

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

CONTRACT ID CODE PAGE OF PAGES

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2. AMENDMENT/MODIFICATION Modification Nine	3. EFFECTIVE DATE 16 February 2002	4. REQUISITION/PURCHASE REQ	5. PROJECT (If applicable)
6. ISSUED BY CODE		7. ADMINISTERED BY (If other than Item 6) CODE	

FAA, MIKE MONRONEY AERONAUTICAL CENTER
CONTRACT MANAGEMENT DIVISION AMQ-340
P O BOX 25082
OKLAHOMA CITY OK 73125-4932

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) ADVANCIA CORPORATION 800 RESEARCH PARKWAY, SUITE 250 OKLAHOMA CITY, OK 73104	(X)	9A. AMENDMENT OF SOLICITATION
		9B. DATED (SEE ITEM 11)
	X	10A. MODIFICATION OF CONTRACT/ORDER DTFA-02- 99-D-05507
		10B. DATED (SEE ITEM 13) February 16, 1999

CODE FACILITY CODE

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended, is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning [] copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

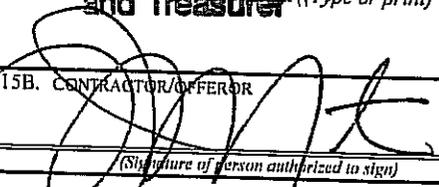
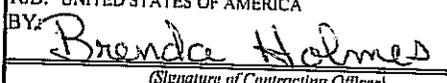
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER AS DESCRIBED IN ITEM 14.

(X)	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT/ORDER IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14.
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: AMS CLAUSE 3.6.2-30 FAIR LABOR STANDARDS ACT AND SERVICE CONTRACT ACT-PRICE ADJUSTMENT (MULTIPLE YEAR AND OPTION CONTRACTS) (APRIL 1996)
X	D. OTHER (Specify type of modification and authority) Bilateral Modification Clause 3.6.2-31, Fair Labor Standards Act and Service Contract Act-Price Adjustment (Multiple Year and Option Contracts)

IMPORTANT: Contractor is XX is not, is required to sign this document and return 3 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by section headings, including solicitation/contract subject matter where feasible.)
I. The purpose of Modification Nine is to (a) incorporate U.S. Department of Labor Wage Determination No. 1994-2431 (Revision 18), dated May 31, 2001, into this contract, (b) Adjust hourly rate increases to the applicable job skill categories as a result of the new determination, and (c) change the total estimated contract value resulting from this modification.
II. Part I, Section B, Supplies or Services and Prices/Costs, Third Option Year and Fourth Option Year, on Pages 5 and 6 of Modification 8 are deleted in their entirety

Except as provided herein, the contract referenced in item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) Jeff L. Morton Vice President Finance and Treasurer	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Brenda Holmes Contracting Officer
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	16B. UNITED STATES OF AMERICA BY:  (Signature of Contracting Officer)
15C. DATE SIGNED 1/24/2003	16C. DATE SIGNED 2/12/2003

and replaced with the attached Part I, Section B, Supplies or Services and Prices/Costs, Third Option Year and Fourth Option Year, now identified as Pages 5 and 6 - Modification Nine. The replacement pages reflect price adjustments for the contract period February 16, 2002 through February 15, 2003.

III. Attachment 2, Wage Determination No. 1994-2431 (Revision 15), dated June 14, 2000 listed in Section J, List of Attachments, is superseded and replaced by the attached Wage Determination No. 1994-2431 (Revision 18) dated May 31, 2001.

IV. The total estimated value of the contract is adjusted as follows:

Original Contract	\$411,594.00
Modification One (not executed)	-0-
Modification Two	\$427,872.00
Modification Three	-0-
Modification Four	-0-
Modification Five	\$161,477.50
Modification Six	\$491,397.00
Modification Seven	\$511,133.00
Modification Eight	\$9,297.50
Modification Nine	\$7,057.00
Total Estimated Value	\$2,019,828.00

Except as provided herein, all terms and conditions of the document referenced in item 9A or 10A, (Page 1 of 2), as heretofore changed, remains unchanged and in full force and effect.

