

| Requirement | SOW Section | Quality Standard | Measurement |
|---|-------------|--|---|
| fastens them to the file in accordance with the ROH. | | Sensitive” and fastens them to the file in accordance with the ROH. | |
| 4.5.26.4.3 The contractor shall distribute these screen prints as indicated by their RAFACS/NFTS location. | 4.5 | All screen prints are distributed by the contractor as indicated by their RAFACS/NFTS location. | Periodic observation & validated customer complaints |
| 4.5.26.4.4 The contractor shall take appropriate action when certain remarks appear on NCIC and TECS screens call for immediate attention. These remarks are listed in the SOP for IBIS Pull List. | 4.5 | All appropriate action is taken by the contractor when certain remarks appear on NCIC and TECS screens call for immediate attention. These remarks are listed in the SOP for IBIS Pull List, or successor system procedures. | Periodic observation & validated customer complaints |
| 4.5.26.4.5 The contractor shall direct all files to the triage process in effect in order to resolve all positive hits. | 4.5 | Files are directed by the contractor to the triage process in effect. | Periodic observation & validated customer complaints |
| 4.5.27 The contractor shall perform a thorough search of all applications and/or petitions, supporting documentation, and files for aliases used, as well as lists generated by USCIS and enter all aliases into the IBIS ALIAS system(s) or successor system. (OPTIONAL REQUIREMENT) | 4.5 | A thorough search of all applications and/or petitions, supporting documentation and files for aliases, as well as lists generated by USCIS is performed by the contractor, and all aliases are entered into the IBIS system(s) or successor system. | Periodic observation & validated customer complaints. |

DI-MGMT-81334A

Requirements:

1. *Reference documents.* Detailed instructions for preparing the CWBS can be found in MIL-HDBK-881. WBS guidance is also contained in Chapter 2 of the CCDR Manual, DoD 5000.4-M-1.
2. *Formats.* The CWBS shall be reflected in an electronic report that consists of two parts as shown in the sample attachments. Part I is for the CWBS Index and Part II is for the CWBS Dictionary. The index lists the individual elements. The dictionary describes the effort and tasks associated with every CWBS element shown in Part I.

Preparation Instructions:

1. *Contract Work Breakdown Structure Index:*
 - a. CWBS Code. Enter the code, if applicable.
 - b. CWBS Element Level. Enter the level of the CWBS element. Level 1 is the total contract. Levels 2, 3, etc., are successively lower levels of the program.
 - c. CWBS Element Name. Enter the title of the CWBS element using the specific name or nomenclature.
 - d. Contract Line Item(s). Enter the numbers of the contract line items associated with the CWBS element, if applicable.
2. *Contract Work Breakdown Structure Dictionary:*
 - a. CWBS Code.
 - b. CWBS Element. Enter the title of each CWBS element in the same order as given in Part I.
 - c. CWBS Definition. Enter a complete description of the technical and cost content of each CWBS element. The statement should be as descriptive as possible about the efforts, tasks, tests, components, etc., that are to be included in the CWBS element by the contractor. The CWBS Dictionary must be updated and maintained throughout the life of the contract. However, the updated dictionary shall be submitted no more frequently than the CCDR report submissions.

| CONTRACT WORK BREAKDOWN STRUCTURE INDEX | | | PROGRAM: Missile XLRIP Surface-to-Air Interceptor | | REP NO: XXXXXX | CONTRACT PLAN NO. XXXXXXXX | DATE: 06/30/02 |
|--|-------|---|--|---|----------------|---|-----------------------|
| CWBS CODE | LEVEL | | | | | CWBS ELEMENT | CONTRACT LINE ITEM(S) |
| | 1 | 2 | 3 | 4 | 5 | NAME | |
| 1.0 | ✓ | | | | | Missile System | |
| 1.1 | | ✓ | | | | Air Vehicle | |
| 1.1.1 | | | ✓ | | | Propulsion | |
| 1.1.2 | | | ✓ | | | Airframe | |
| 1.1.3 | | | ✓ | | | Warhead | |
| 1.1.4 | | | ✓ | | | Post Boost System | |
| 1.1.5 | | | ✓ | | | Guidance And Control Equipment | |
| 1.1.5.1 | | | | ✓ | | Guidance Section | |
| 1.1.5.1.1 | | | | | ✓ | Seeker | |
| 1.1.5.1.2 | | | | | ✓ | Guidance Electronics | |
| 1.1.5.2 | | | | ✓ | | Control Devices | |
| 1.1.5.3 | | | | ✓ | | Structure | |
| 1.1.5.4 | | | | ✓ | | Power and Networks | |
| 1.1.6 | | | ✓ | | | Ordnance Initiation Set | |
| 1.1.7 | | | ✓ | | | Airborne Test Equipment | |
| 1.1.8 | | | ✓ | | | Airborne Training Equipment | |
| 1.1.9 | | | ✓ | | | Auxiliary Equipment | |
| 1.1.10 | | | ✓ | | | IAT&C | |
| 1.2 | | ✓ | | | | Integration, Assembly, Test, and Checkout | |
| 1.3 | | ✓ | | | | Systems Engineering/Program Management | |
| 1.4 | | ✓ | | | | Systems Test and Evaluation | |

3

Contract Work Breakdown Structure--Data Item Description (DI-MGMT-81334)

Contract Work Breakdown Structure--Data Item Description (DI-MGMT-81334)

| CONTRACT WORK BREAKDOWN STRUCTURE DICTIONARY | | PROGRAM Missile X LRIP Surface to Air Interceptor | RFP NO. CONTRACT NO. XXXXX-98-C-XXXX | DATE 11/1/00 |
|--|--|---|---|-----------------|
| CWBS CODE | CWBS ELEMENT | CWBS DEFINITION | | |
| 1.0 | Missile System | The missile is a cylindrical body with four fixed fins attached to the aft end of the Solid Rocket Motor case. The control surfaces are located behind the fixed fins. The missile angular orientation is zero degrees at top center, with increasing angles positive in a clockwise direction (standing at the aft end looking forward). The outside surface of the missile body is coated for thermal protection of the structure from aerodynamic heating and rain erosion. Electrical interface between the launcher and the missile is provided by an umbilical cable connecting the missile Air Section to the Air Section of the Canister. | | |
| 1.1 | Air Vehicle | This element refers to the means for delivering the destructive effect to the target, including the capability to generate or receive intelligence to navigate and penetrate to the target area and to detonate the warhead. This element includes the design, development, and production of complete units (prototype and operationally configured units, which satisfy the requirement of their applicable specifications(s)) regardless of their use. | | |
| 1.1.1 | Propulsion | The propulsion system consists of the booster and the interstage. A single-stage, solid propellant rocket motor provides all of the boost impulse for the missile. The deployable flares and aft rate gyro package (RGP) are positioned at the aft end of the booster in the BUG configuration. | | |
| 1.1.2 | Airframe | This element refers to the structural framework that provides the aerodynamic shape, mounting surfaces and environmental protection for the missile components. It includes the wings, fins, and structural body assemblies. | | |
| 1.1.3 | Warhead | Warhead includes the assembly containing the kill mechanism of the round and its associated high explosives, chemicals, biological agents, nuclear devices, and pyrotechnics. | | |
| 1.1.4 | Post Boost System | This element provides the roll rate control and the final velocity to adjust and deploy the payload as well as the external protection material, velocity control system, and deployment group. | | |
| 1.1.5 | Guidance and Control Equipment | This element refers to the missile's ability to acquire and track targets, receive guidance data from various sensors and execute the necessary flight path to intercept the target. | | |
| 1.1.5.1 | Guidance Section | This element refers to the missile's ability to receive guidance data from various sensors. | | |
| 1.1.5.1.1 | Seeker | The seeker assembly is attached to the kill vehicle via the forward ring of the basecone. The assembly consists of four elements: a seeker basecone, an IR sensor, a gimbal set, and a Seeker Electronics Assembly (SEA). The seeker basecone is a conical assembly cast from magnesium. It is used as the main structure to mount the IR sensor and gimbals to the XV, and to dampen structural resonances. | | |
| 1.1.5.1.2 | Guidance Electronics | This element includes all the electronic components and their structural items needed to perform all the seeker tracking functions. | | |
| 1.1.5.2 | Control Devices | This element includes all the electronic components and support structure needed to perform the electronic processing done outside, but near the detector assembly. This may include detector biasing electronics, preamplification, gain control processing, A/D conversion and multiplexing of the detector outputs when many detector outputs are present. | | |
| 1.1.5.3 | Structure | This element refers to the metal or composite materials that provide external housing, bulkheads, attach points and connectors for guidance and control equipment. | | |
| 1.1.5.4 | Power and Networks | This element refers to the subsystem that starts the missile and maintains electrical power prior to launch, upon release from the launch platform, and during flight. Additionally, it consists of power supply devices and power converters. | | |
| 1.1.6 | Ordnance Initiation Set | The ordnance initiation set initiates all ordnance events throughout the missile and ground system (except reentry system components). Upon receipt of an electrical signal from the missile guidance and control system, the ordnance initiation set firing units convert the signal into ordnance outputs to the detonating cords. Among these ordnance events are stage separation, motor ignition, gas generator ignition, shroud separation, etc. Includes through bulkhead initiators, ordnance test harnesses, and firing units/exploding bridge wires. | | |
| 1.1.7 | Airborne Test Equipment | The airborne test equipment element refers to an exercise warhead that is interchangeable with the live warhead and suitable for developmental firing. This element includes destruct systems, recovery systems, special instrumentation, and telemetry equipment. | | |
| 1.1.8 | Airborne Training Equipment | The airborne training equipment element refers to an exercise warhead that is interchangeable with the live warhead and suitable for training firing. This element includes destruct systems, recovery systems, special instrumentation, and telemetry equipment associated with the training mission. | | |
| 1.1.9 | Auxiliary Equipment | The auxiliary equipment element refers to that additional equipment generally excluded from other specific elements. This element includes the environmental control, safety and protective subsystems, and destruct system. It also includes equipment of a single purpose and function that is necessary for accomplishing the assigned mission. | | |
| 1.1.10 | Integration, Assembly, Test and Checkout | The IAT&CO of the hardware will be conducted at the contractor's assembly facility. Subsystem components will be assembled and tested, then shipped to company YYYY for final assembly and testing. | | |

Contract Work Breakdown Structure-- Data Item Description (DI-MGMT-81334)

| CONTRACT WORK BREAKDOWN STRUCTURE DICTIONARY | | PROGRAM: Missile XLRP Surface-to-Air Interceptor | RFP NO. CONTRACT NO: XXXXXX-98-C-XXXX | DATE: 11/1/00 |
|---|--|---|--|------------------|
| CWBS CODE | CWBS ELEMENT | CWBS DEFINITION | | |
| 12 | Integration, Assembly, Test and Checkout | The IAT&CO of the missile will be conducted at a Company YYYY assembly facility. For flight vehicles, the guidance and control unit is tested and installed, the units are fueled, and the ordnance is installed. The missile is then installed in the canister and shipped to the testing range. | | |
| 13 | Systems Engineering/Program Management | The system engineering and technical control as well as the business management of the project. System Engineering/Project Management effort that can be associated specifically with the hardware element is excluded, unless this management effort is of special contractual or engineering significance (e.g., associated contractor) | | |
| 14 | Systems Test and Evaluation | Four prototypes of the missile will be tested at WWWW testing range over a period of 3 months. The testing facility will evaluate both missile performance and accuracy, along with the launching platform capabilities. | | |

End of DI-MGMT-81334A

DATA ITEM DESCRIPTION

Form Approved
OMB NO. 0704-0188

Public reporting burden for this collection of information is estimated to average 310 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302, and to the Office of Management and Budget, Paperwork Reduction Project (0704-0188), Washington, DC 20503.

| | |
|--|--|
| 1. TITLE CONTRACT FUNDS STATUS REPORT (CFSR) | 2. IDENTIFICATION NUMBER DI-MGMT-81468 |
| 3. DESCRIPTION/PURPOSE 3.1 The Contract Funds Status Report (CFSR), DD Form 1586, Sample Format 1, is designed to supply funding data about defense contracts to Program Managers for: (a) updating and forecasting contract funds requirements, (b) planning and decision making on funding changes to contracts, (c) developing funds requirements and budget estimates in support of approved programs, (d) determining funds in excess of contract needs and available for deobligation, and (e) obtaining rough estimates of termination costs. | |

| | | | |
|--|---|----------------------------|-----------------------------|
| 4. APPROVAL DATE (YYMMDD) 951019 | 5. OFFICE OF PRIMARY RESPONSIBILITY (OPR) OUSD(A&T)API/PM | 6a. DTIC APPLICABLE | 6b. GIDEP APPLICABLE |
|--|---|----------------------------|-----------------------------|

7. APPLICATION/INTERRELATIONSHIP
 7.1 This Data Item Description (DID) contains the format and content preparation instructions for the data product generated by the specific and discrete task requirements as delineated in the contract.

