney-client and attorney work product privileges;
- (5) The following categories of records maintained pursuant to the technology transfer clause of this contract.
 - (i) Executed license agreements, including exhibits or appendices containing information on royalties, royalty rates, other financial information, or commercialization plans, and all related documents, notes and correspondence.
 - (ii) The contractor's protected Cooperative Research and Development Agreement (CRADA) information and appendices to a CRADA that contain licensing terms and conditions, or royalty or royalty rate information.
 - (iii) Patent, copyright, mask work, and trademark application files and related contractor invention disclosures, documents and correspondence, where the contractor has elected rights or has permission to assert rights and has not relinquished such rights or turned such rights over to the Government.

- (c) **Metadata**. Metadata as defined by ISO 15489 3.12 "Metadata: data describing context, content, and structure of records and their management through time."

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 17										
B. LINE ITEM TITLE: Records Management File Plan															
C. OPR. TA	D. TYPE 2	E. INSPECT/ACCEPT 1/2	F. FREQ. AN	G. INITIAL SUB. 120 days after contract award	H. AS OF DATE See Block J										
J. REMARKS: Contractor format is acceptable subject to the requirements of this clause, NPD 1440.6, and KNPR 1440.6.															
K. DISTRIBUTION The NASA KSC Records Manger and others per Contracting Officer's direction.					<table border="1"> <tr> <th colspan="2">TOTALS</th> </tr> <tr> <th>NO.</th> <th>TYPE</th> </tr> <tr> <td>1</td> <td>A</td> </tr> <tr> <td>3</td> <td>B</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	TOTALS		NO.	TYPE	1	A	3	B		
TOTALS															
NO.	TYPE														
1	A														
3	B														
DATA REQUIREMENT DESCRIPTION															
1. TITLE Plan, Records Management File				2. NUMBER 1.7-2											
3. USE To submit Records Management File Plan in accordance with NPR 1441.1.				4. DATE											
				5. ORGANIZATION KPSC											
7. INTERRELATIONSHIP N/A				6. REFERENCES See block 8											
8. PREPARATION INFORMATION The File Plan shall include at a minimum, the following data:															
<ul style="list-style-type: none"> a. Agency Filing Scheme (AFS) #: In accordance with (IAW) NPR 1441.1. b. Record Title: Record Series description, a description of the record and its function c. Office of Record: Office responsible for retiring the record at end of lifecycle. d. Location: Physical or virtual location of records. e. Retention/Disposition: The period of time the record shall be kept, and how it is treated at the end of its active lifecycle f. Permanent vs. Temporary: Designation of permanent status or temporary status of records including marking records that are ITAR controlled sensitive. g. Vital Status: Records identified as necessary for continuing operations immediately following an emergency. h. Volume: Amount of records (listed in cubic feet, megabyte, gigabyte, etc.) 															
REFERENCES:															
<ul style="list-style-type: none"> a. NPD 1440.6 (As revised), NASA Records Management. b. NPR 1441 (As revised), NASA Retention Schedule. c. KNPR 1440.6 (As revised), KSC Records Management. d. NPD 2190.1 (As revised), NASA Export Control Program. 															

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 18						
B. LINE ITEM TITLE: Vehicle Utilization Plan											
C. OPR. TA-A5A	D. TYPE 1	E. INSPECT/ACCEPT 3	F. FREQ. RT Updated AN	G. INITIAL SUB. See Block J	H. AS OF DATE See Block J						
J. REMARKS: The Contractor shall submit the Plan for approval within 30 days after contract start date. Changes shall be incorporated as required and re-certified annually no later than the 1 st of October of every contract year. Changes shall be incorporated as required. Type "D": Electronic submittal. Product shall be compatible with Microsoft Office suite of software. Plans shall be distributed via e-mail.											
K. DISTRIBUTION TA-A5A, Transportation Office				<table border="1"> <tr> <th colspan="2">TOTALS</th> </tr> <tr> <th>NO.</th> <th>TYPE</th> </tr> <tr> <td>1</td> <td>D</td> </tr> </table>		TOTALS		NO.	TYPE	1	D
TOTALS											
NO.	TYPE										
1	D										
DATA REQUIREMENT DESCRIPTION											
1. TITLE Plan, Vehicle Utilization				2. NUMBER 1.8-1							
3. USE To ensure proper use of GSA leased and government furnished vehicles and how they will be utilized.				4. DATE							
				5. ORGANIZATION KPSC							
7. INTERRELATIONSHIP N/A				6. REFERENCES See Block 8							
8. PREPARATION INFORMATION The Plan shall address the Contractor's approach to ensure the proper utilization of GSA leased and government furnished vehicles. The Contractor shall also maintain the KSC Form 7-490V2 NS (KSC Vehicle Use Record) and provide copies to the KSC Transportation Office upon request. The Vehicle Utilization Plan defines the process for the acquisition, management, and control of permanently assigned motor vehicles required in the performance of the KPSC Contract. The Plan defines operator responsibilities, insurance requirements, vehicle accident reporting, and the processing of requirements for additional permanently assigned motor vehicles. The Plan shall include at a minimum the following sections:											
<ul style="list-style-type: none"> • Driver's License Requirements • Insurance Requirements • Disciplinary Requirements • Responsibilities for <ul style="list-style-type: none"> ○ Operator ○ Vehicle Control Manager (VCM) ○ Vehicle Coordinator (VC) ○ Managers and Supervisors ○ Business Manager ○ Project Director and Project Managers • Vehicle Operation and Use <ul style="list-style-type: none"> ○ General Vehicle Operational Requirements ○ Authorized Vehicle Use ○ Unauthorized Vehicle Use • Accident Procedure and Reporting Process • Emergency Procedures • Requirements for Obtaining Motor Vehicles 											

8. PREPARATION INFORMATION (cont)

Applicable Documents:

NPR 6200.1 – *NASA Transportation and General Traffic Management*

NPD 6000.1 – *Transportation Management*

KNPR 6000.1 – *Transportation Support System Manual*

NASA Official Fleet Management Handbook

EO 13423 – *Strengthening Federal Environmental, Energy, and Transportation Management*

EO 13514 – *Federal Leadership in Environmental, Energy, and Economic Performance*

DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>						A. ITEM NO. 19
B. LINE ITEM TITLE: Employee Separation Report						
C. OPR. TA-A5A	D. TYPE 3	E. INSPECT/ACCEPT 6	F. FREQ. MO	G. INITIAL SUB. 65 days after contract start	H. AS OF DATE 30/5	
J. REMARKS: Type "D": Electronic submittal. Product shall be compatible with Microsoft Office suite of software. Report shall be distributed via e-mail. The contractor shall provide this report no later than 5 days after the close of each reporting period. Reported data will account for the previous months information (i.e., Report provided on January 5 will include data from December).						
K. DISTRIBUTION Contracting Officer, OP-OS						TOTALS
						NO.
						TYPE
						1
						D

DATA REQUIREMENT DESCRIPTION

1. TITLE Report, Employee Separation	2. NUMBER 1.8-2
3. USE Information for 4 th floor reporting	4. DATE
	5. ORGANIZATION KPSC
7. INTERRELATIONSHIP N/A	6. REFERENCES

8. PREPARATION INFORMATION

A sample report format is provided below.

	Oct-11	Nov-11	Dec-11	Jan-12	Feb-12	Mar-12	Apr-12	May-12	Jun-12	Jul-12	Aug-12	Sep-12	Total
POSITIONS ELIMINATED BY GOVERNMENT ACTION													
Layoffs	N/A	N/A											0
Voluntary Separation	N/A	N/A											0
Vacant Positions Eliminated	N/A	N/A											0
Subtotal:	0												
POSITIONS REDUCED OR ELIMINATED - OTHER REASONS													
Termination For Cause	N/A	N/A											0
Resignation	N/A	N/A											0
Retirement	N/A	N/A											0
Other (below)	N/A	N/A											0
Deceased	N/A	N/A											0
Expired Medical LOA	N/A	N/A											0
Convert to Consultant	N/A	N/A											0
Layoff	N/A	N/A											0
Subtotal:	0												
Total:	0												

NOTE: Contractor shall notify the Contracting Officer during the active month as **Positions Eliminated by Government Action** occur. A final monthly report is to be submitted by the **fifth day of following month**.

For the purposes of completing this report, **Positions Eliminated by Government Action means:** Employee positions eliminated as a direct consequence of early termination or changes in nature, content, schedule or duration of contract content directed by the Government.

Voluntary separation includes: early retirement, incentive buyouts, and similar actions.

Vacant Positions Eliminated means: The elimination of vacant positions that otherwise would have been filled, and any other elimination or non-fill of positions as a result of the Government action.

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 20
B. LINE ITEM TITLE: Emergency Management Program Plan					
C. OPR. TA-A2	D. TYPE 1	E. INSPECT/ACCEPT 4	F. FREQ. RT Updated AN	G. INITIAL SUB. Within 90 Days of Contract Start	H. AS OF DATE 365/10
J. REMARKS: The Plan shall be the Center’s prescribing directive for managing the response to an emergency or disaster. Coordination of the Plan shall be with all elements of the Incident Management System at the Center. Type “D”: Electronic submittal. Product shall be compatible with Microsoft Office suite of software. Reports shall be distributed via e-mail. The Contractor shall review annually and provide revisions to the NASA PSO or NEMO for review and approval.					
K. DISTRIBUTION TA-A2, SA-E					TOTALS NO. TYPE 2 D
DATA REQUIREMENT DESCRIPTION					
1. TITLE Plan, Emergency Management Program				2. NUMBER 2.0-1	
3. USE To document the Contractor’s emergency management plan and procedures for preparing, responding, mitigating and recovering from emergencies, contingencies, and disasters. The Plan must contain hazard specific annexes that include, but not limited to natural and technological disasters applicable to the Center’s mission, and environment. The Contractor shall review the CEMP and KDPs and provide recommendations to the NEMO. The Contractor shall develop a Plan that incorporates at a minimum, checklists and applicable procedures.				4. DATE	
				5. ORGANIZATION KPSC	
7. INTERRELATIONSHIP N/A				6. REFERENCES See Block 8	
8. PREPARATION INFORMATION Scope: This Plan is dynamic in nature and subsequent revisions shall be necessary as new and different threats, hazards, or situations occur. Applicable Documents: NPD 1040.4, NPD 8710.3, KNPR 8715.2, NPR 1040.1, the National Incident Management System (NIMS), National Response Plan (NRP), NFPA 1600, Executive Order 12472, Federal Preparedness Circular-65 (FPC-65), and Department of Homeland Security Directive HSPD 12. Contents: The Plan shall include the Four Tenets of Emergency Management; (1) Emergency Preparedness, (2) Emergency Operations, (3) Continuity of Operations (COOP), and (4) Test, Training and Exercise (TT&E) as outlined in NIMS. Checklists and Procedures: EOC Activation Hostage HURCON I Hurricane Coordinators Checklist HURCON II Hurricane Coordinators Checklist HURCON III Hurricane Coordinators Checklist HURCON IV Hurricane Coordinators Checklist MCC Activation Quality Plan					

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 21
B. LINE ITEM TITLE: PSCC Management Program Plan					
C. OPR. TA-A2	D. TYPE 1	E. INSPECT/ ACCEPT 4	F. FREQ. RT Updated AN	G. INITIAL SUB. Within 90 days of contract start	H. AS OF DATE See Block J
J. REMARKS: The Plan shall be the Center’s prescribing directive for managing the PSCC. Type “D”: Electronic submittal. Product shall be compatible with Microsoft Office suite of software. Reports shall be distributed via e-mail. The Contractor shall review annually and provide revisions to the NASA PSO for review and approval.					
K. DISTRIBUTION TA-A2				TOTALS	
				NO.	TYPE
				1	D
DATA REQUIREMENT DESCRIPTION					
1. TITLE Plan, PSCC Management Program				2. NUMBER 2.0-2	
3. USE The Contractor shall develop a Plan that incorporates at a minimum all of the following instructions and procedures. The contractor shall submit for approval the Plan to NASA PSO within 90 days of contract award for review and approval. The Contractor shall submit annually the updated Plan for the duration of the contract to the NASA PSO for review and approval.				4. DATE	
				5. ORGANIZATION KPSC	
7. INTERRELATIONSHIP N/A				6. REFERENCES	
8. PREPARATION INFORMATION					
<p><u>Standard Operating Procedures</u> PSCC Operations - Add PSCC Training – Add</p> <p><u>Checklists – ADD</u> Aircraft Crash Aircraft In-flight Emergency Paging & Notification Robbery ESS Alarm Response PSCC Equipment Failure/Contingency - Add Non-hostile Vehicle Penetration Hostile Penetration Aircraft Intrusion Boat Intrusion</p>					

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Checklists – ADD (continued)

Bomb Threat
Phone Protocol
NCIC/NCIC - Add
Hostage
PSCC Evacuation/APSCC Activation - Add
Tornado Area Warning System
Fire Console Trouble Activity
Force Protection Condition Checklist
Spill Response
Weapons of Mass Destruction
Stuck Elevator Response
Information Technology Checklist
Man Down Duress Response
DNPS Bus Duress Response
Personal Duress Code Response
Radio Duress Response
Duress Response
OHF/KSC Badging Office Duress Response
Childcare Duress Response
PSCC Duress Response - ADD
KSC Hqs 2nd and 4th Floor Duress Response - ADD
HURCON Preparedness
Hazardous Material Shipping
Fire Alarm Response
EMS Response
Coastal Radar Video Surveillance System

DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 22
B. LINE ITEM TITLE: Fire Protection Program Plan					
C. OPR. TA-A2	D. TYPE 1	E. INSPECT/ ACCEPT 4	F. FREQ. RT Updated AN	G. INITIAL SUB. Within 90 days of contract start	H. AS OF DATE 365/10
J. REMARKS: Type "D": Electronic submittal. Product shall be compatible with Microsoft Office suite of software. Reports shall be distributed via e-mail. The Contractor shall review annually and provide revisions to the NASA PSO for review and approval.					
K. DISTRIBUTION TA-A2					TOTALS NO. TYPE 1 D
DATA REQUIREMENT DESCRIPTION					
1. TITLE Plan, Fire Protection Program				2. NUMBER 3.0-1	
3. USE The Contractor shall develop a Plan that incorporates at a minimum all of the following forms, instructions, plans, and procedures. The Contractor shall submit for approval the Plan to NASA PSO within 90 days of contract award for review and approval. The Contractor shall submit annually the updated Plan for the duration of the contract to the NASA PSO for review and approval.				4. DATE	
				5. ORGANIZATION KPSC	
7. INTERRELATIONSHIP N/A				6. REFERENCES	
8. PREPARATION INFORMATION Forms Hydrant Test Data Collection KSC Fire Services Self Inspection Checklist Fire Services Hose Test Record Fire Services Monthly EMS Supply Inventory Hurricane Coordinators Checklist (HURCON 1,2,3,4) KSC Monthly EMS Drug Inventory Assembly Occupancy Load Fire Inspection Report Kitchen Fire Suppression System Familiarization Hood and Duct Cleaning Inspection Checklist KSC Fire/Rescue Ambulance Daily Checkout Sheet KSC Fire/Rescue Emergency Response Vehicle Daily Checkout Sheet Portable Space Heater Permit Fire Protection Engineering Facility Fire Risk Survey Fire Protection Engineering Deficiency's Report National Fire Incident Reporting Run Response Form KSC EMS Report KSC Patient Abbreviated Run Report					

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8. PREPARATION INFORMATION (cont)

Instructions

Employee Emergency Action and Fire Prevention Plan for Fire Stations 1, 2, 3
Hurricane Coordinators Checklist (HURCON's1,2,3)

Plans

Annual Fire Rescue Training Plan
Fire Services Quality Plan – ADD

Standard Operating Procedures

Emergency Response Procedure
Waterborne Hazmat Spill Response and Boat Operations
Control and Accountability of Portable Radios
Incident Command
Driving and Operating Fire Service Vehicles
Accountability of Fire Services Personnel for Emergency Operations
Inspection and Testing Fire Apparatus, Systems and Associated Equipment
Responding to Bomb Threats or Explosive Devices
Standby and Emergency Response for Flight Operations at the SLF
Fire Department Incident Safety Officer
Calibration and Handling of Portable and Stationary Equipment TMDE utilized by Fire Services
Responses to Fire Alarm and Suppression System Activation's and Outages
Disinfection of Ambulance and Equipment
Fire Services Responding in Hurricane Conditions
Elevator Rescue Operations with Personnel Trapped Inside.
Emergency Evacuation on the Fire Ground
Vehicle Exhaust Fume Extraction System Operations
Use of Electronic Mail (E-mail)
Fire Prevention Operational Guide
Fire Services Self Inspection Procedure
Fire Protection Daily Operations Worksheets
Uniform Issue
Logistics Request Procedure
GSA Vehicle Usage
Control of Master Keys
Personal Appearance Standards
Chain Of Command
Travel Policy
Paramedic Controlled Drugs Key Exchange Policy
Guidelines for Imposing Disciplinary Actions
Operations Overtime Procedures
Ambulance Inspections/Uniformity
Monitoring Of Employee Non-Productive Time
Time Exchanges
Employee Time Keeping System
Engine Company Tactical Operations
Gas Emergencies – Tactical Operations
Vehicle Accident Tactical Operations
Standby/Response to Incidents Involving Hazardous Materials
Deployment and Use of the Rapid Intervention Team
Technical Rescue Emergency Procedures
Responding to Medical Emergencies
Weapons of Mass Destruction – ADD
Aerial/Platform Operations – ADD
Confined Space Pre-Incident planning – ADD

DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 23
B. LINE ITEM TITLE: Security Program Plan					
C. OPR. TA-A2	D. TYPE 1	E. INSPECT/ACCEPT 4	F. FREQ. RT Update AN	G. INITIAL SUB. Within 60 days of Contract Start	H. AS OF DATE 365/10
J. REMARKS: Type "D": Electronic submittal. Product shall be compatible with Microsoft Office suite of software. Reports shall be distributed via e-mail.					
K. DISTRIBUTION COTR, CO, Center Chief of Security, TA-A2				TOTALS	
				NO.	TYPE
				3	D
DATA REQUIREMENT DESCRIPTION					
1. TITLE Plan, Security Program				2. NUMBER 4.0-1	
3. USE The Contractor shall develop a Plan that incorporates at a minimum all of the following forms, checklists, plans, and procedures. The Contractor shall submit for approval the Plan to NASA PSO within 60 days of contract award for review and approval. The Contractor shall submit annually the updated Plan for the duration of the contract to the NASA PSO for review and approval. All SOPs and SSIs shall be reviewed and approved by the Center Chief of Security or designee.				4. DATE	
				5. ORGANIZATION KPSC	
7. INTERRELATIONSHIP N/A				6. REFERENCES NPR 1620.2, NPR 1620.3 and NPR 1600.1	
8. PREPARATION INFORMATION					
<u>Standard Operating Procedures (SOPs)</u>					
SEC-I-0001 Handling & Control of Sp Admin Documents					
SEC-P-0005 Helicopter Support Guidelines					
SEC-P-0007 Issuance And Disposal Of NASA Federal Law Enforcement Federal (NFLE) Officer Identification Cards					
SEC-P-0008 Security Police Armories					
SEC-P-0010 Duties And Responsibilities Of Security Police Supervisors					
SEC-P-0011 Security Police Dress And Appearance Standards					
SEC-P-0012 ERT Operations					
SEC-P-0013 Shift Formation					
SEC-P-0014 Communications And Senior Management Notification Procedures					
SEC-P-0017 Weapons Handling / Clearing					
SEC-P-0023 Security Simulations / Exercises					
SEC-P-0027 Strike Procedures					
SEC-P-0030 Responding To Weapons Of Mass Destruction Threats					
SEC-P-0031 Injured Animals					
(cont. next page)					

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8. PREPARATION INFORMATION (cont)

Standard Operating Procedures (SOPs)

SEC-P-0033	Pets Locked In Vehicles (KSCVC)
SEC-P-0038	Random Vehicle Inspections
SEC-P-0041	Safeguarding, Care and Use of Government Equipment
SEC-P-0044	Vehicle Escort Procedures
SEC-P-0046	K-9 Support
SEC-P-0054	Law Enforcement Procedures
SEC-P-0055	Oleoresin Capsicum Spray
SEC-P-0062	Bomb Threat Procedures
SEC-P-0065	Police Procedures, Records, Forms and Checklist
SEC-P-0068	Non-Lethal Training
SEC-P-0069	Training Standard Operating Procedure
SEC-P-0070	Field Training Program
SEC-P-0071	Use of Force
SEC-P-0073	Photographic Lineup
SEC-P-0074	Control of Evidence and Found Property
SEC-P-0082	NPSTA and Facility Use Policy
SEC-P-0084	Badge Removed For Cause
SEC-P-0093	Radiation Pager Usage Procedures
SEC-P-0097	Lightning Advisories Perimeter Gates
SEC-P-0099	Civil Disturbance Procedures
SEC-P-0100	NFLET Academy
SEC-P-0101	Security Police Personnel Standards
SEC-P-0102	Electronic Control Devices (ECD)
SEC-P-0104	Preventing Unauthorized Vehicle Access
SEC-P-0105	Vehicle Pursuits and Apprehension
SEC-P-0108	Alarm/Duress Procedures
SEC-P-0110	Employee Fitness for Duty
SEC-P-0114	NPSTA Instructor Development/CERTs
SEC-P-0115	KSC Federal Magistrate Program Administration

Special Security Instructions (Post Orders)

SEC-SSI-0116	KSC ERT Lead - 240
SEC-SSI-0117	KSC ERT (LC-39 Area) - 241
SEC-SSI-0118	KSC ERT (Pad A/B) - 242
SEC-SSI-0119	KSC ERT (Industrial Area) - 243
SEC-SSI-0120	KSC ERT (Industrial Area) - 244
SEC-SSI-0049	KSC Gate 2 - 903/903a
SEC-SSI-0050	KSC Gate 3 - 907/907a
SEC-SSI-0051	KSC Gate 4 - 908/908a
SEC-SSI-0068	Industrial Area Rover - 200
SEC-SSI-0070	All Area Rover - 226
SEC-SSI-0059	LC-39 Rover - 700
SEC-SSI-0096	OPF/VAB Protection - 706
SEC-SSI-0077	Launch Pad Rover 800
SEC-SSI-0105	KSC Marine Airboat Patrol/Rover - 203
SEC-SSI-0107	KSC Riverboat Patrol/Rover - 205
SEC-SSI-0098	Traffic Enforcement Patrol - 101
SEC-SSI-0099	Traffic Enforcement Patrol - 102

8. PREPARATION INFORMATION (cont)

Checklists

CA-10	Area Evacuations
CA-11	Toxic/Hazardous Materials Disaster
CA-12	Personal Duress
CA-12A	Emergency Forced Entry Armory
CA-13A	Gate Penetration Hostile
CA-14	Hostage Situation
CA-14A	Crisis Negotiator
CA-15	Landing Of Unidentified/Unfriendly Aircraft
CA-27	Aircraft Crash On-Off Base
CA-28	Aircraft Emergency Landing
CA-39	Civil Disturbance
CA-42	Strike Plan
CA-43	Major Accident - Vehicle Explosion/Fire
CA-44	Major Accident - Non Vehicle Explosion/Fire
CA-52	Determining A Suspicious Package
SEC-CK-0001	Watch Commander's Notification Matrix

Forms

43-100	Unit 101 / 102 - Patrol Activity Report
43-102	Photo Affidavit
43-103	Video Surveillance Log
43-105	Vehicle Accident Info Sheet
43-106	Training Matrix
43-106A	Traffic Training Matrix
43-108	ERT Ops Activity Rpt
43-109	Turnaround Vehicle Log
43-111	Unit 700 Act Rpt
43-113	Train Log Expl
43-114	Badging Flag Request
43-115	Train Log NARC
43-121	ERT Arms Inventory
43-127	Daily Vehicle Mechanical Problems
43-139	Interdiction Questioning Form
43-140	Bolo Bulletin
43-141	Investigations Memo For Record
43-142	Investigations Report Of Investigation
43-143	Investigation Supplement To Incident Report
43-144	Investigations Evidence Log
43-145	Investigations Found Item Log
43-146	Investigations Lost Item Log
43-148	Firing Log
43-149	Outside Agency Instc ERT
43-150	NFLET Range Sign In
43-151	KSC Training Facility Use Release Form
43-152	Request for Range Use
43-153	Unintentional Discharge
43-155	AVO Form
43-156	Fishing Log
43-16	Supervisors Activity Log
43-162	Explosives Facility License
43-164	Unit 226 Activity Log
43-165	Unit 200 Activity Log

8. PREPARATION INFORMATION (cont)

Forms (continued)

43-192	SP Firearms Training Report
43-20	Security Forces Field Interview Worksheet
43-201	Temporary Pass Request Non Duty Hours
43-202	NFLET Basic Canine Decoy Performance
43-206	Personal Clothing/Equipment Record
43-207	Gate Log Out
43-21	Offense/Incident Report
43-21-PER	Person(s) Report
43-21-PRO	Property Report
43-21-SUP	Offense/Incident Report Supplemental Page
43-21-VEH	Vehicle Property Report
43-212	Security Visitor Log
43-216	Taser Issue Log
43-217	Training Attendance
43-21s	Offense Incident Report Short Form
43-222	Security Material Request Order Form
43-223	NPST Academy New Hire Instructor Checklist
43-230	Response to Resistance
43-231	KSC Aircraft Intrusion Checklist
43-234	ECD Spark Test
43-235	Morning Report Information Sheet
43-236	ERT Helo Lead Gunner Checklist
43-237	ERT Ops Daily Schedule
43-239A	Copies of Traffic Crash Reports
43-239T	Traffic Crash Report
43-242	Shift Formation Checklist
43-250	Arrest Notice to Appear
43-251	Implied Consent Form
43-252	Rams Activity Log
43-255	ERT RZR Pre Ride Inspection
43-256	Temporary Issue Receipt
43-257	Arming Roster/Radio Duress
43-258	Security Vehicle Mileage
43-259	Security Vehicle Status
43-26	Weapons Cleaning Record
43-260	Crime Scene Log
43-261	Security Police Inspection Log
43-262	ERT Range Check In Sheet
43-262A	ERT Equipment Needs for Range Training
43-263	ERT Training Ammunition Count
43-264	KSC Investigations (Safe) Arms/Equipment Inventory
43-265	Range Arms & Equipment Inventory
43-265A	Range (Safe) Arms-Equipment Inventory
43-265B	Range Training Ammo Inventory
43-265C	Unsafe/Unusable Ammo Inventory
43-266	USDC Violation Notice Issuance Log
43-267	Non-Prosecution Affidavit
43-268	Prosecution/Witness Affidavit
43-269	GSA Vehicle Maintenance Request
43-270	Incident Report Checklist
43-271	Crime Prevention Statistics

8. PREPARATION INFORMATION (cont)

Forms (continued)

43-272	Exercise Worksheet
43-273	Exercise Evaluation Report
43-275	Unit 706 Activity Report
43-277	Vehicle/Equipment and Maintenance Report
43-278	Trainee Self Evaluation
43-279	FTEO Report Exemplar COER Sheet
43-280	End Block Evaluation
43-281	FTEO Daily Observation Report
43-29	Uniform Order Authorization
43-3	Base Entry / Exit Vehicle Check Log
43-30	Security Forces Vehicle Damage Log
43-31	Vehicle Key Log
43-32	Vehicle Posting
43-33	Weapon-Arms Inventory
43-35	Radar Activity Sheet
43-36	Laser Device Verification Log
43-63	Security Operations Consent to Search
43-66	Law Enforcement Visitor Badge Log
43-67	Security Operations Daily Report
43-70	Badge Ck Info Log
43-71	Alcohol Influence Report
43-79	Security Shift Orientation
43-80	Boat Log
43-81	CCAS-KSC Fishing Open / Closed
43-86	KSC Security Police Citation Information
43-92	Field Training and Evaluation Manual
43-93	FTEO Evaluation

Standard Operating Procedures (SOPs) for PSSO

PSSO-P-0001	Visitor Passes/Temporary Badges
PSSO-P-0002	Special Badging
PSSO-P-0003	Permanent Area Authorizations and Area Access Cards
PSSO-P-0004	Temporary Area Authorization (TAA)
PSSO-P-0005	Annual Certification Program
PSSO-P-0006	Badge Removed For Cause
PSSO-P-0007	Personal Identity Verification (PIV) System
PSSO-P-0008	Badge Encoding Process
PSSO-P-0009	NASA PIV Badge Accountability
PSSO-P-0010	Communication Security Incident Reporting
PSSO-P-0011	Communication Security (COMSEC)
PSSO-P-0012	COMSEC Briefings
PSSO-P-0013	Instructions and Procedures for The Secure Terminal Equipment (STE) and the Enhanced Cryptographic Card (KSV-21) Users
PSSO-P-0014	Adverse Information

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>						A. ITEM NO. 24
B. LINE ITEM TITLE: Physical Security Plan						
C. OPR. TA-A2	D. TYPE 1	E. INSPECT/ ACCEPT 4	F. FREQ. RT Updated AN	G. INITIAL SUB. Within 90 days of contract start	H. AS OF DATE 365/10	
J. REMARKS: Type "D": Electronic submittal. Product shall be compatible with Microsoft Office suite of software. Reports shall be distributed via e-mail. The Contractor shall review annually and provide revisions to the NASA PSO for review and approval.						
K. DISTRIBUTION COTR and Center Chief of Security: TA-A2 CO: OP-OS					TOTALS	
					NO.	TYPE
					3	D
DATA REQUIREMENT DESCRIPTION						
1. TITLE Plan, Physical Security				2. NUMBER 4.2-1		
3. USE The Plan shall be the Center's prescribing directive for safeguarding NASA property and personnel to the level required based upon threat, risk, and vulnerability. To assist NASA in ensuring that all safeguards are in place and functioning properly and to identify areas of needed improvement.				4. DATE		
				5. ORGANIZATION KPSC		
7. INTERRELATIONSHIP N/A				6. REFERENCES NPR 1620.2, NPR 1620.3 and NPR 1600.1		
8. PREPARATION INFORMATION						
<p><u>Scope:</u> The contractor shall develop, review, and maintain a plan that includes the process to conduct an annual installation review of current security measures and provide written recommendations. The Plan shall provide priority attention and added protection to NASA Mission Essential Infrastructure (MEI) assets and conduct MEI assessments as required by NPR 1600.1. The contractor shall adhere to policy as set forth in NPR 1620.2, NPR 1620.3, and NPR 1600.1. The plan will also include the procedures to conduct an annual comprehensive physical security assessment of installations, buildings, perimeter fencing, and areas for the purpose of identifying security weaknesses and vulnerabilities, and recommend countermeasures, to include a KSC barrier survey. The plan shall include proposed security solutions for identified vulnerabilities. The plan shall include methods to deter and report damage, pilferage, removal, misappropriation, misuse, theft, vandalism, or other improper or unlawful threats to, or disposition of, Government or personal property or acts of espionage, sabotage, or wrongful destruction. The plan shall include how to respond to unwanted, uncooperative, abusive, violent employees or visitors' onsite or attempting to enter on site, Workplace violence incidents, strikes and protection of classified materials and their proper destruction. The plan shall address the use of random anti-terrorism measures, random vehicle inspections, and duress words.</p> <p><u>Contents:</u> Provide a comprehensive plan report with color photographs and in-depth descriptions of the areas of probable security breaches, deficiencies, vulnerabilities, and other discrepancies. The plan will also contain suggested countermeasures as well as recommended corrections. The plan shall include a Resource Protection Section, a Barricade Survey Section, and a Physical Security Vulnerability Risk Assessment Section, at a minimum. The Plan shall be reviewed and approved by the Center Chief of Security.</p>						

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 25	
B. LINE ITEM TITLE: NPSTA Program Plan						
C. OPR. TA-A2	D. TYPE 1	E. INSPECT/ACCEPT 4	F. FREQ. RT Updated AN	G. INITIAL SUB. Within 60 days of Contract Start	H. AS OF DATE 365/10	
J. REMARKS: Type "D": Electronic submittal. Product shall be compatible with Microsoft Office suite of software. Reports shall be distributed via e-mail. The Contractor shall review annually and provide revisions to the NASA PSO for review and approval.						
K. DISTRIBUTION Center Chief of Security: TA-A2, COTR: TA-A2, CO: OP-OS					TOTALS	
					NO.	TYPE
					3	D
DATA REQUIREMENT DESCRIPTION						
1. TITLE Plan, NPSTA Program				2. NUMBER 5.1-1		
3. USE The Contractor shall develop a Plan that incorporates at a minimum all of the following forms, checklists, plans, and procedures. The Contractor shall submit for approval the Plan to NASA PSO within 60 days of contract award for review and approval. The Contractor shall submit annually the updated Plan for the duration of the contract to the NASA PSO for review and approval. All SOPs and SSIs shall be reviewed and approved by the Center Chief of Security or designee.				4. DATE		
				5. ORGANIZATION KPSC		
7. INTERRELATIONSHIP N/A				6. REFERENCES		
8. PREPARATION INFORMATION <u>Forms and Checklists</u> Academy New Hire Instructor Orientation Checklist Attendance Roster Training Basic Academy Weekly Observation Report Complaint Form Course Evaluation Daily Attendance Roster Instructor Certification Package Instructor Evaluation Briefing Lesson Plan Cover Sheet Refresher Observation Report Student Information Test Instructions Training Physical Limitation Awareness <u>Plans and Standard Operating Procedures (SOPs)</u> Academy and Facility Use Policy NPSTA Plan SOP Instructor Cert						

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DATA REQUIREMENT

CONTRACT APPLICATION INFORMATION FOR DRL <u>KPSC</u>					A. ITEM NO. 26
B. LINE ITEM TITLE: KSC Security Education and Training Program Plan					
C. OPR. TA-A2	D. TYPE 1	E. INSPECT/ACCEPT 4	F. FREQ. RT Updated AN	G. INITIAL SUB. Within 60 days of Contract Start	H. AS OF DATE 365/10
J. REMARKS: Type "D": Electronic submittal. Product shall be compatible with Microsoft Office suite of software. Reports shall be distributed via e-mail. The Contractor shall review annually and provide revisions to the NASA PSO for review and approval.					
K. DISTRIBUTION COTR: TA-A2, Center Chief of Security: TA-A2, CO: OP-OS					TOTALS NO. TYPE 3 D
DATA REQUIREMENT DESCRIPTION					
1. TITLE Plan, KSC Security Education and Training Program				2. NUMBER 5.2-1	
3. USE The Contractor shall develop a Plan that incorporates at a minimum all of the following forms, checklists, plans, and procedures. The Contractor shall submit for approval the Plan to NASA PSO within 60 days of contract award for review and approval. The Contractor shall submit annually the updated Plan for the duration of the contract to the NASA PSO for review and approval. All SOPs and SSIs shall be reviewed and approved by the Center Chief of Security or designee.				4. DATE	
				5. ORGANIZATION KPSC	
7. INTERRELATIONSHIP N/A				6. REFERENCES NPR 1600.1	
8. PREPARATION INFORMATION Scope: The contractor shall develop and implement a Security Education and Training Program Plan for all personnel at KSC, to include the following areas: <ul style="list-style-type: none"> • Federal Magistrate Program (FMP) specialized training and certification • Field Training and Evaluation for FMP officers • Traffic radar training and certification • Intoxilyzer training and certification • Firearms and other weapons training and qualification • K-9 officer training and certification • Medic first aid/CPR training for first responders • Emergency vehicle operations training • ERT Basic and Special Weapons and Tactics training • Marine Patrol training and certification Forms and Checklists Security Field Training Critique Security Field Training Program Guide Security Firearms Training Report Security K-9 Explosive Training Log (cont. next page)					

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8. PREPARATION INFORMATION (continued)

Forms and Checklists (cont.)

Security KSA Training Facility Release Form
Security Traffic Training Matrix
Security Training Log Narcotic
Security Training Matrix Air Boat
Security Training Matrix Area Supervisor
Security Training Matrix Badging Functions
Security Training Matrix Lead
Security Training Matrix River Boat
Security Weekly Training

Plans and Standard Operating Procedures (SOPs)

Security Field Training Program
Security Non Lethal Training
Security Training Plan

NNK11OL33C

**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

Uniforms

Attachment J-07

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1.0 – Uniforms and equipment requirements

Serviceable navy blue uniforms provided by NASA to incumbent security personnel under the Interim Protective Services Contract (IPSC) NNK 09OX01C are an acceptable alternative to the black uniforms required herein. The navy blue uniforms will be replaced by the black uniforms as they wear out.

1.1 Security Officers

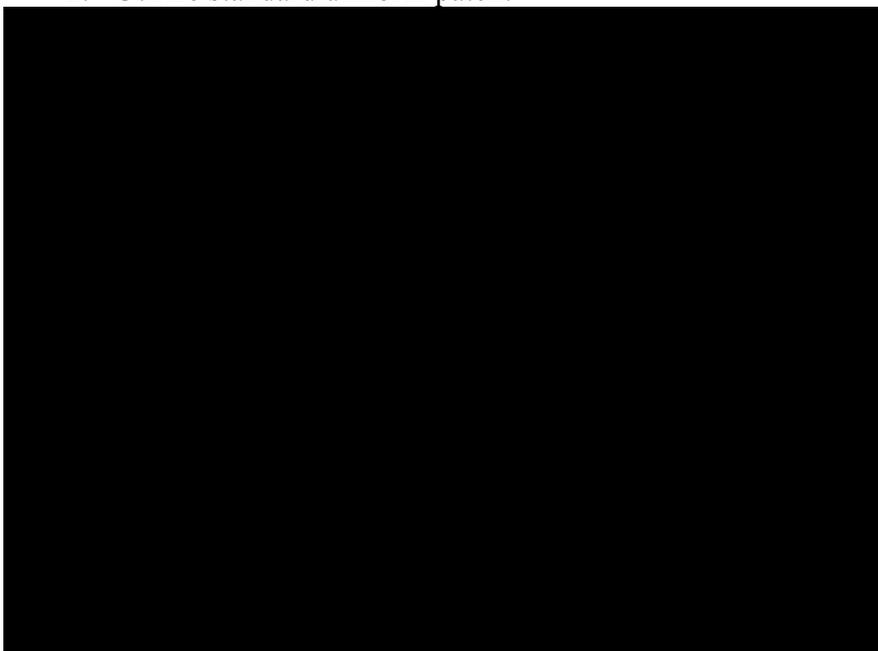
The Contractor Shall:

1. Issue standard, complete, adjusted for climate, appropriate uniforms to all uniformed officers to be worn at all times when on duty or as directed. The uniform selected by the Contractor, shall conform to high quality manufacture and shall provide for quality appearance, safety, comfort, durability, stain resistance, and performance.

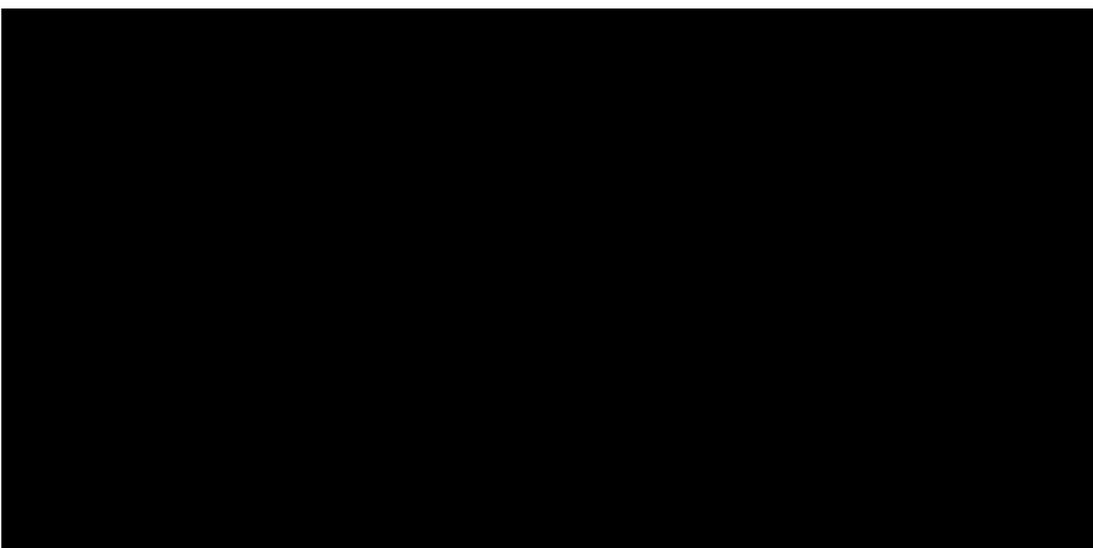
Table 1.0, Security Uniforms

Uniform	Description
[Redacted]	<p><u>Supervisors and above:</u></p> <p><u>Winter</u> - Uniform of the Day (UOD) pictured, White long sleeve, Black Tie, Black Pants.</p> <p><u>Summer</u> -UOD, same as above but with short sleeves and no tie.</p>
	<p><u>All Security Officers:</u></p> <p><u>Winter</u> - Uniform of the Day (UOD) pictured, Gray long sleeve, Black Tie, Black Pants.</p> <p><u>Summer</u> -UOD, same as above but with short sleeves and no tie.</p>
[Redacted]	<p><u>Marine Officers,</u></p> <p>Gray Polo, Black Pants, NASA shield patch pictured</p>
	<p><u>Locksmiths and Badging Personnel:</u></p> <p>Gray Polo, Black Pants, NASA Protective Services patch</p>

2. Utilize standard uniform patch:



3. Utilize standard shields:



4. Issue to and ensure that every armed Security Officers (S Os) and Security Police Officers (SPOs) wear National Institute of Justice (NIJ) threat level III concealable body armor in a color appropriate to the duty uniform, while armed for duty or training.
5. Provide sufficient quantities of uniforms to provide officers with clean serviceable uniforms for daily use.

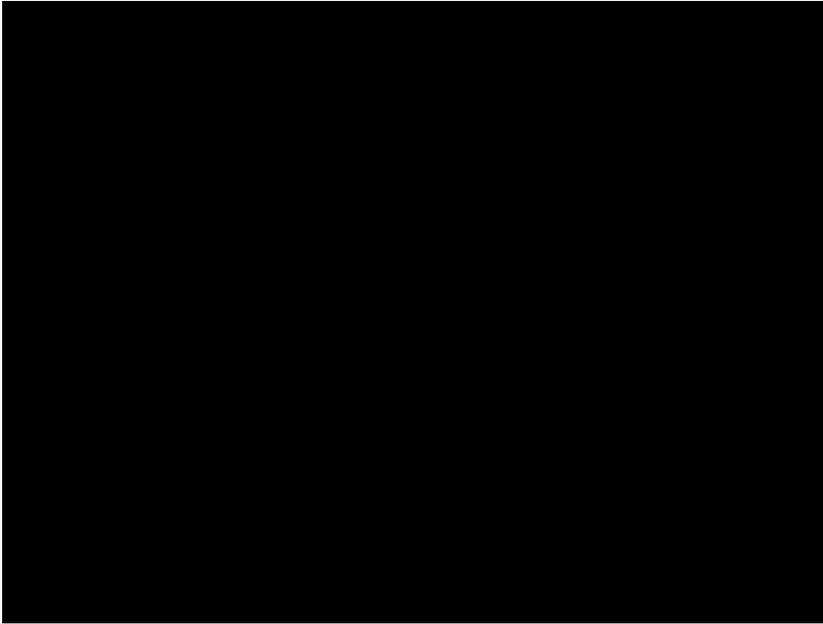
6. Ensure that non-uniformed officers wear appropriate and standard civilian attire that meets the needs of the mission and complies substantially with the provisions of this attachment.
7. Not use Contractor identification on civilian attire when civilian clothing is worn in lieu of a uniform.
8. Ensure the uniform will present a favorable public image and will fit well, be clean, neat, and well pressed.
9. Ensure foot wear will be clean and polished at all times.
10. Ensure all officers shall wear the same color and style of uniform. ERT teams will wear special uniforms when responding to incidents and during training evolutions.
11. Ensure only approved shield and name tag, either metal or embroidered, identifying the wearer as a "Security Officer" and "Security Police Officer" will be worn on the duty shirt, outer garment and hat.
12. Ensure that no Contractor identification, logo, or trademark, will be worn or displayed on the uniform at any time.
13. Prohibit inappropriate wear of the uniform while off duty.
14. Issue headgear that as a minimum is a high quality baseball style cap and appropriate cold weather caps when necessary.
15. Ensure that a standard uniform black necktie is worn with the long sleeve shirt. The neck tie shall not be worn with the short sleeve shirt.
16. Utilize a standard uniform duty shirt gray in color shall be worn. Both short and long sleeve shirts shall be available for wear. Shirts shall be sized for the continuous wear of concealable body armor. Adjustments to fabric for climatic conditions shall match the look and appearance of the standard uniform as much as possible.
17. Utilize shirts that have seven (7) button placket fronts with shoulder epaulets and have sown increases. In addition, shirts shall have pleated and scalloped pockets and a badge sling on the left breast pocket.
18. Utilize standard uniform duty trousers that are black in color. Adjustment of fabric for climatic conditions shall match the look and appearance of the standard uniform as much as possible. Trousers shall have a black stripe side seam and shall have no cuff.
19. Utilize standard uniform duty V-neck sweaters that are black, military style, badge tab, shoulder epaulets.
20. Utilize standard uniform duty black shoes. Athletic shoes are not acceptable.

21. Utilize standard uniform duty gear that is plain black. All duty gear shall be fully serviceable and professional in appearance. Duty Gear shall include a duty belt, level I II retention holster, pants belt, belt keepers, reflective vest, magazine pouch with 2 magazine carriers, radio carrier, baton holder, OC spray holder, flashlight carrier, handcuff pouch, nametag, US Flag patch on right sleeve, appropriate rank insignia, NASA KPSC patch, and other items as approved by the COTR.
22. Utilize rain suit and cold weather clothing; standard uniform duty coat, rain boots, gloves and cold weather parka and pants appropriate for cold climate conditions.
23. Issue patrol jacket with fluorescent yellow high visibility outside and black reversible inside.
24. Issue special (non-standard) Uniforms; K-9, tactical, vehicle inspection posts and other specialized details shall be permitted to wear a Battle Dress Uniform (BDU) style tactical uniform, black or dark blue in color that meets the unique requirements of these assignments.
25. Issue standard uniform duty NIJ compliant threat level III or IIIA. Each SO and SPO is required to wear issued concealable body armor, level III or IIIA, while armed for duty or training.
26. Ensure non-uniformed officers wear professional attire that meets the needs of the mission and complies with the provisions of this attachment in color scheme and readily identifies the wearer as Security Staff. Contractor identification on civilian attire is not authorized when civilian clothing is worn in lieu of a uniform.
27. Ensure any proposed changes or modifications to the standard uniform are approved by the COTR.

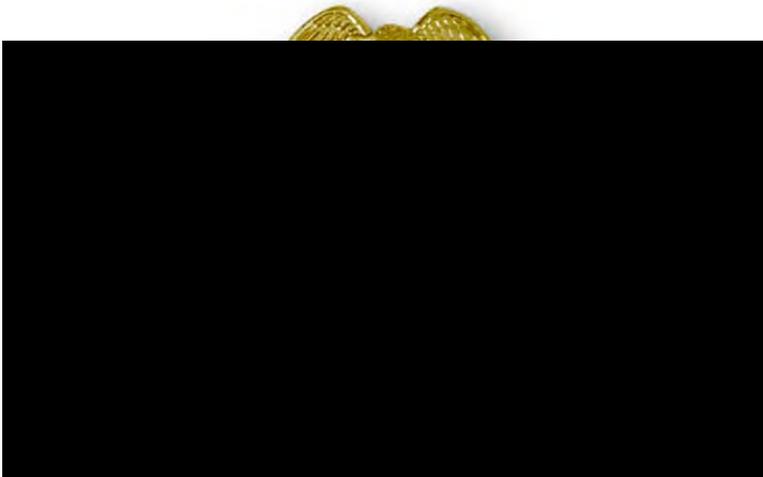
1.2 Fire Services

The Contractor shall:

1. Issue standard, complete, adjusted for climate, appropriate uniforms to all Firefighters, Fire Officers and Fire Inspectors to be worn at all times when on duty or as directed.
2. Ensure non-uniformed Fire Personnel shall wear appropriate and standard civilian attire that meets the needs of the mission and complies substantially with the provisions of this attachment.
3. Utilize standard uniform patch:



4. Utilize standard shield.



5. Ensure that Contractor identification on civilian attire is not authorized when civilian clothing is worn in lieu of a uniform.
6. Ensure the uniform will present a favorable public image. The appearance of uniforms will fit well and be clean, neat, and well pressed.
7. Ensure foot wear is clean and polished at all times.
8. Ensure all Firefighters and Fire Officers wear the same color and style of uniform, with appropriate rank insignia.

9. Ensure all Fire Inspectors and Fire Management and Administration personnel wear a white button shirt with collar (tie optional), with appropriate collar insignia, and coordinated pants, shoes, belts and other accessories, by style and color.
10. Have approved shield and nametag, either metal or embroidered, identifying the wearer as a Firefighter, Fire Officer or Fire Inspector, worn on the duty shirt, outer garment and hat.
11. Ensure no Contractor identification, logo, or trademark, will be worn or displayed on the uniform at any time.
12. Ensure uniforms are not worn while off duty.
13. Ensure uniforms for Firefighters, Fire Officers and Fire Inspectors will consist of the following items; Coat, Trouser, Shirt, Belt, Hat, Boots, Reflective vest, Radio holder, Badge Holder, Rank insignia, Patches, Gloves, Fire fighting Boots, Turnout Coat, Turnout Pants, Bunker Boots, Fire Helmet w/Face Shield, Firefighting Gloves, Firefighting Hood, Suspenders, SCBA Face Piece & Regulator, Flashlight w/Holder, Folding pocket spanner, Folding sprinkler wedge, NFPA compliant goggles with retainer, Chest Harness Radio Holder/Hands Free, T-Shirts, Workout Shorts.

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**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

NPSTA Operating Standards

Attachment J-08

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NASA Protective Services Training Academy (NPSTA) Operating Standards

Office of Primary Responsibility: Assistant Administrator, NASA Headquarters Office of Protective Services

1. Purpose:

To provide NASA Security professionals, both government and contractor, with basic criminal justice, defensive tactics, and firearms training, in addition to professional security development services relevant to individual needs. Develop and provide basic NASA Security Officer Fundamental Certification Course (SOF FCC) and Refresher Training. Develop and provide core curriculum and training for all NASA Security personnel who require Federal Arrest Authority (FAA) Training. Certify instructors for the purpose of providing SOFCC and FAA training and certification, including instructors employed at other NASA Centers.

To standardize NPSTA instructor selection and certification through a fair and non-discriminatory process that measures the applicant's aptitude for the essential tasks necessary for the performance of the NPSTA instruction. This process complies with NASA policy, which requires enhanced standards for selection to specialized security and law enforcement units (per revision of NPR 1600.1).

2. Mission Statement:

Teach realistic criminal justice, defensive tactics, firearms, and professional development courses. Provide Security professionals with the skills and knowledge they need to protect persons, property, and operational missions.

3. Academy Organization

NASA Headquarters designates Kennedy Space Center Office of Protective Services (OPS) as the responsible organization for the NPSTA Program and establish the NPSTA.

4. NPSTA/NASA Relations and Responsibilities

NASA Office of Protective Services (OPS) is the approval authority for policies and standards and provides leadership, oversight and guidance for the security. The NASA Assistant Administrator Office of Protective Services or their representative has oversight of the NPSTA operations; this includes designating a chair for the Curriculum Development Committee. The NPSTA devises curriculum and standards for training NASA security officers, both civil service and contractor, in collaboration with other NASA Centers, based on proposed new agency wide policies, and current professional standards.

5. Academy Relations with Other NASA Centers

NPSTA is a closed academy that provides Law Enforcement and Security certification training to NASA security personnel and their contractor security personnel.

6. Legal Authority

42 U.S.C 2456a grants authority for the NAS Administrator to prescribe regulations approved by the Attorney General of the United States for the exercise of security program authority, including the assignment of Federal Arrest Authority (FAA).

NASA Policy Directive (NPD) 1600.2E, paragraph 1c, NASA Security Policy directs the Office of Protective Services to provide security and protection by: “Establishing and maintaining appropriate law enforcement and security operations, including investigations, through the development, implementation, and management of Federal Arrest Authority and use of force policies, procedures, processes, standards, and training as necessary to ensure strict compliance with 14 CFR Part 1203b, Security Programs; Arrest Authority and Use of Force by NASA Security Force personnel.”

7. Staff Conduct and Appearance

NPSTA Instructors are to conduct business of the Academy as professionals with the utmost integrity when dealing with students, other members of the Academy staff, the public and customers.

Instructors adhere to established policies pertaining to conduct. In addition, instructors shall:

- Not abuse the authority associated with their position.
- Not allow or participate in any form of hazing.
- Not fraternize with students in such a manner that would call their integrity in to question.
- Not provide test materials or conduct their teaching in such a way that it would be construed as “teaching to the test”.
- Be responsive to students needs.
- Maintain order during class.
- Be timely in filing necessary paperwork pertaining to all courses.
- Ensure student safety and welfare.

8. Appearance

Instructors will present a professional appearance when teaching. Instructors are allowed to wear clothing, approved by the Academy manager, suitable for physical training when engaged in such activity.

Wearing of civilian clothing when not engaged in classroom activities is at the discretion of the NPSTA Manager.

9. Instructor Assignment/ Preparation/ Evaluation

A Lead Instructor is scheduled for all courses. This position is equitably rotated among the staff.

Lead Instructor assigns an instructor and alternate to each class based on the specific discipline being taught.

Lead Instructor assigns other instructors to support class activities as required such as; safety monitors, role players etc.

All instructor assignments are rotated during the calendar year at least twice, if practical, to ensure instructors stay current with all aspects of the Academy curriculum.

Instructors are notified one week in advance of their assignments. This allows time to prepare class materials and review lesson plans and reference materials prior to the assigned class.

Academy Manager or designee will conduct an evaluation of NPSTA instructors at least once a year and SOFCC Instructors once every three years using the check list set forth in the NPSTA Instructor Certification and Development Standard Operating Procedure (SOP).

Instructors receiving an unsatisfactory rating are counseled and re-evaluated within 30 days. A second unsatisfactory rating will result in the instructor being referred to the NPSTA Manager for further evaluation and or determination of reassignment.

NPSTA Manager retains the Instructor Evaluation Form for three years.

10. Instructor to Student Ratio

During classroom lectures, the class size is limited to seats available. Average class size is 18 students. Classes will be monitored by an assistant instructor.

During high liability training a ratio of 1 instructor to 6 students will be maintained. For clarity during high liability training (i.e. defensive tactics, force on force, dye marking cartridge use) the ratio is based on students actively engaged in the drills.

11. Authority over Other NPSTA Personnel

Instructors provide input to Academy Manager for updates, revisions or creation of new checklist, forms or SOPs.

Approval and forwarding for coordination and final approval is the responsibility of the NPSTA Manager.

Academy Manager designates duties to maintain and update forms and checklists.

12. Rules and Regulations

Rules of conduct for the classroom are established and written by the NPSTA instructors and coordinated with Assistant Administrator, Office of Protective Services or designee. They are reviewed annually.

These are applicable to all NPSTA classes. Copies of the rule and regulations are provided to students during Introduction by the Lead Instructor.

13. NPSTA RECORDS

NPSTA Course documentation will be completed and the originals forwarded to the NPSTA within five business days of course completion for filing and coordination.

14. Public Records Request for NPSTA Records

Public release of training records is per NASA Freedom of Information Act Requests.

15. NPSTA Class Records

A master file for each Basic, SOFCC and Refresher is maintained by the Center training personnel. The file contains the following: Class Rosters, Lesson Plan Numbers, Class Schedules and Method of Evaluation.

16. Lesson Plans

An Instructor is assigned as the NPSTA Share Folder Administrator. Access to the Share Folder is based on a valid need and managed by the Share Folder Administrator.

Lesson plans are computer based and maintained in the NPSTA Share Folder.

After a lesson plan is developed and approved by the NPSTA Manager it is entered into the NPSTA Share Folder by the Administrator.

A hard copy is maintained in the Resource Center.

Instructor List and Dates of Instruction

Lead Instructor will schedule instructors for teaching assignments.

Lead Instructor will post a copy in the work area.

Center Training personnel maintains a master list of students scheduled to attend training.

Blank copies of attendance rosters are maintained in the NPSTA Share Folder.

Instructors take attendance for each block of instruction.

Instructor annotates the date for each subject title on the attendance roster.

Instructor signs the attendance roster and lists all other instructors who provided course assistance or instruction.

17. Exams and Testing Instruments

Testing materials for the classes are maintained by assigned instructors.

These materials are password protected. Those assigned Instructors and the Academy Manager are the only personnel who have access to the materials.

Lead Instructor maintains physical control of test material after it is retrieved for that class.

When test are administered the Lead Instructor accounts for all copies of the test and the return of test and answer sheets.

Original copies of written and or performance tests and scores are given to the Center Training personnel for input to Training Resource Automation Center (TRAC) and filed in the students NPSTA file.

Questions are randomly printed for every class so no two classes receive the same test.

18. Written Documentation/Certificate for Each Student Completing Courses

The Center training personnel maintains the original training documentation in a NPSTA file for each student.

Files include: student information worksheet, medical restriction letter, and test, make-up work for absences, and certificate of completion for each course.

Original files are used during audits for verification of attendance and training. The file also serves as the source document for data entry for electronic training records utilizing TRAC.

Certificate of Completion is given to each student who successfully meets all course criteria. The certificate annotates the class, name of student and date of completion.

19. NPSTA Records Retention Schedule

NPSTA Training Records are maintained indefinitely.

20. NPSTA Staff Training Records

Upon successful completion of any course, seminar or workshop, Academy staff will provide a copy of the diploma/certificate to the Center training personnel to be utilized as a source document for data entry into the TRAC.

Center training personnel records the type of training and date of certification in TRAC and files a copy in the individual's training file.

21. NPSTA Equipment

Academy equipment is inventoried by a member of the Academy staff at least every six months. A record of the inventory is maintained by the designated instructor who acts as the Academy Property Custodian.

Equipment that is shipped to other NASA Centers for training is inventoried prior to and upon return shipping.

In addition to the Academy inventory process, Government owned equipment is accountable to the Security Property Custodian and inventoried.

Use of Academy equipment during training is controlled by the assigned instructor(s).

Instructors inspect equipment used in classes. Equipment found to be defective is removed from the training area.

22. Equipment Evaluation and Replacement Provisions

Instructors with approval of the Academy Manager may request distributors provide equipment for testing and evaluations.

Existing equipment is checked prior to use and during inventories for serviceability. Equipment found to be defective or past service life is removed from storage.

A request to replace equipment is forwarded to the NPSTA Manager for inclusion in the next fiscal budget call.

Equipment to fill needs for emergency replacement or new training which occurs out of scope of the existing budget are requested and approved Assistant Administrator Office of Protective Services or designee.

23. Fiscal Management

The NPSTA Manager provides budget inputs to Assistant Administrator Office of Protective Services annually.

NPSTA Manager seeks recommendations for budget needs from the Academy staff.

NPSTA staff reviews historical needs and project needs based on class schedules and curriculum changes.

Needs are validated and forwarded to NPSTA Manager.

24. Risk Management and Safety

An Instructor is designated as the Safety Representative for the NPSTA

Attends Safety meetings and addresses safety issues concerning equipment replacement, purchase of new equipment, new training, modified training and conducting monthly safety briefings for Training Division Staff. Maintain a copy of subject matter and attendance records.

Maintain and update "Safety Book".

File any reported safety incident and investigates cause. This includes assisting other Academy staff members and serves as the Ombudsman for students and staff concerning safety issues.

25. High Risk Training Facilities, Equipment and Personnel Safety

Instructors and Range staff conduct high risk training and advanced training. Training includes but not limited to; Defensive tactics, Firearms qualification and training, Force on Force and dye marking cartridge training.

Range operation procedures are conducted based upon the respective centers policy.

Training with dye marking cartridges and or blank ammunition is conducted per Non-Lethal Training Policy.

Defensive tactics training is conducted per established and approved lesson plans.

A ratio of six students to one instructor/safety monitor is maintained during instruction. At least one instructor certified in the specific discipline being taught is in attendance.

Selected Instructors are trained in blood borne pathogens, recognizing signs of heat related illness and CPR.

26. Instructor Selection Process

Prior to being certified as a NPSTA Instructor, they must meet all NPSTA Instructor certification processes outlined in this policy.

27. NPSTA Selection Process

Applicants are screened by the Academy Manager to ensure they meet minimum standards and to ensure they meet background and physical fitness requirements.

Personnel passing the Physical Fitness Evaluation are scheduled for oral interviews. Personnel not meeting minimum requirements are notified at that time and released from further consideration.

Applicants are notified of their scheduled interview times.

28. Newly Hired NPSTA Employees

When a new instructor is hired into the Academy, an instructor is assigned as their mentor.

Instructor assigned meets with the new instructor and provides the following information per established directives:

- The Academy role, goals and objectives, policies and procedure
- Working conditions, rules and regulations of the Academy
- Rights and responsibilities as an employee
- CALEA Accreditation briefing
- Instructor will annotate the briefing on the NPSTA New Hire Orientation Checklist.
- All new instructors are placed on a six month probation period during which their performance is evaluated periodically by the Academy Manager.

29. Instructor Certification

Each candidate must be able to produce a current certificate of an instructor techniques course. If they are to teach areas of high liability they must also have a certification in that particular area. They must also have successfully completed a NPSTA basic course of instruction.

All instructors will complete a general instructor course and be certified by the Federal Law Enforcement Training Center (FLETC), or equivalent.

High liability instructors will complete use of force, defensive tactics and/or firearms instructor certification course (as applicable) and be certified by FLETC, or equivalent copy of diploma/certificate is forwarded to the Academy Manager and filed in the instructor's folder.

30. New Instructor OJT and Evaluation

Upon completion of Instructor Certification as described in this policy, the new instructor will complete an OJT and evaluation process.

NPSTA instructor candidate must attend a one week instructor development course and instruct in the NPSTA Basic or Refresher Academy. The SOFCC instructor candidate must attend a one week instructor development and instruct in the SOFCC or NPSTA Refresher. Each candidate must prepare a lesson plan and presentation during the instructor development portion and instruct that subject during the course. They will be evaluated on their abilities as a NPSTA instructor. The new instructor will be evaluated by a designated instructor, other than the mentor, on their abilities as an instructor based on the NPSTA Initial Instructor Checklist.

Failure to meet minimum standards will result in the instructor candidate being released from the program.

NPSTA Manager retains the Instructor Evaluation Form for three years.

31. NPSTA Instructor Annual Training

NPSTA Manager will conduct, at a minimum, annual Instructor workshops. Workshops will be used as a tool to keep instructors updated on new policies, procedures, laws, instructor techniques, etc.

32. NPSTA Instructor Physical Proficiency

NPSTA instructors perform physical activities during high risk training. Instructors make critical decisions in a dynamic environment.

Instructors maintain proficiency, fitness, and coordination through a physical training program.

The program is for all instructors assigned to act as a role player or perform and demonstrate subject control techniques.

Each instructor participates in a physical training program a minimum of three times a week, two hours a day. Training maintains proficiency, fitness and reduces injuries during dynamic training. Physical training will not interfere with duty requirements.

Physical training consists of flexibility, movement, strikes, hand/eye coordination, skill enhancement and new technique development. Safety is paramount. If an instructor feels unable to complete the drills they will be excused.

33. Academy Student Relations

Instructors will provide the information concerning goals, objectives and a general orientation of the Academy facilities to promote a safe, healthy and efficient learning environment.

Provide students with the knowledge and skills to perform duties in a position where they shall reasonably be expected to affect an arrest or use varying degrees of physical force in performance of an arrest using their Federal Arrest Authority as outlined in CFR Title 42 Section 2456a.

Provide students with the knowledge and skills to perform duties as armed security personnel without Federal Arrest Authority as prescribed in CFR Title 42 Section 2456a.

Course provides students with training to maintain proficiency and update standards as applicable to maintain Federal Arrest Authority.

Standards of conduct are per established NASA and or Contractor rules of employee conduct.

Students are given the NPSTA Student Policy and Procedures manual outlining classroom rules, expectations, and program objectives.

The Lead Instructor may have a student removed from class for failure to abide by the established rules of conduct and for any gross negligence of safety rules.

An instructor is in the classroom or present in the field environment whenever scheduled class activities are taking place.

On rare occasions the instructor may leave the class for short durations at which time the class should be placed on a self supervised break.

34. General Facility Fire, Safety and Emergency Procedures

During introduction at the start of an Academy course an instructor advises the students of the fire evacuation and marshalling procedures in the training areas and classrooms.

Applicable safety procedures concerning blocks of instruction are briefed to the students prior to the commencement of training.

35. Designated Student Advisors/Counselors

The Academy does not designate Student Advisors/Counselors from the student body; however, study groups among the students are strongly encouraged.

Students will consult an instructor for all advice and counseling concerning the NPSTA Program.

The Lead Instructor serves as the ombudsman for student/instructor issues

36. NPSTA Course Information Provided to Students

The instructor clearly defines the goals and objectives of instruction as outlined in the lesson plans, prior to the start of each class.

Course Training Schedule

A course training schedule is established, outlining class schedule, instructor(s), classes taught, and test/practical examination dates.

This schedule is posted in the classroom and a copy provided to the students.

37. Proficiency and Skill Requirements

Students are advised by the instructor(s) of the proficiency and skill requirements for successful completion of each course.

These are identified in the Student Policy and Procedures manual and the respective lesson plans Training Objective block.

38. Certifications, Exams and Evaluation Instruments

To maintain NPSTA FAA certifications students must complete a refresher course within every two calendar years.

Individuals unable to attend training cycle for two consecutive cycles must take an equivalency exam covering past subjects, given study materials. Failure to pass the exam with a minimal score of 80 percent they must repeat NPSTA FAA basic.

Exams are both written and practical with a mandatory pass/fail.

Standard for written exams is a minimum 80% for passing.

Practical exams are pass/fail based on demonstrating proficiency of skills taught in any particular block of instruction.

Students who fail the written exam are given one retest for that block of instruction.

Students who fail the practical will repeat the use of force portion of the NPSTA FAA or SOFCC Basics.

A second failure in the NPSTA Basic course results in the student being released from the NPSTA. Notifications are made to the individual's employer and NASA Office of Protective Services (OPS).

A second failure in the NPSTA Refresher course requires the student to repeat the entire course.

Individuals who don't demonstrate continued proficiency by failing a third attempt of the NPSTA Refresher must repeat the NPSTA FAA Basic.

39. Weapons Qualifications

Prior to being accepted into a NPSTA training program, all students must be qualified with assigned weapons in accordance with NP R 1600.1, Appendix E, NASA Firearms Qualification Course.

40. NPSTA Safety Officer(s)

The Academy has a dedicated Safety Representative as outlined in the Risk Management chapter of this procedure.

When high risk training is being conducted, the lead instructor assigns a safety monitor whose only responsibility is to assure safety standards are followed.

Instructors watch for safety violations or dangerous behavior.

Students are briefed on safety requirements and have the authority to call for a cessation of training based on safety concerns or violations.

41. Academy Instruction and Program/Curriculum Development

The development of the NPSTA Programs is partnered with the Academy staff, Assistant Administrator, Office of Protective Services or designee, and participating Security Offices of other NASA Centers. This group comprises the Curriculum Development Committee.

The Assistant Administrator, Office of Protective Services or designee chairs the committee.

42. Selection and Replacement of Committee Members

The Academy Manager and designated instructor(s) are members of the committee. Adjunct Instructors from other NASA Centers and NASA Security personnel from various NASA Centers are members of the Curriculum Development Committee.

The Assistant Administrator, Office of Protective Services or designee and NPSTA Manager assign replacement members when vacancies occur. They add members to the committee as deemed necessary to address areas of required expertise.

43. Authority and Responsibilities of the Committee

The Curriculum Development Committee has the responsibility to validate new or revised training and the authority to approve and implement the development of new or revised training.

44. Relationship of the Training Function to the Committee

The Curriculum Development Committee convenes to determine a desired training need is valid or when the course is reviewed for updates every two (2) years. The selected training will be given to the training staff for development. Academy procedures for development of new training will be followed.

45. NASA Office of Protective Services(OPS)

The Curriculum Development Committee reports activities and findings to the NASA OPS.

46. Course Development and NPSTA Mission

NPSTA provides NASA-wide Law Enforcement and Security professionals, NASA contractors and sub-contractors with a basic criminal justice curriculum, defensive tactics and firearms training, as well as professional development services which are relevant and responsive to their needs.

47. Course Development and Contractual/Legally Mandated Requirements

The NPSTA programs are developed and managed by the NASA Office of Protective Services. The course development includes NPSTA Basic, NPSTA Refresher and Security Officer Fundamental Certification Course (SOFCC).

48. Course Development Based on Client Needs

Needs include those of other participating NASA Centers Security Managers, and their Security Contractors.

Development of needs is partnered with the NPSTA Curriculum Development Committee based on observations, interviews, surveys and or direct contact.

49. Course Development Based on Anticipated/Future Needs

NASA Office of Protective Services notifies the Academy of any new course developments based on anticipated or future needs.

Academy produces the course based on established instructional program design methods and forwards it to the NASA Office of Protective Services for approval prior to implementation.

50. Training Course/Program Analysis

Training Curriculum Development Committee meets every other year to establish changes to the NPSTA Refresher training.

Changes to the core curriculum for the NPSTA Basic Course and the SOFCC course is based on both external and internal needs as identified by the Training Curriculum Development Committee. These needs may come from changes to procedural, regulatory or statutory requirements.

Training needs are established from, regulatory requirements, requests for additional training, and requested revisions to training.

Various methods are used to collect information. Qualified instructors and subject matter experts are used to collect data. Input from other sources, such as managers' focus groups, user analysis, and student critiques can be used.

51. Design Based on Student/Client Needs

Core curriculum for the NPSTA Basic course is designed to provide the graduate with the skills necessary to perform job related tasks as associated with the NPSTA program.

Curriculum for the NPSTA Refresher course is designed to provide incumbent officers with skills enhancement and refresher training to maintain proficiency in their job.

52. Instruction Techniques

Instructor techniques are based on class content. Academy personnel determine the applicable techniques used to facilitate the training. The techniques are suited to the applicable learning domain; Cognitive (knowledge), Affective (attitude), and Psychomotor (skills).

53. Development and Selection of Appropriate Program Content and Materials

Academy Instructor develops course content materials based on needs or tasks identified by the Training Curriculum Development Committee in the Needs Analysis.

The development is in accordance with the following steps:

- Analyze the task to determine objective
- Develop learning objective (Performance Objective)
- List steps to perform objective (Condition)
- Construct testing instrument to determine if objective is met (Standard)
- Develop courseware to train students to perform objective
- Track test results of first two classes to determine if curriculum is properly developed
- Review test results for curriculum change or question validity

54. Selection of Training Delivery Techniques

Training objectives are the basis for delivery technique. Instructors determine the technique best suited for the class being taught. The techniques may be a single or combination of methods which include, but not limited to; lecture, multi-media or scenario/drill based.

55. Evaluation of Programs to Determine Needs, Changes, and Continuation

Design and Evaluation is based on Needs Assessments for all jobs where training is provided.

56. Training Courses Based on Job Requirements and Competencies

When the requirement for new or changes to existing training courses arise from the customer or, a needs assessment survey of the training is accomplished, it is staffed through all sections involved to determine the validity of the new training.

57. Instructional Delivery Based on Identified Training Course Competencies

Based on the type of training required and desired learning objectives (Knowledge, Skills and Abilities) for the student, the best method of Instruction Delivery is determined. Once determined, instructor(s) will be assigned to the course.

58. Selection of Methods of Instruction

Academy instructors determine the appropriate method of instruction for the new course. Once determined, the instructor will get approval from the Academy Manager to proceed with the course development.

59. Testing Measurements and Proficiencies

Desired learning outcomes are measured by written, oral, or practical evaluation. This is determined by the Academy staff and Manager.

60. Adult Learning Techniques in Training Course Design

Adult Learning Techniques will be used to ensure the student retains the new material. Handouts, role-playing, utilizing student experience, and other Adult Learning Techniques is used to assist in reaching desired learning outcomes.

61. Training Course Lesson Plan Requirements

Approved lesson plans are required for all NPSTA developed or adopted formal training given to students regardless of the length of the class. Lesson plan content will be derived from applicable reference material, (e.g., NAS A Procedures and Guidelines, Management Directive, Military Field Manual, Equipment User Manual, and State and Federal Law).

The Lesson Plan includes the following:

- Block Title and Lesson Plan Number
- Subject
- Hours of instruction
- Date prepared/revised
- Prepared by
- Approved by
- Primary Instructor
- Alternate Instructor(s)
- Scope
- Training Objectives
- Instructor References
- Student references
- Training Aids
- Student Handouts/Materials

62. Identify Expected Performance and Job Related Objectives

Expected performance and job-related objectives are identified in the Training Objectives block of the lesson plan. These are outlined in:

- Performance objective(s): Task oriented
- Condition: Method of instruction and course needs provided to students
- Standard: Expected minimum performance

63. Identification of Training Content and Instructional Techniques

Scope block of the lesson plan identifies concepts and or skills being taught for that particular block of instruction.

Instructional techniques vary based on the course content. Focus is on facilitation and coaching techniques utilizing open discussion and scenario based problem solving aspects.

64. Identification of All Tests or Evaluation Instruments

Expected minimum performance standards are identified. Students are told the method of testing and evaluation.

Testing and evaluation for various blocks of instruction may be included in a cumulative written exam, practical examination or both.

Testing methods are included in the Training Objectives block of the lesson plan.

65. Reviewing, Revising or Creating New Lesson Plans

Originator submits the lesson plan to the Training Objective Officer. The Training Objective Officer will ensure each training objective identifies the desired performance task, any special conditions the task must be performed under, and the minimum standard of acceptable performance. The Training Objective Officer will also ensure all lesson plans are standardized.

Training Objective Officer submits the lesson plan to the Language Officer. The Language Officer is responsible for ensuring that correct spelling, grammar and punctuation is used, and the lesson plan adheres to the principles of effective writing.

Language Officer then submits the lesson plan to the Risk Management Officer. The Risk Management Officer is responsible for ensuring all risks and hazards associated with the lesson plan are identified, mitigated, and reported on a Job Safety Analysis (JSA). Any new JSA that needs to be written will be sent back to the Instructor/SME for action.

The lesson plan is returned to the originator or Instructor to accept all changes.

The lesson plan is then forwarded to the NPSTA Manager for final signature and approval.

66. Periodic Review of Lesson Plans

To ensure timely review of lesson plans, the following process is used:

The Academy Manager designates one instructor for tasking annual Lesson Plan reviews based on the Lesson Plan date.

The tasking is forwarded to an instructor.

The review is conducted and documented on a Lesson Plan Coordination Sheet.

Instructors only use a lesson plan that has been reviewed or revised within twelve months of the approved date. If a lesson is not being used for training within a fiscal year, it does not need to be updated.

Instructors ensure that any unscheduled content changes made to a lesson plan result in a formal review and re-approval of the lesson plan. This process excludes minor pen and ink modifications such as changes that do not impact the content or safety considerations of the lesson plan.

Lead Instructors, prior to the beginning of any scheduled training, ensure lesson plans, job aids, student study guides, visual aids, and computer-generated material for testing are current and remain current for the duration of the training.

67. Periodic Review of Training Courses and Instructional Blocks of Training

Designated instructors audit each class of instruction at least once a calendar year to ensure that course content is relevant, updated, legal correctness, and technical competency is being demonstrated.

68. Practical Exercise/Scenario Training Provisions

Instructors develop scenarios/drills from previously taught topics identified in the NPSTA Course curriculum. The instructor completes a Training Scenario Plan prior to training. Lesson Plans identify required practical exercises.

69. Identification of Learning Objectives

The goal of what the student(s) accomplish at the end of the scenario is listed in the Instructional Goal block of the Scenario Plan.

70. Identification of Performance Measurements

Performance Measurements are identified in the scenario exercise plan.

71. Grading/Evaluation

Grading and evaluation for practical exercise and scenario training is completed per the Scenario Performance Checklist for the applicable class being taught.

72. Practical Exercise Safety

Safety briefings are written in specific terms that address the hazards and controls for all instructional goals and for all locations where the scenario may be performed. In addition, the scenario plan identifies all operational and personal protective equipment that may be used in the performance of the scenario (e.g., Electronic Security System (ESS) Equipment, Dye Marking Cartridges, and respiratory protection). The scenario plan identifies controls and steps taken to identify, eliminate, mark, and/or mitigate hazards associated with the various instructional goals, locations, and equipment.

Safety monitor(s) responsibilities are outlined in the scenario plan.

73. Training and Educational Resource Material Selection Materials

Academy staff uses multiple media resource avenues. Law Enforcement associated films; books, periodicals, and computer based articles are used for resource materials. Materials from subject matter experts from Federal and State agencies are also used.

Once a Course Instructor has been identified and materials for the course have been researched, the instructor presents the material to the Academy Manager for review to ensure relevancy and applicability to the training program.

74. Procedures for Determining Resource Material Relevancy and Applicability

Designated Instructor(s) review the new material or equipment for current relevancy and applicability. The Academy Manager is briefed on the material(s)/equipment selected for the course. Designated instructor(s) review all new video selection for applicability and appropriateness to course content.

Establish a selection process that will measure the quality of a candidate against proven traits and abilities.

It is important to select an individual that has both the mental and physical capabilities to perform as an instructor. Being able to act under stressful conditions while maintaining a professional demeanor is essential. An applicant must have the ability to work with diverse and differing personalities while delivering credibility to subjects of instruction. Individual abilities include: Communication skills, computer competence, physical fitness, motor coordination, and confidence. It is necessary for applicants to have these traits and abilities in order to provide skilled instruction. They must also be able to work within a group setting and accept constructive criticism from subordinates, peers and supervisors.

75. New Instructor Certification Process:

Each candidate must be able to produce a current certificate of an instructor techniques course or show the capability through the selection process that they can attend and complete an equivalent course. If they are to teach areas of high liability, they must also have a certification in that particular area. They must also have successfully completed a NPSTA basic course of instruction and meet hiring standards.

The instructor candidate must attend two, one -week refresher courses or other courses approved by the Academy Manager. In the first week, they will attend as a student/instructor. They are given a subject and materials to which they must write and teach that lesson in the second week utilizing Power Point presentation format. This process can also be completed in a 40 hour instructor workshop.

Candidates are given an oral interview in which they must receive 24 points out of a possible 36.

Candidates are evaluated on their ability to instruct on the following areas;

1. Managing the classroom or range environment: Ensured the classroom or range is set up for the course topic being instructed.
2. Demonstrating communication skills: Used verbal and non-verbal skills and maintained enthusiasm.
3. Using learning aids, printed materials, audio-visual aids, and/or other instructional materials.
4. Preparing to teach the assigned block of instruction: Had lesson plans, handouts, and equipment available that had been inspected to ensure the equipment is functioning.

5. Teaching the assigned block of instruction: Had a working knowledge and command of the subject matter being instructed.
6. Involving students through discussion, class activities, group exercises, or high-liability proficiency demonstrations.
7. Assessing the effectiveness of the instruction provided through feedback, practice exercises, or proficiency demonstration(s).
8. Lesson Plan Preparation: Write a Lesson Plan, topic assigned, for a two-hour block of instruction.

All candidates will meet a task specific physical fitness standard for instructing defensive tactics for NPSTA courses in the prescribed time.

NPSTA Task Specific Physical Fitness Test (Pass or Fail): This course must be completed within 9 minutes Defensive Tactics (DT) station – 30 seconds with baton strikes and 30 seconds with kicks, strikes and baton. Must give repetitive verbal commands during the drill. (Explanation: Demonstrates dynamic DT skills which are instructed on a regular basis)

Run a ¼ mile with an FX 5000 Simulation protective head gear. (Explanation: Demonstrates the ability to work with protective gear used as a “role player” for long periods of time)

After completing the first ¼ mile, disassemble and re-assemble handgun with helmet still on. Conduct function check with handgun in a safe direction down range. (Explanation: Demonstrates weapons handling skills and fine motor skills under stress)

After reassembling the weapon, and complete another ¼ mile run. (Explanation: Demonstrates endurance and displays the ability to exercise proper breathing after completing a task that restricted breathing)

Pick up an open box containing items located within the last fifty yards of the second quarter mile run. (Explanation: Demonstrates the ability to change pace while picking up an object and running while hands are occupied)

Complete 25 sit-ups and 25 pushups. Time ends at the completion of sit-ups and pushups (Explanation: Demonstrates flexibility, movement, strength, and being able to move on the ground during exercises as a “role player” or demonstrating prone positions in various tactics, ground defense, etc.)

Identify items in the box. (Demonstrates mental capability under stress)

Three out of five items must be identified in the box. If task is not met it is a one minute penalty. An additional one minute penalty is added if sit-ups and pushups cannot be completed.

76. General Certification

Instructor applicants shall comply with the following requirements to obtain an Instructor Certification:

Instructor applicants shall successfully complete an Instructor Techniques Course or equivalent instructor training course approved by the NASA Program Manager. The Academy Manager is authorized to have instructor applicants complete only those portions of the Instructor Techniques Course for which the instructor applicant is deficient.

The Instructor Techniques Course shall contain, but not limited to, the following subject blocks:

- a. Training liability.
- b. Ethics.
- c. Human diversity training.
- d. Adult learning theory.
- e. Communication skills.
- f. Learning aids.
- g. Principles of instruction.
- h. Lesson plan preparation.
- i. Evaluation and measurement.
- j. Demonstration of instructional ability.

The NPSTA instructor candidate must attend a one-week instructor development course and perform successfully as an instructor in a subsequent NPSTA Basic or Refresher Academy course. The SOFCC instructor candidate must attend a one-week instructor development course and perform successfully as an instructor in a subsequent SOFCC or NPSTA Refresher course. Each candidate must prepare a lesson plan and presentation during the instructor development portion and instruct that subject during the course.

Instructor applicant internship: The internship shall consist of one two-hour block of instruction, as a minimum, for each discipline sought by the instructor applicant. The topic of instruction shall be approved by the Academy Manager.

The instructor applicant shall be supervised by and have his or her instructional abilities evaluated by a certified NPSTA Instructor, and documented on the Instructor Competency Checklist.

The instructor applicant shall be evaluated by his or her students. Student evaluations shall be reviewed with the instructor applicant by the Academy Manager, or an instructor designated by the Academy.

The instructor internship will be completed at the Academy immediately following the instructor certification course. If this timeline would create a drastic hardship for the instructor applicant, the Academy, or NASA, the internship shall be completed at the earliest possible time approved by the Academy Manager.

77. Emergency Vehicle Operator Course (EVOE) Certification

Instructor applicants who request to obtain certification to instruct vehicle operations topics shall:

Possess a General Instructor Certification; and

Have successfully completed through the Academy or a recognized training school a Vehicle Operations Instructor Course containing, but not limited to, the following subject blocks:

- a. Vehicle Maintenance
- b. Vehicle Dynamics
- c. Coaching the Driver
- d. Course Design
- e. Legal Issues/Liabilities
- f. Evaluation; and

Have successfully completed an internship that is supervised and documented by a certified vehicle operations instructor.

78. ERT Certification

Instructor applicants who request to obtain certification to instruct Emergency Response Team topics shall:

Possess a General Instructor and Firearms Instructor Certification; and

Have successfully completed through the Academy or a recognized training school an ERT/SRT/SWAT/Tactical Instructor Course containing, but not limited to, the following subject blocks:

- a. Legal Issues and Liabilities
- b. Team Dynamics
- c. Situational Responses
- d. Equipment; and

Have successfully completed an internship that is supervised and documented by a certified ERT instructor.

79. Firearms Certification

Instructor applicants who request to obtain certification to instruct firearms topics shall:

Possess a General Instructor Certification; and

Have successfully completed through the Academy or a recognized training school a Firearms Instructor Course containing, but not limited to, the following subject blocks:

- a. Fundamentals of Marksmanship
- b. Firearms Handling Techniques
- c. Coaching Techniques
- d. Safety Rules and Consideration
- e. Low Light
- f. Liability Considerations
- g. Range Management; and

Have successfully completed an internship that is supervised and documented by a certified firearms instructor.

