

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE NNJ10HD35C		PAGE OF PAGES 1 37			
2. AMENDMENT/MOD NO. Mod 140		3. EFFECTIVE DATE See Block 16C		4. REQUISITION/PURCHASE REQ. NO.		5. PROJECT NO		
6. ISSUED BY NASA/Johnson Space Center Attn: Irene Oakley-Johnson/BR2 2101 NASA Parkway Houston, TX 77058-3696		CODE JSC/BR2		7. ADMINISTERED BY NASA/Johnson Space Center Attn: Irene Oakley-Johnson/BR2 2101 NASA Parkway, Houston, TX 77058-3696		CODE JSC/BR2		
<div style="border: 2px solid black; padding: 5px; text-align: center;"> <b>APPROVED</b>  <b>JSC PROCUREMENT OFFICER</b>  <u>8/19/15</u>  <b>DATE</b> </div>			8. NAME AND ADDRESS OF CONTRACTOR (No. Street, County, State and ZIP Code)		(9) 9A. AMENDMENT OF SOLICITATION NO			
			RAYTHEON 17225 El Camino Real Suite 410 Houston, TX 77058		(9B. DATED (SEE ITEM 11))			
			CODE 1VNE3		FACILITY CODE		(10) 10A. MOD. OF CONTRACT/ORDER No NNJ10HD35C	
							(10B. DATED (SEE ITEM 13) 7/30/10	
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS								
<p>The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers IS 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:</p> <p>(a) By completing Items 8 and 15, and returning one (1) copy 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 ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by 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.</p>								
12. ACCOUNTING AND APPROPRIATION DATA (if required)								
See Schedule <span style="float: right;">Financial Management</span>								
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.								
<input type="checkbox"/> A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.								
<input type="checkbox"/> B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).								
<input checked="" type="checkbox"/> C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: <b>The Mutual Agreement of Both Parties</b>								
<input type="checkbox"/> D. OTHER (Specify type of modification and authority)								
IMPORTANT: Contractor 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.)								
<p>The purpose of this Modification is to extend the contract period of performance through September 30, 2017, add two 1-year options, and incorporate Revised Wage Determination 2005-2516, Revision No. 19.</p> <p>See the following pages for changes.</p>								
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					
Michael Bonmarito, Senior Manager, Contract			Scott A. Stephens, Contracting Officer					
15B. CONTRACTOR/OFFEROR		15C. DATE SIGNED	16B. UNITED STATES OF AMERICA		16C. DATE SIGNED			
(Signature of person authorized to sign)		11 Aug 15	(Signature Of Contracting Officer)		08/19/2015			

The following changes are effective October 1, 2015:

- 1) Update Clause B.3 Estimated Cost and Fee Arrangement by adding \$ (b) (4) to 1. Total Estimated Costs, \$ (b) (4) to 2. Maximum Award Fee, \$ (b) (4) to 4. Target Incentive fee, \$ (b) (4) to 5. Maximum Incentive Fee, \$ (b) (4) to 7. Maximum Total Fee Range and \$ (b) (4) to Target Total Cost-Plus-AF/IF, as follows:

**B.3. Estimated Cost and Fee Arrangement**

**(a) Contract Cost and Fee Summary**

**Costs**

1. Total Estimated Costs \$ (b) (4)

**Award Fee**

2. Maximum Award Fee (75% of Total Fee) \$ (b) (4)

**Incentive Fee**

3. Minimum \$0  
4. Target (25% of Total Fee) \$ (b) (4)  
5. Maximum (target multiplied by 1.5) \$ (b) (4)

Share Ratio Underrun: 85/15

Share Ratio Overrun: 75/25

**Total Fee Range**

6. Minimum (3) \$0  
7. Maximum (2+5) \$ (b) (4)  
Target Total Cost-Plus-AF/IF (1+2+4) \$ (b) (4)

**(b) Award Fee**

The award fee available to be earned by the contractor ranges from \$0 to \$ (b) (4) which is hereby established as the maximum amount of such fee that the contractor may earn during the performance of this contract.

**(c) Payment of Fee**

Award fee shall be vouchered in monthly installments based upon the percentage of completion of work as determined by the Contracting Officer, subject to the adjustments per paragraph (f) of NFS clause 1852.216-76 (G.2, Award Fee for Service Contracts, of this Contract).

Incentive fee shall be vouchered in monthly installments based upon the percentage of completion of work as determined by the Contracting Officer, subject to the adjustments per paragraph (c) of FAR clause 52.216-10 (I.4, Incentive Fee of this Contract).

(End of clause)

- 2) Update Clause B.5 Estimated Cost and Award/Incentive Fee Baseline Requirements and Total Contract Value by updating baseline values based on the new values in B.3 as follows:

**B.5. Estimated Cost and Award/Incentive Fee (NFS 1852.216-85) (SEP 1993)**

- (a) The estimated cost of this contract is \$ (b) (4). The maximum available award fee, excluding base fee, if any, is \$ (b) (4). The base fee is \$0. The target incentive fee is \$ (b) (4). Total estimated cost, maximum award fee and target incentive fee are \$ (b) (4).

- (b) The estimated cost and fee for this contract is broken out as follows:

Supplies/Services	Estimated Cost	Maximum Award Fee	Target Incentive Fee	Total
Phase-in Period (Fixed Price)	(b) (4)			
Baseline Requirements				
Indefinite Delivery – Indefinite Quantity Orders Issued*				
Total Contract Value	\$ (b) (4)	\$ (b) (4)	\$ (b) (4)	\$150,997,286

\* Pricing of all IDIQ delivery orders shall be in accordance with the negotiated rates in Section J (Attachment J-08, IDIQ Labor Rates Table). Amounts for estimated cost, Maximum Award Fee, Target Incentive Fee and available fee Total for cost reimbursable IDIQ delivery orders issued will be periodically updated unilaterally as IDIQ delivery orders are issued/amended. There may be some discrepancy with the total amount for the IDIQ delivery orders issued listed in this clause and the total amount for cost reimbursable IDIQ delivery orders that have been issued based on updates to this clause being done periodically.

(End of Clause)

- 3) Update B.6 Estimated Cost and Fee for the IDIQ Requirements of the Contract by adding \$21,000,000 to the NTE ceiling:

**B.6. Estimated Cost and Fee for the IDIQ Requirements of the Contract**

- (a) Total estimated cost of the IDIQ section of the contract is not to exceed (NTE)



\$57,000,000. This NTE amount includes both cost and fee. The maximum NTE amount is an estimate and does not reflect an obligation of the Government. The Government's obligation hereunder shall be based on that specified in the delivery orders issued during the period of the contract.

(b) The total estimated cost of issued delivery orders is \$ (b) (4) exclusive of the award fee of \$ (b) (4) and incentive fee of \$ (b) (4). The total estimated cost and award/incentive fee of the issued delivery orders is \$ (b) (4).