7.2 This DID may be used in conjunction with the Contract Work Breakdown Structure DID, DI-MGMT-81334, the Cost Performance Report DID, DI-MGMT-81466, and the Cost/Schedule Status Report DID, DI-MGMT-81467.

7.3 Contractual Application. The CFSR is applicable to contracts over 6 months in duration. No specific application thresholds are established, but application to contracts of less than \$1,000,000 (constant fiscal year (FY) 1990 dollars) should be evaluated carefully to ensure only the minimum information necessary for effective management control is required. The CFSR will not be applied to firm fixed price contracts (as defined in FAR 16.202) unless unusual circumstances require specific funding visibility. CFSRs may be applied to unpriced portions of firm fixed price contracts that are estimated to be in excess of twenty (20) percent of the initial contract value. Only those parts of the CFSR essential to the management of each acquisition will be required. The DoD Program Manager will determine the need for contract funds information and apply only those portions of the CFSR deemed appropriate. To ensure that only minimum data is required over the life of the contract, provisions should be included in the contract to review reporting requirements at least annually and change them, if necessary, at no charge to the Government. (Continued on page 2)

| | | |
|-------------------------------|---|---------------------------------|
| 8. APPROVAL LIMITATION | 9a. APPLICABLE FORMS DD Form 1586 | 9b. AMSC NUMBER D7122 |
|-------------------------------|---|---------------------------------|

10. PREPARATION INSTRUCTIONS
 10.1 Format. Contractor formats should be substituted whenever they contain all the required data elements at the specified reporting levels in a form suitable for DOD management.

10.2 Content. The CFSR shall contain the following information:

10.2.1 Item 1 - Contract Number. Enter the assigned contract number and the latest modification number on which contractual agreement has been reached.

10.2.2 Item 2 - Contract Type. Enter the type of contract as identified in FAR Part 16 (e.g., Cost Plus Fixed Fee (CPFF), Fixed Price Incentive (FPI), etc.).

10.2.3 Item 3 - Contract Funding For. Enter the applicable type as follows:

- Multi-Year Procurement (MYP)
- Incrementally Funded Contract (INC)
- Contract for a Single Year (SYC)

10.2.3.1 For FY. For contracts which are financed with funds appropriated in more than one fiscal year, a report is required for each fiscal year's funds where the separate year's funds in the contract are associated with specific quantities of hardware or services to be furnished. The fiscal year(s) being reported will be shown in this block and that year's share of the total target prices (initial and adjusted) will be shown in Items 9 and 10. (Continued on page 3)

11. DISTRIBUTION STATEMENT
 Distribution Statement A: Approved for public release; distribution is unlimited.

Block 7, Application/Interrelationship (Continued)

7.3.1 Level of Reporting. If a contract is funded with a single appropriation, a single line entry at the total contract level should be considered for CFSR reporting. Reporting by line item or WBS element will be limited to only those items or elements needed to support funds management requirements. A reduced level of reporting may be implemented on contracts (a) with a dollar value between \$250,000 and \$1,000,000 (constant FY 1990 dollars); (b) that are for time and material; or (c) for which only limited funding requirements information is needed.

7.3.2 Multiple Appropriations. Where two or more appropriation sources are used for funding a single contract, contractors will segregate funds data by appropriation accounting reference. The procuring agency will supply the appropriation numbers applicable to individual line items or WBS elements. If a single line item or WBS element is funded by more than one appropriation, methods for segregating and reporting such information will be negotiated and specified in the contract.

7.3.3 Electronic Data Interchange. The American National Standards Institute (ANSI) X12 standard (transaction set 839), or the United Nations Electronic Data Interchange For Commerce, Administration and Transport (EDIFACT) equivalent, will be used for EDI transmission.

7.4 Frequency and Submission. The CFSR will be a contractual requirement as set forth in the Contract Data Requirements List (CDRL) DD Form 1423. Unless otherwise provided in the contract, the CFSR will be prepared as of the end of each calendar quarter or contractor accounting period nearest the end of each quarter. The required number of copies of the CFSR will be forwarded within 25 calendar days after the "as of" date of the report, or as otherwise specified in the contract. In the event of exceptional circumstances which call for increased frequency in reporting, such frequency will not be more often than monthly and will be negotiated and specified in the contract.

7.5 Explanations of Terms.

7.5.1 Open Commitments. For this report, a commitment represents the estimated obligation of the contractor (excluding accrued expenditures) to vendors or subcontractors (based on the assumption that the contract will continue to completion).

7.5.2 Accrued Expenditures. For this report, include recorded or incurred costs as defined within the Allowable Cost, Fee and Payments Clause (FAR 52.216-7) for cost type contracts or the Progress Payments Clause (FAR 52.232-16) for fixed price type contracts, plus the estimated fee or profit earned. Such costs include:

7.5.2.1 Actual payments for services or items purchased directly for the contract.

7.5.2.2 Costs incurred, but not necessarily paid, for storeroom issues, direct labor, direct travel, direct other in-house costs and allocated indirect costs.

7.5.2.3 Progress payments made to subcontractors.

7.5.2.4 Pension costs provided they are paid at least quarterly.

7.5.3 Termination Costs. Although this report is prepared on the basis that the contract will continue to completion, it is necessary to report estimated termination cost by government fiscal year and generally by more frequent intervals on incrementally funded contracts. The frequency will be dependent on the funding need dates (i.e., quarterly) and should be compatible with the contract funding clauses, Limitation of Funds clause (cost type contracts) or

Limitation of Obligation clause (fixed price type contracts). Termination costs include such items as loss of useful life of special tooling, special machinery and equipment; rental cost of unexpired leases; and settlement expenses. The definition of termination costs is included in FAR 31.205-42. In the event the Special Termination Costs clause (DFARS 252.249-7000) is authorized, then costs defined therein will be eliminated from the estimated termination costs.

7.6 The CFSR DID may be "tailored" in Block 16 of CDRL DD Form 1423. Tailoring is defined as deleting requirements from a DID. Requiring more information in the CFSR CDRL DD Form 1423 than specified in this DID is prohibited by DOD regulation. All negotiated reporting provisions will be specified in the contract's CDRL.

7.7 This DID supersedes DI-F-6004B.

Block 10, Preparation Instructions (Continued)

10.2.4 Item 4 - Appropriation. Enter the appropriation name (i.e., Research, Development, Test and Evaluation, Aircraft Procurement, etc.) and DoD Component (i.e., Air Force, Navy, etc.) in this block.

10.2.5 Item 5 - Previous Report Date. Enter the cut-off date of the previous report. (Year, Month, Day)

10.2.6 Item 6 - Current Report Date. Enter the cut-off date applicable to this report. (Year, Month, Day)

10.2.7 Item 7 - Contractor. Enter the name, division (if applicable), and mailing address of the reporting contractor.

10.2.8 Item 8 - Program. Identify the program by name or enter the type, model and series or other military designation of the prime item or items purchased on the contract. If the contract is for services or a level-of-effort (i.e., research, flight test, etc.), the title of the service should be shown.

10.2.9 Item 9 - Initial Contract Price. Enter the dollar amounts for the initial negotiated contract target price (or estimated price for non-incentivized contracts) and contract ceiling price when appropriate. For contracts which are financed with funds appropriated in more than one fiscal year, only the share of the total initial target and ceiling associated with the fiscal year shown in Item 3 will be entered.

10.2.10 Item 10 - Adjusted Contract Price. Enter the dollar amounts for the adjusted contract target price (initial negotiated contract plus supplemental agreements) and adjusted contract ceiling price or estimated ceiling price where appropriate. For contracts which are financed with funds appropriated in more than one fiscal year, only the share of the total adjusted target and ceiling associated with the fiscal year shown in Item 3 will be entered.

10.2.11 Item 11 - Funding Information.

10.2.11.1 Column a. - Line Item/Work Breakdown Structure (WBS) Element. Enter the line item or WBS elements specified for CFSR coverage in the contract.

10.2.11.2 Column b. - Appropriation Identification. Enter the appropriation number supplied by the DoD Component for the contract or, if applicable, each line item or WBS element.

10.2.11.3 Column c. - Funding Authorized To Date. Enter dollar amounts of contract funding authorized under the contract from the beginning of the fiscal year(s) shown in Item 3 through the report date shown in Item 6.

10.2.11.4 Column d. - Accrued Expenditures Plus Open Commitments Total. For contract work authorized, enter the total of (a) the cumulative accrued expenditures incurred through the end of the reporting period, and (b) the open commitments on the "as of" date of the report. Enter the total applicable to funds for the fiscal year(s) covered by this report as shown in Item 3.

10.2.11.4.1 Separation of Open Commitments and Accrued Expenditures. On selected contracts, the separation of open commitments and accrued expenditures by line item or WBS element may be a negotiated requirement in the contract. Utilization of this provision should be held to the minimum essential to support information needs of the procuring agency. In the event this separation of data is not available in the contractor's accounting system or cannot be derived without significant effort, provision should be made to permit use of estimates. The procedures used by the contractor in developing estimates shall be explained in the Remarks section of the report.

10.2.11.4.2 Notice of Termination. When a Notice of Termination has been issued, potential termination liability costs will be entered in this column. They will be identified to the extent possible with the source of liability (prime or subcontract).

10.2.11.5 Column e. - Contract Work Authorized - Definitized. For the fiscal year(s) shown in Item 3, enter the estimated price for the authorized work on which contractual agreement has been reached, including profit/fee, incentive and cost sharing associated with projected over/underruns. Amounts for contract changes will not be included in this item unless they have been priced and incorporated in the contract through a supplemental agreement.