*****NOTHING FOLLOWS*****

PART I – SECTION B – SUPPLIES OR SERVICES AND PRICES/COSTS

B.4 THIRD OPTION YEAR – The contractor shall furnish all necessary personnel, facilities, and materials (except as specified as Government-furnished property or services), including travel and subsistence, necessary to provide technical support, studies, evaluations and analysis in accordance with the attached Performance Work Statement (PWS) and other terms conditions and provisions referenced herein. The contractor will be paid for services performed in accordance with the following price schedule:

<u>Item</u>	<u>Supplies/Services</u>	<u>Estimated Annual Hours</u>	<u>Composite Hourly Rates</u>	<u>Total Estimated Amount</u>
1.	Labor Disciplines (Skills)			
	a. Certification Engineer	100	\$56.23	\$ 5,623.00
	b. Senior Physiologist	100	\$62.37	\$ 6,237.00
	c. Water Survival Training Specialist	50	\$43.00	\$ 2,150.00
	d. Mathematical Technician	2000	\$35.11	\$ 70,220.00
	e. Aircraft Mechanic	1000	\$30.36	\$ 30,360.00
	f. Aircraft Mechanic Helper	2000	\$22.83	\$ 45,660.00
	g. Computer Programmer Level II	2000	\$32.36	\$ 64,720.00
	h. Data Technician	2000	\$20.72	\$ 41,440.00
	i. Research Data Specialist	2000	\$29.26	\$ 58,520.00
	j. Data Analyst	2000	\$35.74	\$ 71,480.00
	k. Healthcare Professional	2000	\$35.11	\$ 70,220.00
	l. Laboratory Technician	2000	\$24.11	\$ 48,220.00
2.	Contractor-furnished materials, to be reimbursed at contractors cost.		Government Estimate	\$ 563.00
3.	Travel, per diem, subsistence and transportation, including car rental, in accordance with Clause H.3, herein.		Government Estimate	\$ 2,250.00
TOTAL THIRD OPTION YEAR ESTIMATED PRICE:				\$517,663.00

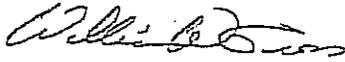
PART I – SECTION B – SUPPLIES OR SERVICES AND PRICES/COSTS

B.4 FOURTH OPTION YEAR – The contractor shall furnish all necessary personnel, facilities, and materials (except as specified as Government-furnished property or services), including travel and subsistence, necessary to provide technical support, studies, evaluations and analysis in accordance with the attached Performance Work Statement (PWS) and other terms conditions and provisions referenced herein. The contractor will be paid for services performed in accordance with the following price schedule:

<u>Item</u>	<u>Supplies/Services</u>	<u>Estimated Annual Hours</u>	<u>Composite Hourly Rates</u>	<u>Total Estimated Amount</u>
1.	Labor Disciplines (Skills)			
	a. Certification Engineer	100	\$58.48	\$ 5,847.00
	b. Senior Physiologist	100	\$64.86	\$ 6,486.48
	c. Water Survival Training Specialist	50	\$44.72	\$ 2,236.00
	d. Mathematical Technician	2000	\$36.51	\$ 73,028.80
	e. Aircraft Mechanic	1000	\$31.57	\$ 31,574.40
	f. Aircraft Mechanic Helper	2000	\$23.74	\$ 47,486.40
	g. Computer Programmer Level II	2000	\$33.65	\$ 67,308.80
	h. Data Technician	2000	\$21.55	\$ 43,097.60
	i. Research Data Specialist	2000	\$30.43	\$ 60,860.80
	j. Data Analyst	2000	\$37.17	\$ 74,339.20
	k. Healthcare Professional	2000	\$36.51	\$ 73,028.80
	l. Laboratory Technician	2000	\$25.07	\$ 50,148.80
2.	Contractor-furnished materials, to be reimbursed at contractors cost.		Government Estimate	\$ 586.00
3.	Travel, per diem, subsistence and transportation, including car rental, in accordance with Clause H.3, herein.		Government Estimate	\$ 2,340.00
TOTAL FOURTH OPTION YEAR ESTIMATED PRICE:				<u>\$538,370.00</u>

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
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2431
Revision No.: 18
Date of Last Revision: 05/31/2001

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	
Accounting Clerk II	9.26
Accounting Clerk III	10.19
Accounting Clerk IV	13.06
Court Reporter	17.46
Dispatcher, Motor Vehicle	14.17
Document Preparation Clerk	13.46
Duplicating Machine Operator	10.00
Film/Tape Librarian	10.00
General Clerk I	9.88
General Clerk II	8.70
General Clerk III	9.43
General Clerk IV	11.94
Housing Referral Assistant	17.20
Key Entry Operator I	16.69
Key Entry Operator II	8.81
Messenger (Courier)	9.99
Order Clerk I	9.49
Order Clerk II	9.30
Personnel Assistant (Employment) I	12.86
Personnel Assistant (Employment) II	10.54
Personnel Assistant (Employment) III	11.50
Personnel Assistant (Employment) IV	14.34
Production Control Clerk	16.63
Rental Clerk	16.50
Scheduler, Maintenance	10.35
Secretary I	11.55
Secretary II	11.55
Secretary III	14.40
Secretary IV	16.69
	18.76