80. K-9 Certification

An instructor applicant shall:

Possess a General Instructor Certification.

Possess a minimum of three years canine team experience documented in the instructor applicant's file at the Academy or agency.

Successfully complete the Canine Team Training Course or an approved equivalent course.

Successfully complete the Canine Team Instructor Course through an approved training school.

Complete an internship. As part of the required internship, an instructor applicant shall instruct any topic of the Canine Team Training Course or Canine Team Instructor Course and shall be evaluated by a certified Canine Team Instructor.

Be evaluated by his or her students. Student evaluations shall be reviewed with the instructor applicant by Academy Manager, or an instructor designated by the Academy Manager.

Provide verification that there is not a sustained "excessive use of force" complaint against the instructor applicant, involving the use of the canine at the time a canine was under his or her command, at the agency(s) where the instructor applicant obtained experience as a canine officer. The verification shall be documented on agency letterhead and signed by the agency administrator or designee.

81. Marine Certification

Due to the complexity of this discipline, instructor applicants must possess training as a Marine Instructor prior to selection.

Have successfully completed an internship that is supervised and documented by a certified Marine Instructor.

82. ECW (Electronic Control Weapons) Certification

Instructor applicants who request to obtain certification to instruct ECW topics shall:

Possess a General Instructor Certification; and

Have successfully completed through the Academy or a recognized training school an ECW Instructor Course containing, but not limited to, the following subject blocks:

- a. Legal Aspects and Documentation
- b. Officer Response Tactics
- c. Methodology of Device
- d. Nomenclature
- e. Operation of Device; and

Have successfully completed an internship that is supervised and documented by a certified ECW Instructor.

83. Defensive Tactics Certification

Instructor applicants who request to obtain certification to instruct defensive tactics topics shall:

Possess a General Instructor Certification; and

Have successfully completed through the Academy or a recognized training school a Defensive Tactics Instructor Course containing, but not limited to, the following subject blocks:

- a. Use of Force Legal Aspects and Documentation
- b. Officer Response Tactics
- c. Non-lethal Training Ammunition
- d. Chemical Agents; and

Have successfully completed an internship that is supervised and documented by a certified Defensive Tactics Instructor.

84. Shoot House Certification

Instructor applicants who request to obtain certification to instruct Shoot House topics shall:

Possess a General Instructor and Firearms Instructor Certification; and

Have successfully completed through the Academy or a recognized training school a Shoot House Instructor Course containing, but not limited to, the following subject blocks:

- a. Shoot House Safety Rules
- b. Conducting Realistic Training
- c. Shoot House Low Light Issues
- d. Target System Placements & Types
- e. Instructor Responsibilities
- f. Room Combat Tactics
- g. Coaching /Remedial Techniques
- h. Liability Considerations
- i. Range Management

Have successfully completed an internship that is supervised and documented by a certified shoot house & firearms instructor.

85. Final Certification Process

To earn certification, the instructor applicant must complete and pass a written evaluation, successfully complete an instructor internship, and complete an instructor development workshop for each discipline for which certification is sought. All documentation pertinent to the completion of these requirements will be maintained in the instructor applicant's record by the Academy.

Upon completion of the certification process, the Academy Manager will submit written notice to the NASA Federal Arrest Authority (FAA) Program Manager recommending Instructor Certification for applicant.

Upon certification from the FAA Program Manager, the applicant will be issued an Instructor Certificate by the Academy and the Certification Approval will be kept on file in the Instructor's folder at the Academy.

The following three tables contain course curriculum outlines for SOFCC, FAA, and NPSTA refresher training.

Table J-08, 1.0

2010 NPSTA Security Officer Fundamentals Certification Course

Training Topic	Time in Hours	Mode of Instructions (MOI)	Mode of Examination (MOE)
Day 1 Orientation Criminal Law Constitutional Law	8	Classroom	Exam
Day 2 Criminal Law Federal Jurisdiction/Title 18	8	Classroom	Exam
Day 3 Investigative Detention	8	Classroom	Exam
Day 4 Probable Cause Work Review	8	Classroom	Exam
Day 5 Area Vehicle Searches Use of Force	8	Classroom, Scenario	Exam Life Scenario Practical Test (LSPT)
Day 6 NPR 1600 Report Writing Defensive Tactics Subject Control Techniques Center Specific	8	Classroom, Scenario	Exam LSPT
Day 7 Human Behavior Investigation/Interviews	8	Classroom	Exam
Day 8 WMD 1st Responder Defensive Tactics Subject Control Techniques	8	Classroom, Scenario	Exam LSPT
Day 9 Defensive Tactics Subject Control Techniques	8	Scenario	LSPT
Day 10 Defensive Tactics Subject Control Techniques Practical and Written Exams	8	Classroom, Driving Course	Exam LSPT

Table J-08, 2.0

2010 NPSTA Basic FAA Training Course

Training Topic	Time in Hours	MOI	MOE
Day 1 Orientation Report Writing Constitutional Law	8	Classroom	Exam
Day 2 Criminal Law Federal Jurisdiction/Title 18	8	Classroom	Exam
Day 3 Investigative Detention	8	Classroom	Exam
Day 4 Probable Cause	8	Classroom	Exam
Day 5 Arrest Authority Exam 1	8	Classroom	Exam
Day 6 Officer Ethics Human Behavior	8	Classroom	Exam
Day 7 Cultural Diversity Sexual Harassment	8	Classroom	Exam
Day 8 Investigation/Interviews Workplace Violence/Conflict Resolution	8	Classroom	Exam
Day 9 Weapons of Mass Destruction Victims' Rights	8	Classroom	Exam
Day 10 Driving	8	Classroom, Driving Course	LSPT
Day 11 Officer Survival Use of Force Use of Force Report Writing	8	Classroom	Exam
Day 12 Courtroom Demeanor and Testifying Handcuffing Collapsible Baton	8	Classroom, Scenario	Exam LSPT
Day 13 Vehicle Stops Cover Drills	8	Classroom, Scenario	Exam LSPT

Training Topic	Time in Hours	MOI	MOE
Day 14 Non-Lethal Training Ammunition Drills	8	Classroom, Scenario	LSPT
Day 15 Building Entry Tactics/Scenarios Subject Approach Use of Force Report Writing	8	Classroom, Scenario	LSPT
Day 16 Use of Force Scenario Training Defensive Tactics Subject Control Techniques	8	Classroom, Scenario	LSPT
Day 17 Active Shooter Written Exam	8	Classroom, Scenario	Exam LSPT
Day 18 Defensive Tactics Subject Control Techniques Practical Evaluations Mock Court	8	Classroom, Scenario	Exam LSPT
Day 19 Practical Evaluations (DT)	8	Scenario	LSPT

Table J-08, 3.0**2010 Refresher Training**

Training Topic	Time in Hours	MOI	MOE
Day 1 Legal/Use of Force Update	2	Scenario	Exam
Report Writing/Use of Force	3	Classroom	Exam
Courtroom Demeanor/Testifying	2	Classroom	LSPT/ Exam
Day 2 Weapons Handling/Shoot and Move	4	Classroom Scenario	LSPT/ Exam
Defensive Driving	4	Scenario	LSPT
Day 3 Team NLTA Scenario	4	Scenario	LSPT
Tactical Movement and Response in Vehicles	2	Scenario	LSPT
One on One NLTA Scenario (Shoot/No Shoot)	2	Classroom Scenario	Scenario Criteria
Day 4 Subject Approach, Handcuffing, Ground Defense/Escapes, Head Destabilization take downs	8	Classroom Scenarios	LSPT/Exam
Day 5 Conflict Resolution, Mock Court, Dynamic Drills/Scenario Testing and Written Test	8	Classroom Scenario	LSPT Scenario Criteria

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**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

Screening Requirements

Attachment J-09

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1.0 Medical Examination Requirements for KPSC First Responders

The Contractor Shall:

1. Ensure all first responders undergo a medical examination and are physically and medically capable of performing the essential duties of the position efficiently and without hazard to themselves or others. These examinations are provided under the KSC Medical and Environmental Support Contract (MESC) and shall be completed before entrance on duty and annually during employment.
2. Consider failure to meet the required-physical and medical qualifications to be a disqualifying factor for continued employment as a first responder.
3. Enforce the following minimum visual abilities:
 - a. Distant visual acuity must be at least 20/40 in each eye with corrective lenses; distant binocular acuity of at least 20/40 with corrective lenses.
 - b. Near visual acuity must be corrected to at least 20/40 in each eye; near binocular acuity of at least 20/40 with corrective lenses.
 - c. Field of vision must be at 90 degrees in the horizontal meridian in each eye.
 - d. Ability to distinguish the colors must be present for red, amber, and green.
4. Enforce the minimum hearing ability of hearing loss in the better ear of not greater than 40 decibels at 500 Hz, 1,000 Hz, and 2,000 Hz, with or without a hearing aid.
5. Ensure first responders have no impairment of the use of a leg, a foot, an arm, a hand, the fingers, back or neck which would most likely interfere with the functional requirements of the first responder's position. In addition, first responders shall have no established medical history or clinical diagnosis of rheumatic, arthritic, orthopedic, muscular, neuromuscular, or vascular disease which would interfere with the ability to perform the functional requirements of a First Responder's position.
6. Ensure first responders have no established medical history of cardiac or pulmonary disease.
7. Ensure appropriate medical forms are completed by the applicant and provided to the medical professional prior to the examination.

2.0 Psychological requirements for KPSC First Responders

The Contractor Shall:

1. Administer Minnesota Multiphasic Personality Inventory -2 (MMPI-2) and Shipley Institute of Living Scale, psychological examinations to all KPSC potential personnel. Personnel who fail the MMPI-2 or Shipley Institute of Living Scale shall be interviewed by a licensed psychologist before a final decision on suitability is made.

2. Screen applicants who possess significant employment risk factors to identify applicants who exhibit behavioral characteristics associated with employment success
3. Screen applicants who possess significant employment risk factors to identify applicants who exhibit behavioral characteristics associated with employment success.
4. Ensure all armed security officers are free of problems that may adversely affect job performance. The evaluation must focus on the applicant's suitability for high-risk and high-stress work.
5. Forward each examination to a clinical psychologist for evaluation. Upon receipt of this evaluation, the Contractor shall use these findings to determine the applicant's suitability for employment.

3.0 Drug Testing and Drug & Alcohol – Free Workforce Requirements

The Contractor Shall:

1. Comply with federal policies on “drug-and alcohol-free” work places as well as NASA FAR Supplement Subpart 1823.5—“Drug-Free Workplace”.
2. Institute and maintain a program for achieving a drug and alcohol-free workforce.
3. Provide, as a minimum, for pre-employment, reasonable suspicion, random, post-accident, and periodic recurring (follow-up) testing of Contractor employees in sensitive positions for use, in violation of applicable law or Federal regulation, of alcohol or a controlled substance.
4. Establish its testing or rehabilitation program in cooperation with other contractors or organizations.
5. Submit the plan for this program to the COTR for review and approval.
6. Conform to the “Mandatory Guidelines for Federal Workplace Drug Testing Programs” published by the Department of Health and Human Services (59 FR 29908, June 9, 1994) and the procedures in 49 CFR part 40, “Procedures for Transportation Workplace Drug Testing Programs,” in which references to “DOT” shall be read as “NASA”, and the split sample method of collection shall be used.

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**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

Security Officer Qualifications

Attachment J-10

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1.0 Security Officer (SO) / Security Police Officer (SPO) Qualifications

The Contractor Shall:

1. Ensure that uniformed and non-uniformed contract employees that serve as members of the Contractor's security force representing NASA protective services in the position of SO and SPO, or Investigator will be required to provide a statement of conduct that is the Officers Oath or affirmation to proper conduct and allegiance to the principle of behavior suitable to their position of trust, and their understanding of the requirements of the "Standards of Conduct for Sworn Officers".
 - a. The Oath; [Stand and remove your headgear, place your hand over your heart and in a clear voice state your oath or affirmation] "My _____ [Oath or Affirmation] is my bond. I [State Your Full and Complete Name] understand and accept my duty to protect and defend the rights of all persons. I will perform my duty with diligence and purpose. I will exercise the authority, vested in me by virtue of my position, with honesty and decency, showing preference to none, while serving all. This I respectfully _____ [swear or affirm]".
2. Ensure all officers are United States citizens.
3. Ensure sworn officers will:
 - a. Exercise good judgment;
 - b. Interact with people in a professional manner;
 - c. Maintain a high level of performance; and,
 - d. Maintain poise and self-control under stress.
4. Certify that sworn officers have as a minimum:
 - a. A high school diploma or General Equivalency Diploma (GED).
 - b. A valid state driver's license that is maintained throughout employment.
 - c. The ability to read and speak the English language, understand, and apply written rules, detailed orders, instructions and training material. Construct and write clear, concise, accurate and detailed reports.
 - d. User level computer skills operating standard word processing programs.
 - e. Reached the age of at least 21, at the time of employment.
5. Conduct a Pre-Employment Investigation to ensure:
 - a. No security officer employee has a felony conviction.
 - b. No armed employee has a misdemeanor conviction that reflects on the individual's suitability.
 - c. Persons convicted of or under indictment for a misdemeanor crime of domestic violence are not employed as armed security officers.
 - d. Non-security officer employees meet the requirement of position risk determination and NASA access suitability.

6. Conduct a pre-employment investigation that includes:
 - a. Search of police files in the area of residence for a period of five (5) years.
 - b. Inquiries of former employers for a period of five (5) years.
 - c. Information that may reflect on the suitability of the security officer to perform security duties under this contract.
7. Provide the results of the investigative reports for each officer to the NASA Chief of Center Security not later than 7 days prior to beginning duty.
8. Provide a standard operating procedure "Standards of Conduct," for all employees.
9. Provide a standard operating procedure "Standards of Conduct for Officers" that specifically addresses the behavior and conduct of uniformed and non-uniformed members of the Contractor's security force representing NASA protective services.
10. Ensure all personnel adhere to general standards of conduct that reflect credibility upon themselves, their employer, NASA, and the Federal Government.
11. Remove any Contractor employee from the work site and/or this contract for failure to comply with the general standards of conduct and, initiate immediate action to replace such an employee to maintain continuity of services at no additional cost to the Government.

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**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

Vehicle Standards

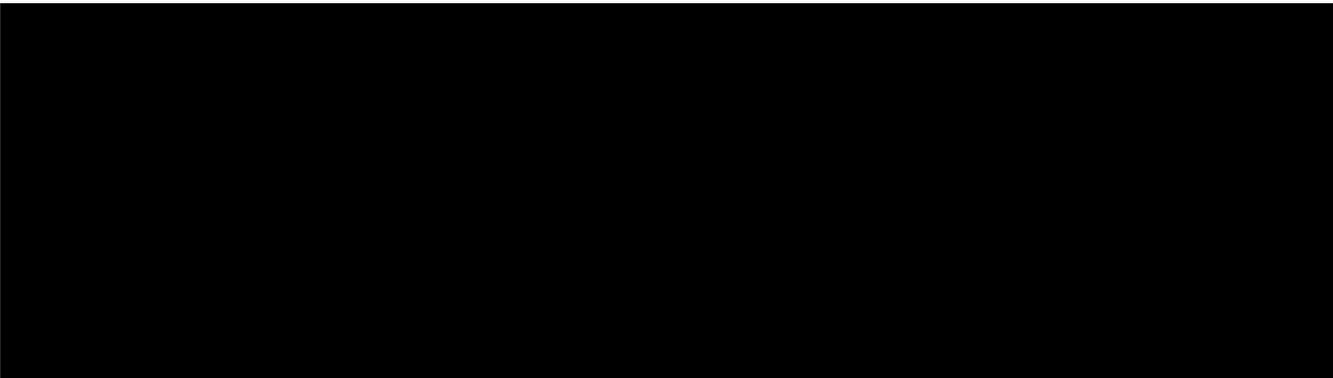
Attachment J-11

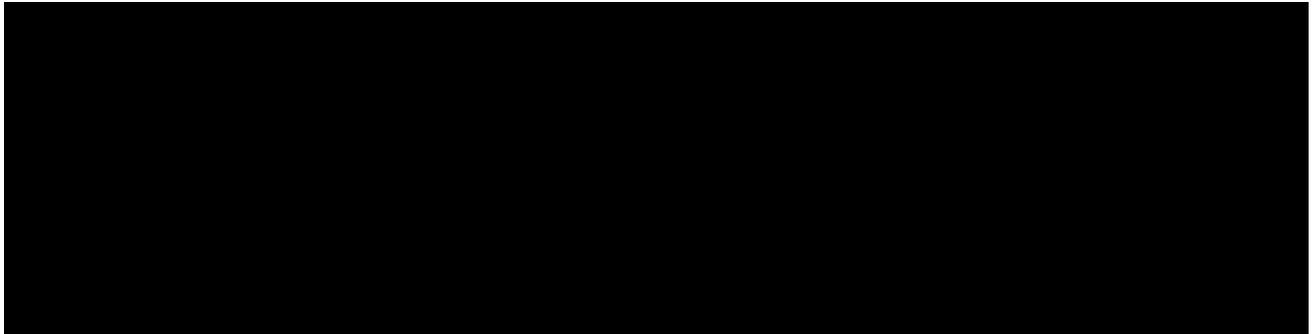
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1.0 Vehicle Standards

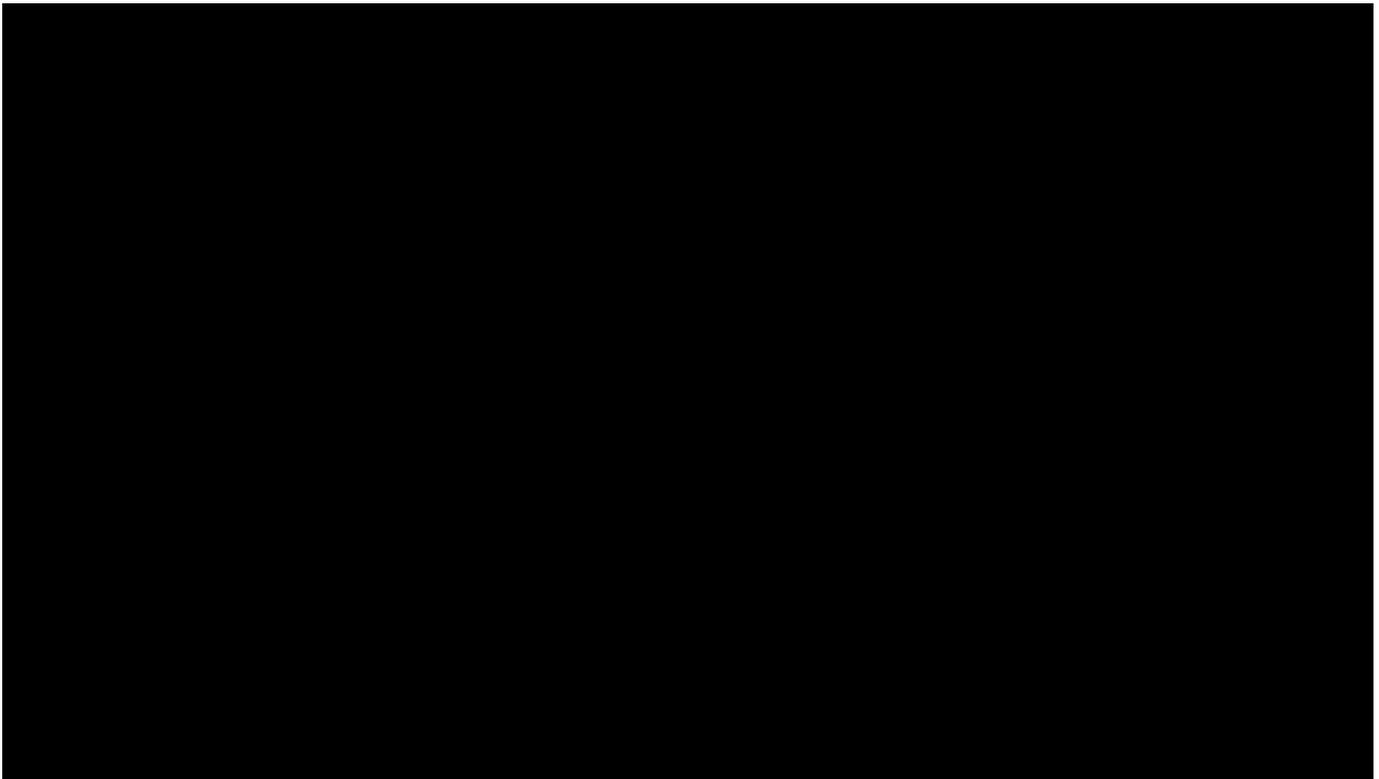
The Contractor Shall:

1. Mark vehicles used for patrol. The vehicles will be white in color and equipped with blue lights, siren, public address, basic first aid kit, vehicle fire extinguisher, radio equipment, speed detection devices, and spot/take-down lights.
2. Utilize emergency light bars that are Whelen Justice™ (8F-LB471), or equal, with four (4) Blue Linear 6 LED Modules, six (6) Blue Conical 3 LED Modules, two (2) White MR11 35W Takedown white lights, two (2) White MR11 35W Alley lights, and five (5) Yellow Conical 3 LED Modules. Fire response vehicles will have four (4) Red Linear 6 LED Modules, six (6) Blue Conical 3 LED Modules, two (2) White MR11 35W Takedown white lights, two (2) White MR11 35W Alley lights, and five (5) Yellow Conical 3 LED Modules.
2. Utilize a siren, public address system (PA) that is a minimum 100Watt three (3) tone siren, with a PA microphone. The control panel will have adjustable backlighting, with a three (3) position switch with indicator lights, and be capable of controlling the selected light bar.
3. Standardize the vehicles used for patrol. Sedans shall be of large size and SUVs shall at a minimum be of medium size. Such vehicles shall conform to a standardized visual pattern and present a coherent and professional image.
4. Integrate a vehicle decal system designed by NAS A which will be used to identify all first responder vehicles. The fully reflective decal system will include side and door panels, rear trunk/hatch panels, and a rear bumper panel.
5. Ensure each vehicle is individually numbered with day and night reflective markings.
6. Utilize graphic design below for all security vehicles. A shield shaped patch design will be applied in the center of this design. The actual shield graphic will be provided after contract award.





7. Utilize graphic design below for all fire vehicles. The actual shield graphic will be provided after contract award.



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**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

Government Furnished Services

Attachment J-12

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KSC Protective Services Contract (KPSC) Government Furnished Services (GFS)		NASA Contracts										USAF Contracts		
This listing represents the Government Provided Services provided for the Kennedy Protective Services Contract (KPSC). The services listed have limitations on volume or quantity of service.		NASA	IMCS	MESC	ISC	ODIN	Grounds	Mail	KISS	Lackmann Svcs	Custodial	CAPPS	USAF	Refuse
Service	Description													
Support Services	- Utilities (Water, Sewage, Natural Gas, Electricity)	X												
	- Office Space/Work Area Space	X												
	- Basic Furniture out of KSC Furniture Inventory*	X												
	- Space Planning	X												
	- Office Moves and Alterations (NASA-Directed)				X									
	- Food Services (during normal operation hours)									X				
	- Real Property Management	X												
	- Operations, Maintenance, and Engineering of Facilities, Systems and Equipment				X									
	- Grounds and Landscape Maintenance						X							
	- Pest Control and Extermination (interior/exterior)						X							
	- Refuse Collection													X
	- Custodial Services (excluding fire stations)										X			
	- Medical Clinic Services (including Certification Physicals, First Aid, Emergency Services) (Ref. KNPD 1810.1, KSC Occupation Medicine Program)			X										
	- Industrial Hygiene Consultation			X										
	- Public Health Services			X										
	- Hazardous and Controlled Waste Disposal			X										
	- Health Physics (Radiation Protection) Consultation			X										
	- Material Safety Data Sheet (MSDS) Repository			X										
	- Environmental Sampling and Analysis			X										
	- Medical Physicals			X										
	- Medical Supplies & Medications			X										
	- Airborne surveillance (helicopter)				X									
	- Mail Service							X						
	- Library (including serial and publication subscriptions)		X											
	- Printing and Reproduction		X											
	- Graphics (NASA-Directed)		X											
- Forms Support (electronic and hardcopy)		X												
- Area Paging System (including weather warnings)		X												
- Timing and Countdown		X												
- Maintenance of flag poles and illumination fixtures					X									
- Removal of animal carcasses from roads					X									
- KSC Reference Standards					X									
- SPECSINTACT					X									
KISS (Technical Training)	- Safety, health, skills, and operational area access training and certification							X						
Networks	- Access to the KSC computer networks, including the internet.		X											
Telephones	- Includes instruments, voicemail, and long distance service.		X											

KSC Protective Services Contract (KPSC) Government Furnished Services (GFS)		NASA Contracts										USAF Contracts		
This listing represents the Government Provided Services provided for the Kennedy Protective Services Contract (KPSC). The services listed have limitations on volume or quantity of service.		NASA	IMCS	MESC	ISC	ODIN	Grounds	Mail	KISS	Lackmann Svcs	Custodial	CAPPS	USAF	Refuse
Service	Description													
IT Security	- Vulnerability scanning of all systems connected to KSC Network (KNET).	X												
	- Preliminary documentation review of Contractor IT System Security Plans (ITSSP).		X											
	- Certification of IT systems (via Agency procured service).	X												
	- NASA Security Assessment and Authorization Repository (NSARR): authoritative tool for developing and storing ITSSP documentation.	X												
	- Agency Security Update Service (ASUS): Patchlink tool to facilitate patch management and reporting.	X												
	- Encryption solutions: Public Key Infrastructure (PKI) and Data at Rest (DAR) tools for storage and sharing of data in a secure manner.	X												
Secure Remote Access	- Provide secure remote (home or travel) access to computer resources at the Center by Virtual Private Network (VPN) or modem (dial-in).		X											
Badging Systems	-Includes the maintenance of associated software and hardware.		X											
End User Services	- Includes desktops, laptops and workstations (both general purpose and scientific & engineering computers), associated IT peripherals, cell and smart phones, pagers, printer and multifunctional devices (MFD) services, email, and domain account services. The provider is responsible for asset management, IT Security compliance and associated support services.					X								
Data Center Services	- Managed hosting services for resources providing for applications, databases, files, data and websites (optional), including hardware.		X											
Software Services	- Software development and sustaining of Government provided applications, websites, and databases.		X											
IT Systems and Support	- Identity Management Databases (IdMAX): Used for requesting and tracking access to applications. The database may contain user personally identifiable information (PII).	X												
	-NASA Secured WebEx service: Used for WebEx sessions involving the exchange of Sensitive But Unclassified information					X								
	NASA Security Assessment and Authorization Repository (NSAAR): Used for IT system security plan implementation and documentation of security controls as required by NPR 2810.	X												
	System for Administration, Training, and Educational Resources for NASA (SATERN): Used for mandatory NASA training courses, training requests, and training record tracking.	X												
	NASA Property Tracking System (NPROP): Utilized to track all NASA tagged equipment/property.	X												
Engineering Documentation Center	- Repository for drawings, records, micro imaging, and specifications.		X											
Geographic Information System (GIS)	- Database of COTS software packages linking topographic, demographic, utility, facility, image and other resource data that is geographically referenced data for KSC.		X											

KSC Protective Services Contract (KPSC) Government Furnished Services (GFS)		NASA Contracts										USAF Contracts		
This listing represents the Government Provided Services provided for the Kennedy Protective Services Contract (KPSC). The services listed have limitations on volume or quantity of service.		NASA	IMCS	MESC	ISC	ODIN	Grounds	Mail	KISS	Lackmann Svcs	Custodial	CAPPS	USAF	Refuse
Service	Description													
* Does not include special needs furniture required by the Contractor workforce (e.g., ADA requirements, special ergonomic requirements)														
Surveillance Television	- Closed video transmission (TV or Web) used to monitor launch vehicle, payloads operations, and facility security.		X											
PSCC Systems	(e.g.. Coastal radar, electronic security systems, fire alarm systems, tornado areas warning systems, etc...)		X		X									
Cable TV Service (BDCS)	- In facilities with existing capabilities. Does not include the TV.		X											
Photography	- Administrative photography, including passport, newsletter, and special events.		X											
Graphic Services	- Graphics used in illustrations and documents, including photo-retouching and editing of photos, web graphics and interactive media, posters, charts, badges, certificates, labels, dry mounting, laminating, framing, scanning.		X											
Imaging Services	- KSC/NASA Digital Photo Services Support		X											
	- Provide document conversion		X											
	- Provide CD-ROM mastering and duplicating		X											
Audio/Visual and Presentation Support	- Operate Mission Briefing Room, OSB II 5th Floor Conference Room, and KSC Auditorium. Loaner equipment for viewgraph, motion picture, slide projector, and VCRs.		X											
Voice and Video Conferencing	- Operate VITS rooms and portable VITS equipment. Access to local and toll free teleconferences.		X											
Public Address Service	- Provide audio at events in various locations, including KARS I and KARS II.		X											
Pager Service	- Provide devices, distribute, and train users.		X											
Radio Services	- Provides devices, distribute and train users.		X											
Operational Intercommunications System (OIS)	- Provide OIS in facilities with existing capabilities.		X											
Office Multi-Function Devices	-Provide copy, print, scanning, and faxing. Includes toner only.					X								
Logistics Services	- Warehousing				X									
	- Shipping and Receiving Services, excluding ordnance				X									
	- Shipping and Receiving Services, ordnance only											X		
	- Government Property Disposal				X									
	- Material Management				X									
	- Property Management				X									
	- Transportation Services				X									
Printing and Reproduction	- Printing and duplication of color and black and white documents.		X											

KSC Protective Services Contract (KPSC) Government Furnished Services (GFS)		NASA Contracts										USAF Contracts		
This listing represents the Government Provided Services provided for the Kennedy Protective Services Contract (KPSC). The services listed have limitations on volume or quantity of service.		NASA	IMCS	MESC	ISC	ODIN	Grounds	Mail	KISS	Lackmann Svcs	Custodial	CAPPS	USAF	Refuse
Service	Description													
Laboratory Services	- Non-Destructive Evaluation				X									
	- Standards and Calibration				X									
	- Sampling and Analysis				X									
	- Component Cleaning and Refurbishment				X									
	- Biomedical Laboratory (NASA)	X												
	- Material Science Laboratory (NASA)	X												
	- Instrumentation and Controls (NASA)	X												
	- Malfunction Laboratory (NASA)	X												
Maintenance and Fuel for Government Owned Specialized Vehicles and Heavy Equipment	- Maintain heavy equipment and other unique vehicles. Example: Government owned and provided emergency response vehicle (e.g.. Fire trucks, boats, Humvee, armored personnel carriers, and bearcat)				X									
Range Safety Services	- Toxic and blast requirements compliance											X		
Propellant and Life Support Services	- Life Support Services (Supplied-air respirators, medical resuscitators, Self-Contained Breathing Apparatus (SCBA))				X									
Consumables	- Pneumatics, Fluids, Gases				X									
AF Weather Support	- Weather forecasting and real-time support											X		

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**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

Government Furnished Facilities

Attachment J-13

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Item	Building	Facility Name	Space Type	Sq-Ft	Desked	Non-Desked	Shared Desked	Total Occupants
1	H5-2140	GUARD HOUSE 4	MISC INSTALL	238	-	-	-	-
2	H5-2146	GUARD OVERWATCH (GATE 4)	MISC INSTALL	34	-	-	-	-
3	J6-1974	APOLLO/SATURN V CONCESSION BLDG	MISC INSTALL	329	-	-	-	-
4	J6-2026	OFFICE BUILDING	OFFICES	222	-	-	-	-
5	J6-2312	SLF GATE #3 GATE HOUSE	MISC INSTALL	47	-	-	-	-
6	J6-2370	FIRE STATION #2 (KSC)	EXCLUDED SPACE	159	-	-	-	-
7	J6-2370	FIRE STATION #2 (KSC)	MISC INSTALL	4987	-	-	-	-
8	J6-2370	FIRE STATION #2 (KSC)	OFFICES	1218	3	45	-	48
9	J6-2370	FIRE STATION #2 (KSC)	SHOP/INDUSTRY	10605	-	-	-	-
10	J6-2370	FIRE STATION #2 (KSC)	STORAGE	469	-	-	-	-
11	J6-2377	STORAGE FACILITY	STORAGE	2400	-	-	-	-
12	J6-2465	FLIGHT VEHICLE SUPPORT BUILDING	OFFICES	1603	17	-	-	17
13	J6-2465	FLIGHT VEHICLE SUPPORT BUILDING	STORAGE	169	2	-	-	2
14	J7-1286	GUARD SHACK	MISC INSTALL	48	-	-	-	-
15	J7-1339	FIRE STATION #3 (KSC)	MISC INSTALL	3672	-	9	-	9
16	J7-1339	FIRE STATION #3 (KSC)	STORAGE	48	-	-	-	-
17	J8-0906	GUARD SHACK	MISC INSTALL	48	-	-	-	-
18	J8-2008	PAD A GATE HOUSE	MISC INSTALL	38	-	-	-	-
19	J8-2075	GUARD SHACK	MISC INSTALL	48	-	-	-	-
20	K6-0696A	OPF 3 GATE HOUSE	OFFICES	95	-	-	-	-
21	K6-0848	VEHICLE ASSEMBLY BUILDING	OFFICES	163	-	-	-	-
22	K6-0899	TURNSTILE SHELTER	MISC INSTALL	163	-	-	-	-
23	K6-0900	LAUNCH CONTROL CENTER	EXCLUDED SPACE	88	-	-	-	-
24	K6-0900	LAUNCH CONTROL CENTER	MISC INSTALL	46	-	-	-	-
25	K6-0900	LAUNCH CONTROL CENTER	OFFICES	431	1	-	2	3
26	K6-0900	LAUNCH CONTROL CENTER	TECH FACILITY	6957	-	14	1	15
27	K6-0949	VAB F GATE HOUSE	MISC INSTALL	211	-	-	-	-
28	K6-0999	TURNSTILE SHELTER	MISC INSTALL	563	-	-	-	-
29	K6-2361	ARMORY MODULAR FACILITY	STORAGE	141	-	-	-	-
30	K6-2496	SECURITY POLICE TRAINING FACILITY	CONFERENCE	475	-	-	-	-
31	K6-2496	SECURITY POLICE TRAINING FACILITY	MISC INSTALL	3794	3	1	-	4
32	K6-2496	SECURITY POLICE TRAINING FACILITY	OFFICES	4539	28	126	14	168
33	K6-2496	SECURITY POLICE TRAINING FACILITY	STORAGE	1536	1	-	-	1
34	K6-2496B	CANINE KENNEL AND ADMINISTRATION BUILDING <i>This facility can house 10 canines at one time</i>	MISC INSTALL	1372	-	-	-	-
35	K6-2496B	CANINE KENNEL AND ADMINISTRATION BUILDING	OFFICES	742	4	-	1	5
36	K6-2496B	CANINE KENNEL AND ADMINISTRATION BUILDING	STORAGE	180	1	-	-	1

Item	Building	Facility Name	Space Type	Sq-Ft	Desked	Non-Desked	Shared Desked	Total Occupants
37	K7-0043	GUARD SHACK	MISC INSTALL	48	-	-	-	-
38	K7-0140A	GUARD HOUSE	MISC INSTALL	22	-	-	-	-
39	K7-0288	MARINE PATROL STORAGE FACILITY	STORAGE	2237	-	-	-	-
40	K7-0806	GUARD SHACK	CONFERENCE	48	-	-	-	-
41	M6-0136	CD AND SC GUARD HOUSE	MISC INSTALL	40	-	-	-	-
42	M6-0220	GUARD OVERWATCH (GATE 3)	MISC INSTALL	34	-	-	-	-
43	M6-0224	PASS AND IDENTIFICATION BUILDING	CONFERENCE	276	-	-	-	-
44	M6-0224	PASS AND IDENTIFICATION BUILDING	MISC INSTALL	949	-	-	-	-
45	M6-0224	PASS AND IDENTIFICATION BUILDING	OFFICES	899	3	1	2	6
46	M6-0224	PASS AND IDENTIFICATION BUILDING	STORAGE	96	-	-	-	-
47	M6-0399	KSC HEADQUARTERS BUILDING	CONFERENCE	106	-	-	-	-
48	M6-0399	KSC HEADQUARTERS BUILDING	OFFICES	4247	15	-	-	15
49	M6-0399	KSC HEADQUARTERS BUILDING	STORAGE	117	-	-	-	-
50	M6-0409E	SPACE FLIGHT EXHIBIT BUILDING	EXCLUDED SPACE	57	-	-	-	-
51	M6-0486	BASE SUPPORT	OFFICES	845	4	-	-	4
52	M6-0486	BASE SUPPORT	STORAGE	962	-	-	-	-
53	M6-0695	FIRE STATION #1 (KSC)	MISC INSTALL	3353	-	21	-	21
54	M6-0695	FIRE STATION #1 (KSC)	SHOP/INDUSTRY	4183	-	-	-	-
55	M6-0695	FIRE STATION #1 (KSC)	STORAGE	1167	-	-	-	-
56	M6-1731	GUARD OVERWATCH (GATE 2)	MISC INSTALL	34	-	-	-	-
57	M7-0355E	GUARD SHACK	MISC INSTALL	26	-	-	-	-
58	M7-0459A	GUARD HOUSE	MISC INSTALL	22	-	-	-	-
59	TRM-0056	TRAILER (3T)	CONFERENCE	987	-	-	-	-
60	TRM-0056	TRAILER (3T)	OFFICES	532	2	-	-	2
60	TRM-0056	TRAILER (3T)	SHOP/INDUSTRY	347	1	-	-	1

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**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

**Installation-Accountable Property
(NPROP)**

Attachment J-14

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Part 1 - Government Replaceable

Part I - Installation Accountable Property (**Government Replaceable**)

ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
13659	SHOTGUN, RIOT, 12GAUGE	\$ 250	870	T268238V	KS-K62496	1023	1005	
267117	CARRIER, PERSONNEL, #3	\$ 160,000	M113A2	MSJ20453MAA	KS-J71339	YARD	2350	
267118	CARRIER, PERSONNEL, #2	\$ 160,000	M113A2	MSJ20389MAA	KS-J71339	YARD	2350	
305561	DETECTOR, NUCLEAR RADIATION	\$ 1,697	DRM-MOD2	85057	KS-66220	1	6665	
305562	DETECTOR, NUCLEAR RADIATION	\$ 1,697	DRM-MOD2	85059	KS-66220	1	6665	
305565	DETECTOR, NUCLEAR RADIATION	\$ 1,697	DRM-MOD2	85058	KS-66220	1	6665	
305567	DETECTOR, NUCLEAR RADIATION	\$ 1,697	DRM-MOD2	85062	KS-66220	1	6665	
305569	DETECTOR, NUCLEAR RADIATION	\$ 1,697	DRM-MOD2	85061	KS-66220	1	6665	
608385	CODE MACHINE	\$ 1,297	HPC	NONE	KS-M6486	181	3419	02/11/83
619581	TRUCK, FIRE, DSL, 1500GAL	\$ 212,249	T6	1023451	KS-J62370	YARD	4210	
812534	RIFLE, SNIPER, W/SCOPE	\$ 3,267	M86	10739	KS-K62496	1023	1005	
813289	RIFLE, SNIPER, W/SCOPE	\$ 2,529	M86SR	87588	KS-K62496	1023	1005	
813565	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 387	17	KSC006	KS-TRM056	101	1005	
813593	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 387	17	KSC034	KS-K62496	1023	1005	
813616	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 387	17	KSC057	KS-K62496	1023	1005	
813622	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 387	17	KSC063	KS-K62496	1023	1005	
813624	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 387	17	KSC065	KS-TRM056	YARD	1005	
813796	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 387	17	KSC237	KS-K62496	1023	1005	
813799	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 387	17	KSC240	KS-TRM056	101	1005	
813800	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 687	17	KSC241	KS-K62496	1023	1005	
813801	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 687	17	KSC242	KS-K62496	1023	1005	
813802	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 687	17	KSC243	KS-K62496	1023	1005	
813803	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 687	17	KSC244	KS-K62496	1023	1005	
813804	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 687	17	KSC245	KS-K62496	1023	1005	
818054	SHOTGUN, RIOT, 12GUAGE	\$ 482	M1SUPER90	M115668	KS-K62496	1023	1005	
875048	KEY MACHINE	\$ 1,560	954	15433	KS-M6486	181	3419	03/24/88
875112	CARRIER, MORTAR	\$ 205,400	M106A2	CHG367RAA	KS-J71339	YARD	2350	
1121219	CARRIER, PERSONNEL, TRACKED	\$ 116,973	M973A1	88AFL7506	KS-K7288	WHSE	2350	
1124929	KEY MACHINE, CODE	\$ 4,037	ITL9000	9309	KS-TR1610		3419	09/28/92
1126933	PISTOL, SEMI-AUTOMATIC 9MM	\$ 357	GLOCK 17	AAR120US	KS-K62496	1023	1005	
1126934	PISTOL, SEMI-AUTOMATIC 9MM	\$ 357	GLOCK 17	AAR 121 US	KS-K62496	1023	1005	
1126935	PISTOL, SEMI-AUTOMATIC 9MM	\$ 357	GLOCK 17	AAR 122 US	KS-K62496	1023	1005	
1126936	PISTOL, SEMI-AUTOMATIC 9MM	\$ 357	GLOCK 17	AAR123US	KS-K62496	1023	1005	
1126937	PISTOL, SEMI-AUTOMATIC 9MM	\$ 357	GLOCK 17	AAR124US	KS-K62496	1023	1005	
1126938	PISTOL, SEMI-AUTOMATIC 9MM	\$ 357	GLOCK 17	AAR125US	KS-K62496	1023	1005	
1126939	PISTOL, SEMI-AUTOMATIC 9MM	\$ 357	GLOCK 17	AAR126US	KS-K62496	1023	1005	
1126940	PISTOL, SEMI-AUTOMATIC 9MM	\$ 357	GLOCK 17	AAR127US	KS-K62496	1023	1005	
1126941	PISTOL, SEMI-AUTOMATIC 9MM	\$ 357	GLOCK 17	AAR128US	KS-K62496	1023	1005	
1126942	PISTOL, SEMI-AUTOMATIC 9MM	\$ 357	GLOCK 17	AAR129US	KS-K62496	1023	1005	
1126943	PISTOL, SEMI-AUTOMATIC 9MM	\$ 357	GLOCK 19	AAV519US	KS-M6399	1107A	1005	
1126944	PISTOL, SEMI-AUTOMATIC 9MM	\$ 357	GLOCK 19	AAV518US	KS-M6399	1107A	1005	

Part 1 - Government Replaceable

Part I - Installation Accountable Property (**Government Replaceable**)

ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
1126947	PISTOL, SEMI-AUTOMATIC 9MM	\$ 357	GLOCK 19	AAV515US	KS-M6399	1107A	1005	
1134093	TRUCK, FIRE FIGHTING, 1250GPM	\$ 192,517	E7597	4P1CA02D9PA000133	KS-M6695	YARD	4210	
1140901	DETECTOR, RADAR	\$ 1,950	STALKER	2619	KS-K62496	VEH	5840	
1141341	TRUCK, RESCUE, FIRE FIGHTING	\$ 302,044	T3000	10T9L5EHXP1048387	KS-J62370	YARD	4210	
1144408	TRUCK, FIRE, PUMPER	\$ 166,900	151	44KFT4286SW217949	KS-J62370	ENG22	4210	
1373117	BOAT, PATROL	\$ 14,877	181	MRK0172CH394	KS-M6486	118	1940	
1383729	TRUCK, UTILITY	\$ 7,660	S80LP-JTRK	JDA000S8000310189	KS-TRM056	YARD	2330	
1384201	DETECTOR, RADAR	\$ 2,000	STALKER	5035	KS-K62496	1205	5840	
1384202	DETECTOR, RADAR	\$ 2,000	STALKER	4990	KS-K62496	VEH	5840	
1384750	CARRIER, PERSONNEL, #1	\$ 160,000	M113A2	F11879MAA	KS-J71339	YARD	2350	
1642005	RIFLE, SNIPER, W/SCOPE	\$ 1,909	M86	SS0794	KS-K62496	1023	1005	
1642006	RIFLE, SNIPER, W/SCOPE	\$ 462	M86	A6541582	KS-K62496	1023	1005	
1642261	RIFLE, DUAL SIGHT SYSTEM	\$ 1,193	G36E1	831108	KS-K62496	1023	1005	
1645941	SHOTGUN, PUMP ACTION	\$ 290	1300	L3373553	KS-K62496	2496B	1005	
1645942	SHOTGUN, PUMP ACTION	\$ 290	1300	L3373260	KS-K62496	2496B	1005	
1645943	PISTOL	\$ 233	00172	22482454	KS-K62496	2496B	1005	
1645944	PISTOL	\$ 233	00172	22482662	KS-K62496	2496B	1005	
1660397	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001883	KS-K62496	2496B	1005	
1660399	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001887	KS-K62496	2496B	1005	
1660401	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001889	KS-K62496	2496B	1005	
1660403	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001888	KS-K62496	2496B	1005	
1660404	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001909	KS-K62361	ARMOR	1005	
1660405	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001908	KS-K62496	2496B	1005	
1660406	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001897	KS-K62496	2496B	1005	
1660407	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001891	KS-K62496	2496B	1005	
1660408	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001886	KS-K62496	2496B	1005	
1660409	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001918	KS-K62496	2496B	1005	
1660410	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001917	KS-K62361	ARMOR	1005	
1660411	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001915	KS-K62361	ARMOR	1005	
1660413	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001913	KS-K62496	2496B	1005	
1660414	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001916	KS-K62361	ARMOR	1005	
1660415	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001885	KS-K62496	2496B	1005	
1660416	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001919	KS-K62361	ARMOR	1005	
1660417	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001894	KS-K62361	ARMOR	1005	
1660419	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001914	KS-K62361	ARMOR	1005	
1660420	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001906	KS-K62496	2496B	1005	
1660421	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001903	KS-K62361	ARMOR	1005	
1660422	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001910	KS-K62361	ARMOR	1005	
1660423	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001911	KS-K62361	ARMOR	1005	
1660424	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001901	KS-K62496	2496B	1005	
1660425	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001905	KS-K62496	2496B	1005	

Part 1 - Government Replaceable

Part I - Installation Accountable Property (**Government Replaceable**)

ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
1660426	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001900	KS-K62496	2496B	1005	
1660427	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001898	KS-K62496	2496B	1005	
1660428	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001890	KS-K62496	2496B	1005	
1660429	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001892	KS-K62496	2496B	1005	
1660430	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001907	KS-K62496	2496B	1005	
1660431	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001899	KS-K62496	2496B	1005	
1660434	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001912	KS-K62496	2496B	1005	
1660435	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001893	KS-K62496	2496B	1005	
1660436	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83001904	KS-K62361	ARMOR	1005	
1660747	RIFLE, SNIPER	\$ 2,082	AR-10T	US565736	KS-K62496	1023	1005	
1661045	DETECTOR, RADAR	\$ 3,195	STALKER DSR-2X	DP001608	KS-K62496	VEH	5840	
1661046	DETECTOR, RADAR	\$ 3,195	STALKER DSR-2X	DP001606	KS-K62496	VEH	5840	
1661047	DETECTOR, RADAR	\$ 3,195	STALKER DSR-2X	DP001629	KS-K62496	VEH	5840	
1661048	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 454	17T	T16447	KS-K62496	1132A	1005	
1661049	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 454	17T	T16448	KS-K62496	1132A	1005	
1661050	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 454	17T	T16449	KS-K62496	1132A	1005	
1661051	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 454	17T	T16450	KS-K62496	1132A	1005	
1661052	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 454	17T	T16451	KS-K62496	1132A	1005	
1661243	GUN, SUBMACHINE, 9MM	\$ 1,454	HK MP5A3E2	62379993	KS-K62496	1023	1005	
1661244	GUN, SUBMACHINE, 9MM	\$ 1,454	HK MP5A3E2	62-379991	KS-K62496	1023	1005	
1661246	GUN, SUBMACHINE, 9MM	\$ 1,454	HK MP5A3E2	62379992	KS-K62496	1023	1005	
1661247	GUN, SUBMACHINE, 9MM	\$ 1,454	HK MP5A3E2	62379994	KS-K62496	1023	1005	
1661266	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001786	KS-K62496	2496B	1005	
1661267	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001814	KS-K62496	2496B	1005	
1661268	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001819	KS-K62496	2496B	1005	
1661269	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001807	KS-K62496	2496B	1005	
1661271	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001793	KS-K62496	2496B	1005	
1661272	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001798	KS-K62496	2496B	1005	
1661276	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001782	KS-K62496	2496B	1005	
1661279	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001787	KS-K62496	2496B	1005	
1661280	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001806	KS-K62496	2496B	1005	
1661281	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001822	KS-K62496	2496B	1005	
1661283	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001820	KS-K62496	2496B	1005	
1661284	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001779	KS-K62496	2496B	1005	
1661285	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001778	KS-K62361	ARMOR	1005	
1661286	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001773	KS-K62361	ARMOR	1005	
1661287	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001791	KS-K62496	2496B	1005	
1661288	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001788	KS-K62496	2496B	1005	
1661289	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001790	KS-K62496	2496B	1005	
1661290	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001816	KS-K62361	ARMOR	1005	
1661291	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001777	KS-K62496	2496B	1005	

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Part I - Installation Accountable Property (**Government Replaceable**)

ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
1661292	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001785	KS-K62496	2496B	1005	
1661294	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001792	KS-K62496	2496B	1005	
1661295	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001803	KS-K62496	2496B	1005	
1661296	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001780	KS-K62496	2496B	1005	
1661298	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001800	KS-K62496	2496B	1005	
1661299	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001815	KS-K62496	2496B	1005	
1661300	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001783	KS-K62496	2496B	1005	
1661301	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001808	KS-K62496	2496B	1005	
1661302	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001789	KS-K62496	2496B	1005	
1661303	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001774	KS-K62496	2496B	1005	
1661307	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001781	KS-K62496	2496B	1005	
1661309	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001802	KS-K62496	2496B	1005	
1661310	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001809	KS-K62496	2496B	1005	
1661311	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001801	KS-K62496	2496B	1005	
1661312	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001804	KS-K62496	2496B	1005	
1661313	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001775	KS-K62361	ARMOR	1005	
1661314	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001776	KS-K62496	2496B	1005	
1661315	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001676	KS-K62496	2496B	1005	
1661316	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001656	KS-K62361	ARMOR	1005	
1661317	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001661	KS-K62361	ARMOR	1005	
1661318	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001658	KS-K62361	ARMOR	1005	
1661319	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001663	KS-K62496	2496B	1005	
1661320	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001664	KS-K62496	2496B	1005	
1661321	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001662	KS-K62496	2496B	1005	
1661322	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001657	KS-K62361	ARMOR	1005	
1661323	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001660	KS-K62361	ARMOR	1005	
1661324	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001659	KS-K62496	2496B	1005	
1661327	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004579	KS-K62496	1023	1005	
1661328	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004580	KS-K62496	1023	1005	
1661329	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004569	KS-K62496	ARMORY	1005	
1661330	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004572	KS-K62496	1023	1005	
1661331	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004578	KS-K62496	1023	1005	
1661332	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004581	KS-K62496	1023	1005	
1661333	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004570	KS-K62496	1023	1005	
1661335	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004575	KS-K62496	1023	1005	
1661336	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004571	KS-K62496	1023	1005	
1661337	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004566	KS-K62496	ARMORY	1005	
1661340	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004567	KS-K62496	1023	1005	
1661341	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004573	KS-K62496	1023	1005	
1661342	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004565	KS-K62496	1023	1005	
1661345	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004574	KS-K62496	1023	1005	

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ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
1661346	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004576	KS-K62496	1023	1005	
1661348	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004568	KS-K62496	ARMORY	1005	
1661349	RIFLE, AUTOMATIC	\$ 1,385	G36K	84-004577	KS-K62496	1023	1005	
1661352	GRENADA LAUNCHER, 40MM	\$ 1,279	AG 36	58-000154	KS-K62496	1023	1010	
1661353	GRENADA LAUNCHER, 40MM	\$ 1,279	AG 36	58-000155	KS-K62496	1023	1010	
1661393	GUN, MACHINE, 7.62X51MM	\$ 5,642	HK21/MT3	HK92004610	KS-K62496	1023	1010	
1661394	GUN, MACHINE, 7.62X51MM	\$ 5,642	HK21/MT3	HK92004609	KS-K62496	1023	1010	
1661395	GUN, MACHINE, 7.62X51MM	\$ 5,642	HK21/MT3	HK92004611	KS-K62496	1023	1010	
1661528	GUN, SUBMACHINE, 9MM	\$ 799	HKMP5	62337879	KS-K62496	2496B	1005	
1661530	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	62336579	KS-K62361	ARMOR	1005	
1661534	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	62336578	KS-K62496	2496B	1005	
1661536	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	62336576	KS-K62496	2496B	1005	
1661537	GUN, SUBMACHINE, 9MM	\$ 1,363	HKMP5N	62338920	KS-K62496	1023	1005	
1661538	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	MP5C325037	KS-K62496	2496B	1005	
1661539	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	MP5C325041	KS-K62496	2496B	1005	
1661540	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	MP5C325035	KS-K62496	2496B	1005	
1661541	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	MP5C325033	KS-K62496	2496B	1005	
1661542	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	MP5C325036	KS-K62496	1023	1005	
1661543	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	C324852	KS-K62496	2496B	1005	
1661544	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	62336577	KS-K62496	2496B	1005	
1661545	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	C324850	KS-K62496	2496B	1005	
1661546	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	C324857	KS-K62496	2496B	1005	
1661547	GUN, SUBMACHINE, 9MM	\$ 799	HKMP5	62337881	KS-K62361	ARMOR	1005	
1661548	GUN, SUBMACHINE, 9MM	\$ 799	HKMP5	62337886	KS-K62361	ARMOR	1005	
1661549	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	C324810	KS-K62361	ARMOR	1005	
1661550	GUN, SUBMACHINE, 9MM	\$ 799	HKMP5	62337882	KS-K62361	ARMOR	1005	
1661551	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	C324855	KS-K62361	ARMOR	1005	
1661552	GUN, SUBMACHINE, 9MM	\$ 799	HKMP5	62337887	KS-K62361	ARMOR	1005	
1661553	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	C324858	KS-K62496	2496B	1005	
1661555	GUN, SUBMACHINE, 9MM	\$ 799	HKMP5	62337880	KS-K62361	ARMOR	1005	
1661557	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	C324813	KS-K62361	ARMOR	1005	
1661558	GUN, SUBMACHINE, 9MM	\$ 799	HKMP5	62337888	KS-K62361	ARMOR	1005	
1661560	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	MP5C325040	KS-K62496	2496B	1005	
1661561	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	C324854	KS-K62496	1023	1005	
1661562	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	C324853	KS-K62496	2496B	1005	
1661563	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 387	17	KSC195	KS-K62496	1023	1005	
1661572	GUN, SUBMACHINE, 9MM	\$ 799	HKMP5	62337884	KS-K62361	ARMOR	1005	
1661573	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	C324814	KS-K62496	2496B	1005	
1661574	GUN, SUBMACHINE, 9MM	\$ 799	HKMP5	62337885	KS-K62361	ARMOR	1005	
1661588	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	C324819	KS-K62361	ARMOR	1005	
1662331	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	C324856	KS-K62361	ARMOR	1005	

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ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
1662333	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	C324812	KS-K62361	ARMOR	1005	
1662335	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	C324851	KS-K62496	2496B	1005	
1662425	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	C324811	KS-K62361	ARMOR	1005	
1662426	GUN, SUBMACHINE, 9MM	\$ 799	HKMP5	62337883	KS-K62361	ARMOR	1005	
1662745	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	62336572	KS-K62361	ARMOR	1005	
1662746	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	62336571	KS-K62496	2496B	1005	
1662747	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	62336573	KS-K62361	ARMOR	1005	
1662748	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	62336574	KS-K62361	ARMOR	1005	
1662749	GUN, SUBMACHINE, 9MM	\$ 1,363	HKMP5N	62338921	KS-K62496	1023	1005	
1662750	GUN, SUBMACHINE, 9MM	\$ 1,363	HKMP5N	62338918	KS-K62496	1023	1005	
1662751	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	MP5C325038	KS-K62496	2496B	1005	
1662752	GUN, SUBMACHINE, 9MM	\$ 1,363	HKMP5N	62338917	KS-K62496	1023	1005	
1662753	GUN, SUBMACHINE, 9MM	\$ 1,363	HKMP5N	62338919	KS-K62496	1023	1005	
1662754	GUN, SUBMACHINE, 9MM	\$ 764	MP5A3	62336575	KS-K62361	ARMOR	1005	
1662755	SCOPE, SNIPER	\$ 1,220	M1-10X	123648H	KS-K62496	1023	1005	12/14/01
1662756	GUN, SUBMACHINE, 9MM	\$ 1,636	HKMP5SDN	6399506	KS-K62496	1023	1005	
1662777	PISTOL, SEMI-AUTOMATIC, 9MM	\$ 4,275	17	DHD164	KS-K62496	2496B	1005	
1977645	PROJECTILE LAUNCHER, MULTI-SHOT	\$ 1,389	SL637	M0567	KS-K62496	1023	1055	
1983201	DETECTOR, RADAR	\$ 2,109	STALKER	25803	KS-K62496	1205	5840	
1983203	DETECTOR, RADAR	\$ 2,109	STALKER	26172	KS-K62496	VEH	5840	
1983989	INTOXILYZER	\$ 5,640	5000	640002969	KS-K62496	1024	6630	
2019998	INTOXILYZER	\$ 5,900	5000	66005078	KS-K62496	1024	6630	
2020323	RADAR SET, INFRARED	\$ 3,500	PROLASER II	PL2971	KS-K62496	1205	5840	
2021236	TRUCK, FIRE, PUMPER	\$ 230,387	1250GPM	4ENRAAA8XX1000879	KS-J62370	ENG2	4210	
2021237	TRUCK, FIRE, PUMPER	\$ 230,387	1250GPM	4ENRAAA89X1000890	KS-J71339	ENG3	4210	
2021238	TRUCK, FIRE, PUMPER	\$ 230,387	1250GPM	4ENRAAA82X1000889	KS-M6695	ENG1	4210	
2023658	VEHICLE, COMMAND COMMUNICATION	\$ 234,550	MT-55	4UZA5FAA2YCF99007	KS-50012	FRHSE	2320	
2024290	TRUCK, AIRCRAFT RESCUE FIRE	\$ 256,460	T1500	10TBK8Z16YS067047	KS-J62370	ARF20	4210	
2024291	TRUCK, AIRCRAFT RESCUE FIRE	\$ 256,460	T1500	10TBK8Z14YS067046	KS-J71339	ARF10	4210	
2024466	KEY MACHINE	\$ 1,085	BRAVO II	1146741051100	KS-M6486	181	3419	03/07/01
2024538	AIRBOAT	\$ 14,004	4821AL	10228F595	KS-K7287	YARD	1940	
2027035	TRUCK, FIRE FIGHTING	\$ 749,261	407	4P1CD01H75A004626	KS-J62370	LDR2	4210	
2160983	SCOPE, LONGRANGE M1	\$ 590	54560	347668K	KS-K62496	1023	1005	12/19/03
2191431	DETECTOR, RADAR	\$ 3,425	STALKER LIDAR	LD079502	KS-K62496	1205	5840	
2213182	RIFLE, AUTOMATIC	\$ 1,105	G36E4	83-001796	KS-K62496	2496B	1005	
2213200	JAWS OF LIFE	\$ 6,686	ML-32	N9580	KS-J62370	LDR2	4210	
2213840	SHOTGUN, RIOT, 12GUAGE	\$ 482	M1SUPER90	M115655	KS-K62496	1023	1005	
2213845	RIFLE, SNIPER, W/SCOPE	\$ 2,211	M86	145988	KS-K62496	1023	1005	
2213865	GRENADE LAUNCHER, 40MM	\$ 1,160	M69	5115441	KS-K62496	1023	1010	
2213866	RIFLE, SNIPER, W/SCOPE	\$ 1,858	M86	B6686506	KS-K62496	1023	1005	
2213867	GRENADE LAUNCHER, 40MM	\$ 1,160	M69	5115442	KS-K62496	1023	1010	

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ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
2213868	SHOTGUN, RIOT, 12GAUGE	\$ 250	870	V016763V	KS-K62496	1023	1005	
2213869	SHOOTING TRAINER, TACTICAL	\$ 66,000	MTST-2	152408657	KS-K62360		5130	
2213954	PISTOL, TRAINING	\$ 448	17T	T33006	KS-K62496	1132A	1005	
2217690	Defibrillator, Lifepak 12	\$ 16,655	VLP1202001195	12439526	KS-J62370	R-22	6515	
2217691	Defibrillator, Lifepak 12	\$ 16,655	VLP1202001195	12439524	KS-J62370	R-2	6515	
2217692	Defibrillator, Lifepak 12	\$ 16,655	VLP1202001195	12439525	KS-J62370	R-2	6515	
2217695	Defibrillator, Lifepak 12	\$ 16,655	VLP1202001195	12439521	KS-M6695	R-12	6515	
2217696	Defibrillator, Lifepak 12	\$ 16,655	VLP1202001195	12439522	KS-M6695	R-1	6515	
2217699	Defibrillator, Lifepak 12	\$ 16,655	VLP1202001195	12439520	KS-M6695	R-1	6515	
2229307	PISTOL, TRAINING	\$ 448	17T	T33009	KS-K62496	1132A	1005	
2229308	PISTOL, TRAINING	\$ 448	17T	T33010	KS-K62496	1132A	1005	
2229309	PISTOL, TRAINING	\$ 448	17T	T33011	KS-K62496	1132A	1005	
2229310	PISTOL, TRAINING	\$ 448	17T	T33012	KS-K62496	1132A	1005	
2229311	PISTOL, TRAINING	\$ 448	17T	T33013	KS-K62496	1132A	1005	
2229312	PISTOL, TRAINING	\$ 448	17T	T33014	KS-K62496	1132A	1005	
2229330	PISTOL, TRAINING	\$ 448	17T	T32983	KS-K62496	1132A	1005	
2229331	PISTOL, TRAINING	\$ 448	17T	T32984	KS-K62496	1132A	1005	
2229332	PISTOL, TRAINING	\$ 448	17T	T32985	KS-K62496	1132A	1005	
2229333	PISTOL, TRAINING	\$ 448	17T	T33002	KS-K62496	1132A	1005	
2229334	PISTOL, TRAINING	\$ 448	17T	T32986	KS-K62496	1132A	1005	
2229335	PISTOL, TRAINING	\$ 448	17T	T32987	KS-K62496	1132A	1005	
2229336	PISTOL, TRAINING	\$ 448	17T	T32988	KS-K62496	1132A	1005	
2229337	PISTOL, TRAINING	\$ 448	17T	T32989	KS-K62496	1132A	1005	
2229338	PISTOL, TRAINING	\$ 448	17T	T32990	KS-K62496	1132A	1005	
2229339	PISTOL, TRAINING	\$ 448	17T	T32991	KS-K62496	1132A	1005	
2229340	PISTOL, TRAINING	\$ 448	17T	T32992	KS-K62496	1132A	1005	
2229341	PISTOL, TRAINING	\$ 448	17T	T32993	KS-K62496	1132A	1005	
2229342	PISTOL, TRAINING	\$ 448	17T	T32994	KS-K62496	1132A	1005	
2229343	PISTOL, TRAINING	\$ 448	17T	T32995	KS-K62496	1132A	1005	
2229344	PISTOL, TRAINING	\$ 448	17T	T32996	KS-K62496	1132A	1005	
2229345	PISTOL, TRAINING	\$ 448	17T	T32997	KS-K62496	1132A	1005	
2229347	PISTOL, TRAINING	\$ 448	17T	T32998	KS-K62496	1132A	1005	
2229348	PISTOL, TRAINING	\$ 448	17T	T32999	KS-K62496	1132A	1005	
2229349	PISTOL, TRAINING	\$ 448	17T	T33000	KS-K62496	1132A	1005	
2229350	PISTOL, TRAINING	\$ 448	17T	T33001	KS-K62496	1132A	1005	
2229352	PISTOL, TRAINING	\$ 448	17T	T33005	KS-K62496	1132A	1005	
2229356	PISTOL, TRAINING	\$ 448	17T	T33007	KS-K62496	1132A	1005	
2229359	PISTOL, TRAINING	\$ 448	17T	T33008	KS-K62496	1132A	1005	
2229413	SIMULATOR, RANGE, DIGITAL	\$ 10,000	MILO	MCA0036	KS-TRM056	103	6920	
2229414	SIMULATOR, RANGE, DIGITAL	\$ 10,000	MILO	MCA0034	KS-TRM056	103	6920	
2237147	Launcher, Rocket RPG7 "Plastic Prop"	\$ 450	None	NONE	KS-K62496	1132A	1055	

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ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
2237148	Launcher, Rocket RPG7 "Plastic Prop"	\$ 450	None	NONE	KS-K62496	1132A	1055	
2237320	AIRBOAT	\$ 17,924	NONE	DKP10980J000	KS-K7287	YARD	1940	
2237321	MOTOR, OUTBOARD	\$ 8,385	BF130AYLA	B2BE1101940	KS-M6486	118	2805	
2237360	Handgun, Glock	\$ 499	17R	PJ10908	KS-K62359	105	1005	
2237361	Handgun, Glock	\$ 499	17R	PJ10172	KS-K62359	105	1005	
2237532	Defibrillator, Lifepak 12	\$ 16,655	VLP1202001195	12439523	KS-M6495	1025	6515	
2237790	Rifle, AK-47	\$ 270	AK47	16382	KS-K62496	1132A	6920	
2237791	Rifle, 8mm	\$ 265	1894	N/A	KS-K62496	1132A	6920	
2237792	Rifle, British, Lee-Enfield	\$ 275	N-Field	N/A	KS-K62496	1132A	6920	
2237793	Revolver, Colt, Blank	\$ 155	Python 380K	090712-1	KS-K62496	1132A	6920	
2237794	Revolver, Colt, Blank	\$ 155	Python 380K	090712-2	KS-K62496	1132A	6920	
2237795	Pistol, 9mm	\$ 150	911	N/A	KS-K62496	1132A	6920	
2504211	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN290	KS-K62496	1023	1010	
2504212	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN291	KS-K62496	1023	1010	
2504213	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN292	KS-K62496	1023	1010	
2504214	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN293	KS-K62496	1023	1010	
2504215	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN294	KS-K62496	1023	1010	
2504216	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN295	KS-K62496	1023	1010	
2504217	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN296	KS-K62496	1023	1010	
2504218	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN297	KS-K62496	1023	1010	
2504219	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN298	KS-K62496	1023	1010	
2504220	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN299	KS-K62496	1023	1010	
2504221	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN300	KS-K62496	1023	1010	
2504222	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN301	KS-K62496	1023	1010	
2504223	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN302	KS-K62496	1023	1010	
2504224	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN303	KS-K62496	1023	1010	
2504225	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN304	KS-K62496	1023	1010	
2504226	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN305	KS-K62496	1023	1010	
2504227	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN306	KS-K62496	1023	1010	
2504228	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN307	KS-K62496	1023	1010	
2504229	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN308	KS-K62496	1023	1010	
2504230	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN309	KS-K62496	1023	1010	
2504231	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN310	KS-K62496	1023	1010	
2504232	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN311	KS-K62496	1023	1010	
2504233	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN312	KS-K62496	1023	1010	
2504234	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN313	KS-K62496	1023	1010	
2504235	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN314	KS-K62496	1023	1010	
2504236	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN315	KS-K62496	1023	1010	
2504237	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN316	KS-K62496	1023	1010	
2504238	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN317	KS-K62496	1023	1010	
2504239	PISTOL, SEMI AUTOMATIC	\$ 477	GLOCK 17	GHN318	KS-K62496	1023	1010	

Part 1 - Government Replaceable

Part I - Installation Accountable Property (**Government Replaceable**)

ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
2504387	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV426	KS-K62496	2496B	1005	
2504391	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV428	KS-K62496	2496B	1005	
2504392	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV432	KS-K62496	2496B	1005	
2504394	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV430	KS-K62496	1023	1005	
2504395	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV431	KS-K62496	2496B	1005	
2504396	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV392	KS-K62496	2496B	1005	
2504398	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV438	KS-K62496	2496B	1005	
2504404	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV434	KS-K62496	2496B	1005	
2504406	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV452	KS-K62496	2496B	1005	
2504408	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV437	KS-K62496	2496B	1005	
2504409	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV391	KS-K62496	TRAILER	1005	
2504411	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV389	KS-K62496	2496B	1005	
2504412	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV388	KS-K62496	2496B	1005	
2504414	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV384	KS-K62496	2496B	1005	
2504417	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV387	KS-K62496	2496B	1005	
2504418	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV402	KS-K62496	2496B	1005	
2504422	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV450	KS-K62496	2496B	1005	
2504426	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV446	KS-K62496	2496B	1005	
2504431	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV404	KS-K62496	2496B	1005	
2504432	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV405	KS-K62496	2496B	1005	
2504435	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV397	KS-K62496	2496B	1005	
2504437	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV395	KS-K62496	1023	1005	
2504439	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV393	KS-K62496	2496B	1005	
2504441	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV324	KS-K62496	2496B	1005	
2504442	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV325	KS-K62496	2496B	1005	
2504444	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV327	KS-K62496	2496B	1005	
2504446	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV407	KS-K62496	2496B	1005	
2504447	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV408	KS-K62496	2496B	1005	
2504448	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV409	KS-K62496	2496B	1005	
2504449	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV410	KS-K62496	2496B	1005	
2504450	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV411	KS-K62496	2496B	1005	
2504451	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV412	KS-K62496	2496B	1005	
2504453	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV414	KS-K62496	2496B	1005	
2504455	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV416	KS-K62496	2496B	1005	
2504461	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV332	KS-K62496	2496B	1005	
2504463	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV374	KS-K62496	2496B	1005	
2504465	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV376	KS-K62496	2496B	1005	
2504466	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV377	KS-K62496	TRAILER	1005	
2504467	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV378	KS-K62496	TRAILER	1005	
2504468	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV379	KS-K62496	TRAILER	1005	
2504469	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV380	KS-K62496	TRAILER	1005	

Part 1 - Government Replaceable

Part I - Installation Accountable Property (**Government Replaceable**)

ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
2504472	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV273	KS-K62496	ARMRY	1005	
2504474	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV275	KS-K62496	2496B	1005	
2504475	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV276	KS-K62496	2496B	1005	
2504477	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV278	KS-K62496	2496B	1005	
2504478	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV279	KS-K62496	2496B	1005	
2504479	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV280	KS-K62496	2496B	1005	
2504480	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV281	KS-K62496	2496B	1005	
2504481	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV418	KS-K62496	2496B	1005	
2504484	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV421	KS-K62496	2496B	1005	
2504485	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV422	KS-K62496	2496B	1005	
2504487	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV304	KS-K62496	2496B	1005	
2504488	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV305	KS-K62496	2496B	1005	
2504489	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV306	KS-K62496	2496B	1005	
2504493	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV282	KS-K62496	2496B	1005	
2504494	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV283	KS-K62496	2496B	1005	
2504495	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV284	KS-K62496	2496B	1005	
2504496	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV285	KS-K62496	2496B	1005	
2504497	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV286	KS-K62496	2496B	1005	
2504498	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV287	KS-K62496	2496B	1005	
2504499	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV288	KS-K62496	2496B	1005	
2504500	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV289	KS-K62496	2496B	1005	
2504502	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV291	KS-K62496	2496B	1005	
2504503	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV292	KS-K62496	2496B	1005	
2504504	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV243	KS-K62496	2496B	1005	
2504505	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV310	KS-K62496	1023	1005	
2504508	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV363	KS-K62496	2496B	1005	
2504509	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV364	KS-K62496	2496B	1005	
2504513	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV368	KS-K62496	2496B	1005	
2504517	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV372	KS-K62496	2496B	1005	
2504518	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV293	KS-K62496	2496B	1005	
2504520	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV295	KS-K62496	2496B	1005	
2504523	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV298	KS-K62496	2496B	1005	
2504525	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV300	KS-K62496	2496B	1005	
2504526	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV301	KS-K62496	1023	1005	
2504530	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV355	KS-K62496	2496B	1005	
2504532	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV357	KS-K62496	2496B	1005	
2504534	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV359	KS-K62496	2496B	1005	
2504536	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV361	KS-K62496	2496B	1005	
2504538	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV313	KS-K62496	2496B	1005	
2504539	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV314	KS-K62496	2496B	1005	
2504542	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV245	KS-K62496	2496B	1005	

Part 1 - Government Replaceable

Part I - Installation Accountable Property (**Government Replaceable**)

ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
2504543	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV246	KS-K62496	2496B	1005	
2504546	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV249	KS-K62496	2496B	1005	
2504548	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV251	KS-K62496	2496B	1005	
2504549	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV252	KS-K62496	2496B	1005	
2504550	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV093	KS-K62496	2496B	1005	
2504551	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV094	KS-K62496	2496B	1005	
2504552	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV095	KS-K62496	2496B	1005	
2504553	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV096	KS-K62496	2496B	1005	
2504554	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV097	KS-K62496	2496B	1005	
2504555	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV098	KS-K62496	2496B	1005	
2504556	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV099	KS-K62496	2496B	1005	
2504557	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV100	KS-K62496	2496B	1005	
2504558	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV101	KS-K62496	2496B	1005	
2504559	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV102	KS-K62496	2496B	1005	
2504560	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV073	KS-K62496	2496B	1005	
2504561	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV074	KS-K62496	2496B	1005	
2504562	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV075	KS-K62496	2496B	1005	
2504563	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV076	KS-K62496	2496B	1005	
2504564	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV077	KS-K62496	2496B	1005	
2504569	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV320	KS-K62496	2496B	1005	
2504572	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV263	KS-K62496	2496B	1005	
2504573	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV264	KS-K62496	2496B	1005	
2504575	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV266	KS-K62496	2496B	1005	
2504576	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV267	KS-K62496	2496B	1005	
2504578	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV344	KS-K62496	2496B	1005	
2504580	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV346	KS-K62496	2496B	1005	
2504586	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV352	KS-K62496	2496B	1005	
2504588	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV334	KS-K62496	2496B	1005	
2504589	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV335	KS-K62496	2496B	1005	
2504592	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV338	KS-K62496	2496B	1005	
2504593	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV339	KS-K62496	2496B	1005	
2504595	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV341	KS-K62496	2496B	1005	
2504596	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV342	KS-K62496	2496B	1005	
2504598	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV254	KS-K62496	2496B	1005	
2504599	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV255	KS-K62496	2496B	1005	
2504600	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV256	KS-K62496	2496B	1005	
2504603	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV259	KS-K62496	2496B	1005	
2504605	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV261	KS-K62496	2496B	1005	
2504606	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV262	KS-K62496	ARMRY	1005	
2504608	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV224	KS-K62496	2496B	1005	
2504609	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV225	KS-K62496	2496B	1005	

Part 1 - Government Replaceable

Part I - Installation Accountable Property (**Government Replaceable**)

ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
2504611	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV227	KS-K62496	2496B	1005	
2504613	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV268	KS-K62496	2496B	1005	
2504615	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV270	KS-K62496	2496B	1005	
2504616	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV271	KS-K62496	2496B	1005	
2504619	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV234	KS-K62496	2496B	1005	
2504621	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV236	KS-K62496	2496B	1005	
2504623	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV238	KS-K62496	2496B	1005	
2504624	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV239	KS-K62496	2496B	1005	
2504626	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV241	KS-K62496	2496B	1005	
2504627	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV242	KS-K62496	2496B	1005	
2504630	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV215	KS-K62496	1023	1005	
2504632	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV217	KS-K62496	2496B	1005	
2504633	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV218	KS-K62496	2496B	1005	
2504634	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV219	KS-K62496	2496B	1005	
2504635	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV220	KS-K62496	2496B	1005	
2504636	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV221	KS-K62496	2496B	1005	
2504637	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV229	KS-K62496	2496B	1005	
2504638	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV230	KS-K62496	2496B	1005	
2504640	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV232	KS-K62496	2496B	1005	
2504641	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV203	KS-K62496	2496B	1005	
2504642	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV204	KS-K62496	2496B	1005	
2504643	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV205	KS-K62496	2496B	1005	
2504645	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV207	KS-K62496	2496B	1005	
2504646	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV208	KS-K62496	2496B	1005	
2504648	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV210	KS-K62496	2496B	1005	
2504649	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV222	KS-K62496	2496B	1005	
2504650	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV103	KS-K62496	2496B	1005	
2504651	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV104	KS-K62496	2496B	1005	
2504652	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV105	KS-K62496	2496B	1005	
2504653	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV106	KS-K62496	2496B	1005	
2504654	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV107	KS-K62496	2496B	1005	
2504655	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV108	KS-K62496	2496B	1005	
2504656	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV109	KS-K62496	2496B	1005	
2504657	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV110	KS-K62496	2496B	1005	
2504658	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV111	KS-K62496	2496B	1005	
2504659	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV112	KS-K62496	2496B	1005	
2504660	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV163	KS-K62496	2496B	1005	
2504662	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV078	KS-K62496	2496B	1005	
2504663	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV079	KS-K62496	2496B	1005	
2504664	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV080	KS-K62496	2496B	1005	
2504665	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV081	KS-K62496	2496B	1005	

Part 1 - Government Replaceable

Part I - Installation Accountable Property (**Government Replaceable**)

ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
2504666	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV082	KS-K62496	2496B	1005	
2504667	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV133	KS-K62496	2496B	1005	
2504668	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV134	KS-K62496	2496B	1005	
2504669	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV135	KS-K62496	2496B	1005	
2504670	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV136	KS-K62496	2496B	1005	
2504672	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV138	KS-K62496	2496B	1005	
2504674	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV140	KS-K62496	2496B	1005	
2504675	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV141	KS-K62496	2496B	1005	
2504677	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV190	KS-K62496	2496B	1005	
2504679	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV192	KS-K62496	2496B	1005	
2504680	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV117	KS-K62496	2496B	1005	
2504681	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV118	KS-K62496	2496B	1005	
2504682	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV119	KS-K62496	2496B	1005	
2504683	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV120	KS-K62496	2496B	1005	
2504684	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV121	KS-K62496	2496B	1005	
2504685	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV122	KS-K62496	2496B	1005	
2504688	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV143	KS-K62496	2496B	1005	
2504689	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV144	KS-K62496	2496B	1005	
2504690	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV145	KS-K62496	2496B	1005	
2504691	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV146	KS-K62496	2496B	1005	
2504692	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV147	KS-K62496	2496B	1005	
2504694	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV149	KS-K62496	2496B	1005	
2504695	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV150	KS-K62496	2496B	1005	
2504699	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV128	KS-K62496	2496B	1005	
2504701	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV130	KS-K62496	2496B	1005	
2504702	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV131	KS-K62496	2496B	1005	
2504703	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV132	KS-K62496	2496B	1005	
2504704	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV184	KS-K62496	2496B	1005	
2504705	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV185	KS-K62496	2496B	1005	
2504707	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV187	KS-K62496	2496B	1005	
2504708	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV188	KS-K62496	2496B	1005	
2504709	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV189	KS-K62496	2496B	1005	
2504710	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV165	KS-K62496	2496B	1005	
2504713	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV168	KS-K62496	2496B	1005	
2504714	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV169	KS-K62496	2496B	1005	
2504715	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV170	KS-K62496	2496B	1005	
2504716	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV171	KS-K62496	2496B	1005	
2504718	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV193	KS-K62496	2496B	1005	
2504719	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV194	KS-K62496	2496B	1005	
2504723	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV198	KS-K62496	2496B	1005	
2504724	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV199	KS-K62496	2496B	1005	

Part 1 - Government Replaceable

Part I - Installation Accountable Property (Government Replaceable)

ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
2504728	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV083	KS-K62496	2496B	1005	
2504729	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV084	KS-K62496	2496B	1005	
2504730	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV085	KS-K62496	2496B	1005	
2504731	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV086	KS-K62496	2496B	1005	
2504732	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV087	KS-K62496	2496B	1005	
2504733	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV088	KS-K62496	2496B	1005	
2504734	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV173	KS-K62496	2496B	1005	
2504735	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV174	KS-K62496	2496B	1005	
2506021	GUN, MACHINE, 7.62MMMM	\$ 11,050	M240D	C10617	KS-K62496	1023	1005	
2506022	GUN, MACHINE, 7.62MMMM	\$ 11,050	M240D	C10619	KS-K62496	1023	1005	
2506023	GUN, MACHINE, 7.62MMMM	\$ 11,050	M240D	C10615	KS-K62496	1023	1005	
2506024	GUN, MACHINE, 7.62MMMM	\$ 11,050	M240D	C10612	KS-K62496	1023	1005	
2506025	GUN, MACHINE, 7.62MMMM	\$ 11,199	M240D	C10966	KS-K62496	1023	1005	
2506809	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV176	KS-K62496	2496B	1005	
2506811	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV178	KS-K62496	2496B	1005	
2506816	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV183	KS-K62496	2496B	1005	
2506817	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV123	KS-K62496	2496B	1005	
2506818	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV124	KS-K62496	2496B	1005	
2506819	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV125	KS-K62496	2496B	1005	
2506821	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV089	KS-K62496	2496B	1005	
2506822	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV090	KS-K62496	2496B	1005	
2506823	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV091	KS-K62496	2496B	1005	
2506824	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV092	KS-K62496	2496B	1005	
2506825	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV153	KS-K62496	2496B	1005	
2506826	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV154	KS-K62496	2496B	1005	
2506827	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV155	KS-K62496	2496B	1005	
2506831	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV159	KS-K62496	2496B	1005	
2506832	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV160	KS-K62496	2496B	1005	
2506833	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV161	KS-K62496	1023	1005	
2506834	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV162	KS-K62496	2496B	1005	
2506835	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV113	KS-K62496	2496B	1005	
2506836	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV114	KS-K62496	2496B	1005	
2506837	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV115	KS-K62496	2496B	1005	
2506838	PISTOL, GLOCK 9MM	\$ 434	GLOCK 17	HAV116	KS-K62496	2496B	1005	
2507073	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000949	KS-K62496	1023	1005	
2507074	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000946	KS-K62496	1023	1005	
2507075	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000945	KS-K62496	1023	1005	
2507076	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000944	KS-K62496	1023	1005	
2507077	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000951	KS-K62496	1023	1005	
2507078	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000954	KS-K62496	1023	1005	
2507079	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000957	KS-K62496	1023	1005	

Part 1 - Government Replaceable

Part I - Installation Accountable Property (Government Replaceable)

ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
2507080	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000939	KS-K62496	1023	1005	
2507081	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000950	KS-K62496	1023	1005	
2507082	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000940	KS-K62496	1023	1005	
2507083	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000937	KS-K62496	1023	1005	
2507084	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000938	KS-K62496	1023	1005	
2507085	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000943	KS-K62496	1023	1005	
2507086	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000942	KS-K62496	1023	1005	
2507087	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000958	KS-K62496	1023	1005	
2507088	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000931	KS-K62496	1023	1005	
2507089	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000932	KS-K62496	1023	1005	
2507090	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000936	KS-K62496	1023	1005	
2507091	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000948	KS-K62496	1023	1005	
2507092	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000955	KS-K62496	1023	1005	
2507093	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000941	KS-K62496	1023	1005	
2507094	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000952	KS-K62496	1023	1005	
2507095	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000930	KS-K62496	1023	1005	
2507096	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000956	KS-K62496	1023	1005	
2507098	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000953	KS-K62496	1023	1005	
2507099	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000933	KS-K62496	1023	1005	
2507100	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000934	KS-K62496	1023	1005	
2507101	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000947	KS-K62496	1023	1005	
2507102	RIFLE, AUTOMATIC, 5.56X45MM	\$ 1,730	JK41614.5BARREL	88000935	KS-K62496	1023	1005	
2564749	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-578277	KS-K62496		1095	
2564750	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-578283	KS-K62496		1095	
2564751	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-578299	KS-K62496		1095	
2564752	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-578278	KS-K62496		1095	
2564753	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-578236	KS-K62496		1095	
2564754	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-578217	KS-K62496		1095	
2564755	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-578227	KS-K62496		1095	
2564756	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-578219	KS-K62496		1095	
2564757	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-578260	KS-K62496		1095	
2564758	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-578205	KS-K62496		1095	
2564759	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-578248	KS-K62496		1095	
2564760	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-578208	KS-K62496		1095	
2564761	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-578471	KS-K62496		1095	
2564762	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-578469	KS-K62496		1095	
2564763	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-578277	KS-K62496		1095	
2564764	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579749	KS-K62496		1095	
2564765	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579781	KS-K62496		1095	
2564766	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579767	KS-K62496		1095	
2564767	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579680	KS-K62496		1095	