10.2.11.6 Column f. - Contract Work Authorized - Not Definitized. Enter the contractor's estimate of the funds requirements for performing required work (e.g., additional agreements or changes) for which firm contract prices have not yet been agreed to in writing by the parties to the contract. Report values only for items for which written orders have been received. For incentive type contracts, show total cost to the Government (recognizing contractor participation). Enter in the Remarks section a brief but complete explanation of the reason for the change in funds.

10.2.11.7 Column g. - Subtotal. Enter the total estimated price for all work authorized on the contract (Column e. plus Column f.).

10.2.11.8 Column h. - Forecast - Not Yet Authorized. Enter an estimate of funds requirements, including the estimated amount for fee or profit, for changes proposed by the Government or by the contractor, but not yet directed by the contracting officer. In the Remarks section state each change document number and estimated value of each change.

10.2.11.9 Column i. - Forecast - All Other Work. Enter an estimate of funds requirements for additional work anticipated to be performed (not included in a firm proposal) which the contractor, based on his knowledge and experience, expects to submit to the Government within a reasonable period of time.

10.2.11.10 Column j. - Subtotal. Enter an estimate of total requirements for forecast funding (the sum of Column h. plus Column i.). Specific guidelines on what the contractor may include in the funding forecast section may be made a part of the contract.

10.2.11.11 Column k. - Total Requirements. Enter an estimate of total funds requirements for contract work authorized and forecast (the sum of Column g. plus Column j.).

- 10.2.11.12 Column l. - Funds Carryover. For incrementally funded contracts only, report the amount by which the prior federal fiscal year funding was in excess of the prior year's requirement. If there is no carryover, report zero. Specific instructions for the use of this item may be made a part of the contract.
- 10.2.11.13 Column m. - Net Funds Required. Enter an estimate of net funds required, subtracting funds carryover in Column l. from total requirements in Column k.
- 10.2.11.14 Column Totals. Totals should be provided for Columns c. through m. for all line items or WBS elements reported.
- 10.2.12 Item 12 - Contract Work Authorized (With Fee/Profit) - Actual Or Projected. Data entries will be as follows: In the first column, actuals cumulative to date; in all other columns except the last, projected cumulative amounts from the start of the contract to the end of the period indicated in the column heading; in the last column, the projected cumulative amounts from the start to the end of the contract or fiscal year being reported. When the contractor has developed a range of estimates at completion, the most likely estimate shall be used to develop the projected cumulative data in this item.
- 10.2.12.1 Column Headings. Columns 2 through 9 will be headed to indicate periods covering the life of the contract or fiscal year being reported and may be headed to show months, quarters, half years and/or fiscal years as prescribed by the procuring agency.
- 10.2.12.2 Data Composition. Projected data should include all planned obligations, anticipated accruals, anticipated over/under targets (total cost to the Government recognizing contractor participation), G&A, and fee/profit. For award fee contracts, the fee actually awarded will be included in Column 1, Actual to Date. The contractor shall describe in the Remarks section the amount, by period, and rationale for any award fee projections included in Columns 2 through 10.
- 10.2.12.3 Item 12.a. - Open Commitments. In the first column enter commitments open as of the date of the report. In subsequent columns enter the commitments projected to be open as of the end of each period indicated by the column headings. The amount entered will be the projected cumulative commitments less the planned cumulative expenditures as of the end of time period indicated. At the end of the contract, the amount will be zero.
- 10.2.12.4 Item 12.b. - Accrued Expenditures. In the first column enter actuals to date. In subsequent columns enter the projected cumulative accrued expenditures as of the end of each period indicated by the column headings.
- 10.2.12.5 Item 12.c. - Total (12.a. and 12.b.). In the columns provided, enter the total contract work authorized - actuals to date (Column 1) or projected (Columns 2 through 10). This total is the sum of open commitments and accrued expenditures projected through the periods indicated by the column headings. Significant changes in the amount or timephasing of this item shall be explained in the Remarks section.
- 10.2.13 Item 13 - Forecast Of Billings To The Government. In the first column enter the cumulative amount received from the Government plus any unpaid billings to the Government through the current report date, including amounts applicable to progress or advance payments. In succeeding columns enter the amount expected to be billed to the Government during each period reported (assuming the contract will continue to completion). Amounts will not be cumulative.
- 10.2.14 Item 14 - Estimated Termination Costs. In the columns provided, enter the estimated costs that would be necessary to liquidate all government

obligations if the contract were to be terminated in that period. These entries are the amounts required in addition to the amounts shown in Item 12. Applicable fee/profit should be included. These entries may consist of "rough order of magnitude" estimates and will not be construed as providing formal notification having contractual significance. This estimate will be used to assist the Government in budgeting for the potential incurrence of such cost. On contracts with Limitation of Funds/Obligation clauses, where termination costs are included as part of the funding information in Block 11, enter the amounts required for termination reserve on this line.

10.3 Remarks Section.

10.3.1 General. This section shall contain any additional information or remarks which support or explain data submitted in this report. At a minimum, the contractor shall present the following information: (a) explanations of funds changes (refer to paragraphs 10.2.11.6, 10.2.11.8 and 10.3.2); (b) procedures used to develop estimates of open commitments and accrued expenditures (refer to paragraph 10.2.11.4.1); (c) the amount and rationale for any award fee projections included in Item 12 (refer to paragraph 10.2.12.2); (d) explanations of significant changes in the amount or timephasing of actual or projected total contract work authorized (refer to paragraph 10.2.12.5); and (e) any other information deemed significant or noteworthy. The contractor also shall provide a projected contract completion date that supports the funding projections in Item 12.

10.3.2 Changes. The Remarks section shall contain information regarding changes, as indicated below. A change in a line item shall be reported when the dollar amount reported in Item 11, Column k. of this submission differs from that reported in the preceding submission. The movement of dollar amounts from one column to another (Item 11, Columns e. through j.), indicating a change in the firmness of funds requirements, need not be reported in this section. Change reporting shall include the following:

10.3.2.1 The location of the changed entry (page, line, and column);

10.3.2.2 The dollar amount of the change; and

10.3.2.3 A narrative explanation of the cause of each change.

CLASSIFICATION

CONTRACT FUNDS STATUS REPORT (Dollars in)

Form Approved
OMB No. 0704-0188

The public reporting burden for this collection of information is estimated to average 8 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports (D704-0188), 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be liable to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. PLEASE DO NOT RETURN YOUR COMPLETED FORM TO THE ABOVE ADDRESS

| | | | | |
|--------------------|-----------------------------------|-------------------------|--|-----------------------------|
| 1. CONTRACT NUMBER | 3. CONTRACT FUNDING FOR FOR FY | 5. PREVIOUS REPORT DATE | 7. CONTRACTOR (Name, address and zip code) | 9. INITIAL CONTRACT PRICE |
| 2. CONTRACT TYPE | 4. APPROPRIATION | 6. CURRENT REPORT DATE | 8. PROGRAM | a. TARGET |
| | | | | b. CEILING |
| | | | | 10. ADJUSTED CONTRACT PRICE |
| | | | | a. TARGET |
| | | | | b. CEILING |

| 11. FUNDING INFORMATION | | | | | | | | | | | | |
|----------------------------|-----------------------------------|---------------------------------|--|--------------------------|----------------------|---------------|-------------------------|---------------------|---------------|-------------------------|-----------------------|-------------------------|
| LINE ITEM/WBS ELEMENT a | APPROPRIATION IDENTIFICATION b | FUNDING AUTHORIZED TO DATE c | ACCRUED EXPENDITURES OPEN COMMITMENTS TOTAL d | CONTRACT WORK AUTHORIZED | | | FORECAST | | | TOTAL REQUIREMENTS k | FUNDS CARRY-OVER l | NET FUNDS REQUIRED m |
| | | | | DEFINITIZED e | NOT DEFINITIZED f | SUBTOTAL g | NOT YET AUTHORIZED h | ALL OTHER WORK i | SUBTOTAL j | | | |
| | | | | | | | | | | | | |

| 12. CONTRACT WORK AUTHORIZED (With Fee/Profit) - ACTUAL OR PROJECTED | | | | | | | | | | | | |
|--|----------------|--|--|--|--|--|--|--|--|--|--|---------------|
| | ACTUAL TO DATE | | | | | | | | | | | AT COMPLETION |
| a. OPEN COMMITMENTS | | | | | | | | | | | | |
| b. ACCRUED EXPENDITURES | | | | | | | | | | | | |
| c. TOTAL (12a + 12b) | | | | | | | | | | | | |
| 13. FORECAST OF BILLINGS TO THE GOVERNMENT | | | | | | | | | | | | |
| 14. ESTIMATED TERMINATION COSTS | | | | | | | | | | | | |
| 15. REMARKS | | | | | | | | | | | | |

DD FORM 1586, AUG 96 (EG)

CLASSIFICATION

PREVIOUS EDITION MAY BE USED.

Page _____ of _____ Pages
Designed using Perform Pro. WWS/DIOR Aug 96

373

DATA ITEM DESCRIPTION

Form Approved
OMB NO. 0704-0188

Public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302, and to the Office of Management and Budget, Paperwork Reduction Project (0704-0188), Washington, DC 20503.

1. TITLE: COST/SCHEDULE STATUS REPORT (C/SSR) 2. IDENTIFICATION NUMBER: DI-MGMT-81467

3. DESCRIPTION/PURPOSE: This report is prepared by contractors and provides summarized contract cost and schedule performance information for program management purposes. The report (Sample Format 1) contains the following information: contract and program identification; contract data, including original and current contract values and the management estimate at completion (EAC); performance data which consists of cost and schedule performance information by summary level Work Breakdown Structure (WBS) elements; and narrative explanations, which presents information on significant cost and schedule variances and other contract problems or areas of interest.

4. APPROVAL DATE (YYMMDD): 951019 5. OFFICE OF PRIMARY RESPONSIBILITY (OPR): OUSD(A&T)API/PM 6a. DTIC APPLICABLE: 6b. GIDEP APPLICABLE:

7. APPLICATION/INTERRELATIONSHIP: 7.1 This Data Item Description (DID) contains the format and content preparation instructions for the data product generated by the specific and discrete task requirements as delineated in the contract.

7.2 This DID may be used in conjunction with the Contract Funds Status Report DID, DI-MGMT-81468, and the Contract Work Breakdown Structure DID, DI-MGMT-81334. This DID and the Cost Performance Report (CPR) DID, DI-MGMT-81466, will not be used on the same contract.

7.3 The C/SSR will be used to collect cost and schedule performance information on contracts over 12 months in duration where application of the CPR is not appropriate. There are no specific application thresholds for the C/SSR. However, application to contracts of less than \$5 million (constant fiscal year 1990 dollars) should be evaluated carefully to ensure that only the minimum information necessary for effective management control is required.