Secretary V	
Service Order Dispatcher	19.86
Stenographer I	10.80
Stenographer II	10.12
Supply Technician	11.36
Survey Worker (Interviewer)	18.76
Switchboard Operator-Receptionist	12.32
Test Examiner	9.16
Test Proctor	14.40
Travel Clerk I	14.40
Travel Clerk II	9.10
Travel Clerk III	9.56
Word Processor I	10.01
Word Processor II	8.10
Word Processor III	9.70
Automatic Data Processing Occupations	10.53
Computer Data Librarian	
Computer Operator I	8.07
Computer Operator II	9.52
Computer Operator III	11.72
Computer Operator IV	15.71
Computer Operator V	17.00
Computer Programmer I (1)	18.84
Computer Programmer II (1)	18.12
Computer Programmer III (1)	20.79
Computer Programmer IV (1)	25.71
Computer Systems Analyst I (1)	27.62
Computer Systems Analyst II (1)	21.80
Computer Systems Analyst III (1)	24.40
Peripheral Equipment Operator	27.62
	10.67
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	
Automotive Glass Installer	15.64
Automotive Worker	14.08
Electrician, Automotive	14.08
Mobile Equipment Servicer	14.86
Motor Equipment Metal Mechanic	12.54
Motor Equipment Metal Worker	15.64
Motor Vehicle Mechanic	14.08
Motor Vehicle Mechanic Helper	15.64
Motor Vehicle Upholstery Worker	11.75
Motor Vehicle Wrecker	13.31
Painter, Automotive	14.08
Radiator Repair Specialist	14.86
Tire Repairer	14.08
Transmission Repair Specialist	12.12
	15.64

Food Preparation and Service Occupations	
Baker	
Cook I	9.04
Cook II	7.51
Dishwasher	9.04
Food Service Worker	6.60
Meat Cutter	6.50
Waiter/Waitress	11.21
	6.75
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	
Furniture Handler	14.86
Furniture Refinisher	10.36
Furniture Refinisher Helper	14.86
Furniture Repairer, Minor	11.75
Upholsterer	13.31
	14.86
General Services and Support Occupations	
Cleaner, Vehicles	
Elevator Operator	7.33
Gardener	7.98
House Keeping Aid I	10.30
House Keeping Aid II	6.61
Janitor	8.22
Laborer, Grounds Maintenance	8.22
Maid or Houseman	8.66
Pest Controller	6.61
Refuse Collector	11.28
Tractor Operator	7.32
Window Cleaner	9.66
	8.71
Health Occupations	
Dental Assistant	
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	11.19
Licensed Practical Nurse II	9.24
Licensed Practical Nurse III	10.38
Medical Assistant	11.62
Medical Laboratory Technician	9.93
Medical Record Clerk	10.88
Medical Record Technician	11.24
Nursing Assistant I	13.54
Nursing Assistant II	7.10
Nursing Assistant III	7.98
Nursing Assistant IV	8.71
Pharmacy Technician	9.77
Phlebotomist	12.19
Registered Nurse I	10.38
	16.11

Registered Nurse II	
Registered Nurse II, Specialist	19.71
Registered Nurse III	19.71
Registered Nurse III, Anesthetist	23.84
Registered Nurse IV	23.84
	28.58
Information and Arts Occupations	
Audiovisual Librarian	
Exhibits Specialist I	16.49
Exhibits Specialist II	17.00
Exhibits Specialist III	18.79
Illustrator I	23.46
Illustrator II	17.00
Illustrator III	18.79
Librarian	23.46
Library Technician	16.48
Photographer I	11.07
Photographer II	10.96
Photographer III	13.53
Photographer IV	16.34
Photographer V	20.40
	23.41
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	
Counter Attendant	7.03
Dry Cleaner	7.03
Finisher, Flatwork, Machine	8.59
Presser, Hand	7.03
Presser, Machine, Drycleaning	7.03
Presser, Machine, Shirts	7.03
Presser, Machine, Wearing Apparel, Laundry	7.03
Sewing Machine Operator	7.03
Tailor	9.22
Washer, Machine	9.84
	7.69
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	
Tool and Die Maker	14.86
	20.20
Material Handling and Packing Occupations	
Forklift Operator	
Fuel Distribution System Operator	11.53
Material Coordinator	14.02
Material Expediter	14.54
Material Handling Laborer	14.54
Order Filler	10.95
Production Line Worker (Food Processing)	11.74
Shipping Packer	11.46
Shipping/Receiving Clerk	11.78
	11.78