Part 1 - Government Replaceable

Part I - Installation Accountable Property (Government Replaceable)

ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
2564768	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579782	KS-K62496		1095	
2564769	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579728	KS-K62496		1095	
2564770	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579751	KS-K62496		1095	
2564771	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579773	KS-K62496		1095	
2564772	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579786	KS-K62496		1095	
2564773	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579771	KS-K62496		1095	
2564774	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579789	KS-K62496		1095	
2564775	Taser, X26 w/Cartridge and Holster	\$ 815	26315	X00-579042	KS-K62496		1095	
2564776	Taser, X26 w/Cartridge and Holster	\$ 815	26315	X00-579019	KS-K62496		1095	
2564777	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579947	KS-K62496		1095	
2564778	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579705	KS-K62496		1095	
2564779	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579687	KS-K62496		1095	
2564780	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579720	KS-K62496		1095	
2564781	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579688	KS-K62496		1095	
2564782	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579706	KS-K62496		1095	
2564783	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579699	KS-K62496		1095	
2564784	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579937	KS-K62496		1095	
2564785	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579711	KS-K62496		1095	
2564786	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579739	KS-K62496		1095	
2564787	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579716	KS-K62496		1095	
2564788	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579686	KS-K62496		1095	
2564789	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579683	KS-K62496		1095	
2564790	Taser, X26 w/Cartridge and Holster	\$ 815	26015	X00-579740	KS-K62496		1095	
2564791	Taser, X26 w/Cartridge and Holster	\$ 815	26315	X00-579059	KS-K62496		1095	
2565033	SHOTGUN, RIOT, 12GUAGE	\$ 482	M1SUPER90	M115661	KS-K62496	1023	1005	
2565209	Radar, Stalker	\$ 2,995	DSR 2X	DP15312	KS-K62496		5840	
2565210	Radar, Stalker	\$ 2,995	DSR 2X	DP15317	KS-K62496		5840	
2565211	Radar, Stalker	\$ 2,995	DSR 2X	DP15426	KS-K62496		5840	
2565213	Gun, Training	\$ 185	BBM	N/A	KS-K62496B	K9 UNIT	1005	
2565214	Gun, Training	\$ 185	BBM	N/A	KS-K62496B	K9 UNIT	1005	
2569394	PISTOL, SEMI-AUTOMATIC 9MM	\$ 434	GLOCK 17	HAV343	KS-K62496	2496B	1005	
2585603	Weapon, Training	\$ 495	17T	T42415	KS-K62496	1132	6920	
2585604	Weapon, Training	\$ 495	17T	T42413	KS-K62496	1132	6920	
2585605	Weapon, Training	\$ 495	17T	T42412	KS-K62496	1132	6920	
2585606	Weapon, Training	\$ 495	17T	T42414	KS-K62496	1132	6920	
2585609	Radar, Stalker	\$ 2,995	DSR 2X	DP15286	KS-K62496	1205	5840	
3019710	AIRBOAT	\$ 30,404	13 X7'6	DKP119965D505	KS-K7287		1940	
3059499	BOAT, FIBERGLASS, 8'6 X 20'	\$ 19,380	PATHFINDER 2000-V	MVIPK192G505	KS-K7287		1940	
3059630	MOTOR, OUTBOARD	\$ 5,000	VZ150TLRC	6J9L-1005331	KS-K7287		2805	
3063959	JAWS OF LIFE	\$ 5,888	ML-32	N10819	KS-J62370	SQD2	4210	
TBD	Canine ,Joep	\$ 19,000	TBD	TBD	K6-2496B	118	TBD	

Part 1 - Government Replaceable

Part I - Installation Accountable Property (**Government Replaceable**)

ECN:	Description	Acquistn Value	Model number	ManufSerialNo.	Location	Room	FSC Code	Date Acq
TBD	Canine , King	\$ 20,000	TBD	TBD	K6-2496B	118	TBD	
TBD	Canine, Arco	\$ 20,000	TBD	TBD	K6-2496B	118	TBD	
TBD	Canine Carloa	\$ 19,000	TBD	TBD	K6-2496B	118	TBD	
TBD	Canine Nero	\$ 19,000	TBD	TBD	K6-2496B	118	TBD	
TBD	Canine, Robbie	\$ 19,000	TBD	TBD	K6-2496B	118	TBD	
TBD	Canine, Dex	\$ 19,000	TBD	TBD	K6-2496B	118	TBD	
TBD	Canine, Ringo	\$ 18,000	TBD	TBD	K6-2496B	118	TBD	
TBD-EM	Motorola Radio XTL 5000-Qty:1	\$ 4,324	N/A	585CEL1220	J6-2465	Tahoe	TBD	06/21/04
TBD-EM	Motorola RadioXTS 5000R-Qty:1	\$ 4,324	H18QDF9PW6AN	320CDY3967	J6-2465	1024	TBD	06/21/04
TBD-EM	Motorola Radio XTS 5000R-Qty:1	\$ 4,324	H18QDF9PW6AN	320CDY4168	J6-2465	1024	TBD	06/21/04
TBD-EM	Motorola Radio XTS 5000R-Qty:1	\$ 4,324	H18QDF9PW6AN	320CDY7135	J6-2465	1024	TBD	06/21/04
TBD-EM	Motorola Radio XTS 5000R-Qty:1	\$ 4,324	H18QDF9PW6AN	320CDY4277	J6-2465	1024	TBD	06/21/04
TBD-EM	Motorola Radio XTS 5000R-Qty:1	\$ 4,324	H18QDF9PW6AN	320CDY4279	J6-2465	1024	TBD	06/21/04
TBD-ERT	-Qty:1	\$ 1,674	N/A	1011INT362	K6-2496	Armory	TBD	12/06/10
TBD-ERT	-Qty:1	\$ 1,674	N/A	1011INT361	K6-2496	Armory	TBD	12/06/10
TBD-Resource Protection	Motorola Hand Held Radio & Charger-Qty:1	N/A	H18QDF9PW6AN	320CEQ7990	K6-2496	1032C	TBD	N/A
TBD-Resource Protection	Motorola Hand Held Radio & Charger-Qty:1	N/A	H18QDF9PW6AN	320CEQ8773	K6-2496	1032C	TBD	N/A
TBD-Resource Protection	Motorola Hand Held Radio & Charger-Qty:1	N/A	H18QDF9PW6AN	320CEQ8771	K6-2496	1032C	TBD	N/A
TBD-Resource Protection	Motorola Hand Held Radio & Charger-Qty:1	N/A	H18QDF9PW6AN	320CEQ8615	K6-2496	1032C	TBD	N/A
TBD-Resource Protection	Motorola Hand Held Radio & Charger-Qty:1	N/A	H18QDF9PW6AN	320CEQ8786	K6-2496	1032C	TBD	N/A
TBD-Resource Protection	Motorola Hand Held Radio & Charger-Qty:1	N/A	H18QDF9PW6AN	320CEQ7987	K6-2496	1032C	TBD	N/A
TBD-Sec Supplies	Gamma Radiation Pagers-Qty:6	N/A	N/A	N/A	K6-2496C	Armory	TBD	N/A
TBD-Sec Supplies	Taser X26-Qty:15	N/A	N/A	N/A	K6-2496C	Armory	TBD	N/A
TBD-Sec Supplies	Body Armor (Used)-Qty:28	N/A	N/A	N/A	Hanger "S"	S	TBD	N/A

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Part 2 - Contractor Replaceable

Part 2 - Installation Accountable Property (Contractor Replaceable)

	ECN	Description	Acquistn Value	Model number	Manuf/SerialNo.	Location	Room	FSC Code	Date Acq
1	618889	TANK, C02, 6T	\$ 25,845	FD1856-3	M1038	KS-M6695	YARD	3655	
2	818265	CAMERA, VIDEO, COLOR, CCTV	\$ 699	WAT201A	W5502359	KS-M6399	1107D	5836	
3	875932	BORESCOPE, INSPECTION KIT	\$ 6,487	D060036-C060028	336203-536996	KS-K62496	1023	6650	
4	1025166	TOOL, RESCUE, HAND OPERATED	\$ 1,175	HS20120	203	KS-M6695	ENG1	5120	
5	1026833	DEFIBRILLATOR	\$ 7,573	804200-14	00006097	KS-M6695	113	6515	
6	1026835	DEFIBRILLATOR	\$ 7,573	804200-14	00006092	KS-J62370	1215	6515	
7	1042173	MONITOR, TELEVISION, 13	\$ 699	TVCR13F	Q33934441	KS-M6399	1107B	5820	
8	1124535	CUTTER, RESCUE, MINI W/HYDPUMP	\$ 1,000	362R171	19054H	KS-M6695	ENG1	4210	
9	1124536	CUTTER, RESCUE, MINI W/HYDPUMP	\$ 1,000	362R171	19398H	KS-J62370	ENG2	4210	
10	1142007	MONITOR, TELEVISION, COLOR 27	\$ 839	XM2710	613349	KS-J62465	1024	5821	
11	1143735	TRAILER, MOBILE	\$ 18,350	FWI1000	849340276	KS-J62370	ARF20	2330	
12	1505918	PRINTER, ADP	\$ 1,075	C2037A	JPGK285391	KS-K62496B	104	7025	
13	1506008	CAMERA, VIDEO, CCTV	\$ 688	WVCP412	5ZB11497	KS-K62496	1024	5820	
14	1506678	TRAILER, BREATHING AIR SYSTEM	\$ 17,484	H712TA2	4FP4B1225WG021730	KS-M6695	YARD	2330	
15	1634797	CAMERA, DIGITAL	\$ 815	PVSD4090	K9SA13180	KS-M6399	1107D	6720	
16	1642822	SCANNER, HAND HELD	\$ 770	SPT1700	S40A03296E	KS-J62465	1018B1	7025	
17	1642841	CAMERA, DIGITAL	\$ 689	PC1004	132B02404	KS-J62465	1018	6720	
18	1645954	SCANNER, HAND HELD	\$ 541	SPT1700	SA00422323	KS-J62465	1018B	7025	
19	1645956	SCANNER, HAND HELD	\$ 541	SPT1700	SA00422320	KS-J62465	1018A	7025	
20	1645957	SCANNER, HAND HELD	\$ 541	SPT1700	SA00422090	KS-J62465	1018A	7025	
21	1645971	SCANNER, HAND HELD	\$ 541	SPT1700	SA0042209F	KS-J62465	1018	7025	
22	1661641	VIDEO SYSTEM, REAR-VIEW MIRROR	\$ 3,995	DVM-500	01F413AF	KS-K62496	VEH	5820	
23	1661692	CAMERA, DIGITAL	\$ 289	Z8121S	KCXGZ73410881	KS-J62465	1024	6720	
24	1870824	RECEIVER, TELEVISION, 27	\$ 548	PS27108	737412142	KS-K62496	1031	5820	
25	1870825	RECEIVER, TELEVISION, 27	\$ 548	PS27108	737411640	KS-66220	1	5820	
26	2020063	DEFIBRILLATOR, AUTO, EXTERNAL	\$ 2,099	S01	000028936	KS-M6695	ENG1	6515	
27	2020064	DEFIBRILLATOR, AUTO, EXTERNAL	\$ 2,099	S01	000028938	KS-J62370	VEH	6515	
28	2020148	PRINTER, ADP	\$ 959	C4172A	USGW043674	KS-M6399	1210M	7025	
29	2020149	PRINTER, ADP	\$ 959	C4172A	USGW043682	KS-M6399	1210B	7025	
30	2020972	ICE MAKING MACHINE	\$ 1,392	CME256AS1D	28674910C	KS-J71339	HBAY	4110	
31	2021044	SEAT, SHUTTLE, TRAINER	\$ 8,000	3172-0000-105	31218B0030	KS-M6486	MOCK	6910	
32	2021045	SEAT, SHUTTLE, TRAINER	\$ 8,000	3172-0000-105	31218B029	KS-M6486	MOCK	6910	
33	2021046	SEAT, SHUTTLE, TRAINER	\$ 8,000	3172-0000-106	MU001	KS-M6486	MOCK	6910	
34	2021047	SEAT, SHUTTLE, TRAINER	\$ 8,000	3172-0000-106	MU007	KS-M6486	MOCK	6910	
35	2021048	SEAT, SHUTTLE, TRAINER	\$ 8,000	3172-0000-106	MU006	KS-M6486	MOCK	6910	
36	2021049	SEAT, SHUTTLE, TRAINER	\$ 8,000	3172-0000-106	MU005	KS-J62370	1131	6910	
37	2021050	SEAT, SHUTTLE, TRAINER	\$ 8,000	3172-0000-106	MU004	KS-M6486	MOCK	6910	
38	2021051	SEAT, SHUTTLE, TRAINER	\$ 6,548	1089-1245MU	003	KS-M6486	MOCK	6910	
39	2023864	ICE MAKING MACHINE	\$ 1,403	QD0452A	001160573	KS-M6695	HBAY	4110	

Part 2 - Contractor Replaceable

Part 2 - Installation Accountable Property (Contractor Replaceable)

ECN	Description	Acquistn Value	Model number	Manuf/SerialNo.	Location	Room	FSC Code	Date Acq
40	2024327	PRINTER, ADP	\$ 969	C4172A	USGR096230	KS-J71339	100	7025
41	2024376	PRINTER, LASER	\$ 745	2100M	USGV095353	KS-J62465	1018A	7025
42	2025793	DISPLAY UNIT, COLOR, 22	\$ 732	JS22W71	0850386RA	KS-M6695	103	7025
43	2026269	DEFIBRILLATOR	\$ 2,400	LIFEPAK 500	11310041	KS-K62359	106	6515
44	2026644	COMPUTER SYSTEM, NOTEBOOK	\$ 5,569	A320	TR02000067	KS-K62496B	103	7010
45	2027232	SURVEILLANCE SYSTEM VIDEO	\$ 5,840	EVO-250	17279	KS-M6399	1107D	5836
46	2027233	SURVEILLANCE RECEIVER	\$ 4,633	AG 720P	J1SA10284	KS-M6399	1107D	5895
47	2027635	COMPUTER, NOTEBOOK	\$ 1,500	SOLO 5300	BQB01450750	KS-TRM056	101	7010
48	2027899	PRINTER, LASERJET	\$ 1,492	4100N	USBGC11061	KS-K62496	1123	7025
49	2027907	PRINTER, LASERJET	\$ 1,071	2200DN	JPDGH18982	KS-M6399	1107B	7025
50	2029382	COMPUTER, DIGITAL	\$ 1,367	ATXSTF	0026897308	KS-J62370	1200	7021
51	2029608	COMPUTER, DIGITAL	\$ 1,367	ATXSTF	0026900912	KS-M6486	181	7021
52	2161022	DETECTOR, CHEMICAL AGENT	\$ 8,350	APD2000 242880030	2234	KS-J62370	OPS	6695
53	2161113	RANGE, ELECTRIC	\$ 5,290	S684-24	0212RE0125	KS-M6695	114	7310
54	2161291	ICE MAKING MACHINE	\$ 1,536	QD0452A	031063723	KS-K62496	OUTSD	4110
55	2161302	PRINTER, LASERJET	\$ 711	Q2474A	CNBFB33142	KS-M6399	1210S	7025
56	2161368	AIR SOURCE CART	\$ 3,000	ASC	9530	KS-J62370	STALL	4240
57	2213201	POWER UNIT	\$ 8,000	JL-4G-SI	5579	KS-J62370	LDR2	6140
58	2214182	TELEVISION, 32 AQUOS	\$ 920	LC32D62U	708864078	KS-K62496	CLSS1	5820
59	2214183	TELEVISION, 32 AQUOS	\$ 920	LC32D62U	708863991	KS-K62496	CLSS1	5820
60	2214184	TELEVISION, 52 LCD	\$ 2,500	LC52D62U	707802824	KS-K62496	1017	5820
61	2217693	Charger, Lifepak 12 Battery	\$ 1,436	VBSS2-02-000009	12427404	KS-J62370		6515
62	2217694	Charger, Lifepak 12 Battery	\$ 1,436	VBSS2-02-000009	12427400	KS-J62370		6515
63	2217697	Charger, Lifepak 12 Battery	\$ 1,436	VBSS2-02-000009	12427397	KS-M6695		6515
64	2217698	Charger, Lifepak 12 Battery	\$ 1,436	VBSS2-02-000009	12427401	KS-M6695		6515
65	2229353	CAMERA, DIGITAL	\$ 200	PC1225	5122100308	KS-K62496	1132A	6720
66	2229354	CAMCORDER, DVD	\$ 499	DCRDVD408	335124	KS-K62496	1132A	5836
67	2229355	CAMCORDER, DVD	\$ 499	DCRDVD408	333591	KS-K62496	1132A	5836
68	2229411	ENCLOSURE UNIT, PROJECTION	\$ 5,250	CPS370W	G3G010363	KS-TRM056	103	6920
69	2229412	ENCLOSURE UNIT, PROJECTION	\$ 5,250	CPX385	RT3G00508	KS-TRM056	103	6920
70	2229694	ICE MAKING MACHINE	\$ 1,924	KM255BAH	T02243B	KS-J62370	1202	4110
71	2229712	REFRIGERATOR/FREEZER	\$ 915	MTF2142EEW	EW2913438	KS-M6224	1013	4110
72	2229730	Camcorder, Digital	\$ 1,899	GL-2	132850900142	KS-K62496	1111	6710
73	2229774	Refrigerator	\$ 818	M1TXEMMWB03	E02507241	KS-M6695		7320
74	2229775	Refrigerator	\$ 818	M1TXEMMWB03	E02309134	KS-M6695		7320
75	2237151	Digital Video Mirror System	\$ 4,125	DVM-500	01F44DB	KS-K62496	VEH	5836
76	2237152	Digital Video Mirror System	\$ 4,125	DVM-500	01F44EEO	KS-K62496	VEH	5836
77	2237153	Digital Video Mirror System	\$ 4,125	DVM-500	01F44CFE	KS-K62496	VEH	5836
78	2237154	Digital Video Mirror System	\$ 4,125	DVM-500	01F44819	KS-K62496	VEH	5836

Part 2 - Contractor Replaceable

Part 2 - Installation Accountable Property (Contractor Replaceable)

ECN	Description	Acquistn Value	Model number	Manuf/SerialNo.	Location	Room	FSC Code	Date Acq
79	2237343	Colt M4 "Plastic Prop"	\$ 109	A-15	FH297731	KS-K62496	1023	1005
80	2237344	Colt M4 "Plastic Prop"	\$ 109	A-15	FH297732	KS-K62496	1023	1005
81	2237345	Colt M4 "Plastic Prop"	\$ 109	A-15	FH297733	KS-K62496	1023	1005
82	2237346	Colt M4 "Plastic Prop"	\$ 109	A-15	FH297734	KS-K62496	1023	1005
83	2237347	Colt M4 "Plastic Prop"	\$ 109	A-15	FH297931	KS-K62496	1023	1005
84	2237348	Colt M4 "Plastic Prop"	\$ 109	A-15	FH297932	KS-K62496	1023	1005
85	2237349	Ice Machine and Bin Combination	\$ 3,195	SD0452A	110861643	KS-K62496	OUTSD	4110
86	2237379	System, Video, In-Car	\$ 4,190	DVM-500	01F4-588E	KS-K62496		5836
87	2237380	System, Video, In-Car	\$ 4,190	DVM-500	01F4-58A5	KS-K62496		5836
88	2237381	System, Video, In-Car	\$ 4,190	DVM-500	01F4-3A93	KS-K62496		5836
89	2237382	System, Video, In-Car	\$ 4,190	DVM-500	01F4-391F	KS-K62496		5836
90	2237383	Refrigerator	\$ 720	60939900	VS01973085	KS-M6399	1157B	7320
91	2237386	Machine, Evidence Transfer w/router	\$ 1,000	ETM	X34000111	KS-K62496	1200	7025
92	2237533	Adapter, AC, Power	\$ 840	VLP1206000012	9860	KS-M6495	817	6515
93	2294628	REFRIGERATOR, STAINLESS STEEL	\$ 762	FF1425SS	FT130066	KS-K62496	1036A	4110
94	2294857	DUPLICATING MACHINE	\$ 4,245	ITL9000	9659	KS-M6486	181	3419 03/13/97
95	2294858	BORESCOPE	\$ 2,765	LKM1042BSK	D196	KS-M6486	181	6650 07/13/07
96	2506032	CAMERA, VIDEO SYSTEM	\$ 3,750	LVC-C342HM	501KV00002	KS-K62496B	VEH	5836
97	2506033	CAMERA, VIDEO SYSTEM	\$ 3,750	LVC-C342HM	501KV00007	KS-K62496B	VEH	5836
98	2506034	CAMERA, VIDEO SYSTEM	\$ 3,750	LVC-C342HM	501KV00008	KS-K62496B	VEH	5836
99	2506035	CAMERA, VIDEO SYSTEM	\$ 3,750	LVC-C342HM	501K00006	KS-1360	3	5836
100	2506036	CAMERA, VIDEO SYSTEM	\$ 3,750	LVC-C342HM	501K00003	KS-1360	3	5836
101	2506037	CAMERA, VIDEO SYSTEM	\$ 3,750	LVC-C342HM	501K00009	KS-K62496B	VEH	5836
102	2507454	CAMERA, DIGITAL	\$ 293	PSA640	3126216446	KS-M6224	1022	6720
103	2530450	MONITOR, TELEVISION, PLASMA	\$ 4,204	PX50XM4A	55000799K	KS-K62496B	102	5820
104	2542759	CAMERA, DIGITAL	\$ 347	POWERSHOTA640	3226206336	KS-NOC	100	6720
105	2564678	Camera, Digital	\$ 205	Power Shot SX110IS	8326002317	KS-J62465	1004B	6720
106	2564679	Camera, Digital	\$ 205	Power Shot SX110IS	8326002318	KS-J62465	1004B	6720
107	2564680	Camera, Digital	\$ 205	Power Shot SX110IS	8326002321	KS-J62370	1201	6720
108	2565126	Camera, Digital	\$ 250	PC1431	8726032033	KS-M6399	1107B	6720
109	2565207	Camera, Digital	\$ 180	SD1300IS	042062033476	KS-J62465	1004C1	6720
110	2565208	Camera, Digital	\$ 180	SD1300IS	042062033475	KS-J62465	1004C1	6720
111	2565215	System, Digital Video Recording, 4-Ch	\$ 1,440	DVR-EL 4120-N	N/A	KS-K62496	1020	5836
112	2565216	Camera, Mini Spy	\$ 130	SCI DVR 80	N/A	KS-K62496	1205	6710
113	2565217	Camera, Mini Spy	\$ 130	SCI DVR 80	N/A	KS-K62496	1205	6710
114	2565218	Camera, Mini Spy	\$ 130	SCI DVR 80	N/A	KS-K62496	1205	6710
115	2565219	Camera, Mini Spy	\$ 130	SCI DVR 80	N/A	KS-K62496	1205	6710
116	2585621	Computer, Tactical w/accessories	\$ 1,700	70000	X2100002Y	KS-K62496	1200	7021
117	2585622	Computer, Tactical w/accessories	\$ 1,700	70000	X21000024	KS-K62496	1200	7021

Part 2 - Contractor Replaceable

Part 2 - Installation Accountable Property (Contractor Replaceable)

ECN	Description	Acquistn Value	Model number	Manuf/SerialNo.	Location	Room	FSC Code	Date Acq
118	2585623	Computer, Tactical w/accessories	\$ 1,700	70000	X2100003H	KS-K62496	1200	7021
119	2585624	Computer, Tactical w/accessories	\$ 1,700	70000	X2100003E	KS-K62496	1200	7021
120	2585625	Computer, Tactical w/accessories	\$ 1,700	70000	X2100002R	KS-K62496	1200	7021
121	2585723	TAPE LIBRARY	\$ 11,842	DSTL891NT	3G04CR81J00V	KS-M6342	243	7025
122	2585846	Camera, Video	\$ 500	COVPLB2	020046	KS-M6399	1107B	6710
123	2585912	VIEW KIT, NIGHT ENFORCER	\$ 2,203	260	021808	KS-K62496	1023	5855 07/08/98
124	2585948	Goggles, Night Vision	\$ 3,269	PVS-7	01505	KS-K62496	2496B	5855 03/17/09
125	2585949	VIEW KIT, NIGHT ENFORCER	\$ 2,203	260	021938	KS-K62496	1023	5855 07/08/98
126	2585951	BINOCULARS, NIGHT & DAY	\$ 4,195	7X42BDA	1250253	KS-K62496	1023	6650 08/12/93
127	3019790	SAW, RESCUE	\$ 1,308	K950	042100388	KS-J62370	ENG2	3695
128	3019792	SAW, RESCUE	\$ 1,308	K950	041900375	KS-M6695	ENG1	3695
129	3019793	SAW, RESCUE	\$ 1,308	K950	042200621	KS-J71339	ENG3	3695
130	3058909	PRINTER, LASERJET	\$ 569	Q1335A	CNCB199260	KS-M6695	113	7025
131	3058951	PRINTER, LASERJET	\$ 929	Q247SA	JPBGG44390	KS-TRM056	105	7025
132	3058982	COMPUTER, NOTEBOOK	\$ 1,157	PCG-5B1L	3502275	KS-M6399	1107A	7010
133	3058988	COMPUTER, NOTEBOOK	\$ 1,157	PCG-5B1L	3502284	KS-TRM056	106	7010
134	3059082	CAMERA, PHOTO ID SYSTEM	\$ 2,186	KXCQAB02	3477XDA1079	KS-M6224	1017	6720
135	3059084	SAW, RESCUE	\$ 1,308	K12	968304400042100376	KS-J62370	LDR2	4210
136	3059184	PRINTER, LASERJET	\$ 956	2300D	CNBGH86196	KS-M6224	1018B	7025
137	3059314	TRAILER, FIRE FIGHTING	\$ 19,594	02394S	04508-03633	KS-J62370	ARF20	4210
138	L011715	MODEM, MEDTRONIC WIRELESS	\$ 550	MTCBACIP	S5087095K	KS-J62465	1004D3	5895
139	L011716	MODEM, MEDTRONIC WIRELESS	\$ 550	MTCBACIP	S5087096K	KS-J62465	1004D3	5895
140	L011717	MODEM, MEDTRONIC WIRELESS	\$ 550	MTCBACIP	S5087097K	KS-J62465	1004D3	5895
141	L011718	MODEM, MEDTRONIC WIRELESS	\$ 550	MTCBACIP	S5087098K	KS-J62465	1004D3	5895
142	TBD-Resource Protection	Philips Portable DVD-Qty:1	N/A	PET1002	LL000626029334	K6-2496	1032B	TBD N/A
143	TBD-Resource Protection	Philips Portable DVD-Qty:1	N/A	PET1002	LL000626029340	K6-2496	1032B	TBD N/A
144	TBD-Resource Protection	Philips Portable DVD-Qty:1	N/A	PET1002	LL000626029344	K6-2496	1032B	TBD N/A
145	TBD-Sec ops	Digital camera-Qty:1	N/A	N/A	N/A	K6-2496	N/A	TBD N/A
146	TBD-Sec ops	In Car Video system-Qty:5	\$ 4,190	N/A	N/A	K6-2496	N/A	TBD N/A
147	TBD-Sec ops	Portable Body cam-Qty:4	\$ 994	N/A	N/A	K6-2496	N/A	TBD N/A

Part 2 - Contractor Replaceable

Part 2 - Installation Accountable Property (**Contractor Replaceable**)

	ECN	Description	Acquistn Value	Model number	Manuf/SerialNo.	Location	Room	FSC Code	Date Acq
148	TBD-Sec ops	Portable body cam-Qty:4	N/A	N/A	N/A	K6-2496	N/A	TBD	N/A
149	TBD-Sec Training	Cannon Digital Camcorder-Qty:1	N/A	N/A	N/A	K6-2496	1111	TBD	N/A
150	TBD-Sec Training	Cannon Digital Camcorder-Qty:1	\$ 1,899	N/A	N/A	K6-2496	1111	TBD	11/01/10
151	TBD-Sec Training	Digital Camera-Qty:1	N/A	N/A	N/A	K6-2496	1111	TBD	N/A
152	TBD-Sec Training	DVD Video Cameras-Qty:2	N/A	N/A	N/A	K6-2496	1111	TBD	N/A
153	TBD-Sec Training	Flip Video Camera-Qty:1	\$ 221	N/A	N/A	K6-2496	1111	TBD	04/15/10
154	TBD-Sec Training	Flip Video Camera-Qty:1	\$ 221	N/A	N/A	K6-2496	1111	TBD	04/15/10

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NNK11OL33C

**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

Contractor-Accountable Property

Attachment J-15

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Part 1 - Government Replaceable

Part 1 - Contractor-Accountable Property (Government Replaceable)							
ECN	Description	Acquistn Value Model	number	ManufSerialNo.	Location	Room	FSC Code
<i>NONE AT THIS TIME</i>							

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Part 2 - Contractor Replaceable

Part 2 - Contractor-Accountable Property (Contractor Replaceable)

	From Old ECN	To Current ECN	Description	Acquistn Value	Model number	Manuf/SerialNo.	Location	Room	FSC Code
1	1134260	A00001	TRAILER, FLATBED	\$ 1,250	64X10	93122	KS-K62496B	YARD	2330
2	1977696	A00002	TRAILER, UTILITY	\$ 2,855	TW121	1WC200E9W3040589	KS-K62496B	YARD	2330
3	620360	A00003	VAULT, WEAPONS STORAGE	\$ 2,153	CL5M-P	5131366	KS-K62496	1023	7110
4	612082	A00004	VAULT, WEAPONS STORAGE	\$ 1,750	CL5M-P	5121210	KS-K62496	1023	7110
5	612081	A00005	FILING CABINET, HANDGUN	\$ 1,750	CL5UPNSCAB	5220305	KS-K62496	1023	7110
6	2024417	A00005	WASHER, PRESSURE	\$ 1,624	HW4040	30265488	KS-K62496	SHED	4940
7	612080	A00006	FILING CABINET, HANDGUN	\$ 1,750	CL5UPNSCAB	5220306	KS-K62496	1023	7110
8	1661713	A00007	BODY SUIT, PROTECTIVE TRAINING	\$ 1,200	HIGH GEAR	NONE	KS-K62496	1132A	8415
9	1661714	A00008	BODY SUIT, PROTECTIVE TRAINING	\$ 1,200	HIGH GEAR	NONE	KS-K62496	1132A	8415
10	1661715	A00009	BODY SUIT, PROTECTIVE TRAINING	\$ 1,200	HIGH GEAR	NONE	KS-K62496	1132A	8415
11	2161270	A00010	PROJECTOR	\$ 3,799	DP6870	AGMH30400081	KS-K62496	1119	6730
12	2229298	A00011	PROJECTOR, MULTIMEDIA	\$ 1,299	W360	AVJV71500251	KS-K62496	1111	6730
13	2023672	A00012	PROJECTOR, LCD DATA	\$ 2,600	VPLCS1	2049423	KS-K62496	1111	6730
14	2161271	A00013	PROJECTOR	\$ 3,799	DP6870	AGMH30400079	KS-K62496	CLSS1	6730
15	3020329	A00014	TRAILER, CARGO	\$ 2,324	GADEX610SA	VIN5NHUFE0144U312811	KS-K62496	YARD	2330
16	3020328	A00015	TRAILER, CARGO	\$ 2,324	GADEX610SA	VIN5NHUFE0124U312810	KS-K62496	YARD	2330
17	1982071	A00016	SAFE, 5-DWR COMBINATION	\$ 1,248	NONE	1524198	KS-TRM056	101	7110
18	2229297	A00017	WHITEBOARD, INTERACTIVE	\$ 1,795	STARBOARD T-15XLG	A621636A0311K0113	KS-TRM056	106	7025
19	2023671	A00018	PROJECTOR, LCD DATA	\$ 2,600	VPLCS1	2049410	KS-K62359	101	6730
20	1141419	A00020	BUILDING, UTILITY, ALUMINUM	\$ 4,260	DS12X30	NONE	KS-K62359	YARD	5410
21	1141420	A00021	BUILDING, UTILITY, ALUMINUM	\$ 4,260	DS12X30	NONE	KS-K62359	YARD	5410
22	2024537	A00021	BUILDING, UTILITY, ALUMINUM	\$ 2,100	SHED	NONE	KS-K62359	YARD	5410
23	2213872	A00022	GUARD SHACK	\$ 2,052	16E	NONE	KS-K62359		5410
24	2024534	A00023	PHONE, HOSTAGE	\$ 1,896	SERIES V	5785	KS-K62496B	104	5820
25	1026997	A00024	TELEPHONE SYS, NEGOTIATOR	\$ 3,900	RA52010041	00052	KS-K62496	1200	5805
26	3020331	A00025	TRAILER, CARGO	\$ 2,324	GADEX610SA	VIN5NHUFE0184U312813	KS-K62496	YARD	2330
27	1383867	A00026	BUILDING, ALUMINUM	\$ 2,200	12X16	3657	KS-K7287	YARD	5410
28	1141603	A00027	TREADMILL, MOTORIZED	\$ 4,895	585	J1086188	KS-M6695	106	7810
29	1143941	A00028	EXERCISER, STAIRMASTER	\$ 1,695	4000PT	C128548	KS-M6695	106	7830
30	435487	A00030	GENERATOR, PORTABLE, ELEC	\$ 1,570	FD305BHFE1	82674083	KS-M6695	ENG1	6115
31	2023835	A00031	TRAILER, BOAT	\$ 1,546	2001	4WAAVER1311000088	KS-K7287	YARD	2330
32	1983771	A00032	EXERCISER, LIFESTEP	\$ 2,195	9500HR	CM141793	KS-J71339	105	7830
33	2027662	A00033	TREADMILL	\$ 2,495	L7	L719228	KS-J71339	105	7830
34	1041933	A00034	EXERCISER, FITNESS CENTER	\$ 4,190	CATALINA4	NONE	KS-J71339	105	7830
35	1041499	A00035	EXERCISER, ERGOMETER	\$ 1,062	818E	J71339	KS-J71339	105	7830
36	1144040	A00036	HOIST, AIR DRIVEN	\$ 1,462	506432A080	DH1348A	KS-50012	HBAY	3950
37	1134706	A00037	POWER UNIT, PORT, AIR	\$ 2,796	JP-AP	70300	KS-J62465	TBSHE	6115
38	2161374	A00038	RESCUE RETRIEVAL SYSTEM	\$ 2,831	3819153	46372	KS-J62370	VEH	4240
39	2019975	A00039	GENERATOR, 3500 WATT	\$ 1,890	EM355XK1	1132692	KS-J71339	ENG3	6115

Part 2 - Contractor Replaceable

Part 2 - Contractor-Accountable Property (Contractor Replaceable)

	From Old ECN	To Current ECN	Description	Acquistn Value	Model number	Manuf/SerialNo.	Location	Room	FSC Code
40	2019976	A00040	GENERATOR, 3500 WATT	\$ 1,890	EM355XK1	1132697	KS-J62370	ENG2	6115
41	1134703	A00041	POWER UNIT, GAS, PORT, 4CYCLE	\$ 2,816	GXV120	2441056	KS-J62370	ENG2	6115
42	817161	A00043	OXIMETER PULSE	\$ 1,500	3740	FMQV03362	KS-J62370	1105	6515
43	866519	A00044	EXERCISER, FITNESS CENTER	\$ 4,056	SPORTSTRAINERIV	NONE	KS-J62370	1178	7830
44	866520	A00045	EXERCISER, FITNESS CENTER	\$ 4,056	SPORTSTRAINERIV	NONE	KS-M6695	106	7830
45	1143943	A00045	EXERCISER, STAIRMASTER	\$ 1,695	4000PT	C128454	KS-J62370	1178	7830
46	747634	A00046	ABDOMINAL MAC	\$ 2,422	ABDOM	75461	KS-J62370	1178	7830
47	1141604	A00047	TREADMILL, MOTORIZED	\$ 4,895	585	J1086189	KS-J62370	1178	7810
48	1033447	A00048	LOW ROW W/BENCH	\$ 1,121	4006	5141	KS-J62370	1178	7830
49	1660849	A00049	DETECTOR, GAS	\$ 1,800	XP COMMANDER	700004124	KS-J62370	STALLS	6665
50	2022862	A00050	TRAILER, AIRBOAT	\$ 1,511	725	4WAAFRCR19Y1000069	KS-K62496	YARD	2330
51	168496	A00052	SHREDDING MACHINE, PAPER	\$ 2,450	4203A	568210	KS-M6224	1022	3615
52	P000017	A00053	SHREDDING MACHINE, PAPER	\$ 1,299	480CC	1408113200110263M	KS-M6399	1156	3615
53	871363	A00054	DUPLICATING MACHINE, KEYCODE	\$ 1,499	RY501	503854	KS-TR1610		3419
54	1981484	A00055	FILING CABINET	\$ 1,258	AAF358	1532530	KS-M6486	181	7110
55	1141121	A00056	DIALER, ELECTRONIC, AUTOMATIC	\$ 1,900	ITL1000	1910	KS-M6486	181	5355
56	1506345	A00057	DRILL RIG, MAGNUM	\$ 1,499	MAG457SET	NONE	KS-M6486	181	5180
57	2024340	A00058	PRESS, NUMBER & LETTER	\$ 1,043	40B	7512K00	KS-M6486	181	3620
58	1133968	A00059	COMBINATOR, KEY	\$ 1,183	AD432-2	B8228	KS-M6486	181	3120
59	1133969	A00060	COMBINATOR, KEY	\$ 1,183	AD432-2	B8229	KS-M6486	181	3120
60	1027243	A00061	DUPLICATING MACHINE, KEYCODE	\$ 1,199	RY100	504655	KS-M6486	181	3419
61	875011	A00062	COMBINATOR, KEY	\$ 1,062	AD432-2	B6081	KS-M6486	181	3120
62	3058832	A00062	WASHER, EXTRACTOR	\$ 4,520	L1050SR21010	1023182M03	KS-J62370	1202	3510
63	2030188	A00064	SAFE, 1-DOOR	\$ 1,243	CLASS 6	6100030	KS-M6486	141A	7110
64	2237522	A00065	GUARD SHACK	\$ 4,770	HAB88	NONE	KS-M71472		5410
65	3059354	A00066	GUARD SHACK	\$ 2,052	16E	NONE	KS-K62496	BCRK	5410
66	650070	A00067	TYPEWRITER	\$ 2,524	AP500	2005164	KS-M6399	1107D	7430
67	2191204	A00068	SCALE, DIGITAL	\$ 2,457	XS16000L	1127113465	KS-M6399	1107D	6670
68	12176	A00069	FOCUSCOPE	\$ 1,295	LKM1042	1094	KS-K62496	1023	6650
69	620359	A00070	VAULT, WEAPONS STORAGE	\$ 2,153	CL5M-P	5131361	KS-K62496	1023	7110
70	P000110	A00071	SUIT, K-9 BITE	\$ 1,630	POLICE	POLICE	KS-K62496B	115	8415
71	P000109	A00072	SUIT, K-9 BITE	\$ 1,630	POLICE	POLICE	KS-K62496B	115	8415
72	P000101	A00073	SUIT, HIGH GEAR (Large)	\$ 1,233	HIGH GEAR	HIGH GEAR	KS-K62496	1132A	8415
73	P000102	A00074	SUIT, HIGH GEAR (Large)	\$ 1,233	HIGH GEAR	HIGH GEAR	KS-K62496	1132A	8415
74	P000103	A00075	SUIT, HIGH GEAR (Med)	\$ 1,233	HIGH GEAR	HIGH GEAR	KS-K62496	1132A	8415
75	P000104	A00076	SUIT, HIGH GEAR (Med)	\$ 1,233	HIGH GEAR	HIGH GEAR	KS-K62496	1132A	8415
76	P000105	A00077	SUIT, HIGH GEAR (Large)	\$ 1,233	HIGH GEAR	HIGH GEAR	KS-K62496	1132A	8415
77	P000106	A00078	SUIT, HIGH GEAR (Large)	\$ 1,233	HIGH GEAR	HIGH GEAR	KS-K62496	1132A	8415
78	P000097	A00079	SUIT, HIGH GEAR (Large)	\$ 1,233	HIGH GEAR	HIGH GEAR	KS-K62496	1132A	8415

Part 2 - Contractor Replaceable

Part 2 - Contractor-Accountable Property (Contractor Replaceable)

	From Old ECN	To Current ECN	Description	Acquistn Value	Model number	Manuf/SerialNo.	Location	Room	FSC Code
79	P000098	A00080	SUIT, HIGH GEAR (Large)	\$ 1,233	HIGH GEAR	HIGH GEAR	KS-K62496	1132A	8415
80	P000099	A00081	SUIT, HIGH GEAR (Large)	\$ 1,233	HIGH GEAR	HIGH GEAR	KS-K62496	1132A	8415
81	P000100	A00082	SUIT, HIGH GEAR (X-Large)	\$ 1,233	HIGH GEAR	HIGH GEAR	KS-K62496	1132A	8415
82	P000114	A00083	MANIKIN, ADULT, 145# WEIGHTED	\$ 1,020	N/A	N/A	TRM-056		6910
83	P000123	A00084	SYSTEM, METAL DETECTION W/BAG	\$ 3,995	XT8000	N/A	66220		6350
84	P000118	A00085	SYSTEM, METAL DETECTION W/BAG	\$ 3,995	XT8000	N/A	66220		6350
85	P000119	A00086	SYSTEM, METAL DETECTION W/BAG	\$ 3,995	XT8000	N/A	66220		6350
86	P000120	A00087	SYSTEM, METAL DETECTION W/BAG	\$ 3,995	XT8000	N/A	66220		6350
87	P000121	A00088	SYSTEM, METAL DETECTION W/BAG	\$ 3,995	XT8000	N/A	66220		6350
88	P000122	A00089	SYSTEM, METAL DETECTION W/BAG	\$ 3,995	XT8000	N/A	66220		6350
89	P000111	A00090	SHIELD, BALLISTIC	\$ 1,674	2035WL	2035WL	KS-K62496	Armory	1105
90	P000112	A00091	SHIELD, BALLISTIC	\$ 1,674	2035WL	2035WL	KS-K62496	Armory	1105
91	P000116	A00092	SMART BOARD, X885 W/UX60 PROJECTOR	\$ 4,975	SBX8851X	SBX885-R2-0035325	KS-M6695	102A	7520
92	P000117	A00093	RACK, HOSE, 2-TIER FREE-STANDING	\$ 1,400	HC64-2T	NONE	KS-J62370	Bay	4210
93	P000115	A00094	SMART BOARD, X885 W/UX60 PROJECTOR	\$ 4,975	SBX8851X	SBX885-R2-0035243	KS-J62370	1201	7520
94	P000108	A00095	BATTLE FOGGER	\$ 1,100	CLF-4200	CLF-4200	KS-J62370	CAGE	4210

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**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

Technical Exhibit 3.1

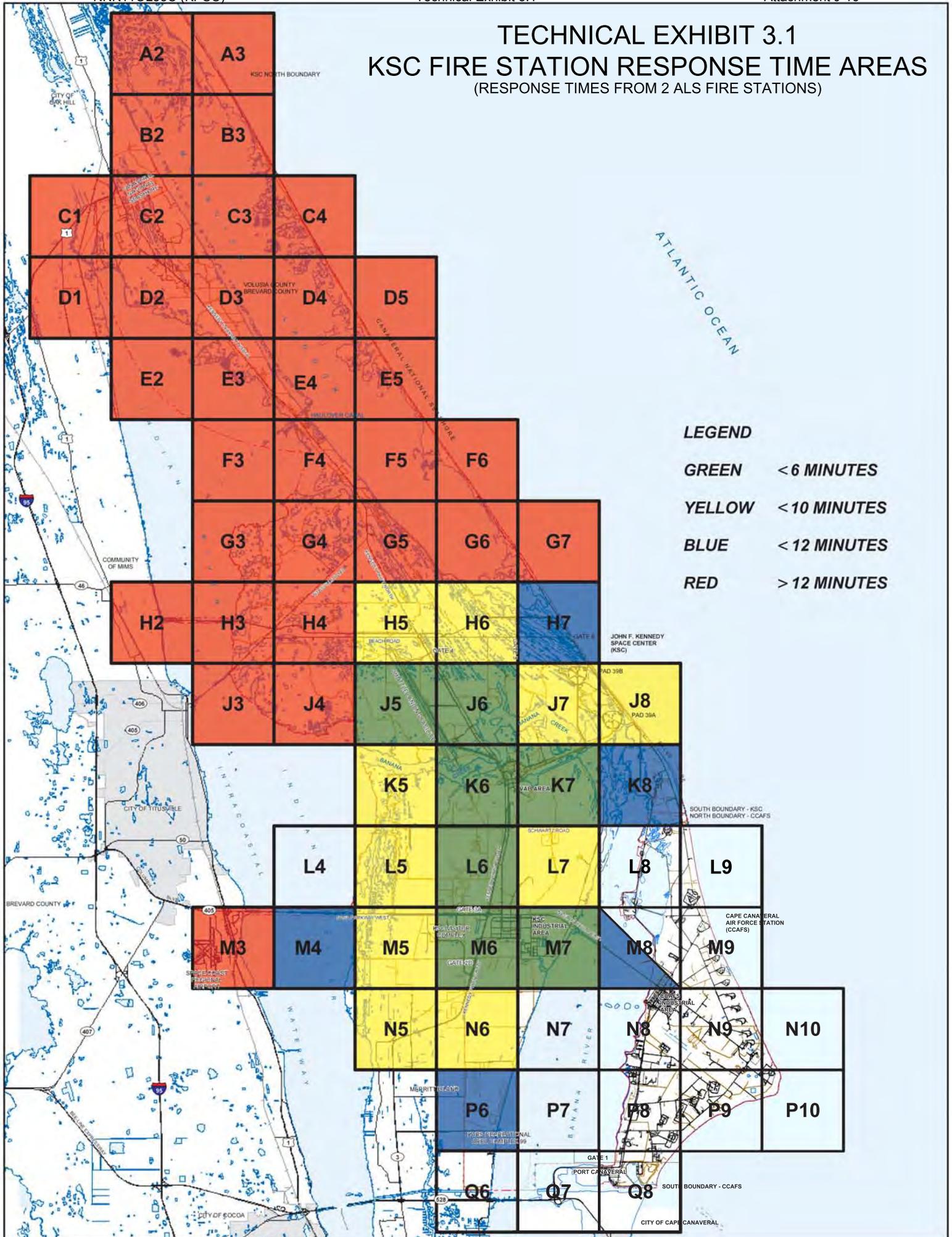
Attachment J-16

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TECHNICAL EXHIBIT 3.1

KSC FIRE STATION RESPONSE TIME AREAS

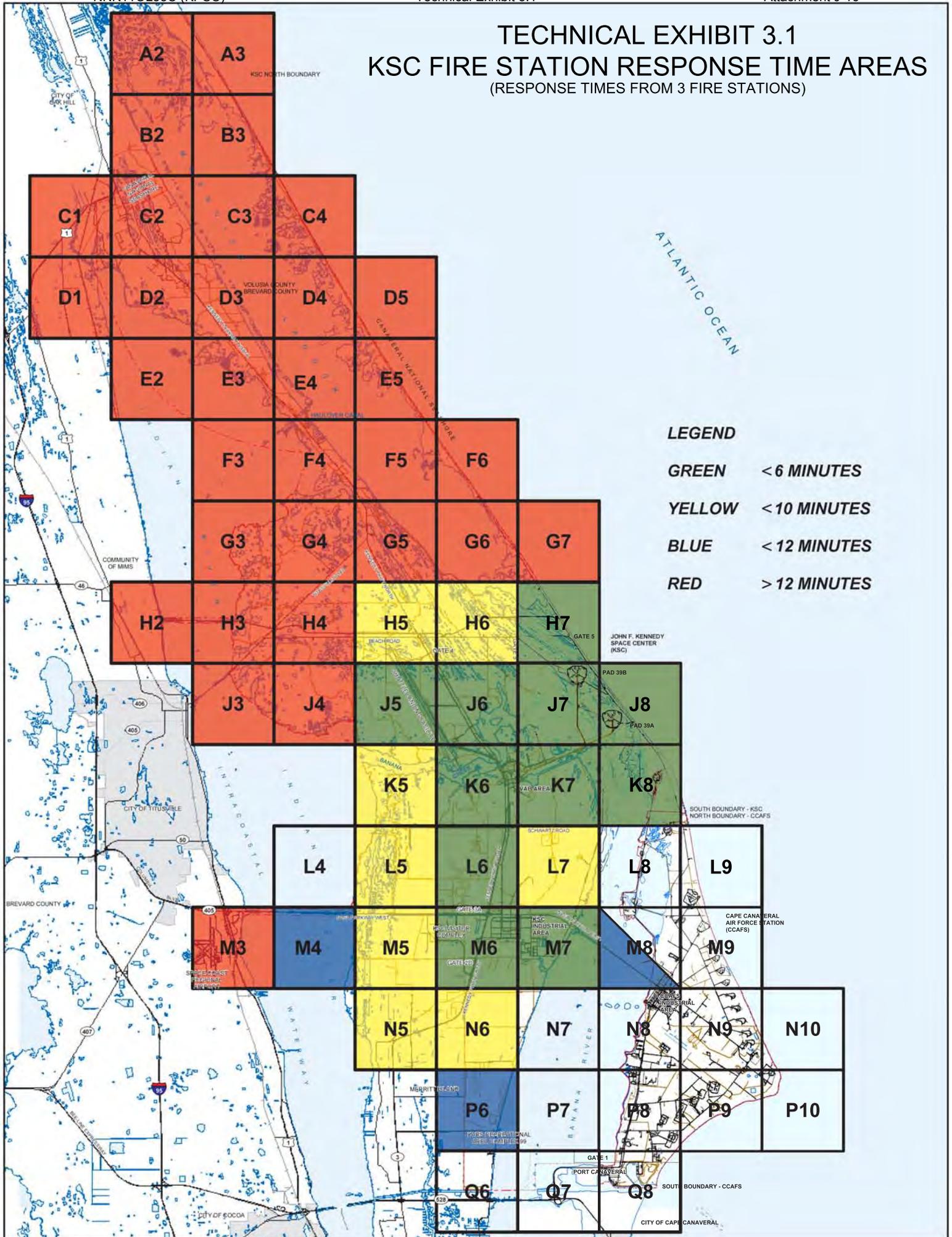
(RESPONSE TIMES FROM 2 ALS FIRE STATIONS)



TECHNICAL EXHIBIT 3.1

KSC FIRE STATION RESPONSE TIME AREAS

(RESPONSE TIMES FROM 3 FIRE STATIONS)



NNK11OL33C

**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

**Statement of Equivalent Rates
for Federal Hires**

Attachment J-17

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Statement of Equivalent Rates for Federal Hires - 2011

Non Exempt Employees - Non Represented

This Statement is for Information Only; It is not a Wage Determination

	Job Title	GS Grade	Step	2011 GS Hourly Rate
1	Business Specialist	GS-09	5	\$25.77
2	Emergency Management Specialist	GS-11	4	\$30.35
3	Physical Security Specialist	GS-09	3	\$24.25
4	Quality Control Specialist	GS-09	3	\$24.25
5	Safety Officer	GS-09	3	\$24.25
6	Security Police Officer - Supervisor All Areas	GS-11	3	\$29.34
7	Training Specialist	GS-11	3	\$29.34
8	Administrative & Clerical Specialist (WD - DOL Labor Classification: Administrative Assistant)	GS-08	5	\$23.33
9	Administrative Staff (WD - DOL Labor Classification: General Clerk III)	GS-07	5	\$21.07

Non Exempt Employees - Represented

This Statement is for Information Only; It is not a Wage Determination

	Job Title	GS Grade	Step	2011 GS Hourly Rate
1	Badging Officials (CBA Security Police)	N/A	N/A	CBA
2	Communication/Dispatch Officer (CBA)	N/A	N/A	CBA
3	Firefighter (CBA)	N/A	N/A	CBA
4	Firefighter/Driver (CBA)	N/A	N/A	CBA
5	Firefighter/Lieutenant (CBA)	N/A	N/A	CBA
6	Firefighter/Paramedic (CBA)	N/A	N/A	CBA
7	Fire Prevention Inspector (CBA)	N/A	N/A	CBA
8	Locksmith (CBA)	N/A	N/A	CBA
9	Personnel Security Specialist - Case Examiner (CBA)	N/A	N/A	CBA
10	Personnel Security Specialist - Case Examiner Sr. (CBA)	N/A	N/A	CBA
11	(CBA)	N/A	N/A	CBA
12	Security Officer - Armorer (CBA Security Police)	N/A	N/A	CBA
13	Security Officer - ERT (CBA Security Police)	N/A	N/A	CBA
14	Security Police Officer - ERT Lead (CBA Security Police)	N/A	N/A	CBA
15	Security Officer - Marine (CBA Security Police)	N/A	N/A	CBA
16	Security Officer - (CBA Security Police)	N/A	N/A	CBA
17	Security Police Officer - Investigator (CBA Security Police)	N/A	N/A	CBA
18	Security Police Officer - K9 (CBA Security Police)	N/A	N/A	CBA
19	Security Police Officer (CBA Security Police)	N/A	N/A	CBA

Acronym Legend:

CBA = Collective Bargaining Agreement

DOL = Department of Labor

N/A = Not Applicable

GS = General Schedule

WD = Wage Determination

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NNK11OL33C

**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

**Register of Wage Determination
and
Fringe Benefits**

Attachment J-18

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210	
Shirley F. Ebbesen Director	Division of Wage Determinations	Wage Determination No.: 2009-0051 Revision No.: 3 Date Of Last Revision: 01/19/2011	

State: Florida

Area: Florida County of Brevard

Employed on NASA contract for protective services Kennedy Space Center, to include fire, emergency response and security police services:

Collective Bargaining Agreement between Space Gateway Support and its Members Creative Management Technology, Inc and Yang Enterprises, Inc. and Transport Workers Union of America Local 525 at (at Cape Canaveral Air Force Station and Patrick Air Force Base), effective June 1, 2006 through May 31, 2009.

Collective Bargaining Agreement between Space Gateway Support and International Union Security Police Fire Professionals of America, Local 127, (at Kennedy Space Center and Cape Canaveral Air Force Station), representing the Security Police employees of the Joint Base Operations and Support Contract (JBOSC) effective June 1, 2010 through May 31, 2011.

Collective Bargaining Agreement between Space Gateway Support and International Union Security Police and Fire Professionals of America and its Amalgamated Local 127, representing the Emergency Communication Specialists Employees of the Joint Base Operations and Support Contract (JBOSC), effective October 1, 2006 through September 30, 2011.

Collective Bargaining Agreement between Space Gateway Support and Transport Workers Union of America, AFI/CIO, Local 525, effective April 1, 2006 through March 31, 2009.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

Note:

Collective Bargaining Agreements (CBAs) are located under contract attachment J-22.

Also reference Clause H.31 – National Labor Relations Act

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WD 05-2118 (Rev.-15) was first posted on www.wdol.gov on 06/17/2011

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.: 2005-2118
Diane C. Koplewski Division of	Revision No.: 15
Director Wage Determinations	Date Of Revision: 06/13/2011

State: Florida
 Area: Florida Counties of Brevard, Indian River

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION	FOOTNOTE	RATE
CODE - TITLE		
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.56
01012 - Accounting Clerk II		15.22
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		19.20
01040 - Court Reporter		16.31
01051 - Data Entry Operator I		11.69
01052 - Data Entry Operator II		13.31
01060 - Dispatcher, Motor Vehicle		16.31
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.38
01112 - General Clerk II		13.39
01113 - General Clerk III		14.93
01120 - Housing Referral Assistant		17.64
01141 - Messenger Courier		12.16
01191 - Order Clerk I		11.55
01192 - Order Clerk II		13.60
01261 - Personnel Assistant (Employment) I		14.66
01262 - Personnel Assistant (Employment) II		16.40
01263 - Personnel Assistant (Employment) III		18.29
01270 - Production Control Clerk		19.41
01280 - Receptionist		11.39
01290 - Rental Clerk		12.83
01300 - Scheduler, Maintenance		14.20
01311 - Secretary I		14.20
01312 - Secretary II		15.82
01313 - Secretary III		17.64
01320 - Service Order Dispatcher		14.82
01410 - Supply Technician		19.60
01420 - Survey Worker		16.31
01531 - Travel Clerk I		11.33
01532 - Travel Clerk II		12.24
01533 - Travel Clerk III		13.11
01611 - Word Processor I		12.21
01612 - Word Processor II		13.16
01613 - Word Processor III		16.23

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.32
05010 - Automotive Electrician	18.15
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.17
05110 - Mobile Equipment Servicer	15.50
05130 - Motor Equipment Metal Mechanic	18.88
05160 - Motor Equipment Metal Worker	17.17
05190 - Motor Vehicle Mechanic	18.80
05220 - Motor Vehicle Mechanic Helper	14.58
05250 - Motor Vehicle Upholstery Worker	16.58
05280 - Motor Vehicle Wrecker	17.17
05310 - Painter, Automotive	18.04
05340 - Radiator Repair Specialist	17.17
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	18.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	11.12
07042 - Cook II	12.08
07070 - Dishwasher	8.13
07130 - Food Service Worker	10.11
07210 - Meat Cutter	14.83
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.93
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	16.55
09090 - Furniture Refinisher Helper	13.38
09110 - Furniture Repairer, Minor	14.99
09130 - Upholsterer	16.55
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.09
11060 - Elevator Operator	10.09
11090 - Gardener	13.52
11122 - Housekeeping Aide	11.47
11150 - Janitor	11.47
11210 - Laborer, Grounds Maintenance	11.33
11240 - Maid or Houseman	9.03
11260 - Pruner	10.31
11270 - Tractor Operator	13.20
11330 - Trail Maintenance Worker	11.33
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	15.51
12011 - Breath Alcohol Technician	17.75
12012 - Certified Occupational Therapist Assistant	27.42
12015 - Certified Physical Therapist Assistant	24.67
12020 - Dental Assistant	15.36
12025 - Dental Hygienist	28.81
12030 - EKG Technician	17.76
12035 - Electroneurodiagnostic Technologist	17.76
12040 - Emergency Medical Technician	15.51
12071 - Licensed Practical Nurse I	16.45
12072 - Licensed Practical Nurse II	18.40
12073 - Licensed Practical Nurse III	20.52

12100 - Medical Assistant	12.83
12130 - Medical Laboratory Technician	18.67
12160 - Medical Record Clerk	14.62
12190 - Medical Record Technician	15.17
12195 - Medical Transcriptionist	14.93
12210 - Nuclear Medicine Technologist	30.91
12221 - Nursing Assistant I	11.00
12222 - Nursing Assistant II	12.37
12223 - Nursing Assistant III	13.50
12224 - Nursing Assistant IV	15.14
12235 - Optical Dispenser	17.68
12236 - Optical Technician	13.58
12250 - Pharmacy Technician	12.47
12280 - Phlebotomist	15.14
12305 - Radiologic Technologist	24.10
12311 - Registered Nurse I	22.67
12312 - Registered Nurse II	27.73
12313 - Registered Nurse II, Specialist	27.73
12314 - Registered Nurse III	33.55
12315 - Registered Nurse III, Anesthetist	33.55
12316 - Registered Nurse IV	40.22
12317 - Scheduler (Drug and Alcohol Testing)	22.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.52
13012 - Exhibits Specialist II	20.85
13013 - Exhibits Specialist III	23.88
13041 - Illustrator I	16.29
13042 - Illustrator II	19.52
13043 - Illustrator III	23.31
13047 - Librarian	22.41
13050 - Library Aide/Clerk	11.99
13054 - Library Information Technology Systems Administrator	20.85
13058 - Library Technician	15.75
13061 - Media Specialist I	15.05
13062 - Media Specialist II	16.55
13063 - Media Specialist III	17.57
13071 - Photographer I	15.22
13072 - Photographer II	17.02
13073 - Photographer III	21.09
13074 - Photographer IV	24.68
13075 - Photographer V	27.29
13110 - Video Teleconference Technician	15.74
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.15
14042 - Computer Operator II	18.06
14043 - Computer Operator III	20.14
14044 - Computer Operator IV	22.37
14045 - Computer Operator V	24.79
14071 - Computer Programmer I	(see 1) 23.18
14072 - Computer Programmer II	(see 1) 27.62
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	16.15
14160 - Personal Computer Support Technician	22.37

15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor	(Non-Rated)	29.98
15020 - Aircrew Training Devices Instructor	(Rated)	33.63
15030 - Air Crew Training Devices Instructor (Pilot)		35.42
15050 - Computer Based Training Specialist / Instructor		29.98
15060 - Educational Technologist		25.26
15070 - Flight Instructor (Pilot)		35.42
15080 - Graphic Artist		20.58
15090 - Technical Instructor		21.82
15095 - Technical Instructor/Course Developer		25.91
15110 - Test Proctor		17.90
15120 - Tutor		17.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.37
16030 - Counter Attendant		8.37
16040 - Dry Cleaner		10.44
16070 - Finisher, Flatwork, Machine		8.37
16090 - Presser, Hand		8.37
16110 - Presser, Machine, Drycleaning		8.37
16130 - Presser, Machine, Shirts		8.37
16160 - Presser, Machine, Wearing Apparel, Laundry		8.37
16190 - Sewing Machine Operator		11.12
16220 - Tailor		11.82
16250 - Washer, Machine		9.06
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.55
19040 - Tool And Die Maker		20.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.08
21030 - Material Coordinator		19.41
21040 - Material Expediter		19.41
21050 - Material Handling Laborer		11.56
21071 - Order Filler		11.67
21080 - Production Line Worker (Food Processing)		13.84
21110 - Shipping Packer		13.52
21130 - Shipping/Receiving Clerk		13.52
21140 - Store Worker I		11.88
21150 - Stock Clerk		15.84
21210 - Tools And Parts Attendant		14.66
21410 - Warehouse Specialist		14.58
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.29
23021 - Aircraft Mechanic I		22.18
23022 - Aircraft Mechanic II		23.29
23023 - Aircraft Mechanic III		24.46
23040 - Aircraft Mechanic Helper		15.59
23050 - Aircraft, Painter		19.14
23060 - Aircraft Servicer		17.47
23080 - Aircraft Worker		18.35
23110 - Appliance Mechanic		18.95
23120 - Bicycle Repairer		13.08
23125 - Cable Splicer		24.84
23130 - Carpenter, Maintenance		18.77
23140 - Carpet Layer		17.82
23160 - Electrician, Maintenance		22.10
23181 - Electronics Technician Maintenance I		22.65
23182 - Electronics Technician Maintenance II		24.25

23183 - Electronics Technician Maintenance III	25.73
23260 - Fabric Worker	16.67
23290 - Fire Alarm System Mechanic	17.54
23310 - Fire Extinguisher Repairer	15.49
23311 - Fuel Distribution System Mechanic	20.11
23312 - Fuel Distribution System Operator	16.75
23370 - General Maintenance Worker	17.61
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	17.47
23382 - Ground Support Equipment Worker	18.35
23391 - Gunsmith I	17.56
23392 - Gunsmith II	20.20
23393 - Gunsmith III	22.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.49
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	19.55
23430 - Heavy Equipment Mechanic	20.74
23440 - Heavy Equipment Operator	16.89
23460 - Instrument Mechanic	20.11
23465 - Laboratory/Shelter Mechanic	20.21
23470 - Laborer	12.14
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	20.27
23580 - Maintenance Trades Helper	15.08
23591 - Metrology Technician I	20.11
23592 - Metrology Technician II	21.26
23593 - Metrology Technician III	22.06
23640 - Millwright	20.21
23710 - Office Appliance Repairer	18.22
23760 - Painter, Maintenance	17.34
23790 - Pipefitter, Maintenance	19.44
23810 - Plumber, Maintenance	18.59
23820 - Pneudraulic Systems Mechanic	20.11
23850 - Rigger	19.60
23870 - Scale Mechanic	17.82
23890 - Sheet-Metal Worker, Maintenance	19.20
23910 - Small Engine Mechanic	16.50
23931 - Telecommunications Mechanic I	24.15
23932 - Telecommunications Mechanic II	25.23
23950 - Telephone Lineman	21.31
23960 - Welder, Combination, Maintenance	18.14
23965 - Well Driller	20.11
23970 - Woodcraft Worker	20.11
23980 - Woodworker	14.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	10.53
24620 - Family Readiness And Support Services Coordinator	13.26
24630 - Homemaker	16.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.20
25040 - Sewage Plant Operator	18.79
25070 - Stationary Engineer	19.20
25190 - Ventilation Equipment Tender	14.23
25210 - Water Treatment Plant Operator	18.79

27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.87
27007 - Baggage Inspector		12.42
27008 - Corrections Officer		18.77
27010 - Court Security Officer		18.77
27030 - Detection Dog Handler		17.09
27040 - Detention Officer		18.77
27070 - Firefighter		19.22
27101 - Guard I		12.42
27102 - Guard II		17.09
27131 - Police Officer I		20.43
27132 - Police Officer II		22.70
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.12
28042 - Carnival Equipment Repairer		13.43
28043 - Carnival Equipment Worker		9.04
28210 - Gate Attendant/Gate Tender		13.56
28310 - Lifeguard	12.08	
28350 - Park Attendant (Aide)		15.16
28510 - Recreation Aide/Health Facility Attendant		11.07
28515 - Recreation Specialist		18.79
28630 - Sports Official		12.08
28690 - Swimming Pool Operator		14.79
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.91
29020 - Hatch Tender		17.91
29030 - Line Handler		17.91
29041 - Stevedore I		17.02
29042 - Stevedore II		20.11
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center	(HFO) (see 2)	37.80
30011 - Air Traffic Control Specialist, Station	(HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal	(HFO) (see 2)	27.16
30021 - Archeological Technician I		14.56
30022 - Archeological Technician II		16.54
30023 - Archeological Technician III		20.23
30030 - Cartographic Technician		19.71
30040 - Civil Engineering Technician		20.89
30061 - Drafter/CAD Operator I		13.92
30062 - Drafter/CAD Operator II		15.57
30063 - Drafter/CAD Operator III		18.21
30064 - Drafter/CAD Operator IV		21.36
30081 - Engineering Technician I		15.41
30082 - Engineering Technician II		17.30
30083 - Engineering Technician III		19.35
30084 - Engineering Technician IV		23.98
30085 - Engineering Technician V		29.33
30086 - Engineering Technician VI		35.49
30090 - Environmental Technician		18.78
30210 - Laboratory Technician		22.77
30240 - Mathematical Technician		19.29
30361 - Paralegal/Legal Assistant I		15.19
30362 - Paralegal/Legal Assistant II		20.55
30363 - Paralegal/Legal Assistant III		25.12
30364 - Paralegal/Legal Assistant IV		30.43
30390 - Photo-Optics Technician		19.71
30461 - Technical Writer I		19.86

30462 - Technical Writer II	24.29
30463 - Technical Writer III	29.39
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	18.21
30621 - Weather Observer, Senior (see 2)	19.59
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.22
31030 - Bus Driver	12.82
31043 - Driver Courier	15.56
31260 - Parking and Lot Attendant	11.35
31290 - Shuttle Bus Driver	13.22
31310 - Taxi Driver	13.42
31361 - Truckdriver, Light	14.77
31362 - Truckdriver, Medium	15.11
31363 - Truckdriver, Heavy	15.38
31364 - Truckdriver, Tractor-Trailer	15.38
99000 - Miscellaneous Occupations	
99030 - Cashier	9.59
99050 - Desk Clerk	10.15
99095 - Embalmer	23.84
99251 - Laboratory Animal Caretaker I	10.25
99252 - Laboratory Animal Caretaker II	11.13
99310 - Mortician	23.84
99410 - Pest Controller	14.24
99510 - Photofinishing Worker	10.82
99710 - Recycling Laborer	13.25
99711 - Recycling Specialist	15.71
99730 - Refuse Collector	12.05
99810 - Sales Clerk	11.66
99820 - School Crossing Guard	10.86
99830 - Survey Party Chief	17.08
99831 - Surveying Aide	11.32
99832 - Surveying Technician	15.53
99840 - Vending Machine Attendant	13.23
99841 - Vending Machine Repairer	15.49
99842 - Vending Machine Repairer Helper	13.23

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 \$3.59 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, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL : An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving 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. All links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

<http://www.wdol.gov/wdol/scafiles/std/05-2118.txt>

NNK11OL33C

**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

DD Form 254

Attachment J-19

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DEPARTMENT OF DEFENSE CONTRACT SECURITY CLASSIFICATION SPECIFICATION <i>(The requirements of the DoD Industrial Security Manual apply to all security aspects of this effort.)</i>			1. CLEARANCE AND SAFEGUARDING a. FACILITY CLEARANCE REQUIRED <p style="text-align: center; font-weight: bold;">Top Secret</p> b. LEVEL OF SAFEGUARDING REQUIRED <p style="text-align: center; font-weight: bold;">None</p>				
2. THIS SPECIFICATION IS FOR: <i>(x and complete as applicable)</i>			3. THIS SPECIFICATION IS: <i>(x and complete as applicable)</i>				
<input checked="" type="checkbox"/>	a. PRIME CONTRACT NUMBER <p style="text-align: center; font-size: 1.2em;">NNK110L33C</p>		<input type="checkbox"/>	a. ORIGINAL (Complete date in all cases)	DATE (YYMMDD) 111201		
<input type="checkbox"/>	b. SUBCONTRACT NUMBER		<input checked="" type="checkbox"/>	b. REVISED (Supersedes all previous specs)	Revision No. 2 DATE (YYMMDD) 120111		
<input type="checkbox"/>	c. SOLICITATION OR OTHER NUMBER	DUE DATE (YYMMDD)	<input type="checkbox"/>	c. FINAL (Complete Item 5 in all cases)	DATE (YYMMDD)		
4. THIS IS A FOLLOW-ON CONTRACT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. If Yes, complete the following: Classified material received or generated under _____ (Preceding Contract Number) is transferred to this follow-on contract.							
5. IS THIS A FINAL DD FORM 254? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. If Yes, complete the following: In response to the contractor's request dated _____, retention of the identified classified material is authorized for the period of _____.							
6. CONTRACTOR <i>(Include Commercial and Government Entity (CAGE) Code)</i>							
a. NAME, ADDRESS, AND ZIP CODE Chenega Security & Support Solutions, LLC 19980 Highland Vista Drive, Suite 100 Ashburn, VA 20147-4189		68TE9	Defense Security Service (IOFCC1) 14428 Albemarle Point Place, Suite 140 Chantilly, VA 20151				
7. SUBCONTRACTOR							
a. NAME, ADDRESS, AND ZIP CODE		b. CAGE CODE	c. COGNIZANT SECURITY OFFICE (Name, Address, and Zip code)				
8. ACTUAL PERFORMANCE							
a. LOCATION NASA Kennedy Space Center, FL, Patrick Air Force Base, and Cape Canaveral Air Force Station, FL		b. CAGE CODE	c. COGNIZANT SECURITY OFFICE (Name, Address, and Zip Code) Defense Security Service 6767 N. Wickham Rd., Suite 208 Melbourne, FL 32940				
9. GENERAL IDENTIFICATION OF THIS PROCUREMENT Provide various Protective Services functions at NASA Kennedy Space Center, FL, Cape Canaveral AFS, FL, and Patrick AFB, FL							
10. THIS CONTRACT WILL REQUIRE ACCESS TO:		YES	NO	11. IN PERFORMING THIS CONTRACT, THE CONTRACTOR WILL:		YES	NO
a. COMMUNICATIONS SECURITY (COMSEC) INFORMATION		<input checked="" type="checkbox"/>	<input type="checkbox"/>	a. HAVE ACCESS TO CLASSIFIED INFORMATION ONLY AT ANOTHER CONTRACTOR'S FACILITY OR A GOVERNMENT ACTIVITY		<input checked="" type="checkbox"/>	<input type="checkbox"/>
b. RESTRICTED DATA		<input type="checkbox"/>	<input checked="" type="checkbox"/>	b. RECEIVE CLASSIFIED DOCUMENTS ONLY		<input type="checkbox"/>	<input checked="" type="checkbox"/>
c. CRITICAL NUCLEAR WEAPON DESIGN INFORMATION		<input type="checkbox"/>	<input checked="" type="checkbox"/>	c. RECEIVE AND GENERATE CLASSIFIED MATERIAL		<input type="checkbox"/>	<input checked="" type="checkbox"/>
d. FORMERLY RESTRICTED DATA		<input type="checkbox"/>	<input checked="" type="checkbox"/>	d. FABRICATE, MODIFY, OR STORE CLASSIFIED HARDWARE		<input type="checkbox"/>	<input checked="" type="checkbox"/>
e. INTELLIGENCE INFORMATION:				e. PERFORM SERVICES ONLY		<input type="checkbox"/>	<input checked="" type="checkbox"/>
(1) Sensitive Compartmented information (SCI)		<input type="checkbox"/>	<input checked="" type="checkbox"/>	f. HAVE ACCESS TO U.S. CLASSIFIED INFORMATION OUTSIDE THE U.S., PUERTO RICO, U.S. POSSESSIONS AND TRUST TERRITORIES		<input type="checkbox"/>	<input checked="" type="checkbox"/>
(2) Non-SCI		<input type="checkbox"/>	<input checked="" type="checkbox"/>	g. BE AUTHORIZED TO USE THE SERVICES OF DEFENSE TECHNICAL INFORMATION CENTER (DTIC) OR OTHER SECONDARY DISTRIBUTION CENTER		<input type="checkbox"/>	<input checked="" type="checkbox"/>
f. SPECIAL ACCESS INFORMATION		<input type="checkbox"/>	<input checked="" type="checkbox"/>	h. REQUIRE A COMSEC ACCOUNT		<input checked="" type="checkbox"/>	<input type="checkbox"/>
g. NATO INFORMATION		<input type="checkbox"/>	<input checked="" type="checkbox"/>	i. HAVE TEMPEST REQUIREMENTS		<input type="checkbox"/>	<input checked="" type="checkbox"/>
h. FOREIGN GOVERNMENT INFORMATION		<input type="checkbox"/>	<input checked="" type="checkbox"/>	j. HAVE OPERATIONS SECURITY (QPSEC) REQUIREMENTS		<input checked="" type="checkbox"/>	<input type="checkbox"/>
i. LIMITED DISSEMINATION INFORMATION		<input type="checkbox"/>	<input checked="" type="checkbox"/>	k. BE AUTHORIZED TO USE THE DEFENSE COURIER SERVICE		<input checked="" type="checkbox"/>	<input type="checkbox"/>
j. FOR OFFICIAL USE ONLY INFORMATION		<input type="checkbox"/>	<input checked="" type="checkbox"/>	l. OTHER (Specify)		<input type="checkbox"/>	<input checked="" type="checkbox"/>
k. OTHER (Specify) Sensitive But Unclassified Information		<input checked="" type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>

DD FORM 254 Front

12. PUBLIC RELEASE. Any information (classified or unclassified) pertaining to this contract shall not be released for public dissemination except as provided by the INISPOM or unless it has been approved for public release by appropriate U.S. Government authority. Proposed public releases shall be submitted for approval prior to release

Direct Through (Specify):

JOHN F. KENNEDY SPACE CENTER (KSC)
 ATTN: XA, PUBLIC AFFAIRS
 KSC, FL 32899

"To the Office of Public Affairs, National Aeronautics and Space Administration, Washington, DC 20546, for review."

13. SECURITY GUIDANCE. The security classification guidance needed for this classified effort is identified below. If any difficulty is encountered in applying this guidance or if any other contributing factor indicates a need for changes in this guidance, the contractor is authorized and encouraged to provide recommended changes; to challenge the guidance or the classification assigned to any information or material furnished or generated under this contract; and to submit any questions for interpretation of this guidance to the official identified below. Pending final decision, the information involved shall be handled and protected at the highest level of classification assigned or recommended. (Fill in as appropriate for the classified effort. Attach, or forward under separate correspondence, any documents/guides/extracts referenced herein. Add additional pages as needed to provide complete guidance.)

Block 1b Level of Safeguarding is indicated as none due to the fact that the actual work will be performed at Kennedy Space Center, FL. No COMSEC material will be stored at the Ashburn, VA location.

Block 11h The COMSEC Account is a non-NSA account. The account is issued by the NASA Core at the actual location of work performance at Kennedy Space Center, FL. All account material issued will be on a NASA account hand receipt.

Classification Guidance will be provided under separate cover.

Contracting Officer's Technical Representative (COTR) is Michael B. Stevens
 Contracting Officer is (CO) is Ellen Lamp

14. ADDITIONAL SECURITY REQUIREMENTS. Requirements, in addition to NISPOM requirements, are established for this contract. (If Yes, identify the pertinent contractual clauses in the contract document itself, or provide any appropriate statement which identifies the additional requirements. Provide a copy of the requirements to the cognizant security office. Use Item 13 if additional space is needed.) Yes No

As a Long Term Visitor, the Contractor shall comply with all applicable KSC Security Issuances.

15. INSPECTIONS. Elements of this contract are outside the inspection responsibility of the cognizant security office. (If Yes, explain and identify specific areas or elements carved out and the activity responsible for inspections. Use Item 13 if additional space is needed.) Yes No

Inspection of contractor activities on KSC is the responsibility of NASA Kennedy Space Center's Protective Services Office.

16. CERTIFICATION AND SIGNATURE. Security requirements stated herein are complete and adequate for safeguarding the classified information to be released or generated under this classified effort. All questions shall be referred to the official named below.

e. TYPED NAME OF CERTIFYING OFFICIAL
 JO ANN BROPHY

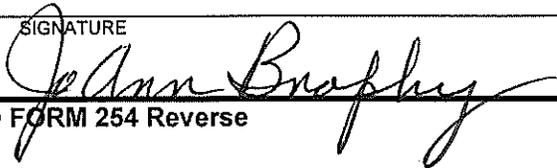
b. TITLE
 INDUSTRIAL SECURITY MANAGER

c. TELEPHONE (Include Area Code)
 (321) 867-2453

d. ADDRESS (Include Zip Code)

NASA/KSC
 TA-A2, KSC, FL 32899

e. SIGNATURE



17. REQUIRED DISTRIBUTION

- a. CONTRACTOR
- b. SUBCONTRACTOR
- c. COGNIZANT SECURITY OFFICE FOR PRIME AND SUBCONTRACTOR
- d. U.S. ACTIVITY RESPONSIBLE FOR OVERSEAS SECURITY ADMINISTRATION
- e. ADMINISTRATIVE CONTRACTING OFFICER
- f. OTHERS AS NECESSARY : XA

NNK11OL33C

**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

**Deduction Schedule for
Non-Conforming Services**

Attachment J-20

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Deduction Schedule

Item	Observed Condition	Adverse Effect	Deduction per observed occurrence		
			1st Occurrence	2nd Occurrence	Subsequent Occurrences
1	Personnel On-Duty, Uniform does not meet prescribed standards	less than professional appearance to public	\$100 \$250	\$250	
2	Failure to use appropriate and assigned PPE	higher risk to personnel safety	\$100	\$200	\$250
3	Failure to maintain cleanliness of fire stations	less than professional appearance to public and risk to safety	\$100 \$200	\$500	
4	Inappropriate on-duty behavior including; roughhousing, hazing, sleeping on duty (except firefighters on 24hr shifts), smoking, excessive cell phone use	less than professional appearance to public and risk to safety	\$100 \$250	\$500	
5	Inappropriate use of GSA vehicle, including speeding (except on-call first response vehicles), careless driving, use of cell phone to talk or text while driving, damage due to negligence	less than professional appearance to public and risk to safety	\$250 \$500		\$1,000
6	Failure to maintain a required duty post	higher risk to personnel safety and center security	\$1,000	\$2,000	\$5,000
7	Failure to answer 911 calls or alarm notifications within 30 seconds	emergency responses delayed	\$500	\$1,000	\$2,000
8	Failure to adequately manage hazardous material	potential environmental damage and fine	\$500	\$1,000	\$2,000

Deduction Schedule

Item	Observed Condition	Adverse Effect	Deduction per observed occurrence		
			1st Occurrence	2nd Occurrence	Subsequent Occurrences
9	Failure to maintain impartiality in investigations, training, testing and certifications	increased risk to safety and security, potential for fraud	\$1,000	\$2,500	\$5,000
10	Data Requirement Deliverable received by NASA more than 2 days after due date	government insight less timely	\$500	\$500	\$500
11	Failure to provide timely support to engineering design reviews	potential delays to project implementation	\$500	\$1,000	\$2,000
12	Failure to maintain, update or follow Standard Operating Procedures	increased risk to safety and security	\$250	\$500	\$1,000
13	Failure to maintain required training and certifications	increased risk to safety and security	\$250	\$500	\$500
14	Failure to conduct key audits	increased risk to safety and security	\$500	\$1,000	\$2,000
15	Loss of assigned weapon or ammunition	increased risk to safety and security	\$5,000	\$10,000	\$25,000
16	First crew responding to emergency call departs station more than 2 minutes after receipt of alarm or 911 call	emergency responses delayed	\$500	\$1,000	\$2,500

Deduction Schedule

Item	Observed Condition	Adverse Effect	Deduction per observed occurrence		
			1st Occurrence	2nd Occurrence	Subsequent Occurrences
17	Fire fighting response -- Exceeding the time-distance standard for emergency responses by more than 50% of expected response time	emergency responses delayed	\$500	\$1,000	\$2,500
18	Security Response -- exceeding a 10 minute response time for emergency calls, alarm activations or other situations where life or property is endangered	emergency responses delayed	\$500	\$1,000	\$2,500
19	Emergency Response Team - exceeding response time of 15 minutes for a fully assembled ERT response	emergency responses delayed	\$500	\$1,000	\$2,500

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NNK11OL33C

KENNEDY SPACE CENTER

PROTECTIVE SERVICES CONTRACT

Safety and Health Plan

Attachment J-21

The contractor's approved Safety and Health Plan will be incorporated into the contract after award as Attachment J-21 and shall comply with the instructions contained in DRD 1.2-1

Redacted

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NNK11OL33C

KENNEDY SPACE CENTER PROTECTIVE SERVICES CONTRACT

Collective Bargaining Agreements (CBA's)

Attachment J-22

Reference Attachment	CBA	Expires
J-22a	(1) TWU Local 525 – Firefighters	Firefighters 3/31/2012
J-22b	(2) TWU Local 525 – Locksmiths	Locksmiths 5/31/2012
J-22c	(3) SPFPA – Local 127	Security 5/31/2012
J-22d	(4) SPFPA – Local 127 – Emergency COMSEC	Dispatchers 9/30/2012

Reference Clause H.31 - National Labor Relations Act

TWU = Transport Workers Union

SPFPA = Security Police Fire Professionals of America

COMSEC = Communication Specialists Employees

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FIREFIGHTER'S AGREEMENT

between

SPACE GATEWAY SUPPORT

and

TRANSPORT WORKERS UNION

OF AMERICA AFL/CIO

KENNEDY SPACE CENTER / CAPE CANAVERAL AIR FORCE STATION,

FLORIDA

EFFECTIVE DATE:

APRIL 1, 2006

EXPIRATION DATE:

MARCH 31, 2009

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COLLECTIVE BARGAINING AGREEMENT

Dated 1 April 2006

between

Space Gateway Support

and

Transport Workers Union of America AFL/CIO

and its Local 525 Thereof

THIS AGREEMENT, dated as of the 1st day of April 2006 at the Kennedy Space Center / Cape Canaveral Air Force Station (hereinafter referred to as KSC/CCAFS), Florida by and between Space Gateway Support (hereinafter referred to as the “Company”) and the Transport Workers Union of America and its Local 525, (hereinafter referred to as the “Union”, which reference is deemed hereinafter in each instance to refer to the Transport Workers Union of America and its Local 525).