7.4 C/SSR data elements will reflect the output of the contractor's C/SSR management procedures (refer to DFARS 252.242-7005). The definitions of terms contained in the Cost/Schedule Control Systems Criteria (C/SCSC) (refer to DFARS 252.242-7001) may be used as guidance in completing Columns (2) through (9) of the C/SSR with the exception of the definitions for Budgeted Cost for Work Scheduled (BCWS) and Budgeted Cost for Work Performed (BCWP). Application of the C/SSR does not invoke the unique requirements or disciplines of the C/SCSC, such as the use of work packages for determining BCWP. The contractor may use C/SCSC compliant practices if they constitute the contractor's normal way of doing business. The method of deriving the BCWP will be left to the discretion of the reporting contractor and will be subject to negotiation, if necessary, and inclusion in the contract. While the contractor must be in a position to explain the method used for determining the BCWP, the in-depth demonstration review referred to in DFARS 252.242-7001 will not be required. (Continued on page 2)

8. APPROVAL LIMITATION: 9a. APPLICABLE FORMS: DD Form 2735 9b. AMSC NUMBER: D7121

10. PREPARATION INSTRUCTIONS: 10.1 Format. Contractor formats should be substituted whenever they contain all the required data elements at the specified reporting levels in a form suitable for DOD management. 10.2 Content. The Cost/Schedule Status Report shall contain the following: 10.2.1 Contractor. Enter the contractor's name and location in Block 1. 10.2.2 Contract. Enter the contract name, number, type, and share ratio, if applicable, in Block 2. 10.2.3 Program. Enter in Block 3.a. the name, number, acronym and/or type, model, series, or other designation of the prime items purchased under the contract. Enter the program phase in Block 3.b. (Concept Exploration and Definition, Demonstration and Validation, and Engineering and Manufacturing Development are considered RDT&E. Production programs are those that have passed Milestone III.) (Continued on page 2)

11. DISTRIBUTION STATEMENT: Distribution Statement A: Approved for public release; distribution is unlimited.

Block 7, Application/Interrelationship (Continued)

- 7.5 Data reported on the C/SSR will pertain to all authorized contract work, including both priced and unpriced effort. The Government and the contractor may agree to exclude from C/SSR reporting portions of the contract for which performance reporting is not needed, such as firm fixed price contract line items. Data reported will normally be limited to level 3 of the WBS or higher. However, if a cost/schedule performance problem occurs at a lower level, the Program Manager (PM) may request information on an exception basis until the problem is resolved.
- 7.6 Reporting frequency will be specified in the contract. C/SSRs will not be required more frequently than monthly. Reports may reflect data as of the end of the calendar month or as of the contractor's accounting period cut-off date. Reports normally are due 25 days after the end of the report period.
- 7.7 Certain aspects of the report are subject to negotiation between the Government and the contractor, such as:
- 7.7.1 The variance thresholds which, if exceeded, require problem analysis and narrative explanations. Variance thresholds should be reviewed periodically, and changed if necessary, to ensure they continue to provide appropriate visibility without requiring excessive information. Refer to Chapter Three of the C/SSR Joint Guide for examples of the various methods for establishing variance thresholds.
- 7.7.2 The WBS elements reported in the Performance Data section. The level of detail will normally be limited to level 3 or higher, but lower levels may be selected for high-cost or -risk areas. Reporting levels should be reviewed periodically, and changed if necessary, to ensure they continue to provide appropriate visibility without requiring excessive information.
- 7.8 Contractor formats should be substituted for C/SSR formats whenever they contain all the required data elements at the specified reporting levels in a form suitable for DOD management use. The American National Standards Institute (ANSI) X12 standards (transaction sets 839 for cost and 806 for schedule), or the United Nations Electronic Data Interchange for Administration, Commerce and Transport (EDIFACT) equivalent, will be used for Electronic Data Interchange.
- 7.9 In all cases, the C/SSR CDRL is subject to "tailoring." Tailoring is defined as deleting requirements from this DID. Requiring more information in the C/SSR CDRL than specified in this DID is prohibited by DOD regulation. All negotiated reporting provisions will be specified in the contract.
- 7.10 This DID supersedes DI-F-6010A.

Block 10, Preparation Instructions (Continued)

- 10.2.4 Report Period. Enter the beginning and ending dates of the period covered by the report in Block 4.
- 10.2.5 Signature, Title and Date. The contractor's authorized representative will sign the report and enter his/her title and the date in Block 5.
- 10.3 Contract Data.
- 10.3.1 Original Contract Target Cost. Enter in Block 6.a. the dollar value (excluding fee or profit) negotiated in the original contract. For a cost plus fixed fee contract, enter the estimated cost negotiated. For an incentive contract, enter the definitized contract target cost.

10.3.2 Negotiated Contract Changes. Enter in Block 6.b. the cumulative cost (excluding fee or profit) applicable to definitized contract changes which have occurred since the beginning of the contract. Changes to estimated costs for cost plus fixed fee contracts will include only amounts for changes in the contract work scope; changes for cost growth will not be included.

10.3.3 Current Target Cost. Enter the sum of Block 6.a. and Block 6.b. in Block 6.c. The amount shown should equal the current dollar value (excluding fee or profit) on which contractual agreement has been reached.

10.3.4 Estimated Cost of Authorized, Unpriced Work. Enter in Block 6.d. the estimated cost (excluding fee or profit) for contract changes for which written authorization has been received but for which contract prices have not been negotiated.

10.3.5 Contract Budget Base (CBB). Enter the sum of Block 6.c. and Block 6.d. in Block 6.e.

10.3.6 Management Estimate at Completion. Enter in Block 6.f. the contractor's most likely EAC. The estimate should include actual costs to date plus a knowledgeable projection of future performance. The estimate should be based on the agreed work scope as reflected in the CBB (Block 6.e.). The contractor may include an estimate for management reserve (MR), if applicable. The contractor also may include a realistic estimate for program risk or probable future business conditions. If the management EAC differs from the value in Column (8) of Block 7.e., the difference shall be discussed in the Narrative Explanation section.

10.3.7 Variance at Completion. Enter the difference between Block 6.e. and Block 6.f. in Block 6.g.

10.3.8 Over Target Baseline (OTB) Date. If applicable, enter in Block 6.h. the report period ending date of the C/SSR in which the latest approved OTB first appears. The Government and the contractor must agree on the terms of an OTB prior to its establishment. The contractor shall not implement an OTB without prior written approval from the Contracting Officer.

10.4 Performance Data.

10.4.1 Work Breakdown Structure (WBS) Elements. Enter in Column 1 of Block 7.a. the name of the WBS elements for which cost information is being reported. WBS elements or levels required will be those specified in the contract. Organizational categories may be used in lieu of WBS elements if the Government and the contractor agree that such categories would be more beneficial.

10.4.2 Cost of Money (COM). Enter in Columns (2) through (9) of Block 7.b. the appropriate COM figures. If COM has been included in the costs reported above, then COM will be shown as a non-add entry on this line with an appropriate notation. When a facility has two or more contracts with cost reporting requirements, the contractor shall ensure that all COM values are derived from the same accounting source.

10.4.3 General and Administrative (G&A). Enter in Columns (2) through (9) of Block 7.c. the appropriate G&A costs. If G&A has been included in the costs reported above, then G&A will be shown as a non-add entry on this line with an appropriate notation. If a G&A classification is not used, no entry will be made other than an appropriate notation to that effect.

10.4.4 Undistributed Budget (UB). Enter in Column (7) of Block 7.d. the amount of budget applicable to authorized contract effort which has not been

identified to WBS elements at or below the reporting level. Enter in Column (8) of Block 7.d. an estimate for the scope of work represented by the amount shown in Column (7) of Block 7.d. Enter the difference, if any, between Column (7) and Column (8) in Column (9) of Block 7.d. All UB must be explained in the Narrative Explanation section.

10.4.5 Subtotal - Performance Measurement Baseline (PMB). Enter in Columns (2) through (9) of Block 7.e. the totals of the distributed budgets, actuals and estimates for the WBS elements, COM, G&A and UB in Blocks 7.a. through 7.d.

10.4.6 Management Reserve (MR). Enter in Column (7) of Block 7.f. the amount of budget identified as MR as of the end of the report period. Amounts of MR applied during the reporting period will be explained in the Narrative Explanation section. MR application will be explained in terms of amounts applied, WBS elements to which applied, and reasons for application.

10.4.7 Total. Enter the sum of the direct and indirect budgets and costs in Columns (2) through (7). The total in Column (7) will equal the value in Block 6.e. unless an OTB has been implemented.

10.4.8 Data Elements. For each WBS element in Block 7.a. and the categories in Blocks 7.b. through 7.g., enter the following information where applicable:

10.4.8.1 Budgeted Cost for Work Scheduled (BCWS) (Column 2). Enter the numerical representation of the value of all work scheduled to be accomplished (in-process and complete) as of the reporting cut-off date.

10.4.8.2 Budgeted Cost for Work Performed (BCWP) (Column 3). Enter the numerical representation of the value of all work accomplished (in-process and complete) as of the reporting cut-off date.

10.4.8.3 Actual Cost of Work Performed (ACWP) (Column 4). Enter the actual costs (direct and indirect) applicable to work accomplished as of the reporting cut-off date. Actual costs and budgeted costs will be reported on a comparable basis.

10.4.8.4 Schedule Variance (Column 5). Enter the difference between the BCWS and the BCWP by subtracting Column (2) from Column (3). A negative figure indicates an unfavorable variance and should be shown in parentheses. Variances exceeding established thresholds shall be fully explained in the Narrative Explanation section.

10.4.8.5 Cost Variance (Column 6). Enter the difference between the BCWP and the ACWP by subtracting Column (4) from Column (3). A negative figure indicates an unfavorable variance and should be shown in parentheses. Variances exceeding established thresholds shall be fully explained in the Narrative Explanation section.

10.4.8.6 Budget at Completion (BAC) (Column 7). Enter the total budget identified to each WBS element listed in Column (1). Assigned budgets will consist of the original budgets plus or minus budget adjustments resulting from contract changes, internal replanning, or application of MR.

10.4.8.7 Estimate at Completion (EAC) (Column 8). Enter the contractor's latest revised estimate of cost at completion including estimated overrun/underrun for all authorized work. The estimated cost at completion consists of the sum of the actual cost to date plus the latest estimate of cost for work remaining.

10.4.8.8 Variance at Completion (VAC) (Column 9). Enter the difference between the BAC and the EAC by subtracting Column (8) from Column (7). A

negative figure indicates an unfavorable variance and should be shown in parentheses. Variances exceeding established thresholds shall be fully explained in the Narrative Explanation section.

10.5 Narrative Explanations.

10.5.1 Provide a summary analysis of overall contract performance, including significant existing or potential problems and corrective actions taken or required, to include government action where required.

10.5.2 Explain cost, schedule and EAC variances that meet variance analysis thresholds provided in the contract. Explanations of these variances must be explicit and comprehensive, and must clearly identify the nature of the problems being experienced, the impact on the total contract, and the corrective actions taken or required. See Chapter Three of the C/SSR Joint Guide for examples of variance threshold methodologies. While this DID does not require the reporting of current period cost performance data, the PM may tailor the C/SSR CDRL DD Form 1423 to require current period variance analysis.

10.5.3 Normally, the amount shown in Block 7.g. of Column (7), total BAC (also called Total Allocated Budget (TAB)), will equal the amount shown in Block 6.e., CBB. This relationship is necessary to ensure that the BCWS and the BCWP provide meaningful indicators of contractual progress. If the TAB exceeds the CBB, it is an indication that an OTB has been implemented. In this case, the contractor shall reflect in Block 6.h. the report period end date of the C/SSR in which the latest approved OTB first appeared and shall provide the following information in the Narrative Explanation section of the C/SSR in which the latest approved OTB first appeared: the reasons for the OTB; the identity of the WBS element(s) to which additional budget was added; and the approval authority for the latest approved OTB. The Government and the contractor shall agree on what OTB information will appear in subsequent C/SSR submissions. Refer to Chapter Four of the C/SSR Joint Guide for more information on OTBs.