(c) Section (b) of this clause will be updated periodically as IDIQ delivery orders are issued/amended.

(End of clause)

- 4) Section C, STATEMENT OF WORK (SOW), the following statement is inserted at the top of page C-1:

**"DIRECTORATE NAME CHANGE**

The Missions Operations Directorate (MOD) changed its name to the Flight Operations Directorate (FOD) in Government fiscal year 2014. Please note that any reference to MOD in existing contract should be understood to reference FOD. Additionally, any document referencing mail code "DX" should be understood to reference "CX."

- 5) Section C, STATEMENT OF WORK (SOW), Appendix C: Performance Standards, Item 6, Required Service: Support External Customers is revised as follows:

**FROM:**

**6. Required Service: Support External Customers**

Standard of Excellence: \$ (b) (4) based upon the External Customer Plan (DRD-NSOC-06/ Attachment J-04).

Minimum Requirement: Cost savings to MOD due to external customers equals the values agreed to in Table 1 of the External Customer Plan (DRD-NSOC06/ Attachment J-04).

**TO:**

**6. Required Service: Support External Customers**

Standard of Excellence: Cost savings to FOD due to external customers equals the values in Table 1, \$ (b) (4) (Extension Base Period Only) of the External Customer Plan (DRD-NSOC-06/ Attachment J-04).

Minimum Requirement: Cost savings to FOD due to external customers equals the values in Table 1, \$ (b) (4) (Extension Base Period Only) of the External Customer Plan (DRD-NSOC-06/ Attachment J-04).

6) The date in Clause F.3, Completion of Work, is revised as follows:

**F.3. Completion of Work**

All work required under this contract, including submission of all reports, shall be completed on or before September 30, 2017.

(End of clause)

7) Clause F.5, Option to Extend Period of Performance, the following two options are added:

**F.5.3 Extension Option 3 (Eighth Contract Year - 12 Months)**

(a) B.3, Estimated Cost and Fee Arrangement, shall be modified to reflect the addition of the amounts below:

(1) Contract Cost and Fee Summary

Costs

1. Total Estimated Costs

Award Fee

2. Maximum Award Fee (75% of Total Fee)

Incentive Fee

3. Minimum

4. Target (25% of Total Fee)

5. Maximum (target multiplied by 1.5) Share

Ratio Underrun: 85/15

Share Ratio Overrun: 75/25

Total Fee Range

6. Minimum (3)

7. Maximum (2+5)

Target Total Cost-Plus-AF/IF (1+2+4)

(2) Award Fee

The award fee available to be earned by the contractor ranges from \$0 to \$ (b) (4) which is hereby established as the maximum amount of such fee that the contractor may earn during the performance of this contract.

(3) Payment of Fee: Remains unchanged

(b) B.5, *Estimated Cost and Award/Incentive Fee*, shall be modified to reflect the addition of \$ (b) (4) to the total estimated costs, \$ (b) (4) to the maximum available award fee, and \$ (b) (4) to the target incentive fee of this contract. The table in B.5 shall also be modified to reflect these additions



- (c) B.6, *Estimated Cost and Fee for the IDIQ Requirements of the Contract*, shall be modified to reflect the addition of **\$10,500,000** to the total estimated cost of the IDIQ NTE section.
- (d) F.3, *Completion of Work*, shall be modified to extend the completion date to **September 30, 2018**.
- (e) FAR Clause 52.222-2, *Payment of Overtime Premiums*, shall be modified to state: (a) The use of overtime is authorized under this contract if the overtime premium does not exceed **to be determined**, or the overtime premium is paid for work defined within sections (a)(1) through (a)(3) of this clause.
- (f) Section J, Attachment J-11, *Award/ Incentive Fee Plan*, shall be modified to reflect the addition of available fee for the option period.

#### **F.5.4 Extension Option 4 (Ninth Contract Year - 12 Months)**

- (a) B.3, *Estimated Cost and Fee Arrangement*, shall be modified to reflect the addition of the amounts below:

- (1) Contract Cost and Fee Summary

- Costs

- 1. Total Estimated Costs

- Award Fee

- 2. Maximum Award Fee (75% of Total Fee)

- Incentive Fee

- 3. Minimum

- 4. Target (25% of Total Fee)

- 5. Maximum (target multiplied by 1.5)

- Share Ratio Underrun: 85/15

- Share Ratio Overrun: 75/25

- Total Fee Range

- 6. Minimum (3)

- 7. Maximum (2+5)

- Target Total Cost-Plus-AF/IF (1+2+4)

- (2) Award Fee

- The award fee available to be earned by the contractor ranges from \$0 to **\$ (b) (4)** which is hereby established as the maximum amount of such fee that the contractor may earn during the performance of this contract.

- (3) Payment of Fee: Remains unchanged

- (b) B.5, *Estimated Cost and Award/Incentive Fee*, shall be modified to reflect the addition of **\$ (b) (4)** to the total estimated costs, **\$ (b) (4)** to the maximum available award fee, and **\$ (b) (4)** to the target incentive fee of this contract. The table in B.5 shall also be modified to reflect these additions
  - (c) B.6, *Estimated Cost and Fee for the IDIQ Requirements of the Contract*, shall be modified to reflect the addition of **\$10,500,000** to the total estimated cost of the IDIQ NTE section.

- (d) F.3, *Completion of Work*, shall be modified to extend the completion date to **September 30, 2019**.
- (e) FAR Clause 52.222-2, Payment of Overtime Premiums, shall be modified to state: (a) The use of overtime is authorized under this contract if the overtime premium does not exceed **to be determined**, or the overtime premium is paid for work defined within sections (a)(1) through (a)(4) of this clause.
- (f) Section J, Attachment J-11, Award/ Incentive Fee Plan, shall be modified to reflect the addition of available fee for the option period.

(End of clause)

8) Clause H.9, Small Business Subcontracting Goals, is changed as follows:

**FROM:**

**H.9. Small Business Subcontracting Goals (52.219-90) (OCT 2006)**

The total small business goal, expressed as a percent of total contract value including options, is **(b) (4)** percent. The small business percentage goal includes the following goals expressed as a percent of total contract value:

Subcategories of Small Business Concerns**	Percent of Contract Value
Women Owned Small Business	<b>(b) (4)</b>
Small Disadvantaged Business	
Veteran Owned Small Business	
Service-Disabled Veteran-Owned Small Business	
HUBZone Small Business	
Historically Black Colleges and Universities	
<b>Total</b>	
<b>**For purposes of this clause, the terms, "HUBZone Small Business Concern," "Small Disadvantaged Business Concern," "Service-Disabled, Veteran-Owned Small Business Concern," "Veteran-Owned Small Business Concern," "Women-Owned Small Business Concern," and "Historically Black College or University (HBCU)" are defined in paragraph 2.101 of the Federal Acquisition Regulation.</b>	