WITNESSETH that

WHEREAS, the parties have negotiated the terms and conditions of a collective bargaining agreement (hereinafter referred to as the “Agreement”), relating to Fire classifications of the Company represented by the Union and more particularly described in this Agreement and to the wages, hours and other terms and conditions of employment of such classifications, and the parties’ desire to reduce the Agreement to writing.

NOW, THEREFORE, in consideration of mutual promises hereinafter set forth, the parties hereto agree as follows:

ARTICLE 1

PURPOSE AND INTENT OF THE AGREEMENT

- 1.1 It is the intent and purpose of this Agreement to assure sound and mutually-beneficial industrial and economic relationships between the parties hereto, to provide an orderly and peaceful means of conducting negotiations and resolving any misunderstanding or grievances, and to set forth the basic agreement between the parties covering rates of pay, wages, hours of work, and other conditions of employment.
- 1.2 The Union, the Company, and all employees are bound by and hereby pledge their cooperation in observing all provisions of this Agreement.
- 1.3 Any contractual requirements which are now or may be imposed in writing upon the Company by its client or the government agency responsible for the operation of the KSC/CCAFS will apply with equal force and effect to employees covered hereunder, notwithstanding any possible conflict with any provisions of this Agreement. Copies of the contractual requirements so imposed will be made available to the Union within a reasonable time, and the Company and the Union agree to meet and discuss the matter looking towards bringing this Agreement into harmony with the contractual requirements so imposed.
- 1.4 This Agreement shall be binding upon the parties hereto, their successors and assigns and no provisions, terms or obligations herein contained shall be affected, modified, altered or changed in any respect by the consolidation, merger, sale, transfer, succession or assignment of either party, or affected, modified, altered or changed in any respect by a change of any kind in the legal status, ownership or management of either party. In the event the Company ceases to perform the Fire Services functions at the KSC/CCAFS the Company shall be released from all obligations under this Agreement other than those set forth in Article 26.

ARTICLE 2

RECOGNITION AND SCOPE

2.1 **Union Recognition**

The National Labor Relations Board having duly certified the Transport Workers Union of America, AFL-CIO, on November 30, 1965, in case number 12-RC-2347, the Company now recognizes the Union in accordance with Section 9 (a) of the National Labor Relations Act, as amended, as the exclusive representative for all Firefighters, Firefighter/Paramedics, Firefighter/Drivers, Firefighter/Lieutenants and Fire Inspectors employed by the Company at the KSC/CCAFS, Florida, excluding all office clerical employees and supervisors as defined in the Act.

2.2 **Performance of Work**

Supervisors will not perform the duties of employees in the bargaining unit, other than in emergency situations or for the purpose of instructing employees. Supervisors are not to perform any unit work solely to prevent a unit employee from earning overtime.

2.3 **Jurisdiction of Work**

The parties agree that any work presently being performed by a job classification in the bargaining unit shall remain with this unit and classification.

ARTICLE 3**RIGHTS OF MANAGEMENT**

The management of the Company and the direction of the work force is vested exclusively in the Company subject to the terms of this Agreement. All matters not specifically and expressly covered or treated by the language of this Agreement may be administered for its duration by the Company in accordance with such policy or procedure as the Company from time to time may determine.

ARTICLE 4

UNION REPRESENTATION

- 4.1 The Union agrees that neither the Union nor any of its members will intimidate or coerce employees in their right to join a labor organization or refrain from such activity, or solicit membership on Company time, or conduct on Company time any Union activity other than that of handling disputes or grievances in connection with this Agreement.
- 4.2 The Union may designate one Shop Steward for each platoon and a Committeeman to function as an alternate in the Steward's absence, and one (1) Shop Steward and one (1) Committeeman for the non-combat personnel, EMS will have one (1) Shop Steward and two (2) committeemen. Before a change to the number previously agreed upon can occur, a meeting between the Company's Manager of Labor Relations or his designee and the Union's Local President or his designee shall be held. No unilateral change may be made to the number so recognized. The Shop Stewards and Committeemen shall be employees of the Company. The Union shall inform the Company in writing of the names of its Officers, Shop Stewards and Section Chairman, Vice Section Chairman and Committeemen who are accredited to represent it. This information shall be kept up to date at all times. Only persons so designated will be accepted by the Company as representatives of the Union.
- 4.3 Solicitation of Union membership, collection or checking of dues, will not be permitted during working hours. The Company agrees not to discriminate in any way against any employee for Union activity, but such activity shall not be carried on during working hours except as specifically provided for in this Agreement.
- 4.4 **Scope of Shop Steward/Committeeman in Handling Union Activities**
- Union activities on Company time shall fall within the scope of the following functions:
- 4.4.1 To consult with an employee regarding the presentation of a request, complaint, or grievance which the employee desires him to present.

- 4.4.2 To investigate a complaint or grievance of record before presentation to the appropriate supervisor.
- 4.4.3 To present a request, complaint, or grievance to an employee's immediate supervisor in an attempt to settle the matter for the employee or group of employees who may be similarly affected.
- 4.4.4 To meet with an appropriate manager or other designated representative of the Company, when necessary to adjust grievances in accordance with the grievance procedure of this Agreement. The Company and the Union are in agreement that the minimum amount of time should be spent in the performance of these duties.

4.5 **Scope of Union Representatives' Activities**

Subject to existing security regulations, authorized representatives of the Union shall have access to the Company's work areas during work hours for the purpose of investigating grievances, complaints or matters arising out of the application of this Agreement and for the purpose of attending meetings in accordance with the grievance procedure. He shall obtain from the Company authorization for each visit, and such visit shall be subject to such regulations as may be made from time to time by the Company. The Company will not impose regulations which will exclude such representatives from the work areas nor render ineffective the intent of this provision.

4.6 **Permission to Leave Work for Union Activities**

When a Steward or Committeeman is required to leave his regular duties for the orderly and expeditious handling of a grievance, complaint, or other recognized Company-Union business, the procedure outlined below will be followed:

- 4.6.1 The Steward or Committeeman will notify his supervisor whenever he must leave his assigned job. In conjunction with securing permission from his supervisor to leave his area, he shall indicate to said supervisor when he will be leaving, the reason for leaving, his destination, the individual(s) to be contacted and the approximate time of his return.
- 4.6.2 When entering the area of another supervisor's responsibility, he will contact the supervisor before attempting to contact an employee.

- 4.6.3 After completing the business for which approval to leave had been obtained, he will resume his regularly assigned duties.
- 4.6.4 A reasonable amount of time will be granted to the Steward or Committeeman for the investigation of grievances.

ARTICLE 5

ASSIGNMENT AND AUTHORIZATION FOR CHECK-OFF OF UNION DUES

- 5.1 All employees covered by this Agreement shall, thirty (30) days from the date of employment, or thirty (30) days from the date of this Agreement, whichever is later, as a condition of employment, pay initiation fees and membership dues uniformly required as a condition of acquiring or retaining membership, or alternatively a sum of money determined to constitute a representation fee, prescribed by the Union rules.
- 5.2 Such employees who are or become members of the Union shall pay initiation fees and membership dues as set forth herein except that payment of initiation fees and membership dues shall not be required as a condition of employment during periods in which the employee is not in pay status, or during periods in which the employee, though being in pay status, is employed in a classification not covered under this Agreement.
- 5.3 Any employee who is more than sixty (60) days in arrears in the payment of representation fees or initiation fees/membership dues attributable to periods of time on and after the date of this Agreement or thirty (30) days following the date of his employment, whichever is later, shall be subject to discharge.
- 5.4 When an employee becomes delinquent within the meaning of Article 5.3 hereof, the following shall apply:
- a) The International Representative of the Union, or his designee, shall notify the employee in writing, by registered mail, return receipt requested, with a copy to the Company, that he is delinquent in the payment of initiation fees and/or membership dues, as specified herein, and accordingly is subject to discharge as an employee of the Company. Such letter shall also notify the employee he must remit the required payment within fifteen (15) days of the date of the notice being mailed, or be subject to discharge.
 - b) If, upon the expiration of the fifteen (15) day period, the employee still remains delinquent, the International Representative of the Union, or his designee, shall certify in writing to the Company, with a copy to the employee, that the employee has failed to remit payment within

the fifteen (15) day grace period provided in subsection a) above, and is, therefore, to be discharged from the service of the Company, and shall so discharge him upon delinquency for sixty (60) days unless he files a grievance as provided in Article 5.6.

- c) An employee discharged by the Company under the previous paragraph shall be deemed to have been discharged for just and sufficient cause.

5.5 A discharge under the terms of this Agreement shall be based solely upon the failure of the employee to pay or tender payment of representation fees, or initiation fees and membership dues, and not because of denial or termination of membership in the Union upon other grounds.

5.6 A grievance by an employee who is to be discharged as a result of an interpretation or application of this Agreement shall be subject exclusively to the following procedure:

- a) An employee who is to be so discharged who believes that the provisions of this Agreement pertaining to him have not been properly interpreted or applied may submit their request for review in writing within five (5) work days from the date of his notification by the Company as provided above. The request will be submitted to their immediate supervisor who will review the grievance and render his decision in writing not later than five (5) work days following the receipt of the grievance.
- b) The grievance shall otherwise be processed pursuant to grievance procedures set forth in Article 6 of this Agreement.
- c) The Union agrees that it shall indemnify the Company and save the Company harmless from any and all claims, awards or judgments, including court costs and legal fees, which may be made by an employee or employees against the Company by virtue of the misinterpretation or misapplication of any terms of this Article.

5.7 During the period of this Agreement, the Company agrees to deduct from the first paycheck of each month, of each bargaining unit member, and remit to the Union, membership dues or fees uniformly levied in accordance with the Constitution, and/or By-laws of the Union and as prescribed by law, provided such member voluntarily executes the Union's "Check-Off Form".

- 5.8 When a member executes such “Check-Off Form” in a manner suitable to the Union, the International Representative of the Union shall forward an original copy to the Company. Any notice of revocation, as provided for in this Agreement or applicable law, must be in writing, signed by the employee, and delivered by registered mail, addressed to the appropriate accounting official of the Company with a copy to the Local Union. Check-Off Forms and notice received will be stamp dated on the date received and will constitute notice to the Company on the date received and not when mailed.
- 5.9 When a Check-Off Form, as specified herein, is received by the appropriate accounting official on or before a given payday, deductions will commence with the employee’s first paycheck of the month following said payday, and will continue thereafter until revoked or canceled as provided in this Agreement. The accounting office of the Company will remit to the Union checks in payment of all dues collected. Those remittances will be subject to normal accounting practice with respect to adjustments necessary because of methods involved in the collection procedure. The Company remittances of dues/fees to the Union will be accompanied by lists of names and employee numbers of the employees for whom deductions have been made in that particular period and individual amounts deducted.
- 5.10 No deductions of dues/fees will be made from wages of any employee who has executed a Check-Off Form and who has been transferred to a job not covered by this Agreement, or who is not in pay status. Upon return to work within a classification covered by this Agreement, deductions from future wages shall be automatically resumed provided the employee has not revoked the assignment in accordance with this Agreement, and provided it is in accordance with the other appropriate provisions of this Agreement and applicable law.

An employee who has executed a Check-Off Form and who resigns or is otherwise terminated from the employ of the Company, shall be deemed to have automatically revoked his assignment and if he is recalled or reemployed, further deduction of dues/fees will be made only upon execution and receipt of a new Check-Off Form.

- 5.11 Collection of any back dues/fees owed at the time of starting deductions from any employee, and collection of dues/fees missed because the employee’s earnings were not sufficient to cover the payment of dues/fees for a particular pay period, will be the responsibility of the Union and will not be subject to payroll deductions.

- 5.12 Deductions of dues/fees shall be made in a flat sum from the employee's first paycheck of each month provided there is a balance in the paycheck sufficient to cover the amount after all other deductions authorized by the employee or requirement by law have been satisfied. In the event of termination of employment, the obligation of the Company to collect dues/fees shall not extend beyond the pay period in which the employee's last day of work occurs.
- 5.13 In the event any part of this Article is determined not to be in compliance with applicable law, the parties shall meet and renegotiate new language to comply with applicable law and to fully implement the Union's rights under the law to collect dues/fees. In the event the parties cannot reach agreement, an arbitrator shall determine the contract language using the grievance procedure set forth herein.

ARTICLE 6

GRIEVANCE PROCEDURE AND ARBITRATION

6.1 **Complaints**

An employee or employees having a complaint shall have the right to verbally present the same directly or through a Steward or Union President to his immediate Assistant Chief or his designee.

If the complaint is not settled within five (5) calendar days and involves a matter concerning the interpretation or application of this Agreement, it may be reduced to writing by the Steward or Union President and be considered as a grievance subject to the Procedure hereinafter described.

6.2 **Time for Presentation of Grievances**

All grievances shall be presented as soon as practicable after the occurrence upon which the same is based, but no later than twenty (20) calendar days after the occurrence or knowledge of the occurrence. However, any matters concerning termination or suspension shall be submitted within seven (7) calendar days. Failure to submit a grievance within such periods shall constitute a bar to further action.

Regularly scheduled days off and holidays shall not be counted in computing the due date for any grievance presentation or any decision of appeal. Time limits for grievances at any step may be extended by mutual agreement between the Local Union President or his designee and the Manager of Labor Relations or his designee. If it is determined under the grievance procedure, including arbitration, that any adjustment in wages is appropriate, such adjustment shall be applied retroactively to the date of occurrence, provided that such date is not more than thirty (30) calendar days prior to the date upon which the grievance was presented.

6.3 **Presentation of Grievance**

Grievance arising between the Company and its employees subject to this Agreement shall be settled in accordance with the procedures outlined herein.

Only matters dealing with the interpretation or application of the terms of this Agreement shall be subject to the grievance machinery.

If there is any grievance, dispute or difference between any of the parties with respect to the interpretation or application of any provision of this Agreement, such grievance, dispute or difference shall be reduced to writing and processed in accordance with the following steps in this grievance procedure, providing that they are within the time limit described herein, and to have such grievances adjusted as long as the adjustment is not inconsistent with the terms of this Agreement.

Grievances shall be discussed in accordance with the procedure below, however, all grievances must be reduced to writing by the Steward or Union President and specify the following:

- a) The facts upon which the grievance is based
- b) The Section or Sections of the Agreement claimed to have been violated, and
- c) The settlement requested.

In cases involving dismissal or suspension for just cause, the grievance shall be instituted at Step 3.

Step One: The employee shall first discuss his grievance orally with a Shop Steward and if the Shop Steward considers the grievance to be valid the employee and the Shop Steward will contact the employee's immediate supervisor within five (5) calendar days following the date of the occurrence giving rise to the grievance and will attempt to effect settlement. This procedure, however, will not prevent any employee from contacting his appropriate immediate supervisor directly regarding a grievance if he so chooses. The immediate supervisor will answer the grievance within two (2) days (excluding the immediate supervisor's scheduled days off) following such discussion. If the grievance cannot be orally settled the following procedure shall apply.

Any final decision with respect to any grievance in Step One shall apply to that grievance only and shall not in any manner become a binding precedent which binds the parties as to the interpretation of this Agreement.

Step Two: If no settlement is reached, the grievance will, within five (5) days of the discussion with the immediate supervisor, be reduced to writing, signed by the grievant and the Local Union Section Chairman and presented to the Fire Chief or his designee. The Fire Chief or his designee shall give his answer in writing with a copy to the grievant and the Union within five (5) days of the date the grievance was presented to him.

Step Three: If no settlement is reached in Step Two, the Local Union President or his designee shall appeal the grievance to the Company's Manager of Labor Relations within five (5) days of denial by the Fire Chief. The Manager of Labor Relations or his designee will meet within five (5) days of receipt of the grievance with the Local Union President or his designee to attempt to settle the grievance. The Manager of Labor Relations or his designee shall supply the answer to the grievance within three (3) days (excluding his scheduled days off) of the date of such meeting. All decisions of the Manager of Labor Relations or his designee shall be final and binding upon the parties concerned unless the Union informs the Company within seven (7) days from the date of such final Company decision that it desires to submit the matter to arbitration.

Failure of the Company to reply within the time limits set forth shall entitle the Union to proceed to the next step.

Step Four: Any grievance which has not been finally settled or disposed of in accordance with the steps of the grievance procedure herein outlined may be submitted to arbitration within seven (7) days of receipt of the Third Step reply.

6.4 **Union vs. Company**

In certain instances, the Union may wish to file a grievance directly against the Company. This process shall begin at Step Three and shall be limited to matters dealing with the interpretation or application of the terms of this Agreement. Such grievances shall be submitted in writing to the Labor Relations Manager or his designated representative, and shall contain the following:

- a) Statement of facts upon which the grievance is based,
- b) The Section or Sections of the Agreement alleged to have been violated and
- c) The settlement requested.

6.5 **Arbitration - Rules of Procedure**

Any party desiring arbitration shall notify the other party in writing within the aforementioned seven-day period, and the Parties shall within seven (7) days after receipt of such notice agree on the selection of an arbitrator. In the event that the parties cannot agree on the selection of an arbitrator within that period of time, the party desiring arbitration must, within seven (7) days after receipt of such notice, request the Federal Mediation and Conciliation Service to submit a panel of seven (7) arbitrators.

Within seven (7) working days of receipt of such list, the party requesting arbitration shall have the right to strike the first name from the panel with the other party striking the next name with this process continuing until only one name remains. The remaining name shall be the arbitrator.

The arbitrator shall consider only the particular issue or issues presented to him in writing by the Company and the Union. The authority of the arbitrator shall be strictly limited to the interpretation or application of the existing terms of this Agreement, and all other matters are expressly excluded from arbitration. In no event shall the same question or issues be the subject of arbitration more than once. He shall have no power to add to, subtract from, or modify any of the terms of this Agreement or any agreement supplementing hereto.

The arbitrator shall have no power to establish wage rates, job classifications, or fringe benefits of any kind. The decision of the arbitrator shall be rendered in writing, and he shall endeavor to render his decision within two (2) weeks after the conclusion of the hearing. The decision, when so made, shall be final and binding on all parties, and they agree that they will abide thereby.

Each party shall bear the expense of preparing and presenting its own case including the compensation and expenses related to its own witnesses or representatives. The cost and all expenses of the arbitrator shall be borne by the party ruled against. In the event any question regarding payment arises, the arbitrator who decided the case shall determine the assessment of fees and expenses in accordance with this Section.

6.6 **Expedited Arbitration**

The Union and the Company may, by mutual agreement, move any grievance reaching the arbitration stage, to expedited arbitration before a mutually agreed arbitrator.

Specific provisions of the Expedited Arbitration procedure may be modified, added to or canceled by mutual agreement between authorized representatives of the parties during the term of this Agreement. This expedited procedure may be canceled by either party with six (6) months written notice.

- a) A mutually agreed upon arbitrator shall be selected by the parties in the same manner as referenced in Article 6.5 (paragraphs 1 and 2) of this Agreement and shall be the Expedited Arbitration Arbitrator.
- b) At the conclusion of each day, the Arbitrator shall endeavor to issue a brief written award for each case heard during that day but may, at his election, delay the award for not more than three (3) business days.
- c) The Arbitrator shall issue a written award without a written opinion, except as the Arbitrator deems a summary opinion to be necessary. Awards issued by this Expedited Arbitration shall not establish a precedent and will not be used or referred to by either party.
- d) By submitting a case to Expedited Arbitration, each party agrees to waive their right to regular arbitration.

- e) Each party shall be represented by one person that it may choose and designate. In addition to testimony of the grievant and of an involved member of supervision, if so desired, each party shall be limited to one other person to testify or offer clarifying information provided that the Arbitrator may, upon request and cause shown, allow an additional witness or witnesses.
- f) Except as in Paragraph (e) of this section, for the grievant and one supervisor, each party shall inform the other party, in writing (stating name and case number), of its intention of having any other witness present, not less than ten (10) working days prior to the date the case is to be heard.
- g) Each party shall seek to present any rebuttal evidence in no more than sixty (60) minutes, but the Arbitrator may, upon request and cause shown, allow such additional time as it deems reasonably necessary. Post hearing briefs will not be allowed.
- h) Once either party has presented evidence in support of its case, there will be no adjournments or postponement of the hearing.
- i) The time and date of the hearing must be agreeable to both parties.
- j) The Arbitrator is prohibited from calling any witness, except those witnesses so designated in Paragraph (e) of this section, to testify in this proceeding.
- k) There shall be no transcripts or electronic record made of the proceedings.
- l) Following a Union request for Expedited Arbitration (pursuant to Union Screening Board decision), the parties shall within fifteen (15) calendar days determine whether the grievance shall be submitted to Expedited Arbitration or regular Arbitration.
- m) Evidence may be received by stipulation. Affidavits may be received and considered in evidence with appropriate weight to any objections made.
- n) The cost of Expedited Arbitration hearings shall be borne equally by the parties hereto.

6.7 **Disciplinary Action**

It is understood the Company has the right to discipline or discharge an employee under the terms of the Company's policy (currently on file with the Union) concerning employee conduct, counseling, and disciplinary action to include incompetency or any other just and sufficient cause.

When imposing any disciplinary action on a current charge, the Company will not take into account infractions of Company rules or work performance occurring more than twelve (12) months previously, provided there have been no other occurrences during the last twelve (12) months. However, at fault vehicle accidents will be subject to penalties imposed under the provisions of the Company's Vehicle Accident Prevention Program Policy for a period of twenty-four (24) months.

6.8 **Probationary Employees**

During the probationary period, an employee may be discharged or disciplined at the Company's option without recourse to the grievance procedure. After completion of the probationary period appeals of discipline or discharge will be subject to this Article.

ARTICLE 7

NON-DISCRIMINATION

All terms and conditions of employment included in this Agreement shall be administered and applied without regard to race, color, religion, national origin, status as a disabled or Vietnam-era veteran, age, sex, the presence of a handicap except in those instances where age, sex, or the absence of a handicap may constitute a bona fide occupational qualification or because of Union activity, Union membership, or non-membership. If administration and application of the contract is not in contravention of Federal laws, such administration shall not be considered discrimination. Whenever the male gender is used in this Agreement, it shall mean either male or female.

ARTICLE 8

CONTINUITY OF OPERATIONS

- 8.1 During the term of this Agreement, there shall be no strikes, lockouts, work stoppages, picket lines, slowdowns or secondary boycotts. The employees shall not resort to subterfuge or mass demonstrations or remain away from duty for any reason to evade their obligations under this Agreement. The Union guarantees to support the Company fully in maintaining operations in every way. Participation by any employee or employees in an act violating this provision in any way may be cause for discharge.
- 8.2 In the event of any work stoppage by another labor group involving the client's property or operations, employees will continue to perform fire services and to protect the interests and premises of the client. In the event mass picketing should make it impossible for personnel to pass through the picket lines, employees who are on duty within the KSC/CCAFS shall remain on duty until they are properly relieved.

ARTICLE 9

GENERAL AND MISCELLANEOUS PROVISIONS

9.1 **Union Bulletin Boards**

The Company will provide bulletin boards for the use of the Union at locations mutually agreed to. Their use will be restricted to the following:

- a) Notices of Union recreational and social affairs
- b) Notices of Union elections
- c) Results of Union elections or appointments
- d) Notices of Union meetings

9.2 It is further agreed that there will be no other general distribution or posting by employees or the Union of any of the literature within the work areas without previous approval by the Manager of Labor Relations or his designee.

9.3 The Company will continue to make reasonable provisions for the safety and health of employees. The Union shall have the right to confer with the Company on matters pertaining to safety and health of the employee. A safety committee composed of at least three (3) employees appointed by the Union and up to a like number appointed by the Company will be formed to consider matters relative to these items.

9.4 As used in this Agreement, the term “combat” personnel refers to those employees regularly assigned to a platoon (i.e., Firefighter, Firefighter/Driver, Firefighter/Paramedic, and Firefighter/Lieutenant); the term “non-combat” personnel refers to all other employees covered under this Agreement.

9.5 Employees will be granted relief breaks from time to time, as is necessary. In the administration of this policy, the Company will be guided by the needs of the employees as well as the operational requirements of the Service.

9.6 The term “emergency” shall mean an unforeseen circumstance or combination of circumstances, or the resulting state that calls for immediate action.

- 9.7 Unless otherwise specified, “day” or “days” means calendar day(s).
- 9.8 No provision of this Agreement is intended in any way to restrict the Parties’ right to seek and obtain enforcement of any provision of this Agreement in any court of competent jurisdiction.
- 9.9 Employees covered under this Agreement must be and remain physically able to perform the duties of their classification.
- 9.10 From time to time, employees may be required by the Company to undergo physical and/or psychological examinations. If an employee is found incapable of performing his assigned work functions, the Company will furnish the employee with a copy of the examination report. In the event the findings of said examination results in involuntary separation from the payroll, the employee may contact a doctor of his choice. In the event the Company’s doctor and the employee’s doctor disagree as to the employee’s medical condition, the two doctors shall select a third doctor who shall review the case and his findings shall be final and binding on both parties to this Agreement. The cost of the third doctor shall be shared equally by the Company and the Union.
- 9.11 Employees will not leave their respective duty areas unless prior approval is obtained from their supervisor.
- 9.12 Employees under this Agreement may assist in the training and instruction of other employees covered under this Agreement. However, an employee can not issue a certification that is required for employment.
- 9.13 Selection of personnel for specialized training required by the Company shall be based on seniority. However, personnel who have not previously attended such training shall have preference by seniority. Training opportunities, whenever possible, will be posted for fourteen (14) calendar days.
- 9.14 Non-combat employees that are State of Florida Certified Inspectors will be afforded reimbursement for any costs associated with maintaining this certification.

- 9.15 From time to time, employees may be required to travel within the Continental United States as well as outside the Continental United States. Employees will be assigned to travel status based on qualifications required for the work to be performed. Additionally, travel assignments will be made by establishing a rotation schedule with the Union participating in the preparation of the rotation schedule. Three (3) TDY lists will be established by seniority, one (1) for training and two (2) for operational assignments (inside and outside the Continental United States). Any employee that has vacation (prescheduled at least thirty (30) days) will not be charged for not accepting these assignments. TDY as it pertains to this Article is defined as any assignment outside the state of Florida and/or requires an overnight stay. Travel reimbursement will be in accordance with the Company's Business Travel Policies unless otherwise specified within this Agreement.
- 9.16 Employees covered by this Agreement who are placed on limited duty, due to specific work restrictions by their personal physician, and with the concurrence of a JBOSC OHF physician, will be required to perform any alternate duty assignment that is within the confines of their limitations. Specific restrictions must be listed on the form from their doctor. Limited duty will not exceed ninety (90) days for any one illness or injury. Combat employees placed on limited duty due to an occupational illness or injury will work a 24/48 long day tour. Combat employees placed on limited duty due to a non-occupational illness or injury may be assigned to a forty (40) hour workweek. However, his/her hourly pay rate will be adjusted so that they will be compensated at their current weekly salary. Assignments may be outside of normal bargaining unit work.
- 9.17 The Company agrees to maintain at least one complete run crew (LT, DR & FF) in each station, one medical crew (2 PM) in three stations and the minimum required specialty team employees.

To maintain a complete run crew (LT, DR & FF) in each station the Company will either hire overtime or exercise their right to relocate employees. If there are not enough employees in each classification for relocation, then employees will be hired to fill the classifications required to maintain those run crews.

For standbys, every effort will be made to use complete crews (LT, DR & FF), but in situations when this is impossible, the standby crews will be filled by the most efficient means available, as long as a complete run crew is maintained in each station. If in this situation any employee is worked out of classification for more than four (4) hours in a given tour, the off-duty employee in the effected

classification with the lowest number of hours on the overtime list will be compensated for four (4) hours at his overtime rate. Emergency situations and/or special circumstances may be exempt from this language.

- 9.18 Any employee who reports for work during the activation of the Hurricane Ride-Out/Recovery Crew shall receive a special pay differential of seven dollars and fifty cents (\$7.50) per hour in addition to any other pay entitlement they may have for all hours of such assignment.

ARTICLE 10

SENIORITY

10.1 **The Establishment of Seniority**

Combat and non-combat new hire employees shall be considered on probation and not entitled to seniority until they have completed a period of probation equal to ninety (90) days for non-combat employees and six (6) months for combat employees. If a probationary employee is laid off and rehired within a period of time not in excess of the time he had previously spent as a probationary employee, he will be credited with the time previously worked toward completion of his probationary period. It is understood that during said probationary period, probationary employees, although covered by this Collective Bargaining Agreement, may be laid off or terminated and that such action shall not be subject to the grievance and/or arbitration procedure.

10.2 **Accumulation of Seniority**

Seniority under this Agreement shall be computed from the employee's most recent date of hire in the bargaining unit.

When two or more employees have the same seniority date as herein provided, the employee having the highest Social Security Number (last four (4) numbers of one's Social Security Number) shall be considered as having the least seniority for tie-breaking purposes.

10.3 **Loss of Seniority**

An employee shall lose all seniority rights for any of the following reasons:

- a) Voluntary resignation
- b) Discharge for cause
- c) Transfer out of the bargaining unit. Promotion out of the bargaining unit for a period of one (1) year.

- d) Retirement
- e) Layoff without recall to work within twelve (12) months if less than one (1) year seniority or three (3) years if more than one (1) year seniority.
- f) Failure to report to work after a layoff within fifteen (15) calendar days after the Company gives the employee written notice by certified mail to return to work and failure to notify the Company of his intention to return to work within the fifteen (15) calendar days of such notice. The notice shall have been deemed to have been sufficiently given if sent to the employee's last known address as furnished to the Personnel Records Office of the Company.

10.4 **Bargaining Unit Status Report**

A seniority list will be provided to the Union when altered or requested. The report will include the following information:

- a) Employee name
- b) Employee number
- c) Job number or job title
- d) Seniority date

10.5 **Transfer Into or Out of Unit**

Any employee who is promoted from the bargaining unit to a management (supervisory) position supervising bargaining unit employees shall retain seniority as established and as set forth in this Article for a period of one (1) year. Additionally, he shall not accrue seniority while in a management (supervisory) capacity.

However, a supervisor supervising bargaining unit employees may be returned or hired into the bargaining unit provided there is a job vacancy for which his qualifications and seniority entitle him. This transfer may be at the request of the employee or the Company.

10.6 **Shift/Platoon Bidding Procedure**

Seniority shall govern the choice of shift assignments and days off for non-combat employees, and for combat employees a choice of platoon and station, such choice to be made once each twelve (12) months. Requests will be submitted by December 1 each year.

When the Company determines the need to relocate manpower in any station, for any reason, management will exercise its right to relocate employees from one station to another. When possible, notification for relocation will be given prior to 1100 hours. If this timeframe is not met the employee will be compensated four (4) hours at one and one half (1-1/2) times his base rate of pay. Exceptions to this payment include emergency situations and/or unforeseen circumstances imposed upon the Company by the employee(s). The Union will develop a standardized relocation rotational list that will be established annually by seniority.

10.7 **Job Vacancies**

When the Company determines that a job vacancy exists in a given job classification, the Company will post such job vacancy for a period of fourteen (14) calendar days during which time employees in other job classifications may apply for such vacancy provided the employee is qualified for the position. Any employee on an approved leave or TDY will be offered the opportunity to apply for a given job vacancy.

10.7.1 Job vacancies in the job classifications of Firefighter, Firefighter/Driver, Firefighter/Paramedic, Firefighter/Lieutenant and Fire Inspector shall be filled in the following order:

- a) When filling a job vacancy, in a given job classification, employees in other job classifications will be considered for the reclassification/promotion contingent on their qualifications after employees with recall rights to the job classification have been exhausted.
- b) The employee being considered for reclassification/promotion will be selected from those in other job classifications who have successfully passed the written and practical exams, to include medical qualifications, if required, for the position.

Non-combat employees will be given thirty (30) days to meet the medical qualifications for a combat position. Additionally, the employee will follow the guidelines set forth in Administrative Letter #5 to meet the physical qualifications. If qualifications are equal, seniority shall prevail.

- c) If there are no qualified candidates in the job classifications covered under this Agreement or on active layoff, the Company will fill the job vacancy from any available source.

10.7.2 Employees interested in becoming qualified in any specific job classification may request a list of reference material of all written tests which the Company may use in determining qualifications for any specific job classification. The Company may develop and utilize practical tests in addition to written tests. Additionally, there are certain job classifications that require medical qualifications. An employee must have successfully passed the written and practical examinations to include current medical qualifications, if required, for any job classification covered under this Agreement to be eligible for reclassification/promotion when a job vacancy occurs. Once an employee has successfully passed the written and practical examinations for any specific job classification covered under this Agreement, the results shall become a matter of record with no requalification requirements in the future. However, the Company will provide refresher training, in a timely manner, whenever necessary or requested.

10.7.3 The Company will furnish the Union with pertinent reference materials of all written and practical test criteria used when testing an employee for any specific job classification covered under this Agreement. Additionally, the Company will provide all the training required to assist an employee in preparing to take any written and/or practical test for certain specific job classifications.

10.7.4 Effective April 1, 2007 all Fire Inspectors will be State of Florida or DOD Certified Inspectors. All employees covered by this Agreement on April 1, 2006 will be grandfathered in but must meet the above qualification within one (1) year of entering this classification.

However, at any one time there will be no more than four (4) uncertified employees working within this classification.

10.8 **Declaring a Surplus**

If a surplus condition exists in any job classification covered by this Agreement, the order of demotion will be in reverse order of seniority. If such demotions occur, the surplus employee shall be reclassified to any job classification covered under this Agreement for which he is qualified and has sufficient seniority. An employee who accepts demotion as the result of a surplus condition or is subsequently laid off shall be included on a recall list for:

- a) His original classification.
- b) His classification at the time of layoff.
- c) Any classification between a) and b) for which he is qualified.

An employee who is eligible for recall to more than one (1) classification and who refuses recall under this Article loses his recall rights to the classification offered and all lower classifications.

Recall rights to a job classification will be limited to eighteen (18) months from the date of reclassification.

10.9 **Reduction In Workforce (Layoff)**

If the Company determines that a layoff is required, it will notify the Union of the classifications affected. Layoff will be in reverse order of seniority. The Company has the right to reclassify any employee receiving a stipend or Company sponsored recertification training during a layoff. If there are no volunteers, reclassification will be in reverse order of seniority. After all means are exhausted the most senior qualified employee will be retained.

10.10 Recall From Layoff

Employees recalled from layoff shall be by seniority provided he meets the qualifications required (to include medical qualifications, if required) for the job opening. Each employee laid off under the provisions of this Article shall maintain seniority for a period of one (1) year if they have less than one (1) year's seniority and three (3) years if more than one (1) year's seniority from the date the layoff was effective. If an employee has started training prior to a layoff and within one (1) year, he acquires a required certification for a job classification covered by this Agreement, he will be eligible to exercise his seniority rights. An employee shall remain on layoff status in accordance with this Article provided he does not:

- a) Fail to respond to a formal offer from the Company of a job within fifteen (15) calendar days after it is extended by certified mail, or
- b) Fail to report to work within the fifteen (15) calendar days of the acceptance of a formal offer by the Company.

10.11 Notification of Recall

The company will fulfill its obligation for notice of recall by mailing a certified notice to the employee's last known address as furnished to the Personnel Records Office of the Company.

ARTICLE 11

HOURS OF WORK AND WORKWEEK

- 11.1 This Article sets forth normal hours of work and shall not be construed as a guarantee of a specific number of hours of work per day or hours per week.
- 11.2 The assigned workweek for non-combat employees shall consist of five (5) consecutive work days plus two (2) days of rest, which shall be treated as his sixth and seventh day in that order.
- 11.3 Each non-combat employee covered by this Agreement shall be assigned to a definite shift and to a regular schedule of days off.
- 11.4 Each non-combat employee shall be assigned in advance to a definite shift with designated times of beginning and ending. A first shift shall be an eight and a half (8-1/2) hour period starting at any time between 0500 and 0830 hours with thirty (30) minutes being an unpaid meal period. The second shift shall be an eight and a half (8-1/2) hour period starting at any time between 1300 and 1730 hours with thirty (30) minutes being an unpaid meal period. A third shift shall be an eight and a half (8-1/2) hour period starting at any time between 2200 and 0130 hours with thirty (30) minutes being an unpaid meal period. However, the third shift meal period may be waived by mutual agreement between the employee and supervisor.
- 11.5 A scheduled tour of duty for combat personnel shall be twenty-four (24) hours, sixteen (16) hours of which are deemed duty status. We want to assure the Combat Fire employees that we will be reasonable in the scheduling of work assignments. As assigned by management, on a daily basis, each combat employee will be afforded eight (8) hours of rest during his twenty-four (24) hour tour of duty. This eight (8) hour rest period will be considered a non-pay status. If an employee is required to work during this eight (8) hour rest period, then he shall be paid only for the actual time so worked at the appropriate rate unless the employee fails to receive five (5) hours of continuous rest. During normal daylight hours, each employee will be entitled to two (2) one (1) hour periods for meals, which will be observed during traditionally recognized meal periods. This time shall preclude any other scheduled break periods during an employees' tour of duty.

- 11.6 The Company wants to assure the Combat Fire employees that it has no intention of precluding them from an appropriate amount of time for meals, rest periods and leisure time.
- 11.7 Employees will be granted relief breaks from time to time as is necessary. In the administration of this policy, the Company will be guided by the needs of the employees as well as the operational requirements of the service. Every effort will be made to give combat employees sufficient time for relief breaks every four (4) hours (including travel time) without loss of pay. Meal periods will be between the hours of 1030-1300 and 1530-1800. Consistent with the needs of the Service and the requirements of the employees, every effort will be made to provide combat employees a meal period of one (1) hour, starting between those hours. If the employee does not get a proper relief or meal break, the equivalent of one (1) hour at one and one half (1-1/2) times his base rate of pay will be paid.
- The Union understands that some off base or specialized training, certain launch assignments and emergencies could affect this schedule but that every effort will be made to accommodate the employees. In these special circumstances the Company will not be required to compensate the affected employees.
- 11.8 Every effort will be made to conduct training during daylight hours, except for certain training requirements that must be conducted at night. If training is to be conducted at night, it will be scheduled at least one tour in advance. Training will be minimal on Saturday and will be driven by specific needs with the approval of the Fire Chief and notification to the Union.
- 11.9 Whenever and wherever additional non-combat shifts are to be established, the type of shifts, fixed or rotating, shall be determined by the Company.
- 11.10 Changes in hours of work or assignments to shifts may be made whenever the Company deems it necessary. When practical, five (5) calendar days notice shall be given both combat and non-combat employees. Three (3) days notice will be given for changes in traditional rest periods for combat employees.
- 11.11 A tour of duty (as to combat personnel) or shift (as to non-combat personnel) shall be regarded as falling entirely within the calendar day during which the major portion of such tour of duty or shift occurs. However, extra crew overtime hours will be compensated on the actual calendar day worked.

- 11.12 All changes in platoons, shifts or days off made for the convenience of the Company shall be so arranged that the employee in question works sufficient hours (including overtime if necessary) so that he will receive pay for the pay period in an amount at least equivalent to his normal straight-time pay for such period. If the change is made at the request of the employee, at the time of, or as a result of the annual bid provisions of Article 10.6 of this Agreement, the Company shall not be penalized for any time lost by reason of such change.

ARTICLE 12

JURY AND WITNESS DUTY

- 12.1 An employee called for jury duty will be paid eight (8) hours pay at his current straight time hourly rate for non-combat employees and twenty (20) hours pay at his current straight time hourly rate for combat employees for each regular work day the government body that summoned the employee for jury duty pays the employee. Fees received for jury duty will not be deducted from such pay. The employee will furnish the Company evidence satisfactory to the Company showing the performance of jury duty that meets the requirements of this Article.
- 12.2 An employee subpoenaed as a witness in a Federal or State Court of Law in the State of Florida, or in behalf of the Company shall be paid eight (8) hours pay at his current regular straight-time hourly rate of pay for non-combat employees and twenty (20) hours pay at his current regular straight-time hourly rate of pay for combat employees for each regular work day for which he is paid a daily witness fee. This Article shall not apply in instances where the employee is called as a witness on his own behalf in an action in which he is a party or where he voluntarily seeks to testify as a witness. In addition, any employee who is called to testify against the Company shall not be paid for this time. The employee will furnish to the Company evidence satisfactory to the Company showing his attendance as a witness was required and meets the requirements of this Article.

ARTICLE 13

OVERTIME

13.1 Overtime

Except in the case of an emergency or where prior authorization cannot be obtained, no overtime shall be permitted except by direction of the proper supervisory personnel of the Company.

- 13.2 The Company will attempt to meet its overtime requirements on a voluntary basis among the employees. For call-in overtime, in the event there are insufficient volunteers to meet the requirements, the supervisor may designate and require the necessary number of employees to work the overtime.

It is recognized that though the Company will endeavor to equalize the distribution of overtime, there may be occasions due to emergencies, time limitations, or special assignments, in which overtime assignments will be given in a manner inconsistent with the foregoing. Should these occasions arise, it is understood that the only liability on the part of the Company would be to assure low overtime employees the opportunity to work overtime in such a manner that the overtime records will balance within a reasonable period of time. In the event that the low employee on the overtime list is by-passed for reasons other than stated above he will be provided with an opportunity to work an equivalent amount of overtime within the subsequent five (5) work days. Failure to provide such an opportunity to the employee will constitute a violation of this Article resulting in the employee receiving compensation at the applicable rate for the number of hours in which he was by-passed.

- 13.3 The payment of premium pay for any hour excludes that hour from consideration for overtime or pay on any other basis.
- 13.4 Overtime rates shall be paid for not less than four (4) hours to an employee called back to work for any duty not continuous with the regular workday. Overtime rates shall be paid for not less than two (2) hours to any employee called in to work prior to and in conjunction with his regular work day and not less than one (1) hour to any employee held over after his regular work day.

- 13.5 For the time worked outside of his assigned shift, on other than his sixth or seventh day, a non-combat employee shall be paid one and one-half times his base rate for the first four (4) hours and double his base rate thereafter. However, in instances when a non-combat employee is directed by the Company to report for work at a time which is less than seven and one-half (7-1/2) hours after his regular preceding shift of work ended, such employee upon so reporting for work, will be paid at the appropriate rate for all hours continuously worked thereafter, until he does receive a seven and one-half (7-1/2) hour rest period as set forth above.
- 13.6 A non-combat employee that is required to work on his first regularly scheduled day off shall be paid time and one-half his regular straight time hourly rate for the first twelve (12) hours and double time thereafter.
- Double time shall be paid for all hours worked on the employee's second regularly scheduled day off.
- 13.7 For the purposes of health and safety, employees will not normally be permitted to work in excess of sixteen of (16) hours in any given day in accordance with Company policy.
- 13.8 Combat employees shall be paid an overtime rate of time and one-half the base rate for all time worked in their normal tour in excess of eight (8) hours in any work day.
- 13.9 In the case of combat employees that perform a work assignment (other than their regular scheduled tour of duty), they will be paid at one and one-half (1-1/2) times their base rate for the number of hours of the assignment.
- 13.10 In the event that a combat employee works a prescheduled overtime assignment on their regularly scheduled day off that is located at a station or area different from their assigned duty station, they shall be afforded one-half (1/2) hour overtime compensation prior to the start of the overtime assignment for the purpose of picking up gear or equipment. At the conclusion of the overtime assignment the employee shall receive one-half (1/2) hour overtime compensation to return the gear or equipment to their assigned duty station. The one-half (1/2) hour compensation shall not be paid for gear or equipment return if the employee is returning to their assigned station to begin their regularly assigned tour.

- 13.11 Personnel accepting an overtime assignment will be responsible for their transportation from their normal duty station to the station of the overtime assignment and back. If assistance is required, the employee will notify the supervisor when he accepts the assignment.
- 13.12 If a combat employee's overtime assignment ends less than eight (8) hours prior to the start of his/her regular tour or next assignment, he/she will be compensated continuously until the start of his/her regular tour or next assignment.
- 13.13 In the event that the entire off-going platoon is held (i.e., launch support), all personnel not on approved leave or limited duty, will be held regardless of any previous assignment.
- 13.14 Overtime records will be maintained on one (1) list indicating job classification, platoon/shift and specialty team. Such records will show time, date, and actual hours charged. Additionally, each day an updated list will be posted in each station by 1200 hours.
- a) When an employee changes job classification or has completed ninety (90) days service, he will be considered to have worked the same number of hours plus one (1) as the employee in his new classification having the greatest number of such hours.
 - b) On the first Monday of a new year all overtime will be adjusted so that the employee with the least number of hours in each job classification returns to zero (0) hours and all other employees within that job classification will have his number of hours subtracted from theirs. If two (2) or more employees have the same number of hours on the overtime list they will be listed by seniority.
 - c) For the first sixty (60) days of an approved Leave of Absence, limited duty, or a combination thereof an employee will not be charged for overtime hours he otherwise would have been eligible to work. However, an employee that is on LOA, limited duty, or a combination thereof for longer than sixty (60) days will be averaged in when he returns. This will be accomplished by dividing the total number of overtime hours worked within his job classification calculated from his sixty first (61) day of ineligibility until his return to full duty by the number of employees within that classification. The results of that equation will be added to his current listed overtime hours.

- d) The specialty team overtime list will only recognize hours charged on the master list during the current calendar year.

13.15 The Company will attempt to meet its overtime requirements in the following manner:

To be eligible to be on the overtime list and to be eligible for selection for an overtime work assignment, an employee must have a telephone number at his place of residence through which he can be contacted, registered with the Company's Fire Chief. When and if it becomes necessary to contact employees at home for an overtime assignment, the following shall apply:

- a) An employee who does not register a phone number for his place of residence with his supervisor for the overtime list, will be charged with refusal should their name be passed when attempting to fill overtime requirements by phone. Such employees are eligible for overtime and will remain on the overtime list.
- b) The supervisor will clearly identify himself, the available assignment and the time called.
- c) Except as noted in 13.15(a), personal contact must be made with the employee to receive a refusal or acceptance of overtime. When personal contact is not made, documentation will be made indicating "No Contact" and no hours will be charged to the employee. If the supervisor makes contact with an answering machine or family member he/she will leave a message. The supervisor may wait up to five (5) minutes for a return call after leaving a message. When this option is exercised it shall be consistent throughout the list.
- d) An employee will be charged for all overtime worked and shall be considered to have worked if he is offered and declines the overtime.
- e) Such an employee who cannot be contacted will not be charged for those overtime hours as worked.
- f) Such an employee who is contacted and refuses to work the overtime will be charged with the hours as worked.

- g) Failure to obtain a low overtime volunteer for an overtime assignment, the least senior employee in the job classification assigned to the off-going platoon, will be directed to work the overtime. If all resources have been exhausted, an employee that has completed at least ninety (90) days of his/her probationary period may be directed to work the overtime. An employee directed to work overtime due to inadequate volunteers will be charged only for the hours worked.
- h) Should sickness or emergency leave affect the hours charged, adjustments will be made by the supervisor.
- i) The Company will not be liable for any costs involved with the telephone mentioned in paragraph 13.15 of this Article.

- 13.16 An employee is eligible for overtime selection up to the requested start date and time denoted on an approved Leave Request Form (vacation, sick, LWOP, jury duty, etc). The employee will not be eligible for overtime during the leave period and until after his first regular workday back from such approved leave. If an employee is on scheduled leave and there is an overtime assignment and all resources have been exhausted, then this employee may be asked prior to forcing someone to work. If the employee on scheduled leave does not accept the assignment he/she will not be charged for a refusal.
- 13.17 Employees on official Union business will not be charged for the overtime he/she declines.
- 13.18 If an employee schedules leave in conjunction with a holiday (before or after), he will not be eligible for overtime until his first regular work day back after the holiday.
- 13.19 An employee scheduled for approved company training (seminars, etc.) will not be eligible for overtime during the training period and until after his first regular work day back. This ineligibility includes travel days. The employee will not be charged for any overtime occurring during this period.
- 13.20 An employee assigned to work a special assignment, (i.e., CIC facilitator, computer programming, etc.) because of specialized skills or interest, will be charged for all overtime worked in conjunction with the assignment. Such assignments will be discussed with the Shop Steward. Other employees will not be charged.

13.21 So far as practicable, overtime in the Fire Services group will be distributed among employees by shift, job classification and platoon.

13.21.1 The following applies to non-combat employees only:

- a) Scheduled overtime requirements will generally be filled between 0900 hrs. and 1100 hrs. on the day prior to (or day of for second or third shift) the requirement and on Friday for weekends. Unscheduled overtime requirements will be filled at the earliest opportunity of the supervisor.
- b) For unscheduled call-in, the supervisor or person-in-charge will attempt to call in the employee with the lowest hours first, working up the list until he gets sufficient employees to complete the task.
- c) If changing personnel creates a hardship and continuity is essential, a supervisor can continue to work the original assigned personnel. This practice should be limited to two (2) hours as a normal practice. If it is known that the task will exceed two (2) hours then a call-in should be exercised. In this instance, originally assigned personnel may be held over until called-in personnel arrive. Any new task beginning one (1) hour or more after the shift ends will be treated as a call-in.

Any new task beginning within one (1) hour after the shift ends will be considered a holdover and the assignment will be offered using the overtime list.

13.21.2 The following applies to combat employees only:

- a) If the overtime assignment is in conjunction with the off-going platoon, the employees from that platoon will be given the first opportunity to work. Employees working on their assigned platoon are considered the off-going platoon. If an employee is off duty and not on approved leave, he may call in prior to 1800 hours to be considered as part of the off-going platoon and make himself eligible for the upcoming overtime assignment, he will be placed within the off-going platoon's overtime list according to his number of overtime hours.
- b) If there are insufficient volunteers from a) above to fill the overtime requirements, the combat officer will call off duty personnel from the master overtime list.
- c) If the overtime assignment is not in conjunction with the off-going platoon the master overtime list will be utilized.
- d) If the overtime assignment begins within four (4) hours of 0700 hours an employee from the off-going platoon will be paid continuously for the duration of the assignment.
- e) If the overtime assignment begins after 1100 hours the employees from the off-going platoon shall be released at 0700 hours and directed to return to work at the start of the overtime assignment.

13.22 **Pyramiding**

No employee shall receive more than one (1) overtime or premium rate for the same hours worked; and if more than one (1) rate is applicable to the same hours worked, the higher rate only shall be paid.

ARTICLE 14**POLITICAL CONTRIBUTIONS COMMITTEE**

The Company agrees, on a monthly basis, to withhold from employees who have signed a proper authorization card, a donation made out to the TWU Political Contributions Committee, 1700 Broadway, 2nd Floor, New York, New York, 10019. No such authorization shall be recognized if in violation of State or Federal Law. No deduction shall be made which is prohibited by applicable law.

ARTICLE 15

RATES OF PAY

15.1 The wage rates for employees covered under this Agreement shall be subject to the following provisions:

15.1.1 Effective January 1, 2003 new employees shall receive a rate of pay twenty percent (20%) below the rate of the job classification set forth in this Article.

15.1.2 The hourly wage rates for employees in each job classification covered under this Agreement shall be as follows:

<u>Job Classification</u>	<u>4/1/2006</u>	<u>4/1/2007</u>	<u>4/1/2008</u>
Firefighter	\$ 19.84	\$ 20.53	\$ 21.24
Firefighter/Driver	\$ 20.43	\$ 21.14	\$ 21.87
Firefighter/Paramedic	\$ 21.07	\$ 21.80	\$ 22.55
Firefighter/Lieutenant	\$ 21.26	\$ 22.00	\$ 22.75
Fire Inspector	\$ 24.04	\$ 24.86	\$ 25.70

15.1.3 Any employee who is on extended sick leave, leave of absence, or disability, shall be eligible to receive any applicable wage increases upon his return to active pay status.

15.2 **Pay Incentives**

15.2.1 A non-combat employee assigned to the second shift shall receive a shift differential of one dollar (\$1.00) per hour which shall be added to the base rate and made a part thereof.

15.2.2 A non-combat employee assigned to the third shift shall receive a shift differential of one dollar (\$1.00) per hour which shall be added to the base rate and made a part thereof.

15.2.3 A non-combat employee assigned to work an odd or rotating shift during a work week shall receive one dollar (\$1.00) per hour shift differential for all shifts worked. The shift differential shall be added to the base rate and made a part thereof.

- 15.2.4 A non-combat employee that has a State of Florida or DOD Fire Inspector Certification shall receive fifteen cents (\$.15) per hour added to his base rate and made a part thereof.
- 15.2.5 A combat employee assigned to work as a Firefighter/Lieutenant shall receive twenty-five cents (\$.25) per hour added to his base rate and made a part thereof.
- 15.2.6 A combat employee assigned to work as a Firefighter/Paramedic shall receive fifteen cents (\$.15) per hour added to his base rate and made a part thereof.

15.3 **Automatic Rate Progression**

All new employees shall be paid the minimum hourly rate in the rate range for the job classification for which he is hired.

Any employee who is below the maximum hourly rate of his job classification shall receive a fifty cents (\$.50) increase or a portion thereof until he reaches the maximum hourly rate in his job classification as indicated in Section 15.1.2 of this Article. The effective date of such increase shall be at the beginning of a pay week which is closest to the first of the months of April and October of each calendar year.

15.4 **Job Classification Promotions**

An employee who is promoted to a higher job classification shall receive an increase of fifty cents (\$.50) per hour or portion thereof over his current straight time hourly rate of pay or the minimum hourly rate for the job classification as indicated in Section 15.1.2 of this Article.

An employee who is assigned by the Company to perform the duties and accept the responsibilities of a higher classification of work for more than one (1) hour, but for less than four (4) hours, shall be paid not less than the established rate for the classification for the time so worked. An employee who is assigned by the Company to perform the duties and accept the responsibilities for a higher classification of work for four (4) hours or longer shall be paid the rate for said classification for all work performed for a minimum of eight (8) hours.

It is agreed for the purpose of promotional ranking for the job classifications covered under this Agreement such ranking will be from the lowest to highest as follows: 1) Firefighter, 2) Firefighter/Driver, 3) Firefighter/Paramedic, 4) Firefighter/Lieutenant and 5) Fire Inspector.

15.4.1 Employees who have less than twenty-four (24) months seniority who are promoted within the combat job classifications of Firefighter, Firefighter/Paramedic, Firefighter/Driver, and Firefighter/Lieutenant will receive an increase of fifty cents (\$.50) per hour over their current straight time hourly rate of pay or the minimum hourly rate for the respective job classification, whichever is greater.

15.4.2 An employee who has less than twenty-four (24) months seniority who is currently in a non-combat job classification and is selected to fill a vacancy in a combat job classification, such employee's hourly rate will be adjusted as if he had been classified in the combat job classification from his date of hire or seniority date in the bargaining unit.

15.4.3 An employee who has less than twenty-four (24) months seniority who is currently in a combat job classification and is selected to fill a vacancy in a non-combat job classification, such employee's hourly rate will be adjusted as if he had been classified in the non-combat job classification from his date of hire or seniority date in the bargaining unit.

15.4.4 An employee who has twenty-four (24) months or more seniority under this Agreement, when he is reclassified, will receive the maximum hourly rate of pay of his new job classification provided he was receiving the maximum hourly rate of pay in his previous job classification.

15.5 **Job Classification Demotions**

An employee who is demoted to a lower job classification shall have his hourly rate adjusted to comply with the hourly rate range for the job classification he is being reclassified to. In no case may the hourly rate of pay exceed the maximum hourly rate range for any job classification covered under this Agreement and as indicated in Section 15.1.2 of this Article.

ARTICLE 16

HOLIDAYS

16.1 **Designated Holidays**

The following holidays shall be observed:

2006

Memorial Day	May 29	Monday	A
Independence Day	Jul. 04	Tuesday	A
Labor Day	Sept. 04	Monday	C
Veteran’s Day	Nov. 10	Friday	A
Thanksgiving Day	Nov. 23	Thursday	B
Day After Thanksgiving	Nov. 24	Friday	C
Christmas Eve	Dec. 24	Sunday	C
Christmas Day	Dec. 25	Monday	A

Floating Holiday (Note: If the floating holiday is used in the first quarter of this year, it will be used in the eligibility calculation for the remainder of the year.)

2007

New Year’s Day	Jan. 01	Monday	B
Martin Luther King Day	Jan. 15	Monday	A
Presidents’ Day	Feb. 19	Monday	A
Memorial Day	May 28	Monday	C
Independence Day	Jul. 04	Wednesday	A
Labor Day	Sept. 03	Monday	B
Veteran’s Day	Nov. 12	Monday	C
Thanksgiving Day	Nov. 22	Thursday	A
Day After Thanksgiving	Nov. 23	Friday	B
Christmas Eve	Dec. 24	Monday	C
Christmas Day	Dec. 25	Tuesday	A
Floating Holiday			

2008

New Year's Day	Jan. 01	Tuesday	B
Martin Luther King Day	Jan. 21	Monday	A
Presidents' Day	Feb. 18	Monday	B
Memorial Day	May 26	Monday	A
Independence Day	Jul. 04	Friday	A
Labor Day	Sept. 01	Monday	C
Veteran's Day	Nov. 11	Tuesday	B
Thanksgiving Day	Nov. 27	Thursday	C
Day After Thanksgiving	Nov. 28	Friday	A
Christmas Eve	Dec. 24	Wednesday	C
Christmas Day	Dec. 25	Thursday	A
Floating Holiday			

2009

New Year's Day	Jan. 01	Thursday	B
Martin Luther King Day	Jan. 19	Monday	B
Presidents' Day	Feb. 16	Monday	C
Floating Holiday (Note: If the floating holiday is used in the first quarter of this year, it will be used in the eligibility calculation for the remainder of the year.)			

In the event of a misprint in any of the above dates the intent is to be observed on the date recognized by the Federal Government with the exception of January 1st, July 4th, and the Christmas holidays, which for combat personnel, will be observed on the actual dates.

In addition to these holidays, all employees shall be granted any holiday that may thereafter be established by an Act of Congress of the United States, or by proclamation of the President of the United States, provided prior approval for payment for same has been received by the Company from the Customer.

Once each calendar year the floating holiday may be taken in the same manner as a vacation day. Additionally, it may be requested at the time of the annual bid.

16.2 Pay for Designated Holidays

16.2.1 The Company shall pay employees for each of the designated holidays at their base rate in effect at the time of the holiday, for the number of hours per day during the work week in which the holiday occurs. Payment for hours not worked on one of the designated holidays shall

not be in excess of eight (8) hours. However, combat employees shall be paid twenty (20) hours for hours not worked, when they take their floating holiday.

- 16.2.2 Employees who work on any one of the designated holidays shall be paid double their base rate for all hours worked on such holiday, plus shift differential if applicable, and shall, in addition, receive the holiday pay to which they may be entitled in accordance with Section 16.2.1 of this Article. However, employees will not be eligible to work on a floating holiday and shall, under no circumstances, receive double time pay on a floating holiday.
- 16.2.3 For new hire employees to be eligible for holiday pay, they must be on the payroll at least thirty (30) days prior to any holiday. All employees must have worked either their last scheduled shift/tour preceding or first scheduled shift/tour succeeding the holiday and be in pay status, and if not on Leave of Absence, shall be eligible for pay for that holiday. Exceptions to these requirements are:
- a) If the employee can furnish proof satisfactory (i.e., medical certification) to the company that because of illness or injury (except Workers' Compensation) or funeral leave, he was unable to work on either of such shifts/tours and his absence previous to such holiday by reason of such illness, injury (except Workers' Compensation) or funeral leave has not been longer than fifteen (15) calendar days, the employee remains eligible for holiday pay.
 - b) If an employee's absence is due to a Workers' Compensation claim or if his absence is sixteen (16) calendar days or longer and subject to disability payments, he is not eligible for holiday pay, but will be compensated at the rate appropriate to the situation.
 - c) Any employee required to report for Jury or Witness Duty per Article 12 of this Agreement, or any employee required to report for Military Training Absence per Section 21.4.3 of this Agreement shall be considered as meeting the work requirements for holiday pay.
- 16.2.4 Time paid for but not worked on a holiday shall be considered as time worked for the purpose of computing overtime.

16.3 **Holidays During Vacation**

In the event a holiday occurs during the period an employee is on vacation, the following shall apply:

- 16.3.1 As to non-combat employees: Such day shall be treated as a holiday and shall not be charged against the employee's vacation. Total payment for such holiday shall be made as provided in Section 16.2.1 of this Article.
- 16.3.2 As to combat employees: When such holiday falls on a non-scheduled work day, the provisions of Section 16.2.1 of this Article shall apply and payment made thereunder shall constitute total payment for such day.
- 16.3.3 When such day falls on a tour of duty day for which the employee has scheduled vacation, the provisions of Section 16.2.1 of this Article shall apply and the payment of eight (8) hours made thereunder shall be in addition to payment for such day as vacation, provided the employee has vacation credits for which he is eligible. The number of hours used in this regard shall, in no event, exceed twenty (20) hours of any such vacation day, and such hours shall be deducted from the employee's vacation account.

16.4 **Designated Holidays That Fall on Saturday and/or Sunday**

Should any of the designated holidays observed in Section 16.1 of this Article occur on the non-combat employee's first regular scheduled day off (Saturday), the preceding day shall be considered as the holiday for such employees. Should any of the designated holidays observed in Section 16.1 of this Article occur on the non-combat employee's second regular scheduled day off (Sunday), the following day shall be considered as the holiday for such employees.

Additionally, for those employees who are assigned to odd or rotating shifts and work on Saturday and/or Sunday, and receive two consecutive days off during the week, the two (2) days off shall be treated as Saturday and Sunday, in that order, for the purposes of this Article.

ARTICLE 17

VACATION

17.1 General

It is the policy of the Company to grant vacations to employees as herein provided. It is believed that a reasonable period of time away from the job is conducive to good health and well-being and can have a refreshing effect that is to the advantage of the Company as well as the employee. Accordingly, it is Management’s responsibility to give each eligible employee the opportunity to take a vacation each year. Every effort will be made to ensure that each employee uses all his vacation credits for time off within a period of time available to him.

17.2 Allowance For Use of Credits

17.2.1 Vacation credits will be awarded on a monthly basis. The amount of vacation credits awarded will be calculated at one-twelfth (1/12th) of each employee’s annual accrual and will be credited to the employee’s account on the fifteenth (15th) day of each month, provided the employee is on the active payroll, and in a pay status. An employee is in pay status when he/she performs compensable work or receives paid leave for a regularly scheduled workday. An employee, who is receiving weekly accident and sickness benefits, i.e., short-term disability income or long-term disability income and/or workers’ compensation benefits will be not considered in pay status. An employee’s annual accrual will be computed per the following schedule.

VACATION SCHEDULE

Combat Employees

<u>Years of Service</u>	<u>Annual Vacation</u>
1 year, less than 5 years	5 tours/100 hours
5 years, less than 10 years	7 tours/140 hours
10 years, less than 15 years	8 tours/160 hours
15 years, less than 20 years	9 tours/180 hours
20 years or more	10 tours/200 hours

VACATION SCHEDULE
Non-Combat Employees

<u>Years of Service</u>	<u>Annual Vacation</u>
1 year, less than 5 years	10 work days
5 years, less than 10 years	15 work days
10 years, less than 15 years	18 work days
15 years, less than 20 years	20 work days
20 years or more	22 work days

17.2.2 New hire employees will accumulate and earn vacation credits during the probationary period, however, they may not use these credits until completion of ninety (90) calendar days of employment.

17.2.3 Employees may use vacation credits as soon as they are awarded, provided work requirements are such that their supervisor can approve time off.

17.2.4 Employees may receive vacation pay in advance of their vacation, provided that the pay is requested in writing at least two (2) weeks in advance of the pay day immediately prior to date approved for start of such vacation.

17.3 **Accumulative Credits**

Previously awarded vacation credits which remain unused on the 31st of December may be carried over to the next calendar year, limited to an amount equal to the employee’s annual accrual. Employees will be compensated for any unused credits in excess of this maximum carryover at their hourly rate, to include any shift differential, specialty team incentive or other amount added to their base rate of pay, if so assigned.

17.4 **Use of Vacation Credits**

Vacation credits may be used in amounts of thirty (30) minutes or more for non-combat and one (1) hour or more for combat employees, however, in cases where sick leave credits are exhausted, a partial day of absence due to illness may be charged against vacation credits not to exceed eight (8) hours for non-combat and twenty (20) hours for combat employees.

17.4.1 Employees shall request vacation dates on forms provided by the Company and the Company will endeavor to schedule his vacation as requested.

- 17.4.2 In an effort to equitably meet employees' requests for vacation time off and in order to be compatible with efficient operations, all employees will, on or before December 15 of each year, submit their vacation preferences in writing for the following year. Employees shall have the right to change their vacation times throughout the year, however, if a junior employee has already been granted a specific time for vacation, he shall not be bumped from this time.
- 17.4.3 In scheduling vacations, the company will attempt to meet its operational requirements by use of employees on a voluntary basis, and failing in this, the senior employees will be given their preference of available vacation dates to the extent established vacation schedules will permit.
- 17.4.4 It is understood and agreed that in order for a combat employee to receive vacation time, he must get approval prior to 1800 on the day preceding the absence. Non-combat employees must get approval from their supervisor or designee prior to 0600 on the day of the absence.
- 17.4.5 On occasion, an employee may have a legitimate emergency arise that requires his presence. When such an emergency arises, the immediate supervisor may waive the requirement for prior approval and grant the vacation or holiday. The employee will give the reason for the emergency request.
- 17.4.6 An employee who applies for vacation time off and is refused by the Company, due to work requirements, shall have his vacation rescheduled within the calendar year. In the event operational requirements prohibit the rescheduling, the employee shall be permitted to carryover his unused vacation credits in excess of the authorized carryover.

17.5 **Termination**

An employee who is removed from the active payroll shall be provided pay-in-lieu of vacation for all unused and accrued vacation credits in his account, up to and including the effective date of termination. Vacation payoff shall include shift differential, specialty team incentive and any other amount added to their base rate of pay, if so assigned at the time of termination.

ARTICLE 18

SICK LEAVE

18.1 **General**

Employees in the Union recognize their obligation to prevent unnecessary absences and any other abuses of the sick leave privilege. The Company may discipline employees who abuse their sick leave privilege.

18.2 **Accumulation of Sick Leave**

18.2.1 Employees on the active payroll on the fifteenth (15th) of the month and in a pay status, shall be entitled to a sick leave allowance of eight (8) hours per month, for non-combat and ten (10) hours per month for combat, which will be credited on the fifteenth (15th) day of the month. An employee is in pay status when he performs compensable work or receives paid leave for a regular scheduled workday. An employee, who is receiving weekly accident and sickness benefits, i.e., short-term disability income and long-term disability income, and/or worker's compensation benefits will not be considered in pay status.

18.2.2 New hire employees will accumulate and earn sick leave credits during the probationary period; however, they may not use these credits until completion of ninety (90) calendar days of employment.

18.3 **Use of Sick Leave**

18.3.1 An employee shall be eligible to use sick leave credits as soon as they are earned.

18.3.2 Payment for sick leave shall be at the employee's straight time base rate, not to exceed a maximum of eight (8) hours pay for any one (1) day of absence for non-combat and not to exceed a maximum of twenty (20) hours pay for any one (1) day of absence for combat employees.

18.3.3 Sick leave shall be granted under the following conditions:

- a) Illness of employee.
- b) Illness in the immediate family, i.e., spouse, father, mother, current step-father, current step-mother, father-in-law, mother-in-law, sister, brother, brother-in-law, sister-in-law, grandfather, grandmother, legal guardian, grandchildren, spouse's grand parents, children, step-children and (if living in the employees home) foster children.
- c) Medical and/or dental appointments.
- d) Employees who are eligible to receive short and long term disability payments and who have sick leave credits in their account, may be made whole by utilizing a portion of their sick leave credits in conjunction with their short and long term disability payments to equal one-hundred percent (100%) of his normal regularly scheduled rate of pay.
- e) Employees who are eligible to receive workers' compensation payments and who have sick leave credits in their account, may utilize a portion of their sick leave credits in conjunction with workers' compensation payments to equal one-hundred percent (100%) of his normal regularly scheduled rate of pay.
- f) In no event will an employee be allowed to receive more than one hundred percent (100%) of his total wages.

18.4 **Reporting Requirements for Personal Illness**

An employee who is absent on a regularly scheduled workday due to personal illness shall be required to follow the procedure set forth herein:

- 18.4.1 Notify his immediate supervisor or manager no later than one (1) hour prior to the scheduled start time of his regular shift/tour on the day of the absence.

18.4.2 State the reasons for his absence and the anticipated date of return to work.

18.4.3 In the event the employee is unable to return to work on the anticipated date, he shall provide notification as stipulated above.

18.5 **Certification of Personal Illness**

An employee and the Union recognize their obligation to prevent absences or any other abuses of the sick leave privilege. Whenever circumstances indicate probable abuse of the sick leave policy, the Company may require satisfactory proof of illness before payment for sick leave is made. The Company may discipline employees who abuse the sick leave privileges.

18.6 **Payment in Lieu of Allowable Absence**

There shall be no pay in lieu of unused allowable absence at any time. At retirement, an employee shall be provided retirement service credit for all unused and accrued sick leave credits in his account, up to and including the effective date of termination. Allowable absence may be used only as defined in this Article.

18.7 **Maximum Allowance and Carryover**

Previously awarded sick leave credits, which remain unused on the 31st day of December, may be carried over to the following calendar year.

ARTICLE 19

OCCUPATIONAL ILLNESS OR INJURY LEAVE

- 19.1 The Company agrees to recognize the previously accrued occupational sickness/injury leave hours credited to certain employees, which accruals ceased as of February 1, 1974. The number of hours of occupational sickness/injury leave used shall not exceed the employee's current rate of pay when combined with sickness and accident benefits and workers' compensation benefits.
- 19.2 Those hours which were credited to eligible employees as of April 15, 1974, less any used subsequent to that date, will be made available to such employees on the following basis:
- a) After incurring a job-connected illness or injury which causes time lost from work due to hospitalization, convalescence or otherwise being medically unable to perform work, and
 - b) After exhausting benefits, following the required waiting periods, provided by State Workers' Compensation and any group disability coverage provided under Article 26 herein, and with the concurrence of a physician, the employee may then be paid for time lost from the date of the exhaustion of workers' compensation and group insurance disability benefits, until the employee is able to return to work, or exhausts the hours of occupational sickness/injury leave in the employee's reserve account.

ARTICLE 20**FUNERAL LEAVE**

- 20.1 In the event of death in the immediate family of a non-combat employee, he will be granted five (5) working days leave, with pay, providing the employee substantiates the need for the leave.
- 20.2 In the event of death in the immediate family of a combat employee, he will be granted two (2) tours of duty with pay, providing the employee substantiates the need for the emergency leave.
- 20.3 For the purpose of this Article, the immediate family is defined as the spouse, father, mother, current step-father, current step-mother, father-in-law, mother-in-law, sister, brother, brother-in-law, sister-in-law, grandfather, grandmother, legal guardian, grandchildren, spouse's grandparents, children, step-children and foster children of the employee.

ARTICLE 21

LEAVES OF ABSENCE

21.1 **Application for Leave of Absence**

Except for Military Leave, no application for leave of absence will be considered unless it is applied for in writing on forms provided for that purpose. In all cases, the forms will be completed one (1) week prior to leave, will specify the type of leave and the dates of start and return from leave, and will be signed by the employee to signify his understanding and acceptance. No leave request is considered granted until approved by the Company.

All leaves of absence shall be granted at the discretion of the company, dependent upon work requirements or scheduled commitments of the area in which the employee requesting the leave of absence is employed. The Company reserves the right to request from an employee documentary proof of the conditions necessitating the leave of absence. The Company may also arrange for a doctor or nurse selected by the Company to interview and/or examine such employee who has applied for leave of absence because of illness or disability for the purpose of determining his condition and the possible duration of the sickness or disability. Misrepresentation of the facts on the basis of which a leave of absence is granted shall constitute grounds for termination.

21.2 **Eligibility for Leave of Absence**

All employees who have completed ninety (90) days of their probationary period are considered eligible for consideration for Leaves of Absence as herein defined. However, an employee on probation may have his/her probationary period extended by the length of their absence.

21.3 **Leave of Absence**

A leave of absence is time off without pay for an amount of time appropriate to the circumstances and hereinafter defined. Any renewal must be by mutual written agreement.

Continuous service credits and bargaining unit seniority will not be credited for time on approved leaves of absence for any type over ninety (90) days except for leave of absence due to FMLA, medical, military service, military training, national emergency or for full-time Union activity.

Employees returning from leave of absence must:

- 21.3.1 No later than two (2) weeks prior to his scheduled date of return, confirm with the Benefits Office the date of his return to active employment. Any request to change the scheduled date of return or intention to resign should be reported as soon as known.
- 21.3.2 Those employees returning from Medical Leave of Absence as hereinafter defined, will furnish a signed letter from his personal physician attesting to his physical fitness for resumption of employment and will make arrangements through the Benefits Office to be examined by the Company physician before returning to work.

Employees on Leave of Absence will be terminated if they have:

- 21.3.3 Failed to furnish a true statement of the reason for leave plus official documentation as applicable.
- 21.3.4 Accepted other employment while on leave unless a specific request has been applied for and approved in writing.

21.4 **Types of Leaves of Absence**

- 21.4.1 **Family and Medical Leave Act (FMLA)** effective August 5, 1993.

All employees shall be eligible for leave under the FMLA as outlined under Company Policy.

- 21.4.2 **Medical Leave of Absence**

Time off without pay because of documented sickness or injury which renders the employee unable to perform work. Said period shall not exceed three (3) months of duration but may be extended on a quarterly basis up to a twelve (12) month total period of time.

21.4.3 **Military Leave of Absence**

Time off for active duty while in the Armed Forces. The Leave of Absence form will be made out for the duration which will agree exactly with the period of enlistment on the military orders, for a maximum of five (5) years, barring involuntary extensions. At the expiration of this leave, the employee is expected to report his status either by returning to work at the expiration of his temporary duty; by returning to work within ninety (90) days of his discharge, and submitting proof of satisfactory service; or by requesting an extension of the leave of absence due to continuing military obligations of an involuntary nature.

A military leave does not cause a break in service, providing the employee returns to work in accordance with the terms of his leave and the Selective Service Acts.

21.4.4 **Military Training Absence**

An employee who is a member of a reserve component of the United States Armed Forces, who is required to enter active annual training duty or temporary special services, shall be paid his normal base earnings up to a maximum of fourteen (14) calendar days each United States Government fiscal year. The amount due the employee under this Article shall be reduced by the amount received from the Government body identified with such training duty or services, for the period of such duty (up to a maximum period mentioned above).

Such items as subsistence, rental and travel allowance shall not be included in determining pay received from State or Federal Government. Continuous service credit and seniority will accumulate during such military training absence.

21.4.5 **National Emergency Leave**

An employee requested to serve his/her country for reason of national emergency (i.e., wildland fires, hurricanes, tornados, floods, etc.) shall be allowed vacation and/or leave without pay up to a maximum of sixteen (16) calendar days each United States Government fiscal year. The employee must substantiate the need for the leave (i.e., FEMA travel orders). The Company reserves the right to limit the number of employees granted leave under this Article due to operational needs.

21.4.6 **Leave of Absence for Union Representatives**

An employee elected or appointed for full-time union activity necessitating a leave of absence may be granted such leave not to exceed a period of one (1) year. This leave may be renewed upon written application. Continuity of service and full service seniority privileges shall be retained and accumulated during such leaves of absence. When the period of service ceases, the Union shall immediately notify the Company in writing and if application is made, therefore, within ten (10) days thereafter, the employee shall be given re-employment to his former position, if it still exists, or a comparable position, in accordance with his seniority privileges and at the applicable rate of pay at the time of his return. The number of employees to be granted such leave of absence shall not exceed two (2) at any one time.

ARTICLE 22

SPECIALTY TEAMS

Staffing of Specialty Teams

Search and Rescue (SAR)	16 combat personnel
Pad Rescue Team	16 combat personnel
Haz Mat Team	48 combat personnel
Technical Rescue Team	<u>24</u> combat personnel
Total	104

- 22.1 The Company shall assign specialty team members from available volunteers, by seniority. If there is an insufficient number of volunteers, the Company will post a re-bid to fill the available openings with unassigned employees or members from the other teams. However, no employee may be a member of both the SAR and PAD teams at the same time. If there is still an insufficient number of volunteers, the Company will assign junior employees to fill available openings. Employees assigned as specialty team members shall have fifty-five cents (\$.55) per hour added to their base rate of pay and made a part thereof, for each team that they are assigned. Operational requirements may limit the number of team members selected from each job classification. There shall be no special consideration afforded to specialty team members in the event of a layoff (reduction in workforce).

- 22.2 All specialty team members will bid in conjunction with the annual platoon/station bid. In order to provide the required transitional periods of new team members, current team members will continue to serve pending the completion of training and the assignment of new team members. Compensation will be provided to the currently assigned team member only. Every effort will be made to provide required training to “new” team members within the first sixty (60) days of the calendar year following the annual platoon/station bid.

- 22.3 The Haz Mat team will consist of sixteen (16) team members per platoon. The Technical Rescue team will consist of eight (8) team members per platoon. The SAR Team and Pad Rescue Team will have no minimum/maximum number of required slots per platoon. Specialty teams will have no requirements for station slot assignments. However, on a daily basis there will be a minimum of eight (8) Haz Mat team members and four (4) Tech Rescue team members on duty.

- 22.4 Specialty team requirements may affect vacation or overseas assignments. Special consideration will be given to fulfilling scheduled annual vacation and overseas assignments.
- 22.5 If a specialty team member is denied TDY travel due to a specialty team requirement, the team members will not be charged for the assignment.
- 22.6 Each specialty team will form a Continuous Improvement Committee consisting of three (3) bargaining unit members and specialty team officers. Committee responsibilities will include a continuous improvement approach to safety, training and equipment. They will assist in the development of team guidelines.
- 22.7 If additional or replacement manpower is needed on an immediate basis to fill a launch/landing requirement of a specialty team, the Company will offer the work assignment to qualified employees. If there are no volunteers, the junior qualified employee will be assigned. The immediate need team member will be compensated an additional fifty-five cents (\$.55) per hour for all tours affected by the assignment.
- 22.8 Temporary vacancies (fifteen to ninety-one {15-91} days) will be identified and posted on station bulletin boards. These vacancies will be filled on a voluntary basis by the most senior qualified employee. In the event there are no volunteers, the most junior qualified employee will be assigned to fill the temporary slot. At such time that the “regular” specialty team member returns to the team assignment (less than ninety-one {91} days), the temporary team member will be “released” from the team. The base rate increase of fifty-five cents (\$.55) per hour will also be paid the temporarily assigned team member for the duration of their assignment. Should the need arise (vacancy greater than ninety-one {91} days), the temporarily assigned team member will continue this assignment until the return of the regular team member (if his qualifications are current or after he completes the next quarterly training making his qualifications current) or the next annual bid.
- 22.9 Team members who exceed ninety (90) days on approved leave will be replaced on the team. Replaced members are eligible to rejoin the team when: he returns to full duty and his qualifications are current, he completes the next quarterly training making his qualifications current or during annual platoon/station bids. The fifty-five cents (\$.55) per hour base rate increase will be discontinued on the ninety-first (91st) day.

- 22.10 Launch critical specialty team members that are on duty will not be utilized eight (8) hours prior to report times and four (4) hours after being released from the assignment. However, they may be used during that period for emergency response. Additionally, every effort will be made to accommodate the needs of any team members on overtime, subject to operational requirements. Specialty team launch assignments will be selected by seniority.
- 22.11 **Administration and standard operating procedures of the KSC/CCAFS Search and Rescue Team (SAR)**
- 22.11(a) The parties agree to adhere to the standards for Public Safety Rescue Divers. However, the Company may use any approved certified agency to maintain these standards.
- 22.11(b) Specific standards and criteria for dive safety and team participation are stipulated in the Fire Services Internal Training Standard.
- 22.12 Any changes to this Article will be agreed to prior to implementation, with further understanding that agreement will not be unreasonably withheld.

ARTICLE 23**EMERGENCY MEDICAL SERVICES (EMS)**

- 23.1 All Employees assigned to the job classification of Firefighter Paramedic recognize and agree that State of Florida EMS certifications are a pre-requisite to entry into the job classification and a job requisite while within the job classification. Employees further agree that all relevant certifications must be valid and kept current at all times. Lapses in certification dates are not acceptable. Original certifications must be provided to the Company within seven (7) calendar days of receipt by the employee for verification and photocopy for employee records. FF/PM certifications are inclusive of the following:
- a) Florida State Paramedic Certification.
 - b) American Heart Association (AHA) Basic Life Support (BLS) Healthcare Provider.
 - c) AHA Advanced Cardiac Life Support (ACLS) Provider.
 - d) Basic Trauma Life Support (BTLS)
 - e) Pediatric Life Support (PALS)
 - f) Any additional certifications/licenses that are required by the State of Florida or it's related agencies that levy certification requirements.
- 23.2 Firefighter Paramedics (FF/PM) working in and assigned to that job classification shall be entitled to the following:
- a) All Florida State certification and license fees will be paid for the employee by the Company. Employees who are certifying outside the State recognized schedule will be required to pay certification fees and subsequently be reimbursed by the Company. The Company is obligated to pay only those fees required by the State of Florida for certification and licensure as a Florida State certified Paramedic.

- b) FF/PM's will be afforded the opportunity to receive all certification training on base. FF/PM personnel who attend on base training will be paid for all time worked, or in class attendance. Any class attendance in an on base class required by the Company on scheduled days off will be compensated at the overtime rate for those hours of class attendance.
- c) FF/PM personnel who elect to attend off base training classes, in lieu of on base training classes, may be permitted to do so on a pre-scheduled basis. Employees who desire to attend off base training classes must have written pre-approval to do so a minimum of fourteen (14) calendar days, whenever possible, in advance of the scheduled class start date. Employees who elect to attend off base classes, in lieu of on base classes will be compensated only for their scheduled on duty work days for hours of class attendance at their straight time rate. Employees will not be compensated for attendance during scheduled days off. Tuition and travel costs associated with off base classes will be borne by the employee.
- d) In the event that the employee has a written request on file to attend a specific on base training class, and the Company did not afford the employee the opportunity to attend subject on base class, and the employee must receive subject training prior to their certification expiration in order to be re-certified by the State, then said employee will be afforded the opportunity to attend subject class off base and will be compensated in accordance with section 23.2(b). The Company will also pay required course registration fees and travel costs.
- e) In the event that the State of Florida requires a certification, or the Company, requires a class that is not instructed on base, employees will be scheduled to attend subject training off base and be compensated in accordance with section 23.2(d).
- f) The Company, at their discretion, may assign employees to attend specific on base certification classes to ensure that all employees have the opportunity to attend on base classes. Seniority, or lack thereof, will be utilized if the Company assigns personnel to attend specific classes.

- g) The departmental EMS Manager is the approval authority for pre-approved compensation as noted in paragraphs 23.2(b), 23.2(c), 23.2(d) and/or 23.2(e).

23.3 Compensation for FF/PM certification:

- a) Employees working in and assigned to the job classification of FF/PM shall be provided an annual stipend of six hundred dollars (\$600.00) for working within the classification. In order to be eligible for this stipend, the employee must be assigned to the FF/PM job classification for the entire calendar year inclusive of 1 January through 31 December. This stipend is provided to assist the FF/PM employee for costs they may incur for education and training separate from Company provided classes.
- b) FF/PM's working within the job classification who voluntarily transfer to another job classification in accordance with the provisions of Article 10 of this Agreement shall have their annual stipend prorated for the number of months for which they worked in the FF/PM job classification. They shall be paid the prorated sum or the amount stipulated in section 23.3(d), whichever of the two sums is greater. An employee who reclassifies into the FF/PM job classification under the provisions of this article shall have their stipend prorated for the amount of time they worked within the classification.
- c) FF/PM's working within the job classification who are reclassified to another job classification in accordance with the "declaring a surplus" provisions of Article 10 of this Agreement shall have their annual stipend prorated for the amount of time for which they worked in the FF/PM classification. They shall be paid the prorated sum for all time worked. In no event will their stipend be less than the sum identified in section 23.3(d).
- d) Employees working within Fire Services that are certified as FF/PM's, but not assigned to that job classification will be eligible for an annual stipend of two hundred and fifty dollars (\$250.00). This stipend is provided to assist the FF/PM employee for costs they may incur for education and training separate from Company provided classes. It is agreed and understood that these certified FF/PM employees may be preassigned to staff EMS vehicles in or during emergency situations.