CLASSIFICATION (When filled in)

COST/SCHEDULE STATUS REPORT

DOLLARS IN _____

| | | | | | | | |
|--|--|--------------------------------------|--|-----------------------------------|--|--|--|
| 1. CONTRACTOR | | 2. CONTRACT | | 3. PROGRAM | | 4. REPORT PERIOD | |
| a. NAME | | a. NAME | | a. NAME | | a. FROM (YYMMDD) | |
| b. LOCATION (Address and ZIP Code) | | b. NUMBER | | b. PHASE (X one) | | b. TO (YYMMDD) | |
| | | c. TYPE | | d. SHARE RATIO | | <input type="checkbox"/> RDT&E <input type="checkbox"/> PRODUCTION | |
| 5. AUTHORIZED CONTRACTOR REPRESENTATIVE | | | | | | | |
| a. NAME (Last, First, Middle Initial) | | b. TITLE | | c. SIGNATURE | | d. DATE SIGNED (YYMMDD) | |
| 6. CONTRACT DATA | | | | | | | |
| a. ORIGINAL CONTRACT TARGET COST | | b. NEGOTIATED CONTRACT CHANGES | | c. CURRENT TARGET COST (a + b) | | d. ESTIMATED COST OF AUTHORIZED UNPRICED WORK | |
| e. CONTRACT BUDGET BASE (c + d) | | f. MANAGEMENT ESTIMATE AT COMPLETION | | g. VARIANCE AT COMPLETION (e - f) | | h. OVER TARGET BASELINE DATE (YYMMDD) | |
| 7. PERFORMANCE DATA | | | | | | | |

| ITEM (1) | CUMULATIVE TO DATE | | | | | | | |
|---|-----------------------|-----------------------|--------------------------------------|-----------------|-------------|-----------------|------------------|-----------------|
| | BUDGETED COST | | ACTUAL COST WORK PERFORMED (4) | VARIANCE | | AT COMPLETION | | |
| | WORK SCHEDULED (2) | WORK PERFORMED (3) | | SCHEDULE (5) | COST (6) | BUDGETED (7) | ESTIMATED (8) | VARIANCE (9) |
| a. WORK BREAKDOWN STRUCTURE ELEMENT | | | | | | | | |
| b. COST OF MONEY | | | | | | | | |
| c. GENERAL & ADMINISTRATIVE | | | | | | | | |
| d. UNDISTRIBUTED BUDGET | | | | | | | | |
| e. SUBTOTAL (Performance Measurement Baseline) | | | | | | | | |
| f. MANAGEMENT RESERVE | | | | | | | | |
| g. TOTAL | | | | | | | | |

CLASSIFICATION (When filled in)

SAMPLE FORMAT 1. Cost/Schedule Status Report

ATTACHMENT 4

LIST OF WAGE DETERMINATIONS

| Location | County | State | Wage Determination | Revision Number | Revision Date |
|----------|-----------|----------|--------------------|-----------------|---------------|
| Lincoln | Lancaster | Nebraska | 05-2325 | 3 | 05/29/07 |
| Dallas | Dallas | Texas | 05-2509 | 3 | 05/29/07 |

Note: Copies of the individual wage determinations can be found at <http://www.wdol.gov/>.

05-2325.txt

WD 05-2325 (Rev.-3) was first posted on www.wdol.gov on 06/05/2007

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

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

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 2005-2325
Revision No.: 3
Date Of Revision: 05/29/2007

States: Iowa, Nebraska

Area: Iowa Counties of Adams, Buena Vista, Cass, Cherokee, Clay, Crawford, Dickinson, Fremont, Harrison, Ida, Lyon, Mills, Monona, Montgomery, Obrien, Osceola, Page, Plymouth, Pottawattamie, Sac, Shelby, Sioux, Woodbury
Nebraska Counties of Burt, Butler, Cass, Cedar, Colfax, Cuming, Dakota, Dixon, Dodge, Douglas, Gage, Johnson, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce, Richardson, Sarpy, Saunders, Stanton, Thurston, Washington, Wayne

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | MINIMUM WAGE RATE |
|---|-------------------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 12.04 |
| 01012 - Accounting Clerk II | 14.76 |
| 01013 - Accounting Clerk III | 18.73 |
| 01020 - Administrative Assistant | 20.14 |
| 01040 - Court Reporter | 14.48 |
| 01051 - Data Entry Operator I | 10.71 |
| 01052 - Data Entry Operator II | 12.41 |
| 01060 - Dispatcher, Motor Vehicle | 17.43 |
| 01070 - Document Preparation Clerk | 12.72 |
| 01090 - Duplicating Machine Operator | 12.72 |
| 01111 - General Clerk I | 10.77 |
| 01112 - General Clerk II | 13.10 |
| 01113 - General Clerk III | 17.51 |
| 01120 - Housing Referral Assistant | 17.28 |
| 01141 - Messenger Courier | 9.71 |
| 01191 - Order Clerk I | 10.98 |
| 01192 - Order Clerk II | 11.94 |
| 01261 - Personnel Assistant (Employment) I | 13.46 |
| 01262 - Personnel Assistant (Employment) II | 17.58 |
| 01263 - Personnel Assistant (Employment) III | 19.55 |
| 01270 - Production Control Clerk | 16.58 |
| 01280 - Receptionist | 11.04 |
| 01290 - Rental Clerk | 10.85 |
| 01300 - Scheduler, Maintenance | 13.00 |
| 01311 - Secretary I | 13.00 |
| 01312 - Secretary II | 14.48 |
| 01313 - Secretary III | 17.28 |
| 01320 - Service Order Dispatcher | 15.33 |
| 01410 - Supply Technician | 20.14 |
| 01420 - Survey Worker | 10.94 |
| 01531 - Travel Clerk I | 11.02 |
| 01532 - Travel Clerk II | 11.72 |
| 01533 - Travel Clerk III | 12.44 |
| 01611 - Word Processor I | 11.86 |

| | |
|--|-------|
| 01612 - Word Processor II | 13.46 |
| 01613 - Word Processor III | 14.86 |
| 05000 - Automotive Service Occupations | 17.49 |
| 05005 - Automobile Body Repairer, Fiberglass | 18.67 |
| 05010 - Automotive Electrician | 18.11 |
| 05040 - Automotive Glass Installer | 18.11 |
| 05070 - Automotive Worker | 16.74 |
| 05110 - Mobile Equipment Servicer | 19.24 |
| 05130 - Motor Equipment Metal Mechanic | 18.11 |
| 05160 - Motor Equipment Metal Worker | 17.69 |
| 05190 - Motor Vehicle Mechanic | 15.97 |
| 05220 - Motor Vehicle Mechanic Helper | 17.83 |
| 05250 - Motor Vehicle Upholstery Worker | 18.11 |
| 05280 - Motor Vehicle Wrecker | 18.67 |
| 05310 - Painter, Automotive | 16.87 |
| 05340 - Radiator Repair Specialist | 13.49 |
| 05370 - Tire Repairer | 19.24 |
| 05400 - Transmission Repair Specialist | 10.60 |
| 07000 - Food Preparation And Service Occupations | 9.89 |
| 07010 - Baker | 10.60 |
| 07041 - Cook I | 7.87 |
| 07042 - Cook II | 8.99 |
| 07070 - Dishwasher | 12.72 |
| 07130 - Food Service Worker | 7.74 |
| 07210 - Meat Cutter | 15.57 |
| 07260 - Waiter/Waitress | 11.72 |
| 09000 - Furniture Maintenance And Repair Occupations | 15.57 |
| 09010 - Electrostatic Spray Painter | 13.32 |
| 09040 - Furniture Handler | 14.45 |
| 09080 - Furniture Refinisher | 15.57 |
| 09090 - Furniture Refinisher Helper | 13.32 |
| 09110 - Furniture Repairer, Minor | 14.45 |
| 09130 - Upholsterer | 15.57 |
| 11000 - General Services And Support Occupations | 9.18 |
| 11030 - Cleaner, Vehicles | 9.18 |
| 11060 - Elevator Operator | 12.77 |
| 11090 - Gardener | 10.61 |
| 11122 - Housekeeping Aide | 9.98 |
| 11150 - Janitor | 10.93 |
| 11210 - Laborer, Grounds Maintenance | 8.75 |
| 11240 - Maid or Houseman | 10.07 |
| 11260 - Pruner | 12.28 |
| 11270 - Tractor Operator | 10.93 |
| 11330 - Trail Maintenance Worker | 10.58 |
| 11360 - Window Cleaner | 14.46 |
| 12000 - Health Occupations | 15.06 |
| 12010 - Ambulance Driver | 15.63 |
| 12011 - Breath Alcohol Technician | 15.63 |
| 12012 - Certified Occupational Therapist Assistant | 13.69 |
| 12015 - Certified Physical Therapist Assistant | 30.10 |
| 12020 - Dental Assistant | 18.76 |
| 12025 - Dental Hygienist | 18.76 |
| 12030 - EKG Technician | 14.46 |
| 12035 - Electroneurodiagnostic Technologist | 13.36 |
| 12040 - Emergency Medical Technician | 15.02 |
| 12071 - Licensed Practical Nurse I | 16.79 |
| 12072 - Licensed Practical Nurse II | 12.33 |
| 12073 - Licensed Practical Nurse III | 13.54 |
| 12100 - Medical Assistant | 12.78 |
| 12130 - Medical Laboratory Technician | 14.41 |
| 12160 - Medical Record Clerk | 13.64 |
| 12190 - Medical Record Technician | |
| 12195 - Medical Transcriptionist | |