**NOTE: Dollar Value to be subcontracted per Category does NOT include fee. Therefore the Team Goal is derived from total contract value less fee. -.**

(End of clause)

**TO:**



#### H.9. Small Business Subcontracting Goals (52.219-90) (OCT 2006)

The total small business goal, expressed as a percent of total contract value including options, is (b) (4) percent for FY16 through FY19. The small business percentage goal includes the following goals expressed as a percent of total contract value:

Subcategories of Small Business Concerns**	FY11 through FY15	FY16 through FY19
	Percent of Contract Value	Percent of Contract Value
Women Owned Small Business	(b)	(4)
Small Disadvantaged Business		
Veteran Owned Small Business		
Service-Disabled Veteran-Owned Small Business		
HUBZone Small Business		
Historically Black Colleges and Universities		
Total		
**For purposes of this clause, the terms, "HUBZone Small Business Concern," "Small Disadvantaged Business Concern," "Service-Disabled, Veteran-Owned Small Business Concern," "Veteran-Owned Small Business Concern," "Women-Owned Small Business Concern," and "Historically Black College or University (HBCU)" are defined in paragraph 2.101 of the Federal Acquisition Regulation.		

**NOTE: Dollar Value to be subcontracted per Category does NOT include fee. Therefore the Team Goal is derived from total contract value less fee.**

(End of clause)

9) Clause H.13, Workload Sizing Data, is changed as follows:

**FROM:**

#### H.13. Workload Sizing Data

The contractor's support of the NBL/SVMF shall include certain enumerated tasks as required within the matrices set forth below. The workload sizing data set forth below shall be used independently for each year and each option year of the contract (see H.12, *Contract Adjustment*, for further information).

For the purpose of workload sizing, an SVMF Event to be counted against this amount is either a training event or an engineering evaluation. Tours, maintenance and other events do not count in workload sizing. Additionally, maintenance and project Events submitted by the contractor primarily for scheduling purposes do not count in the workload sizing evaluation.

ELEMENT	Lower	Nominal	Upper
SVMF Events			
Year 1	1984	2480	2976



Year 2	1700	2100	2800
Year 3	1700	2100	2800
Option 1, if exercised	1700	2100	2800
Option 2, if exercised	1700	2100	2800

For the purpose of workload sizing, an NBL Event is defined as a training event or engineering evaluation activity using from one to three pressurized suits or water survival training. Nominally events will have one to two pressurized suits; five percent of the total events will have three pressurized suits. For each NBL event there will be a 1-G activity. Life guards will be provided for a minimum of one hour per day to support no more than ten individuals at a time for lap swimming outside an NBL event.

ELEMENT	Lower	Nominal	Upper
<b>NBL Events</b>			
Year 1	185	200	215
Year 2	165	180	195
Year 3	120	135	150
Option 1, if exercised	120	135	150
Option 2, if exercised	120	135	150
<b>Configured SCUBA</b>			
Year 1	12	30	46
Year 2	12	30	46
Year 3	12	30	46
Option 1, if exercised	12	30	46
Option 2, if exercised	12	30	46

TO:

### H.13 Workload Sizing Data

The contractor's support of the NBL and SVMF shall include certain enumerated tasks as required within the matrices set forth below. The workload sizing data set forth below shall be used independently for each year and each option year of the contract (see H.12, *Contract Adjustment*, for further information).

For the purpose of workload sizing, an SVMF event to be counted against this amount is either a training event, an engineering evaluation, or a JSC sponsored event. The scope of these events will include efforts supporting the International Space Station (ISS), Commercial Crew and Orion programs and other JSC sponsored events. Tour events do not count in workload sizing. Additionally, maintenance and project events submitted by the contractor primarily for scheduling purposes do not count in the workload sizing evaluation.

ELEMENT	Lower	Nominal	Upper
<b>SVMF Events</b>			
Year 1	1984	2480	2976
Year 2	1700	2100	2800
Year 3	1700	2100	2800

Year 4 (Option Period 1)	1700	2100	2800
Year 5 (Option Period 2)	1700	2100	2800
Extension Year 1	1700	2100	2500
Extension Year 2	1700	2100	2500
Extension Option 3, if exercised	1700	2100	2500
Extension Option 4, if exercised	1700	2100	2500

For the purpose of workload sizing, an NBL event is defined as a training event or engineering evaluation activity using from one to three pressurized suits or water survival training. Nominally events will have one to two pressurized suits; five percent of the total events will have three pressurized suits. For each NBL event there will be a 1-G activity. Life guards will be provided for a minimum of one hour per day to support no more than ten individuals at a time for lap swimming outside an NBL event.

<i>ELEMENT</i>	<i>Lower</i>	<i>Nominal</i>	<i>Upper</i>
<b><i>NBL Events</i></b>			
Year 1	185	200	215
Year 2	165	180	195
Year 3	120	135	150
Year 4 (Option Period 1)	120	135	150
Year 5 (Option Period 2)	120	135	150
Extension Year 1	120	135	150
Extension Year 2	120	135	150
Extension Option 3, if exercised	120	135	150
Extension Option 4, if exercised	120	135	150
<b><i>Configured SCUBA</i></b>			
Year 1	12	30	46
Year 2	12	30	46
Year 3	12	30	46
Year 4 (Option Period 1)	12	30	46
Year 5 (Option Period 2)	12	30	46
Extension Year 1	12	30	46
Extension Year 2	12	30	46
Extension Option 3, if exercised	12	30	46
Extension Option 4, if exercised	12	30	46

10) Section I, The following clause is added to Clause I.1, Listing of Clauses Incorporated by Reference:

**52.203-17 APR 2014 Contractor Employee Whistleblower Rights and Requirement to Inform Employees of Whistleblower Rights.**

11) Clause I.11 is revised with the January 2011 update:

**I.11 Security Requirements for Unclassified Information Technology Resources (1852.20476)  
(JAN 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 Contractor 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)**

- 12) Section J, Attachment J-06, Contract Work Breakdown Structure (WBS) to Statement of Work (SOW) Dictionary, the WBS lines referenced below are updated, removing the subelements under WBS 2.2 and WBS 3.2. Reporting is only required on the WBS 2.2, a revised 2.2.1 and 2.2.2, and WBS 3.2 levels:

**FROM:**

2.2	Operations	2
2.2.1	Scheduling	3
2.2.2	Operations Control	3
2.2.3	Event Support	3
2.2.4	Real-Time Mission Support	3
2.2.5	Tours, Media and Special Events	3

3.2	Operations	2
3.2.1	Scheduling	3

3.2.2	Operations Control	3
3.2.3	Event Support	3
3.2.4	Real-Time Mission Support	3
3.2.5	Tours, Media and Special Events	3

TO:

2.2	Operations	2
2.2.1	Scheduling, Operations Control and Tours, Media and Special Events	3
2.2.2	Events Support and Real-Time Mission Support	3
<del>2.2.3</del>	<del>Event Support</del>	<del>3</del>
<del>2.2.4</del>	<del>Real-Time Mission Support</del>	<del>3</del>
<del>2.2.5</del>	<del>Tours, Media and Special Events</del>	<del>3</del>

3.2	Operations	2
3.2.1	Scheduling, Operations Control and Tours, Media and Special Events	3
3.2.2	Events Support and Real-Time Mission Support	3
<del>3.2.3</del>	<del>Event Support</del>	<del>3</del>
<del>3.2.4</del>	<del>Real-Time Mission Support</del>	<del>3</del>
<del>3.2.5</del>	<del>Tours, Media and Special Events</del>	<del>3</del>

13) Section J, Attachment J-08 IDIQ Labor Rates Table, the following tables are added:

CONTRACT RATES - Straight Time								
<u>Contract Fully Burdened Labor Rates</u>	Extension Base Period		Option 1	Option 2 Extension				
	Extension Year 1 (FY16)	Extension Year 2 (FY17)	Extension Year 3 (FY18)	Year 4 (FY19)				
Manager	(b) (4)							
Supervisor II								
Supervisor I								
Engineer IV								
Engineer III								
Engineer II								
Engineer I								
Structural Enineer/Analyst								
Administrative Specialist III								
Administrative Specialist II								
Administrative Specialist I								
Operations Expert								
Technician III								
Technician II								
Technician I								
NBL Dive Operations Specialist IV								
NBL Dive Operations Specialist III								
NBL Dive Operations Specialist II								
NBL Dive Operations Specialist I								
IT III								
IT II								
IT I								
Business Specialist II								
Business Specialist I								
Technical Professional III								
Technical Professional II								
Technical Professional I								
Engineering Infrastructure Services								
Indirect cost rate applied to Non-Labor Resources if required by a Delivery Order:								
Material Burden					(b) (4)			
General and Administrative								
Maximum Fee Rate								



CONTRACT RATES - Over Time				
<u>Contract Fully Burdened Labor Rates</u>	Extension Base Period		Option 1	Option 2 Extension
	Extension Year 1 (FY16)	Extension Year 2 (FY17)	Extension Year 3 (FY18)	Year 4 (FY19)
Manager	(b) (4)			
Supervisor II				
Supervisor I				
Engineer IV				
Engineer III				
Engineer II				
Engineer I				
Structural Enineer/Analyst				
Administrative Specialist III				
Administrative Specialist II				
Administrative Specialist I				
Operations Expert				
Technician III				
Technician II				
Technician I				
NBL Dive Operations Specialist IV				
NBL Dive Operations Specialist III				
NBL Dive Operations Specialist II				
NBL Dive Operations Specialist I				
IT III				
IT II				
IT I				
Business Specialist II				
Business Specialist I				
Technical Professional III				
Technical Professional II				
Technical Professional I				
Engineering Infrastructure Services				
Indirect cost rate applied to Non-Labor Resources if required by a Delivery Order:				
Material Burden	(b) (4)			
General and Administrative				
Maximum Fee Rate				

- 14) Section J, Attachment J-10, DRD-NSOC-06, External Customers Plan, Section 8. c.  
Content, is changed as follows:

**FROM:**

**c. Content:**

The External Customers Plan shall describe the contractor's comprehensive plan for identifying, attracting, and retaining external customers to the NBL and SVMF, per the SOW.

The plan shall demonstrate the contractor's approach and methods for generating cost savings to MOD that meets or exceeds the targets indicated for each fiscal year in table 1, below. In addition, the plan shall estimate the amount of external revenue required to achieve the cost savings in Table 1. Document these estimates in Table 2, below. External revenue is defined as the portion of the price paid by the External Customer to cover NBL/SVMF costs incurred by its activity. Examples of costs paid by the External Customer include manpower (direct labor), facility operation & maintenance, system operation & maintenance and mandatory upgrades.

**Table 1: Cost Savings to MOD**

	FY11	FY12	FY13	FY14	FY15
K\$	(b) (4)				

**Table 2: Estimated External Revenue**

	FY11	FY12	FY13	FY14	FY15
K\$	(b) (4)				

Notes:

1. The contractor's initial submission of the ECP shall propose values for TBD1 – TBD10 and describe the method(s) used to calculate each of those values.

**TO:**

**c. Content:**

The External Customers Plan shall describe the contractor's comprehensive plan for identifying, attracting, and retaining external customers to the NBL and SVMF, per the SOW.

The plan shall demonstrate the contractor's approach and methods for generating cost savings to FOD that meets or exceeds the targets indicated for each fiscal year in table 1, below.

**Table 1: Cost Savings to FOD**

	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19
Total K\$ Standard of Excellence	(b) (4)								
Total K\$ Minimum Requirement									

Notes:

- The contractor's initial submission shall propose values for each and describe the method(s) used to calculate each of those values.

15) Section J, Attachment J-10, DRD-NSOC-44, Reprocurement Data Package, is revised as follows:

**FROM:**

1. DRD Title Reprocurement Data Package	2. Date of current version 12/4/09	3. DRL Line Item No. DRD-NSOC-44	RFP/Contract No. NNJ09040809R
4. Use: Provide content and format requirements for delivery to NASA of all analytical models, tools, supporting documentation, equipment, data items and resource/cost information used to perform future reprocurement activities. Data contained in Part IV, "Technical and Process Information" may be disclosed to competing offerors in the future.			5. DRD Category: <input type="checkbox"/> Technical <input checked="" type="checkbox"/> Administrative <input type="checkbox"/> SR&QA
6. References:			7. Interrelationships: None

8. Preparation Information:



- a. Data Type: 2
- b. Scope: Analytical models, unique tools, supporting documentation, equipment, and resource/cost information shall be submitted in accordance with this DRD.
- c. Content: Data package containing the following:
  - 1. Labor resources:
    - i. List of all direct labor skills by labor category, segregated by current work breakdown structure (WBS)
    - ii. An estimate of the number of indirect labor skills such as business or computer support normally charged through an indirect expense pool or through a service center expense
    - iii. Current annual average wage rates for each labor category and when these wages were last adjusted for escalation. Also indicate whether any adjustments are projected to be made prior to contract expiration
    - iv. The number of FTEs (Full Time Equivalents) and the estimated number of productive hours for each labor category currently on contract, segregated by current WBS.
    - v. Seniority level of all skills on the current contract
  - 2. Non-labor resources:
    - i. List of all materials, equipment, travel, supplies, etc., and the incurred annual cost by WBS. Only include significant items that are used to perform the technical requirements of this contract.
    - ii. Provide a discussion associated with the major items identified above, such as the materials estimate includes a prompt payment discount of TBD% due to large volume discounts you have negotiated with your vendors.
  - 3. The projected liability cost associated with unused accrued paid leave associated with nonexempt personnel. Provide a copy of any Collective Bargaining Agreements in place and a current status of any upcoming negotiations with a union.
  - 4. Technical and Process Information:
    - i. DRD-NSOC-02, Management Plan ii. DRD-NSOC-03, Configuration Management Plan iii. DRD-NSOC-11, Government Property Management Plan iv. DRD-NSOC-28, Information Technology (IT) Plan and Reports v. DRD-NSOC-29, Technical Metrics Plan and Reports
  - 5. Additional data, as requested by Contracting Officer
- d. Format: Electronic format of all submissions shall be compatible with ODIN desktop standard applications or other ISS standard tools. Organizational format of the supporting documentation shall be the Contractor's format.
- e. Distribution: Per Contracting Officer's letter.
- f. Submission:
  - i. Initial: Deliverable at the Contracting Officer's direction