- e) In the event that a FF/PM assigned to that job classification allows one of their certifications as identified in 23.1 of this Article to expire, the employee shall have their hourly rate of pay reduced to the Firefighter rate of pay for all days their certification is not current. This provision shall apply from the date of certification expiration through the date the Company is provided a copy of the renewed certification by the employee. During the time frame of the lapsed certification the employee will not function as an ALS Paramedic provider during EMS calls, though they may serve in an EMS driver capacity. If the employees re-certification was obtained in a Company provided class and their certification expiration occurs based on the Company's class schedule, the economic penalty portion of this paragraph shall not apply.

- f) In the event that a FF/PM assigned to that job classification, for any reason whatsoever, has their Paramedic certification revoked or suspended, they shall immediately be removed from, and not be eligible to remain in the FF/PM classification. He/she will be reassigned to another job classification for which there is an opening and they have sufficient seniority. The stipend as identified in sections 23.3(a) and/or 23.3(d) of this Article shall be prorated and paid for only the period of the calendar year in which the employee was certified by the State. Should the employee have all rights, privileges and certifications restored at a future date, the employees eligibility to return the FF/PM classification will be evaluated on a non precedent, non referral case by case basis.

- g) All Fire Service employees that have valid FF/PM certifications as identified in 23.1 of this Article, and maintained such certifications throughout the calendar from 1 January through 31 December, shall receive their stipend on the first paycheck of January of the following year.

23.4 Compensation for Emergency Medical Technician (EMT) certification:

While there is no recognized job classification of Firefighter EMT, the Company and the Union recognize there is a benefit to having employees certified in that discipline. Fire Service employees certified as Florida State EMT's shall be entitled to an annual stipend of two hundred dollars (\$200.00), to be paid on the first paycheck of January of the following year, based on maintaining the following certifications:

- a) Florida State EMT certification.
- b) AHA BLS Healthcare Provider.
- c) Any additional certifications/licenses that are required by the State of Florida or its related agencies that levy certification requirements.

This stipend is provided to assist the EMT employee for costs they may incur for education and training separate from Company provided classes. It is agreed and understood that EMT certified personnel may be preassigned to staff EMS vehicles in or during emergency situations. Current Florida State Certifications will be provided to the Company for photocopy and record retention within seven calendar days of receipt by the employee. It is the Company's intent to provide EMT Refresher training to Florida State certified EMT's on their regularly scheduled duty days. In the event that the Company does not provide the training, EMT's will be compensated for EMT Refresher training in accordance with the provisions of sections 23.2(b), 23.2(c), 23.2(d) and 23.2(e) of this Article.

23.5 Employees eligible for a stipend under this Article are only entitled to one (1) such stipend per calendar year.

23.6 An EMS Continuous Improvement Committee will be formed consisting of three (3) bargaining unit members and Company employees. Committee responsibilities will include a continuous improvement approach to safety, training and equipment. They will assist in the development of standard operating procedures (SOP's).

ARTICLE 24

UNIFORMS AND UNIFORM MAINTENANCE

- 24.1 The Company will furnish an initial issue of uniforms to all employees assigned to the Fire Services Organization. This issue may be from existing stock, through purchase order, or through a uniform contractor as determined by the Company. Thereafter the Company will replace uniform(s) based on a Company determination of wear, which warrants replacement.
- 24.2 Effective April 1, 2006 the Company will provide employees eighty dollars (\$80.00) per month for maintenance of uniforms to include necessary uniform alterations and the purchase of shoes. This maintenance allowance for uniforms will be paid on the first paycheck of each month. Effective January 1, 2008 and each subsequent year thereafter, this allowance will increase to one hundred dollars (\$100.00) per month.
- 24.3 All new hire employees, depending on hire date in the month, may receive only a pro-rata portion of his first monthly maintenance allowance for uniforms.

Any employee not in pay status in a given month shall not be eligible for his monthly maintenance allowance for uniforms.

An employee who has received his monthly maintenance allowance for uniforms for a given month prior to the completion of that respective month the employee is removed from the active payroll, regardless of reason, he shall not be required to repay any portion of that monthly maintenance allowance for uniforms previously paid for that month.

ARTICLE 25

GOVERNMENT SECURITY

25.1 **Government Security**

The Union recognizes that the Company has certain obligations in its contracts with the Government pertaining to security, and that security is vital to the Company and to the Union in carrying on their part in the National Aeronautics and Space Administration / United States Air Force Program. Therefore, in the event that the National Aeronautics and Space Administration / United States Air Force, through their duly authorized representatives concerned with security advise or have advised the Company that any employee in the bargaining unit covered by this Agreement is denied work on or access to classified information, material, restricted areas or a secret clearance, it is mutually agreed between the Company and the Union that such employee shall be subject to any action as to his employment, including termination. However, the employees on the active payroll as of October 1, 1998 will be considered for a job classification covered by this Agreement for which a security clearance is not required.

25.2 **Financial Liability for Security Actions**

It is understood that there shall be no liability, financial or otherwise, on the part of the Company for any suspension, change in status, or transfer growing out of a denial of work on or access to classified information, material, or restricted areas.

Suspension because of a denial or withdrawal of security clearance by the appropriate governmental agency shall not be subject to the Grievance and Arbitration Procedure. However, the employee may file an appeal, through the agency that denied or withdrew the clearance, for approval or reinstatement.

25.3 **Security Regulations**

The Company, all representatives of the Union having access to the premises, and all employees are required to comply with applicable government security regulations when performing work for the Government. The Company and the Union agree that security information will be revealed only to persons properly cleared and required to have the information by the Government.

25.4 **Failure to Obtain Security Clearance**

If an employee has been denied an Unescorted Access Authorization (UAPRP) for all work areas where such is required and/or a Secret Clearance the employee may be terminated, after exhausting an appeal process within one (1) year.

Additionally, if an employee has been granted an Unescorted Access Authorization (UAPRP) for specific work areas and/or Secret Clearance, the employee must maintain these clearance requirements when necessary for continued employment or be subject to termination.

An employee that intentionally fails to provide information to the agency conducting the clearance investigation may be terminated.

ARTICLE 26

HEALTH AND WELFARE

Effective April 1, 2006, all employees covered under this Agreement shall be provided with group coverage in accordance with the Space Gateway Support Group Benefit Plan.

The plan will be reviewed each October for cost containment and plan design. If this audit indicates that modifications are necessary, those modifications will go into effect each January 1. The employee contribution level will be forty dollars (\$40.00) for single and sixty dollars (\$60.00) for family coverage, per bi-weekly pay period. This contribution level may be increased annually by the same percentage rate as the Company's cost increases, not to exceed ten percent (10%) per year.

While it is the intent of Space Gateway Support to continue your group benefit plan at an equitable level, this coverage is dependent upon Space Gateway Support continuing to be the primary contractor of the Joint Base Operations Support Contract (JBOSC) at the KSC/CCAFS. In the event that Space Gateway Support is replaced as the primary contractor, this insurance coverage excluding retiree coverage, as outlined and/or referenced in the Plan, will terminate.

Retirees will be eligible to purchase this insurance coverage at the COBRA rate until age sixty-five (65) from the Company as per the VEBA Plan document.

ARTICLE 27

RETIREMENT PROGRAM

27.1 **Continuation of the Plan**

Subject to the continuing approval of the Commissioner of Internal Revenue as more particularly hereinafter specified, a retirement plan (hereinafter called the Plan) in the form now in effect as to the employees within the unit to which this Agreement relates shall continue to be effective while this Agreement is in effect as to such employees in accordance with and subject to the terms, conditions and limitations of the Plan.

27.2 **IRS Approval**

Approval of the Plan by the Commissioner of Internal Revenue as mentioned in 27.1 means a continuing approval sufficient to establish the deductibility for income tax purposes of any and all contributions or payments made by the Company under the Plan and as being qualified for tax exemption under the provisions of Section 401, 404 and 501 through 504 or other applicable provisions of the Internal Revenue Code.

27.3 **Employee Contributions to the Plan**

Under receipt of proper authorization from an employee covered by the Retirement Program, the Company will deduct three dollars and sixty-eight cents (\$3.68) bi-weekly from the employee's wages and forward it to the Aetna Insurance Company at the address referenced in 27.4.

27.4 **Company Contributions to the Plan**

Effective April 1, 1994, the Company will meet the minimum funding requirements of the Internal Revenue Code in accordance with the procedures set forth in Article 4.4 of the Plan Document. All contributions will be sent to Aetna Life Insurance Company, P. O. Box 396, Hartford, Connecticut 06101. Reference: Group Annuity Contract GA-3231.

27.5 **Retirement Plan Benefit Formula**

Effective July 1, 1993, the formula for computing retirement pension benefits is 2.4% of final average compensation for each year of credited service (subject to a maximum of 30 years) as described in Article 5.1(c) of the Plan Document.

Effective January 1, 2009, the formula for computing retirement pension benefits is 2.5% of final average compensation for each year of credited service after October 1, 1998, as described in the Plan Document. Credited service will no longer be limited to a maximum of 30 years.

ARTICLE 28**SAVINGS PLAN****401k**

All employees represented under this Agreement shall be eligible to participate in the Space Gateway Support Savings Plan and in addition shall receive a Company contribution of fifty-five cents (\$.55) for each dollar (\$1.00) of employee contribution up to six percent (6%) of the employee's gross income.

ARTICLE 29**VEBA****Retirement Healthcare Reimbursement Plan (VEBA)**

In accordance with the written Trust Agreement and Plan Document established July 25, 2000, a VEBA Trust was established to administer a Retirement Healthcare Reimbursement Plan for Fire Service Personnel at CCAFS and KSC. Participation in the Plan is voluntary, and those employees participating in the Plan may contribute up to twenty dollars (\$20.00) bi-weekly for their coverage. The Company will contribute a matching amount on a three (3) to one (1) ratio of the employee contribution.

The Trust will be managed by a professional investment and money management firm and the administration of the Plan and Trust will be coordinated through a Retiree Healthcare Committee made up of two (2) employees from the bargaining unit and two (2) employees from management.

Effective April 1, 2006, participating employees may contribute up to an additional one hundred dollars (\$100.00) per bi-weekly pay period that does not qualify for the Company match.

ARTICLE 30

SEVERANCE PAY

30.1 Employees with one (1) or more years of active service who are terminated or laid-off through no fault of their own shall be paid severance pay based on their length of service subject to the following provisions.

30.2 The amount of severance pay will be based on the employee’s length of service with the Company or any predecessor contractor providing fire protection and rescue duties at the KSC/CCAFS since April 1, 1971, or the employee’s last date of hire, whichever is later, according to the following schedule:

	<u>Combat</u>	<u>Non-Combat</u>
1 year of service	1 week (46.7 hrs.)	1 week (40 hr. week)
2 years of service	2 weeks	2 weeks
3 years of service	3 weeks	3 weeks
4 years of service	4 weeks	4 weeks
5 years of service	5 weeks	5 weeks
6 years of service	6 weeks	6 weeks
7 years of service	7 weeks	7 weeks
8 years of service	8 weeks	8 weeks
9 years of service	9 weeks	9 weeks
10 years of service	10 weeks	10 weeks
11 years of service	11 weeks	11 weeks
12 years of service	12 weeks	12 weeks

30.3 Severance pay will not be paid in cases of:

- a) Layoff of less than two (2) weeks duration.
- b) Layoffs due to:
 - 1) An Act of God
 - 2) A national emergency

- 3) A strike or picketing causing a temporary cessation of work.
- c) Any form of termination resulting in the loss of seniority as set forth in Article 10 of this Agreement.

- 30.4 At the time of layoff, the Company shall advise the employee, in writing, of the reasons for his release. If the employee is released for reasons set forth in paragraph 30.1, he shall be eligible for the payment of the severance allowance as set forth in paragraph 30.2. If the employee is released for reasons set forth in paragraph 30.3 (a), and if at the expiration of two (2) weeks from the date of layoff he has not been offered re-employment in other than a temporary job, his layoff shall be presumed to have been caused by the factors covered in paragraph 30.1, and he shall become entitled at that time to severance pay as provided in this Article. Temporary work which does not exceed a continuous period of forty-five (45) days shall not be considered as breaking the two (2) week period of layoff.
- 30.5 An employee who is recalled to employment with the Company during the period of time that he had received severance payment, shall have the difference deducted from his pay, in equal reasonable installments during a period not to exceed nine (9) months (i.e., an employee that receives twelve (12) weeks of severance pay and is recalled in six (6) weeks shall owe the Company six (6) weeks of pay).
- 30.6 An employee recalled to work after being on layoff for more than two (2) weeks shall have, for the purpose of accruing future severance pay, a service date beginning with the date of such recall.
- 30.7 No employee may receive severance pay under this Agreement if on or before the date any succeeding contractor begins providing fire protection and rescue duties at the KSC/CCAFS, the succeeding contractor offers the employee employment in the KSC/CCAFS Fire Service or other employment providing comparable compensation and seniority. If, within two (2) weeks from the date, Space Gateway Support ceases providing fire protection and rescue services at the KSC/CCAFS, the employee accepts employment in the KSC/CCAFS Fire Service or other employment providing comparable compensation with the succeeding contractor, the succeeding contractor shall be entitled to deduct the amount of severance pay received by the employee from Space Gateway Support as described in 30.5 and shall remit or otherwise credit the amounts deducted to the National Aeronautics and Space Administration / United States Air Force, its successors or assigns.

ARTICLE 31

SEPARABILITY OF THE CONTRACT

Should any provision or provisions of this Agreement or any application thereof, be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof and they shall remain in full force and effect.

ARTICLE 32

DISTRIBUTION OF THIS AGREEMENT

- 32.1 The Company shall print copies of this Agreement and shall give a copy to each employee within sixty (60) days of the date of this Agreement, unless prevented from doing so by circumstances beyond its control.
- 32.2 A copy of this Agreement will be given to each employee at the time of hire.
- 32.3 Any cost associated with this Article will be the responsibility of the Company.

ARTICLE 33**DURATION**

This Agreement shall be effective as of April 1, 2006, and shall remain in full force and effect until midnight March 31, 2009, and shall be automatically renewed for consecutive periods of one (1) year thereafter, unless either party receives written notice from the other party, not less than sixty (60) days, nor more than one hundred twenty (120) days immediately prior to the expiration date, or mutual extension thereof, of its desire to amend, modify or terminate this Agreement. In the case of such notice, the parties agree to meet for the purpose of negotiating a new contract or a written renewal of this Agreement, provided that no strike or work stoppage shall take place after such expiration date of this Agreement unless the Union notifies the Company, in writing, at least ten (10) calendar days prior to any contemplated strike or work stoppage.

SIGNATURES OF THE PARTIES

IN WITNESS WHEREOF, the Company and the Union have caused this Agreement to be signed by their duly authorized representatives:

FOR:

Transport Workers Union of
America, AFL/CIO, Local 525

G. Yingst
International Representative

Date _____

E. O. Hill
President, Local 525

Date _____

D.W. Minick
Union Committee Member

Date _____

L.G. Peterson
Union Committee Member

Date _____

FOR:

Space Gateway Support

W.A. Sample
President

Date _____

D. L. Nettuno
Director, Human Resources

Date _____

J. L. Wood
Manager, Labor Relations

Date _____

G. R. Wimberly
Management Committee Member

Date _____

Signature of the Parties
Page 2

B. A. Jenkins, Sr.
Union Committee Member

Date _____

R.W. Anderson
Management Committee Member

Date _____

W. R. Monroe
Union Committee Member

Date _____

J. E. Farmer
Management Committee Member

Date _____

S. L. Green
Union Committee Member

Date _____

ADMINISTRATIVE LETTER NO. 1

Eddie O. Hill
President, Local 525
Transport Workers Union of America AFL/CIO
122 Dixie Lane
Cocoa Beach, FL 32931

The purpose of this letter is to state the parties' agreement concerning the "Employee Reliability Program."

The parties agree to the necessity of providing a safe and secure environment for everyone. Intoxicated, impaired or drug-abusing employees can endanger themselves, the Company, and the lives of their friends and co-workers.

Drug tests shall be administered to incumbent employees only on a probable cause or reasonable suspicion basis, when there is reason to believe that the individual identified to be tested is jeopardizing workplace safety or is not performing his job because of intoxication and/or impairment.

No test shall be administered until the Company has reason to believe that the employee is impaired through direct observation by at least two management officials, one of whom is not the employee's immediate supervisor. The employee's union representative will be advised immediately, if available, or as soon as possible thereafter.

If any employee realizes he has a drug or alcohol dependence problem and voluntarily seeks help, the Company will assist that employee in obtaining professional help. However, it is understood that the burden rests on the employee to seek and accept professional help. Such professional help will consist of counseling and/or rehabilitation through the Employee Assistance Program (EAP) which includes successfully passing a minimum of four (4) random tests per year administered within a two (2) year period.

It is understood and agreed that all employees represented by the TWU will sign the forms consenting to drug and/or alcohol tests as presently attached to the "Employee Reliability Program". However, no employee shall be required to sign any waiver of his Constitutional rights in conjunction with the administration and processing of this program.

Administrative Letter #1
Page 2

The Company has provided the Union with a detailed outline of the various drugs and the levels which have been established as unacceptable.

Incumbent employees testing positive, under probable cause or reasonable suspicion, will be subject to disciplinary action which may result in termination, but would at least require the employee to participate in the EAP as acceptable rehabilitation for continued employment.

Employees that are on layoff or inactive pay status for a period of ninety (90) calendar days or more shall be subject to drug and/or alcohol screening upon their recall or return to work.

Any employee in a position designated as sensitive or an employee whose job requires the carrying of weapons, who test(s) positive regardless of reason, i.e., probable cause or self-referral, will be placed in a non-sensitive position, provided such an opening is available. If a job opening is not available that meets the employee's qualifications and experience, he will be terminated and placed on a preferred job listing and as future job openings become available, these employees will be given first consideration when filling such job opening for a period not to exceed one year.

Any employee who tests positive will not be allowed to report to work and will be subject to the provisions of the "Employee Reliability Program".

With the above clarifications, the parties agree to the Company's "Employee Reliability Program", which includes "The Drug-free Workplace Act of 1988".

If the foregoing correctly expresses your understanding of our agreement concerning this subject, please sign and return the original to the undersigned.

ACCEPTED AND AGREED TO:

Johnny L. Wood
Manager, Labor Relations

Eddie O. Hill
President, Local 525

Date

Date

ADMINISTRATIVE LETTER NO. 2

Eddie O. Hill
 President, Local 525
 Transport Workers Union of America AFL/CIO
 122 Dixie Lane
 Cocoa Beach, FL 32931

The purpose of this letter is to state the parties' agreement concerning the implementation of the absence control system within the TWU Bargaining Unit. All employees within the unit are subject to the following:

The parties recognize that the abuse of sick leave increases costs, creates an undue hardship on fellow employees, lowers morale and limits management's ability to effectively plan and schedule work assignments.

Most bargaining unit employees come to work with an acceptable degree of dependability. The Company recognizes that most bargaining unit employees have demonstrated a good work ethic. However, others have not used sick leave as it was intended. This letter establishes a guideline on the utilization of sick leave for purposes of disciplinary action.

The charts below should be followed as a guideline for implementation of disciplinary action for excessive use of sick leave/LWOP:

Non-Combat Personnel (8 hours per day/5 days per week)

49 hours	-	unchallenged
57 hours	-	verbal reprimand
65 hours	-	written reprimand
81 hours	-	90-day review
97 hours	-	3-day suspension
113 hours	-	termination

Administrative Letter #2

Page 2

Combat Personnel (24 hours on/48 hours off)

61 hours	-	unchallenged
81 hours	-	verbal reprimand
101 hours	-	written reprimand
121 hours	-	90-day review
141 hours	-	3-day suspension
161 hours	-	termination

In no event will an employee be terminated, regardless of his prior record, if the employee is on Family Medical Leave Act leave when the 113 hour (161 hours for combat personnel) level is reached.

In administering the discipline relative to sick leave abuse based on the chart guidelines set forth above, the records shall be maintained for 12 months. The 12-month cycle for monitoring shall initially begin on January 1, 2003. If, at the end of 12 months, the employee has progressed no further than a written reprimand, then his disciplinary file shall be purged. If the employee has escalated to a 90-day review or higher, then he shall remain in the disciplinary cycle until the employee has either 12 clean months or continues through the above schedule until terminated.

An employee may present a medical excuse from his personal physician to verify his sick leave usage. The medical excuse is subject to verification by the Company directly with the physician who supplied the excuse. The employee must provide the necessary release for the Company to verify the excuse. If a medical excuse is presented and is verified with the employee's physician or is subject to verification, but the Company chooses not to verify, then the time will not be counted for purposes of disciplinary action.

The verified medical excuse exception beginning with the 57th and 81st hour is required for the employee and immediate family. The decision to verify an absence rests in the sole discretion of the Company. If no medical excuse is given for absences beginning with the 57/81 hours as set forth above, or, if given, cannot be verified by the Company, the time will be counted for disciplinary purposes.

Administrative Letter #2

Page 3

The use of leave without pay (LWOP) will be considered unauthorized and subject to tracking for purposes of the absence abuse control program set forth in the charts above. LWOP will not be accepted as a time card entry if the employee has vacation credits available, unless associated with time exchanges. Preapproved union business charged as Union Business LWOP is exempt from the absence abuse tracking listed above.

When employees are transferred from non-combat status to combat status or vice versa, the Company and the Union will meet to determine the appropriate hour level to be assigned. If an agreement is not reached, the Company will assign a level based upon the differences in the schedules.

If the foregoing correctly expresses your understanding of our agreement concerning this subject, please sign and return the original to the undersigned.

ACCEPTED AND AGREED TO:

Johnny L. Wood
Manager, Labor Relations

Eddie O. Hill
President, Local 525

Date

Date

ADMINISTRATIVE LETTER NO. 3

Eddie O. Hill
President, Local 525
Transport Workers Union of America AFL/CIO
122 Dixie Lane
Cocoa Beach, FL 32931

The purpose of this letter is to state the parties' agreement concerning business travel reimbursement when employees covered under this Agreement are required to travel within the Continental United States.

Travel within the Continental United States will be as follows:

- 1) Travel arrangements will be made by the Company's Finance organization in accordance with the Company's Business Travel Policy and the Federal Register for travel within the Continental United States.
- 2) Air travel will be as dictated by the government.
- 3) Receipts are required for airline tickets (commercial carrier) and hotel bills.
- 4) Receipts for an airport limousine/shuttle service if used, to and from the Airport.
- 5) If a personal vehicle is used to and from the Airport - toll receipts, parking receipts, and mileage calculations are required.
- 6) Car rental receipt is required.
- 7) Gas receipts for rental cars are required.
- 8) Receipts are required for any other approved expenditure not covered by the per diem allowance.

Administrative Letter #3

Page 2

- 9) While in travel status an employee will be compensated for eight (8) hours each day (including travel time) and time and one half (1.5) for all hours over eight (8). This compensation schedule applies for all time in travel (home to hotel, hotel to hotel and hotel to home). At no time will the employee's compensation be less than if he/she had not traveled. Employees shall receive double time for holidays plus holiday pay.
- 10) An employee who is required to travel outside the State of Florida will be afforded one (1) day of rest if, on his last day of travel, he arrives at his destination after 6:00 p.m. If such employee is scheduled to work his normal work day on his first day after returning to Florida he will be given that day off with pay.

Employees realize it is their responsibility to process their travel expense reports and repay any monies owed, with the exception of any disputed items, within seven (7) calendar days upon their return from any domestic assignment.

If the foregoing correctly expresses your understanding of our agreement concerning this subject, please sign and return the original to the undersigned.

ACCEPTED AND AGREED TO:

Johnny L. Wood
Manager, Labor Relations

Eddie O. Hill
President, Local 525

Date

Date

ADMINISTRATIVE LETTER NO. 4

Eddie O. Hill
President, Local 525
Transport Workers Union of America AFL/CIO
122 Dixie Lane
Cocoa Beach, FL 32931

The purpose of this letter is to state the parties' agreement concerning business travel reimbursement when employees covered under this Agreement are required to travel outside the Continental United States.

I. Travel outside the Continental United States will be as follows:

- 1) The travel arrangements described in Administrative Letter No. 3 (1-9) shall apply.
- 2) Employees that leave or return on their normal duty day shall receive twenty (20) hours of pay, unless that day is a holiday; then, they shall receive forty (40) hours of pay.
- 3) Employees shall receive twelve (12) hours of pay each day. All hours worked in excess of eight (8), including travel, will be compensated at one and one half (1.5) times their base rate.
- 4) Employees that do not fly business class or above will be afforded an overnight layover while in transit unless on a military flight.
- 5) Employees will be permitted to take vacation on the return layover.
- 6) Each trip will normally be 9-10 days, comprised of four (4) days onsite (three (3) days plus launch). Launch delays could extend this time.
- 7) Employees will travel to and from the site each day with the team. The Paramedic may have a longer day and travel with Security back to the hotel.

Administrative Letter #4

Page 2

- 8) If while in travel status an employee is “locked down” (i.e., not permitted to leave the hotel area) he will be compensated for an additional four (4) hours at one and one half (1.5) times his base rate for each applicable day.
- 9) Employees will be provided with eight (8) hours of TAL team training prior to departure each launch.
- 10) Employees shall receive double time for holidays plus holiday pay.
- 11) Each employee will be assured two (2) days rest on their return to Florida to compensate for jet lag and the difference in time zones, if traveling with the team. Therefore, if an employee is scheduled to work his normal work day on his first or second day off with pay. However, if either lag days falls on a holiday they shall receive forty (40) hours of pay.
- 12) The Company will pay up to twenty dollars (\$20.00) for one (1) phone call per week. The week begins on your day of departure. An additional three minute phone call allowance will be permitted for each change in travel schedules. Receipts must be provided to the Company.
- 13) The Company will provide travel insurance.
- 14) The per diem for lodging will be in accordance with the Government’s Federal Travel Register for foreign areas. However, if the actual expenses are greater than the per diem provided for authorized expenses, then those expenses will be reviewed to ensure the employee does not lose money.
- 15) The union section chairman or designee will attend each post TAL meeting.
- 16) A committee with equal numbers of union and management members will be formed to discuss any problems.
- 17) Each assignment will consist of a seven (7) person team. This team will consist of two (2) management and five (5) union members. However, these numbers could change after review of the request for proposal from the customer and mutual agreement between the Company and the Union.

Administrative Letter #4

Page 3

- 18) Employees will not be required to perform any work that conflicts with other unions.

II. Team selection will be as follows:

- 1) A list will be established by seniority in job classification.
- 2) The list will be on a rotational basis. One (1) employee will be selected from each combat job classification. The fifth employee will be a firefighter. However, these numbers could change (see # 17 above).
- 3) The Union will maintain the list.
- 4) Selection will be on a volunteer basis. In the event there are no volunteers in a particular classification, the most junior qualified person in that classification can be directed to accept the assignment.
- 5) New employees and/or changes in classifications will result in their placement to the bottom of their respective lists.
- 6) Acceptance or refusal will be charged, and the employee will go to the bottom of their respective list and charged, effective the day the team departs.
- 7) The only exception to being asked will be an annual vacation bid on file in accordance with Article 17.4.2.

Employees realize it is their responsibility to process their travel expense reports and repay any monies owed, with the exception of any disputed items, within seven (7) calendar days upon their return from an overseas assignment.

Administrative Letter #4
Page 4

If the foregoing correctly expresses your understanding of our agreement concerning this subject, please sign and return the original to the undersigned.

ACCEPTED AND AGREED TO:

Johnny L. Wood
Manager, Labor Relations

Eddie O. Hill
President, Local 525

Date

Date

ADMINISTRATIVE LETTER NO. 5

Eddie O. Hill
President, Local 525
Transport Workers Union of America AFL/CIO
122 Dixie Lane
Cocoa Beach, FL 32931

The purpose of this letter is to state the parties' agreement concerning the Combat Task Test (CTT) and the individualized physical fitness program. All employees assigned to the Combat classification shall comply with the following:

- I. Employees shall take the CTT on an annual basis in a March/April time frame. The CTT will be utilized as an evaluation tool of physical fitness/ability relative to firefighting physical capabilities.
 - 1) While there is not a pass/fail designation for the CTT, successful completion is defined as completing all phases in seven (7) minutes or less. Unsuccessful is defined as 7:01 or greater.
 - 2) Those employees who do not successfully complete the CTT will be required to take the CTT four times per year, on a quarterly basis (April, July, October and January) until such time that they complete the CTT in seven minutes or less. When employees achieve a completion time of 7:00 minutes or less they will convert to the annual requirement.
 - 3) Employees shall wear/don the following protective clothing while completing the CTT evaluation:
 - a) Full structural firefighting bunker gear (coat and pants).
 - b) NFPA approved structural firefighting boots.
 - c) Self-contained breathing apparatus (SCBA) with a composite bottle, of the employee's choice, used by the KSC/CCAFS Fire Department. Employees will wear the face mask, maintain an adequate respiratory seal and breathe SCBA bottled air while performing the CTT evaluation.

Administrative Letter #5

Page 2

- 4) The CTT evaluation shall consist of the following steps, to be performed in successive order in a time frame of 7:00 minutes or less:
 - a) Ascend and descend 75 feet of stairway (MDD or VAB stairwell) while carrying a 14 pound simulated high rise pack.
 - b) Using a 1/2" to 5/8" rope, hoist a 50' roll of 1-3/4" hose with nozzle to a height of 50 feet.
 - c) Lift, drag or carry a 170 lb. mannequin a distance of 85'.
- II. All combat employees will participate in an individualized physical fitness program while in an on duty status, on each scheduled workday (tour).
- 1) Employees will be afforded approximately 1.5 hours each tour to complete physical fitness requirements. Barring department operational requirements, exercise will normally take place during recognized first shift time frames. Departmental issued Class C uniform will be worn while exercising.
 - 2) Employees will participate in each of the three specific disciplines during physical fitness periods: flexibility, strength and aerobics.
 - 3) Physical fitness is an individualized requirement. Team sports such as basketball, volleyball, etc. may be utilized towards the exercise requirements, but will not be eligible to meet the entire requirement.
 - 4) Employees will document their physical fitness activities on a KSC Physical Fitness Training Roster. Forms will be forwarded to the Administrative Office at the end of each month. Completed forms will be kept on file for a period of 12 calendar months.
 - 5) Employees will participate in physical fitness activities each scheduled tour. You may elect not to participate for two scheduled tours. On launch days or burn building evolution drill days a reduced level of activity will be acceptable.

Administrative Letter #5

Page 3

- III. Physical assessment requirements relative to the CTT and physical fitness program.
- 1) Employees who successfully complete the CTT in seven minutes or less may establish their own exercise program. They will be monitored only to ensure some level of participation in exercise during their tour.
 - 2) Employees who do not successfully complete the CTT in seven minutes will be required to have a physical fitness evaluation conducted by a third party. The employee will have a written physical fitness assessment conducted by the same third party. This assessment record will be provided to the Company on or after the third consecutive CTT evaluation over seven minutes. The employees will be responsible for their physical fitness regime to prepare themselves for the CTT evaluation.

If the foregoing correctly expresses your understanding of our agreement concerning this subject, please sign and return the original to the undersigned.

ACCEPTED AND AGREED TO:

 Johnny L. Wood
 Manager, Labor Relations

 Eddie O. Hill
 President, Local 525

 Date

 Date

CCAFS/KSC Fire Department 2006 CBA Letters of Understanding

9.12 Both parties agree that Company Level training, within the guidelines of Firefighter Level 1 and Level 2 (basic firefighting skills) will be established by the Company's Training Department. The represented employees will assist by delivering specifically assigned Company Level Proficiency training and completing the documentation as required. All combat employees will assist the Training Department in accomplishing these objectives.

9.16 Both parties agree that the limited duty clock for occupational illness/injury will begin on the first day of limited duty following the initial appointment to the Company's Workers Compensation doctor. If surgery is recommended then the time will begin on the first day of limited duty following the surgery. If the employee requests a second opinion the time will begin on the first day of limited duty following the original scheduled surgery date.

The Union will assist the Company in monitoring the limited duty program against abuse.

10.6 Partial relocation (over four (4) hours but not overnight); will be directed by utilizing the partial relocation rotational list for the affected classification. This list will be established annually within each job classification, platoon and division by reverse seniority. This list will be used for each relocation with a duration of more than four (4) hours but not overnight.

Full relocation (overnight); will be directed by utilizing the full relocation rotational list for the affected classification. This list will be established annually within each job classification, platoon and division by reverse seniority. This list will be utilized for each relocation that requires an overnight stay (other than extended periods). An employee on prescheduled vacation for their next tour of duty will be given the opportunity to relocate but will not be required to do so.

If deemed necessary, extended periods of relocation; (over three (3) tours of duty) will be filled voluntarily by seniority. If there are no volunteers, the employee within the required classification and platoon with the least amount of seniority will be directed to relocate.

- 11.7** Both parties agree that the intent is to provide employees with relief breaks. If an employee does not get a proper relief break (within four (4) hours), he will be relieved at the earliest possible opportunity.

Both parties agree that the intent is to give the employees their meal period within traditional timeframes. Morning training should be concluded by 1100 hrs and afternoon training should not start until 1300 hrs. Employees should make every effort to be at training by 1300 hrs.

In addition employees receiving a late lunch break will not be assigned to an early supper meal period.

11.13 Time Exchanges (six month trial period)

Employees are permitted to exchange work hours with other employees within the same job classification with prior approval by the Company. The employee involved in a time exchange will work the same number of hours for the exchanger within a three (3) month period, starting from the date of the exchange. Whole day exchanges will be treated as vacation. Employees may accumulate hours to be used together (i.e. two (2) partial days to make one (1) whole day). No more than forty (40) hours may be accumulated between no more than three (3) employees at a given time by any one (1) employee. All employees involved with an exchange will keep records until the exchange is completed. The employee that actually works the hours will be compensated for such. The employee that is off will use a time entry of LWOP. The Company will not be held responsible for the repayment of time.

- 17.4** Partial day vacation requests will be approved on a case by case basis. If an employee abuses this benefit he may be denied by management.

- 17.4.3** The number of employees allowed on vacation, scheduled at least twelve (12) hours in advance are: three (3) Lieutenants, three (3) Drivers, three (3) Firefighters, two (2) Paramedics and four (4) Inspectors on any given day. These numbers will be inclusive of employees on sick leave and LWOP. Additional employees may be allowed time off as long as the manning levels referenced in Article 9.17 are maintained. However, these numbers could change after review of the manning levels requested by the customer and with mutual agreement between the Company and the Union.

SIGNATURES OF THE PARTIES

IN WITNESS WHEREOF, the Company and the Union have caused this Agreement to be signed by their duly authorized representatives:

FOR:

Transport Workers Union of America, AFL/CIO, Local 525

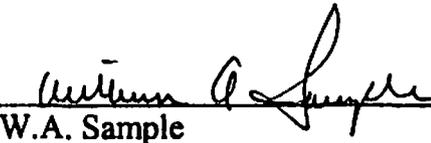

G. Yingst

International Representative

Date 4-1-06

FOR:

Space Gateway Support


W.A. Sample

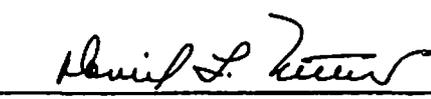
President

Date 2/31/06



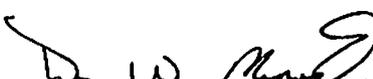
E. O. Hill
President, Local 525

Date 4-1-06



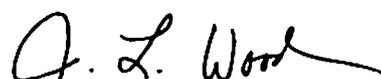
D. L. Nettuno
Director, Human Resources

Date 4/1/06



D.W. Minick
Union Committee Member

Date 4-1-06



J. L. Wood
Manager, Labor Relations

Date 4-1-06



L.G. Peterson
Union Committee Member

Date 04/01/2006



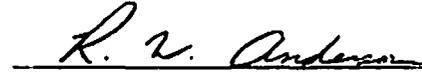
G. R. Wimberly
Management Committee Member

Date 4-1-06

Signature of the Parties
Page 2



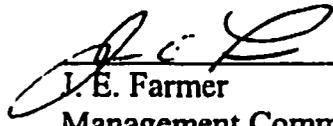
A. Jenkins, Sr.
Union Committee Member
Date 4-1-06



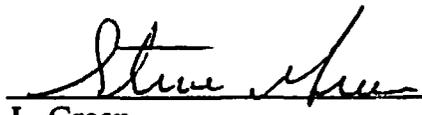
R.W. Anderson
Management Committee Member
Date 4-1-06



J. R. Monroe
Union Committee Member
Date 4-1-06



J. E. Farmer
Management Committee Member
Date 4-1-06



L. Green
Union Committee Member
Date 4-1-06

15.1.2 The hourly wage rates for employees in each job classification covered under this Agreement shall be as follows:

<u>Job Classification</u>	<u>4/1/2010</u>
Firefighter	\$ 22.64
Firefighter/Driver	\$ 23.31
Firefighter/Paramedic	\$ 24.03
Firefighter/Lieutenant	\$ 24.24
Fire Inspector	\$ 27.37

The purpose of this document is to describe the agreement reached between the parties, on this date March 31, 2010, to extend the existing Firefighters Collective Bargaining Agreement (CBA) between Space Gateway Support, LLC (SGS) and the Transport Workers Union of America AFL/CIO (TWU) dated March 31, 2006.

Except as modified below, all aspects of the current CBA, which shall remain in full force and effect until midnight March 31, 2011 and shall be automatically renewed for consecutive periods of one (1) year thereafter, unless either party receives written notice from the other party, not less than sixty (60) days, nor more than one hundred twenty (120) days immediately prior to the expiration date, or mutual extension thereof, of its desire to amend, modify or terminate this Agreement. In the case of such notice, the parties agree to meet for the purpose of negotiating a new contract or a written renewal of this Agreement, provided that no strike or work stoppage shall take place after such expiration date of this Agreement unless the Union notifies the Company, in writing, at least ten (10) calendar days prior to any contemplated strike or work stoppage.

- 1) In the event the Company (SGS) ceases to perform the Fire Services functions at the Kennedy Space Center (KSC) under the Interim Protective Services Contract (IPSC), any extensions to the IPSC or its equivalent contract, prior to the above expiration date, the Company shall be released from all obligations under this Agreement.
- 2) The parties have mutually reached an agreement for a 3% wage increase effective April 1, 2010. The hourly wage rates in each job classification covered under this Agreement shall be as follows:

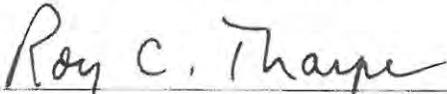
<u>Job Classification</u>	<u>4/1/2010</u>
Firefighter	\$ 22.64
Firefighter/Driver	\$ 23.31
Firefighter/Paramedic	\$ 24.03
Firefighter/Lieutenant	\$ 24.24
Fire Inspector	\$ 27.37

- 3) All employees covered under this Agreement shall be provided with group coverage in accordance with the Space Gateway Support Group Benefit Plan.

Effective April 1, 2010, the employee contribution level will be sixty two dollars and fifty cents (\$62.50) for single and eighty two dollars and fifty cents (\$82.50) for family coverage, per bi-weekly pay period for the duration of this Agreement.

If the foregoing correctly expresses the agreement between the parties for the 2010 negotiations and extension concerning this subject, please sign and date the original.

ACCEPTED AND AGREED TO:


 Roy Tharpe
 President, Space Gateway Support


 Kevin Smith
 President, TWU Local 525

3/31/10
 Date

3/31/10
 Date



Space Gateway Support, LLC
P.O. Box 21237
Kennedy Space Center, FL 32815-0237

This document confirms the agreement reached between the parties, on this date March 31, 2011, to extend the existing Firefighters Collective Bargaining Agreement (CBA) between Space Gateway Support, LLC (SGS) and the Transport Workers Union of America AFL/CIO (TWU) dated March 31, 2006.

Except as modified below, all aspects of the current CBA, which shall remain in full force and effect until midnight March 31, 2012 and shall be automatically renewed for consecutive periods of one (1) year thereafter, unless either party receives written notice from the other party, not less than sixty (60) days, nor more than one hundred twenty (120) days immediately prior to the expiration date, or mutual extension thereof, of its desire to amend, modify or terminate this Agreement. In the case of such notice, the parties agree to meet for the purpose of negotiating a new contract or a written renewal of this Agreement, provided that no strike or work stoppage shall take place after such expiration date of this Agreement unless the Union notifies the Company, in writing, at least ten (10) calendar days prior to any contemplated strike or work stoppage.

- 1) In the event the Company (SGS) ceases to perform the Fire Services functions at the Kennedy Space Center (KSC) under the Interim Protective Services Contract (IPSC), any extensions to the IPSC or its equivalent contract, prior to the above expiration date, the Company shall be released from all obligations under this Agreement.
- 2) The parties have mutually reached an agreement for a 2% wage increase effective April 1, 2011. The hourly wage rates in each job classification covered under this agreement shall be as follows:

<u>Job Classification</u>	<u>April 1, 2011</u>
Firefighter	\$23.09
Firefighter/Driver	\$23.78
Firefighter/Paramedic	\$24.51
Firefighter/Lieutenant	\$24.72
Fire Inspector	\$27.92

If the foregoing correctly expresses the agreement between the parties for the 2011 negotiations and extension concerning this subject, please sign and date the original.

ACCEPTED AND AGREED TO:

Roy C. Tharpe

Roy C. Tharpe
 President, Space Gateway Support

3/31/2011
 Date

Kevin Smith

Kevin Smith
 President, TWU Local 525

3/31/11
 Date

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AGREEMENT

BETWEEN

**SPACE GATEWAY SUPPORT
AND ITS TEAM MEMBERS**

**CREATIVE MANAGEMENT TECHNOLOGY, INC.
AND
YANG ENTERPRISES, INC.**

AND

**TRANSPORT WORKERS UNION OF AMERICA
LOCAL 525**

**Representing Maintenance Service/Support Service Employees
on the NASA/USAF contract at the Kennedy Space Center,
Cape Canaveral Air Force Station and
Patrick Air Force Base**

1 June 2006 – 31 May 2009

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P R E A M B L E

This Agreement entered into this 1st day of June, 2006 by and between Space Gateway Support, Inc. and its signatory subcontractors (SGS or Company) and the unions listed below (the Union(s)) which currently represent SGS employees on the NASA/USAF JBOSC contract at the Kennedy Space Center, Cape Canaveral Air Force Station and Patrick Air Force Base and other related Florida locations. The participating unions are the Transport Workers Union Local 525; the Teamsters Local Union 769; the International Brotherhood of Electrical Workers Local No. 2088; and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States and Canada, AFL-CIO, Local 780.

ARTICLE 1 - PURPOSE

- 1.1** The JBOSC contract marks a significant change in the manner by which the government agencies responsible for the operations of the Kennedy Space Center and the 45th Space Wing have chosen to procure support services. By electing to proceed in a combined procurement, the government has amalgamated numerous previously separate support contracts and collective bargaining units into coverage by a single contract. The principle objective of the JBOSC contract is the standardization of job rules and work practices.
- 1.2** The parties acknowledge that these special considerations and their importance to the national space program, its contractors and the employees engaged in its support activities compel a reexamination of traditional labor relations issues at this site. It is in recognition of these contractual and program developments that the parties enter into this Site Stabilization Agreement in which they agree to unify common working conditions, to maintain a spirit of labor management cooperation and stability, to explore improved work methods and procedures, and agree further to establish effective, prompt and binding methods for the settlement of all misunderstandings, disputes or grievances which may arise. The Unions and SGS agree to administer the provisions of this Agreement in good faith.

- 1.3** This agreement and each respective Schedule Agreement shall constitute the sole agreement between the parties. Prior agreements or past practices may affect the interpretation of this agreement but will not otherwise bind the parties unless otherwise agreed. The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the areas of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of those rights and opportunities are set forth in this agreement and the applicable schedule agreements.

ARTICLE 2 - LABOR MANAGEMENT COUNCIL

- 2.1** In recognition of the Union's and Management's mutual interest in the successful performance of the JBOSC contract work, the parties agree to establish a Labor Management Council consisting of up to two (2) representatives from SGS, one from each subcontractor, and up to two (2) persons designated by each signatory union, to discuss the consolidation of the JBOSC work efforts into an integrated operation, that provides flexibility and accountability both for Management and the workforce and to explore innovative approaches to the performance of work in the interests of efficiency and job security. The number of participants can be increased or decreased by mutual agreement. This committee shall meet at least semi-annually unless a special meeting is requested by the Union(s) or SGS at more frequent intervals.
- 2.2** Time spent by bargaining unit employees in Council meetings or on Council assignments shall be treated as time worked.

ARTICLE 3 - EFFECT OF OTHER AGREEMENTS

The provisions of this Agreement and its Schedule Agreements shall apply to all employees represented by the Unions who are engaged on the JBOSC contract, notwithstanding provisions of other local or national union agreements which may conflict or differ with the terms of this Agreement. SGS agrees that this Site Stabilization Agreement will be proposed to any collective bargaining representative who is hereinafter recognized or certified as the bargaining representative of JBOSC employees. Each Union will be free to negotiate a new or revised Schedule Agreement applicable to the new unit for which it is recognized or certified.

ARTICLE 4- RECOGNITION AND SCOPE

- 4.1** This Agreement shall apply to work performed by SGS or any of its signatory subcontractors on the JBOSC contract at the Kennedy Space Center (KSC), Cape Canaveral Air Force Station (CCAFS), Patrick Air Force Base (PAFB) or other Florida locations.
- 4.2** SGS recognizes the respective Local and International Unions as the sole collective bargaining agent for those units of employees now engaged on the JBOSC contract who were previously represented when employed by those contractors who were the immediate predecessors to SGS at the time of transition. The scope of recognition and the configuration of the bargaining unions is more fully described in the applicable Schedule Agreements. At transition, SGS extended recognition to each of the predecessor unions and, through the operation of that recognition, will continue in effect the preexisting scope of the bargaining unit.
- 4.3** Additional or new work awarded to SGS under the JBOSC contract or by the acquisition of new work at KSC, CCAFS, PAFB, and other Florida locations which involves the performance of tasks the same or similar to existing bargaining unit employees, shall be included in the functional unit for which the unions are recognized subject to the terms of this agreement, unless required otherwise by the NLRA.
- 4.4** Any employee hired or transferred into a defined unit to replace a departing employee will become a part of the same unit as the employee replaced. Employees who move from unit to unit within JBOSC shall carry accumulated seniority to any new assignment on JBOSC. Employees that change companies within JBOSC and have vacation balances paid out shall be allowed to take an equal amount of time off without pay during the next twelve (12) months. Accumulated sick hours shall be carried to the new company.
- 4.5** In the event of workforce reductions, SGS and its subcontractors agree to make every effort to retain each union's relative percentage of the represented workforce, consistent with historical bargaining unit lines.
- 4.6** Supervisors will not perform the duties of employees in the bargaining unit other than in emergency situations or for the purpose of instructing employees. Such assistance shall not deprive a bargaining unit employee from earning overtime.

- 4.7** SGS and the Unions agree to maintain the status quo regarding work performed by bargaining unit employees covered by this agreement. SGS agrees not to assign work currently being performed by one unit of represented personnel to another bargaining unit. Non-represented employees will not be assigned to displace employees in any bargaining unit covered by this Agreement or Schedule Agreement.
- 4.8** When work is performed on site pursuant to the terms of a warranty or lease, vendor/lessor mechanics may supervise and perform actual work on the equipment, machinery or materials under lease or warranty and may be assisted by bargaining unit personnel. This clause is not intended to eliminate or reduce any bargaining unit under this contract.
- 4.9** **4.9.1** The unions acknowledge SGS's need for flexibility in the assignment of work to successfully perform its responsibilities under the JBOSC contract and to improve its status in competing for non-JBOSC work.
- 4.9.2** SGS and its subcontractors commit to the assignment of routine work consistent with traditional bargaining unit lines (KSC, CCAFS and PAFB), without crossing historical craft lines.
- 4.9.3** SGS and its subcontractors agree that in scheduling routine Type I or II work orders, such work will be assigned to employees within historical unit boundaries provided that if such employees are fully occupied, such work may be covered by other bargaining unit employees within the same classification for a period not to exceed five workdays. The five day work limit may be extended by mutual agreement between SGS and the affected union(s).
- 4.9.4** SGS and its subcontractors agree that any assignment of work across bargaining unit lines shall not be for the purpose of causing layoff or depriving represented employees of recall or an overtime work opportunity. Except for the multi-union teams described below, cross assignments shall not extend for more than five days into any unit where employees of the same classification are on layoff.

4.9.5 SGS and its subcontractors agree that mixed bargaining unit work crews will be the exception and used only where necessary for efficient completion of JBOSC requirements. This does not bar the creation of specific multi-union teams for limited and clearly defined circumstances, such as the Rapid Response Team and the Type III Work Crew. Employees on mixed union work assignments will work as a team within their existing classifications. The union representatives affected will be notified in writing sufficiently in advance of any mixed team proposal to allow meaningful negotiation over any additional such teams or whenever the size or mission of established teams is materially modified. If no agreement is achieved in negotiations, SGS may implement its final proposal subject to the union's right to appeal the implementation to final, expedited arbitration.

ARTICLE 5 - MANAGEMENT'S RIGHTS

- 5.1** The unions recognize that it is the right and responsibility of SGS to maintain discipline and efficiency and agree that management shall have the freedom of action necessary to discharge its responsibility for the successful execution of the JBOSC contract. Except as expressly limited by other provisions of this Agreement or the applicable Schedule Agreements, SGS retains the right to direct the working force, including the hiring, promotion, transfer, discipline or discharge of its employees; the assignment and scheduling of work, the requirement of overtime work and the determination of when it shall be worked; the right to promulgate reasonable rules and regulations and to amend or modify such rules from time to time with prior notice to the union; and the right to direct the workforce and execute the requirements of the JBOSC contract in a safe and effective manner.
- 5.2** The foregoing enumeration of Management's Rights shall not be deemed to exclude other rights of management, not specifically set forth, provided that no supplementary right of management may abridge any specific term of this agreement. In addition, the foregoing enumeration of Management's Rights and functions is without prejudice to the union's duty and responsibility for the representation of employees covered by this agreement and its rights, in accordance with the law and the terms of this agreement, to process grievances, disputes or differences as to the interpretation or application of any provisions of this agreement.
- 5.3** The parties recognize that the use of new technology, equipment, machinery, tools, process assignment practices or labor saving devices and methods of performing work may be initiated by SGS from time-to-time on the JBOSC contract. Such technology, and training in the use of such tools, devices or methods shall be provided by SGS at no cost to the employee. Appropriate bargaining unit employees will continue to perform such work provided they are or become qualified and unless the technical alterations change the nature of the work in a way that removes it from the scope of the bargaining unit. SGS will notify the affected union of any such change and will be prepared to discuss the impact on the respective bargaining unit prior to implementation. Such initiatives will be implemented only for valid business purposes and shall not be a subterfuge for reducing bargaining unit work. The union agrees that it will not impede the implementation of legitimate new devices or work methods. If there is any disagreement between the Unions and SGS concerning the legitimacy of implementation of such devices or methods of work, the implementation will proceed as directed by SGS and the union shall have the right to arbitrate the dispute as set forth in Article 9 herein.

5.4 5.4.1 SGS and its subcontractors plan for shop consolidation includes, by mutual agreement, with the unions:

- Creation of Primary and Satellite Shops.
- Most primary shops will be located on KSC side.

5.4.2 Current personnel may report to the Primary Shop without regard to union status. Where there are complementary shops, employees will be assigned to report to either the Primary or Satellite location consistent with traditional unit boundaries and will be assigned to work orders within their traditional union areas, except as set forth in this Agreement. Shop employees, assigned to work regularly in the Primary Shop, will retain their current union representation. Notwithstanding Recognition, Article 4, shop personnel hired for such assignments in the future will be included in the bargaining unit with jurisdiction over the shop.

5.4.3 Personnel assigned to the Satellite location may be required, from time to time, to do shop work at the Primary location, in order to access required tools and equipment.

5.4.4 Whenever a permanent vacancy occurs in the Primary Shop, any “grandfathered” cross assigned employee shall be offered the right to claim the position, in the same classification, and convert union representation to the traditional bargaining representative. Such conversions shall be made with accumulated seniority.

5.4.5 Whenever a permanent vacancy occurs in a Satellite Shop, any “grandfathered” employee, working in that classification on cross assignment to the Primary Shop, shall be transferred back to the vacancy in the traditional bargaining shop.

5.4.6 Selection of qualified employees for transfer or assignment from the Primary Shop to the Satellite Shop, and vice versa, shall be to qualified volunteers in order of seniority except that if there are insufficient volunteers, the assignment shall be made in inverse order of seniority.

5.4.7 For issues relating to overtime distribution or vacation schedule, the Rules of the Shop of the traditional union shall apply. Cross assigned employees shall be accorded bargaining unit seniority for such purposes.

ARTICLE 6 - UNION SECURITY AND CHECKOFF

- 6.1** SGS agrees to continue in effect the union security, checkoff and Union business provisions in place with the respective predecessor contractors, as set forth in the applicable Schedule Agreements. The union security provisions may vary based on sites of employment (KSC, CCAFS or PAFB). SGS will respect and enforce the respective agreements for union security and dues checkoff only to the extent allowed by law.
- 6.2** SGS agrees to provide dues deductions for political action committees and other legitimate purposes to the extent allowed by law and as prescribed in the attached Schedules.
- 6.3** In the event federal or state law is changed to permit more expansive union security arrangements than currently authorized, SGS agrees to meet promptly with the union(s) to negotiate modifications in the existing union security arrangements.

ARTICLE 7 - NO STRIKE OR LOCKOUT

- 7.1** The union hereby agrees that during the term of this agreement, whether an unfair labor practice is alleged or not, there will be no strike, sympathy strike, slow down, walkout or any other interruption or stoppage of work on the JBOSC contract against SGS or any signatory subcontractor, including a failure to report for work over another union's picket line. This prohibition does not extend to informational activity away from the worksite.
- 7.2** The Union also agrees that it will not directly or indirectly authorize, encourage, support or otherwise approve employee refusal to report to the location of normal work assignment and to commence regular work as scheduled, where no rare or unusual physical hazard is involved in proceeding to such location or performing such work. The Union commits that the officers and agents of the union will take immediate, good faith, and reasonable action to either prevent the occurrence or the continuation of impermissible conduct or activities set forth in this article.
- 7.3** SGS agrees that there will be no lockout of employees covered by this Agreement. Nothing in this clause shall prevent SGS from implementing a layoff of employees or any other reduction in the workforce for valid business reasons.

ARTICLE 8 – NONDISCRIMINATION

- 8.1** To the same extent dictated by applicable laws, SGS and the unions agree that there shall be no discrimination by SGS or the unions, either separately or collectively, against any employee or prospective employee because of sex, race, color, national origin, religion, age, disability, veteran status or because of union activity, membership, non-membership or refraining from engaging in union activity. Whenever the male gender is used in this agreement as a frame of reference, it shall mean either male or female without distinction.
- 8.2** SGS and the unions acknowledge the reasonable accommodation obligations of the Americans With Disabilities Act and the protected status of qualified applicants and employees with mental or physical disabilities. Nothing in this Agreement shall expand upon either party's statutory obligation nor shall be construed as intending to foreclose reasonable accommodation to qualified persons with a statutory disability, provided that SGS must give the union advance notice of any accommodation inconsistent with the terms of this Agreement and bargain with the union in such cases to ensure that the proposed accommodation is required by law and does not unreasonably usurp the seniority rights of other employees covered by this agreement.
- 8.3** Any employee or the union may file a grievance under Article 8 alleging discriminatory application of this agreement. Such grievances are encouraged and may be processed through Step 3 of the grievance procedure. Any grievance not resolved at Step 3 may be submitted by the Union to final and binding arbitration.

- 8.4** Any aggrieved employee who alleges discrimination in violation of any federal or state statute or regulation may opt at his sole discretion to pursue arbitration provided that the employee acknowledges in writing on a form prescribed by SGS, that the decision of the arbitrator shall be final and binding with respect to the claim of the employee and the defenses of SGS, that the employee voluntarily waives litigation of such discrimination complaint in any other forum and that the employee holds the union harmless from any claims associated with the employee's decision to proceed independently. Unless the union is a party to the arbitration, the arbitrator's award shall not constitute a precedential interpretation of the collective bargaining agreement. In cases where the employee proceeds to arbitration individually, SGS will be responsible for the full cost of the arbitration proceeding, including the fees of the arbitrator. In such cases, both parties shall bear their own attorney's fees.

ARTICLE 9 - GRIEVANCE PROCEDURE

- 9.1** The union and any SGS employee covered by this Agreement shall have the right to present to SGS, and SGS to the union, complaints or grievances pertaining to any matter involving interpretation or application of this agreement. Employees shall have the right to present complaints and grievances to the immediate supervisor/manager either personally or through the designated union steward. Where employees choose to file a grievance personally, the Union will be notified and will have the opportunity, at its sole discretion, to attend each of the three meetings called for the purpose of discussing and adjusting the grievance. Any such adjustment must be consistent with the terms of this Agreement. The parties commit to a good faith effort to resolve complaints informally before invocation of the grievance procedure.
- 9.2** All grievances shall be presented as soon as practicable after the occurrence of the event on which it is based, but in no event later than ten (10) working days if it is a dismissal grievance, or if the grievance arises from any other cause, no later than twenty (20) working days from the date the union knew or reasonably should have known of the events giving rise to the grievance. The Arbitrator may consider the timeliness of non-termination grievances filed after the twentieth day and before the forty-fifth day and may continue the matter where there is a justifiable excuse for the untimeliness. The failure to submit a grievance within a period of forty-five (45) days shall constitute an absolute bar to further action.
- 9.3** Time limits for grievances at any step, or for any response, may be extended by mutual agreement between the union and SGS. If it is determined under the grievance procedure, including arbitration, that any adjustment in wages is appropriate, such adjustment shall be based upon existing wage rates and shall be applied retroactively to the date of the occurrence, at the discretion of the arbitrator, provided that such date is not more than twenty (20) working days prior to the date upon which the grievance was presented.
- 9.4** Grievances shall be processed as follows: The union steward, or designee, shall reduce the grievance to writing on a form developed mutually by SGS and the unions and submit it to the appropriate supervisor/manager. A copy must be forwarded to SGS Labor Relations. The written grievance must specify (1) the facts upon which the grievance is based; (2) the section or sections

of the agreement claimed to have been violated; and (3) the resolution requested.

Step 1: Between the Supervisor and the Steward. The first step meeting shall be held within ten (10) workdays from the date the grievance is filed with SGS. The supervisor shall give the steward his written reply to the grievance within five (5) workdays after the meeting. If the reply is unsatisfactory, the steward, or designee, may appeal the decision to Step 2, provided such appeal is made in writing within ten (10) work days after receipt of supervisor's reply. Any final resolution reached with respect to any grievance at Step 1 shall only apply to that grievance and shall not become a precedent binding on other grievances in the future.

Step 2: Between the Next Level of Supervision/Management and the Designated Union Representative. A Step 2 meeting shall be held within ten (10) work days after the union files the written notice of appeal. The written decision at Step 2 shall be presented to the union within ten (10) work days after the meeting. If this reply is unsatisfactory, the grievance may be appealed to Step 3, provided such appeal is made in writing within five (5) work days following receipt of the second step reply.

Step 3: Between the Employer's Senior Site Manager, or In the Absence of a Third Management Level, The SGS Labor Relations Manager or Their Designee(s) and the Union's Business Representative or Designee. A meeting at Step 3 shall be held within fifteen (15) work days after receipt by the company of the written notice of appeal. The Management Representative shall make a reply in writing not later than ten (10) work days after meeting with union's business representative or his designee. The Step 3 decision shall be final and binding on all parties concerned unless the union informs the company in writing within thirty (30) calendar days from the date of such final company decision, that it desires to submit the matter to arbitration.

- 9.5** In certain circumstances, the union may wish to file a grievance against the SGS and SGS may wish to file against the union. In either case, the process shall begin at Step 3 and may be initiated only by the Labor Relations Manager or his subcontractor counterpart or the Union President or their designees. Such grievances shall be limited to issues dealing with the unit-wide interpretation or application of the agreement or to a class-wide complaint.

ARTICLE 10 – ARBITRATION

- 10.1** Any grievance which has not been finally settled or disposed of in accordance with the steps for the grievance procedure may be submitted to arbitration by filing a timely demand with the SGS Labor Relations Manager. The parties will confer promptly upon receipt of the demand to commence the process.
- 10.2** The parties shall promptly endeavor to select an arbitrator by mutual agreement within fifteen (15) working days of commencement. If they are unsuccessful within the time allotted, either party may request that the Federal Mediation Conciliation Service (FMCS) provide a panel of nine (9) arbitrators from which the designated arbitrator shall be chosen either by mutual agreement or, failing that, by the alternate strike method. Each party shall bear its own costs in the arbitrator selection process. Selection must be made within fifteen (15) working days following receipt of the FMCS list by the parties.
- 10.3** Arbitration proceedings shall be conducted pursuant to the Rules and Regulations of the Federal Mediation Conciliation Service. The arbitrator may consider only the particular issue or issues presented to him in writing by the union and SGS. The authority of the arbitrator is strictly limited to the interpretation or application of the existing terms of this agreement and any appended Union Schedule Agreement. All other matters are expressly excluded from arbitration unless mutually presented to the arbitrator. The submission to the arbitrator shall be limited to one grievance unless otherwise agreed by SGS and the union. The arbitrator shall have no power to add to, subtract from or modify any of the terms of this Agreement or applicable Schedule Agreement. Except for resolving disputes pertaining to wage rates for new classifications, as set forth in the Schedule Agreements, the arbitrator shall have no power to establish wage rates, job classifications, fringe benefits of any kind or any other economic or working conditions.
- 10.4** The decision of the arbitrator shall be rendered in writing and the arbitrator shall endeavor to render the decision within thirty (30) days after the conclusion of the hearing and the party's submission of the record. The decision of the arbitrator, when so made, shall be final and binding on all parties provided it complies with the terms of federal and state law.

- 10.5** The cost and expenses of the arbitrator shall be born equally by the parties. The union assumes the responsibility for paying employees who are called by the Union or an employee to participate in an arbitration hearing for the time spent testifying or awaiting testimony. Time spent by the grievant in other than termination cases, or time spent participating in the arbitration hearing awaiting testimony at the request of the Company, shall be treated as time worked.
- 10.6** As specified in Article 4.9.5, any union which does not agree to a proposed teaming arrangement is entitled to seek final, expedited arbitration after implementation by management. The Arbitrator shall be governed by the following factors in determining whether to uphold or reverse management's implementation:
- 10.6.1** The duration, scope and nature of the Teaming assignment.
- 10.6.2** Is there a valid, non-discriminatory business reason for the proposed Teaming arrangement?
- 10.6.3** Is the Teaming arrangement a subterfuge for undermining historical bargaining unit alignments?
- 10.6.4** Does the Teaming arrangement create a material advantage or disadvantage for any affected union?
- 10.6.5** Is the arrangement consistent with the terms of this Agreement?

ARTICLE 11 - DISCIPLINE AND DISCHARGE

- 11.1** The parties agree that the company has the right to discipline or discharge an employee, for just cause. Any employee who has been terminated or suspended shall have the right to expedite the filing of a grievance as set forth in Section 9.2 of the grievance procedure. Except as otherwise provided in this agreement, all other employee grievances shall be processed consistent with the contractual grievance procedure.
- 11.2** The union shall be notified of all grievance meetings to be held with respect to employee discipline and shall have the right to participate in any such hearing. It is understood that an employee subjected to disciplinary action will be entitled, upon his request, to representation by a designated union representative.
- 11.3** An employee subjected to lost time discipline (suspension or termination) shall be furnished with a statement in writing setting forth the conduct or circumstances upon which such action is based.
- 11.4** The provisions of this Article do not apply to any employee still in the probationary period.
- 11.5** All letters regarding an employee's personal credit and/or discipline (warning or suspension) will cease to have effect, for progressive disciplinary purposes, after a period of one (1) year from date of issuance, provided that there has been no related repetition of such conduct or circumstances during the applicable one (1) year period except that records relating to vehicular accidents in government vehicles or equipment or in a work status shall have an effective period of two (2) years.

ARTICLE 12 - SAFETY AND HEALTH

- 12.1** The company recognizes its responsibility to provide a safe and healthful working environment for employees. The union also recognizes its responsibility to cooperate with the company in maintaining and improving a safe and healthful working environment. The parties agree to use their best efforts to achieve these objectives. Both parties agree that reasonable safety rules of SGS, which are not inconsistent with federal or state law, shall be complied with by all employees.
- 12.2** SGS will furnish proper and modern mandatory safety and sanitary devices for all employees. In areas where SGS determines that safety shoes or safety glasses are required, SGS will provide or pay the cost up to a maximum of one hundred fifty dollars (\$150) for safety shoes and two hundred twenty-five dollars (\$225) for safety glasses each calendar year. Any amount in excess of one hundred fifty dollars (\$150) for safety shoes and two hundred twenty-five dollars (\$225) for safety glasses shall be the responsibility of the employee. Effective January 1, 2007, employees shall receive the one hundred fifty dollar (\$150) safety shoe allowance in a lump sum payment. Shoes purchased from an outside vendor must be approved as certified safety shoes. It shall be mandatory for all employees to use such safety devices and/or safety shoes that are designated by SGS as necessary. Management may approve additional shoes during the year if unusual wear occurs.
- 12.3** Employees taken ill or injured on the job will be assisted to receive appropriate medical attention. If such medical attention is rendered during regular working hours, the time spent during that work day shall be treated as time worked.
- 12.4** In accordance with the Drug-Free Workplace Act of 1988 and other federal regulations, SGS and the union agree to exercise their best efforts to provide a workplace that is free from the illegal use, possession or distribution of drugs or other controlled substances or the misuse of prescription drugs and that is free from the influence of alcohol. The unions agree to implementation of the SGS Drug Policy dated April 1, 2000. Any substantive amendment to the policy is subject to sixty (60) days advance notice and negotiation with the union, unless otherwise required for compliance with federal or state law or regulation. In the event the parties cannot agree to a proposed amendment, the employer may implement its last proposal pending the union's right to pursue

arbitration. Any required drug test must be conducted by laboratories certified by the United States Department of Health and Human Services for such purposes and pursuant to the procedures of the Mandatory Guidelines for Federal Workplace Testing, as amended, set forth in the Code of Federal Regulations. Any alcohol testing will be conducted in accordance with U.S. Department of Transportation Regulations.

ARTICLE 13 - GOVERNMENT SECURITY

13.1 The union acknowledges that SGS has certain security obligations in its contracts with NASA and the Department of Defense and that industrial and governmental security is vital to the JBOSC program. The union agrees that in the event that representatives of the appropriate governmental agency concerned with security, advise or have advised SGS, in writing, that any employee in the bargaining unit covered by this agreement is denied work on or access to classified information, material, restricted areas or an employment related clearance, that such employee shall be immediately removed from that position. The employer shall endeavor to locate an alternative position consistent with the security restriction, provided that if no such position is available, the employee may be released for just cause.

13.1.1 For purposes of this Section, employees who are permitted access with an authorized escort, shall not be removed provided there are personnel available to serve as escort without additional time requirements and within the scope of the employees regular job duties.

13.2 It is understood that there shall be no liability, financial or otherwise, on the part of SGS for any suspension, change in status, or transfer growing out of a denial of work on or access to classified information, material or restricted areas for any unallowable expenses incurred by SGS as a result of SGS compliance with Government Security directives. Lost work time because of a denial or withdrawal of security clearance by the appropriate governmental agency shall not be subject to the grievance and arbitration procedures, except for issues pertaining the Company's receipt of documentation from the Government or the Company's efforts to locate alternate employment.

13.2.1 Nothing in this Agreement shall preclude the employee from pursuing any legal remedy he may have against any agency, organization, or person outside the Company by virtue of any suspension, termination, or change in status under this Article.

13.3 SGS agrees that if the employee's security clearance is reinstated within one (1) year of withdrawal, the employee will be restored to his former position consistent with principles of seniority. Any such reinstated employee shall accrue unbroken seniority.

- 13.4** SGS, representatives of the union having access to the premises, and all employees are required to comply with the applicable government security regulations on the JBOSC contract. SGS and the union agree that security information will be revealed only to persons properly cleared and required to have the information by the government. If an employee has not been granted necessary security clearances in all work areas required to perform the employee's job duties within one (1) year from the date of employment, or the date of request, the employee may be released for just cause.
- 13.5** Any security rules, regulations or directives imposed on SGS by the United States Government, which apply to the JBOSC contract activities, shall be provided to the union and apply with equal force and effect to the employees covered by this agreement.

ARTICLE 14 - MISCELLANEOUS PROVISIONS

- 14.1** The company will provide bulletin boards for the use of the union at mutually agreed locations. Their use will be restricted to the following:
- 14.1.1** Notices of union recreational and social affairs.
 - 14.1.2** Notices of union elections and their results.
 - 14.1.3** Notices of union meeting.
 - 14.1.4** Notices regarding union business signed by the President or principal officer.
 - 14.1.5** Any other information which is mutually agreed to by the Labor Relations Manager or his designee and the union representative.
- 14.2** Any inventions or other intellectual property developed during the course of an employee's duties on the JBOSC contract or otherwise relating to work performed on JBOSC shall be owned by SGS or the appropriate governmental agency.
- 14.3** The union agrees to report to SGS when it has knowledge of any threats or acts of sabotage or damage to, or the unauthorized or unlawful taking of, SGS government or other employee property. The union further agrees, if such acts occur, to use its best efforts in assisting to identify the person or persons responsible and to cooperate with the SGS or government investigation.
- 14.4** SGS may provide limited duty assignments to employees with a disability subject to job/position availability. Such assignments shall be for an initial duration of up to ninety (90) days but may be extended by mutual agreement between SGS and the Union. Such assignments must be within the scope of the employee's job qualifications and medical limitations. Employees on limited duty will receive full benefits while on active pay status but will earn vacation and sick leave credits only if they work at least fifty percent (50%) during each calendar month. Normally, limited duty employees will be excluded from overtime; however, if the limitations do not impact his normal job duties, he will be eligible for overtime.

- 14.5** All employees shall have access to and the right to inspect his/her personnel record in the presence of a company representative during normal business hours. An employee will not be entitled to remove or photocopy any portion of the personnel file, except for the employee's own application and resumé.
- 14.6** Travel reimbursement will be in accordance with established Company Policy.
- 14.7** When an employee is required by the Company to engage in work in the continental United States away from his base station, he shall at least be paid at his regular first shift hourly rate for each of his regularly scheduled working days while away from his base station whether traveling, on call, or working. He shall receive no more than twelve (12) hours pay for traveling, or being on call for any twenty-four (24) hour period in which he has been traveling or been on call, he shall be paid at overtime rates for all hours worked in excess of a total of eight (8) hours of traveling, being on call or working during such period.
- 14.7.1** Employees traveling, or on call or working on their scheduled days off shall receive compensation for not less than eight (8) hours at overtime rates for time spent, but in no case more than twelve (12) hours pay at overtime rates for traveling or being on call during any twenty-four (24) hour period.
- 14.7.2** A period of eight (8) hours or more during which an employee is not on call, traveling or working shall break the continuity of paid hours for overtime purposes.

ARTICLE 15
WORKWEEK, HOURS OF WORK, WORK SHIFTS

- 15.1** SGS agrees that consistent with meeting the requirements of the JBOSC contract, every reasonable effort will be made to arrange work schedules so that a maximum number of employees will be assigned to shifts Monday through Friday. Each employee shall have two (2) consecutive scheduled days off in each workweek. Where employees are required to maintain continuous operations or assignments, days off may be adjusted consistent with the requirements of the JBOSC contract.
- 15.2** The normal workweek for employees covered by this Agreement shall consist of not less than forty (40) hours in five (5) consecutive days. Each work day shall consist of eight (8) consecutive hours, exclusive of meal times. Once an employee's workweek is established, it will remain fixed but may be changed for valid business reasons with a minimum of five (5) days prior notice.
- 15.3** Absent mutual agreement, workweeks will not be scheduled back to back to require more than five (5) consecutive days of work. Nor shall employees be required to suspend work during regularly scheduled hours to avoid overtime.
- 15.4** The payroll workweek for all employees shall begin at 12:00 midnight Friday and end at 12:00 midnight the following Friday (i.e., seven (7) consecutive calendar days, Saturday through Friday, inclusive).
- 15.5** Each employee shall be assigned to a shift with designated times of beginning and ending. The designated time for beginning each shift shall be a period of time within the following schedule:
- 15.5.1** First shift shall commence between 6:00 am and 9:00 am
- 15.5.2** Second shift shall commence between 2:00 pm and 5:00 pm
- 15.5.3** Third shift shall commence between 10:30 pm and 1:30 am the following day.
- 15.6** Rest periods will be designated by the Company before and after the scheduled meal period on each shift in accordance with the applicable Schedule Agreements.

15.7 Any employee assigned to work on a non regular workweek (other than Monday through Friday) shall earn a premium as specified in the applicable Schedule Agreement. In scheduling a non regular workweek, the Company will first attempt to meet its non regular workweek assignments on a voluntary basis among the employees regularly performing the work. The most senior qualified volunteer will be given preference from among the volunteers. In the event there are insufficient volunteers to meet the requirement, the supervisor may designate and require the necessary number of employees to work the non regular workweek in inverse order of seniority, among the qualified workforce.

15.7.1 The maximum number of employees assigned to a non-regular workweek shall not exceed nineteen percent (19%) of the respective bargaining unit, without union agreement. If additional employees are needed to meet operational requirements, then the Company shall inform the union and the parties will meet promptly to discuss the reasons for increasing the percentage. The Union agrees that such approval will not be unreasonably withheld.

If the Company feels it has a business reason for making a significant change to an individual shop or classification we will have a meeting with the Union and senior management prior to implementation.

15.8 Any employee who reports for work during a base closure shall receive a special pay differential of seven dollars and fifty cents (\$7.50) per hour in addition to any other pay entitlement they may have for such an assignment.

ARTICLE 16 - LEAVES OF ABSENCE

- 16.1** No application for leave of absence will be considered unless it is applied for in writing on forms provided for that purpose. Whenever practicable, all leaves except Death in the Immediate Family, should be requested one (1) week prior to leave or as soon as the Employee has notice of the need for leave. The request form will specify the type of leave and the dates of start and return from leave, and will be signed by the employee or someone acting on his behalf. The Company's response to the leave application will be provided in writing.
- 16.2** Leaves of absence shall be granted at the discretion of the Company except for those categories of leave mandated in this Agreement or as required by law. The Company reserves the right to investigate and request from the employee, documentary proof of the conditions verifying the basis for the leave.
- 16.2.1** Employees who have completed ninety (90) days of satisfactory service are considered eligible for consideration for leaves of absence as hereinafter defined.
- 16.3** Except as described below, a leave of absence is time off without pay for an amount of time appropriate to the circumstances. The leave may be with or without benefits, depending on the circumstances and applicable law. Employees on leave shall not accrue time off benefits (i.e., vacation, sick leave) while on leave. Any renewal in approved leave must be by mutual written agreement.
- 16.3.1** Any employee on a leave of absence for thirty (30) days or more shall, not later than two (2) weeks prior to his scheduled date of return, confirm to the Manager of Human Resources the date of his intended return to active employment. Any request to change the scheduled date of return or intention to resign should be reported as soon as known. Employees returning from a leave of absence shall be restored to the job last held, provided the employee has seniority to hold that position. Employees who are not able to return to the same position under this paragraph shall be entitled to exercise seniority rights as specified in the applicable Schedule Agreement.

- 16.3.2** Those employees returning from a medical leave of absence will furnish a signed letter from his personal physician attesting to physical fitness for resumption of employment, if requested by Human Resources, and will make arrangements through Human Resources to be examined by the Company physician before returning to work.
- 16.3.3** Any employee returning from a medical leave of absence who is unable to perform the job last held due to medical limitations may be considered for any available positions that he is qualified to perform or for limited duty as specified in Article 14.5.
- 16.4** Employees on leaves of absence will be terminated if they have:
- 16.4.1** Failed to furnish a true statement of the reasons for leave.
- 16.4.2** Accepted other employment while on leave, without the approval of management.
- 16.4.3** Failed to return to work at the expiration of leave.
- 16.5** Types of Leave of Absence

16.5.1 Medical Leave of Absence

Time off will be provided for documented sickness or injury to the employee or family member which renders an employee unable to perform work. Said period shall not exceed one (1) year but may be extended month by month for up to an additional twelve (12) months, subject to the requirements of the JBOSC contract, provided the employee's unrestricted return to duty is reasonably foreseeable within the period of extension. Medical insurance will continue during time on an approved Medical Leave of Absence. The employee must continue to pay his co-payment during this period.

16.5.2 Military Leave of Absence

Time off for active duty while in the Armed Forces. The leave of absence form will be made out for the duration, which will agree exactly with the period of enlistment on the military orders, for a maximum of four (4) years, barring involuntary extensions. At the expiration of this leave, the employee is expected to report his status either by returning to work at the expiration of his temporary duty; by returning to work within ninety (90) days of his discharge and submitting proof of satisfactory service; or by requesting an extension of leave of absence due to continuing military obligations of an involuntary nature.

A military leave does not cause a break in service, providing the employee returns to work in accordance with the terms of his leave and the Selective Service Acts.

16.5.3 Military Training Absence

An employee who is a member of a reserve component of the Armed Forces or the National Guard who is required to enter active annual training duty or temporary special services, shall be paid his normal straight-time earnings up to a maximum of ten (10) work days each calendar year. Employees serving on short-term military training duty shall be paid the difference between the total military base pay received and their regular base rate of pay, providing military pay does not exceed regular base pay. Such items as subsistence, rental and travel allowance shall not be included in determining pay received from State or Federal Government. Continuous service credit and seniority will accumulate during such military training absence.

16.5.4 Death in the Immediate Family

An employee shall be granted three (3) days paid leave due to death in the immediate family. Two (2) additional paid days will be granted if the employee is required to travel outside the State of Florida to attend the funeral, memorial service or to assist with bereavement details. The immediate family shall include spouse, mother, father, current step-parents, current mother-in-law or father-in-law, children, current step-children, brother, sister, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandparents, spousal grandparents, grandchildren, and (if living in the employee's home) foster children.

16.5.5 Leave of Absence for Union Representatives

Any employee appointed by the President or principal officer of the Union representing the particular unit, or selected for a full-time Union position for a period of time necessary to fill such a position, shall be granted a leave of absence. Continuity of service and full seniority privileges shall be retained and accumulated during such leaves of absence. When a representative's period of service ceases, the Union shall immediately notify the Company in writing and if application is made, within ten (10) days, thereafter, said employee will be given re-employment to his former position, if same still exists, or a comparable position in accordance with seniority privileges, at the wage rate applicable at the time of his return. The number of employees to be granted such leaves of absence shall not exceed two (2) at any one time for any union except by mutual agreement between the Company and the Union.

16.5.6 Temporary Leave of Absence for Union Business

The Company will grant a temporary leave of absence without pay for union business (training, conferences, schools, and conventions). Requests shall be made in advance, shall not be unjustly denied, and shall be for a period of sixty (60) days or less. This may be extended to ninety (90) days by mutual agreement.

16.5.7 Jury Duty

Employees who are called to Jury Duty shall be excused from work for such purposes and will be paid eight (8) hours pay per day at their regular straight time rate.

16.5.8 Personal Leave

Where the Company finds that a personal leave request is justified by undue hardship, unique opportunity, career development, or other compelling circumstances and provided there is no conflict with JBOSC requirements, a personal leave of absence (unpaid) may be granted, at the Company's discretion, for a period not to exceed six (6) months, subject to an additional six (6) month extension. Continuous service credit and seniority shall be fixed effective the first day of leave and shall be recaptured the first day of reinstatement. There shall be no accumulation during the period of personal leave.

16.5.9 Witness Leave

An employee subpoenaed as a witness in a federal or state court of law in the state in which he is working will be paid eight (8) hours pay at his current straight time base rate, including shift differential where applicable, for each regular work day for which he is paid a daily witness fee. Witness fees will not be deducted from such pay. This Article will not apply in instances where the employee is called as a witness on his own behalf in an action to which he is a party or where he voluntarily seeks to testify as a witness.

In addition, any employee who is called to testify against the Company shall not be paid for this time. The employee will furnish to the Company evidence satisfactory to the Company showing his attendance as a witness that meets the requirements of this Article. To receive pay for work time lost, employee(s) must provide the Company with a statement signed by an official of the court certifying as to the employee's service as a witness or appearance in a court for that purpose and the date or dates of attendance.

ARTICLE 17- SICK LEAVE

17.1 Employees on the active payroll and in a pay status on the fifteenth of the month, shall be entitled to a sick leave credit of eight (8) hours credited on the fifteenth day of the month. An employee is in pay status when he performs compensable work or receives paid leave during such pay period. An employee who is receiving Short Term or Long Term Disability benefits and/or workers compensation benefits will not be considered in pay status, for purposes of earning sick leave credit.

17.2 New hire employees will accrue sick leave credits during their probationary period, however, they may not use these credits until they have completed ninety (90) days of their probationary period. Employees may carry over a maximum of twelve (12) sick leave days per year and there shall be no other limit on accumulation. Sick leave accumulated under the JBOSC contract will not be paid at the time of termination.

17.2.1 Bargaining unit employees who transitioned to JBOSC with accumulated sick leave at the signing of this Agreement may use such sick leave.

17.3 Use of Sick Leave

17.3.1 An employee may use sick leave credits as soon as they are earned, provided they have completed ninety (90) days of their probationary period.

17.3.2 It is the obligation of every employee on the JBOSC contract to prevent abuse of sick leave pay privileges. The parties acknowledge that the company may discipline employees who abuse sick leave privileges.

17.3.3 Payment of sick leave shall be at the employees regular straight time base rate not to exceed a maximum of eight (8) hours pay for any one (1) day.

17.3.4 Sick leave shall be granted under the following conditions:

17.3.4.1 Illness of the employee.

17.3.4.2 Illness in the immediate family (as defined in death in the family).

17.3.4.3 Medical or dental appointments. Employees agree to seek to arrange medical or dental appointments so as to avoid absence from work when reasonable/practical.

17.3.4.4 Employees who are eligible to receive short and long term disability payments and who have sick leave credits in their account may be made whole by utilizing a portion of their sick leave credits in conjunction with their short and long term disability payments to equal one-hundred percent (100%) of the normal regularly scheduled rate of pay.

17.4. Report Requirements for Use of Sick Leave: An employee who is absent on a regularly scheduled work day shall be required to follow the procedures set forth:

17.4.1 The employee must notify the immediate supervisor or duty officer within one hour of the scheduled start of the regular shift. Whenever feasible, notice will be provided prior to the shift start so that arrangements can be made to cover the work. The notice must state the reason for the absence and the anticipated date of return to work.

17.4.2 In the event the employee is unable to return to work on the anticipated date, he shall provide notification prior to the scheduled return day and provide a revised estimated return to duty date.

17.5 Certification of Personal Illness: The Union agrees that the Company may investigate illnesses or absences of employees before payment for absences including a request for medical certificate as described below.

17.5.1 An employee requiring the use of more than three (3) consecutive days may be asked to provide to a medical certification of such use. Certification, for such purposes, must be in writing, signed by the physician who has rendered treatment to the employee or member of his immediate family and state the reason for the employee's inability to report for work, and projected date for return to work. Failure to provide a proper certification may disqualify the employee from payment for the absence and/or may result in disciplinary action. If an employee requests to keep his medical diagnosis private he may request a private meeting with Human Resources, and the Senior Manager in his respective area, for approval.

ARTICLE 18 -SAVINGS AND SEPARABILITY

It is not the intention of either SGS or any of the unions to violate any law or legally enforceable regulation by the subject matter or enforcement of this agreement. The parties agree that, in the event any provisions of the agreement are finally held to be illegal or void as in contravention of any applicable law, the remainder of the agreement shall remain in full force and effect. The employer and the union agree further that, if and when any or all provisions of this agreement are finally held to be illegal or void, the parties will enter into negotiations promptly concerning the subjects affected by such decision for the purpose of achieving conformity with the terms of the applicable law and intent of the parties of this agreement.