| | | |
|-------|--|-------|
| 12210 | - Nuclear Medicine Technologist | 26.39 |
| 12221 | - Nursing Assistant I | 8.96 |
| 12222 | - Nursing Assistant II | 10.07 |
| 12223 | - Nursing Assistant III | 11.00 |
| 12224 | - Nursing Assistant IV | 12.34 |
| 12235 | - Optical Dispenser | 12.43 |
| 12236 | - Optical Technician | 9.58 |
| 12250 | - Pharmacy Technician | 12.08 |
| 12280 | - Phlebotomist | 12.93 |
| 12305 | - Radiologic Technologist | 18.99 |
| 12311 | - Registered Nurse I | 20.22 |
| 12312 | - Registered Nurse II | 24.68 |
| 12313 | - Registered Nurse II, Specialist | 24.68 |
| 12314 | - Registered Nurse III | 27.62 |
| 12315 | - Registered Nurse III, Anesthetist | 27.62 |
| 12316 | - Registered Nurse IV | 33.03 |
| 12317 | - Scheduler (Drug and Alcohol Testing) | 18.66 |
| 13000 | - Information And Arts Occupations | |
| 13011 | - Exhibits Specialist I | 16.47 |
| 13012 | - Exhibits Specialist II | 19.71 |
| 13013 | - Exhibits Specialist III | 24.08 |
| 13041 | - Illustrator I | 17.09 |
| 13042 | - Illustrator II | 21.08 |
| 13043 | - Illustrator III | 25.67 |
| 13047 | - Librarian | 21.80 |
| 13050 | - Library Aide/Clerk | 9.09 |
| 13054 | - Library Information Technology Systems Administrator | 19.71 |
| 13058 | - Library Technician | 13.72 |
| 13061 | - Media Specialist I | 14.16 |
| 13062 | - Media Specialist II | 17.00 |
| 13063 | - Media Specialist III | 18.96 |
| 13071 | - Photographer I | 12.98 |
| 13072 | - Photographer II | 14.86 |
| 13073 | - Photographer III | 17.43 |
| 13074 | - Photographer IV | 20.04 |
| 13075 | - Photographer V | 24.65 |
| 13110 | - Video Teleconference Technician | 10.21 |
| 14000 | - Information Technology Occupations | |
| 14041 | - Computer Operator I | 13.35 |
| 14042 | - Computer Operator II | 15.19 |
| 14043 | - Computer Operator III | 20.69 |
| 14044 | - Computer Operator IV | 22.16 |
| 14045 | - Computer Operator V | 24.58 |
| 14071 | - Computer Programmer I (1) | 21.98 |
| 14072 | - Computer Programmer II (1) | 26.11 |
| 14073 | - Computer Programmer III (1) | 27.62 |
| 14074 | - Computer Programmer IV (1) | 27.62 |
| 14101 | - Computer Systems Analyst I (1) | 27.62 |
| 14102 | - Computer Systems Analyst II (1) | 27.62 |
| 14103 | - Computer Systems Analyst III (1) | 27.62 |
| 14150 | - Peripheral Equipment Operator | 14.56 |
| 14160 | - Personal Computer Support Technician | 22.16 |
| 15000 | - Instructional Occupations | |
| 15010 | - Aircrew Training Devices Instructor (Non-Rated) | 25.14 |
| 15020 | - Aircrew Training Devices Instructor (Rated) | 27.62 |
| 15030 | - Air Crew Training Devices Instructor (Pilot) | 30.38 |
| 15050 | - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 | - Educational Technologist | 24.68 |
| 15070 | - Flight Instructor (Pilot) | 30.38 |
| 15080 | - Graphic Artist | 19.90 |
| 15090 | - Technical Instructor | 16.82 |
| 15095 | - Technical Instructor/Course Developer | 21.15 |
| 15110 | - Test Proctor | 13.57 |

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| 15120 - Tutor | |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | 13.57 |
| 16010 - Assembler | |
| 16030 - Counter Attendant | 8.22 |
| 16040 - Dry Cleaner | 8.22 |
| 16070 - Finisher, Flatwork, Machine | 9.95 |
| 16090 - Presser, Hand | 8.22 |
| 16110 - Presser, Machine, Drycleaning | 8.22 |
| 16130 - Presser, Machine, Shirts | 8.22 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.22 |
| 16190 - Sewing Machine Operator | 8.22 |
| 16220 - Tailor | 10.52 |
| 16250 - Washer, Machine | 11.14 |
| 19000 - Machine Tool Operation And Repair Occupations | 8.89 |
| 19010 - Machine-Tool Operator (Tool Room) | |
| 19040 - Tool And Die Maker | 19.83 |
| 21000 - Materials Handling And Packing Occupations | 22.48 |
| 21020 - Forklift Operator | |
| 21030 - Material Coordinator | 12.69 |
| 21040 - Material Expediter | 16.58 |
| 21050 - Material Handling Laborer | 16.58 |
| 21071 - Order Filler | 12.00 |
| 21080 - Production Line Worker (Food Processing) | 10.69 |
| 21110 - Shipping Packer | 13.19 |
| 21130 - Shipping/Receiving Clerk | 12.56 |
| 21140 - Store Worker I | 12.56 |
| 21150 - Stock Clerk | 10.55 |
| 21210 - Tools And Parts Attendant | 13.43 |
| 21410 - Warehouse Specialist | 12.69 |
| 23000 - Mechanics And Maintenance And Repair Occupations | 12.69 |
| 23010 - Aerospace Structural Welder | |
| 23021 - Aircraft Mechanic I | 21.60 |
| 23022 - Aircraft Mechanic II | 20.57 |
| 23023 - Aircraft Mechanic III | 21.60 |
| 23040 - Aircraft Mechanic Helper | 22.68 |
| 23050 - Aircraft, Painter | 17.07 |
| 23060 - Aircraft Servicer | 21.46 |
| 23080 - Aircraft Worker | 19.10 |
| 23110 - Appliance Mechanic | 19.34 |
| 23120 - Bicycle Repairer | 17.22 |
| 23125 - Cable Splicer | 13.49 |
| 23130 - Carpenter, Maintenance | 18.38 |
| 23140 - Carpet Layer | 16.45 |
| 23160 - Electrician, Maintenance | 18.06 |
| 23181 - Electronics Technician Maintenance I | 20.57 |
| 23182 - Electronics Technician Maintenance II | 17.68 |
| 23183 - Electronics Technician Maintenance III | 23.35 |
| 23260 - Fabric Worker | 23.92 |
| 23290 - Fire Alarm System Mechanic | 15.84 |
| 23310 - Fire Extinguisher Repairer | 17.12 |
| 23311 - Fuel Distribution System Mechanic | 14.91 |
| 23312 - Fuel Distribution System Operator | 21.81 |
| 23370 - General Maintenance Worker | 18.36 |
| 23380 - Ground Support Equipment Mechanic | 15.09 |
| 23381 - Ground Support Equipment Servicer | 20.57 |
| 23382 - Ground Support Equipment Worker | 19.10 |
| 23391 - Gunsmith I | 19.34 |
| 23392 - Gunsmith II | 14.64 |
| 23393 - Gunsmith III | 16.44 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.05 |
| 23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility) | 18.45 |
| 19.13 | |
| 23430 - Heavy Equipment Mechanic | 18.38 |

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| 23440 - Heavy Equipment Operator | |
| 23460 - Instrument Mechanic | 16.63 |
| 23465 - Laboratory/Shelter Mechanic | 18.38 |
| 23470 - Laborer | 17.33 |
| 23510 - Locksmith | 10.85 |
| 23530 - Machinery Maintenance Mechanic | 17.74 |
| 23550 - Machinist, Maintenance | 18.18 |
| 23580 - Maintenance Trades Helper | 17.93 |
| 23591 - Metrology Technician I | 13.32 |
| 23592 - Metrology Technician II | 18.38 |
| 23593 - Metrology Technician III | 18.72 |
| 23640 - Millwright | 19.31 |
| 23710 - Office Appliance Repairer | 18.66 |
| 23760 - Painter, Maintenance | 17.64 |
| 23790 - Pipefitter, Maintenance | 15.57 |
| 23810 - Plumber, Maintenance | 23.85 |
| 23820 - Pneudraulic Systems Mechanic | 23.14 |
| 23850 - Rigger | 18.38 |
| 23870 - Scale Mechanic | 18.38 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.75 |
| 23910 - Small Engine Mechanic | 21.63 |
| 23931 - Telecommunications Mechanic I | 15.09 |
| 23932 - Telecommunications Mechanic II | 19.67 |
| 23950 - Telephone Lineman | 23.31 |
| 23960 - welder, Combination, Maintenance | 19.67 |
| 23965 - Well Driller | 16.05 |
| 23970 - Woodcraft Worker | 18.80 |
| 23980 - Woodworker | 18.38 |
| 24000 - Personal Needs Occupations | 13.96 |
| 24570 - Child Care Attendant | |
| 24580 - Child Care Center Clerk | 8.63 |
| 24610 - Chore Aide | 13.10 |
| 24620 - Family Readiness And Support Services Coordinator | 10.04 |
| 24630 - Homemaker | 11.54 |
| 25000 - Plant And System Operations Occupations | 15.23 |
| 25010 - Boiler Tender | |
| 25040 - Sewage Plant Operator | 19.95 |
| 25070 - Stationary Engineer | 20.65 |
| 25190 - Ventilation Equipment Tender | 19.95 |
| 25210 - Water Treatment Plant Operator | 13.97 |
| 27000 - Protective Service Occupations | 20.65 |
| 27004 - Alarm Monitor | |
| 27007 - Baggage Inspector | 14.66 |
| 27008 - Corrections Officer | 11.56 |
| 27010 - Court Security Officer | 15.36 |
| 27030 - Detection Dog Handler | 18.35 |
| 27040 - Detention Officer | 16.20 |
| 27070 - Firefighter | 15.36 |
| 27101 - Guard I | 18.35 |
| 27102 - Guard II | 11.56 |
| 27131 - Police Officer I | 15.13 |
| 27132 - Police Officer II | 21.33 |
| 28000 - Recreation Occupations | 23.71 |
| 28041 - Carnival Equipment Operator | |
| 28042 - Carnival Equipment Repairer | 11.17 |
| 28043 - Carnival Equipment Worker | 11.62 |
| 28210 - Gate Attendant/Gate Tender | 8.08 |
| 28310 - Lifeguard | 12.14 |
| 28350 - Park Attendant (Aide) | 10.82 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 9.91 |
| 28630 - Sports Official | 13.53 |
| 28690 - Swimming Pool Operator | 10.82 |
| | 14.07 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.33 |
| 29020 - Hatch Tender | 17.33 |
| 29030 - Line Handler | 17.33 |
| 29041 - Stevedore I | 16.60 |
| 29042 - Stevedore II | 18.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (2) | 32.38 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (2) | 22.33 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (2) | 24.59 |
| 30021 - Archeological Technician I | 14.41 |
| 30022 - Archeological Technician II | 16.11 |
| 30023 - Archeological Technician III | 19.96 |
| 30030 - Cartographic Technician | 22.13 |
| 30040 - Civil Engineering Technician | 18.28 |
| 30061 - Drafter/CAD Operator I | 15.96 |
| 30062 - Drafter/CAD Operator II | 17.82 |
| 30063 - Drafter/CAD Operator III | 18.71 |
| 30064 - Drafter/CAD Operator IV | 20.96 |
| 30081 - Engineering Technician I | 12.10 |
| 30082 - Engineering Technician II | 14.92 |
| 30083 - Engineering Technician III | 17.21 |
| 30084 - Engineering Technician IV | 22.17 |
| 30085 - Engineering Technician V | 22.53 |
| 30086 - Engineering Technician VI | 27.71 |
| 30090 - Environmental Technician | 17.97 |
| 30210 - Laboratory Technician | 20.10 |
| 30240 - Mathematical Technician | 21.00 |
| 30361 - Paralegal/Legal Assistant I | 15.24 |
| 30362 - Paralegal/Legal Assistant II | 18.02 |
| 30363 - Paralegal/Legal Assistant III | 22.03 |
| 30364 - Paralegal/Legal Assistant IV | 26.65 |
| 30390 - Photo-Optics Technician | 20.96 |
| 30461 - Technical Writer I | 15.23 |
| 30462 - Technical Writer II | 18.62 |
| 30463 - Technical writer III | 23.87 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 20.58 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 24.90 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 29.85 |
| 30494 - Unexploded (UXO) Safety Escort | 20.58 |
| 30495 - Unexploded (UXO) Sweep Personnel | 20.58 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (3) | 17.82 |
| 30621 - Weather Observer, Senior (3) | 17.70 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.64 |
| 31030 - Bus Driver | 12.96 |
| 31043 - Driver Courier | 13.08 |
| 31260 - Parking and Lot Attendant | 7.90 |
| 31290 - Shuttle Bus Driver | 13.39 |
| 31310 - Taxi Driver | 9.11 |
| 31361 - Truckdriver, Light | 13.39 |
| 31362 - Truckdriver, Medium | 18.74 |
| 31363 - Truckdriver, Heavy | 17.19 |
| 31364 - Truckdriver, Tractor-Trailer | 17.95 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.27 |
| 99050 - Desk Clerk | 10.58 |
| 99095 - Embalmer | 22.30 |
| 99251 - Laboratory Animal Caretaker I | 10.85 |
| 99252 - Laboratory Animal Caretaker II | 10.12 |
| 99310 - Mortician | 26.90 |
| 99410 - Pest Controller | 11.94 |
| 99510 - Photofinishing worker | 11.20 |