ii. Final: N/A iii. Approval:  
N/A iv. Frequency: As  
required

- g. Maintenance: All models/tools and data items shall be maintained electronically. All documentation developed to support the use of each model/tool and data items shall also be maintained electronically. Both the models and the supporting documentation shall be updated as necessary to perform the assessments for which they were developed.

**TO:**

1. DRD Title  Reprocurement Data Package	2. Date of current version  <b>01/12/15</b>	3. DRL Line Item No.  DRD-NSOC-44	RFP/Contract No.  NNJ09040809R/ <b>NNJ10HD35C</b>
4. Use: Provide content and format requirements for delivery to NASA of all analytical models, tools, supporting documentation, equipment, data items and resource/cost information used to perform future reprocurement activities. <b>In the event of a competitive solicitation for a follow-on effort, NASA may provide non-proprietary historical information such as average composite direct labor rates and approximate seniority profiles of incumbent personnel to all interested parties in order to increase the probability of realistic pricing. The Government does not intend to disclose any contractor proprietary information. Data contained in Part 8.c.5. may similarly be disclosed for reprocurement purposes.</b>			5. DRD Category: <input type="checkbox"/> Technical <input checked="" type="checkbox"/> Administrative <input type="checkbox"/> SR&QA
6. References:			7. Interrelationships:  None

8. Preparation Information:

- a. Data Type: 2
- b. Scope: Analytical models, unique tools, supporting documentation, equipment, and resource/cost information shall be submitted in accordance with this DRD.
- c. Content: Data package containing the following:
  1. Labor resources:
    - vi. List of all direct labor skills by labor category, segregated by current work breakdown structure (WBS)
    - vii. An estimate of the number of indirect labor skills such as business or computer support normally charged through an indirect expense pool or through a service center expense
    - viii. Current annual average wage rates for each labor category and when these wages were last adjusted for escalation. Also indicate whether any adjustments are projected to be made prior to contract expiration
    - ix. The number of FTEs (Full Time Equivalents) and the estimated number of productive hours for each labor category currently on contract, segregated by current WBS.
    - x. Seniority level of all skills on the current contract
  2. Non-labor resources:

- iii. List of all materials, equipment, travel, supplies, etc., and the incurred annual cost by WBS. Only include significant items that are used to perform the technical requirements of this contract.
- iv. Provide a discussion associated with the major items identified above, such as the materials estimate includes a prompt payment discount of TBD% due to large volume discounts you have negotiated with your vendors.
- 3. The projected liability cost associated with unused accrued paid leave associated with nonexempt personnel. Provide a copy of any Collective Bargaining Agreements in place and a current status of any upcoming negotiations with a union.
- 4. Technical and Process Information:
  - i. DRD-NSOC-02, Management Plan ii. DRD-NSOC-03, Configuration Management Plan iii. DRD-NSOC-11, Government Property Management Plan iv. DRD-NSOC-28, Information Technology (IT) Plan and Reports v. DRD-NSOC-29, Technical Metrics Plan and Reports
- 5. External Customer Information  
The Government intends to facilitate continued access to NSOC facilities by external customers who have previously utilized NSOC facilities under this contract pursuant to clause H.17, Non-Government Use of NSOC Facilities. To facilitate future access to NSOC facilities under follow-on contracts, as part of this re-procurement data package, upon the Contracting Officer's request, the contractor is required to deliver to the Government a complete list of all external customers who have used NSOC Facilities under the authority of clause H.17. The list of external customers **should** include the end customer, not just the company who contracted with the Prime Contractor **or via the prime's subcontractor. The contractor shall request this information on NASA's behalf and shall ensure adequate information is available to meet NASA acquisition objectives and protect the interest of all of industry and commercial partners.** The contractor ~~should also~~ **shall** provide an executed schedule of External Customer activities for the preceding twelve months. For each Annex to the Umbrella SAA, the contractor ~~should~~ **shall** identify the skill sets utilized and the **total** number of labor hours **per skill set** per year. The Government intends to make the external customer list, skill sets and number of labor hours, SAA's, and Annex summaries available to interested parties during the follow-on procurement activity.
- 6. Additional data, as requested by Contracting Officer
- d. Format: Electronic format of all submissions shall be compatible with ODIN desktop standard applications or other ISS standard tools. Organizational format of the supporting documentation shall be the Contractor's format.
- e. Distribution: Per Contracting Officer's letter.
- f. Submission:
  - i. Initial: Deliverable at the Contracting Officer's direction ii. Final: N/A iii. Approval: N/A iv. Frequency: As required
- g. Maintenance: All models/tools and data items shall be maintained electronically. All documentation developed to support the use of each model/tool and data items shall also be maintained electronically. Both the models and the supporting documentation shall be updated as necessary to perform the assessments for which they were developed.



16) Section J, Attachment J-11 Award /Incentive Fee Plan Appendix 3 is revised as follows:

FROM:

Evaluation Period	Estimated Baseline Award Fee Available	Estimated IDIQ Award Fee Available	Total Estimated Award Fee Available	Score	Earned Award Fee
<b>BASIC CONTRACT (If Options 1 &amp; 2 are not exercised):</b>	<i>Offeror fill-in</i>				
Period 1: October 1, 2010 – March 31, 2011	(b) (4)			82	(b) (4)
Period 2: April 1, 2011 – September 30, 2011				87	
Period 3: October 1, 2011 – March 31, 2012				93	
Period 4: April 1, 2012 – September 30, 2012				97	
Period 5: October 1, 2012 – March 31, 2013				94	
Period 6: April 1, 2013 – September 30, 2013				91	
Total Available Award Fee - Basic Contract					
If OPTION 1 is exercised the evaluation periods will be as follows:					
Period 7: October 1, 2013 – March 31, 2014				93	
Period 8: April 1, 2014 – September 30, 2014				TBD	
Total Available Award Fee - Option 1				TBD	
Total Award Fee - Base & Option 1				TBD	
If OPTION 2 is exercised the evaluation periods will be as follows:					
Period 9: October 1, 2014 – March 31, 2015				TBD	
Period 10: April 1, 2015 – September 30, 2015				TBD	
Total Available Award Fee - Option 2				TBD	
Total Available Award Fee - Base, Option 1 & 2				TBD	