ARTICLE 19
OVERSEAS TRAVEL

19.1 This policy is limited to TWU represented employees of Space Gateway Support and its signatory team members when assigned to work sites outside the Continental United States (CONUS).

19.2 Any TWU represented employee assigned to perform work outside the CONUS will be paid for travel and work performed in accordance with the following policy:

19.2.1 To assist in interpreting this agreement the following terms and definitions have been agreed to:

19.2.1.1 A mission is defined as a launch or operation necessitating travel outside the CONUS.

19.2.1.2 Assignment is defined as a particular site and/or location on a mission. A mission may have more than one site.

19.2.1.3 Original Mission Launch date is defined as the Cape support operations forecast at the time the employee is called.

19.2.1.4 Department is defined as the Power Generation Department.

19.2.2 The department will establish and determine by seniority the initial rotational overseas mission board. If more than one (1) assignment is available, eligible employees will select assignments by seniority.

19.2.3 Any employee who either accepts or rejects an overseas mission will rotate to the bottom of the board.

19.2.4 An employee withdrawing his/her name from the overseas mission board shall do so in writing and will remain ineligible from participating in overseas missions for a period of not less than six (6) months. An employee may request in writing that he/she be allowed to participate in overseas missions after the six (6) months period is completed and will have his/her name placed on the bottom of the board.

19.2.5 In the case of an assignment which is cancelled within the CONUS, the affected employee will not be rotated to the bottom of

the mission board nor will the affected employee bump a less senior employee on any of the other assignments. If the employee is assigned outside the CONUS and the assignment is cancelled while the employee is outside the CONUS the employee will be rotated to the bottom of the mission board.

19.2.6 Any employee, who accepts a mission and has not departed from CONUS will retain rights to the assigned mission for thirty (30) calendar days from the original mission launch date. If the mission is slipped beyond thirty (30) calendar days the assigned employee will not lose his/her position on the overseas mission board for re-selection.

19.2.7 A mission will be called fourteen (14) days prior to departure date unless otherwise directed by NASA.

19.2.8 Employees who are on vacation, sick leave, leave of absence, or not physically present for a period of five (5) calendar days or more will not be eligible for the mission and will not be rotated to the bottom of the overseas mission board.

19.2.9 An employee outside the CONUS and on site will retain rights to the assigned mission until completed or cancelled as determined by supervision.

19.2.10 Any new hire that successfully completes the probationary period and training period determined by supervision will be offered the opportunity to participate in overseas missions. The training period should be a minimum of one (1) month each in both the Search Light Shop and Generator Shop. This section will also apply to an employee transferring or moving into the Department through promotional preference.

19.2.11 An employee who is either a new hire, a transfer, or is promoted into the Department and who has successfully completed the training period (described in 19.2.10) will automatically have his/her name placed at the bottom of the overseas mission board.

19.2.12 An employee that has been determined by the Medical Department or their private physician as being on limited duty will be removed from the overseas board. When the employee is released from limitations for full duty, his/her name will be placed on the bottom of the overseas board.

19.2.13 In the event that sufficient qualified manpower cannot be obtained for an overseas mission through the normal voluntary procedure provided by this agreement, directed assignments will be made to junior employees as described below:

19.2.13.1 Junior through senior employees on the overseas mission board.

19.2.13.2 Junior through senior employees who have requested their names be removed from the overseas mission board.

19.2.14 Employees selected as described in 19.2.13 will fill the vacant assignments by seniority.

19.3 Travel Days

19.3.1 All provisions for pay or expense relating to travel time, route or location will be according to schedule or itinerary as established or authorized by the Company. All travel to and from any overseas location shall be in Business Class. If Business Class is unavailable, employees will be granted one (1) day of rest upon arrival at the overseas destinations.

19.3.2 Travel is defined as a passenger, driver, or operator on an airplane, train, boat, bus, or automobile.

19.3.3 Employee's travel time will start a minimum of four (4) hours prior to the scheduled departure time from Orlando International Airport and end upon arrival at the hotel. Travel time from the overseas location shall begin a minimum of four (4) hours prior to the scheduled flight and end two (2) hours after the arrival at Orlando International Airport.

19.3.4 Travel time exceeding eight (8) hours will be paid at an overtime rate of one and one half (1½) times the employees base rate.

19.3.5 Any travel either to or from foreign assignment with a scheduled stop over with overnight lodging of at least ten (10) hours will stop the application of overtime pay.

19.3.6 Continuation of travel of more than eight (8) hours will start the overtime rate.

19.3.7 Employees shall receive one (1) business day off with pay prior to departure overseas. If an employee travels on a holiday they will receive two and one half (2 ½) times their base rate of pay for all hours traveled on such holiday. On return from foreign assignment, the employee will receive two (2) days off without loss of pay.

19.4 Working Days

19.4.1 Employees will receive their base rate of pay, eight (8) hours per day seven (7) days per week from the date of departure up to and including date of return.

19.4.2 If an employee is required to work more than eight (8) hours in any day, overtime rates will be paid at one and one half (1½) times the base rate. Double time shall be paid for hours worked over twelve (12) hours in any day. Time and one half (1 ½) shall be paid for any hours worked in excess of forty (40).

19.4.3 Employees working a holiday will be paid at two and one half (2 ½) times their base rate for all hours worked.

19.4.4 A premium of two dollars and fifty cents (\$2.50) above the base rate will be paid during travel and while assigned overseas. If the Company assigns a lead, he shall receive one dollar (\$1.00) above the premium rate.

19.4.5 An additional pay allowance above the base rate will be granted when an area is classified a hardship/danger area as specified by the National Foreign Trades Council and in accordance with the Joint Travel Regulation.

19.5 Authorized Travel Expenses

The daily rates listed below for lodging, meals and incidental expenses include:

19.5.1 Cost of hotel rooms in accordance with the Joint Travel Regulation (JTR).

19.5.2 Meals and incidental expenses as specified in the JTR.

19.5.3 Mileage for personal vehicles, or shuttle/taxi service, or rental car to and from the Orlando International Airport. Employee

will be reimbursed in accordance with the JTR rate for mileage and related road tolls and parking fees for personal vehicle.

19.5.4 Rental car at destination must be approved on expense advance/special travel authorization form before commencement of travel.

19.5.5 Telephone and telegraph communications are limited to those essential to the purpose of travel. The employee is allowed a safe arrival call and one (1) personal weekly three (3) minute telephone call home thereafter. Reimbursement will be made up to fifteen dollars (\$15.00) per call. For calculation purposes, the week begins the first (1st) day of travel and is comprised of seven (7) days. If the launch is delayed for any reason, the employee will be allowed an additional charge of venue phone call for each such occurrence. In lieu of the above an employee may elect to purchase and be reimbursed for one twenty dollar (\$20.00) calling card per trip.

19.5.6 At the Company's option, credit cards will be issued.

19.5.7 Employees will maintain a daily accounting for authorized expenses on the Travel Expense Report. The final Travel Expense Report must be submitted to the approval authority within five (5) days of the employee's return. Receipts for all lodging charges must be attached to the Travel Expense Report. If there are any uncashed travelers checks, they must be deposited to the employee's personal checking account. Personal checks for excess cash advances must be submitted with your Travel Expense Report. Copies of the Travel Expense Report will be provided to the employee. If any changes are made to the Travel Expense Report after the employee has submitted the Report, the employee will be notified immediately and given an explanation of why such changes were deemed necessary, prior to the finalization of the employee's travel report.

19.5.8 Any changes or modification to this overseas Travel policy will be discussed and negotiated between both parties prior to any changes being made. If objections are made to any changes or modifications and an agreement cannot be reached, then both parties will arbitrate said objections within sixty (60) days.

ARTICLE 20
RECOGNITION AND SCOPE

- 20.1** The Union is recognized by the Company as the sole collective bargaining agent for those employees of the Company based in the United States and its possessions and composed of class and craft of Maintenance Service and Support Service and Emergency Service employees whose Labor Grades are enumerated in Appendix B of this Agreement, said Union having been previously certified as representing these employees in conformity with the provisions of the Railway Labor Act, as amended, and currently represented under the National Labor Relations Act. Mechanic and Service employees covered under other collective bargaining agreements between the Company and the Union are specifically excluded from this Agreement.
- 20.2** It is further understood and agreed that the Company, to the extent that it performs work described below with its own employees, will assign such work to employees covered by this Agreement.
- 20.3** The work referred to in the preceding paragraph is the work currently performed by the TWU represented employees at the JBOSC Project and is work such as servicing, maintaining, repairing and altering of buildings and grounds (including fixtures and equipment), including such work as carpentry, masonry, plumbing, electrical, landscaping, and cleaning; the servicing, maintaining and repairing of tools and equipment including hand tools, power tools, and machine tools, and mobile equipment (including driving) provided by the Company including such work as fabricating, repairing, assembling, disassembling, testing, inspecting, fueling, oiling and cleaning; the servicing, maintaining, installing, and repairing of ground radio equipment, including such work as fabricating, repairing, assembling, disassembling, testing and inspecting; the loading and unloading of cargo (freight and Company material) and supplies the transportation of cargo and Company supplies on JBOSC or to or from JBOSC within the local vicinity.

- 20.4** The Company and the Union intend to maintain the status quo regarding work currently being performed by TWU employees covered by this Agreement. It is further understood that the parties do not intend to give to TWU personnel, work currently being performed by other Company employees, covered or uncovered, or to take from TWU personnel work currently being performed by them.
- 20.5** Except in emergencies, supervisors and non-represented employees will not perform productive work.
- 20.6** New job classifications required shall be agreed upon between the Company and the Union and employees will be placed in the appropriate job classifications and wages. If no agreement is reached regarding the new job classification and wage rate, the Union may process its objections in accordance with Article 9 of the Site Stabilization Agreement.

ARTICLE 21
PROMOTIONS, QUALIFICATIONS AND
JOB CLASSIFICATIONS

- 21.1** Whenever and wherever qualifying tests are used to determine the competency of an employee for a promotion, these tests shall be prepared by the Company. Written or practical qualifying tests in use as of the effective date of this Agreement shall continue to be used until revised by the Company. Copies of qualifying tests and of any revisions or any new qualifying tests shall be given to the Union to review for thirty (30) days prior to use, utilizing a designee in the craft for which the test applies. If the Union has objections to any portion thereof the same may be discussed by the Union with the Company provided said objections are filed within fifteen (15) days of their review with the Company. If agreement concerning such objections cannot be reached, the tests may be placed in effect and the Union may take its objections up as a grievance under this Agreement.
- 21.2** Nothing in this Agreement shall be construed to prevent an employee from performing work which is below his/her job classification when requested to do so by the Company. Nothing in this Agreement shall be construed to prevent any employee in a maintenance classification from performing work normally assigned to other maintenance classifications when necessary to the accomplishment of the assignment.
- 21.2.1** The Company will not permit any employee in a maintenance classification to perform work in another maintenance classification except when necessary to complete the immediate work assignment.
- 21.3** All jobs will be posted Company wide. The posting will be for five (5) days. In the event there are two (2) or more employees that bid, and qualifications are equal, the senior employee will be selected. Employees wishing promotions or transfers must use this system.

ARTICLE 22
WORK CLOTHING AND TOOLS

- 22.1** Employees shall be required to wear work clothing that is reasonably suitable and safe for the type of work they are assigned.
- 22.2** Where employees are required by the Company to wear standard company coveralls or specialized work clothing, such clothing shall be furnished and laundered by the Company.
- 22.3** Specialized tools shall be furnished as needed by the Company.

ARTICLE 23
UNION SHOP AND CHECKOFF AGREEMENT

- 23.1** All employees covered by the Transport Workers Union Agreement shall, thirty (30) days from the date of employment, or thirty (30) days from the date of this Agreement, whichever is the later, as a condition of employment, pay initiation fees and membership dues uniformly required as a condition of acquiring or retaining membership, or alternatively a sum of money determined to constitute a representation fee, prescribed by the Union's rules.
- 23.2** Such employees who are or become members of the Union shall pay initiation fees and membership dues as set forth herein except that payment of initiation fees and membership dues shall not be required as a condition of employment during periods in which the employee is not in a pay status, or during periods in which the employee, though being in pay status, is employed in a classification not covered under this Agreement.
- 23.3** Any employee who is more than sixty (60) days in arrears in the payment of representation fees or initiation fees/membership dues attributable to periods of time on or after the date of this Agreement, or thirty (30) days following date of his/her employment, whichever is later, shall be subject to discharge.
- 23.4** When an employee becomes delinquent within the meaning of paragraph 23.3 hereof, the following procedure shall apply:
- 23.4.1** The International Representative of the Union, or his/her designee, shall notify the employee in writing, registered mail, return receipt requested, copy to the Company, that he/she is delinquent in the payment of initiation fees and/or membership dues, as specified herein, and accordingly is subject to discharge as an employee of the Company. Such letter shall also notify the employee that he/she must remit the required payment within fifteen (15) days of the date of mailing of the notice, or be subject to discharge.
- 23.4.2** If, upon the expiration of the fifteen (15) day period, the employee still remains delinquent, the International Representative of the Union, or his/her designee, shall certify in writing to the Company, copy to the employee, that the employee has failed to remit payment within the fifteen (15) day grace period provided in

- subsection 23.4.1 above, and is, therefore, to be discharged from the service of the Company, and shall so discharge him/her upon his delinquency for sixty (60) days unless he/she files a grievance as provided below.
- 23.4.3** An employee discharged by the Company under the provision paragraph shall be deemed to have been discharged for just and sufficient cause.
- 23.5** A discharge under the terms of this Agreement shall be based solely upon the failure of the employee to pay or tender payment of representation fees, or initiation fees and membership dues, and not because of denial or termination of membership in the Union upon other grounds.
- 23.6** A grievance by an employee who is to be discharged as a result of an interpretation or application of the provisions of this Agreement shall be subject exclusively to the following procedure:
- 23.6.1** An employee who is to be so discharged who believes that the provisions of this Agreement pertaining to him/her have not been properly interpreted or applied may submit their request for review in writing within five (5) work days from the date of his/her notification by the Company as provided above. The request will be submitted to their immediate supervisor who will review the grievance and render his/her decision in writing not later than five (5) work days following the receipt of the grievance.
- 23.6.2** The grievance shall otherwise be processed pursuant to grievance procedures set forth in this Agreement.
- 23.6.3** The Union agrees that it shall indemnify the Company and save the Company harmless from any and all claims, awards or judgments, including court costs and legal fees, which may be made by an employee or employees against the Company by virtue of the misinterpretation or misapplication of any of the terms of Article 23 of this Agreement.
- 23.7** During the life of this Agreement, the Company agrees to deduct from the pay of each bargaining unit member, and remit to the Union, membership dues or fees uniformly levied in accordance with the Constitution, rules and/or by-laws of the Union and as prescribed by law, provided such member voluntarily executes the Union's Checkoff Form.

- 23.8** When a member executes such Checkoff Form in a manner suitable to the Union, the International Representative of the Union shall forward an original copy to the Company. Any notice of revocation, as provided for in this Agreement or applicable law, must be in writing, signed by the employee, and delivered by registered mail, addressed to the appropriate accounting official of the Company with a copy to the Local Union. Checkoff Forms and notice received will be stamp dated on the date received and will constitute notice to the Company on the date received and not when mailed.
- 23.9** When a Checkoff Form, as specified herein, is received by the appropriate accounting official on or before a given payday, deductions will commence with the first regular paycheck following said payday, and will continue thereafter until revoked or canceled as provided in this Agreement. Each accounting office of the Company will remit to the Union checks in payment of all dues collected. Those remittances will be subject to normal accounting practice with respect to adjustments necessary because of the methods involved in the deduction procedure. The Company remittances of dues/fees to the union will be accompanied by lists of names and employee numbers of the employees for whom deductions have been made in the particular period and individual amounts deducted.
- 23.10** **23.10.1** No deduction of dues/fees will be made from the wages of any employee who has executed a Checkoff Form and who has been transferred to a job not covered by this Agreement, or who is not in pay status. Upon return to work within a classification covered by this Agreement, deductions from future wages shall be automatically resumed provided the employee has not revoked the assignment in accordance with this Agreement, and provided it is in accordance with the other appropriate provisions of this Agreement and applicable law.
- 23.10.2** An employee who has executed a Checkoff Form and who resigns or is otherwise terminated from the employ of the Company shall be deemed to have automatically revoked his/her assignment and if he/she is recalled or re-employed, further deduction of dues/fees will be made only upon execution and receipt of a new Checkoff Form.

- 23.11** Collection of any back dues/fees owed at the time of starting deductions for any employee, and collection of dues/fees missed because the employee's earnings were not sufficient to cover the payment of dues/fees for a particular pay period, will be the responsibility of the Union and will not be subject to payroll deductions.
- 23.12** Deductions of dues/fees shall be made in a flat sum from each paycheck provided there is a balance in the paycheck sufficient to cover the amount after all other deductions authorized by the employees or requirement of law have been satisfied. In the event of termination of employment, the obligation of the Company to collect dues/fees shall not extend beyond the pay period in which the employee's last day of work occurs.
- 23.13** In the event any part of this Agreement contained in Article 23 is determined not to be in compliance with applicable law, the parties shall meet and renegotiate new language to comply with applicable law and to fully implement the Union's rights under the law to collect dues/fees. In the event the parties cannot reach agreement, an arbitrator shall determine the contract language using the grievance procedures set forth herein.

ARTICLE 24
LAYOFF

- 24.1** If a reduction in force is necessary, the junior employee or employees in the classification performing the type of work being reduced will be allowed to exercise their seniority for reassignment or demotion to positions held by less senior employees for which the employee is qualified. Qualifications may be established by testing, in accordance with Article 21, or previously holding the classification successfully. The employee may choose to be laid off. Employees may only displace less senior employees laterally or in a lower classification.
- 24.2** An employee that is laid off and has less than one (1) year of compensated service under this Agreement shall lose his seniority if he/she is not recalled with twenty-four (24) months after layoff.
- 24.3** Seniority rights of an employee who, on the date he/she is laid off, has one (1) year or more of compensated service under this Agreement, shall lose his seniority if he/she is not recalled within sixty (60) months after layoff.
- 24.4** **24.4.1** Reemployment after a layoff or demotion under this Article shall be in accordance with the seniority of the employees laid off to the extent that they are qualified. The Company shall send a notice of recall by Certified Mail to the last address on file and, if the employee fails to report to work within fifteen (15) calendar days after the certified delivery date of recall letter, he/she shall lose all seniority rights.
- 24.4.2** An employee who accepts demotion as the result of a reduction in force or who accepts demotion and is subsequently laid off shall be included on recall list for:
- 24.4.2.1** His/her original classification.
- 24.4.2.2** His/her classification at the time of layoff.
- 24.4.2.3** Classifications between (a) and (b) for which he is qualified.
- 24.4.3** An employee who is eligible for recall to more than one (1) classification and who refuses recall under this Article loses his recall rights to the classification offered and all lower classifications.

24.5 In instances where the Company must conduct a layoff, then employees covered under this agreement will be allowed to volunteer for such layoff. If an employee elects to take a layoff out of seniority, then it is understood that such employee shall forfeit all recall rights as specified in Article 10 of this collective bargaining agreement.

24.5.1 Only laid off employees may bump.

24.5.2 Laid off employees may only bump less senior employees in lateral or lower classifications.

24.5.3 Laid off employees must meet minimum qualifications for classifications they desire to bump into.

24.5.4 Laid off employees who meet minimum qualifications must pass trade test for the classification to be able to bump.

24.5.5 Laid off employees who have previously held a classification successfully with the JBOSC or a predecessor may bump less senior employees in that classification without testing.

ARTICLE 25
GROUP INSURANCE

Effective June 1, 2006, all employees covered under this Agreement shall be provided with group coverage in accordance with the Space Gateway Support Group Benefit Plan. Their costs shall remain intact through December 31, 2006.

The plan will be reviewed each October for cost containment and plan design. If this audit indicates that modifications are necessary, those modifications will go into effect, for SGS and CMT, each January 1. Effective January 1, 2007, the employee contribution level will be thirty dollars (\$30.00) for single and fifty dollars (\$50.00) for family coverage, per bi-weekly pay period. This contribution level may be increased annually by the same percentage rate as the Company's cost increases, not to exceed ten percent (10%) per year.

While it is the intent of Space Gateway Support to continue your group benefit plan at an equitable level, this coverage is dependent upon Space Gateway Support continuing to be the primary contractor of the Joint Base Operations Support Contract (JBOSC) at the KSC/CCAFS. In the event that Space Gateway Support is replaced as the primary contractor, this insurance coverage excluding retiree coverage, as outlined and/or referenced in the Plan, will terminate.

The Group Insurance for YANG shall be comparable to the SGS Plan. Co-payments shall continue at their current rate of twenty dollars (\$20) single per pay period and thirty-five dollars (\$35) family per pay period through May 31, 2007.

The increase effective June 1, 2007, will be based on the same percentage as the SGS increase.

RETIREE HEALTH CARE COVERAGE

Employees age sixty-two (62) years or older who retire or volunteer for a layoff shall be entitled to purchase COBRA coverage with no administrative costs. This coverage shall be available until the employee or spouse reaches age sixty-five (65), whichever is longer. In the event SGS ceases to exist, COBRA coverage will be in accordance with applicable laws.

In addition, the Company will offer a voluntary catastrophic medical plan to retirees and employees laid off after September 1, 2006.

ARTICLE 26
PENSION PLAN

Section 401(K) Defined Contribution Plan for Employees of Space Gateway Support and signatory sub-contractors.

Effective Date

April 1, 1999

Type of Plan

Defined contribution retirement plan meeting the requirements of Section 401(K) of the Internal Revenue Code.

Eligibility

Employee contribution - from first day of hire.
Company contribution - after one year of Company service.

Contribution by Company

\$1.65 per hour effective 1 October 2005

\$1.75 per hour effective 1 October 2006

\$1.85 per hour effective 1 January 2007

\$2.00 per hour effective 1 January 2008

\$2.15 per hour effective 1 January 2009

ARTICLE 27
WORK WEEK

- 27.1** Whenever and wherever shifts are to be established, the type of shift, fixed or rotating, shall be agreed upon between the Company and the Union. If no agreement is reached regarding the type of shift, the shift may be established by the Company and the Union may process its objections under the applicable provisions of this Agreement. Employees required on rotating shift work shall be rotated on the various shifts at regular intervals in such manner as to provide substantially equal time for all employees on each shift.
- 27.2** When employees hereunder work more than eight (8) hours in any twenty-four (24) hour period as a result of rotation or change of shifts such employees shall receive only straight time for the second eight (8) hours or portion thereof worked during such twenty-four (24) hour period.
- 27.3** Changes in hours or assignments to shifts may be made whenever necessary. Except in emergency, five (5) calendar days notice shall be given in advance of such changes.
- 27.4** In the establishment or changing of the starting time for the commencement of shifts, the Company will consider among other items, the desires of the employees involved.
- 27.5** Each employee shall be given a ten (10) minute rest period in each half of the shift to which he is assigned; the time of starting each such rest period to be designated by the Company. Before the end of each shift, employees shall be allowed five (5) minutes wash up time.
- 27.6** Payment of wages shall be made either during working hours or by mailing to the employee's address on record. Employees shall have the option of using Direct Deposit.
- 27.7** Notwithstanding other provisions of this Article, special shifts may be established for a launch or other special operations with minimal notice. During such special operations, all personnel working the shift or shifts shall receive a flat rate of time and one half (1½) their regular base rate (including their regular shift differential) with a minimum of eight (8) hours per such special shift. No other penalty pay, shift differentials, meal pay or additional overtime pay will accrue while assigned to the special operations shift except if such shift extends beyond twelve (12) hours when double time applies. Special operations in addition to actual launches are

defined as "dry run" launches, fueling on the pad, or attendance to ships at port, or air cargo at the Skid Strip, or ordnance loading, STA support, or in direct support of a special operation as defined by a flight sheet requirement. The Company commits that such special operations shifts will be used to meet customer requirements that necessarily must run to a particular schedule. Overtime earned on such special shift will be recorded to the overtime list, and selection for the special shifts will be made from the overtime board. Return to regular shifts will be accomplished with required rest time or applicable penalty pay will accrue for less than a seven and one half (7½) hour break. Rest may be accomplished by moving the regular shift start by no more than two (2) hours. Show up time of a minimum of four (4) hours at time and one half (1½) must be paid if the employee is sent home in order to start a later special shift.

- 27.8** In any continuous period of work on an employee's day off (continuous except for lunch periods and rest periods), the work (for shift and pay purposes) will be deemed to have been performed on the shift and day shown below.

<u>If Work Period Starts</u>	<u>Shift</u>	<u>Day</u>
5:01 p.m. Friday through 2:00 a.m. Saturday	3rd	Sat
2:01 a.m. Saturday through 10:30 a.m. Saturday	1st	Sat
10:31 a.m. Saturday through 5:00 p.m. Saturday	2nd	Sat
5:01 p.m. Saturday through 2:00 a.m. Sunday	3rd	Sun
2:01 a.m. Sunday through 10:30 a.m. Sunday	1st	Sun
10:31 a.m. Sunday through 10:29 p.m. Sunday	2nd	Sun

- 27.9** Any employee notified by the Company to report for work on a day on which a hurricane occurs or is forecast shall receive a minimum of four (4) hours pay if he reports for work; radio notification given at least two (2) hours prior to the regular starting time of their shift not to report shall be presumed conclusively to have been received by all employees to whom such notification is directed, and any employee affected by such notice who thereafter reports shall not be entitled to pay therefore.

- 27.10** The Company shall have the right to assign employees to any shift to meet its manpower requirements. Whenever shifts are established in a work group, senior employees shall be given preference over less senior employees for placement in available jobs in their classification. Placement on shifts by seniority may be affected by operating requirements such as required clearances or completion of required familiarization periods or required company provided training.
- 27.11** An employee shall be allowed to make a request for shift change or workweek preference to his/her work group (normally a group covered by one overtime board) to his/her immediate supervisor once each six (6) months. Upon receipt of the request, the supervisor will determine if there is a junior employee in the work group in the same job title and on the requested shift or workweek. If there is such a junior employee, the senior employee's request will be accommodated within ten (10) work days. Placement by seniority may be affected by operating requirements such as required clearances or completion of required familiarization periods or required company provided training.
- 27.12** On days when a launch is scheduled from Complex 37 or Complex 41 and the fall back zone encompasses most of CCAFS, the Company will attempt to schedule required training and/or work in areas outside the fallback zone during the hours of required fall back. If it is not feasible to schedule training or work, the Company may shift the start time by up to three (3) hours. If a shift of three (3) hours is not adequate, the Company will compensate the employee for the remainder of the eight (8) hour day. The Company may elect to use the provisions of Article 27.8 for normal work for Complex 37 or Complex 41 launch days only. When an employee's start time is shifted, the work day shall be eight (8) continuous hours inclusive of meal periods. If the shift of start time causes the shift to begin prior to 6:00 a.m., one dollar (\$1.00) per hour shift component shall be added to all hours worked on that day. Employees may, at their option, choose to work their regular shift and use vacation or LWOP for fall back hours.

ARTICLE 28
OVERTIME COMPENSATION

- 28.1** No overtime shall be compensated for unless work is performed at the direction of a supervisor.
- 28.1.1** When necessary, you may hold an employee other than the low person in continuation with his/her shift to complete an assignment no more than two (2) hours.
- 28.2** Time worked in excess of eight (8) hours on any work day, exclusive of meal periods, or time worked in excess of forty (40) hours in any work week, exclusive of meal periods and daily overtime, shall be considered overtime and shall be paid at the rate of time and one-half (1½) with a minimum of one (1) hour overtime.
- 28.3** Employees hereunder shall not be required to suspend work in regular hours to absorb overtime.
- 28.4** Overtime work shall be distributed among the employees qualified to perform the work necessitating overtime as equitably as practicable.
- 28.5** An employee working overtime shall not be required to work more than two (2) hours continuously after the regular work period without being permitted a meal period.
- 28.6** An employee whose overtime working period continues into the following day shall continue to receive overtime rates for all overtime so worked. If an overtime work period continues so that its termination shall fall within eight (8) hours prior to his/her resumption of work in the succeeding work day, he/she shall receive overtime rates for all time so worked during his/her regular work period for such work day. The Company may, at its option, elect to give employees an eight (8) hour rest period, plus thirty (30) minutes travel time to his/her home. If that occurs, the Company will pay the employee for the portion of his/her regular shift not worked at straight time. This shall be charged against report time. The employee will work the remainder of the regular shift at straight time.
- 28.7** When an employee hereunder is assigned by the Company to work on his regular day or days off, he shall be paid at overtime rates for all work performed on such day or days, which in no event shall be more than double his regular rate.

- 28.8** Double the regular hourly rate shall be paid to an employee for all work performed in excess of twelve (12) hours in any work day, for all time worked after twelve (12) hours on the employee's first (1st) day off and all hours on the employee's second (2nd) day off.
- 28.9** Overtime compensation shall be computed on the basis of actual overtime worked to the nearest one hundredth (1/100th) hour except as provided in paragraph 28.2.
- 28.10** Premium pay for hours worked as described above shall not be paid when such hours result from a change in an employee's shift assignment or due to rotation of days off, notwithstanding paragraph 28.6.
- 28.11** Overtime rates shall be paid for not less than four (4) hours to any employee called back to work on an emergency or for any duty not continuous with the regular work day. Overtime rates shall be paid for not less than two (2) hours to any employee called in to work prior to and continuous with their regular work day.
- 28.12** No employee shall receive more than double the straight time rate for any hours worked.
- 28.13** The Company will make every reasonable effort consistent with its operating requirements, to give affected employees two (2) hours notice when overtime work is required.
- 28.14** Overtime shall be governed by the above and the Company/Union Overtime Policy found in Administrative Letter #6. Should there be a conflict between the Overtime Policy and this Agreement, the Agreement shall prevail, however; the policy may be modified to comply with the KSC/CCAFS Maximum Work Time Policy, effective 18 July 2005.

ARTICLE 29
HOLIDAYS

29.1 The following holidays with pay shall be granted:

New Year's Day	Labor Day
Martin Luther King Day	Veteran's Day
President's Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day

29.2 Employees who have at least forty (40) actual days worked since hire or rehire shall be granted two (2) floating holidays each calendar year. Floating holidays cannot be carried over from one calendar year to another. Floating holidays scheduled in conjunction with a vacation period must be requested at the time of the annual vacation selection. Requests to liquidate the floating holiday other than in conjunction with a vacation period as specified above may be granted subject to operational requirements.

29.3 Notwithstanding Article 28.12 an employee required to work on any of the above holidays shall receive two and one half (2½) times the regular rate for all hours worked on such holiday.

29.3.1 In addition to holiday pay, an employee called in to work on any of the above holidays shall receive one and one half (1½) times his hourly rate for each hour worked with a minimum guarantee of four (4) hours.

29.4 Time compensated but not worked on a holiday shall be considered as time actually worked for the purpose of computing overtime.

29.5 An employee scheduled to work on any of the above holidays who fails to report for work shall not receive payment for the day unless his failure is occasioned by circumstances beyond his control.

29.6 Employees who have Saturday and Sunday as their regular work days off will observe holidays as follows: When a holiday falls on Saturday, the preceding Friday will be observed as the holiday; when a holiday falls on Sunday, the following Monday will be observed as the holiday.

- 29.6.1** Employees who have days off other than Saturday and Sunday shall follow the same principle, i.e., if a holiday falls on the first day off, the preceding day will be observed as the holiday; when a holiday falls on the second day off, the following day shall be observed as the holiday. All holidays that fall on an employee's normal work day will be observed on the actual holiday.
- 29.7** No employee shall be required to report for duty on a paid holiday except when absolutely required for the operation, and to the extent that it is practical, holiday work will be evenly distributed among crews needed for such work. Upon proof that required holiday report was not justified based on the anticipated schedules and work, an employee so required to report for duty shall be compensated at his regular straight time rate for each hour on duty on such holiday in addition to the compensation provided in Article 29.3 above, other provisions of this Agreement to the contrary notwithstanding.
- 29.8** The Company will notify employees by shop location when it anticipates holiday work as far in advance as practical. Such notices will be posted on appropriate bulletin boards. Actual overtime assignments shall be offered from the master overtime roster and shall be charged on the overtime roster at one and a half (1 ½) times the hourly rate for the first eight (8) hours and two and a half (2 ½) times the hourly rate for all hours in excess of eight (8) hours for holiday hours worked.
- 29.9** For employees whose regularly scheduled shifts commence between 11:00 p.m. and 12:00 midnight, the shift commencing on the holiday eve shall be considered as the holiday for the purpose of determining the day to be observed.
- 29.10** An extra day will be added to the employee's paid vacation if a holiday falls within the vacation period.
- 29.11** SGS agrees that any holiday that is established during the term of this agreement by an act of Congress, or by proclamation of the President of the United States, shall be extended to the employees covered by this agreement, provided prior approval for payment of same has been received by the company.

ARTICLE 30
VACATIONS

30.1 Vacation credits will be awarded on a monthly basis. The amount of vacation credits awarded will be calculated at one twelfth (1/12th) of each employees annual accrual and will be credited to the employee's account on the fifteenth (15th) of each month, provided the employee is on the active payroll and in a pay status. An employee's annual accrual will be computed per the following schedule:

<u>Years of Service</u>	<u>Annual Vacation</u>
1 to 5 years	10 Days
5 to 15 years	15 Days
15 years to 20 years	20 Days
20 years or more	22 Days

30.2 An employee with a seniority date prior to 1 December 1969 will retain the five weeks (25 days) with an option of pay in lieu of the fifth (5th) week.

30.3 An employee who has completed his probationary period shall be paid for his accrued vacation upon termination of employment with the Company, except that he shall not be paid for such vacation if he has been discharged for a cause involving monetary or material loss to the Company.

30.4 Once the Company has granted a specific period of time as the vacation period of an employee, it may not alter such vacation period unless such alteration is required for operational reasons.

30.5 Upon approval of the Company, an employee may split his vacation.

30.6 Employees may draw pay for their vacations at the beginning of such vacation, provided they submit their vacation request form at least two (2) weeks prior to the beginning of said vacation.

30.7 Vacation carry over will be permitted, per the following schedule. Any hours in excess of those listed will be paid to employee after January 1st of each calendar year.

<u>Vacation Accrual</u>	<u>Maximum Carry Over on 12/31</u>
10 Days	120 Hours
15 Days	180 Hours
20 Days	240 Hours
22 Days	264 Hours

ARTICLE 31
SENIORITY

- 31.1** New employees, regardless of classification, shall be considered on probation for a period of three (3) months or ninety (90) calendar days worked, from the date of hire, or until a Government security clearance is received by the Company for the individual involved, whichever is the longer.
- 31.2** Seniority shall commence with the date of placement on the payroll of the Company or a predecessor under this Agreement in any classification hereunder. Seniority will be carried between SGS and team members.
- 31.3** Seniority lists of the employees in classifications under this Agreement, giving name, the seniority date, and job classification shall be furnished to the Union as requested or when modified.
- 31.4** An employee who accepts an assignment in a supervisory capacity for the Company and who had accrued seniority under the Agreement at the time of such assignment, shall retain the seniority accrued while serving under the Agreement for a period of sixty (60) calendar days from the date of such assignment. During such sixty (60) calendar day period, he/she shall have the right to return to the bargaining unit in the previous classification according to seniority.
- 31.5** An employee who accepts as assignment in a non-represented capacity for the Company and who had accrued seniority under the Agreement at the time of such assignment, shall lose all seniority rights.
- 31.6** An employee who is discharged for cause, who resigns from the service of the Company, or accepts employment with the Company at a location other than JBOSC, shall lose all seniority rights.
- 31.7** When the Company provides instructions on new equipment, employees normally performing the type of work involved will be assigned in order of their seniority.
- 31.8** Employees on layoff that are offered and accept employment in any other capacity shall maintain all recall rights as specified elsewhere in this agreement.

ARTICLE 32
MEAL PERIODS

- 32.1** Meal periods shall be thirty (30) minutes except when varied by agreement between the parties.
- 32.2** Meal periods shall be scheduled not earlier than three (3) hours after commencement of work and not later than five (5) hours after commencement of work.
- 32.3** An employee assigned to a shift commencing at or after 2:00 p.m. and before 1:30 a.m. will be required to work a total of eight (8) elapsed hours. During this period of eight (8) elapsed hours, the employee will be granted an allowance of thirty (30) minutes for eating without loss of time.
- 32.4** Odd work week employees will be required to work a period of eight (8) elapsed hours, and will be granted an allowance of thirty (30) minutes for eating without loss of time on Saturday and/or Sunday workdays only.

ARTICLE 33
SEVERANCE ALLOWANCE

- 33.1** Any employee with one (1) year or more of service under this Agreement who is laid off for any reason other than those set forth in paragraph 33.2 and 33.5 shall receive severance pay as set forth in paragraph 33.4.
- 33.2** Severance allowance will not be paid if the layoff is a result of an Act of God, a national war emergency, dismissal for cause, resignation, retirement, or a strike or picketing causing a temporary cessation of work.
- 33.3** At the time of layoff, the Company shall advise the employee in writing of the reasons for his release.
- 33.4** The amount of severance allowance payable under this Article to employees eligible is set forth in the following table and shall be based on the length of compensated service under this Agreement with the Company from the date of employment and shall be in addition to all other benefits set forth in the Agreement. A week of severance shall be computed on the basis of the employee's regular straight time hourly rate at the time of layoff multiplied by forty (40) hours.

<u>If Employee has completed</u>	<u>Severance Allowance</u>
1 year of service	3 weeks
2 years of service	3 weeks
3 years of service	4 weeks
4 years of service	5 weeks
5 years of service	6 weeks
6 years of service	7 weeks
7 years of service	8 weeks
8 years of service	9 weeks
9 years of service	10 weeks
10 years of service	11 weeks

- 33.5** Severance allowance shall not be granted when: (1) the employee is offered a job in a lower classification and elects to accept it in accordance with Article 24 of the Agreement between the parties; (2) the employee accepts employment of the same, similar, or greater responsibility or skill by a Successor Contractor to the JBOSC Project.

- 33.6** An employee recalled to work under the terms of said Article 24 after being on layoff, who is again laid off under conditions that would entitle him/her to severance allowance, shall be entitled to the amount specified for their years of compensated service with the Company in accordance with paragraph 33.4 of this Article, less the amount received on the occasion of the previous severance.
- 33.7** An employee who has been given severance allowance at the time of layoff and who is rehired in less than the number of weeks covered by the severance allowance (plus an additional two (2) weeks if he also received two (2) weeks pay in lieu of notice) will have the amount of overpayment deducted from his subsequent earnings.

ARTICLE 34
MISCELLANEOUS PAY PROVISIONS

- 34.1** An employee who for more than one (1) hour but less than four (4) hours is temporarily assigned by the Company to perform the duties and accept the responsibilities of a classification which has a higher wage scale shall be paid the rate for said classification for the time so worked.
- 34.2** An employee hereunder who for four (4) hours or longer is assigned by the Company to perform the duties and accept the responsibilities of a job classification which has a higher wage scale shall be paid the rate for said job classification for the work performed, with a minimum of eight (8) hours pay.
- 34.3** Any employee selected by Management to perform a lead function shall receive one dollar (\$1.00) per hour in addition to his regular straight-time base rate of pay for all hours worked as lead. If an employee performs as a lead for thirty (30) days or more and is off on holiday, vacation or sick leave, he shall continue to receive lead pay.
- 34.4** An employee assigned to second shift shall receive a shift differential of one dollar (\$1.00) per hour which shall be added to his base rate and made a part thereof, while so assigned.
- 34.5** An employee assigned to third shift shall receive a shift differential of one dollar (\$1.00) per hour which shall be added to his base rate and made a part thereof, while so assigned.
- 34.6** An employee assigned to work a non-regular work week (other than Monday through Friday) shall have one dollar (\$1.00) per hour added to his base rate and made a part thereof, while so assigned.
- 34.7** Sick leave can be used to supplement short term and long term disability to one hundred percent (100%) of their normal pay. Additionally, Worker's Compensation can be supplemented with sick leave credits to equal ninety percent (90%) of his normal pay.
- 34.8** Company will reimburse employees who are required to have a CDL or any other specialized license.

ARTICLE 35
LEAD EMPLOYEES

- 35.1** It is agreed that the Company will use Lead employees only in those shops and locations and for such time periods as the Company deems appropriate and necessary. When such position is used, it will be covered under the Company-Union Agreement. Lead positions must be filled by qualified employees and for that reason may not necessarily be filled in seniority order. Leads will be appointed only from volunteers.
- 35.2** The Lead category is in direct association with a specific job assignment. Once an employee is placed in the Lead category, he retains it so long as the Company's requirement for a Lead continues. Should the requirement cease to exist or the employee vacates the assignment for any reason, he is no longer a Lead. The Lead carries no displacement or reassignment rights as in the case of the basic classification.
- 35.3** Lead assignments will be given to the employee selected in the affected classification and work location, as selected by the Company.
- 35.4** On occasion, Management may determine that it is necessary to delegate Lead responsibilities to the employees under his direction. Employees so selected shall be expected to:
1. Make detailed work allocations as instructed by the supervisor.
 2. Be responsible for furnishing sufficient and accurate information to employees working under his direction.
 3. Interpret information, answer questions, review, check work, and eliminate ordinary difficulties.
 4. Perform other duties and responsibilities necessary to accomplish work assignments.

Employees selected to perform Lead responsibilities will not appraise the work of other employees or make, as a result of solicitation by the supervisor, recommendations concerning employment, release, transfer, upgrading or disciplinary action relative to other employees, or to be directly responsible for the quality or quantity of work produced by other employees.

ARTICLE 36
TERMINATION OF EMPLOYMENT

- 36.1** Employees shall give the Company two (2) weeks notice of resignation in writing.
- 36.2** Employees laid off through no fault of their own shall be given two (2) weeks notice in writing.
- 36.3** This requirement of notice, set forth in 36.2 above, shall not apply to a layoff caused by an Act of God, or by a strike of the employees of the Company.

DURATION OF AGREEMENT

This Agreement shall become effective on 1 June 2006 or on the date the Union officially notifies the Company that the Agreement has been ratified, whichever comes later, and shall thereafter continue in full force and effect through 31 May 2009 in accordance with the provisions herein mentioned.

This Agreement shall be null and void for any period(s) for which the Company is not the prime service contractor for the above mentioned scope of work. The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Each of the parties agree that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referenced to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

IN WITNESS WHEREOF, the parties hereto have signed the Agreement, this 1st day of June 2006 at Cape Canaveral, FL.

SIGNATURE OF THE PARTIES

FOR SPACE GATEWAY SUPPORT

FOR TRANSPORT WORKERS
UNION, LOCAL 525

William A. Sample
President

Gary Yingst
International Vice President

Daniel L. Nettuno
Director, Human Resources

Eddie O. Hill
President

Johnny L. Wood
Manager, Labor Relations

Kevin P. Smith
Vice President

Melquiades M. Lopez
Management Committee Member

William Adams
Secretary/Treasurer

Trox Austell, CEO
Creative Management Technology, Inc.

George A. Harrell
Section Chairperson

Frank O. Kler
Project Manager, YANG Enterprises.

Craig Peterson
Committee Member

Dan Wells
Committee Member

APPENDIX A
WAGE RATE AND ADMINISTRATION OF SAME

I. The hourly rates of pay for the labor grades set forth in this Appendix shall be effective on the below specified dates, or date of employment, whichever is later, for those employees in job classifications ranked in the labor grades to which the respective hourly rates apply.

II. Effective 1 June 2006, new employees shall receive a rate of pay one dollar (\$1.00) below the rate of the classification set forth in this Appendix, Table 1. After ninety (90) days, the employee will be paid at the maximum of the classification he is working in.

APPENDIX B**WAGE RATES**

Job Classification	Current	10/1/06	10/1/07	10/1/08
Body & Fender Mechanic	\$24.28	\$25.01	\$25.76	\$26.54
Clean Room Technician	\$17.61	\$18.14	\$18.69	\$19.25
Detox/Asbestos/Insulator	\$24.28	\$25.01	\$25.76	\$26.54
Environmental Control Mechanic	\$24.28	\$25.01	\$25.76	\$26.54
Grounds Maintenance Worker	\$18.02	\$18.56	\$19.12	\$19.70
Hazardous Waste Technician	\$24.28	\$25.01	\$25.76	\$26.54
Heavy Equipment Operator	\$24.28	\$25.01	\$25.76	\$26.54
Heavy Vehicle/Equipment Driver	\$24.28	\$25.01	\$25.76	\$26.54
High Voltage Equipment Mechanic	\$24.28	\$25.01	\$25.76	\$26.54
Insect & Rodent Control Mechanic	\$24.28	\$25.01	\$25.76	\$26.54
Laborer	\$17.32	\$17.84	\$18.38	\$18.94
Locksmith	\$24.28	\$25.01	\$25.76	\$26.54
Maintenance Carpenter	\$24.28	\$25.01	\$25.76	\$26.54
Maintenance Electrician	\$24.28	\$25.01	\$25.76	\$26.54
Maintenance Machinist	\$24.28	\$25.01	\$25.76	\$26.54
Maintenance Pipefitter/Plumber	\$24.28	\$25.01	\$25.76	\$26.54
Maintenance Trades Helper	\$19.49	\$20.08	\$20.69	\$21.31
Mason	\$24.28	\$25.01	\$25.76	\$26.54
Medium Truck Driver	\$19.23	\$19.81	\$20.41	\$21.03
Millwright/Rigger	\$24.28	\$25.01	\$25.76	\$26.54
Pad Mechanic	\$24.28	\$25.01	\$25.76	\$26.54
Power Generation Equipment Mechanic	\$24.28	\$25.01	\$25.76	\$26.54
Landfill Attendant	\$19.80	\$20.40	\$21.02	\$21.65
Sheet Metal Worker	\$24.28	\$25.01	\$25.76	\$26.54
Sign Painter	\$24.28	\$25.01	\$25.76	\$26.54
Structural Painter	\$24.28	\$25.01	\$25.76	\$26.54
Vehicle/Equipment Mechanic	\$24.28	\$25.01	\$25.76	\$26.54
Water & Sewage Mechanic	\$24.28	\$25.01	\$25.76	\$26.54
Welder	\$24.28	\$25.01	\$25.76	\$26.54
Locksmith Dispatcher	\$19.10	\$19.68	\$20.27	\$20.88
Lab Specialist Technician	\$24.28	\$25.01	\$25.76	\$26.54

Administrative Letter #1

Mr. Ed Hill, President
Transport Workers Union, AFL/CIO
122 Dixie Lane
Cocoa Beach FL 32931

SUBJECT: LETTER OF UNDERSTANDING – COPE

Dear Mr. Hill:

During the term of the contract, the Company agrees to deduct contributions on a monthly basis for a Union fund known as the “Committee on Political Education” (COPE) from the pay of those employees covered by this Agreement who are Union members and who voluntarily execute a form to authorize such deductions prepared and furnished by the Union.

The content of such form shall be agreed upon between the Company and the Union, and the authorization for and remittance to the Union of such deductions shall be in conformance with all applicable laws.

Agreed to this 1st day of June 2006.

FOR

SPACE GATEWAY SUPPORT

Johnny L. Wood
Manager, Labor Relations

FOR

TRANSPORT WORKERS UNION
OF AMERICA, AFL/CIO

Eddie O. Hill
President

Administrative Letter #2

Mr. Ed Hill, President
Transport Workers Union, AFL/CIO
122 Dixie Lane
Cocoa Beach FL 32931

Dear Mr. Hill:

This is to confirm our discussion during negotiations in regard to the Government Rules and Regulations.

Any rules or regulations, which are now or, which may hereafter be imposed on the Company by the United States Government shall apply with equal force and effect to the employees covered under this Agreement.

It is recognized that such rules and regulations shall apply only when initiated by and directed from the U.S. Air Force or NASA. The Company shall provide the Union with a copy of any new Rules or Regulations and shall meet with the Union to discuss the impact, if any, prior to implementation.

The Union shall have the right to grieve the reasonableness of such Rules and/or Regulations.

Agreed to this 1st day of June 2006.

FOR

SPACE GATEWAY SUPPORT

Johnny L. Wood
Manager, Labor Relations

FOR

TRANSPORT WORKERS UNION
OF AMERICA, AFL/CIO

Eddie O. Hill
President

Administrative Letter #3

Mr. Ed Hill, President
Transport Workers Union, AFL/CIO
122 Dixie Lane
Cocoa Beach FL 32931

Dear Mr. Hill:

This will confirm our understanding regarding the various types of vehicles which Heavy Vehicle/Equipment Drivers and Medium Truck Drivers would be expected to operate:

Heavy Vehicle/Equipment Drivers

Truck Tractor (7-112-15 Ton)
Fuel Trucks (1,200 gallons)
Fuel Tankers (5,000 gallons)
Cargo Trucks (5 Tons)
Dump Trucks (5-9 Tons)
Loadall Compactors
Rear Loading Packers

Medium Truck Drivers

Padded Electronic Vans
High Lift Trucks
Fork Lifts
Street Sweepers
Airport Sweepers
Industrial Tractors
Bus (28 Passengers)
Cargo Trucks (1 ½ - 4 Ton)
Weapons Carrier
Metro Vans
Cargo Trucks (1 Ton)
Carryall Bus (9 Passenger)

If vehicles other than those listed above are assigned to be operated by the Truck Driver classifications, they will be slotted to conform to the above listing.

Agreed to this 1st day of June 2006.

FOR

SPACE GATEWAY SUPPORT

FOR

TRANSPORT WORKERS UNION
OF AMERICA, AFL/CIO

Johnny L. Wood
Manager, Labor Relations

Eddie O. Hill
President

Administrative Letter #4

Mr. Ed Hill, President
Transport Workers Union, AFL/CIO
122 Dixie Lane
Cocoa Beach, FL 32931

Dear Mr. Hill:

The purpose of this letter is to state the parties' agreement concerning the "Employee Reliability Program".

The parties agree to the necessity of providing a safe and secure environment for everyone. Intoxicated, impaired or drug-abusing employees can endanger themselves, the Company, and the lives of their friends and co-workers.

Drug tests shall be administered under the following circumstances: when there is specific, objective reason to believe that the individual to be tested is jeopardizing workplace safety or is not performing his job because of intoxication and/or impairment, or when an employee is involved in an accident and/or injured while on duty, where reasonable suspicion is obvious.

No test shall be administered until the Company has reason to believe that the employee is impaired through direct observation by at least two management officials, one of whom is not the employee's immediate supervisor. The employee's union representative will be advised immediately, if available, or as soon as possible thereafter.

If an employee realizes that he has a drug or alcohol dependence problem and voluntarily seeks help, then we will assist that employee in obtaining professional help. However, it is understood that the burden rests on the employee to seek and accept professional help.

It is understood and agreed that all employees represented by this unit will sign the forms consenting to drug and/or alcohol tests as presently attached to the "Employee Reliability Program". However, no employee shall be required to sign any waive of his Constitutional Rights in conjunction with the administration and processing of this program.

The Company agrees to provide the Union with a more detailed outline of the various drugs and the levels which have been established as unacceptable.

Administrative Letter No. 4
Page Two

Employees testing positive will be subject to disciplinary action, which may include a requirement to participate in a rehabilitation program.

With the above clarification, the parties agree to the Company's "Employee Reliability Program".

Employees that are on layoff status for a period of time in excess of 90 calendar days shall be subject to drug and/or alcohol screening upon their recall to work.

Employees that test positive will not be allowed to report to work and will be subject to the provisions of the Employee Reliability Program.

If the foregoing correctly expresses your understanding of our agreement concerning this subject, please sign and send the original to the undersigned.

Agreed to this 1st day of June 2006.

FOR

SPACE GATEWAY SUPPORT

Johnny L. Wood
Manager, Labor Relations

FOR

TRANSPORT WORKERS UNION
OF AMERICA, AFL/CIO

Eddie O. Hill
President

Administrative Letter #5

Mr. Ed Hill, President
Transport Workers Union, AFL/CIO
122 Dixie Lane
Cocoa Beach, FL 32931

Dear Mr. Hill:

The purpose of this letter is to state the parties' position concerning Report Time.

The parties agree that if an employee has worked an excessive amount of overtime, then the Company may elect to have that employee report to his next regular shift of work later than normal, or send that employee home prior to the end of his regular shift of work. If that occurs, then the Company will pay the employee for the portion of his regular shift not worked at straight time. This shall be charged against Report Time.

If the foregoing correctly expresses your understanding of our agreement concerning this subject, please sign and send the original to the undersigned.

ACCEPTED AND AGREED TO:

Agreed to this 1st day of June 2006.

FOR

SPACE GATEWAY SUPPORT

Johnny L. Wood
Manager, Labor Relations

FOR

TRANSPORT WORKERS UNION
OF AMERICA, AFL/CIO

Eddie O. Hill
President

Administrative Letter #6

Mr. Ed Hill, President
 Transport Workers Union, AFL/CIO
 122 Dixie Lane
 Cocoa Beach, FL 32931

Dear Mr. Hill:

A. It is the intent of the following overtime procedure to establish a uniform application of Article 28 within the JBOSC Project.

The key word is “uniform”. It is our express desire that the application and interpretation of this procedure be the same throughout all sections where TWU covered employees work. This document supercedes all other previous versions of the TWU Overtime Policy.

1. It is the policy of the Company when overtime is required with a shop or working unit Monday through Friday to offer such overtime by shift to the qualified employee with the lowest hours on the overtime list.

INTERPRETATION: In effect, an overtime list shall be established for each shift in a particular shop for overtime to be worked during normal work days. Minor variations in starting times shall not be considered as a “shift” for the purpose of establishing overtime lists. Normally, a shop will not have more than three “shifts” for overtime purposes. Differences in days off will not constitute a separate shift.

(a) A requirement for overtime to run continuously with the end of a shift will be filled by the low qualified employee on the off-going shift, except as modified by paragraphs 2(c), 2(c)1 or 2(c)2.

(b) A requirement for overtime to run continuously with an on-coming shift will be filled by the low qualified employee on the on-coming shift, except as modified by paragraphs 2(c), 2(c)1 or 2(c)2.

(c) A short call-in assignment occurring in the middle of a normal shift will generally be given to the low employee on the last shift worked, but may be given to the low employee on the on-coming shift, should there be likelihood that the assignment may continue into the beginning of the next shift worked.

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(d) In assigning overtime to employees who are on a rotating shift basis, the employee's last shift worked will determine what shift overtime list he will be on.

(e) When necessary, you may hold an employee other than the low person in continuation with his/her shift, to complete an assignment within two (2) hours. This would not constitute an overtime assignment for the purposes of determining eligibility for further assignments. Such overtime will be charged as prescribed in Paragraphs 4 and 7 of this policy. The purpose of this flexibility is to cover occasional unanticipated situations where relief would be impossible or impractical.

(f) Overtime assignments on Friday, anticipated to be less than four (4) hours in conjunction with the end of the day or afternoon shifts, shall not be considered as assignments for the purposes of determining eligibility for further weekend assignments. Assignments as described shall be made to the low qualified employee on the shift who has not already been scheduled for a weekend assignment. Such overtime will be charged as prescribed by paragraphs 4 and 7.

2. When overtime occurs or is scheduled for Saturday and/or Sunday, such overtime assignments will be offered to the lowest qualified employee on the master overtime list in the shop or working unit involved, irrespective of shifts.

INTERPRETATION: This establishes that weekend overtime will be assigned from one complete master overtime list comprised of employees from all shifts. Weekend assignments will be offered on Friday in the order in which the requirements are received. When there is more than one assignment to be made to satisfy that requirement, the assignments should be offered in the order that they are to be worked. If the next eligible employee is an afternoon shift person, and is unable to be contacted then that assignment will be held open until the employee can be contacted when he/she reports to work or becomes ineligible by not reporting to work; however, continuation of further assignments should be made. If, after the afternoon employee is contacted or disqualified and the next eligible employee is a day shift person, an attempt should be made to contact these employees before they leave. If time does not permit this, then assignments should not continue until 1700. At that time, assignments should resume and continue as described above and throughout the weekend as required.

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(a) As additional overtime assignments are received, an attempt should be made to contact the eligible employees who were not home when previously called.

(b) If an urgent requirement is received on Friday, immediately prior to 1600 hours, for overtime to commence at 1600, then this assignment is filled by the low available employee.

(c) When overtime occurs on an employee's scheduled day off, it will be offered as follows:

(1) Assignments of four (4) hours or more will be offered to the low person on the master overtime list that is on his day off.

(2) Assignments of less than four (4) hours will be offered to the low person from the on-duty shift overtime list in accordance with paragraph 1.

(d) When a situation exists where all employees on an overtime list have been offered an opportunity to work overtime, either by accepting, refusing, or being unable to be contacted for an assignment, the overtime list would revert to its standing at noon on the last week day worked. Each employee on the list would again be contacted for overtime assignments.

3. The Space Gateway Support Policy is not to:

(a) Work a person overtime in excess of twenty (20) clock hours within a work week. If a person, by working an overtime assignment, would exceed the twenty (20) hour limitation, he/she would be by-passed; under such circumstances, he/she would not be charged on the overtime list. A subsequent assignment of lesser duration, if available, which would not exceed the limitation, will be made to him/her. A person working overtime in direct test support would normally be relieved should the assignment exceed the twenty (20) hour limit.

(b) Work a person in excess of twelve (12) hours within a day. If a person, by working an overtime assignment, would exceed the twelve (12) hour limitation, he/she would be by-passed; under such circumstances, he/she would not be charged on the overtime list. A subsequent assignment of lesser duration, if available, which would not exceed the limitation, must be made to him/her.

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(c) Work a person in excess of seven (7) consecutive days. If a person, by working an overtime assignment, would exceed the seven (7) consecutive day limitation, which would mean the eighth (8th) day is a regularly scheduled work day, he/she would be by-passed. In this instance, if by-passed for overtime on his seventh (7th) day, he/she will be offered make-up overtime in accordance with paragraph 11.

(d) Should any of the above mentioned restrictions no longer apply, the parties agree to meet and discuss the applicability of paragraphs 3, 3(a), 3(b) and 3(c).

In the event that sufficient qualified manpower cannot be obtained for an overtime assignment through the normal voluntary procedures provided by this policy, directed assignments will be made to junior employees as described below.

(e) Junior through senior employees on the applicable overtime board.

(f) Junior through senior employees who have requested that their names be removed from the overtime board for personal reasons.

4. Overtime rosters will be made current daily by shift, including weekend overtime assignments, not later than 1200 hours on Monday through Friday (holidays excepted).

INTERPRETATION: It is the intent of this section that the overtime lists are brought up-to-date Monday through Friday 1200 hours local time. No computation of overtime or adjustment of overtime lists are to be made on the weekend or holidays. Normally, only overtime assignments which have been completed since the last list adjustment will be credited at 1200 hours.

Since a person's assigned shift may not be changed to absorb overtime, the day shift employee who received an early call-in will be charged at twelve noon with the overtime he can earn prior to the completion of his regular shift.

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5. A new employee or an employee who transfers to a new shop or working unit will be credited with the highest overtime hours on his new shop overtime board.

INTERPRETATION: It is the intent of this section that a new employee or an employee who transfers to a new shop will normally be charged with the highest number of hours worked by the active employees on the shop overtime board. If the new employee or the transferee is required to work for a specified period of time before he/she is considered eligible for overtime, i.e., training periods, he/she shall retain during his/her period of qualification, the number of overtime hours he/she was charged with upon entrance to the shop, but in no event shall the number of hours charged against him/her be more than twenty (20) hours lower than the lowest active employee on the overtime board at the time the employee is eligible.

Example #1:

Employee with highest number of hours = 100 hours
Employee with lowest number of hours = 50 hours
New or transferred employee is charged with 100 hours.

If after the employees qualification period, the board reflects:

Employee with highest number of hours = 200 hours
Employee with lowest number of hours = 100 hours
New or transferred employee is still charged with 100 hours.

Example #2

Employee with highest number of hours = 100 hours
Employee with lowest number of hours = 50 hours
New or transferred employee is charged with 100 hours.

If after the employees qualification period, the board reflects:

Employee with highest number of hours = 250 hours
Employee with lowest number of hours = 150 hours
New or transferred employee is charged with 130 hours.

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6. An employee who is absent for a period of time in which overtime is worked on his/her shift, shall retain, during their absence, their overtime credit which in no event shall be less than twenty (20) hours lower than the lowest active employee on the overtime board.

INTERPRETATION: Absence, for the purpose of this paragraph, includes any periods for which the employee is not available for work due to illness, industrial injury, vacation, excused absence.

An employee who is absent for any period of time in which overtime is worked shall retain, during his absence, the number of overtime hours he was charged with at the time he/she left, which in no event shall be more than twenty (20) hours lower than the lowest active employee on the overtime board.

7. The low qualified employee who is offered an overtime assignment and refuses such overtime will be charged the same number of pay hours charged to the employee accepting the overtime assignment.

INTERPRETATION: All hours as shown on the overtime lists will be shown as pay hours. Thus, an employee who worked eight (8) hours overtime for which he was paid four (4) hours at time and one half (1 ½) and four (4) hours at double (2) time will be charged on the overtime list with fourteen (14) hours. Only an employee who is actually contacted by the Company either in person or by telephone and declines the overtime will be charged for refusing an assignment. If there is no answer at the given number, he will not be charged for time worked by others.

8. Employees desiring not to be considered for overtime assignments will request in writing to their immediate supervisor that their names be removed from the overtime list. Any employee voluntarily removing his/her name from the Overtime List shall remain off the list for six (6) months. The only exception shall be where the Company and Union mutually agree that extenuating circumstances warrant other considerations. Upon written request, the employee will be returned to the overtime list with the highest overtime hours on their overtime board.

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9. Employees assigned to limited duty for medical reasons will not be listed on the overtime board. However, when the limitations are removed, they will be added to the list with the hours they had upon removal from the list or with the hours of the lowest active employee on the list, whichever is the greater.

INTERPRETATION: It is presumed that employees not requesting to be removed from the list will generally be available for overtime work. Unless absent for any reason on his/her last work shift, the employee will be offered overtime in normal sequence.

Those employees who have been determined by the Medical Department or their private physician as being on limited duty will be removed from the overtime list. Any employee claiming physical limitations not acknowledged by the Medical Department may be referred to the Medical Department for a determination of limitations.

A person on limited duty will not be returned to the overtime board until released from limitations for full duty. An employee who, during the course of his/her limited duty period, changes shops or working units, upon being returned to full duty, will be charged with the highest hours on his/her new shop overtime board.

10. The employee shall notify his/her supervisor in writing of his/her current telephone number.

INTERPRETATION: From time to time an employee will give a number, other than his/her own. The Company has no particular objection to this as long as the employee can be contacted at the number. However, should the party answering the telephone refuse to call the employee to the phone, the particular number will be stricken and the employee listed with "no phone" until he/she furnishes a different, valid number. The supervisor making the call must verify that he/she did reach the number he/she intended to call.

(a) Employees listed on the overtime board should ensure that a telephone number is provided to the Company, through their supervisor, which will provide the capability of them being contacted during off-duty hours. This number should normally be that of the employee's home phone.

(b) Employees who do not have a current telephone number listed on Company records will not be contacted for overtime assignments made by telephone; however, they will be charged for such assignments.

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(c) Any employee who accepts an overtime assignment involving a call-in, but does not list a current telephone number on Company records, will be required to verify the assignment prior to reporting for work. The employee shall telephone his/her supervisor or, during non-duty hours, the night supervisor 853-5211 within two (2) hours of the reporting time to confirm the assignment. Failure to confirm the assignment will relieve the Company of financial responsibility in the event the assignment has been cancelled or rescheduled.

(d) An employee whose home address or telephone number is changed is required to update this information by use of the Change of Address and Emergency Notification Form, submitted through his supervisor for submission to the Human Resource Department.

11. In the event the low qualified employee on the overtime roster is not offered the overtime for which he/she is eligible and available, they will, upon their request, be provided an opportunity to work an equivalent amount of overtime within the subsequent five (5) working days. Such requests must be submitted in writing within the next regularly scheduled workday of the date on which the low person was available and not offered the overtime. Failure to provide such opportunity to the employee will constitute a violation of Article 28(d) of the collective bargaining agreement.

INTERPRETATION: To claim consideration under this paragraph, the employee is obligated to submit a written request within his/her next regularly scheduled workday following the incident. A legitimate claim must be based on the fact the Company erred in assignment and the employee has not had at least equivalent overtime prior to submitting the claim.

Circumstances may be such that the employee cannot reasonably give notification within this period, in which case the one workday period may be extended. Any extension of the one workday period should be based only on valid reasons.

If, within five (5) days, the employee receives equivalent overtime, by the procedure established in Sections B and C, overtime has thereby been distributed as equitably as practical and the claim is void.

If this does not occur, then the employee may be offered constructive work, for the equivalent amount of pay hours that they would have received had they not been by-passed, within the five (5) day work period.

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Paragraph 11 may not be used for the arbitrary selection of individuals to work overtime assignments. Range Users may request a particular person by name and circumstances could warrant our honoring their request. Every effort should be made to keep this at a minimum. Any person by-passed in such instance is entitled to the provisions of Article 28(b) of the collective bargaining agreement.

12. Employees on vacation or floating holiday.

INTERPRETATION: Employee beginning a vacation period or taking a floating holiday(s) beginning the day following a holiday will not be eligible to volunteer for any work on the holiday. This language is also applicable to any holiday or floating holiday that may fall within a vacation period or at the end of a vacation period.

For the purpose of this language, floating holidays will be treated the same as vacation days. That is, an employee will not be eligible for overtime work or volunteer holiday work from the end of his/her last normal work shift until he/she has worked one shift upon return to work.

13. Penalty Pay in accordance with Article 28 of the collective bargaining agreement effective 1 April 1999.

INTERPRETATION: When an employee receives penalty pay for no seven and one half (7 ½) hour break, this will not be charged to the overtime list.

14. Doctor's appointments during and after normal work hours.

INTERPRETATION: If an employee has a doctor's appointment during the day, leaves and returns in time to work prior to the end of the shift, he/she will be eligible for an overtime assignment.

If an employee refuses an overtime assignment at the end of a shift due to a scheduled doctor's appointment, he/she will not be charged with such overtime if verification of said doctor's appointment is produced upon return to work the next day.

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B. OVERTIME POLICY FOR HURRICANES AND PEACETIME DISASTERS

15. During hurricane alerts, the following overtime policy will be used. At the beginning of the hurricane season (June 1st through November 30th), all affected shops will prepare a list of personnel who desire to volunteer for assignments during the preparation phase as well as during the “ride-out” phase of the hurricane. This policy will normally be administered on a crew-by-crew basis. In multiple craft crews, differentiation between crafts will be made only when the work to be done requires a particular specialty.

- (a) During **CONDITION IV**, follow normal overtime policy.
- (b) Beginning at **CONDITION III** and continuing through **CONDITIONS II and I**, use senior volunteers available on duty. If sufficient volunteers are not available on duty, senior volunteers not on duty will be called. If volunteers do not meet manpower requirements, personnel will be assigned to perform emergency work by using junior persons first.
- (c) If an entire crew can be used, all personnel will be assigned to work until the emergency work is complete or they are relieved. If the work remaining to be done is such that the entire crew cannot be used, senior volunteers will be selected to remain; otherwise, junior persons will be assigned. Special hardship cases will be considered by the Supervisor or Foreman for release from work.
- (d) Overtime assigned during **CONDITION III** through **CONDITIONS II and I** will not be charged to the regular overtime boards. However, such time worked or refused should be recorded on the volunteer lists described in Item 1(e).
- (e) Special work forces in isolated areas performing emergency work may be retained until the job is completed, if it is not practicable to change out the crew.
- (f) When call-ins are required during a hurricane, the volunteers previously signed up will be called in order of seniority. After the volunteer list is exhausted, junior persons will be called and instructed to report for work. If an entire crew is needed, all personnel will be notified to report to work.

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(g) When evacuation of non-essential personnel is directed by the Air Force, they will be released on a senior preference basis by shop where consistent with job requirements as set forth in paragraph 1(b).

(h) The emergency crews to remain on stand-by until "All Clear" is announced will be selected from available, on duty volunteers. Otherwise, junior personnel will be assigned.

(i) The shop volunteer list will be established at the beginning of the hurricane season (June 1st). Recycling to the top of the list will be accomplished only after all persons thereon have had an opportunity to be assigned overtime. If the volunteer list is not exhausted during one hurricane, the call for volunteers for the successive hurricane, will begin at the place on the list where previously left off. Alterations to the official volunteer list will be made during the course of the hurricane season. However, persons desiring to volunteer during mid-season will be kept on a separate list (in order of first come, first served) to be used during a hurricane if the official volunteer list is exhausted. Non-volunteers may be assigned if there are insufficient volunteers.

C. OVERTIME POLICY WHEN EMPLOYEE IS FULFILLING MILITARY SERVICE OR TRAINING OBLIGATION

An employee must notify his/her supervisor prior to scheduled military service/training.

If an employee is fulfilling his/her scheduled military service or training, he/she is treated the same on the overtime board as if the employee was on vacation. The employee is not eligible for overtime work from the end of his/her last normal shift until he/she has worked one shift upon return to work. If overtime is worked while the employee is on their scheduled military duty, the employee shall retain his/her overtime credit on the overtime board which in no event shall be less than twenty (20) hours lower than the lowest active employee.

If the training is discretionary and is not part of the employee's scheduled military service/training, the employee will be charged on the overtime board if he/she is unavailable for an overtime assignment.

Exceptions to this policy shall be mutually agreed to by the Company and the Union.

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ACCEPTED AND AGREED TO:

Agreed to this 1st day of June 2006.

FOR

SPACE GATEWAY SUPPORT

Johnny L. Wood
Manager, Labor Relations

FOR

TRANSPORT WORKERS UNION
OF AMERICA, AFL/CIO

Eddie O. Hill
President



Michael D. Flynn, President
Space Gateway Support, LLC
P O Box 21237
Mail Code: SGS-6380
Kennedy Space Center, FL 32815-0237

April 1, 2009

MEMORANDUM OF UNDERSTANDING

This memorandum of understanding is between Transport Workers Union of America, Local 525 and Space Gateway Support, LLC Representing Locksmiths & Locksmith Dispatchers.

1. Space Gateway Support (SGS) and Transport Workers Union of America (TWU), Local 525, have been parties to three successive collective bargaining agreements since 1 April 1999 with respect to a bargaining unit of craft employees working on the J-BOSC contract at the Kennedy Space Center, Cape Canaveral Air Force Station, Patrick Air Force Base and other related work locations. Employees represented by TWU Local 525 in the Firefighter bargaining unit are not covered by this memorandum.
2. The J-BOSC contract between SGS, NASA and the United States Air Force expired on March 31, 2009.
3. All SGS employees represented by the TWU working in the J-BOSC craft bargaining unit, with the exception of employees in the locksmith and locksmith dispatcher classifications were permanently terminated from employment on or before September 30, 2008.
4. The locksmith and locksmith dispatcher employees shall continue working for SGS at the Kennedy Space Center, under an Interim Protective Services Contract (IPSC) between NASA and SGS. The parties understand and acknowledge that the IPSC has a life expectancy of ninety (90) days to a potential of up to eighteen (18) months, as determined by NASA.
5. The current collective bargaining agreement between the TWU Local 525 and SGS and its team members which covers locksmiths and locksmith dispatcher employees, along with all other employees previously represented by TWU, Local 525 in the J-BOSC craft unit, expires 31 May 2009. The parties acknowledge that the SGS-TWU J-BOSC collective bargaining agreement contains provisions not applicable to locksmiths and locksmith dispatchers.
6. This memorandum of understanding confirms the agreement of SGS and TWU Local 525 to extend the terms of the collective bargaining agreement for a period



The purpose of this document is to describe the Agreement reached between the parties, on this date May 28, 2010, to extend the existing Locksmiths Collective Bargaining Agreement (CBA) between Space Gateway Support, LLC (SGS) and the Transport Workers Union of America Local 525 dated March 31, 2006.

Except as modified below, all aspects of the current CBA, which shall remain in full force and effect until midnight May 31, 2011 and shall be automatically renewed for consecutive periods of one (1) year thereafter, unless either party receives written notice from the other party, not less than sixty (60) days, nor more than one hundred twenty (120) days immediately prior to the expiration date, or mutual extension thereof, of its desire to amend, modify or terminate this Agreement. In the case of such notice, the parties agree to meet for the purpose of negotiating a new contract or a written renewal of this Agreement, provided that no strike or work stoppage shall take place after such expiration date of this Agreement unless the Union notifies the Company, in writing, at least then (10) calendar days prior to any contemplated strike or work stoppage.

- 1) In the event the Company (SGS) ceases to perform the Locksmiths and Locksmith Dispatcher functions at the Kennedy Space Center (KSC) under the Interim Protective Services Contract (IPSC), any extensions to the IPSC or its equivalent contract, prior to the above expiration date, the Company shall be released from all obligations under this Agreement.
- 2) The parties have mutually reached an agreement of a 2% wage increase effective October 1, 2010.
- 3) All employee covered under this Agreement shall be provided with group coverage in accordance with the Space Gateway Support Group Benefit Plan.

Effective June 1, 2010, the employee contribution level will be forty dollars (\$40.00) for a single and sixty dollars (\$60.00) for family coverage, per bi-weekly pay period for the duration of this Agreement.

If the foregoing correctly expresses the Agreement between the parties for the 2010 negotiations and extension concerning this subject, please sign and date the original.

ACCEPTED AND AGREED TO:

Roy C. Tharpe

Roy Tharpe
President, Space Gateway Support, LLC.

5/24/2010

Date

Kevin Smith

Kevin Smith
President, TWU Local 525

5/24/10

Date



Space Gateway Support, LLC
P.O. Box 21237
Kennedy Space Center, FL 32815-0237

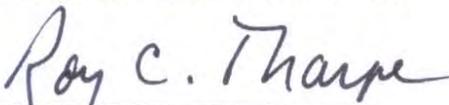
This document confirms the agreement reached between the parties, on this date March 31, 2011, to extend the existing Locksmiths Collective Bargaining Agreement (CBA) between Space Gateway Support, LLC (SGS) and the Transport Workers Union of America Local 525 dated March 31, 2006.

Except as modified below, all aspects of the current CBA, which shall remain in full force and effect until midnight May 31, 2012 and shall be automatically renewed for consecutive periods of one (1) year thereafter, unless either party receives written notice from the other party, not less than sixty (60) days, nor more than one hundred twenty (120) days immediately prior to the expiration date, or mutual extension thereof, of its desire to amend, modify or terminate this Agreement. In the case of such notice, the parties agree to meet for the purpose of negotiating a new contract or a written renewal of this Agreement, provided that no strike or work stoppage shall take place after such expiration date of this Agreement unless the Union notifies the Company, in writing, at least ten (10) calendar days prior to any contemplated strike or work stoppage.

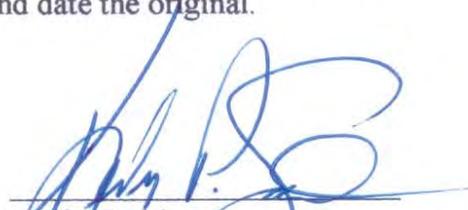
- 1) In the event the Company (SGS) ceases to perform the Locksmiths and Locksmith Dispatcher functions at the Kennedy Space Center (KSC) under the Interim Protective Services Contract (IPSC), any extensions to the IPSC or its equivalent contract, prior to the above expiration date, the Company shall be released from all obligations under this Agreement.
- 2) The parties have mutually reached an agreement for a 2% wage increase effective October 1, 2011, provided the IPSC is active on that date.

If the foregoing correctly expresses the agreement between the parties for the 2011 negotiations and extension concerning this subject, please sign and date the original.

ACCEPTED AND AGREED TO:



 Roy C. Tharpe
 President, Space Gateway Support



 Kevin Smith
 President, TWU Local 525

5/19/2011

 Date

5/19/2011

 Date



AGREEMENT
between
SPACE GATEWAY SUPPORT
and the
INTERNATIONAL UNION, SECURITY, POLICE, AND FIRE
PROFESSIONALS OF AMERICA, (SPFPA)
and its Amalgamated Local 127 Thereof representing the
SECURITY POLICE EMPLOYEES
of the
NASA Contract NNK09OX01C
Interim Protective Services Contract (IPSC)
AT
KENNEDY SPACE CENTER
June 1, 2010 – May 31, 2011

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PREAMBLE

This Agreement is entered into by and between Space Gateway Support (SGS) (hereinafter sometimes referred to as the “Company”) and the employees of the Company's NASA Contract NNK09OX01C, Interim Protective Services Contract (IPSC), and whose duties are preponderantly those of Security, as represented by the International Union, Security Police and Fire Professionals of America (SPFPA) and its Amalgamated Local No. 127, thereof (herein sometimes referred to as the “Union”).

This Agreement modifies and extends the collective bargaining agreement between the Company and the Union, which was effective 1 June 2009.

ARTICLE 1 RECOGNITION

The Union is recognized by the Company as the sole collective bargaining agent for all full-time and part-time Security Police employees but excluding all office clerical employees, and supervisors as defined in the Act. Said Union having been previously certified as representing these employees in conformity with the provisions of the Railway Labor Act, and now recognized under the National Labor Relations Act, as amended. The rates of pay for the classification of employees under this Agreement are set forth in Appendix "C".

ARTICLE 2
PURPOSE OF AGREEMENT

This Agreement is entered into, under the terms of the National Labor Relations Act, as amended, as above stated, for the mutual interest of the present and future employees, and of the Company, to further the efficiency and economy of operations and to stabilize employment under reasonable hours, rates of pay and working conditions. It is recognized by the Agreement to be the duty of the Company and the Union to cooperate fully, both individually and collectively, for the advancement of this purpose.

ARTICLE 3
WORKING WEEK

- (a) The workday shall consist of a twenty-four (24) hour period beginning at 12 o'clock midnight (2400 hours) and a regular day's work shall consist of eight (8) consecutive hours.
- (b) The normal workweek shall consist of seven (7) consecutive days beginning 12:01 a.m. (0001 hours) on a specific day for each employee, and a regular weekly work schedule shall consist of five (5) workdays of eight (8) hours each in the workweek. The pay period shall begin at 0001 hours Saturday and end one hundred sixty-eight (168) hours thereafter.
- (c) Each employee shall be scheduled so as to normally be off duty the last two (2) consecutive days of one's workweek.
- (d) Changes in hours of work or assignments to shift may be made whenever necessary in accordance with Article 7(i). Except in an emergency, four (4) calendar days notice shall be given in advance of all such changes. The Local President or his designee will be informed of all such changes.
- (e) All time worked in a continuous tour of duty including overtime, shall be considered as work performed on the workday within which the tour of duty is started.
- (f) The Company will establish three (3) main eight (8) hour shifts beginning between 6:00 a.m. (0600 hours) and 8:00 a.m. (0800 hours), 2:00 p.m. (1400 hours) and 4:00 p.m. (1600 hours), 10:00 p.m. (2200 hours) and 12 midnight (2400 hours). Necessary special shifts may be established.
- (g) The Company will maintain the present days off schedule until and unless operational or personnel requirements necessitate a change in which event the Local Union President or his designee(s) shall have the right to confer with management.
- (h) Any employee notified by the Company to report for work on a day on which a hurricane occurs or is forecast shall receive a minimum of four (4) hours pay if he reports for work; radio notification given at least two (2) hours prior to the regular starting time of their shift not to report shall be presumed conclusively to have been received by all employees to whom such notification is directed and any employee affected by such notice, who thereafter reports, shall not be entitled to pay therefore. Employees are required to monitor local commercial radio stations, normally used, to receive notice to return to work.

ARTICLE 4 OVERTIME COMPENSATION

- (a) The principles of equal distribution and advance notice of overtime for Security Police, within the IPSC Contract compatible with the executive directives of NASA regarding overtime administration at missile and defense establishments will be applied as provided herein. As used herein the term "overtime" shall mean:
1. All time worked before or after an employee's regular scheduled hours except that no overtime shall be paid until the employee completes eight (8) hours of work.
 2. All time worked within a day during which the employee was not scheduled to work.
- (b) No overtime work shall be required or permitted except by direction of the proper supervisory personnel of the Company except in cases of emergency where prior authority cannot be obtained.
- (c) The Union recognizes that in assigning overtime, management must also consider employee qualifications, availability of employees, and requirements of the job. The Union also recognizes that under no circumstances will employees be paid for overtime not worked except as provided in paragraph 4 (e) 14.
- (d) Employees hereunder shall not be required to suspend work in regular hours to absorb overtime.
- (e) Overtime when required will be offered to the low eligible employee who is qualified and available as outlined herein.
1. Overtime continuous with, either prior to or following a regular shift will be offered first to employees working that shift. For clarification of "prior to" a maximum of four (4) hours will be used.
 2. Overtime not continuous with a regular shift or exceeding the four (4) hours maximum prior to the start of the shift will be offered first to employees on a regularly scheduled day off, providing the employee who is offered such overtime will have at least seven (7) hours off upon the completion of his overtime assignment prior to the starting time of his regular scheduled shift.
 3. Overtime assignments completed on or before 1000 hours each day, Monday through Friday, will be posted on the overtime roster in each crew by 1300 hours the same day.

4. Overtime assignments completed after 1000 hours will be posted on the following day.
5. Overtime assignments completed between 1000 hours Friday and 1000 hours Monday will be posted by 1300 hours Monday.
6. The overtime roster will be updated daily and zeroed out by seniority each shift bid.
7. Overtime hours will be recorded by rounding off the nearest whole hour.
 - a. Fractions of hours worked from .01 to .50 will be disregarded when recording the hours worked on the overtime roster.
 - b. Fractions of hours worked from .51 through .99 will be advanced to the next whole hour for recording purposes.
 - c. For pay purposes, payment will be made for actual hours worked, Article 4(e) to the contrary notwithstanding.
8. An employee who is offered an overtime assignment and refuses for any reason will be charged with the maximum hours worked for that assignment. For the purpose of this paragraph, assignments shall mean: all work performed by anyone on a particular shift (i.e., holdover, early call, or day off).
 - a. No charges will be assessed, for a refusal, if the individual is first called within two (2) hours of the overtime assignment.
 - b. Acceptance or refusal of an overtime assignment must be made by the individual only.
 - c. If a scheduled overtime assignment is canceled and no overtime is worked, the person(s) refusing the overtime will not be charged.
 - d. With the exception of (e) 8a, herein, all personnel that are offered an overtime assignment shall be charged.
9. An employee who is absent for any reason shall not be charged with overtime hours except, however, his overtime credits shall be maintained at the prior total or equal to the lowest active employee whichever is greater.
10. A new employee upon completion of his probationary period or, an employee who transfers into a crew, will be credited with the highest overtime hours on his crew overtime roster plus one (1) hour.

11. It shall be the employee's responsibility to notify the Company, in writing, of his current telephone number. No other telephone number will be accepted. Any employee who accepts an overtime assignment involving call-in but does not list a current telephone number on Company records will be required to verify the assignment prior to reporting for work. Any employee who does not have a telephone will not be placed on the overtime roster. At such time as the employee can furnish a current telephone number, he will be added to the overtime list and will be credited with the highest overtime hour on his crew overtime roster plus one (1) hour.
 12. Employees desiring not to be considered for overtime assignments must notify their supervisor in writing. However, upon written request, they will be returned to the overtime list and credited with the highest overtime hours on their crew overtime roster plus one (1) hour. Employees who remove their name from the overtime roster must remain off the voluntary roster for a period of ninety (90) calendar days.
 13. Any employee who is scheduled for a day off or early call assignment will be required to verify the assignment prior to reporting for work. The employee shall telephone the Watch Commander or designated control point in charge within two (2) hours of the reporting time to confirm the assignment. Failure to confirm the assignment relieves the Company of financial responsibility in the event the assignment has been canceled or re-scheduled and the employee reports for work.
 14. In the event a low qualified employee is not offered scheduled overtime work for which he is eligible and available, he will, upon his request, be provided the opportunity to work an equivalent amount of overtime at the same rate of pay within the subsequent ten (10) workdays. Such request must be submitted in writing to the Watch Commander within five (5) days of the date on which the low man was available and not offered the overtime. If he is not provided such opportunity he will be paid the equivalent amount to that which he would have earned on the overtime assignment for which he was available and not selected less the dollar payment for those overtime hours which he worked during such five (5) workday period.
 15. The provisions of paragraphs 1, 2, 3, and 14 will not be applicable when an employee cannot be relieved from post due to uncontrollable circumstances, or where time is of the essence.
- (f) Overtime compensation shall be computed on the basis of actual overtime worked to the nearest one/one hundredth (1/100) of an hour.
- (g) An employee under this Agreement who is required by the Company to work two (2) or more hours overtime continuously before or after his regularly scheduled shift hours (including days off which are worked) shall be granted a meal allowance of six dollars (\$6.00).