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| 99710 - Recycling Laborer | |
| 99711 - Recycling Specialist | 11.26 |
| 99730 - Refuse Collector | 13.73 |
| 99810 - Sales Clerk | 10.38 |
| 99820 - School Crossing Guard | 11.36 |
| 99830 - Survey Party Chief | 11.15 |
| 99831 - Surveying Aide | 22.61 |
| 99832 - Surveying Technician | 12.23 |
| 99840 - Vending Machine Attendant | 15.52 |
| 99841 - Vending Machine Repairer | 11.99 |
| 99842 - Vending Machine Repairer Helper | 13.36 |
| | 11.99 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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: HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

operations involving regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

Conformance Process:

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

conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

05-2509.txt

WD 05-2509 (Rev.-3) was first posted on www.wdol.gov on 06/05/2007

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

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

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 2005-2509
Revision No.: 3
Date Of Revision: 05/29/2007

State: Texas

Area: Texas Counties of Collin, Cooke, Dallas, Delta, Denton, Ellis, Fannin,
Grayson, Henderson, Hopkins, Hunt, Kaufman, Lamar, Navarro, Rains, Rockwall, Smith,
Van Zandt, Wood

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | MINIMUM WAGE RATE |
|---|-------------------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 13.50 |
| 01012 - Accounting Clerk II | 15.24 |
| 01013 - Accounting Clerk III | 17.10 |
| 01020 - Administrative Assistant | 22.12 |
| 01040 - Court Reporter | 16.44 |
| 01051 - Data Entry Operator I | 11.72 |
| 01052 - Data Entry Operator II | 13.18 |
| 01060 - Dispatcher, Motor Vehicle | 19.42 |
| 01070 - Document Preparation Clerk | 11.98 |
| 01090 - Duplicating Machine Operator | 11.98 |
| 01111 - General Clerk I | 10.29 |
| 01112 - General Clerk II | 12.10 |
| 01113 - General Clerk III | 13.99 |
| 01120 - Housing Referral Assistant | 19.91 |
| 01141 - Messenger Courier | 9.80 |
| 01191 - Order Clerk I | 11.72 |
| 01192 - Order Clerk II | 14.68 |
| 01261 - Personnel Assistant (Employment) I | 13.85 |
| 01262 - Personnel Assistant (Employment) II | 16.41 |
| 01263 - Personnel Assistant (Employment) III | 19.53 |
| 01270 - Production Control Clerk | 19.14 |
| 01280 - Receptionist | 13.36 |
| 01290 - Rental Clerk | 14.37 |
| 01300 - Scheduler, Maintenance | 15.85 |
| 01311 - Secretary I | 15.85 |
| 01312 - Secretary II | 17.12 |
| 01313 - Secretary III | 19.91 |
| 01320 - Service Order Dispatcher | 15.88 |
| 01410 - Supply Technician | 22.12 |
| 01420 - Survey Worker | 16.44 |
| 01531 - Travel Clerk I | 11.79 |
| 01532 - Travel Clerk II | 12.67 |
| 01533 - Travel Clerk III | 13.60 |
| 01611 - Word Processor I | 12.80 |
| 01612 - Word Processor II | 14.37 |
| 01613 - Word Processor III | 16.44 |
| 05000 - Automotive Service Occupations | |

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| 05005 - Automobile Body Repairer, Fiberglass | 20.00 |
| 05010 - Automotive Electrician | 21.33 |
| 05040 - Automotive Glass Installer | 19.38 |
| 05070 - Automotive Worker | 19.38 |
| 05110 - Mobile Equipment Servicer | 20.39 |
| 05130 - Motor Equipment Metal Mechanic | 17.15 |
| 05160 - Motor Equipment Metal worker | 20.52 |
| 05190 - Motor Vehicle Mechanic | 19.38 |
| 05220 - Motor Vehicle Mechanic Helper | 21.27 |
| 05250 - Motor Vehicle Upholstery worker | 15.99 |
| 05280 - Motor Vehicle Wrecker | 18.35 |
| 05310 - Painter, Automotive | 19.38 |
| 05340 - Radiator Repair Specialist | 22.43 |
| 05370 - Tire Repairer | 19.38 |
| 05400 - Transmission Repair Specialist | 12.44 |
| 07000 - Food Preparation And Service Occupations | 20.52 |
| 07010 - Baker | |
| 07041 - Cook I | 11.26 |
| 07042 - Cook II | 9.05 |
| 07070 - Dishwasher | 10.24 |
| 07130 - Food Service Worker | 8.38 |
| 07210 - Meat Cutter | 8.26 |
| 07260 - Waiter/Waitress | 13.11 |
| 09000 - Furniture Maintenance And Repair Occupations | 7.53 |
| 09010 - Electrostatic Spray Painter | |
| 09040 - Furniture Handler | 15.32 |
| 09080 - Furniture Refinisher | 10.24 |
| 09090 - Furniture Refinisher Helper | 15.32 |
| 09110 - Furniture Repairer, Minor | 12.02 |
| 09130 - Upholsterer | 13.78 |
| 11000 - General Services And Support Occupations | 16.35 |
| 11030 - Cleaner, Vehicles | |
| 11060 - Elevator Operator | 9.54 |
| 11090 - Gardener | 8.31 |
| 11122 - Housekeeping Aide | 11.76 |
| 11150 - Janitor | 8.60 |
| 11210 - Laborer, Grounds Maintenance | 9.70 |
| 11240 - Maid or Houseman | 10.05 |
| 11260 - Pruner | 8.04 |
| 11270 - Tractor Operator | 9.70 |
| 11330 - Trail Maintenance worker | 11.43 |
| 11360 - Window Cleaner | 10.05 |
| 12000 - Health Occupations | 11.12 |
| 12010 - Ambulance Driver | |
| 12011 - Breath Alcohol Technician | 13.45 |
| 12012 - Certified Occupational Therapist Assistant | 18.48 |
| 12015 - Certified Physical Therapist Assistant | 21.50 |
| 12020 - Dental Assistant | 20.03 |
| 12025 - Dental Hygienist | 16.36 |
| 12030 - EKG Technician | 30.98 |
| 12035 - Electroneurodiagnostic Technologist | 23.87 |
| 12040 - Emergency Medical Technician | 23.87 |
| 12071 - Licensed Practical Nurse I | 13.45 |
| 12072 - Licensed Practical Nurse II | 16.52 |
| 12073 - Licensed Practical Nurse III | 18.48 |
| 12100 - Medical Assistant | 20.60 |
| 12130 - Medical Laboratory Technician | 12.70 |
| 12160 - Medical Record Clerk | 15.88 |
| 12190 - Medical Record Technician | 13.45 |
| 12195 - Medical Transcriptionist | 13.77 |
| 12210 - Nuclear Medicine Technologist | 13.45 |
| 12221 - Nursing Assistant I | 28.99 |
| 12222 - Nursing Assistant II | 8.82 |
| | 10.41 |

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| 12223 | - Nursing Assistant III | 10.92 |
| 12224 | - Nursing Assistant IV | 12.29 |
| 12235 | - Optical Dispenser | 13.52 |
| 12236 | - Optical Technician | 11.39 |
| 12250 | - Pharmacy Technician | 13.14 |
| 12280 | - Phlebotomist | 13.27 |
| 12305 | - Radiologic Technologist | 23.09 |
| 12311 | - Registered Nurse I | 23.05 |
| 12312 | - Registered Nurse II | 27.28 |
| 12313 | - Registered Nurse II, Specialist | 27.28 |
| 12314 | - Registered Nurse III | 33.91 |
| 12315 | - Registered Nurse III, Anesthetist | 33.91 |
| 12316 | - Registered Nurse IV | 40.63 |
| 12317 | - Scheduler (Drug and Alcohol Testing) | 24.20 |
| 13000 | - Information And Arts Occupations | |
| 13011 | - Exhibits Specialist I | 17.54 |
| 13012 | - Exhibits Specialist II | 21.92 |
| 13013 | - Exhibits Specialist III | 26.79 |
| 13041 | - Illustrator I | 20.98 |
| 13042 | - Illustrator II | 25.98 |
| 13043 | - Illustrator III | 29.14 |
| 13047 | - Librarian | 30.67 |
| 13050 | - Library Aide/Clerk | 12.64 |
| 13054 | - Library Information Technology Systems Administrator | 21.03 |
| 13058 | - Library Technician | 13.46 |
| 13061 | - Media Specialist I | 14.39 |
| 13062 | - Media Specialist II | 16.10 |
| 13063 | - Media Specialist III | 17.94 |
| 13071 | - Photographer I | 14.38 |
| 13072 | - Photographer II | 16.93 |
| 13073 | - Photographer III | 21.16 |
| 13074 | - Photographer IV | 24.89 |
| 13075 | - Photographer V | 28.62 |
| 13110 | - Video Teleconference Technician | 14.80 |
| 14000 | - Information Technology Occupations | |
| 14041 | - Computer Operator I | 14.37 |
| 14042 | - Computer Operator II | 16.76 |
| 14043 | - Computer Operator III | 20.78 |
| 14044 | - Computer Operator IV | 23.31 |
| 14045 | - Computer Operator V | 26.33 |
| 14071 | - Computer Programmer I (1) | 21.71 |
| 14072 | - Computer Programmer II (1) | 26.89 |
| 14073 | - Computer Programmer III (1) | 27.62 |
| 14074 | - Computer Programmer IV (1) | 27.62 |
| 14101 | - Computer Systems Analyst I (1) | 27.62 |
| 14102 | - Computer Systems Analyst II (1) | 27.62 |
| 14103 | - Computer Systems Analyst III (1) | 27.62 |
| 14150 | - Peripheral Equipment Operator | 14.01 |
| 14160 | - Personal Computer Support Technician | 23.31 |
| 15000 | - Instructional Occupations | |
| 15010 | - Aircrew Training Devices Instructor (Non-Rated) | 25.11 |
| 15020 | - Aircrew Training Devices Instructor (Rated) | 28.62 |
| 15030 | - Air Crew Training Devices Instructor (Pilot) | 31.48 |
| 15050 | - Computer Based Training Specialist / Instructor | 29.32 |
| 15060 | - Educational Technologist | 28.68 |
| 15070 | - Flight Instructor (Pilot) | 31.48 |
| 15080 | - Graphic Artist | 21.87 |
| 15090 | - Technical Instructor | 22.61 |
| 15095 | - Technical Instructor/Course Developer | 26.97 |
| 15110 | - Test Proctor | 18.16 |
| 15120 | - Tutor | 18.16 |
| 16000 | - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 | - Assembler | 8.42 |