TO:

Evaluation Period	Estimated Baseline Award Fee Available	Estimated IDIQ Award Fee Available	Total Estimated Award Fee Available	Score	Earned Award Fee
<b>BASIC CONTRACT (If Options 1 &amp; 2 are not exercised):</b>	<i>Offeror fill-in</i>				
Period 1: October 1, 2010 – March 31, 2011	(b) (4)			82	(b) (4)
Period 2: April 1, 2011 – September 30, 2011				87	
Period 3: October 1, 2011 – March 31, 2012				93	
Period 4: April 1, 2012 – September 30, 2012				97	
Period 5: October 1, 2012 – March 31, 2013				94	
Period 6: April 1, 2013 – September 30, 2013				91	
Total Available Award Fee - Basic Contract					
If OPTION 1 is exercised the evaluation periods will be as follows:					
Period 7: October 1, 2013 – March 31, 2014				93	
Period 8: April 1, 2014 – September 30, 2014				91	
Total Available Award Fee - Option 1					
Total Award Fee - Base & Option 1					
If OPTION 2 is exercised the evaluation periods will be as follows:					
Period 9: October 1, 2014 – March 31, 2015				95	
Period 10: April 1, 2015 – September 30, 2015				TBD	
Total Available Award Fee - Option 2				TBD	
Total Available Award Fee - Basic, Option 1 & 2				TBD	
CONTRACT EXTENSION					
Period 11: October 1, 2015 – March 31, 2016				TBD	
Period 12: April 1, 2016 – September 30, 2016				TBD	
Period 13: October 1, 2016 – March 31, 2017				TBD	
Period 14: April 1, 2017 – September 30, 2017				TBD	
Total Available Award Fee - Base Extension				TBD	
If EXTENSION OPTION 1 is exercised the evaluation periods will be as follows:					
Period 15: October 1, 2017 - March 31, 2018				TBD	
Period 16: April 1, 2018 - September 30, 2018				TBD	
Total Available Award Fee - Extension Option 1				TBD	
Total Award Fee - Extension Base & Extension Option 1				TBD	

If EXTENSION OPTION 2 is exercised the evaluation periods will be as follows:		(b) (4)				
Period 17: October 1, 2018 – March 31, 2019			\$TBD	\$TBD	TBD	\$TBD
Period 18: April 1, 2019 – September 30, 2019			\$TBD	\$TBD	TBD	\$TBD
Total Available Award Fee - Extension Option 2			\$TBD	\$TBD	TBD	\$TBD
Total Available Award Fee - Extension Base, Extension Option 1 & 2			\$TBD	\$TBD	TBD	\$TBD
Total Available Award Fee - Basic, Option 1 & 2, Extension Base, Extension Option 1 & 2			\$TBD	\$TBD	TBD	\$TBD

17) Section J, Attachment J-11 Award /Incentive Fee Plan, Section V. Incentive Fee is revised as follows:

**FROM:**

#### V. INCENTIVE FEE

For each evaluation period specified in Appendix 3, the cost baseline plan is used to determine if there is a cost overrun or cost underrun. The negotiated target cost baseline plan will be established by spreading the total negotiated contract cost for each contract year across each of the 2 evaluation periods as agreed to by the Contracting Officer and the contractor. If an agreement on the negotiated cost baseline plan is not possible, the Contracting Officer will apprise the contractor of the Government-determined negotiated cost baseline plan.

**The incentive fee shall not be available for any given annual period identified in Appendix 3 unless the contractor's two coinciding 6-month award fee scores, when averaged, equal at least an 86 in contract year 1, or an 88 in subsequent contract years. All incentive fee evaluations, with the exception of the last evaluation, will be interim evaluations. At the last evaluation, which is final, the Contractor's performance for the entire contract will be evaluated to determine total earned incentive fee.**

The incentive fee shall not be awarded unless the Contractor's final average award fee score for the contract term equals at least a numerical score of 88.

The **Target Costs** for each year of this contract are:

Contract Year 1:  
Contract Year 2:  
Contract Year 3:  
Contract Year 4:  
Contract Year 5:

Annual	Cumulative
(b) (4)	(b) (4)

The share ratio for all five years of this effort is 85/15 (underrun) – 75/25 (overrun)

#### INCENTIVE FEE AVAILABLE

Minimum	Target	Maximum
Dollars	Dollars	Dollars



10/01/10 - 9/30/11	\$0
10/01/11 - 9/30/12	\$0
10/01/12 - 9/30/13	\$0
10/01/13 - 9/30/14	\$0
10/01/14 - 9/30/15	\$0

(b) (4)

TO:

## V. INCENTIVE FEE

For each evaluation period specified in Appendix 3, the cost baseline plan is used to determine if there is a cost overrun or cost underrun. The negotiated target cost baseline plan will be established by spreading the total negotiated contract cost for each contract year across each of the 2 evaluation periods as agreed to by the Contracting Officer and the contractor. If an agreement on the negotiated cost baseline plan is not possible, the Contracting Officer will apprise the contractor of the Government-determined negotiated cost baseline plan.

**The incentive fee shall not be available for any given annual period identified in Appendix 3 unless the contractor's two coinciding 6-month award fee scores, when averaged, equal at least an 86 in contract year 1, or an 88 in subsequent contract years.** All incentive fee evaluations, with the exception of the last evaluation, will be interim evaluations. At the last evaluation, which is final, the Contractor's performance for the entire contract will be evaluated to determine total earned incentive fee.

The incentive fee shall not be awarded unless the Contractor's final average award fee score for the contract term equals at least a numerical score of 88.

The **Target Costs** for each year of this contract are:

Contract Year 1:

Contract Year 2:

Contract Year 3:

Contract Year 4:

Contract Year 5:

Extension Year 1:

Extension Year 2:

Extension Year 3: (If exercised)

Extension Year 4: (If exercised)

Annual

Cumulative

(b) (4)

The share ratio for all five years of this effort is 85/15 (underrun) – 75/25 (overrun)

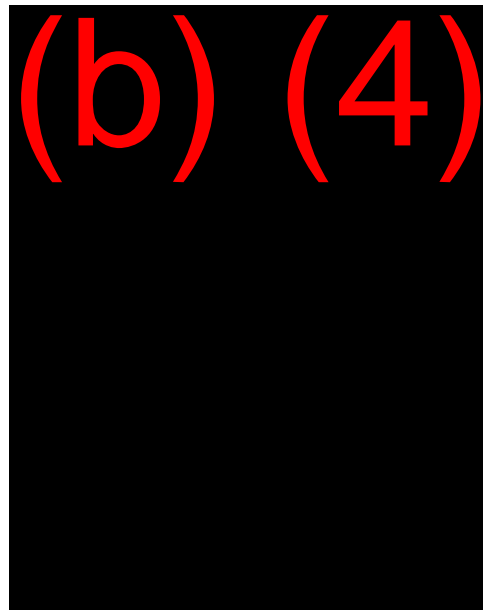
## INCENTIVE FEE AVAILABLE

Minimum

Target

Maximum

	Dollars
10/01/10 - 9/30/11	\$0
10/01/11 - 9/30/12	\$0
10/01/12 - 9/30/13	\$0
10/01/13 - 9/30/14	\$0
10/01/14 - 9/30/15	\$0
10/01/15 - 9/30/16	\$0
10/01/16 - 9/30/17	\$0
10/01/17 - 9/30/18 (if exercised)	\$0
10/01/18 - 9/30/19 (if exercised)	\$0