- (h) Overtime rates shall be paid for not less than four (4) hours to any employee called back to work on any emergency or for any duty not continuous with one's regular workday.
- (i) Overtime rates shall be paid for not less than two (2) hours to any employee called into work prior to and continuous with one's regular workday.
- (j) An employee whose overtime working period continues into the following day shall continue to receive overtime rates for all overtime so worked. If such overtime work period shall continue so that its termination shall fall within seven (7) hours prior to his resumption of work in the succeeding workday, he shall receive premium pay for all time so worked during his regular work period for such workday.

For the purpose of this agreement "premium pay" shall be defined as the highest rate of pay the employee was receiving for overtime worked during the workday that terminated less than seven (7) hours prior to their resumption of work in the succeeding workday, notwithstanding Article 4 (p) and Article 5 (c).

- (k) Premium pay for hours worked as described above shall not be paid when such hours result from:
 1. A change in an employee's shift assignment, or due to change in days off, notwithstanding paragraph (e) 1, 2, and 3.
 2. A regular shift change or when an individual's shift is changed at his request.
- (l) Except as required to maintain operations, employees shall not be required to work overtime against their wishes. If required the following will apply:
 1. Prior to requiring an employee to work overtime against their wishes, all available and qualified employees shall be given the opportunity, by seniority, to voluntarily work the overtime assignment.
 2. If overtime requirements are not filled voluntarily in accordance with this Article, the qualified employee in the crew with the lowest credited overtime hours will be required to work.
 3. Those employees who are working on that last day of their workweek (prior to their first (1st) day off "their Friday") shall not be forced to work overtime unless all employees on the shift are required to work.
 4. An employee will not be required to work more than sixteen (16) work hours of forced overtime in any given workweek unless all employees on the shift are required to work, including those employees who are working on the last day of their workweek.

5. An employee, who is working on the day prior to their projected vacation shall not be forced to work overtime unless all employees are required to work, including those who are the subjects of paragraph 2, 3, or 4 above.
 6. Whenever operational needs require the use of personnel for overtime in excess of those available from the active overtime roster, the Company shall assign the junior eligible employee of those excused from the active overtime roster to work as required in accordance with Article 4 (o).
 7. Additionally, if operational requirements for overtime are such that they cannot be totally filled as above, persons normally excluded from overtime eligibility due to documented medical restrictions may be utilized to fill remaining requirements with due regard for the nature of individual restrictions and consistent with principles of "senior volunteer" and "assignment of junior employees". Restrictions not permitting employees to work in excess of eight (8) hours per day will be accommodated where necessary by adjusting shift of such restricted employees for day(s) on which needed to meet overtime requirements. Such accommodations of employee limitations to operational needs will not be considered a violation of Article 4(d).
- (m) Except in an emergency, the Company will make every reasonable effort, consistent with its operating requirements, to give affected employees two (2) hours notice of overtime work assignments. If an employee is not given two (2) hours notice of overtime work assignment, the employee will receive a minimum of two (2) hours overtime work, unless the failure to give the required notice was caused by another employee's late reporting or absence.
- (n) If overtime on any workday or any workweek is due to an authorized exchange of days off or shifts by employees (which must be approved in advance by the appropriate supervisor), said time shall be compensated for at straight time rates; provided, however, any continuous work, in excess of eight (8) hours on any shift or tour of duty shall be paid for at the applicable overtime rates.
- (o)
1. For the purpose of maintaining health and safety, employees will not work in excess of sixteen (16) hours on any day, except in emergencies.
 2. Employees shall not be required to work a call-in overtime assignment on their first (1st) day off until they have had seven (7) hours off from the completion of their last work assignment.

Example:

- (1) Employee goes off duty at 2300 hours shall not be required to work prior to 0600 hours.
- (2) Employee going off duty at 0700 hours shall not be required to work prior to 1400 hours.

3. Except in emergencies, employees will not be required to work an overtime assignment unless that employee shall have a minimum of seven (7) hours off since their last work assignment and seven (7) hours off prior to reporting for their next work assignment. (Includes regular or overtime assignments.)

(p) The following hours of service and overtime provisions apply:

1. The normal workweek shall consist of seven (7) consecutive days beginning at 12:01 a.m. (0001 hours) on a specific day for each employee, and a regular weekly work schedule shall consist of five (5) workdays of eight (8) hours each in his workweek. The pay period shall begin at 12:01 a.m. (0001 hours) Saturday and end one hundred sixty-eight (168) hours thereafter.
2. One and one-half (1 ½) times the regular hourly rate (O-Time) shall be paid for all work performed for the following:
 - a. The first (1st) eight (8) hours worked on the first (1st) "day off" assignment worked by an employee.
 - b. Time worked in excess of eight (8) hours on any regular scheduled workday, with a minimum of two (2) hours overtime.
3. Two (2) times the regular hourly rate (D-Time) shall be paid for all work performed at Company request for the following:
 - a. All work performed in excess of twelve (12) hours in any regular scheduled workday.
 - b. All time worked in excess of eight (8) hours on any one and one-half (1 ½) time (O-Time) day off assignment.
 - c. All time worked on day off assignment(s) following an initial one and one-half (1 ½) (O-Time) day off assignment worked, provided that such employee has not had a break in days worked since initial one and one-half (1 ½) (O-Time) assignment was worked.

Note: For purposes of this agreement this paragraph may be reference as the "double-time day off chain."

DAY	REG SCHEDULE	DAYS WORKED	PAY
M	X	X	R
T	X	X	R
W	X	X	R
TH	X	X	R
F	X	X	R
S	D/O	X	O
S	D/O	OFF	/
M	X	X	R

EXAMPLE #2

DAY	REG SCHEDULE	DAYS WORKED	PAY
M	X	X	R
T	X	X	R
W	X	X	R
TH	X	X	R
F	X	X	R
S	D/O	X	O
S	D/O	X	D
M	X	X	R

EXAMPLE #3

DAY	REG SCHEDULE	DAYS WORKED	PAY
M	X	X	R
T	X	X	R
W	X	X	R
TH	X	X	R
F	X	X	R
S	D/O	OFF	/
S	D/O	X	O
M	X	X	R

DAY	REG SCHEDULE	DAYS WORKED	PAY
M	X	X	R
T	X	X	R
W	X	X	R
TH	X	X	R
F	X	X	R
S	D/O	X	O
S	D/O	X	D
M	X	X	R
T	X	X	R
W	X	X	R
T	X	X	R
F	X	X	R
S	D/O	X	D
S	D/O	X	D
M	X	X	R

EXAMPLE #5

DAY	REG SCHEDULE	DAYS WORKED	PAY
M	X	X	R
T	X	X	R
W	X	X	R
TH	X	X	R
F	X	X	R
S	D/O	OFF	/
S	D/O	X	O
M	X	X	R
T	X	X	R
W	X	X	R
T	X	X	R
F	X	X	R
S	D/O	X	D
S	D/O	X	D
M	X	X	R

R = Regular Pay

O = 1 ½ times

D = Double time

ARTICLE 5
HOLIDAYS

- (a) The following holidays with pay shall be granted and observed on:

2010	New Years Day	Friday	Jan 01
	Martin Luther King Day	Monday	Jan 18
	President's Day	Monday	Feb 15
	Memorial Day	Monday	May 31
	Independence Day	Sunday	Jul 04
	Labor Day	Monday	Sep 06
	Columbus Day	Monday	Oct 11
	Veteran's Day	Thursday	Nov 11
	Thanksgiving Day	Thursday	Nov 25
	Christmas Day	Saturday	Dec 25
2011	New Years Day	Saturday	Jan 01
	Martin Luther King Day	Monday	Jan 17
	President's Day	Monday	Feb 21
	Memorial Day	Monday	May 30
	Independence Day	Monday	Jul 04
	Labor Day	Monday	Sep 05
	Columbus Day	Monday	Oct 10
	Veteran's Day	Friday	Nov 11
	Thanksgiving Day	Thursday	Nov 24
	Christmas Day	Sunday	Dec 25

Employees who have at least forty (40) actual days worked since hire or rehire shall be granted two (2) floating holidays each calendar year. Floating holidays unused in the calendar year shall be converted to vacation and may be carried over from one calendar year to another. Requests to liquidate the floating holiday shall be granted, subject to operational requirements.

- (b) In addition to these holidays, employees shall be granted any holiday that may hereafter be established by an Act of Congress of the United States or by proclamation of the President of the United States.
- (c) Employees who are normally assigned to work on a holiday and who are not excused from working on a holiday will receive (8) eight hours of straight time pay for the holiday plus (2) two times the regular rate for up to (8) eight hours worked including shift differential and the clock time described in this paragraph. Hours worked in excess of (8) eight on any holiday will be paid at (2 ½) two and one half times the regular rate. Employees who volunteer on a holiday on their day off shall receive eight (8) hours holiday pay for the holiday and shall continue to be paid for all hours worked in accordance with Article IV. Clock time is included in holiday pay and is intended, under these circumstances to cover the travel time returning to patrol headquarters. Time that starts at the 16th minute or more, after normal duty shift-end, will be paid at the rate of triple time starting with the 16th minute until the employee has clocked out.

- (d) An employee scheduled to work on any of the above holidays who fails to report for work shall not receive payment for that day unless his failure is occasioned by circumstances beyond his control, or by excused absence.
- (e) If any of the above holidays falls on an employee's day off, the employee shall be paid eight (8) hours pay at regular rate for the holiday. If a holiday falls within the employees paid vacation period, an extra day will be added to the employees paid vacation.
- (f) The assignment of an employee scheduled to work a holiday shall not be changed by the Company without at least four (4) calendar days notice except in an emergency.
- (g) Where regularly scheduled shifts commence between 10:00 p.m. (2200 hours), but prior to 12:00 midnight (2400 hours), the shift commencing on the holiday eve shall be considered as the holiday for the purpose of determining the day to be observed.
- (h) The following provisions shall govern the assignment of employees working a holiday whether it is a celebrated or actual holiday:
 - 1. The Company shall determine the number of employees, by shift, required to work on the holiday in order to meet operational requirements.
 - 2. Employees desiring to be off on the holiday, unless the holiday falls on their scheduled day off, will submit their request in writing at least seven (7) days prior to the scheduled holiday. Such request will be honored on a seniority basis providing operational requirements will permit such reduced manning.
 - 3. The low holiday employees, by shift, will be assigned to work the holiday. Seniority will apply in the selection of employees by holidays credited on the holiday roster, assigned to work the holiday.
 - 4. The Company will post the assignment of those employees scheduled to be bumped on the holiday at least four (4) days prior to the holiday.
 - 5. The following categories of employees shall be charged with a holiday:
 - a. Those employees actually working the holiday.
 - b. Those employees volunteering to be off on the holiday.
 - c. Those employees who transfer into the crew.
 - d. Those employees who are out sick.
 - e. Those employees who are out on personal leave.
 - 6. The following categories of employees shall not be charged with a holiday:

- a. Those employees on vacation.
 - b. Those employees who are “bumped” on the holiday.
 - c. Those employees on jury duty.
 - d. Those employees with a death in the family.
 - e. Those employees on any other approved leave.
 - f. Those employees on scheduled day off.
7. After the list of employees scheduled to be bumped on the holiday has been posted and operational requirements arise which require that additional employees, by shift, will be needed to work on the holiday, those employees on the “bump” list for the affected shifts will be offered the holiday work assignments in accordance with the shifts' holiday roster. In the event that additional employees are still required, those employees bumped on the other shifts will be offered the holiday work assignments, in accordance with the overall holiday roster. Refusal by the employee to work on the holiday after he has been bumped will not result in a holiday charge for the employee concerned.
8. Holidays worked will be posted as outlined in paragraph (h), sections 5 and 6 with the following exceptions:
- a. Those employees who are out sick on the holiday will have their sick days checked and will be credited as in paragraph (h) 5d.
 - b. Those employees with a death in the family on the holiday will have their bereavement leave checked and will be credited as in paragraph (h) 6d.
- (i) The Company will maintain and post a current holiday roster for the purpose of administering paragraph (h) of this Article.

ARTICLE 6
VACATIONS

- (a) On the anniversary date of an employee, after the completion of the below specified employment periods, employees shall be entitled to paid vacation accrual rates, prorated and accrued on the fifteenth (15th) of each month of service based on the following:
1. If in the employ of the Company for less than one (1) year, one (1) day of paid vacation for each month of service up to ten (10) days of paid vacation.
 2. If in the employ of the Company for one (1) year or more, ten (10) days (two (2) weeks) of paid vacation.
 3. If in the employ of the Company for five (5) years or more, fifteen (15) days (three (3) weeks) of paid vacation.
 4. If in the employ of the Company for fifteen (15) years or more, twenty (20) days (four (4) weeks) of paid vacation.
 5. If in the employ of the Company for twenty (20) years or more, twenty-five (25) days (five (5) weeks) of paid vacation. Employees will be allowed to receive pay in lieu of the fifth (5th) week of vacation.
 6. Vacation hours may be used as they are accrued, by employees who have completed their probationary period, notwithstanding paragraph 1 above, and may be carried over to the next calendar year.
- (b) An employee who has completed his probationary period shall be paid for his accrued vacation upon termination of employment with the Company, except that he shall not be paid for such vacation if he has been discharged for a cause involving monetary or material loss to the Company.
- (c) Employees may draw pay for their vacations at the beginning of such vacation, provided they submit their vacation request form at least two (2) weeks prior to the beginning of said vacation.
- (d) Consistent with efficiency and economy of operations, an employee may be permitted to split vacation.
- (e) An extra day will be added to the employee's paid vacation if a holiday falls within the vacation period.
- (f) Vacation periods shall be available for bid, by seniority on 15 August each year for vacations to be liquidated during the next vacation year. Employee vacation choices must be completed by 15 September with vacation assignments posted by the Company on or before 1 October. Employees scheduled to be on vacation during the selection

period (15 August to 15 September) must submit their vacation choices in writing to their supervisor prior to such vacation. Failure to do so will result in the forfeiture of their choice of vacation periods and they will select from the periods still available upon their return to work. Employees who change shifts after vacation selection is made, must reschedule their vacation to periods that are available.

- (g) The Company and the Union agree to meet and discuss any proposed changes in regard to the current vacation policy.

ARTICLE 7
SENIORITY

- (a) New employees shall be considered on probation for a period of one-hundred twenty (120) calendar days from the date of hiring, except as specified in Article 21.
- (b) Seniority under this Agreement shall commence with the date of employment of the individual as a Security Police employee on a full-time basis.
- (c) If a reduction in force is necessary, employees will be laid off on a seniority basis. Employees laid off, if qualified, shall be considered for any existing vacancies not covered by the CBA within Space Gateway Support (SGS). Any expense incurred as a result of accepting such vacancies will be paid for by the employee.

Notwithstanding the provisions of Article 21, during a reduction in force, senior employees in the same classification may volunteer to accept layoff out of order of seniority. Such employees, volunteering to accept layoff, shall be entitled to receive severance pay based on the length of compensated service under this Agreement and shall forfeit all recall and seniority rights and shall not be entitled to pay in lieu of notice.

- (d) Re-employment after layoff shall be on a seniority basis.
- (e) A seniority list giving name, crew, and date of employment under this Agreement shall be furnished to the Union one (1) month after signing of this Agreement. A list of additions and separations will be furnished to the Union monthly. The Company will post a corrected seniority roster during the months of June and December of each year.
- (f) An employee covered by this Agreement who accepts a position as a supervisor or a position outside the Bargaining unit within the IPSC Contract shall retain the seniority he had as of the date of his promotion or transfer but shall not accrue additional seniority while so employed. In the event of an opening and the employee becomes re-employed in a position covered by this Agreement, he will return to a position to which his seniority entitles him. If he does not return within six (6) months, he shall lose all seniority rights.
- (g) An employee who is discharged for cause, or is on a layoff status for a period equal to his period of active service (not to exceed sixty (60) months), or who resigns from the service of the Company, or who transfers out of the positions covered by this Agreement, except for the provisions of paragraph (f) of this Article, shall lose all seniority rights.
- (h) Notwithstanding their position on the seniority list, the following Union representatives, in the event of layoff shall be continued at work as long as there is sufficient security work under this agreement on the IPSC Contract at which they are employed: President, Vice President, and Chief Steward.

- (i) Seniority shall govern choice of shift assignment each six (6) months and vacation each twelve (12) months. Seniority shall also govern choice of days off.

A list showing vacation choice results will be furnished the Union each January. Subsequent changes, if any, will also be provided to the Union.

The President and the Vice President of Local 127, SPFPA, shall have their choice of shifts each twelve (12) months. The President and the Vice President of Local 127, SPFPA, will be afforded the privilege, seniority notwithstanding, of selecting a day shift with Saturdays and Sundays off, and by previous arrangement with management, to change their shift hours as required on a temporary basis. The purpose of affording this privilege is to accommodate conduct of Company/Union business within reasonable limits as operations permit.

- (j) New positions or vacancies (except those of less than thirty (30) calendar days duration) will be bulletined for a period of seven (7) calendar days. The senior qualified employee whose application is filed with the designated official within the time limits of the bulletin shall be awarded the position or vacancy. It is understood that vacation periods will not be considered "vacancies" for the purpose of this paragraph.
- (k) The Company will issue all future seniority rosters as a single roster.

ARTICLE 8
TEMPORARY ASSIGNMENTS INVOLVING TRANSFER

- (a) A temporary assignment is an assignment which is anticipated to continue for six (6) months or less.
- (b) A temporary assignment at a location will be filled by the senior qualified volunteer at a location from which the Company desires to effect transfer. Officers assigned to fill temporary assignments of this character shall do so at Company expense.
- (c) If there are insufficient qualified volunteers, the Company may assign the junior qualified employee at the base from which it desires to transfer to fill such vacancy.
- (d) Junior qualified employees who are involuntarily assigned to fill temporary assignments of this character shall do so at Company expense.

ARTICLE 9
BULLETIN BOARDS

The Company shall provide a bulletin board for the use of the Union. All notices placed on such bulletin boards shall relate solely to official Union business and shall bear the official seal of the Union.

ARTICLE 10
PERSONAL LEAVE/SICK LEAVE

- (a) Employees on the active payroll shall accrue eight (8) hours of Personal Leave (PL) on the fifteenth (15th) of each month of service (12 days annually).

New hire employees shall accrue Personal Leave. However, they may not use their accrued leave until completion of probation.

- (b) Employees have the option of receiving payoff of any amount of unused PL hours by written request on forms to be provided by the Company and under procedures developed by the Company, on the first payroll period in December of each year. Payoff of all unused PL hours shall also occur in the next regular payroll following termination of employment. Payoff will automatically occur in December for any hours in excess of one hundred and sixty (160) hours, as of 30 September. Payoff for PL hours shall be at the Officer's regular, straight-time rate without shift differential.
- (c) Existing "Legacy" Old Sick Leave (OSL) hours of incumbent employees, accrued by 30 September 1998 will be placed into the "Old Sick Leave Bank" (OSLB).
- (d) OSL hours may be used by the employee to supplement disability program payments to take the employee up to 100% of the Officer's regular straight time rate without shift differential. OSL can be used for illness or Doctors appointment if the employee provides to the company with Doctor verification of illness or appointment.
- (e) Additionally, OSL hours may be used for any days of an employee's disability that continue beyond that provided by disability programs and after the employee provided to the Company certification of continued disability.
- (f) In order to assist in development of the Personal Leave Program, the Company and Union agree that up to four (4) days of "Legacy" Sick Time benefit (OSL), if accrued by 30 September 98, may be utilized by an employee for personal illness, for the duration of this Agreement.
- (g) Except in emergencies or other circumstances beyond the employee's control which prevent notice, employees will report absences at least four (4) hours prior to the start of their shift. Continued absence status will be reported each seven (7) calendar days except when instructed to do otherwise by supervision. Employees should schedule days off as far in advance as possible.
- (h) Personal Leave/Sick Leave will not be granted to an employee once the employee is at work if the granting of Personal Leave will result in overtime, unless it is an emergency or circumstances beyond the employee's control.
- (i) Personal Leave/Sick Leave will not normally be granted for less than two (2) hours.

- (j) Personal Leave/Sick Leave does not count for time worked for purposes for computing overtime.

- (k) Personal Leave/Sick Leave hours may be used for any reason by the employee, consistent with the provisions of this Article.

ARTICLE 11
NO STRIKE-NO LOCKOUT

As this Agreement provides for the amicable adjustment of any and all disputes of grievances, the Company agrees not to lock out any employee or group of employees while this Agreement is in effect, and the employees and the Union agree that they will not cause or call any strike, sit-down, stay-in, or slow-down.

ARTICLE 12
LEAVES OF ABSENCE

- (a) Upon approval of the Company, a leave of absence (LOA) up to ninety (90) days may be granted to an employee. During such leave, the employee's seniority shall accumulate. If such leave is extended by the Company, the employee will retain but not accrue seniority.
- (b) An employee accepting gainful employment while on leave of absence, except as expressly approved by the Company in writing, automatically terminates employment with the Company and seniority hereunder.
- (c) An employee shall be granted a leave of absence upon written request of the International Union President for Union business. Such a leave shall be granted up to a period of one (1) year, and shall be renewed each year thereafter upon proper written request from the Union. Seniority shall accumulate during such leave.
- (d) Employees who, by reason of a bonafide illness, require time off may be granted an appropriate leave of absence for a period equal to his period of active service (not to exceed sixty (60) months) at the discretion of the Company; seniority shall accrue during such leave.
- (e) Time spent on unpaid leave of absence of one (1) full calendar month or longer shall not count for vacation accrual or personal leave accrual or pay review or holiday pay.
- (f) For the purpose of this agreement, an employee who performs compensable work or receives paid leave is considered to be on "active pay/payroll status" as applied to: pay reviews, retirement programs, vacation accrual, personal leave accrual, holiday pay, uniform maintenance allowance, insurance, or any other employee benefit.

Leave Without Pay (LWOP) shall be granted to an employee, provided such LWOP does not create overtime. The Chief of Police or his/her designee must approve LWOP requests that would create overtime.

Additionally, an employee who is receiving leave without pay (LWOP) on the fifteenth (15) day of any calendar month, providing the employee has not been on LWOP for more than thirty (30) continuous calendar days, shall be entitled to the same above mentioned benefits and accruals.

- (g) The Company shall excuse Local Union Officers or their designees for the purpose of conducting Union business, provided the Local President or his/her designee advises the Company in writing.
- (h) The Company agrees to excuse SGS employees for up to a total of 2080 hours, with pay, per fiscal year, who are designated by the Union for the purposes of the administration of benefits, programs and other provisions of this collective bargaining agreement. The 2080 hour limit shall not include paid hours incurred under Paragraph (i) of Article 12.
- (i) The President and the Vice President or their designees in writing shall be granted time off with pay to attend arbitration, judicial and administrative proceedings which involve Union business. Overtime pay will not accrue for meetings which are outside normal schedules or run past regularly scheduled shift hours.

- (j) The Company will allow the Union to use reasonable accommodations such as air conditioning and telephone equipped office space in building K6-2496.
- (k) Employees who are on approved leave of absence beyond thirty (30) days shall make arrangements for and pay for the necessary contributions in order to continue to be covered by the insurance benefit of this agreement. This provision shall not be used to violate any provisions of the Family Medical Leave Act.
- (l) In the event of death in the immediate family of an employee, he will be granted up to four (4) days bereavement leave with pay, not including such employee's days off, provided the employee substantiates the need for the leave. For the purpose of this paragraph, the immediate family is defined as: the spouse, father, mother, stepparent, current in-laws (father, mother, son, daughter, brother, sister), grandmother, grandfather, grandchildren, sister, brother, aunt, uncle, children, stepchildren of the employee and foster children (if living in the employee's home). Bereavement leave must be taken within thirty (30) days of death unless prior approval is obtained.

**ARTICLE 13
MILITARY LEAVES**

The re-employment and seniority status of any employees hereunder who while in the active service of the Company entered the armed services or during war time entered the Merchant Marines of the United States shall be governed by the most current provisions of Federal, State and local law.

ARTICLE 14
MANAGEMENT CLAUSE

The Management of the Company and the direction of its employees including the establishment of working conditions, work assignments, the hiring, promoting, demoting, and rehiring of employees in connection with any reduction or increase in working forces, the suspending, the discharging or otherwise disciplining of employees are the exclusive functions of Management, to the extent that any of such matters are not otherwise covered or provided for in this Agreement; and provided that in the exercise of such functions the Management shall not violate any provision of this Agreement or discriminate against any employee because of membership in or lawful activity on behalf of the Union.

ARTICLE 15
DISCIPLINE AND DISCHARGE

- (a) It is understood that the Company has the right to discipline or discharge an employee for just and sufficient cause.
- (b) During the probationary period, an employee may be discharged or disciplined at the Company's option without recourse to the grievance procedure.
- (c) Written notice (2 copies) of disciplinary action will be furnished the affected employee.
- (d) Upon the taking of disciplinary action against an employee, the Company will permit the employee to contact his Union representative, if he so desires, before leaving the premises.
- (e) Any employee who is removed from his work for disciplinary action, may, if he/she so desires, have reasonable opportunity to secure the presence of, and be assisted by, his Union representative or a representative of his/her own choosing from within the bargaining unit.
- (f) All letters of discipline (warning, reprimand, or suspension) will be removed after a period of one (1) year from date of issuance, except that records relating to vehicular accidents in government vehicles will have an effective period of two (2) years.
- (g) Length of disciplinary suspensions will not exceed ten (10) days with the understanding that progressive discipline relates to the severity of the incident(s) and not solely to the severity of any previous suspension.
- (h) In suspension or discharge cases, a hearing will be held beginning in Article 17, at Step Two (2), within five (5) working days of the filing of a grievance.

ARTICLE 16
TERMINATION OF EMPLOYMENT

- (a) Employees shall give the Company two (2) weeks notice of resignation in writing.
- (b) Employees laid off through no fault of their own shall be granted two (2) weeks notice in writing, or two (2) weeks pay in lieu thereof.
- (c) The requirement of notice set forth in (b) above shall not apply to a layoff caused by an Act of God, strike, or other circumstances beyond the control of the Company.

ARTICLE 17
ADJUSTMENT OF GRIEVANCE

STEP 1

- (a) An employee who believes that he has been unjustly dealt with or that any provision of this agreement has not been properly applied or interpreted may orally present his grievance in person, or through his representative, within ten (10) working days to his supervisor who shall evaluate the grievance and render an oral decision within five (5) working days thereafter.
- (b) If the grievance is not settled through discussion, it may be reduced to writing on the appropriate form and submitted within five (5) working days to the supervisor who shall render his written decision within five (5) working days.
- (c) For the purpose of Article 17, working days shall mean Monday through Friday, excluding weekends and holidays.

STEP 2

If the grievance is unsettled on the basis of the supervisor's written Step 1 decision, the grievance may be appealed within five (5) working days to the Department Manager or designee for further hearing. The Department Manager or designee shall hear the appeal within five (5) working days and render his decision in writing no later than five (5) working days following the hearing.

STEP 3

- (a) If the grievance is unsettled based on the Department Manager's decision, the Local President may refer the matter to the International Union for further appeal. Notice of referral to the International Union shall be served on the Company's Labor Relations Manager in writing within five (5) working days of receipt of the Department Manager's decision.
- (b) The designated official for the International Union shall notify the Company's Labor Relations Manager in writing of further appeal of any grievances referred by the Local President within twenty (20) working days of the notice of referral by the Local President.
- (c) The Labor Relations Manager or designee and the designated International Representative shall meet to confer on grievances so appealed with reasonable frequency depending upon the volume and nature of grievances under appeal in Step 3.
- (d) The Company's Labor Relations Manager or designee shall render a written decision to the International Union within ten (10) working days following conference on any properly appealed grievance.

STEP 4

- (a) If a grievance is appealed through Step 3 and not resolved, the International Union may further appeal the matter to be heard by an impartial Arbitrator by giving the Company written notice of such intent within thirty (30) days of receipt of management's Step 3 answer.
- (b) Within ten (10) working days after receipt of the written notice of appeal, the Labor Relations Manager or his designee for the Company and the designated representative for the International Union or his designee shall confer to select an Arbitrator. If the parties are unable to agree upon the selection of an Arbitrator, they shall promptly request the Federal Mediation and Conciliation Service to submit a panel of seven (7) names from which the Arbitrator will be selected. The Arbitrator will be determined by the parties' alternate striking of names, the remaining name being the agreed upon Arbitrator. The parties shall immediately arrange to schedule a hearing date for the Arbitrator to reach a determination of the dispute.
- (c) This provision shall not preclude the parties from the joint designation of a permanent Arbitrator. However, the parties may mutually withdraw their designation of a permanent Arbitrator by thirty (30) days joint written notice to the permanent Arbitrator, or either party may unilaterally withdraw their designation by one (1) years written notice to the other party.
- (d) The Arbitrator shall have jurisdiction only over disputes between any employee covered by the Security Police Agreement and the Company concerning the interpretation or application of any of the terms of the Security Police Agreement. The jurisdiction of the Arbitrator shall not extend to proposed changes in hours of employment, rates of compensation, or working conditions covered by existing agreements between the parties hereto.
- (e) Findings and decisions of the Arbitrator shall be stated in writing, and in each case a copy of the finding or decision shall be furnished the Company and the Union within thirty (30) calendar days after the close of the hearing. All decisions of the Arbitrator within the scope of this provision shall be final and binding upon both the Company and the Union. If a dispute arises as to the interpretation of the findings or decision, then the parties shall request the Arbitrator to interpret the finding or decision in light of the facts stated as evidence presented in connection with the record and a hearing of the case.
- (f) All fees and expenses of the Arbitrator entailed in the determination of the controversy as herein provided shall be borne equally by the parties. Expenses for special requests shall be the responsibility of the requesting party or parties.
- (g) The Company and union agree to meet and discuss possible alternative types of arbitration. (i.e., mini-arbs, stipulated, etc.).

UNION GRIEVANCE

In matters affecting the entire bargaining unit or bargaining relationship between the Company and the Union, Steps 1 through 3 may be bypassed by the Designated International officials or Local President or, in their absence, a designated representative, if it is believed that any provision of this Agreement has not been or is not being properly applied or interpreted. In such instances, the appropriate Union official shall have the right, within ten (10) working days after such alleged misapplication or misinterpretation, to protest such violation to the Department Manager who shall evaluate such protest and render a decision in writing within fifteen (15) working days. Such decision may, thereafter, be submitted to the Arbitration process as per Step 4 above.

GENERAL

- (a) All submissions and decisions shall be set forth in writing on an acceptable form. Step 1 oral resolutions are not precedent setting.
- (b) An employee who, during his scheduled working hours, meets with Company officials on grievances or other pertinent Union business shall be paid at his regular hourly rates for time so spent.
- (c) The Union shall be notified of all meetings to be held and shall have the right to participate in such meetings. It is understood that an employee subjected to disciplinary action shall be entitled, upon his request, to representation by his Union Representative appointed in accordance with the provisions of this Agreement.
- (d) In discipline and discharge cases, the Arbitrator shall have the power to judge the degree of guilt or innocence of the employee. In the event an employee is exonerated, he will be reinstated, paid for all time lost, and appropriate rulings for correcting the employee's records will be made. In the event an employee is not exonerated, the arbitrator shall have authority to establish an appropriate remedy if the original action taken by the Company is deemed too severe.
- (e) By agreement of the Union and the designated Company official, a given step of the grievance procedure contemplated may be waived and the grievance processed to the next higher step.
- (f) If the Company fails to respond within the time limits prescribed in this Article, such failure to respond shall be deemed a denial of the grievance and the Union may appeal to the next step.
- (g) If the Union fails to appeal within the time limits prescribed in this Article, such failure to appeal shall be deemed a withdrawal of said grievance.
- (h) Time limits as prescribed in this Article may be mutually extended by the parties through written communication, or verbal, specifying the length of the extension with such extension to be annotated on the grievance.
- (i) The parties shall in no way be limited as to the designation of alternates for particular steps of the procedure, as needed.
- (j) The Union shall be notified of all hearings or meetings to be held in accordance with Articles 15 and 17 in which it is not a participant, and shall have the right to participate in such hearings.

EXPEDITED ARBITRATION PROCEDURE

- (a) These procedures shall be followed whenever both parties agree to arbitrate under them and shall be applied as set forth below.
 1. By submitting a case to Expedited Arbitration, each party agrees to waive their right to a full and customary arbitration.

2. The appointment, authority and payment of fees of a neutral Arbitrator shall follow Article 17, Step #4, of the Collective Bargaining Agreement. The Arbitrator shall be informed of the expedited status of the arbitration case(s) when first contacted for scheduling and a copy of these procedures, together with a copy of the latest and/or pertinent Collective Bargaining Agreement, shall be sent to him/her for immediate review.
 3. The date, time and place of the hearing shall be by mutual agreement of all parties.
 4. There shall be no stenographic record of the proceedings.
- (b) The hearing shall be conducted by the Arbitrator in whatever manner will most expeditiously permit full representation of the evidence and arguments of the parties. Normally, each party shall have no more than forty-five (45) minutes (per case) to present their evidence and arguments. Each party shall also be entitled to a ten (10) minute summation, or closing argument, per grievance case and the proceedings, overall, shall be completed within one (1) day.
 - (c) No more than three (3) cases (three separate issues) shall be heard by the Arbitrator during a single proceeding. In unusual circumstances and for good cause shown, the Arbitrator may schedule additional hearing time normally to be held within seven (7) days, or as agreed to by parties.
 - (d) Once either party has presented evidence in support of its case, there will be no adjournments, or postponements of the hearing.
 - (e) Evidence may be received by stipulation. Affidavits may be received and considered in evidence, with appropriate weight given to any objections made.
 - (f) Each party shall designate a representative (per case) as that party's lead presenter/advocate. The total number of witnesses, per party, shall be limited only by time.
 - (g) There shall be no post-hearing briefs.
 - (h) The individual case award(s) shall normally be rendered promptly by the Arbitrator at the end of the day's proceedings. However, s/he may elect a delay of not more than three (3) calendar days from the date of the closing of the hearing. The opinion(s) and award(s) shall be in writing and shall be signed by the Arbitrator. The opinion(s) shall be in summary form with copies to each party. All expedited arbitration awards shall be binding upon both the Company and the Union and, unless otherwise agreed, by the parties prior to the hearing, shall not set precedence on the issue.

Example:

GRIEVANCE(S) TO BE HEARD:

CASE A) # _____ -SP- _____ .

CASE B) # _____ -SP- _____ .

CASE C) # _____ -SP- _____ .

These expedited arbitration procedures are agreed to for the above case(s), on this date: _____

President, Local #127
Security Police and Fire Professionals of America

Labor Relations Manager
Space Gateway Support

ARTICLE 18
GOVERNMENTAL REGULATIONS

Any rules or regulations, which are now or, which may hereafter be imposed on the Company by the United States Government shall apply with equal force and affect to the employees covered under this Agreement.

It is recognized that such rules and regulations shall apply only when initiated by and directed from NASA. The Company shall provide the Union with a copy of any such new Rules or Regulations and shall meet with the Union to discuss the impact and affect thereof, if any, prior to implementation.

ARTICLE 19
SAFETY AND HEALTH

- (a) Employees shall be granted relief from time to time as necessary.
- (b) The Company will, consistent with the efficiency and economy of operations, manpower permitting, replace security police, upon their request, after four (4) hours, on any assignment that does not provide normal health and safety facilities. Whenever practical, the Company will use portable buildings with electric service. It is not the intent of the parties that an overtime situation, or the requirements for additional manpower be created as a result of the rotation of assignments:
 - 1. Portable buildings without electric service, and stationary motor vehicles shall not constitute normal health and safety facilities as stated above.
- (c) The Union shall have the right to confer with management on heating, lighting, and ventilation of facilities, on transportation to and from stations, on eating and drinking facilities, sanitary conditions and to appoint a Union Safety designee to meet with the Company Safety Office.
- (d) The Company recognizes its responsibilities to provide a safe and healthful working environment for employees. The Union also recognizes its responsibilities to cooperate with the Company in maintaining and improving a safe and healthful working environment. The parties agree to use their best efforts jointly to achieve these objectives.
- (e) In accordance with the Civil Space Employee Testing Act of 1991 and Company policy, number HRD-P-0019 Revision #2, the union shall be given notice prior to any change in the drug policy and shall have an opportunity for impact bargaining. The Company and the Union agree to strive to provide a workplace that is free from the illegal use, possession/distribution of drugs or other controlled substances and that is free from the influence of alcohol abuse. Therefore, the Company and the International Union (SPFPA) and its Local #127 have negotiated and agreed to implement a Drug and Alcohol Program. The Space Gateway Support (SGS)/ISPC and International Union Security Police and Fire Professionals of America (SPFPA) and its Local 127 Cooperative Program designed to establish a system for early identification of an employee with a dependency problem and for referral of that individual for appropriate treatment. This program provides for supervisory referral, Union referral or self-referral to the Employee Assistance Program (EAP). It is also agreed that disciplinary measures may be appropriate in circumstances involving misconduct, which may result from or be associated with the use of alcohol or drugs.

- (f) All bargaining unit employees will participate in the Physical Fitness and Weight Management Program negotiated between the Company and the Union and made a part of this Agreement, by reference. Space Gateway Support (SGS), (Company) and International Union Security Police and Fire Professionals of America (SPFPA), and its Local 127, (Union) have agreed to guidelines and details for the operation of a Physical Fitness and Weight Management Program (PFWM). Any guidelines or details may be modified by the mutual consent of both parties. Such mutual consent must be reduced to writing. The parties agree to work together to make the operation of the program fair to employees and effective in accomplishing the goals established. Nothing in the PFWM Agreement shall prohibit an employee from exercising his rights under Article 17 of the Collective Bargaining Agreement. The provisions of the Physical Fitness and Weight Management Program as agreed are not applicable in any case where they conflict with the Americans With Disabilities Act of 1990. Copies of the program will be distributed to each employee under the Agreement. The specific program in effect for the life of this Agreement, unless modified in writing by the parties, is the program resulting from Arbitrator Richard P. Deem's award dated February 1996.

Each employee who passes both the fitness and weight standards when originally tested each year will receive:

Effective 1 June 2003 = \$210.00

Each employee who passes both the fitness and weight standards if tested the second time in any given year will receive:

Effective 1 June 2003 = \$185.00

Employees who pass the tests after their two attempts will not receive any incentive bonus. Should the employee not be tested (or complete testing) within any given fiscal year due to inaction on the part of the Company, said employee shall be considered both "weight" and "physically" fit and shall automatically receive the appropriate bonus of that year.

No disciplinary action shall be taken against any employee solely because of failure to meet either the physical fitness or weight management standards. However, management retains the right to relieve an employee from duty if he/she is physically and/or mentally unable to perform his/her duties. In determining whether an employee is able to perform his/her duties, management may consider as one of the factors, the employee's status in the PFWM Program.

A Process Action Team (PAT) shall be formed in the bargaining unit with bargaining unit volunteers and Union representation on the Team to continue to monitor and make suggestions for improvement in the Physical Fitness and Weight Management Program. A minimum of fifty percent (50%) of the PAT will be comprised of bargaining unit employees.

(g) In the event that an employee is disabled by an occupational illness or injury which is compensable under the applicable Workmen's Compensation Laws, the employer shall pay to the disabled employee:

1. His normal wage (regular pay at straight time rates) for a period not to exceed seven (7) calendar days, and during any period while waiting to be scheduled for an initial doctor's appointment (including the day of the first appointment) while continued disability exists, eighty percent (80%) of the employee's normal wages up to a maximum of forty-five (45) additional days. Old Sick Leave or Personal Leave hours may be used by the employee to supplement these payments to take the employee from eighty percent (80%) up to one hundred percent (100%) of the officer's regular straight time rate without shift differential.
2. After the initial doctor's appointment is accomplished or after forty-five (45) days, the employee will, if continued disability exists, be compensated at the State of Florida Worker's Compensation rate for wages paid during the applicable period. Old Sick Leave or Personal Leave hours may be used by the employee to supplement these payments up to a maximum of one hundred percent (100%) of the officer's regular straight time rate without shift differential.

If there is a conflict between this Policy and the Agreement, the Collective Bargaining Agreement shall prevail.

ARTICLE 20
CONTINUITY OF OPERATIONS

The Union recognizes that the Company has certain obligations in its contracts with the Government pertaining to security and agrees that nothing in this Agreement is intended to place the Company in violation of its Security Agreement with the Government. Therefore, in the event that any agency of the U.S. Government advises the Company that any employee covered by this Agreement is restricted from work on, or access to, classified information or material, neither the employee nor the Union will contest the discharge of such employee by the Company. This will apply in cases where security clearance is not forthcoming within a reasonable period of time.

The parties agree that they are each responsible for responding promptly to any requests for information from government agencies conducting the security clearance investigation and will be accountable for any failure to do so. Where the parties have responded in due course, they agree to use their mutual best efforts to encourage the government to complete its clearance process without unnecessary delay.

ARTICLE 21
SEVERANCE PAY

- (a) Any employee with one (1) year or more of adjusted Company (full-time) service, who is laid off for any reason other than those set forth in paragraphs (b), (c), and (f) shall receive severance pay as set forth in paragraph (e).
- (b) Severance allowance will not be paid for layoffs of less than four (4) months duration.
- (c) Severance allowance will not be paid if the layoff is the result of an Act of God, a national war emergency, dismissal for cause, resignation, retirement, or a strike or picketing causing a temporary cessation of work.
- (d) At the time of layoff, the Company shall advise the employee in writing of the reasons for his release whether it is for reasons outlined in paragraphs (a), (b), or (c) above.

If the employee is released for reasons set forth in paragraph (a) above, he shall be eligible for the immediate payment of the severance allowance as set forth in this Article. If the employee is released for reasons set forth in paragraph (b), and if at the expiration of four (4) months from the date of layoff he is not offered re-employment in other than a temporary job, his layoff shall be presumed to have been caused by factors covered in paragraph (a) above, and he shall become entitled at that time to severance allowance as provided in this section. Temporary work which does not exceed a continuous period of forty-five (45) days shall not be considered as breaking the four (4) month period of layoff.

- (e) The amount of severance allowance payable under this Article to employees eligible is set forth in the following table and shall be based on length of compensated service under this agreement with the Company from date of employment and shall be in addition to all other benefits set forth in the Agreement. A week of severance shall be computed on the basis of the employee's regular straight time hourly rate at the time of layoff multiplied by forty (40) hours.

<u>If Employee has Completed</u>	<u>Severance Allowance</u>
1 year of service	3 weeks
2 years of service	3 weeks
3 years of service	4 weeks
4 years of service	5 weeks
5 years of service	6 weeks
6 years of service	7 weeks
7 years of service	8 weeks
8 years of service	9 weeks
9 years of service	10 weeks
10 years of service	11 weeks
15 years of service	12 weeks
20 years of service	13 weeks

- (f) Severance allowance shall not be granted when, (1) he has, within four (4) months of layoff, been offered a job in one's own classification and has refused such job, (2) he accepts any other employment offered by the Company prior to the expiration of four (4) months from the date of layoff, or (3) he, within thirty (30) days after termination of employment, is employed, accepts

employment, or enters into an agreement for subsequent employment in the same, similar, or greater responsibility or skill by a contractor who succeeds the Company at the IPSC Contract.

- (g) An employee recalled to work under the terms of said Article 7 after being on layoff for more than four (4) months who is again laid off under conditions that would entitle him to severance allowance, shall be entitled to the amount specified for his years of compensated service with the Company in accordance with paragraph (e) of this Article, less the amount received on the occasion of the previous severance.
- (h) An employee who has been given severance allowance at the time of layoff and who is rehired less than the number of weeks covered by the severance allowance (plus an additional two (2) weeks if he also received two (2) weeks pay in lieu of notice) will have the amount of overpayment deducted from his subsequent earnings.
- (i) An employee who has been re-employed under the conditions outlined in paragraphs (g), and (h) shall retain all seniority and length of service credit for pay and other purposes accrued prior to the date of his layoff.

ARTICLE 22
GENERAL

- (a) Supervisors will not perform the duties of Security Policemen other than in emergency situations.
- (b) Employees covered by this agreement shall not be required to perform work other than that involving security police duty; notwithstanding routine vehicle and post sanitation.
- (c) The employees and the Union agree that, in the event of any strike, mass quit, work stoppage, slow-down, sit-down, picketing, or any other interruption of or interference with the operation of the Company caused or engaged in by other employees of the Company, the employees covered by this Agreement will continue to report for duty, remain at their posts, and in the regular manner, discharge the lawful duties assigned to them.
- (d) Posts and Patrols (duty assignments) within an assigned work area will be rotated equitably.
- (e) The word “qualified” as used in this Agreement shall mean: “The ability of an employee to perform satisfactorily the assigned duties.”
- (f) Except in an emergency, before the Company effectuates a change in the work schedule, shift assignments or days off, it will notify any and all so affected employees, post notice of such changes on the Company Bulletin Board and will notify the President, or his designee, of the Amalgamated Union, at least four (4) days prior to said change.
- (g) The Union President will be furnished with a copy of the following:
 - 1. Issuance of Disciplinary Action by the Company.
 - 2. All changes to SGS procedures (Company policy) and Security Standard Operating Procedures, (SOP's).
 - 3. All Company Security Bulletins.
 - 4. All Company Job Bulletins.
- (h) The Company shall continue its policy with respect to Education Assistance (tuition/books/fees). Payment for all Education Assistance will cease upon termination of the IPSC.
- (i) The Company shall continue its policy with respect to the issuance of uniforms and equipment.
- (j) Effective 1 October 2006 the Company will provide employees twenty five dollars (\$25.00) per week for maintenance and repair of uniforms to include the purchase of footwear.
- (k) Payment for necessary uniform alterations required by pregnancy shall be reimbursed by the Company.
- (l) The standard headgear for Security Police will be ball cap style year-round. Headgear for Security Police will be optional in vehicles and indoors.

- (m) The Company will provide a copy of the Agreement to each employee, plus one hundred and fifty (150) copies to the union for administrative purposes within a reasonable time subsequent to notification of ratification by the Union

ARTICLE 23 UNION SECURITY

- (a) All officers hereafter employed by the employer in the classification covered by this Agreement shall become members of the Union not later than the thirty-first (31st) day following the beginning of their employment, or the date of the signing of this Agreement, whichever is later, as a condition of continued employment.
- (b) An officer who is not a member of the Union at the time this Agreement becomes effective shall become a member of the Union within ten (10) days after the thirtieth (30th) day following the effective date of this Agreement or within ten (10) days after the thirtieth (30th) day following employment, whichever is later, and shall remain a member of the Union, to the extent of paying an initiation fee and the membership dues uniformly required as a condition of acquiring or retaining membership in the Union for the duration of this Agreement.
- (c) Officers meet the requirement of being members in good standing of the Union, within the meaning of this Article, by tendering the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership in the Union or, in the alternative, by tendering to the Union financial core fees and dues, as defined by the U.S. Supreme Court in *NLRB v. General Motors Corporation*, 373 U.S. 734 (1963) and *Beck v. Communications Workers of America*, 487 U.S. 735 (1988).
- (d) In the event the Union requests the discharge of an officer for failure to comply with the provisions of this Article, it shall serve written notice on the employer requesting that the employee be discharged effective no sooner than two (2) weeks of the date of that notice. The notice shall also contain the reasons for discharge. In the event the Union subsequently determines that the employee has remedied the default prior to the discharge date, the Union will notify the employer and the officer, and the employer will not be required to discharge that officer.
- (e) Anything herein to the contrary notwithstanding, an officer shall not be required to pay money to the Union, or to become a member of, or continue membership in, the Union as a condition of employment, if employed in any state, in any location other than an enclave wherein exclusive federal jurisdiction applies, which prohibits or otherwise makes unlawful payment to a labor organization or membership in a labor organization as a condition of employment.
- (f) The employer agrees to deduct initiation fees and Union dues for proportionate share payments from the wages of officers who voluntarily authorize the employer to do so on a properly executed payroll deduction card. Such deductions shall be made from the first paycheck of each month, or the first pay received in that month in which the officer has sufficient net earnings to cover the Union membership dues or payments. Funds deducted shall be remitted to the Secretary/Treasurer of the International Union (SPFPA) within fifteen (15) days after the first regular payday of the month and the employer will provide a monthly summary sheet describing gross amounts remitted and a schedule, by person and Social Security number, indicating amounts withheld. The employer will provide to the International quarterly reports, which will include officer's name, address, city, state, zip code and current wage rates.
- (g) The Union agrees it will promptly furnish to the employer a written schedule of the Union dues, initiation fees, and proportionate share payments. The Union also agrees to promptly notify the

employer in writing of any changes to these amounts. Union authorization cards must be submitted prior to the fifteenth (15th) of the month proceeding the date that deductions are to be made.

(h) The Union agrees to indemnify the employer against any loss or claim, which may arise as a result of the employer's compliance with the Union membership or check off articles. In addition, the Union agrees to return to the employer any erroneous or improper overpayment made to it.

ARTICLE 24
EQUAL OPPORTUNITY

In accordance with the established policy of the Company and the Union, the provisions of this Agreement will apply equally to all employees regardless of sex, age, color, race, creed, national origin, disability, religion, or status as Veterans of Vietnam War or Disabled Veterans in accordance with applicable State and Federal laws. It is also understood that the Union will continue to cooperate with the Company in maintaining its Affirmative Action Program to ensure equality of opportunity in all aspects of employment.

Wherever in this Agreement a masculine pronoun or the singular or plural form of "man" is used, it is understood that such references are meant to have equal application to all security officers covered by this Agreement, male or female.

ARTICLE 25
SHIFT DIFFERENTIAL

- (a) An employee assigned to a shift which begins at or after 12:00 noon (1200 hours) and before 5:00 p.m. (1700 hours) shall receive a shift differential of fifty five cents (.55) per hour.
- (b) An employee assigned to a shift which begins at or after 5:00 p.m. (1700 hours) and before 6:00 a.m. (0600 hours) shall receive a shift differential of one dollar and ten cents (1.10) per hour.
- (c) No shift differential shall be received by an employee assigned to a shift which begins at or after 6:00 a.m. (0600 hours) and before 12:00 noon (1200 hours).
- (d) An employee shall receive the shift differential applicable to the shift to which he is regularly assigned for all work performed while he is so assigned, including overtime. Shift differential will be compounded for overtime compensation.
- (e) An employee may be required to rotate on shift during a workweek in which event he shall receive for all shifts worked the shift differential which is applicable to the 5:00 p.m. (1700 hours) to 6:00 a.m. (0600 hours) shift as specified above in paragraph (b).

ARTICLE 26
JOB RELATED COURT APPEARANCE AND JURY/WITNESS DUTY

(a) Job Related Court Appearance

1. An employee who is required to appear for a scheduled job-related court appearance during his normal shift of work shall be paid at the appropriate hourly rate. All hours worked outside the employee's normal shift of work shall be paid at the appropriate premium rate.

2. If an employee is scheduled for a job-related court appearance outside his normal shift of work, the employee will telephone the on-duty Security Police Supervisor from his place of residence and state his departure time to attend the job-related court appearance. Upon completion of the job-related court appearance, the employee will again telephone from his place of residence to notify the on-duty Security Police Supervisor that his job-related court appearance has been completed. This will substantiate the time the employee is entitled to payment of his job-related court appearance.

(b) Jury and Witness Duty

1. An employee called for jury duty shall be paid eight (8) hours pay at his current straight-time base rate for each regular workday that the government body summoned the employee for jury duty. If any holiday (ref. Article 5) shall fall on a jury duty day, the employee's next workday following completion of the jury duty, shall be observed as the employee's holiday. Fees received for jury duty will not be deducted from such pay. The employee will furnish the Company evidence satisfactory to the Company showing the performance of jury duty that meets the requirements of this Article.

2. An employee subpoenaed as a witness in a Federal or State court of law in the state in which he is working shall be paid eight (8) hours pay at his current straight-time base rate for each regular workday. Witness fees shall not be deducted from such pay. This article will not apply in instances where the employee is called as a witness on his own behalf in an action in which he is a party or where he voluntarily seeks to testify as a witness. In addition, any employee who is called to testify against the Company shall not be paid for that time. The employee will furnish to the Company evidence satisfactory to the Company showing his attendance as a witness that meets the requirements of this article.

ARTICLE 27
DURATION OF AGREEMENT

This agreement shall become effective on 1 June 2010, and shall remain in full force and effect through the duration of the (IPSC), or 31 May 2011, whichever comes soonest or any extensions thereof.

The parties acknowledge during the negotiations, which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Each of the parties agree that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referenced to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

This agreement shall continue in full force and effect through 31 May 2011, except as provided above, and shall renew itself without change unless written notice of intended change is served by either party hereto at least sixty (60) days prior to 31 May 2011 or any anniversary thereafter.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this date of _____ at Kennedy Space Center, Florida.

FOR:
INTERNATIONAL UNION, SECURITY
POLICE AND FIRE PROFESSIONALS OF
AMERICA (SPFPA) AND ITS
AMALGAMATED LOCAL #127

FOR:
SPACE GATEWAY SUPPORT
(SGS)

Rick O'Quinn
IUSPFPA, Vice President Region 2

Roy Tharpe
President

Jerry Heyman
President, Local 127

Tom Keller
Director of Protective Services

Joseph Nocera
Vice President, Local-127

Timothy J. Imka
Chief, Security Police

Don Croonquist
Committee Member

James J. Justice
Assistant Chief, Security Police

Clayton Roberts
Committee Member

Marilyn Scheidt
Business Manager Protective Services

Bernard Hudley
Committee Member

Jillian Papapietro
Manager of Human Resources

Eric Coln
Committee Member

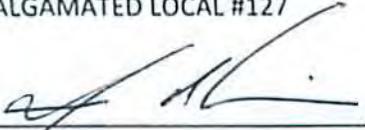
Dan Neumann
Committee Member

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this date of

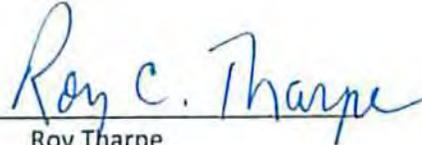
1/13/2011 at Kennedy Space Center, Florida.

FOR:
INTERNATIONAL UNION, SECURITY
POLICE AND FIRE PROFESSIONALS OF
AMERICA (SPFPA) AND ITS
AMALGAMATED LOCAL #127

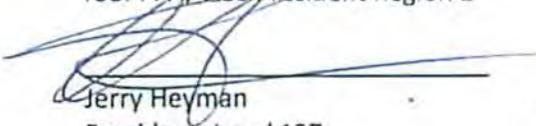
FOR:
SPACE GATEWAY SUPPORT
(SGS)



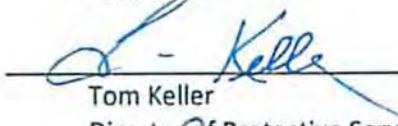
Rick O'Quinn
IUSPFPA, Vice President Region 2



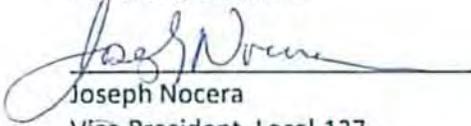
Roy Tharpe
President



Jerry Heyman
President, Local 127



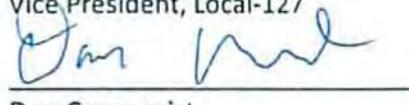
Tom Keller
Director of Protective Services



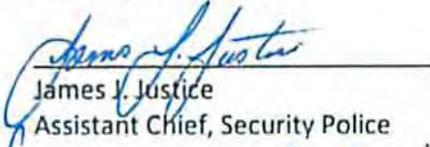
Joseph Nocera
Vice President, Local-127



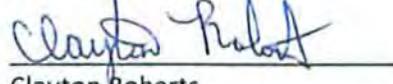
Timothy J. Imka
Chief, Security Police



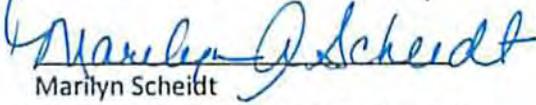
Don Croonquist
Committee Member



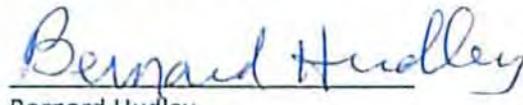
James J. Justice
Assistant Chief, Security Police



Clayton Roberts
Committee Member



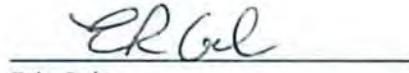
Marilyn Scheidt
Business Manager Protective Services



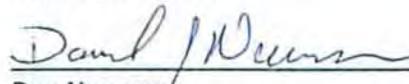
Bernard Hudley
Committee Member



Jillian Papapietro
Manager of Human Resources



Eric Coln
Committee Member



Dan Neumann
Committee Member

APPENDIX "A"
POST SWAPPING

Post Swapping:

There is an established practice of allowing Security Police Officers to "Post Swap." It has been found that such a practice has a positive effect on the morale of employees. It is understood that this "practice" will continue providing:

- A) All posts are manned as scheduled.
- B) No overtime will result from the "Post Swap."

It is understood that Post Swapping, as defined below, will be continued for the term of this Agreement.

In the event of a substantial change in posting, the Company and union agree to meet and impact bargain any changes to these procedures.

- 1) Personnel can swap/trade posts prior to guard mount with personnel working like duty assignments (eight (8) hour with eight (8) hour, four (4) hour with four (4) hour, two (2) hour with two (2) hour, etc.), at 0600, 1400, 2200 hours or at any other designated "special" shift or partial shift start time. Personnel making the swap/trade must be present at building 2496, Security Police Headquarters, unless such swap/trade can be made with personnel who are posted in the same SRT area of responsibility. All posts will be manned as scheduled and no changes will result in overtime.
- 2) The swap/trade roster will be pulled five (5) minutes prior to shift start.
- 3) Personnel accepting day off assignments shall have their choice of existing posts in accordance with their position on the overtime roster at the time overtime is called. Personnel returning calls to the scheduler to accept an overtime assignment, receive their choice of what post(s) are remaining at the time the call is returned.
- 4) Personnel accepting ECI/holdovers shall have their choice of existing assignments in accordance with their position on the overtime roster at the time overtime is called.

Exception #1: In the event that nine (9) or more holdovers and or ECIs combined are required prior to the start of a particular shift (0600, 1400, 2200 hours) personnel shall have their choice of existing assignments on KSC.

Exception #2: In the event that thirteen (13) or more holdovers and or ECIs combined are required prior to the start of a particular shift (0600, 1400, 2200 hours) personnel shall have

their choice of existing assignments located within the SRT area of their regular shift assignment.

Exception #3: In the event that sixteen (16) or more holdovers and or ECIs combined assignments are required prior to the start of a particular shift (0600, 1400, 2200 hours) such assignment will remain or be in place.

(Note 1) In the event an ECI/holdover assignment does not exist within the guidelines of exceptions 1 and/or 2, an employee shall be offered an ECI/holdover assignment still available closest to their current post.

- 5) Early call-ins shall be moved to their regular shift assignment prior to guard mount or to building K6-2496, Security Police Headquarters, to stand guard mount. Exception: Two hour early call-ins will be directly posted on their normal shift assignment.
- 6) Holdovers shall be moved to their regular shift assignment prior to guard mount or to building K6-2496, Security Police Headquarters, to stand guard mount.
- 7) Post trades are not required if the subject post start time allows for the officer to report to post after shift change.
- 8) In the event swap(s)/trade(s) cannot be accomplished, the SRT lead will inform the scheduler.
- 9) The use of common sense prevails.

Trades Launch Operations / Special Events

- 1) Personnel can swap/trade posts prior to guard mount with personnel working like duty assignments (eight (8) hour with eight (8) hour, four (4) hour with four (4) hour, two (2) hour with two (2) hour, etc.), at 0600,1400,2200 hours or at any other designated "special" shift or partial shift start time. Personnel making the swap/trade must be present at building K6-2496, Security Police Headquarters, unless such swap/trade can be made with personnel who are already on post without resulting in overtime or additional post trades.
- 2) The swap/trade roster will be pulled five (5) minutes prior to shift start with the exception of shuttle launches where the swap/trade roster will be pulled twenty (20) minutes prior to shift start.

- 3) Personnel accepting day off assignments shall have their choice of existing posts in accordance with their position on the overtime roster at the time overtime is called.
- 4) ECI/holdover assignments on KSC will be in place starting:
 - a. At the time 6TT is posted for shuttle launches/landings.
 - b. When ERA posts are manned for:
 1. Delta launches
 2. Atlas launches
 3. Wet dresses
 4. Shuttle landings/Rolldown (when 6TT and 4TT are posted).
- 5) The Operations Commander and Union agree to meet prior to any special event/contingency action and coordinate any issues that may require ECI/holdover restrictions.
- 6) ECI's and holdovers will remain in place until such time as the launch/operational requirement ceases: i.e., launch, scrub, etc. Normal post trading procedures will resume at the next regular shift change.
- 7) Certain posts, due to operational requirements or possible emergency contingencies, may not be staffed by ECI's/holdovers and will be so designated by the Operations Commander. The Union President or his/her designee and the Operations Commander agree to meet and discuss such designations prior to implementation.
- 8) Certain posts that have "special" requirements and need to be staffed by "qualified" personnel shall be identified as such and so designated by the Operations Officer as a "no-trade" post unless with another "qualified" officer. The Union President or his/her designee and the Operations Commander agree to meet and discuss such designations prior to implementation.
- 9) The use of common sense prevails.

APPENDIX "B"
LEAD SECURITY POLICE OFFICER

Lead Security Police Officer:

The Lead Security Police Officer is a working supervisor within the Bargaining Unit. This is an activity-related title. The Lead is charged with the responsibility of leading, directing, and approving or signing for the work of other bargaining unit employees, as well as performing regular bargaining unit work of the Security Police Officer. The Lead position will carry one dollar (\$1.00) above the employee's regular hourly rate. The employee shall receive the Lead premium for each hour so assigned.

Due to the qualifications and training needed for the positions associated with Leads, these positions shall be bulletined and the senior qualified full-time employees from among the bargaining unit whose application is filed with the designated official within the time limits of the bulletin shall be awarded the position or vacancy. The applicant shall have a minimum of eighteen (18) months full-time experience as a Security Police employee covered by this agreement at KSC, FL.

A Lead Security Police Officer shall only work in the capacity of a "Lead" in an area that they are qualified and designated as a Lead.

The parties agree to work together to make the operation of the "Lead" program fair to all employees and effective in accomplishing the goals as mutually established.

APPENDIX "C"
WAGE SCHEDULE

FULL-TIME AND PART-TIME EMPLOYEES
After Three Years Service

<u>Classification</u> <u>Index</u>	Current
SP Officer	<u>\$22.60</u>

FULL-TIME AND PART-TIME EMPLOYEES
Training Rates

<u>Classification</u> <u>Index</u>	<u>Starting</u> <u>Rate</u>	<u>After 1</u> <u>Year</u>	<u>After 2</u> <u>Years</u>
SP Officer	85% of full rate	90% of full rate	95% of full rate

APPENDIX "D"
SECURITY PREPARATION AND WEAPON CONTROL

Experience has demonstrated that Security Preparation and Weapon Control activities of Security Personnel assigned to duty average approximately thirty (30) minutes per workday.

Therefore, a wage supplement is established to compensate for Security Preparation and Weapon Control activities on regular scheduled workdays. This supplement is not applicable to overtime assignments on an employee's scheduled days off nor any overtime not worked in conjunction with a regularly scheduled workday.

An employee will not receive the supplement on any regular workday in which he works overtime in conjunction with and following his regularly scheduled workday.

Security Preparation and Weapon Control activities will be compensated at a rate of pay equal to thirty (30) minutes paid at one and one-half (1 ½) times the regular straight time rate inclusive of any applicable cost of living supplement and shift differential.

The definitions of the regular workday and the normal workweek, as provided by Article 3, are not affected by this provision.

**APPENDIX “D-EXAMPLE”
SECURITY POLICE**

Security Preparation and Weapon Control Activities will be compensated at a rate of pay equal to thirty (30) minutes paid at one and one-half (1 ½) times the regular straight time rate inclusive of any applicable cost of living supplement and shift differential.

Any Officer clocking out between the top of the hour and fifteen (15) minutes after (i.e. 1400-1415 or 1400-1425 clock time) will receive the thirty (30) minutes built-in overtime (00.50 hours @ BOT type hours) providing they have worked a minimum of four (4) hours.

Any Officer clocking out at sixteen (16) minutes after the hour (i.e., 1416 or 1426 clock time) and beyond will be entitled to their clock-out time at one and one-half (1 ½) times the regular straight time rate plus an additional fifteen (15) minutes at one and one-half (1 ½) the regular straight time rate (i.e., 00.26 hours @ 0 type hours + 00.25 @ BOT type hours) providing they have worked a minimum of eight (8) hours.

Any Officer clocking in four (4) hours prior to their shift and clocking out by fifteen (15) minutes after their regular eight (8) hour shift (00.25 clock time) will receive four (4) hours at one and one-half (1 ½) times the regular straight-time rate and the built-in overtime (i.e., 8.00 hours @ R type hours, 4.00 hrs @ Q type hours, and 00.50 hrs @ BOT type hours).

Any Officer clocking in four (4) hours prior to their shift and clocking out at sixteen (16) minutes or beyond their regular eight (8) hour shift (00.26 clock time) will receive four (4) hours at one and one-half (1 ½) times the regular straight, time rate, their clock-out time at twice the regular straight time rate, and an additional fifteen (15) minutes at one and one-half (1 ½) times the regular straight time rate (i.e., 8.00 hours @ R type hours, 4.00 hrs @ Q type hours, 00.26 hrs @ D type hours, and 00.25 hrs @ BOT type hours).

APPENDIX “E”
GROUP LIFE AND MEDICAL INSURANCE
FOR ACTIVE EMPLOYEES, THOSE ON LEAVE OF ABSENCE AND RETIREES*

SECTION 1. THE IPSC CONTRACT BENEFITS AND PARTICIPATION

Effective October 1, 2010, the Company shall contribute to the Security, Police and Fire Professionals of America and participating Employers Health and Welfare Trust Fund, hereinafter “SPFPA Employer Trust” \$1,419 per active Employee per month. The Employer will pay to the SPFPA Employer Trust, within 15 business days, the per capita amount invoiced by the SPFPA Employer Trust, based on each active Employee as of that date. In the event of any dispute regarding participants, it is the Company’s responsibility to provide the SPFPA Employer Trust, or its Third Party Administrator, a list that contains the name of each active bargaining unit Employee, and the name of each bargaining unit Employee who was removed from the active Employee list in the preceding thirty (30) calendar days.

The SPFPA Employer Trust shall apply the Employer’s monthly contributions solely for the purpose of providing active Employees and their dependents with Medical Insurance (Health, Dental, Vision) and to defray the reasonable administrative costs of the SPFPA Employee Trust associated with such insurance for this bargaining unit. The parties agree that every active bargaining unit Employee employed on the IPSC will participate in the SPFPA Employer Trust Plan.

SECTION 2. SUPPLEMENTAL FRINGE BENEFITS

Nothing in this Agreement shall preclude the SPFPA Employer Trust from offering other bona fide fringe benefit alternatives to the bargaining unit Employees at Employee cost and at no cost to the Employer or the IPSC contract. The Employer agrees to provide payroll deduction for any bargaining unit Employees who choose to subscribe to supplemental benefits but the Employer shall be held harmless from any claims made by any Employee or the SPFPA Trust related to such deductions.

The SPFPA Employer Trust shall be responsible for providing the necessary documentation confirming the Employee’s withholding decision and shall be responsible for administering any bona fide supplemental plan benefits offered to the Employees through the union. Any request for payroll deduction shall not be effective until the Employer is provided a Payroll Deduction form signed by the Employee and submitted to the Employer no less than fifteen (15) calendar days prior to the deduction payment date.

SECTION 3. COBRA AND ANNUAL REPORTS

The required COBRA contributions and administration and annual reports will be the responsibility of the “SPFPA Employer Trust” and/or its Third Party Administrator.

SECTION 4. LIFE INSURANCE

The Company will continue to provide a minimum of \$50,000 of Group Life Insurance coverage for active bargaining unit employees.

**APPENDIX “F”
PENSION PLAN-ADDENDUM**

- (a) The Union and Company shall administer a Taft-Hartley 401(K) Defined Contribution Plan for persons represented by the SPFPA, and meeting the requirements and provisions of [section] 401(K) of the Internal Revenue Code.
- (b) Employees under this plan shall be eligible for employee and Company contributions their first day of employment with 100% immediate vesting. The employee may retire at any time after age 55.
- (c) The company shall contribute 10.00% of the base hourly rate effective October 1, 2008 and any discretionary contribution.
- (d) The Company shall submit to the employee’s account on a monthly basis, the Company contributions and employee contributions. The Company agrees to work toward implementation of biweekly submission of all contributions.
- (e) In the event the Union should elect to return to the Company sponsored 401(K) plan, the tenets of the plan listed above shall apply.
- (f) The Company agrees that time spent in quarterly trustee meetings, for up to three Union Trustees, will be treated as time worked for up to eight (8) hours each per meeting day.

APPENDIX "G"
CONTINUATION OF WAGES, DUTIES, AND BENEFITS

The International Union, Security Police and Fire Professionals of America (SPFPA) and Space Gateway Support (SGS) in the interest of national defense, hereby agree:

1. The Security Police employees will continue to perform all duties which are necessary to enable the Company to continue without interruption, its operations at Cape Canaveral Air Force Station, Kennedy Space Center, and any other NASA Contract NKK09OX01C, Interim Protective Services (IPSC) location at which it now operates or in the future it may operate facilities, even though other employees withdraw from service because of unresolved labor disputes of any type, including disputes arising out of negotiations for a new contract.
2. Pay and other benefits for Security Police employees who perform duties in connection with such Government facilities pursuant to paragraph 1 hereof, will:
 - a. For any period prior to the opening date of the contract between the parties be governed by then existing contract unless modified by agreement of the parties, and
 - b. After the opening date of the contract be governed by either the contract that existed at or prior to the said labor dispute or the contract negotiated as a settlement of such dispute, whichever is more beneficial to the Security Police employees.
3. This is consistent with the long-standing policy and performance of the Security Police employees and of the International Union, Security Police and Fire Professionals of America.
4. This understanding constitutes an amendment and modification of the Collective Bargaining Agreement between the parties hereto and, notwithstanding any other provisions of said Collective Bargaining Agreement, the Agreement shall continue indefinitely but may be revoked by either of the parties hereto upon two (2) years prior notice.

APPENDIX "H"
CONTRACT REOPENER; NO-STRIKE/NO LOCKOUT

This Agreement made and entered into this 1st day of October 1998, by and between Space Gateway Support (SGS) and the International Union, Security Police and Fire Professionals of America (SPFPA) representing Security Police in the employ of Space Gateway Support (SGS).

WITNESSETH:

WHEREAS, Space Gateway Support (SGS) and Security Police and Fire Professionals of America (SPFPA) have enjoyed a collective bargaining relationship free of lockouts, strikes or serious threats thereof over the entire period during which Security Police and Fire Professionals of America (SPFPA) has represented Space Gateway Support (SGS) Security Police, and

WHEREAS, the Secretary of Labor, speaking for the President of the United States as well as in his own behalf, has urged labor and management, particularly those engaged in national defense industries, to evolve a method for the orderly and peaceful resolution of future labor management difficulties, and

WHEREAS, since 1956 Security Police and Fire Professionals of America (SPFPA) has voluntarily entered into agreements requiring that grievances arising under successive collective bargaining agreements be submitted to final and binding determination, and this has proven an effective means for the resolution of such differences, and

WHEREAS, Space Gateway Support (SGS) and Security Police and Fire Professionals of America (SPFPA) believe that in view of their past and present successful relations, differences between them involving proposed changes in rates of pay, rules and working conditions in like manner can and should be resolved by their voluntary referral to a system of impartial adjudication rather than by economic warfare without weakening collective bargaining, and

WHEREAS, the parties are of the conviction that such differences can and should be resolved speedily consistent with mature consideration of the problems involved.

NOW THEREFORE, it is agreed as follows:

1. Either the Company or the Union or both may open the contract for intended changes in the rates of pay, rules or working conditions prior to sixty (60) days before the expiration of this Agreement or any anniversary date thereafter. Any opening prior to one hundred twenty (120) days before the expiration date of this Agreement, or anniversary date thereafter, must be by mutual consent. Openings will be processed in the following manner:
 - a. A date for commencement of negotiations shall be agreed upon within ten (10) days of receipt of such notice or notices, and the date so agreed upon shall be within sixty (60) days of such receipt.
 - b. Negotiations shall continue for sixty (60) days from the date of the first (1st) meeting, unless earlier agreement is reached. During such negotiations, the parties shall exert every reasonable effort to compose their differences, and for that purpose shall devote as much time to the negotiations during such sixty (60) day period as is indicated and reasonable under the circumstances, it being recognized that nothing herein requires either party to agree to particular proposal or make a concession thereon.

- c. At the end of such sixty (60) day period, unless the parties mutually agree in writing to an extension thereof, the parties will apply jointly or separately to the Federal Mediation and Conciliation Service (FMCS) for mediation of the dispute.
 - d. The dispute shall be mediated under the auspices of the Federal Mediation and Conciliation Service (FMCS) as provided in the Labor Management Relations Act of 1947, as amended.
 - e. If the Federal Mediation and Conciliation Service (FMCS) finds it has failed to bring about an agreement in mediation and proffers arbitration, the parties hereby agree to submit all unresolved issues affecting rates of pay, rules or working conditions to arbitration provisions and procedures set forth herein.
 - f. All unresolved issues concerning wages, hours, and terms and conditions of employment under the National Labor Relations Act, as amended, shall be submitted to arbitration.
2. a. The Board of Arbitration shall consist of three (3) persons, one (1) to be appointed by Space Gateway Support (SGS), one (1) to be appointed by SPFPA, and these two (2) arbitrators shall select a third (3rd) and neutral person to serve as the Chairman of the Board of Arbitration.
 - b. In the event that the two (2) arbitrators appointed by the parties cannot agree upon said third (3rd) and neutral person within two (2) weeks (including Sundays and Holidays) after their first meeting (or such other additional period as may be mutually agreed upon by the two (2) arbitrators appointed by the parties), then either arbitrator may request the Federal Mediation and Conciliation Service (FMCS) to furnish a list of five (5) persons from which one (1) shall be selected to act as Chairman of the Board of Arbitration. The arbitrators appointed by the parties, after the receipt of such list shall determine by lots the order of elimination, and thereafter each shall in that order alternately eliminate one (1) name until one name remains. The remaining person on the list shall be the Chairman of the Board of Arbitration.
3. In view of the fact that this Agreement provides for an orderly and peaceful method for the final resolution of all labor relations disputes between the parties;

Space Gateway Support (SGS) agrees not to lock out any security person or group of Security Police represented by SPFPA while this Agreement is in effect. Security Police Fire Professionals of America (SPFPA) agrees that it will not cause or call any strike, concerted refusal to work or accept duty assignments, or any concerted work stoppage or slowdown, while this Agreement is in effect.

APPENDIX “T”
Left intentionally blank.

APPENDIX “J”
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**APPENDIX “K”
EMERGENCIES, ACTS OF GOD, AND
CONDITIONS BEYOND THE CONTROL OF MANAGEMENT**

The parties hereby mutually agree to adopt the following principles of application to the terms “Emergency”, “Acts of God”, or “Conditions Beyond the Control of Management” as used in the Collective Bargaining Agreement:

Management’s freedom to act may possibly be expanded and managerial obligations may possibly be narrowed if an emergency, an Act of God, or a condition beyond the control of management is involved.

Common sense and the entire pattern of American industrial experience make it necessary to acknowledge that emergencies do develop as a result of factors beyond the control of even the best of managements and that a Company should not be penalized for taking steps to cope with such unforeseen developments even if it necessitates failure to observe all provisions of the Agreement. However, there are limits and standards, which must be observed:

1. Management must not be directly responsible for the emergency.
2. The emergency must involve a situation which threatens to impair operations materially.
3. The emergency must be of limited time duration.
4. Any violation or suspension of contractual agreements must be unavoidable and limited only to the duration of the emergency.

Nothing in the foregoing is intended to imply that a violation of the Agreement has occurred when the Agreement specifically makes allowance for exceptional actions under the conditions of an Act of God, Emergency, or Conditions Beyond the Control of Management.

APPENDIX “L”
Left intentionally blank.

APPENDIX "M"
PART-TIME EMPLOYEES

1. The total number of part-time employees shall not be more than eight percent (8%) of the total number of full-time employees under this Agreement. However, the numbers of full-time employees at JDMTA will not be included in the count, and the number of part-time employees at JDMTA will not exceed two (2) part-time employees. The Company may, at its option, have from zero (0) to two (2) such part-time employees at JDMTA.
2. Part-time employees will not be called to fill requirements resulting from:
 - a) Vacation
 - b) Sick Leave & Maternity Leave
 - c) Holidays
 - d) Bereavement Leave
 - e) Military Leave
 - f) Jury Duty
3. Full-time employees shall have post assignment preference over part-time employees to the extent possible and providing the operational requirements is not adversely affected.
4. Any assignment of two (2) hours or less shall be offered first to full-time employees at the applicable overtime rate before calling in part-time employees.
5. No part-time employee will work overtime unless full-time employees have been offered the assignment.
6. Part-time employees will be called by rotation based on number of hours worked to ensure an equitable distribution of work. Employees will be called for work assignments starting with employees with the least amount of hours worked being called first.
7. Part-time employees shall receive a minimum of two (2) hours notification on a job assignment, except in emergencies.
8. Part-time employees with other full-time employment shall not be eligible to work longer than four (4) hours if they are reporting to an assignment after directly working an eight (8) hour shift elsewhere.
9. A part-time employee shall not work more than thirty-two (32) hours in a workweek, except in cases beyond the Company's control.
10. Any part-time employee who exceeds forty (40) hours in a workweek will receive one and one-half (1 ½) times their regular hourly rate of pay for all hours worked in excess of forty (40).
11. Part-time employees will be required to give the Company a minimum of forty-eight (48) hours written advance notice of their unavailability for work due to leave of absence, military leave, or any other prolonged reason of not being available to work.
12. A seniority list consisting of part-time employees will be furnished to the Union in accordance with Article 7, paragraph e.
13. Part-time employees shall be given first consideration for a full-time vacancy not filled by recall.

14. Part-time employees shall not accrue any seniority on the full-time seniority list at any time. Full-time seniority shall start on the date of hire as a full-time employee.
15. Part-time employees shall be entitled to shift differential pay.
16. Part-time employees shall not be entitled to holiday pay.
17. Part-time employees shall not be entitled to vacation accrual or pay.
18. Part-time employees shall not be entitled to sick leave accrual or pay, or to personal leave accrual or pay.
19. Articles 15, 16, 17 and/or 23 of this Agreement shall be applicable to part-time employees.
20. Security Preparation and Weapon Control Supplement as stated in this Agreement is applicable to part-time employees.
21. Part-time employees shall not have displacement rights under Article 7 of this Agreement, nor shall they be entitled to accrue severance pay.
22. Part-time employees must meet all the requirements placed on full-time employees, including time spent in training class, with the exception of any response force training.
23. No Part-time employee will be employed as long as a Full-time employee is laid off.

APPENDIX "N"
Left intentionally blank.

APPENDIX "O"
SUPERVISORS AND PRODUCTIVE WORK

The Company and the Union have discussed during negotiations the allegation that certain work is claimed by the Union as bargaining unit work. The Union and the Company agree:

1. The work of range assistant, off-shore boat patrol, river boat, ATV operator (where police work is being performed), air boat patrol, armorer, and supply assistant (where not represented by another Union on IPSC) is work within the bargaining unit represented by the Union under the collective bargaining agreement for the IPSC.

APPENDIX "P"
RAPID RESPONSE TEAM

- (a) The Rapid Response Team (RRT) shall consist of thirty-two (32) members. These thirty-two (32) team members shall be divided into two (2) teams each, with twelve (12) primary and four (4) alternates. The two (2) teams shall be rotated equitably between launches.
- (b) The assignment begins on launch day and continues until the end of the mission, which is defined as a successful landing at KSC or California. On launch day, RRT members must be ready to respond to the SLF within three point five (3.5) hours for departure to the Orbiter's location.
- (c) RRT members on duty must have their bags packed and be ready to respond immediately. RRT members, not on duty, must also have their bags packed and be prepared to respond from home.
- (d) Each of the sixteen (16) RRT members supporting that launch will be paid twenty-five dollars (\$25.00) for being prepared to deploy. This payment of twenty-five dollars (\$25.00) is for a successful launch and/or each launch attempt, which reaches the L-5 hour mark in the countdown before scrubbing. {Example: Three scrubs within the L-5 hour mark, plus a successful launch would equal 4 x \$25.00 (or \$100.00)}.
- (e) Members of the Rapid Response Team who are required to travel to work sites outside the CONUS shall be compensated as follows:
 - 1) The Company shall provide all transportation to the work sites.
 - 2) The per diem for lodging and meals will be in accordance with the Government's Federal Travel Register. The most recent monthly register available will be used to establish the per diem, which will be effective of the duration of travel. However, if actual expenses substantiated by receipts are greater than the per diems provided for authorized expenses, such expenses will be reviewed to ensure the employee will not lose money.
 - 3) Company will pay for one (1) ten (10) minute phone call per week. Calls can be placed from the hotel to an employee's stateside residence or vice versa. Receipts must be provided in all cases.
 - 4) Employees assigned to work sites outside the CONUS will be placed in salary status for the period beginning with the first day of travel and ending on the last day of travel. Compensation in salary status shall be for all hours worked and/or paid to include travel time, standbys, productive and non-productive time.
 - 5) Each employee will receive their weekly base salary plus a foreign travel incentive premium of fifty percent (50%) of the employee's weekly base salary. An overseas premium of fifteen percent (15%) (plus an additional twenty percent (20%) for hardship/danger areas) will also be applied as compensation. These premiums will apply beginning with the first day of travel and ending on the last day of travel. If a recognized holiday falls during a period of travel, such employee will receive eight (8) hours holiday pay calculated at his base hourly rate, exclusive of any premiums, in addition to all other compensation.

- 6) Each employee shall be granted two (2) days of paid rest following his return to Florida before resuming his normal work schedule. This rest allowance is provided to compensate for the jet-lag and the difference in time zone.
- 7) Receipts are required for any other approved expenditure not covered by the per diem allowances.
- 8) It is also necessary for an employee to keep an itinerary while traveling in route to the assignment and while traveling back to Florida. There are specific times that need to be reported to finance and they are as follows:
 - a. Time of departure from residence or work.
 - b. Time of exit from the United States.
 - c. Time of arrival at your duty point.
 - d. Time of departure from your duty point to United States.
 - e. Time of entry into the United States.
 - f. Time of arrival at residence.
 - g. For any layovers exceeding six (6) hours while in route to or from the assignment, time of arrival and departure from the layover point is to be reported.

The above information, under Item 8, is needed for the calculation of the per diem while in route. If several travelers have the same itinerary, the team leader may submit the itinerary for the team. If a member of the team deviates from the group's itinerary, he/she must submit their own itinerary.

- (f) Employees realize it is their responsibility to process their travel expense reports and repay any monies owed, with the exception of any disputed items, within seven (7) calendar days upon their return from any business travel assignment.
- (g) It is also agreed that if the terms of this Appendix do not provide adequate overall compensation to those employees deployed as members of the Rapid Response Team, an assessment with resolution to provide the appropriate compensation will be discussed between the parties.