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| 16030 | - Counter Attendant | |
| 16040 | - Dry Cleaner | 8.42 |
| 16070 | - Finisher, Flatwork, Machine | 10.72 |
| 16090 | - Presser, Hand | 8.42 |
| 16110 | - Presser, Machine, Drycleaning | 8.42 |
| 16130 | - Presser, Machine, Shirts | 8.42 |
| 16160 | - Presser, Machine, Wearing Apparel, Laundry | 8.42 |
| 16190 | - Sewing Machine Operator | 8.42 |
| 16220 | - Tailor | 11.29 |
| 16250 | - Washer, Machine | 12.04 |
| 19000 | - Machine Tool Operation And Repair Occupations | 9.20 |
| 19010 | - Machine-Tool Operator (Tool Room) | |
| 19040 | - Tool And Die Maker | 16.60 |
| 21000 | - Materials Handling And Packing Occupations | 19.07 |
| 21020 | - Forklift Operator | |
| 21030 | - Material Coordinator | 15.02 |
| 21040 | - Material Expediter | 18.98 |
| 21050 | - Material Handling Laborer | 18.98 |
| 21071 | - Order Filler | 12.80 |
| 21080 | - Production Line Worker (Food Processing) | 10.76 |
| 21110 | - Shipping Packer | 15.02 |
| 21130 | - Shipping/Receiving Clerk | 12.67 |
| 21140 | - Store Worker I | 12.67 |
| 21150 | - Stock Clerk | 9.73 |
| 21210 | - Tools And Parts Attendant | 14.11 |
| 21410 | - Warehouse Specialist | 14.96 |
| 23000 | - Mechanics And Maintenance And Repair Occupations | 15.02 |
| 23010 | - Aerospace Structural Welder | |
| 23021 | - Aircraft Mechanic I | 25.79 |
| 23022 | - Aircraft Mechanic II | 24.62 |
| 23023 | - Aircraft Mechanic III | 25.79 |
| 23040 | - Aircraft Mechanic Helper | 26.99 |
| 23050 | - Aircraft, Painter | 16.70 |
| 23060 | - Aircraft Servicer | 21.96 |
| 23080 | - Aircraft Worker | 19.15 |
| 23110 | - Appliance Mechanic | 20.24 |
| 23120 | - Bicycle Repairer | 16.85 |
| 23125 | - Cable Splicer | 12.44 |
| 23130 | - Carpenter, Maintenance | 19.60 |
| 23140 | - Carpet Layer | 15.68 |
| 23160 | - Electrician, Maintenance | 16.43 |
| 23181 | - Electronics Technician Maintenance I | 20.94 |
| 23182 | - Electronics Technician Maintenance II | 18.45 |
| 23183 | - Electronics Technician Maintenance III | 25.68 |
| 23260 | - Fabric Worker | 29.34 |
| 23290 | - Fire Alarm System Mechanic | 16.68 |
| 23310 | - Fire Extinguisher Repairer | 16.14 |
| 23311 | - Fuel Distribution System Mechanic | 13.04 |
| 23312 | - Fuel Distribution System Operator | 19.17 |
| 23370 | - General Maintenance Worker | 16.29 |
| 23380 | - Ground Support Equipment Mechanic | 14.63 |
| 23381 | - Ground Support Equipment Servicer | 24.62 |
| 23382 | - Ground Support Equipment Worker | 19.15 |
| 23391 | - Gunsmith I | 20.24 |
| 23392 | - Gunsmith II | 13.04 |
| 23393 | - Gunsmith III | 14.98 |
| 23410 | - Heating, Ventilation And Air-Conditioning Mechanic | 16.63 |
| 23411 | - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.93 |
| 18.61 | | |
| 23430 | - Heavy Equipment Mechanic | |
| 23440 | - Heavy Equipment Operator | 17.13 |
| 23460 | - Instrument Mechanic | 16.14 |
| 23465 | - Laboratory/Shelter Mechanic | 18.10 |
| | | 15.76 |

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| 23470 - Laborer | |
| 23510 - Locksmith | 10.80 |
| 23530 - Machinery Maintenance Mechanic | 16.15 |
| 23550 - Machinist, Maintenance | 19.09 |
| 23580 - Maintenance Trades Helper | 15.93 |
| 23591 - Metrology Technician I | 12.02 |
| 23592 - Metrology Technician II | 18.10 |
| 23593 - Metrology Technician III | 18.67 |
| 23640 - Millwright | 19.84 |
| 23710 - Office Appliance Repairer | 18.95 |
| 23760 - Painter, Maintenance | 17.15 |
| 23790 - Pipefitter, Maintenance | 15.32 |
| 23810 - Plumber, Maintenance | 20.42 |
| 23820 - Pneudraulic Systems Mechanic | 19.53 |
| 23850 - Rigger | 16.63 |
| 23870 - Scale Mechanic | 17.69 |
| 23890 - Sheet-Metal worker, Maintenance | 14.98 |
| 23910 - Small Engine Mechanic | 16.62 |
| 23931 - Telecommunications Mechanic I | 14.69 |
| 23932 - Telecommunications Mechanic II | 21.42 |
| 23950 - Telephone Lineman | 22.42 |
| 23960 - Welder, Combination, Maintenance | 21.34 |
| 23965 - Well Driller | 16.14 |
| 23970 - Woodcraft worker | 16.15 |
| 23980 - Woodworker | 16.14 |
| 24000 - Personal Needs Occupations | 12.88 |
| 24570 - Child Care Attendant | |
| 24580 - Child Care Center Clerk | 10.73 |
| 24610 - Chore Aide | 13.39 |
| 24620 - Family Readiness And Support Services Coordinator | 7.01 |
| 24630 - Homemaker | 10.30 |
| 25000 - Plant And System Operations Occupations | 17.11 |
| 25010 - Boiler Tender | |
| 25040 - Sewage Plant Operator | 22.92 |
| 25070 - Stationary Engineer | 16.85 |
| 25190 - Ventilation Equipment Tender | 22.92 |
| 25210 - Water Treatment Plant Operator | 13.22 |
| 27000 - Protective Service Occupations | 16.05 |
| 27004 - Alarm Monitor | |
| 27007 - Baggage Inspector | 15.79 |
| 27008 - Corrections Officer | 12.79 |
| 27010 - Court Security Officer | 16.52 |
| 27030 - Detection Dog Handler | 19.11 |
| 27040 - Detention Officer | 11.63 |
| 27070 - Firefighter | 17.43 |
| 27101 - Guard I | 19.80 |
| 27102 - Guard II | 11.63 |
| 27131 - Police Officer I | 16.68 |
| 27132 - Police Officer II | 24.76 |
| 28000 - Recreation Occupations | 27.51 |
| 28041 - Carnival Equipment Operator | |
| 28042 - Carnival Equipment Repairer | 10.57 |
| 28043 - Carnival Equipment Worker | 10.87 |
| 28210 - Gate Attendant/Gate Tender | 8.16 |
| 28310 - Lifeguard | 12.56 |
| 28350 - Park Attendant (Aide) | 11.19 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.05 |
| 28515 - Recreation Specialist | 10.25 |
| 28630 - Sports Official | 13.52 |
| 28690 - Swimming Pool Operator | 11.19 |
| 29000 - Stevedoring/Longshoremen Occupational Services | 18.17 |
| 29010 - Blocker And Bracer | |
| 29020 - Hatch Tender | 15.81 |
| | 15.81 |

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| 29030 - Line Handler | |
| 29041 - Stevedore I | 15.81 |
| 29042 - Stevedore II | 14.49 |
| 30000 - Technical Occupations | 16.12 |
| 30010 - Air Traffic Control Specialist, Center (HFO) (2) | |
| 30011 - Air Traffic Control Specialist, Station (HFO) (2) | 33.50 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (2) | 23.10 |
| 30021 - Archeological Technician I | 25.44 |
| 30022 - Archeological Technician II | 16.85 |
| 30023 - Archeological Technician III | 18.85 |
| 30030 - Cartographic Technician | 23.51 |
| 30040 - Civil Engineering Technician | 23.51 |
| 30061 - Drafter/CAD Operator I | 21.37 |
| 30062 - Drafter/CAD Operator II | 15.75 |
| 30063 - Drafter/CAD Operator III | 18.85 |
| 30064 - Drafter/CAD Operator IV | 21.01 |
| 30081 - Engineering Technician I | 25.86 |
| 30082 - Engineering Technician II | 14.51 |
| 30083 - Engineering Technician III | 16.28 |
| 30084 - Engineering Technician IV | 18.21 |
| 30085 - Engineering Technician V | 22.56 |
| 30086 - Engineering Technician VI | 27.60 |
| 30090 - Environmental Technician | 33.40 |
| 30210 - Laboratory Technician | 21.14 |
| 30240 - Mathematical Technician | 22.28 |
| 30361 - Paralegal/Legal Assistant I | 23.51 |
| 30362 - Paralegal/Legal Assistant II | 17.17 |
| 30363 - Paralegal/Legal Assistant III | 21.33 |
| 30364 - Paralegal/Legal Assistant IV | 26.20 |
| 30390 - Photo-Optics Technician | 31.47 |
| 30461 - Technical writer I | 23.51 |
| 30462 - Technical writer II | 20.45 |
| 30463 - Technical writer III | 25.02 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 30.28 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 21.29 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 25.76 |
| 30494 - Unexploded (UXO) Safety Escort | 30.87 |
| 30495 - Unexploded (UXO) Sweep Personnel | 21.29 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (3) | 21.29 |
| 30621 - Weather Observer, Senior (3) | 21.01 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | 19.91 |
| 31020 - Bus Aide | |
| 31030 - Bus Driver | 9.70 |
| 31043 - Driver Courier | 14.19 |
| 31260 - Parking and Lot Attendant | 14.28 |
| 31290 - Shuttle Bus Driver | 8.41 |
| 31310 - Taxi Driver | 14.15 |
| 31361 - Truckdriver, Light | 9.76 |
| 31362 - Truckdriver, Medium | 14.28 |
| 31363 - Truckdriver, Heavy | 17.88 |
| 31364 - Truckdriver, Tractor-Trailer | 17.35 |
| 99000 - Miscellaneous Occupations | 17.35 |
| 99030 - Cashier | |
| 99050 - Desk Clerk | 8.76 |
| 99095 - Embalmer | 9.75 |
| 99251 - Laboratory Animal Caretaker I | 18.54 |
| 99252 - Laboratory Animal Caretaker II | 10.06 |
| 99310 - Mortician | 11.00 |
| 99410 - Pest Controller | 22.06 |
| 99510 - Photofinishing Worker | 14.84 |
| 99710 - Recycling Laborer | 11.19 |
| 99711 - Recycling Specialist | 13.68 |
| 99730 - Refuse Collector | 16.21 |
| | 12.10 |

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| 99810 - Sales Clerk | |
| 99820 - School Crossing Guard | 11.28 |
| 99830 - Survey Party Chief | 9.30 |
| 99831 - Surveying Aide | 20.36 |
| 99832 - Surveying Technician | 12.20 |
| 99840 - Vending Machine Attendant | 15.63 |
| 99841 - Vending Machine Repairer | 11.64 |
| 99842 - Vending Machine Repairer Helper | 14.07 |
| | 11.61 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

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

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

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

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordance, (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 ordance, 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 ordance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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