18) Section J, Attachment J-17, Wage Determination, is revised as follows:

FROM:

Register of Wage Determinations Under the Service Contract Act  
Wage Determination No: 2005-2516  
Revision No.: 18  
Date of Revision: 12/22/2014  
TO:

Register of Wage Determinations Under the Service Contract Act  
Wage Determination No: 2005-2516  
Revision No.: 19  
Date of Revision: 07/08/2015

WD 05-2516 (Rev.-19) was first posted on [www.wdol.gov](http://www.wdol.gov) on 07/14/2015

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

By direction of the Secretary of Labor  
Daniel W. Simms, Director  
Division of Wage Determinations

Wage Determination No.: 2005-2516, Revision No.: 19  
Date of Revision: 07/08/2015

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Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support and Clerical Occupations		
01011 - Accounting Clerk I		14.98
01012 - Accounting Clerk II		16.82
01013 - Accounting Clerk III		18.82
01020 - Administrative Assistant		25.91
01040 - Court Reporter		21.79
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.45
01060 - Dispatcher, Motor Vehicle		15.96
01070 - Document Preparation Clerk		13.41
01090 - Duplicating Machine Operator		13.41
01111 - General Clerk I		11.88
01112 - General Clerk II		13.27
01113 - General Clerk III		14.90
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		12.55
01191 - Order Clerk I		13.52



01192 - Order Clerk II	15.24
01261 - Personnel Assistant (Employment) I	15.43
01262 - Personnel Assistant (Employment) II	17.27
01263 - Personnel Assistant (Employment) III	19.25
01270 - Production Control Clerk	19.10
01280 - Receptionist	12.02
01290 - Rental Clerk	14.75
01300 - Scheduler, Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.57
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	15.16
01410 - Supply Technician	25.91
01420 - Survey Worker	17.79
01531 - Travel Clerk I	13.71
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.83
01611 - Word Processor I	14.29
01612 - Word Processor II	16.04
01613 - Word Processor III	17.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.76
05010 - Automotive Electrician	23.79
05040 - Automotive Glass Installer	21.96
05070 - Automotive Worker	21.96
05110 - Mobile Equipment Servicer	20.23
05130 - Motor Equipment Metal Mechanic	25.76
05160 - Motor Equipment Metal Worker	21.96
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter, Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation and Service Occupations	

07010 - Baker	10.06
07041 - Cook I	9.52
07042 - Cook II	10.88
07070 - Dishwasher	8.11
07130 - Food Service Worker	9.12
07210 - Meat Cutter	12.91
07260 - Waiter/Waitress	8.19
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.32
09040 - Furniture Handler	11.95
09080 - Furniture Refinisher	17.70
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer, Minor	16.82
09130 - Upholsterer	18.32
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.90
11060 - Elevator Operator	8.82
11090 - Gardener	14.52
11122 - Housekeeping Aide	8.84
11150 - Janitor	8.84
11210 - Laborer, Grounds Maintenance	10.93
11240 - Maid or Houseman	7.96
11260 - Pruner	9.25
11270 - Tractor Operator	12.82
11330 - Trail Maintenance Worker	10.93
11360 - Window Cleaner	9.81
12000 - Health Occupations	
12010 - Ambulance Driver	15.00
12011 - Breath Alcohol Technician	15.64
12012 - Certified Occupational Therapist Assistant	23.69
12015 - Certified Physical Therapist Assistant	24.52
12020 - Dental Assistant	15.64
12025 - Dental Hygienist	32.93
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	15.00
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	12.50
12130 - Medical Laboratory Technician	16.63
12160 - Medical Record Clerk	14.53
12190 - Medical Record Technician	16.57
12195 - Medical Transcriptionist	16.81
12210 - Nuclear Medicine Technologist	35.13
12221 - Nursing Assistant I	8.57
12222 - Nursing Assistant II	10.36

12223 - Nursing Assistant III	11.31
12224 - Nursing Assistant IV	12.69
12235 - Optical Dispenser	16.79
12236 - Optical Technician	15.29
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	13.30
12305 - Radiologic Technologist	26.70
12311 - Registered Nurse I	30.36
12312 - Registered Nurse II	38.37
12313 - Registered Nurse II, Specialist	38.37
12314 - Registered Nurse III	44.91
12315 - Registered Nurse III, Anesthetist	44.91
12316 - Registered Nurse IV	53.84
12317 - Scheduler (Drug and Alcohol Testing)	21.85
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	24.74
13013 - Exhibits Specialist III	28.94
13041 - Illustrator I	19.30
13042 - Illustrator II	23.91
13043 - Illustrator III	30.12
13047 - Librarian	26.69
13050 - Library Aide/Clerk	10.84
13054 - Library Information Technology Systems	24.09
Administrator	
13058 - Library Technician	16.04
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.46
13063 - Media Specialist III	21.68
13071 - Photographer I	15.32
13072 - Photographer II	18.15
13073 - Photographer III	22.56
13074 - Photographer IV	27.49
13075 - Photographer V	33.07
13110 - Video Teleconference Technician	16.73
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.31



14042 - Computer Operator II	19.37
14043 - Computer Operator III	21.59
14044 - Computer Operator IV	24.00
14045 - Computer Operator V	26.57
14071 - Computer Programmer I (see 1)	26.04
14072 - Computer Programmer II (see 1)	
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	17.31
14160 - Personal Computer Support Technician	24.00
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.08
15020 - Aircrew Training Devices Instructor (Rated)	40.02
15030 - Air Crew Training Devices Instructor (Pilot)	47.98
15050 - Computer Based Training Specialist / Instructor	33.08
15060 - Educational Technologist	29.23
15070 - Flight Instructor (Pilot)	47.98
15080 - Graphic Artist	26.72
15090 - Technical Instructor	22.43
15095 - Technical Instructor/Course Developer	27.43
15110 - Test Proctor	18.43
15120 - Tutor	18.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.40
16030 - Counter Attendant	9.40
16040 - Dry Cleaner	12.06