APPENDIX "Q"
FAMILY MEDICAL LEAVE ACT

The Employer agrees to abide by the terms of the Family Medical Leave Act of 1993 (FMLA) as amended.

APPENDIX "R"
EMPLOYER GRIEVANCE

During the 1999 negotiations the parties discussed the Employer's concern regarding access to the grievance procedure under Article 17.

This affirms the conclusion reached that nothing contained in our Agreement precludes the Employer from filing a grievance at Step #3 of the grievance procedure.

APPENDIX "S"
TRAVEL

Company Policy under SGS Procedure Number FIA-P-1304, dated 11/26/2007, Revision 5 shall be utilized for travel in and out of the United States.

The Union shall be given notice prior to any change in the travel policy and shall have an opportunity for impact bargaining.

If there is a conflict between the Policy and the Agreement, the Collective Bargaining Agreement shall prevail.

APPENDIX "T"**RETIREMENT HEALTHCARE REIMBURSEMENT PLAN (VEBA)**

1. The Company and the Union shall establish a trust to administer a Retirement Reimbursement Healthcare Plan for Security Service personnel at KSC. Participation in the plan will be voluntary, and those employees participating in the plan may contribute up to twenty (\$20) dollars bi-weekly for their coverage.
2. The trust will be managed by a professional investment and money management firm and the administration of the plan and trust will be coordinated through a Retiree Healthcare Committee made up of two (2) employees from the bargaining unit and two (2) employees from management.
3. Participating employees may contribute up to an additional one hundred (\$100) dollars per bi-weekly pay period.

**LETTER OF AGREEMENT
SICK LEAVE HOURS**

June 1, 2003

Security Police and Fire Professionals
of America (SPFPA) Local #127

This letter summarizes the agreement reached today regarding the use of previously accrued sick leave hours.

Regular and reserve sick leave hours that were transferred from EG&G, of Florida to SGS at the start of the JBOSC contract may be used and/or paid out as applicable in accordance with the terms of the previous EG&G/Local #128-UPGWA Collective Bargaining Agreement dated 11-28-94 through 11-27-97, and extended through to 9-30-98.

SECURITY POLICE FIRE PROFESSIONALS
OF AMERICA (SPFPA), LOCAL #127

SPACE GATEWAY SUPPORT

Jerry Heyman
President, Local 127

Tim Imka
Chief Security Police,

**LETTER OF AGREEMENT
BOAT QUALIFICATIONS**

June 1, 2006

Jerry Heyman
Security Police and Fire Professionals
of America (SPFPA) Local #127
2425 N. Courtenay Pkwy Suite 6-B
Merritt Island, FL 32953

This will confirm the parties' understanding reached during 2003 negotiations on a protocol for Boat Operations.

The parties agree to continue in effect the protocol for Boat Operations established in 2003 negotiations and, in addition agree to certification maintenance, as follows:

1. Boat vacancies will be bulletined first by shift. If there are no volunteers from the available shift, vacancies will be posted to the other shifts.
2. Employees volunteering for Boat training agree to maintain a Boat certification for a minimum of one year from completion of certification.
3. Training will include exposure to each standard watercraft used by SGS at the time training is conducted. The Company will make every effort to make training continuous. All training to qualify as a Boat Operator will be completed prior to certification.
4. Employees may elect to withdraw from training prior to completion of certification.
5. Certified boat operators must work boat duty for a minimum of sixteen (16) hours each calendar quarter in order to maintain boat certification.

Jerry Heyman
President, SPFPA Local # 127

Tim Imka
Chief Security Police,

**LETTER OF AGREEMENT
SRT LEAD VACANCIES**

SRT Lead Vacancies will initially be posted on the shift where the vacancy exists. Only personnel assigned to that shift will be eligible to bid on the vacancy. If the vacancy is not filled by personnel on that shift the bid will be extended to employees assigned to the remaining shifts. If the employee awarded the position is not assigned to the shift where the vacancy exists the employee will be required to move to the shift where the vacancy exists.

Employees volunteering for SRT training agree to maintain SRT certification for a minimum of one year from completion of certification. Employees holding SRT certification must work as an SRT Lead for a minimum of sixteen (16) hours each calendar quarter to maintain certification.

Employees may elect to withdraw from training prior to completion of certification.

Jerry Heyman
President, SPFPA Local # 127

Tim Imka
Chief Security Police

**LETTER OF AGREEMENT
SECURITY SUPPORT SERVICES**

This letter shall cancel and supersede the letter on page 84 of SPFPA Collective Bargaining Agreement dated June 1, 2009.

The purpose of this letter is to state the parties' agreement to the group of employees organized and certified by the National Labor Relations Board (NLRB) in case number 12-RC-8632, now known as the "Security Support Services." The parties agree to incorporate this group of employees and the job classifications listed below in the current Collective Bargaining Agreement between Space Gateway Support (SGS) and Security Police and Fire Professionals of America (SPFPA) all terms and conditions shall apply, except as expressly modified below.

The wages for the employees listed below shall be as indicated:

	Current
Comsec Specialist	<u>\$ 26.97</u>
Personnel Investigator	<u>\$26.83</u>
Case Examiner, Sr.	<u>\$18.57</u>
Case Examiner	<u>\$16.30</u>

Full time, Part Time Employees
Training Rates Effective From February 15, 2007

Starting Rate 85% full time rate	After 1 Year 90% full time rate	After 2 Years 95% full time rate	After 3 Years 100% full time rate
-------------------------------------	------------------------------------	-------------------------------------	--------------------------------------

The following articles/appendixes of the CBA shall apply to this group of employees only as modified herein:

Article 19: Is amended as follows: Section (f) does not apply.

Article 22: Is amended as follows: Section B modified to fit this group of employees.

Section D does not apply.

Sections relating to uniforms do not apply.

Appendixes: A, B, D, D Example, I, J, L, M, O and P do not apply.

Jerry Heyman
President, SPFP A Local #127

Tim Imka
Chief Security Police

**LETTER OF AGREEMENT
RETURN TO WORK - OHF**

March 20, 2007

Jerry Heyman
President
Security Police and Fire Professionals
Of America, Local #127
2460 North Courtenay Parkway
Merritt Island, Florida 32953

RE: RETURN TO WORK – OHF

Dear Mr. Heyman:

During the course of the 2003-2006 collective bargaining agreement, and in 2006 negotiations, the parties discussed the requirement and procedure for employees to return to work following a period of absence due to medical conditions. The following states the parties' agreement:

Employees who are absent from work for five (5) consecutive days, or more, due to medical conditions, shall be required to report to the OHF for return to work clearance. Time spent at the OHF at the direction of SGS, or in accordance with SGS policy, is time considered time worked and will be paid at regular rates. Further, if an employee is required, after a period of absence, to clear back through OHF, and the OHF is closed because the employee is assigned to an after hours, or weekend, start time, the employee will be permitted to return to work, as scheduled, provided he or she can produce a doctor's certificate approving a return to work without restrictions. Such employees will return to the OHF on the next regular work day when the OHF is open.

Jerry Heyman
President,
SPFPA Local # 127

Tim Imka
Chief Security Police

**LETTER OF AGREEMENT
NFLET REFRESHER TRAINING**

April 3, 2007

Jerry Heyman
President
Security Police and Fire Professionals
Of America, Local #127
2460 North Courtenay Parkway
Merritt Island, Florida 32953

RE: NFLET REFRESHER TRAINING

Dear Mr. Heyman:

During the course of 2006 collective bargaining, the parties discussed the scheduling of NFLET refresher training.

At the union's request, SGS agreed to use its best efforts to try to schedule NFLET training during the calendar months between November and March, inclusive.

Jerry Heyman
President,
SPFPA Local # 127

Tim Imka
Chief Security Police

**LETTER OF AGREEMENT
SECOND MEDICAL EVALUATION**

Jerry Heyman
President
Security Police and Fire Professionals
Of America, Local #127
2460 North Courtenay Parkway
Merritt Island, Florida 32953

Dear Mr. Heyman:

During 2006 negotiations, the parties agreed to continue in effect, for the remaining of the 2006 collective bargaining agreement, the settlement achieved by the parties in resolution of Grievance No. 04-SP-93. That agreement stated as follows:

Any bargaining unit Security Police Officers (SPO) who is referred for a second medical evaluation by the OHF as a result of mandatory periodic medical testing, will be required to use his/her best efforts to schedule such follow-on testing during non-scheduled work time. If the employee cannot schedule follow-up testing during non-scheduled work time, and the employee's physician determines that there was no irregularity in the OHF EKG testing sufficient to warrant a confirmatory test, then the employee will not have the time deducted from their sick, vacation or personal leave banks for such appointment. In the event the employee's physician determines that confirmatory testing is warranted, the employee will have time used in seeking the second opinion and undertaking the confirmatory test(s) deducted from their sick, vacation or personal leave banks. The Company further agrees that in the event the employee's physician determines that no additional testing is warranted by the initial EKG conducted by the OHF, the Company will bear the cost of any insurance co-payment fees required for the second opinion consultation.

Jerry Heyman
President,
SPFPA Local # 127

Tim Imka
Chief Security Police

**LETTER OF AGREEMENT
PAYROLL DEDUCTION CAPABILITY**

Jerry Heyman
Security Police and Fire Professionals
Of America, Local #127
2425 North Courtenay Parkway, Suite #6B
Merritt Island, FL 32953

Dear Mr. Heyman,

This will confirm that in 2006 Negotiations SGS agreed to provide a payroll deduction “capability” to accommodate a valid, Union administered “Officer Assistance Program.” Prior to implementation, the Union will establish the Program and will meet with the Company to review the Program, its administration and the payroll deduction details. Any payroll deduction will be subject to federal law requirements.

Sincerely,

Tim Imka
Chief Security Police

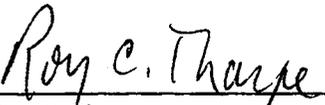
SGS Extension Agreement through May 31, 2012

This document confirms the agreement reached between the parties, on this date May 27, 2011, to extend the existing Security Police Officers Collective Bargaining Agreement (CBA) between Space Gateway Support, LLC (SGS) and the INTERNATIONAL UNION, SECURITY, POLICE, AND FIRE PROFESSIONALS OF AMERICA Local 127 dated May 31, 2011.

Except as modified below, all aspects of the current CBA, which shall remain in full force and effect until midnight May 31, 2012 and shall be automatically renewed for consecutive periods of one (1) year thereafter, unless either party receives written notice from the other party, not less than sixty (60) days, nor more than one hundred twenty (120) days immediately prior to the expirations date, or mutual extension thereof, of its desired to amend, modify or terminate this Agreement.

1. In the event the Company (SGS) ceases to perform the Security Police Officer functions at the Kennedy Space Center (KSC) under the Interim Protective Services Contract (IPSC), any extensions to the IPSC or its equivalent or successor contract, prior to the above expiration, the Company shall be released from all obligations under this Agreement.
2. The parties have mutually reached an agreement for a 2.5% wage increase effective August 27, 2011, payable beginning September 16, 2011.

ACCEPTED AND AGREED TO:

 Date: 6/14/2011
 Date: 6/14/2011
 Roy C, Tharpe Jerry Heyman, Region 2 Director
 President, Space Gateway Support International Union, SPFPA

 Date: 6/14/2011
 Date: 6/14/2011
 Timothy J. Amka Clayton Roberts
 Chief, Security Police President, SPFPA Local 127

AGREEMENT

BETWEEN

SPACE GATEWAY SUPPORT

AND THE

**INTERNATIONAL UNION
SECURITY POLICE AND FIRE PROFESSIONALS
OF AMERICA**

AND ITS AMALGAMATED LOCAL 127 THEREOF

Representing the
EMERGENCY COMMUNICATION SPECIALISTS EMPLOYEES
of the
**JOINT BASE OPERATIONS AND SUPPORT CONTRACT
(JBOSC)**
at
KENNEDY SPACE CENTER
and
CAPE CANAVERAL AIR FORCE STATION

**Security Police and Fire Professionals of
America and Its Amalgamated Local #127**

SPACE GATEWAY SUPPORT

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PREAMBLE

This Agreement is entered into by and between Space Gateway Support (SGS) (herein sometimes referred to as the “Company”) and the employees of the Company’s Joint Base Operations and Support Contract (JBOSC), and whose duties are preponderantly those of Emergency Communication Specialist, as represented by the International Union Security Police and Fire Professionals of America and its Amalgamated Local 127 thereof (herein sometimes referred to as the “Union”).

SECURITY POLICE AND FIRE
PROFESSIONALS OF AMERICA AND
ITS AMALGAMATED LOCAL #127

SPACE GATEWAY SUPPORT

ARTICLE 1
RECOGNITION

The Company recognizes the Union as the sole collective bargaining agent for all full-time and part-time Emergency Communication Specialists employees but excluding all office clerical employees, and supervisors as defined in the Act. Said Union having been previously certified as representing these employees in conformity with the provisions of the Railway Labor Act, and now recognized under the National Labor Relations Act, as amended. The rates of pay for the classification of employees under this Agreement are set forth in Appendix "B."

ARTICLE 2
PURPOSE OF AGREEMENT

This Agreement is entered into, under the terms of the National Labor Relations Act, as amended, as above stated, for the mutual interest of the present and future employees, and of the Company, to further the efficiency and economy of operations and to stabilize employment under reasonable hours, rates of pay and working conditions. It is recognized by the Agreement to be the duty of the Company and the employees to cooperate fully, both individually and collectively, for the advancement of this purpose.

ARTICLE 3
WORKING WEEK

- (a) The workday shall consist of a twenty-four (24) hour period beginning at 12 o'clock midnight (2400 hours), and a regular day's work shall consist of eight (8) consecutive hours.
- (b) The normal workweek shall consist of seven (7) consecutive days beginning at 12:01 a.m. (0001 hours) on a specific day for each employee, and a regular weekly work schedule shall consist of five (5) workdays of eight (8) hours each in the workweek. The pay period shall begin at 0001 hours Saturday and end 168 hours thereafter.
- (c) Each employee shall be scheduled so as to normally be off duty the last two (2) consecutive days of one's workweek.
- (d) Changes in hours of work or assignments to shift may be made based on seniority. Except in an emergency four (4) calendar days notice shall be given in advance of all such changes.
- (e) All time worked in a continuous tour of duty including overtime, shall be considered as work performed on the workday within which the tour of duty is started.
- (f) The Company will establish three (3) main eight (8) hour shifts beginning between 6:00 a.m. (0600 hours) and 8:00 a.m. (0800 hours), 2:00 p.m. (1400 hours) and 4:00 p.m. (1600 hours), and 10:00 p.m. (2200 hours) and 12 midnight (2400 hours). Necessary special shifts may be established.
- (g) The Company will maintain the present days off schedule until and unless operational or personnel requirements necessitate a change in which event the Local Union President or his designees shall have the right to confer with management.
- (h) Any employee notified by the Company to report for work on a day on which a hurricane occurs or is forecast shall receive a minimum of four (4) hours pay if he reports for work; radio notification given at least two (2) hours prior to the regular starting time of their shift not to report shall be presumed conclusively to have been received by all employees to whom such notification is directed and any employee affected by such notice who thereafter reports shall not be entitled to pay therefore. Employees are required to monitor local commercial radio stations, normally used, to receive notice to return to work.

ARTICLE 4
OVERTIME COMPENSATION

- (a) No overtime work shall be required or permitted except by direction of the proper supervisory personnel of the Company except in cases of emergency.
- (b) The Union recognizes that in assigning overtime, management must also consider employee qualifications, availability of employees, and requirements of the job.
- (c) Employees hereunder shall not be required to suspend work in regular hours to absorb overtime.
- (d) As used herein, the term overtime shall mean:
- All time worked before or after an employee's regularly scheduled hours except that no overtime shall be paid until the employee completes eight (8) hours of work.
 - All time worked during an employees scheduled day off.
 - All time worked, not continuous with regularly scheduled hours.
- (e) The company shall keep and maintain an overtime roster (Monday-Friday) for the purpose of "an equitable distribution of overtime" and shall supply copies of same to the designated union representatives.
- (f) Overtime continuous with a regular shift, up to a maximum of four (4) hours shall be offered first to employees working that shift.
- (g) Overtime not continuous with or exceeding four (4) hours shall be offered first to employees on a regularly scheduled day off.
- (h) Employees shall be charged for actual overtime hours worked for the purpose of the "overtime roster." Employees that refuse overtime assignments shall not be charged.
- (i) A new employee upon completion of their probationary period, or an employee who transfers in, will be credited with the highest overtime hours, on the overtime roster, plus one-hour.
- (j) In the event a qualified and available employee is bypassed for an overtime assignment, they shall be offered the next equivalent overtime assignment for which they are qualified and available, at the same rate of pay.
- (k) Time paid for but not worked due to illness shall not be considered as time worked for the purpose of computing overtime.

- (l) Overtime rates shall be paid for not less than four (4) hours for any assignment not continuous with the employees regularly scheduled workday.
- (m) Overtime rates shall be offered for not less than two (2) hours and paid for actual hours worked for any assignment that is continuous with the employees regularly scheduled workday.
- (n) Except in an emergency, the company shall give affected employees two (2) hour notice of overtime work assignments.
- (o) No employee will work more than sixteen (16) continuous hours, except in an emergency.
- (p) No employee shall be required to work any assignment (regular or overtime) until they have had seven and one-half (7½) hours off, except in an emergency. An employee required to work an assignment (regular or overtime) until they have had seven and one-half (7½) hours off shall be entitled to premium/penalty pay for all time so worked during their regular work period for such work day. For the purpose of this agreement premium/penalty pay shall be defined as double the employee's regular rate of pay.
- (q) The following provisions shall govern the hours of service and overtime compensation.
- Time and one-half (1½) shall be paid for all continuous hours worked over eight (8) hours on an employees regularly scheduled workday not exceeding a total of twelve (12) hours, and for all hours worked that are not continuous with an employee's regularly scheduled work day, including hours worked by an employee on the employee's first regular scheduled day off, not exceeding eight (8) hours.
 - Double time shall be paid for all time worked over twelve (12) hours on an employee's regularly scheduled work day and for all time worked over eight (8) hours by an employee on the employee's first regular scheduled day off, and for all time worked by an employee on the employee's second consecutive day off.
- (r) No employee shall be forced to work an ECI overtime assignment.
- Those employees who are working on the last day of their workweek (prior to their first (1st) day off "their Friday"), or who are working on the last day of the workweek prior to scheduled vacation, shall not be forced to work overtime unless all employees on the shift are required to work..
- (s) Overtime will be assigned in accordance with the KSC/CCAFS maximum work time policy as follows:

If an employee has worked an amount of overtime that is in excess of the hours allowed per the KSC/CCAFS Maximum Work Hours policy, then the company may elect to have that employee report to his next regular shift of work later than normal, or send that

employee home prior to the end of his regular shift of work, or tell the employee not to report for work on his next regular scheduled shift of work. If either of these situations occurs, then the Company will pay the employee for an amount not to exceed eight (8) hours of his regular shift of work at straight time. This time shall be charged against report time.

ARTICLE 5
HOLIDAYS

(a) The following holidays with pay shall be granted and observed on:

2006

Columbus Day	Monday	October 9
Veterans Day	Saturday	November 11
Thanksgiving Day	Thursday	November 23
Christmas Day	Monday	December 25

2007

New Years Day	Monday	January 1
Martin Luther King Day	Monday	January 15
Presidents Day	Monday	February 19
Memorial Day	Monday	May 28
Independence Day	Wednesday	July 4
Labor Day	Monday	September 3
Columbus Day	Monday	October 8
Veterans Day	Sunday	November 11
Thanksgiving Day	Thursday	November 22
Christmas Day	Tuesday	December 25

2008

New Years Day	Tuesday	January 1
Martin Luther King Day	Monday	January 21
Presidents Day	Monday	February 18
Memorial Day	Monday	May 26
Independence Day	Friday	July 4
Labor Day	Monday	September 1
Columbus Day	Monday	October 13
Veterans Day	Tuesday	November 11
Thanksgiving Day	Thursday	November 27
Christmas Day	Thursday	December 25

2009

New Years Day	Thursday	January 1
Martin Luther King Day	Monday	January 19
Presidents Day	Monday	February 16
Memorial Day	Monday	May 25
Independence Day	Saturday	July 4
Labor Day	Monday	September 7

Employees who have at least forty (40) actual days worked since hire or rehire shall be granted two floating holidays each fiscal year. Floating holidays cannot be carried over from one (1) fiscal year to another. Requests to liquidate the floating holiday shall be granted, subject to operational requirements.

(b) In addition to these holidays, employees shall be granted any holiday that may hereafter be established by an Act of Congress of the United States or by proclamation of the President of the United States.

(c) Employees required to work on any of the above holidays shall receive two and one-half (2½) times the regular rate as full compensation for such holiday worked per the following example: 8 hours at holiday, 8 hours paid at time and one-half, and additional hours are paid at the two and one-half (2½) rate.

(d) If any of the above holidays fall on an employee's day off, the employee shall receive eight (8) hours straight holiday pay for that day. If a holiday falls within the employee's paid vacation period, the employee shall receive eight (8) hours straight holiday pay and the day will not be charged as vacation.

(e) The assignment of an employee scheduled to work a holiday shall not be changed by the Company without at least four (4) calendar days notice except in an emergency.

(f) Where regularly scheduled shifts commence between 10:00 p.m. (2200 hours), but prior to 12:00 midnight (2400 hours), the shift commencing on the holiday eve shall be considered as the holiday for the purpose of determining the day to be observed.

(g) The following provisions shall govern the assignment of employees working a holiday whether it is a celebrated or actual holiday:

1. The Company shall determine the number of employees, by shift, required to work on the holiday in order to meet operational requirements.

2. Employees desiring to be off on the holiday, unless the holiday falls on their scheduled day off, will submit their request in writing at least seven (7) days prior to the scheduled holiday. Such requests will be honored on a seniority basis providing operational requirements will permit such reduced manning.

3. The low holiday employees, by shift, will be assigned to work the holiday. Seniority will apply in the selection of employees by holidays credited on the holiday roster, assigned to work the holiday.

4. The Company will post the assignment of those employees scheduled to be bumped on the holiday at least four (4) days prior to the holiday.

5. The following categories of employees shall be charged with a holiday:
 - a. Those employees actually working the holiday.
 - b. Those employees volunteering to be off on the holiday.
 - c. Those employees who transfer into the crew.
 - d. Those employees who are out sick.

6. The following categories of employees shall not be charged with a holiday:
 - a. Those employees on vacation.
 - b. Those employees who are “bumped” on the holiday.
 - c. Those employees on jury duty.
 - d. Those employees with a death in the family.
 - e. Those employees on any other approved leave.
 - f. Those employees on a day off under the list of employees shall not be charged with a holiday.

7. After the list of employees scheduled to be bumped off on the holiday has been posted and operational requirements arise which require that additional employees, by shift, will be needed to work on the holiday, those employees on the “bump” list for the affected shift’s will be offered the holiday work assignments in accordance with the shifts’ holiday roster. In the event that additional employees are still required, those employees bumped on the other shifts will be offered the holiday work assignments, in accordance with the overall holiday roster. Refusal by the employee to work on the holiday after he has been bumped will not result in a holiday charge for the employee concerned.

8. Holidays worked will be posted as outlined in paragraph (h), section 5 and 6 with the following exceptions:

- a. Those employees who are out sick on the holiday will have their sick days checked and will be credited as in paragraph (g).

- b. Those employees with a death in the family on the holiday will have their bereavement leave checked and will be credited as in paragraph (g) 6d.

(h) The Company will maintain and post a current holiday roster for the purpose of administering paragraph (g) of this Article.

ARTICLE 6
VACATIONS

(a) On the anniversary date of an employee, after the completion of the below specified employment periods, employees shall be entitled to paid vacation accrual rates, prorated and accrued on the 15th of each month.

1. If in the employ of the Company for less than one (1) year, one (1) day of paid vacation for each month of service up to ten (10) days of paid vacation.

2. If in the employ of the Company for one (1) year or more, ten (10) days (two (2) weeks) of paid vacation.

3. If in the employ of the Company for five (5) years or more, fifteen (15) days (three (3) weeks) of paid vacation.

4. If in the employ of the Company for fifteen (15) years or more, twenty (20) days (four (4) weeks) of paid vacation.

5. Vacation hours may be used as they are accrued, by employees who have completed their probationary period, notwithstanding paragraph 1 above. A maximum of one hundred sixty (160) hours maybe carried over to the next calendar year.

(b) An employee who has completed his probationary period shall be paid for his accrued vacation upon termination of employment with the Company, except that he shall not be paid for such vacation if he has been discharged for a cause involving monetary or material loss to the Company.

(c) Consistent with efficiency and economy of operations, an employee may be permitted to split vacation.

(d) Vacation periods shall be available for bid, by seniority, on 15 August each year for vacations to be liquidated during the next vacation year. Employee vacation choices must be completed by 15 September with vacation assignments posted by the Company on or before 1 October. Employees scheduled to be on vacation during the selection period (15 August to 15 September) must submit their vacation choices in writing to their supervisor prior to such vacation. Failure to do so will result in the forfeiture of their choice of vacation periods and they will select from the periods still available upon their return to work. Employees, who change shifts after vacation selection is made, must reschedule their vacation to periods that are available.

(e) The Company and the Union agree to meet and discuss any proposed changes in regard to the current vacation policy.

(f) If the vacation falls on a holiday, the employee shall receive eight (8) hours straight holiday pay for that day and the day will not be charged as vacation.

ARTICLE 7
SENIORITY

(a) New employees shall be considered on probation for a period of ninety (90) calendar days from the date of hiring, except as specified in Article 21.

(b) Seniority under this Agreement shall commence with the date of employment of the individual as an Emergency Communication Specialist employee on a full-time basis.

(c) If a reduction in force is necessary, employees will be laid off on a seniority basis. Employees laid off, if qualified, shall be considered for any existing vacancies that are not covered by the CBA within Space Gateway Support (SGS). Any expense incurred as a result of accepting such vacancies will be paid for by the employee.

Notwithstanding the provisions of Article 21, during a reduction in force, senior employees in the same classification may volunteer to accept layoff out of order of seniority. Such employees, volunteering to accept layoff, shall be entitled to receive severance pay based on the length of compensated service under this Agreement and shall forfeit all recall and seniority rights and shall not be entitled to pay in lieu of notice.

(d) Re-employment after layoff shall be on a seniority basis.

(e) A seniority list giving name and date of employment under this Agreement shall be furnished to the Union one (1) month after signing of this Agreement. A list of additions and separations will be furnished to the Union monthly. The Company will post a corrected seniority roster during the months of March and September of each year.

(f) An employee covered by this Agreement who accepts a position as a supervisor or a position outside the Bargaining unit within the JBOSC project shall retain the seniority he had as of the date of his promotion or transfer but shall not accrue additional seniority while so employed. In the event of an opening and the employee becomes re-employed in a position covered by this Agreement, he will return to a position to which his seniority entitles him. If he does not return within six (6) months, he shall lose all seniority rights.

(g) An employee who is discharged for cause, or is on a layoff status for a period equal to his period of active service (not to exceed sixty (60) months), or who resigns from the service of the Company, or who transfers out of the positions covered by this Agreement, except for the provisions of paragraph (f) of this Article, shall lose all seniority rights.

(h) Notwithstanding their position on the seniority list, the following Union representatives, in the event of layoff shall be continued at work as long as there is sufficient emergency communication work under this agreement on the JBOSC Project at which they are employed: President, Vice President, and Chief Steward.

(i) Seniority shall govern choice of shift and day off assignment each six (6) months and vacations each twelve (12) months.

A list showing vacation choice results will be furnished the Union each January. Subsequent changes, if any will also be provided to the Union.

The President and the Vice President of Local 127, SPFPA, shall have their choice of shifts each twelve (12) months. The President and Vice President of Local 127 (SPFPA) will be afforded the privilege, seniority notwithstanding, of selecting a day shift with Saturdays and Sundays off, and, by previous arrangement with management, to change their shift hours as required on a temporary basis. The purpose of affording this privilege is to accommodate conduct of Company/Union business within reasonable limits as operations permit.

(j) New positions or vacancies (except those of less than thirty (30) calendar days duration) will be bulletined at all Company Joint Base Operation Support Contract sites, for a period of six (6) calendar days. The senior qualified employee whose application is filed with the designated official within the time limits of the bulletin shall be considered for the position or vacancy. It is understood that vacation periods will not be considered "vacancies" for the purposes of this paragraph.

(k) The Company will issue all future seniority rosters as a single roster.

ARTICLE 8
TEMPORARY ASSIGNMENTS INVOLVING TRANSFER

- (a) A temporary assignment is one which is anticipated to continue for six (6) months or less.
- (b) A temporary assignment at a location will be filled by the senior qualified volunteer, at a location, from which the Company desire to effect transfer. Officers assigned to fill temporary assignments of this character shall do so at the Company's expense.
- (c) If there are insufficient qualified volunteers, the Company may assign the junior qualified employee at the base from which it desires to transfer to fill such vacancy.
- (d) Junior qualified employees who are involuntarily assigned to fill temporary assignments of this character shall do so at the Company's expense.

ARTICLE 9
BULLETIN BOARDS

The Company shall provide a bulletin board for the use of the Union. All notices placed on such bulletin boards shall relate solely to official Union business and shall bear the official seal of the Union.

ARTICLE 10
SICK LEAVE

(a) Employees on the active payroll, shall accrue eight (8) hours of Sick Leave per month (12 days annually), which will be awarded on the 15th of each month. New hire employees begin to accrue Sick Leave from the date of hire, however, they may not use their accrued leave until completion of probation (90) days.

(b) Existing sick leave hours accrued by September 30, 1998, of employees hired by RPI prior to December 1, 1998, of incumbents employees shall be placed into the "Reserve Sick Leave Bank." All Reserve Sick Leave must be used before accrued sick leave after joining RPI.

(c) Reserve Sick Leave hours may be used by the employee to supplement disability program payments to take the employee up to 100% of the employee's regular straight time rate without shift differential.

(d) Additionally, Reserve Sick Leave hours may be used for any days of an employees disability that continue beyond that provided by disability programs and after the employee provides to the Company certification of continued disability.

(e) Except in emergencies or other circumstances beyond the employee's control which prevent notice, employees will report absence at least four (4) hours prior to the start of their shift). Continued absence status will be reported each day except when instructed to do otherwise by supervision.

(f) Sick Leave will not be granted to an employee once the employee is at work if the granting of the Sick Leave will result in overtime, unless it is an emergency or circumstance beyond the employee's control.

(g) It is the obligation of every employee on the JBOSC contract to prevent the abuse of sick leave pay privileges. The parties acknowledge that the Company may discipline employees who abuse sick leave privileges.

(h) Sick leave shall be granted under the following conditions:

1. Illness of the employee.
2. Illness of immediate family.
3. Medical or Dental appointments. Employees agree to seek medical or dental appointments so as to avoid absence from work when reasonable/practical.

Example of abuse would be to take sick leave in conjunction with days off, vacation, and holidays in a pattern exceeding 4 occurrences.

ARTICLE 11
NO STRIKE - NO LOCKOUT

As this Agreement provides for the amicable adjustment of any and all disputes of grievances, the Company agrees not to lock out any employee or group of employees while this Agreement is in effect, and the employees and the Union agree that they will not cause or call any strike, sit-down, stay-in or slow-down.

ARTICLE 12
LEAVES OF ABSENCE

(a) Upon approval of the Company, a leave of absence (LOA) up to ninety (90) days may be granted to an employee. During such leave, the employee's seniority shall accumulate. If such leave is extended by the Company, the employee will retain but not accrue seniority.

(b) An employee accepting gainful employment while on leave of absence, except as expressly approved by the Company in writing, automatically terminates employment with the Company and seniority hereunder.

(c) An employee may be granted a leave of absence upon written request of the International Union President for Union business. Such a leave may be granted up to a period of one (1) year, and may be renewed each year thereafter upon proper written request from the Union. Seniority shall accumulate during such leave.

(d) Employees who, by reason of a bonafide illness, require time off may be granted an appropriate leave of absence up to one (1) year.

(e) For the purpose of this agreement, an employee who performs compensable work or receives paid leave is considered to be on "active pay/payroll status" as applied to: pay reviews, retirement programs, vacation accrual, sick leave accrual, holiday pay, insurance, or any other employee benefit.

Leave Without Pay (LWOP) shall be granted to an employee, provided such LWOP does not create overtime. The Company must approve LWOP requests that would create overtime.

(f) The Company shall excuse Local Union Officers or their designees for the purpose of conducting Union business provided the Local President or his/her designee advises the Company in writing.

(g) The President and the Vice President or their designees in writing shall be granted time off with pay to attend arbitration, judicial and administrative proceedings which involve Union business. Overtime pay will not accrue for meetings which are outside normal schedules or run past regularly scheduled shift hours.

(h) Employees who are on approved leave without pay beyond thirty (30) days shall make arrangements for and pay for the necessary contributions in order to continue to be covered by the insurance benefit of this agreement. This provision shall not be used to violate any provisions of the Family Medical Leave Act.

(i) In the event of death in the immediate family of an employee, he will be granted five (5) days bereavement leave with pay, not including such employee's days off, provided the employee

substantiates the need for the leave. For the purpose of this paragraph, the immediate family is defined as: the spouse, father, mother, stepparent, current in-laws (father, mother, son, daughter, brother, sister), grandmother, grandfather, grandchildren, sister, brother, aunt, uncle, children, stepchildren of the employee and foster children (if living in the employee's home).

(j) Employees must use all available vacation and sick leave before being authorized leave of absence.

ARTICLE 13
MILITARY LEAVES

The re-employment and seniority status of any employees hereunder who while in the active service of the Company entered the armed services or during war time entered the Merchant Marines of the United States shall be governed by the most current provisions of Federal, State, and local law.

ARTICLE 14
MANAGEMENT CLAUSE

The Management of the Company and the direction of its employees including the establishment of working conditions, work assignments, the hiring, promoting, demoting, and rehiring of employees in connection with any reduction or increase in working forces, the suspending, the discharging or otherwise disciplining of employees are the exclusive functions of Management, to the extent that any of such matters are not otherwise covered or provided for in this Agreement; and provided that in the exercise of such functions the Management shall not violate any provision of this Agreement or discriminate against any employee because of membership in or lawful activity on behalf of the Union.

ARTICLE 15
DISCIPLINE AND DISCHARGE

- (a) It is understood that the Company has the right to discipline or discharge an employee for just and sufficient causes.
- (b) During the probationary period, an employee may be discharged or disciplined at the Company's option without recourse to the grievance procedure.
- (c) Written notice (2 copies) of disciplinary action will be furnished the affected employee.
- (d) Upon the taking of disciplinary action against an employee, the Company will permit the employee to contact his Union representative, if he so desires, before leaving the premises.
- (e) Any employee who is removed from his work for disciplinary action may, if he/she so desires, have reasonable opportunity to secure the presence of, and be assisted by, his Union representative or a representative of his/her own choosing from within the bargaining unit.
- (f) In suspension or discharge cases, a hearing will be held beginning in Article 17, Step 2, within five (5) working days of the filing of a grievance.
- (g) Length of disciplinary suspensions will not exceed ten (10) days with the understanding that progressive discipline relates to the severity of the incident(s) and not solely to severity of any previous suspension.
- (h) All letters of discipline (warning, reprimand, or suspension) will be removed after a period of two (2) years.

ARTICLE 16
TERMINATION OF EMPLOYMENT

- (a) Employees shall give the Company two (2) weeks notice of resignation in writing.
- (b) Employees laid off through no fault of their own shall be granted two (2) weeks notice in writing, or two (2) weeks pay in lieu thereof.
- (c) The requirement of notice set forth in (b) above shall not apply to a layoff caused by an Act of God, strike, or other circumstances beyond the control of the Company.

ARTICLE 17
ADJUSTMENT OF GRIEVANCE

STEP 1

- (a) An employee who believes that he has been unjustly dealt with or that any provision of this agreement has not been properly applied or interpreted may orally present his grievance in person, or through his representative, within ten (10) working days to his supervisor who shall evaluate the grievance and render an oral decision within five (5) working days thereafter.
- (b) If the grievance is not settled through discussion, it may be reduced to writing on the appropriate form and submitted within five (5) working days to the supervisor who shall render his written decision within five (5) working days.
- (c) For the purpose of Article 17, working days shall mean Monday through Friday, excluding weekends and holidays.

STEP 2

If the grievance is unsettled on the basis of the supervisor's written Step 1 decision; the grievance may be appealed within five (5) working days to the Manager or designee for further hearing. The Manager or designee shall hear the appeal within five (5) working days and render his decision in writing no later than five (5) working days following the hearing.

STEP 3

- (a) If the grievance is unsettled based on the Department Manager's decision, the Local President may refer the matter to the International Union for further appeal. Notice of referral to the International Union shall be served on the Company's Labor Relations Manager in writing within five (5) working days of receipt of the Department Manager's decision.
- (b) The designated official for the International Union shall notify the Company's Labor Relations Manager in writing of further appeal of any grievances referred by the Local President within twenty (20) working days of the notice of referral by the Local President.
- (c) The Labor Relations Manager or designee and the designated International Representative shall meet to confer on grievances so appealed with reasonable frequency depending upon the volume and nature of grievances under appeal in Step 3.
- (d) The Company's Labor Relations Manager or designee shall render a written decision to the International Union within ten (10) working days following conference on any properly appealed grievance.

STEP 4

- (a) If a grievance is appealed through Step 3 and not resolved, the International Union may further appeal the matter to be heard by an impartial Arbitrator by giving the Company written notice of such intent within thirty (30) days of receipt of management's Step 3 answer.
- (b) Within ten (10) working days after receipt of the written notice of appeal, the Labor Relations Manager or his designee for the Company and the designated representative for the International Union shall confer to select an Arbitrator. If the parties are unable to agree upon the selection of an Arbitrator, they shall promptly request the Federal Mediation and Conciliation Service to submit a panel of seven (7) names from which the Arbitrator will be selected. The Arbitrator will be determined by the parties' alternate striking of names, the remaining name being the agreed upon Arbitrator. The parties shall immediately arrange to schedule a hearing date for the Arbitrator to reach a determination of the dispute.
- (c) This provision shall not preclude the parties from the joint designation of a permanent Arbitrator. However, the parties may mutually withdraw their designation of a permanent Arbitrator by thirty (30) days joint written notice to the permanent Arbitrator, or either party may unilaterally withdraw their designation by one year's written notice to the other party.
- (d) The Arbitrator shall have jurisdiction only over disputes between any employee covered by the Emergency Communication Specialist Agreement and the Company concerning the interpretation or application of any of the terms of the Emergency Communication Specialist Agreement. The jurisdiction of the Arbitrator shall not extend to propose changes in hours of employment, rates of compensation, or working conditions covered by existing agreements between the parties hereto.
- (e) Findings and decisions of the Arbitrator shall be stated in writing, and in each case a copy of the finding or decision shall be furnished the Company and the Union within thirty (30) calendar days after the close of the hearing. All decisions of the Arbitrator within the scope of this provision shall be final and binding upon both the Company and the Union. If a dispute arises as to the interpretation of the findings or decision, then the parties shall request the Arbitrator to interpret the finding or decision in the light of the facts stated as evidence presented in connection with the record and a hearing of the case.
- (f) All fees and expenses of the Arbitrator entailed in the determination of the controversy as herein provided shall be borne equally by the parties. Expenses for special requests shall be the responsibility of the requesting party or parties.
- (g) The Company and union agree to meet and discuss possible alternative types of arbitration, (i.e., mini-arbs, stipulated, etc.).

UNION GRIEVANCE

In matters affecting the entire bargaining unit or bargaining relationship between the Company and the Union, Steps 1 through 3 may be bypassed by the Designated International officials or Local President or, in their absence, a designated representative, if it is believed that any provision of this Agreement has not been or is not being properly applied or interpreted. In such instances, the appropriate Union official shall have the right, within ten (10) working days after such alleged misapplication or misinterpretation, to protest such violation to the Labor Relations Manager who shall evaluate such protest and render a decision in writing within fifteen (15) working days. Such decision may, thereafter, be submitted to the Arbitration process as per Step 4 above.

GENERAL

- (a) All submissions and decisions shall be set forth in writing on an acceptable form. Step 1 oral resolutions are not precedent setting.
- (b) An employee who, during his scheduled working hours, meets with Company officials on grievances or other pertinent Union business shall be paid at his regular hourly rates for time so spent.
- (c) The Union shall be notified of all meetings to be held and shall have the right to participate in such meetings. It is understood that an employee subjected to disciplinary action shall be entitled, upon his request, to representation by his Union Representative appointed in accordance with the provisions of this Agreement.
- (d) In discipline and discharge cases, the Arbitrator shall have the power to judge the degree of guilt or innocence of the employee. In the event an employee is exonerated, he will be reinstated, paid for all time lost, and appropriate rulings for correcting the employee's records will be made. In the event an employee is not exonerated, the arbitrator shall have authority to establish an appropriate remedy if the original action taken by the Company is deemed too severe.
- (e) By agreement of the Union and the designated Company official, a given step of the grievance procedure contemplated may be waived and the grievance processed to the next higher step.
- (f) If the Company fails to respond within the time limits prescribed in this Article, such failure to respond shall be deemed a denial of the grievance and the Union may appeal to the next step.
- (g) Time limits as prescribed in this Article may be mutually extended by the parties through written and verbal communication, specifying the length of the extension with such extension to be annotated on the grievance.

(h) The parties shall in no way be limited as to the designation of alternates for particular steps of the procedure, as needed.

(i) The Union shall be notified of all hearings or meetings to be held in accordance with Articles 15 and 17 in which it is not a participant, and shall have the right to participate in such hearings.

EXPEDITED ARBITRATION PROCEDURE

(a) These procedures shall be followed whenever both parties agree to arbitrate under them and shall be applied as set forth below.

1. By submitting a case to Expedited Arbitration, each party agrees to waive their right to a full and customary arbitration.

2. The appointment, authority and payment of fees of a neutral Arbitrator shall follow Article 17, Step 4, of the Collective Bargaining Agreement. The Arbitrator shall be informed of the **expedited** status of the arbitration case(s) when first contacted for scheduling and a copy of these procedures, together with a copy of the latest and/or pertinent Collective Bargaining Agreement, shall be sent to him/her for immediate review.

3. The date, time and place of the hearing shall be by mutual agreement of all parties.

4. There shall be no stenographic record of the proceedings.

(b) The hearing shall be conducted by the Arbitrator in whatever manner will most expeditiously permit full representation of the evidence and arguments of the parties. Normally, each party shall have no more than 45 minutes (per case) to present their evidence and arguments. Each party shall also be entitled to a 10-minute summation, or closing argument, per grievance case and the proceedings, overall, shall be completed within one (1) day.

(c) No more than three (3) cases (three separate issues) shall be heard by the Arbitrator during a single proceeding. In unusual circumstances and for good cause shown, the Arbitrator may schedule additional hearing time normally to be held within seven (7) days, or as agreed to by the parties.

(d) Once either party has presented evidence in support of its case, there will be no adjournments, or postponements of the hearing.

(e) Evidence may be received by stipulation. Affidavits may be received and considered in evidence, with appropriate weight given to any objections made.

(f) Each party shall designate a representative (per case) as that party's lead presenter/advocate. The total number of witnesses, party, shall be limited only by time.

(g) There shall be no posthearing briefs.

(h) The individual case award(s) shall normally be rendered promptly by the Arbitrator at the end of the day's proceedings. However, s/he may elect a delay of not more than three (3) calendar days from the date of the closing of the hearing. The opinion(s) and award(s) shall be in writing and shall be signed by the arbitrator. The opinion(s) shall be in summary form with copies to each party. All expedited arbitration awards shall be binding upon both the Company and the Union and, unless otherwise agreed by the parties prior to the hearing, shall not set precedence on the issue.

Example:

GRIEVANCE (S) TO BE HEARD:

CASE A) # _____-AM-_____.

CASE B) # _____-AM-_____.

These expedited arbitration procedures are agreed for the above case(s) on this date
_____.

ARTICLE 18
GOVERNMENTAL REGULATIONS

Any rules or regulations, which are now or, which may hereafter be imposed on the Company by the United States Government shall apply with equal force and affect to the employees covered under this Agreement.

It is recognized that such rules and regulations shall apply only when initiated by and directed from NASA/U.S. Air Force. The Company shall provide the Union with a copy of any such new Rules or Regulations and shall meet with the Union to discuss the impact and affect thereof, if any, prior to implementation.

ARTICLE 19
SAFETY AND HEALTH

- (a) Employees shall be granted relief from time to time as necessary.
- (b) The Union shall have the right to confer with management on heating, lighting, and ventilation of facilities, on transportation to and from stations, on eating and drinking facilities, sanitary conditions and to appoint a Union Safety designee to meet with the Company Safety Office.
- (c) The Company recognizes its responsibilities to provide a safe and healthful working environment for employees. The Union also recognizes its responsibilities to cooperate with the Company in maintaining and improving a safe and healthful working environment. The parties agree to use their best efforts jointly to achieve these objectives.
- (d) In accordance with the Drug Free Workplace Act of 1988 and Company policy, the Company and the Union agree to provide a workplace that is free from the illegal use, possession/distribution of drugs or other controlled substances and that is free from the influence of alcohol abuse. Therefore, the Company and the International Union SPFPA and its Local 127 have negotiated and agreed to implement a Drug and Alcohol Program (JBOSC and International Union Security Police and Fire Professionals of America and its Local 127 Cooperative Program) designed to establish a system for early identification of an employee with a dependency problem and for referral of that individual for appropriate treatment. This program provides for supervisory referral, Union referral or self-referral to the Employee Assistance Program (EAP). It is also agreed that employees will be subject to alcohol/drug testing for at fault vehicle accidents while operating Company/Government vehicles. It is also agreed that disciplinary measures may be appropriate in circumstances involving misconduct, which may result from or be associated with the use of alcohol or drugs.

ARTICLE 20
CONTINUITY OF OPERATIONS

The Union recognizes that the Company has certain obligations in its contracts with the Government pertaining to security and agrees that nothing in this Agreement is intended to place the Company in violation of its Security Agreement with the Government. Therefore, in the event that any agency of the U.S. Government advises the Company that any employee covered by this Agreement is restricted from work on, or access to, classified information or material, neither the employee nor the Union will contest the discharge of such employee by the Company. This will apply in cases where security clearance is not forthcoming within a reasonable period of time.

ARTICLE 21
SEVERANCE PAY

(a) Any employee with one (1) year or more of adjusted Company (full-time) service, who is laid off for any reason other than those set forth in paragraphs (b), (c), and (f) shall receive severance pay as set forth in paragraph (e).

(b) Severance allowance will not be paid for layoffs of less than four (4) months duration.

(c) Severance allowance will not be paid if the layoff is the result of an Act of God, a national war emergency, dismissal for cause, resignation, retirement, or a strike or picketing causing a temporary cessation of work.

(d) At the time of layoff, the Company shall advise the employee in writing of the reasons for his release and whether it is for reasons outlined in paragraphs (a), (b), or (c) above.

1. If the employee is released for reasons set forth in paragraph (a) above, he shall be eligible for payment of the severance allowance as set forth in this Article. If the employee is released for reasons set forth in paragraph (b), and if at the expiration of four (4) months from the date of layoff he is not offered re-employment in other than a temporary job, his layoff shall be presumed to have been caused by factors covered in paragraph (a) above, and he shall become entitled at that time to severance allowance as provided in this section. Temporary work which does not exceed a continuous period of forty-five (45) days shall not be considered as breaking the four (4) month period of layoff.

2. The employee will receive two (2) weeks (forty (40) hours) of the entitled severance pay on each regularly scheduled pay day until all severance pay benefits are paid, unless the employee volunteers to accept layoff, under the provisions of Article 7 at which time the severance pay will be paid in its entirety.

(e) The amount of severance allowance payable under this Article to employees eligible is set forth in the following table and shall be based on length of compensated service under this Agreement with the Company from date of employment and shall be in addition to all other benefits set forth in the Agreement. A week of severance shall be computed on the basis of the employee's regular straight time hourly rate at the time of layoff multiplied by forty (40) hours.

<u>If Employee Has Completed</u>	<u>Severance Allowance</u>
1 year of service	3 weeks
2 years of service	3 weeks
3 years of service	4 weeks
4 years of service	5 weeks
5 years of service	6 weeks
6 years of service	7 weeks
7 years of service	8 weeks

8 years of service	9 weeks
9 years of service	10 weeks
10 years of service	11 weeks

(f) Severance allowance shall not be granted when, (1) the employee has, within four (4) months of layoff, been offered a job in one's own classification and has refused such job, (2) he accepts any other employment offered by the Company prior to the expiration of four (4) months from the date of layoff, or (3) he, within thirty (30) days after termination of employment, is employed, accepts employment, or enters into an agreement for subsequent employment in the same, similar, or greater responsibility or skill by a contractor who succeeds the Company at the JBOSC Project.

(g) An employee recalled to work under the terms of said Article 7 after being on layoff for more than four (4) months who is again laid off under conditions that would entitle him to severance allowance, shall be entitled to the amount specified for his years of compensated service with the Company in accordance with paragraph (e) of this Article, less the amount received on the occasion of the previous severance.

(h) An employee who has been given severance allowance at the time of layoff and who is rehired in less than the number of weeks covered by the severance allowance (plus an additional two (2) weeks if he also received two (2) weeks pay in lieu of notice) will have the amount of overpayment deducted from his subsequent earnings.

(i) An employee who has been re-employed under the conditions outlined in paragraph (g) and (h) shall retain all seniority and length of service credit for pay and other purposes accrued prior to the date of his layoff.

ARTICLE 22
GENERAL

- (a) Supervisors will not perform the duties of Emergency Communication Specialists other than in emergency situations.
- (b) Employees covered by this Agreement shall not be required to perform work other than that involving Emergency Communication Specialist duties.
- (c) The employees and the Union agree that, in the event of any strike, mass quit, work stoppage, slow-down, sit-down, picketing, or any other interruption of or interference with the operation of the Company caused or engaged in by other employees of the Company, the employees covered by this Agreement will continue to report for duty, remain at their posts, and in the regular manner, discharge the lawful duties assigned to them.
- (d) The word “qualified” as used in this Agreement shall mean:

“The ability of an employee to perform satisfactorily the assigned duties.
- (e) Except in an emergency, Before the Company effectuates a change in the work schedule, shift assignments or days off, it will notify any and all so affected employees, post notice of such changes on the Company Bulletin Board and will notify the President, or his designee, of the Amalgamated Union, at least four (4) days prior to said change.
- (f) The Union President will be furnished with a copy of the following:
1. Issuance of Disciplinary Action by the Company.
 2. All changes to Space Gateway Support (SGS) procedures (Company Policy) and Security Standard Operating Procedures (SOPs).
 3. All Company Security Bulletins.
 4. All Company Job Bulletins.
- (g) All employees covered by this agreement shall be eligible to participate in the education assistance program and participants shall receive the same monetary benefit as established for all other Company employees.
- (h) The Company will provide a copy of the Agreement to each employee and ten (10) copies to the union for administrative purposes within a reasonable time subsequent to notification of ratification by the Union.

- (i) The Company will provide cross training to a proficient level that provides employees an equal opportunity for assignments, vacations, etc.
- (j) Any employee covered by this agreement acting in a trainer capacity (temporary or otherwise) shall receive \$1.00 (one-dollar) per hour premium for all hours worked in that capacity. Trainer must be console certified. Trainer must do actual training.
- (k) Any employee covered by this agreement assigned to work the “Fire Launch” (JFIR), “KSC Security Launch”, or “Whiskey Control” console duties shall receive \$1.00 (one-dollar) per hour premium for all hours worked in that capacity.

ARTICLE 23
UNION SHOP AGREEMENT

It is hereby understood and agreed by and between Space Gateway Support (SGS), (hereinafter sometimes referred to as the “Company”) and the Security Police in the employ of the Company’s JBOSC Project as represented by the International Union Security Police and Fire Professionals of America (hereinafter sometimes referred to as the “Union”) that:

(a) This Agreement shall become effective upon execution, and shall remain in full force and effect concurrently with the basic collective bargaining agreement between the parties hereto.

(b) All Security Police subject to the Agreement between the Company and the Union shall become members of the Union sixty (60) days from the date of employment, and shall, as a condition of employment, maintain membership in the Union while this Agreement is in effect to the extent of paying initiation fees and membership dues uniformly required as a condition of acquiring or retaining membership.

(c) Such employees who are or become members of the Union shall pay initiation fees and membership dues as set forth herein except that payment of initiation fees and membership dues shall not be required as a condition of employment during periods in which the employee, though being in pay status, is employed in a classification not covered under this Agreement.

In alternative, an employee shall, without becoming a member of the Union, pay agency fees to the Union in an amount sufficient to reimburse the Union for all chargeable expenses as permitted by law, whenever employed under, and for the duration of this Agreement.

(d) Any employee who is more than sixty (60) days in arrears in the payment of Union initiation fees and/or membership dues or agency fees attributable to periods of time sixty (60) days after the date of execution hereof, or sixty (60) days following date of his/her employment, whichever is later, shall be subject to discharge.

(e) When an employee becomes delinquent within the meaning of paragraph (d), hereof, the following procedure shall apply:

1. The Designated International Representative of the Union, or his designee, shall notify the employee in writing, certified mail, return receipt requested, a copy to the Human Resources Manager or his designee, that he is delinquent in the payment of initiation fees and/or membership dues or agency fees, as specified herein, and accordingly, is subject to discharge as an employee of the Company. Such letter shall also notify the employee that he must remit the required payment within fifteen (15) days of the date of mailing of the notice, or be subject to discharge.

2. If, upon the expiration of the fifteen (15) day period, the employee still remains delinquent, the designated International Representative of the Union, or his designee, shall certify in writing to the Project Human Resources Manager, or his designee, copy to the employee, that the employee has failed to remit payment within the fifteen (15) day grace period provided in subsection (e) 1. above, and is therefore, to be discharged. The Human Resources Manager, or his designee, shall promptly notify the employee involved that he is to be discharged from the service of the Company, and shall so discharge him upon his delinquency for sixty (60) days unless he files a grievance as provided in (g) 1. below.
3. An employee discharged by the Company under the provisions of this paragraph shall be deemed to have been discharged for cause.

(f) A discharge under the terms of this Agreement shall be based solely upon the failure of the employee to pay or tender payment of initiation fees and/or membership dues or agency fees as specified herein and not because of denial or termination of membership in the Union upon any other ground.

(g) A grievance by an employee who is to be discharged as a result of an interpretation or application of the provisions of this Agreement shall be subject exclusively to the following procedure:

1. An employee who is to be so discharged who believes that the provisions of this Agreement or of applicable Federal or State Law pertaining to him have not been properly interpreted or applied may submit his request for review in writing within five (5) days from the date of his notification by the Human Resources Manager, as provided in (e) 2. above. The request will be submitted through his immediate supervisor to the Human Resources Manager who will render a decision in writing not later than five (5) days following the receipt of the grievance.
2. The Human Resources Manager will forward the decision to the employee with a copy to the local Union Accredited Representative. If the decision is not satisfactory to both the employee and the Union, then either may appeal the grievance as provided in Article 17.
3. During the period a grievance is being processed under the provisions of Article 17 and until after final award, the employee shall not be discharged from the Company as a result of alleged noncompliance with the terms and provisions of this Agreement.

(h) Other provisions of this Agreement to the contrary notwithstanding, the company shall not be required to terminate the employment of an employee until such time as the services of a qualified replacement are available. Employees whose service is extended under the provisions of this Section shall not, during such extension, retain or acquire any seniority rights.

(i) The Union agrees that it shall indemnify the Company and save the Company harmless from any and all claims, awards or judgments awarded to an employee or employees against the Company by virtue of the misinterpretation or misapplication of any of the terms of this Union Shop Agreement.

(j) During the life of this Agreement, the Company agrees to deduct from the pay of each member of the Union, and remit to the Union, membership dues or agency fees uniformly levied in accordance with the Constitution and By-laws of the Union and in accordance with the National Labor Relations Act provided such member of the Union voluntarily executes the following agreed-upon form, to be known as "Check-Off Form", which shall be prepared and furnished by the Union:

SPFPA AUTHORIZATION FOR CHECK-OFF OF DUES

To: Space Gateway Support (SGS)

Division: JBOSC Project
(hereinafter referred to as the employer)

I hereby assign to Local Union No. 127, International Union, Security Police and Fire Professionals of America (SPFPA), hereinafter referred to as the Union, from any wages earned or to be earned by me as your employee (in my present or in any future employment by you) such sums as the Financial Officer of said Local Union No. 127 may certify as due and owing from me as dues, including an initiation or reinstatement fee and monthly dues in such sum as may be established from time to time by said Local Union in accordance with the Constitution and By-Laws of the International Union, Security Police Fire Professionals of America (SPFPA). I authorize and direct you to deduct such amounts from my pay irrespective of my membership in the Union, and to remit same to the Union at such time and such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for the period of one (1) year from the date of delivery hereof to you, or until the termination of the collective agreement between the Employer and the Union which is in force at the time of delivery of this authorization, whichever occurs sooner; and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year each or for the period of such succeeding applicable collective agreement between the Employer and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one (1) year, or of each applicable collective agreement between the Employer and the Union, whichever occurs sooner.

This authorization is made pursuant to the provisions of Section 302(c) of the Labor Management Relations Act of 1947 and otherwise.

While contributions or gifts to International Union, Security Police and Fire Professionals of America (SPFPA) are not tax deductible as charitable contributions for Federal income tax purposes, they may be tax deductible under other provisions of the Internal Revenue Code.

Date of Hire	Signature of Employee
Employee ID No.	Print Name of Employee
Rate of Pay \$	Address of Employee
Date	City, State, Zip Code

(k) When a member of the Union executes such "Check-Off Form" in a manner suitable to the Union, the Financial Secretary/Treasurer of the Local Union shall forward an original copy to the appropriate Division Accountant, or other designated accounting official of Space Gateway Support (SGS). Any Check-Off Form which is incomplete or executed in a manner not suitable to the Company will be returned to the Financial Secretary. Any notice of revocation as provided for in this Agreement or in the National Labor Relations Act, as amended, must be in writing, signed by the employee and delivered by registered mail, addressed to the appropriate accounting official of Space Gateway Support (SGS), with a copy to the Local Union. Check-Off Forms and notices received by Divisional Accountants will be stamp-dated on the date received and will constitute notice to the Company on the date received and not when mailed.

(l) When a Check-Off Form, as specified herein, is received by the appropriate accounting official on or before a given payday, deductions will commence with the first regular paycheck following said payday, and will continue thereafter until revoked or canceled as provided in this Agreement. Each Accounting Office of the Company will remit to the appropriate Financial Secretary/Treasurer of the Local Union a check in payment of all dues and/or agency fees collected not later than the last day of the month in which such dues and/or agency fees are collected. These remittances will be subject to normal accounting practice with respect to adjustments necessary because of the methods involved in the deduction procedure. The Company remittances of Union membership dues and/or agency fees to the Union will be accompanied by lists of names and employee numbers of the employees for whom deductions have been made in that particular period and individual amounts deducted.

(m) 1. No deductions of Union dues and/or agency fees will be made from the wages of any employee who has executed a Check-Off Form and who has been transferred to a job not covered by this Agreement, or who is not in pay status. Upon return to work within a classification covered by this Agreement, deductions from future wages shall be automatically resumed provided the employee has not revoked the assignment in accordance with this Agreement and provided it is in accordance

with the other appropriate provisions of this Agreement and of the National Labor Relations Act, as amended.

2. An employee who has executed a Check-Off Form and who resigns or is otherwise terminated from the employ of the Company shall be deemed to have automatically revoked his assignment and if he is recalled or re-employed, further deductions of Union dues and/or agency fees, will be made only upon execution and receipt of a new Check-Off Form.
- (n) Collection of any back dues or agency fees owed at the time of starting deductions for any employee and collection of dues or agency fees missed because the employee's earnings were not sufficient to cover the payment of dues or agency fees for a particular pay period, will be the responsibility of the Union and will not be the subject of payroll deductions.
- (o) Deduction of membership dues or agency fees shall be made in a flat sum provided there is a balance in the paycheck sufficient to cover the amount after all other deductions authorized by the employee or required by law have been satisfied. In the event of termination of employment, the obligation of the Company to collect dues or agency fees shall not extend beyond the pay period in which the employee's last day of work occurs.

ARTICLE 24
EQUAL OPPORTUNITY

In accordance with the established policy of the Company and the Union, the provisions of this Agreement will apply equally to all employees regardless of sex, age, color, race, creed, national origin, disability, religion, or status as Veterans of Vietnam Era or Disabled Veterans in accordance with applicable State and Federal laws. It is also understood that the Union will continue to cooperate with the Company in maintaining its Affirmative Action Program to ensure equality of opportunity in all aspects of employment.

Wherever in this Agreement a masculine pronoun or the singular or plural form of “man” is used, it is understood that such references are meant to have equal application to all Emergency Communication Specialists covered by this Agreement, male or female.

ARTICLE 25
SHIFT DIFFERENTIAL

(a) An employee assigned to a shift which begins at or after 12:00 noon (1200 hours) and before 5:00 p.m. (1700 hours) shall receive a shift differential as specified below:

Effective 1 October 2006 \$0.55

(b) An employee assigned to a shift which begins at or after 5:00 p.m. (1700 hours) and before 6:00 a.m. (0600 hours) shall receive a shift differential as specified below.

Effective 1 October 2006 \$1.10

(c) No shift differential shall be received by an employee assigned to a shift, which begins at or after 6:00 a.m. (0600 hours) and before 12:00 noon (1200 hours).

(d) An employee shall receive the shift differential applicable to the shift to which he is regularly assigned for all work performed while he is so assigned, including overtime. Shift differential will be compounded for overtime compensation.

(e) An employee may be required to rotate on shift during a workweek in which event he shall receive for all shifts worked the shift differential which is applicable to the 5:00 p.m. (1700 hours) to 6:00 a.m. (0600 hours) shift as specified above in paragraph (b).

ARTICLE 26**JOB-RELATED COURT APPEARANCE AND JURY/WITNESS DUTY****(a) Job Related Court Appearance**

1. An employee who is required to appear for a scheduled job related court appearance during his normal shift of work shall be paid at the appropriate hourly rate. All hours worked outside the employee's normal shift of work shall be paid at the appropriate premium rate.

2. If an employee is scheduled for a job related court appearance outside his normal shift of work, the employee will telephone the Supervisor from his place of residence and state his departure time to attend the job related court appearance. Upon completion of the job related court appearance, the employee will again telephone from his place of residence to notify the Supervisor that his job related court appearance has been completed. This will substantiate the time the employee is entitled to payment of his job related court appearance.

(b) Jury and Witness Duty

1. An employee called for jury duty shall be paid eight (8) hours pay at his current straight time base rate for each regular work day that the government body summoned the employee for jury duty. If any holiday (ref Article 5) shall fall on a jury duty day, the employee will be paid eight (8) hours holiday pay and up to eight hours straight pay for time on the jury duty. Fees received for jury duty will not be deducted from such pay. The employee will furnish the Company evidence satisfactory to the Company showing the performance of jury duty that meets the requirements of this Article.

2. An employee subpoenaed as a witness in a Federal or State court of law in the state in which he is working shall be paid eight (8) hours pay at his current straight time base rate for each regular work day. Witness fees shall not be deducted from such pay. This article will not apply in instances where the employee is called as a witness on his own behalf in an action in which he is a party or where he voluntarily seeks to testify as a witness. In addition, any employee who is called to testify against the Company shall not be paid for that time. The employee will furnish to the Company evidence satisfactory to the Company showing his attendance as a witness that meets the requirements of this article.

ARTICLE 27
DURATION OF AGREEMENT

This Agreement shall become effective on 1 October 2006, and shall thereafter continue in full force and effect through 30 September 2009 in accordance with the provisions herein mentioned.

This Agreement shall be effective for the life of the Company's commercial contract with NASA and the U.S. Air Force JBOSC Contract #SGS-JBOSC-10-98-0017 or any extensions thereof.

The parties acknowledge that during the negotiations, which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Each of the parties agree that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referenced to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

This Agreement shall continue in full force and effect through 30 September 2009 except as provided above, and shall renew itself without change unless written notice of intended change is served by either party hereto at least sixty (60) days prior to 30 September 2009 or any anniversary thereafter.

ARTICLE 28
WORKERS COMPENSATION

The Employer agrees to abide by the terms of the State of Florida Workers Compensation Act.

APPENDIX A
LEAD EMERGENCY COMMUNICATION SPECIALIST

Lead Emergency Communication Specialist is a working supervisor within the Bargaining Unit. This is an activity related title. The Lead is charged with the responsibility of leading, directing and approving or signing for the work of other bargaining unit employees, as well as performing regular bargaining unit work of the Emergency Communication Specialist. The Lead position will carry a \$1.00 premium, above the employee's regular hourly rate. The employee shall receive the Lead premium for each hour so assigned.

Due to the qualifications and training needed for the positions associated with Leads, these positions shall be bulletined and the senior qualified full time employees from among the bargaining unit whose application is filed with the designated official within the time limits of the bulletin shall be awarded the position or vacancy. The applicant shall have a minimum of eighteen (18) months full time experience as an Emergency Communication Specialist employee covered by this agreement at KSC and, or CCAFS, FL.

A Lead Emergency Communication Specialist shall only work in the capacity of a "Lead" in an area that they are qualified and designated as a Lead.

The parties agree to work together to make the operation of the "Lead" program fair to employees and effective in accomplishing the goals as mutually established.

**APPENDIX B
WAGE SCHEDULE**

**EMERGENCY COMMUNICATION SPECIALIST
(Full-Time and Part-Time Employees)**

Classification Index

	10/1/06	10/1/07	10/1/08
Emergency Communication Specialist	\$18.45	\$19.00	\$19.67

TRAINING RATES

Classification Index

	Starting Rate	After 6 Months	After 18 Months	After 2 Years
Emergency Communication Specialist	85% of full rate	90% of full rate	95% of full rate	100% of full rate

APPENDIX C
UNDERSTANDING REGARDING
GROUP LIFE AND MEDICAL INSURANCE
FOR ACTIVE EMPLOYEES, THOSE ON LEAVE OF ABSENCE

The Company will continue to provide Group Life insurance coverage for employees, as described in the Group Life Insurance Benefits booklet.

With regard to the medical insurance program for the employee's use, the Union shall secure its own carrier policy and benefits. The Company will provide payroll deductions for the insurance plan or plans chosen by the Union.

The Company will pay up to the limit specified below not to exceed the actual premium cost per employee. If the present separate rates are maintained, the Company will pay for the employee only and family coverage, premiums not to exceed the actual premium cost per employee up to:

Effective 1 October 2006	\$1020.19 per month
Effective 1 October 2007	\$1122.21 per month
Effective 1 October 2008	\$1234.43 per month

APPENDIX D
PENSION PLAN – ADDENDUM

- (A) The Union and Company shall administer a Taft-Hartley 410(k) Defined Contribution Plan for persons represented by the SPFPA, and meeting the requirements and provisions of [section] 401(k) of the Internal Revenue code.
- (B) Employees under this plan shall be eligible for employee and Company contributions their first day of employment with 100% immediate vesting. The employee may retire at any time after age 55.
- (C) The company shall contribute 5.25% of the base hourly rate effective October 1, 2006; 5.5% effective October 1, 2007; and 6.0% effective October 1, 2008.
- (D) The Company shall submit to the employee's account on a monthly basis, the Company contributions and employee contributions. The Company agrees to work toward implementation of biweekly submission of all contributions.
- (E) In the event the Union should elect to return to the Company sponsored 401(k) plan, the tenets of the plan listed above shall apply.
- (F) The Company agrees that time spent in quarterly trustee meetings, for up to three (3) Union Trustees, will be treated as time worked for up to eight (8) hours each per meeting day.

APPENDIX E
FAMILY MEDICAL LEAVE ACT

The Employer agrees to abide by the terms of the Family Medical Leave Act of 1993 (FMLA) as amended.

APPENDIX F
EMERGENCIES, ACTS OF GOD, AND
CONDITIONS BEYOND THE CONTROL OF MANAGEMENT

The parties hereby mutually agree to adopt the following principles of application to the terms “Emergency, “Acts of God,” or “Conditions Beyond the Control of Management” as used in the Collective Bargaining Agreement.

Management’s freedom to act may possibly be expanded and managerial obligations may possibly be narrowed if an emergency, an Act of God, or a condition beyond the control of management is involved.

Common sense and the entire pattern of American industrial experience make it necessary to acknowledge that emergencies do develop as a result of factors beyond the control of even the best of management’s intentions and that a Company should not be penalized for taking steps to cope with such unforeseen developments even if it necessitates failure to observe all provisions of the Agreement. However, there are limits and standards, which must be observed:

1. Management must not be directly responsible for the emergency.
2. The emergency must involve a situation, which threatens to impair operations materially.
3. The emergency must be of limited time duration.
4. Any violation or suspension of contractual agreements must be unavoidable and limited only to the duration of the emergency.

Nothing in the foregoing is intended to imply that a violation of the Collective Bargaining Agreement has occurred when the Agreement specifically makes allowance for exceptional actions under the conditions of an Act of God, Emergency, or Conditions Beyond the Control of Management.

APPENDIX G
CONTINUATION OF WAGES, DUTIES AND BENEFITS

The International Union Security Police and Fire Professionals of America and Space Gateway Support (SGS) in the interest of national defense, hereby agree:

1. That the Emergency Communication Specialist employees will continue to perform all duties which are necessary to enable the Company to continue without interruption, its operations at Cape Canaveral Air Force Station, Kennedy Space Center, and any other Joint Base Operations and Support Contract (JBOSC) location at which it now operates or in the future it may operate facilities, even though other employees withdraw from service because of unresolved labor disputes of any type, including disputes arising out of negotiations for a new contract.

2. That pay and other benefits for the Emergency Communication Specialist employees, who perform duties in connection with such Government facilities pursuant to paragraph 1 hereof, will:

a. For any period prior to the opening date of the contract between the parties be governed by then existing contract unless modified by agreement of the parties, and

b. After the opening date of the contract be governed by either the contract that existed at or prior to the said labor dispute or the contract negotiated as a settlement of such dispute, whichever is more beneficial to the Emergency Communication Specialist.

3. That this is consistent with the long-standing policy and performance of the Emergency Communication Specialist employees and of the International Security Police and Fire Professionals of America.

4. That this understanding constitutes an Agreement between the parties hereto and, notwithstanding any other provisions of said Collective Bargaining Agreement, the terms of Appendix "G" shall continue indefinitely but may be revoked by either of the parties hereto upon two (2) years prior notice.

APPENDIX H
CONTINUATION OF CONTRACT

This agreement, made upon contract ratification by and between Space Gateway Support (SGS) and the International Union, Security Police and Fire Professionals of America (SPFPA) representing Emergency Communication Specialist in the employ of TSC.

WITNESSETH:

WHEREAS, the Secretary of Labor, speaking for the President of the United States as well as in his own behalf, has urged labor and management, particularly those engaged in national defense industries, to evolve a method for the orderly and peaceful resolution of future labor management difficulties, and

WHEREAS, SPFPA has voluntarily entered into this agreement requiring that grievances arising under successive collective bargaining agreements be submitted to final and binding determination. This has proven an effective means for the resolution of such differences, and

WHEREAS, Space Gateway Support (SGS) and SPFPA believe that in view of present successful relations, differences between them involving proposed changes in rates of pay, rules and working condition in like manner can and should be resolved by their voluntary referral to a system of impartial adjudication rather than by economic warfare without weakening collective bargaining, and

WHEREAS, the parties are of the conviction that such differences can and should be resolved speedily consistent with mature consideration of the problem involved.

NOW THEREFORE, it is agreed as follows:

1. Either the Company or the Union or both may open Collective Bargaining Agreement for intended changes in the rates of pay, rules or working conditions prior to sixty (60) days before the expiration of this Agreement or any anniversary date thereafter. Any opening prior to one hundred twenty (120) days before the expiration date of this Agreement, or anniversary date thereafter must be by mutual consent. Openings will be processed in the following manner:

a. A date for commencement of negotiation shall be agreed upon within ten (10) days of receipt of such notice or notices, and the date so agreed upon shall be within sixty (60) days of such receipt.

b. Negotiations shall continue for sixty (60) days from the date of the first (1st) meeting, unless earlier agreement is reached. During such negotiations, the parties shall exert every reasonable effort to compose their differences, and for that purpose shall devote as much time to the negotiations during such sixty (60) day period as is indicated and reasonable under the circumstances, it being recognized that nothing herein requires either party to agree to particular proposal or make a concession thereon.

c. At the end of such sixty (60) day period, unless the parties mutually agree in writing to an extension thereof, the parties will apply jointly or separately to the Federal Mediation and Conciliation Services (FMCS) for mediation of the dispute.

d. The dispute shall be mediated under the auspices of the Federal Mediation and Conciliation Service (FMCS) as provided in the Labor Management Relations Act of 1947, as amended.

e. If the Federal Mediation and Conciliation Service (FMCS) finds that it has failed to bring about an agreement in mediation and proffers, arbitration, the parties hereby agree to submit all unresolved issues affecting rates of pay, rules or working condition to arbitration provisions and procedures set forth herein.

f. All unresolved issues concerning wages, hours, and terms and conditions of employment under the National Labor Relations Act, as amended, shall be submitted to arbitration.

2. a. The Board of Arbitration shall consist of three (3) persons, one (1) to be appointed by Space Gateway Support, one (1) to be appointed by SPFPA, and these two (2) arbitrators shall select a third (3rd) and neutral person to serve as the Chairman of the Board of Arbitration.

b. In the event that the two (2) arbitrators appointed by the parties cannot agree upon said third (3rd) and neutral person within two (2) weeks (including Sundays and Holidays) after their first meeting (or such other additional period as may be mutually agreed upon by the two (2) arbitrators appointed by the parties), then either arbitrator may request the Federal Mediation and Conciliation Service (FMCS) to furnish a list of five (5) persons from which one (1) shall be selected to act as Chairman of the Board of Arbitration. The arbitrators appointed by the parties, after the receipt of such list shall determine by lots the order of elimination, and thereafter each shall in that order alternately eliminate one (1) name until one name remains. The remaining person on the list shall be the Chairman of the Board of Arbitration.

3. In view of the fact that this Collective Bargaining Agreement provides for an orderly and peaceful method for the final resolution of all labor relations disputes between the parties;

Space Gateway Support (SGS) agrees not to lock out any Emergency Communication Specialist or group of Emergency Communication Specialists represented by SPFPA while this Collective Bargaining Agreement is in effect. SPFPA agrees that it will not cause or call any strike, concerted refusal to work or accept duty assignments, or any concerted work stoppage or slowdown, while this Collective Bargaining Agreement is in effect.

APPENDIX I
EMERGENCY COMMUNICATION SPECIALIST PREPARATION TIME

Experience has demonstrated that assigned workstation preparation activities of Emergency Communication Personnel assigned to duty average approximately ten (10) minutes per workday.

Therefore, a wage supplement is established to compensate for workstation preparation activities on regular scheduled workdays. This supplement is not applicable to overtime assignments on an employee's scheduled days off nor any overtime not worked in conjunction with a regularly scheduled workday.

An employee will receive the supplement on any regular workday in which he works overtime in conjunction with and following his regularly scheduled workday.

Workstation preparation activities will be compensated at a rate of pay equal to ten (10) minutes paid at one and one-half (1½) times the regular straight time rate inclusive of any applicable cost of living supplement and shift differential.

The definitions of the regular workday and the normal workweek, as provided by Article 3, are not affected by this provision.

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this 1st day of October 2006 at Kennedy Space Center / Cape Canaveral Air Force Station, Florida.

Int'l Union, Security Police and Fire Professionals
of America and Its Amalgamated Local #127

Space Gateway Support

Michael Swartz
International Vice -President

William A. Sample
President

Jerry Heyman
President, Local 127

Daniel L. Nettuno
Director, Human Resources

Joseph Nocera
Vice President, Local 127

Johnny L. Wood
Sr. Manager
Human Resources/Labor Relations

Vernon S. McGahee
Committee Member

Darrell Miller
Emergency Management Analyst

Andrew L. Marshall
Committee Member

Candice Norman
Manager, JCCC

Kenneth Palmer
Committee Member

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this 1st day of October 2006 at Kennedy Space Center / Cape Canaveral Air Force Station, Florida.

Int'l Union, Security Police and Fire Professionals of America and Its Amalgamated Local #127

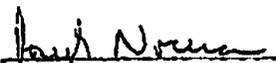
Space Gateway Support


Michael Swartz
International Vice -President


William A. Sample
President


Jerry Heyman
President, Local 127


Daniel L. Nettuno
Director, Human Resources


Joseph Nocera
Vice President, Local 127


Johnny L. Wood
Sr. Manager
Human Resources/Labor Relations


Vernon S. McGhee
Committee Member


Darrell Miller
Emergency Management Analyst


Andrew L. Marshall
Committee Member


Candice Norman
Manager, JCCC


Kenneth Palmer
Committee Member

LETTER OF UNDERSTANDING

The Union, International Union, Security, Police, and Fire Professionals of America (SPFPA) and its Amalgamated Local 127 thereof and the Company, Space Gateway Support (SGS) agree to extend the Current Collective Bargaining Agreement representing the Emergency Communication Specialists Employees at Kennedy Space Center that has a September 30, 2009 expiration date as is, with the following exceptions:

- **Article 23 Union Shop Agreement.** Adopt union proposal conforming to NASA requirements, eliminating a closed/union shop. Page 36.
- **Article 27 Duration of Agreement.** Propose the following: This Agreement shall become effective on October 1 2009 and shall remain in force and effect through the duration of IPSC or September 30, 2010 whichever comes sooner. Page 44.
- **Appendix "B" Wage Schedule.** Effective 1, October 2009 SGS will increase wages by \$.10 and increase the wage 3%. Page B-1.
- **Appendix "C" Understanding Regarding Group Life and Medical Insurance.** Effective 1, October 2009 SGS will pay up to \$1419 per month, which shall not exceed the actual premium cost per employee. Understanding payment is subject to company verification, per med/arb record. Page C-1
- **Appendix "D" Pension Plan Addendum.** In accordance with section (c) The company shall continue to contribute 6% through the IPSC or September 30, 2010 whichever comes sooner. Page D-1.
- **Parties agree to edit CBA to make it current with moving forward deleting references to JBOSC, USAF and any other terms which may be contract to IPSC.**

IN WITNESS THEREOF, the parties have caused their representatives to sign this Agreement as full acknowledgment of their intention to be bound by this Agreement

For:
International Union, Security, Police
and Fire Professionals of America
(SPFPA) and its Amalgamated Local 127


Rick O'Quinn,
IUSPFPA, Vice President, Region 3

Dated: 9-3-09

For:
Space Gateway Support


Samuel Gutierrez
Director of Human Resources

Dated: Sept. 3-09

TO: Richard O'Quinn
International Vice President
SPFPA

Thomas Keller
Director Protective Services
Space Gateway Support

Jerry Heyman
President SPFPA, Local 127

Timothy J. Imka
Chief, Security Police
Space Gateway Support

FROM: Roy Tharpe
President
Space Gateway Support

DATE: September 2010

SUBJECT: Collective Bargaining Agreement Extension for SPFPA, Local 127 (Emergency Communications Employees)

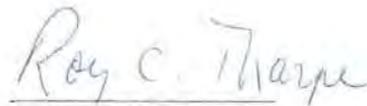
Gentleman,

This will confirm the extension of the collective bargaining agreement applicable to the IPSC bargaining unit for the remainder of the IPSC, or September 30th, 2011, whichever occurs first. Space Gateway Support and the SPFPA, Local 127 agree that the terms of the armed security contract, negotiated on 12 August 2010 are applicable to the Emergency Communications Employees.

Article-5	Holiday	As proposed by SGS on July 27, 2010 (attached)
Appendix B	Wages	All wages shall be increased by 3% effective 1 October 2010 The pay increase shall be reflected in pay checks Received on 15 October 2010
Appendix C	Health and Welfare	No change in Life Insurance; as proposed for Health Insurance. The revised Appendix E is attached.


For the Union

11/26/10
Date


For the Company

9/20/10
Date

SGS Extension Agreement through September 30, 2012

This document confirms the agreement between the parties, on this date July 26th, 2011 to extend the existing Emergency Communications Specialists Collective Bargaining Agreement (CBA) between Space Gateway Support, LLC (SGS) and the International Union, Security, Police and Fire Professionals of America Local 127.

Except as modified below, all aspects of the current CBA, which shall remain in full force and effect until midnight September 30, 2012 and shall be automatically renewed for consecutive periods of one (1) year thereafter, unless either party receives written notice from the other party, not less than sixty (60) days, nor more than one hundred twenty (120) days immediately prior to the expiration date, or mutual extension thereof, of its desire to amend, modify or terminate this Agreement.

1. In the event the Company (SGS) ceases to perform the Communications Specialists functions at the Kennedy Space Center (KSC) under the Interim Protective Service Contract (IPSC), any extensions to the IPSC or its equivalent or successor contract, prior to the above expiration, the Company (SGS) shall be released from all obligations under this Agreement.
2. The parties have mutually reached an agreement for a 2.5% wage increase effective October 1, 2011, payable beginning October 14, 2011.

ACCEPTED AND AGREED TO:

Roy C. Tharpe Date: 8/16/2011
 Roy C. Tharpe, President
 Space Gateway Support

Date: / /
Jerry Heyman, Region 2 Director
 International Union, SPFFA

John W. Cosat Jr. Date: 8/11/11
 John W. Cosat Jr.
 Chief, Emergency Preparedness

Clayton Roberts Date: 8/15/11
 Clayton Roberts
 President, SPFFA Local 127

Daniel L. Nettuno Date: 8/11/11
 Daniel L. Nettuno
 Manager, Human Resources

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**KENNEDY SPACE CENTER
PROTECTIVE SERVICES CONTRACT**

**Key Personnel
Minimum Qualification Standards**

Attachment J-23
(Reference Contract Clause H.7)

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Program Manager: Minimum Education/Training/Certification:

- Bachelor degree preferred in related fields such as law enforcement, police science, police administration, or criminology. Equivalent education/experience may be used in lieu of degree requirement,
- Must fully comprehend the principles of installation security and resource protection,
- Must be knowledgeable in the application of intrusion detection devices and electronic security systems,
- Must be familiar with NASA security regulations and directives pertaining to security and resource protection,
- Must be capable of managing a security force tasked with the mission of protecting manned and unmanned space flight hardware,
- U.S. Citizenship,
- Must possess and maintain a valid state drivers license,
- Must possess and maintain a DoD security clearance.

Minimum Type and Years of Experience:

- Ten years of experience in security or law enforcement administrative and operations experience in the armed forces security police or civilian equivalent or related field six (6) of which is at the supervisory level.

Chief of Security: Minimum Education/Training/Certification:

- Bachelors' degree preferred in a related field, such as law enforcement, police science, police administration, or criminology. Equivalent education/experience may be used in lieu of degree requirement,
- U.S. citizenship,
- Must possess and maintain a valid state drivers license,
- Must possess and maintain a DoD security clearance.

Minimum Type and Years of Experience:

- Eight years experience in security or law enforcement administrative and operations experience in the armed forces security police or civilian equivalent or related field five (5) of which is at the supervisory level.

Fire Chief: Minimum Education/Training/Certification:

- Bachelor degree preferred in related field or equivalent level of experience may be used in lieu of degree,
- Must possess a thorough knowledge of the technical field of Fire Science, with additional training in Supervision and Management,
- Executive Fire Officer Program "EFOP" graduate is preferred,
- U.S. citizenship,
- Must possess and maintain a valid state drivers license,
- Requires certification by the State of Florida as a Firefighter, minimum standards, or DOD, certification, and Emergency Medical Technician,
- Must obtain and maintain NASA UAPRP certification,
- Must possess and maintain a DoD security clearance.

Minimum Type and Years of Experience:

- Eight years experience in management of fire service personnel. Equivalent education/experience is applicable.

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KENNEDY SPACE CENTER PROTECTIVE SERVICES CONTRACT

Organizational Conflict of Interest (OCI) Mitigation Plan

Attachment J-24

Reference Clause H.33

REDACTED