16070 - Finisher, Flatwork, Machine	9.40
16090 - Presser, Hand	9.40
16110 - Presser, Machine, Drycleaning	9.40
16130 - Presser, Machine, Shirts	9.40
16160 - Presser, Machine, Wearing Apparel, Laundry	9.40
16190 - Sewing Machine Operator	12.79
16220 - Tailor	13.75
16250 - Washer, Machine	10.32
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.71
19040 - Tool and Die Maker	23.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.25
21030 - Material Coordinator	19.46
21040 - Material Expediter	19.46
21050 - Material Handling Laborer	12.26
21071 - Order Filler	11.47
21080 - Production Line Worker (Food Processing)	13.25
21110 - Shipping Packer	14.60
21130 - Shipping/Receiving Clerk	14.60
21140 - Store Worker I	11.34
21150 - Stock Clerk	16.06
21210 - Tools and Parts Attendant	13.58
21410 - Warehouse Specialist	13.25
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aerospace Structural Welder	29.47
23021 - Aircraft Mechanic I	28.07
23022 - Aircraft Mechanic II	29.47

23023 - Aircraft Mechanic III	30.94
23040 - Aircraft Mechanic Helper	21.98
23050 - Aircraft, Painter	25.61
23060 - Aircraft Servicer	24.44
23080 - Aircraft Worker	25.76
23110 - Appliance Mechanic	18.61
23120 - Bicycle Repairer	13.91
23125 - Cable Splicer	25.34
23130 - Carpenter, Maintenance	19.71
23140 - Carpet Layer	18.45
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	21.28
23182 - Electronics Technician Maintenance II	23.89
23183 - Electronics Technician Maintenance III	25.10
23260 - Fabric Worker	17.17
23290 - Fire Alarm System Mechanic	19.95
23310 - Fire Extinguisher Repairer	15.88
23311 - Fuel Distribution System Mechanic	20.96
23312 - Fuel Distribution System Operator	16.33
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	28.07
23381 - Ground Support Equipment Servicer	24.44
23382 - Ground Support Equipment Worker	25.76
23391 - Gunsmith I	15.88
23392 - Gunsmith II	18.45
23393 - Gunsmith III	20.81
23410 - Heating, Ventilation and Air-Conditioning Mechanic	21.04
23411 - Heating, Ventilation and Air Conditioning Mechanic (Research Facility)	21.95
23430 - Heavy Equipment Mechanic	19.79
23440 - Heavy Equipment Operator	19.26
23460 - Instrument Mechanic	25.87

23465 - Laboratory/Shelter Mechanic	19.71
23470 - Laborer	11.04
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	24.33
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	25.87
23592 - Metrology Technician II	26.99
23593 - Metrology Technician III	28.14
23640 - Millwright	21.53
23710 - Office Appliance Repairer	18.99
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.38
23810 - Plumber, Maintenance	20.88
23820 - Pneudraulic Systems Mechanic	20.81
23850 - Rigger	20.81
23870 - Scale Mechanic	18.45
23890 - Sheet-Metal Worker, Maintenance	19.95
23910 - Small Engine Mechanic	18.08
23931 - Telecommunications Mechanic I	23.89
23932 - Telecommunications Mechanic II	24.95
23950 - Telephone Lineman	25.52
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	20.81
23970 - Woodcraft Worker	20.81
23980 - Woodworker	15.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	7.35
24620 - Family Readiness and Support Services Coordinator	13.83
24630 - Homemaker	16.84
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	18.70
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	14.58
25210 - Water Treatment Plant Operator	27000 18.32
- Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.62
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	19.62
27070 - Firefighter	20.41



27101 - Guard I	11.56
27102 - Guard II	17.90
27131 - Police Officer I	24.19
27132 - Police Officer II	26.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.63
28042 - Carnival Equipment Repairer	12.36
28043 - Carnival Equipment Worker	8.51
28210 - Gate Attendant/Gate Tender	13.90
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	15.55
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	17.83
28630 - Sports Official	12.38
28690 - Swimming Pool Operator	17.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	20.12
29020 - Hatch Tender	20.12
29030 - Line Handler	20.12
29041 - Stevedore I	18.72
29042 - Stevedore II	21.50
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.81
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	21.56
30022 - Archeological Technician II	25.47
30023 - Archeological Technician III	30.62
30030 - Cartographic Technician	30.62
30040 - Civil Engineering Technician	30.03
30061 - Drafter/CAD Operator I	21.56
30062 - Drafter/CAD Operator II	24.71
30063 - Drafter/CAD Operator III	27.56
30064 - Drafter/CAD Operator IV	33.10
30081 - Engineering Technician I	20.02
30082 - Engineering Technician II	22.48
30083 - Engineering Technician III	25.15
30084 - Engineering Technician IV	31.09
30085 - Engineering Technician V	38.65
30086 - Engineering Technician VI	46.10
30090 - Environmental Technician	29.96
30210 - Laboratory Technician	23.56
30240 - Mathematical Technician	30.62
30361 - Paralegal/Legal Assistant I	22.52
30362 - Paralegal/Legal Assistant II	27.90
30363 - Paralegal/Legal Assistant III	34.12
30364 - Paralegal/Legal Assistant IV	41.27
30390 - Photo-Optics Technician	30.62

30461 - Technical Writer I	23.21
30462 - Technical Writer II	28.38
30463 - Technical Writer III	34.93
30491 - Unexploded Ordnance (UXO) Technician I	25.63
30492 - Unexploded Ordnance (UXO) Technician II	31.01
30493 - Unexploded Ordnance (UXO) Technician III	37.17
30494 - Unexploded (UXO) Safety Escort	25.63
30495 - Unexploded (UXO) Sweep Personnel	25.63
30620 - Weather Observer, Combined Upper Air or (see 2)	26.35
Surface Programs	
30621 - Weather Observer, Senior (see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.88
31030 - Bus Driver	17.06
31043 - Driver Courier	14.03
31260 - Parking and Lot Attendant	9.17
31290 - Shuttle Bus Driver	15.28
31310 - Taxi Driver	11.54
31361 - Truckdriver, Light	15.28
31362 - Truckdriver, Medium	18.98
31363 - Truckdriver, Heavy	20.32
31364 - Truckdriver, Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99030 - Cashier	10.01
99050 - Desk Clerk	11.72
99095 - Embalmer	23.71
99251 - Laboratory Animal Caretaker I	9.83
99252 - Laboratory Animal Caretaker II	10.71
99310 - Mortician	26.44
99410 - Pest Controller	15.80
99510 - Photofinishing Worker	12.62
99710 - Recycling Laborer	16.46
99711 - Recycling Specialist	20.06
99730 - Refuse Collector	14.67
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	10.96
99830 - Survey Party Chief	20.96
99831 - Surveying Aide	14.35
99832 - Surveying Technician	18.13
99840 - Vending Machine Attendant	12.00
99841 - Vending Machine Repairer	14.41
99842 - Vending Machine Repairer Helper	12.31

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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 \$4.27 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) **COMPUTER EMPLOYEES:** Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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