Stock Clerk (Shelf Stocker, Store Worker II)	
Store Worker I	12.62
Tools and Parts Attendant	10.44
Warehouse Specialist	11.53
Mechanics and Maintenance and Repair Occupations	11.53
Aircraft Mechanic	
Aircraft Mechanic Helper	15.64
Aircraft Quality Control Inspector	11.75
Aircraft Servicer	16.44
Aircraft Worker	13.31
Appliance Mechanic	14.08
Bicycle Repairer	14.86
Cable Splicer	12.12
Carpenter, Maintenance	17.99
Carpet Layer	14.95
Electrician, Maintenance	14.08
Electronics Technician, Maintenance I	16.40
Electronics Technician, Maintenance II	13.01
Electronics Technician, Maintenance III	19.57
Fabric Worker	21.95
Fire Alarm System Mechanic	13.31
Fire Extinguisher Repairer	15.64
Fuel Distribution System Mechanic	12.54
General Maintenance Worker	15.64
Heating, Refrigeration and Air Conditioning Mechanic	14.08
Heavy Equipment Mechanic	15.64
Heavy Equipment Operator	15.64
Instrument Mechanic	16.82
Laborer	17.02
Locksmith	9.04
Machinery Maintenance Mechanic	14.86
Machinist, Maintenance	16.70
Maintenance Trades Helper	15.64
Millwright	11.75
Office Appliance Repairer	16.24
Painter, Aircraft	14.86
Painter, Maintenance	14.86
Pipefitter, Maintenance	14.86
Plumber, Maintenance	16.36
Pneudraulic Systems Mechanic	15.73
Rigger	15.64
Scale Mechanic	15.64
Sheet-Metal Worker, Maintenance	14.08
Small Engine Mechanic	15.64
Telecommunication Mechanic I	14.08
Telecommunication Mechanic II	19.01
Telephone Lineman	19.93
Welder, Combination, Maintenance	19.01
	15.64

Well Driller	
Woodcraft Worker	15.64
Woodworker	15.64
	12.54
Miscellaneous Occupations	
Animal Caretaker	
Carnival Equipment Operator	8.37
Carnival Equipment Repairer	8.65
Carnival Worker	9.23
Cashier	6.72
Desk Clerk	6.86
Embalmer	8.41
Lifeguard	16.57
Mortician	9.02
Park Attendant (Aide)	16.57
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.32
Recreation Specialist	9.09
Recycling Worker	11.65
Sales Clerk	8.64
School Crossing Guard (Crosswalk Attendant)	9.00
Sport Official	6.37
Survey Party Chief (Chief of Party)	9.02
Surveying Aide	16.23
Surveying Technician (Instr. Person/Surveyor.Asst./Instr.)	9.12
Swimming Pool Operator	13.08
Vending Machine Attendant	10.40
Vending Machine Repairer	8.64
Vending Machine Repairer Helper	10.40
	8.40
Personal Needs Occupations	
Child Care Attendant	
Child Care Center Clerk	8.41
Chore Aid	12.06
Homemaker	6.38
	14.22
Plant and System Operation Occupations	
Boller Tender	
Sewage Plant Operator	17.99
Stationary Engineer	14.86
Ventilation Equipment Tender	19.78
Water Treatment Plant Operator	11.75
	14.86
Protective Service Occupations	
Alarm Monitor	
Corrections Officer	11.01
Court Security Officer	16.07
Detention Officer	16.07
Firefighter	16.07
Guard I	15.23
	8.32

Guard II	12.21
Police Officer	16.91
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	
Hatch Tender	15.79
Line Handler	13.73
Stevedore I	13.73
Stevedore II	14.94
	16.67
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	13.73
Archeological Technician II	15.36
Archeological Technician III	19.02
Cartographic Technician	19.12
Civil Engineering Technician	18.18
Computer Based Training (CBT) Specialist/ Instructor	25.02
Drafter I	12.17
Drafter II	14.05
Drafter III	18.53
Drafter IV	21.63
Engineering Technician I	14.37
Engineering Technician II	18.00
Engineering Technician III	19.78
Engineering Technician IV	25.62
Engineering Technician V	29.57
Engineering Technician VI	33.93
Environmental Technician	17.03
Flight Simulator/Instructor (Pilot)	26.55
Graphic Artist	18.92
Instructor	19.76
Laboratory Technician	12.23
Mathematical Technician	18.80
Paralegal/Legal Assistant I	12.51
Paralegal/Legal Assistant II	16.30
Paralegal/Legal Assistant III	19.94
Paralegal/Legal Assistant IV	24.13
Photooptics Technician	19.64
Technical Writer	20.46
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	15.90
Weather Observer, Senior (3)	18.30

Weather Observer, Upper Air (3)	15.90
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	
Parking and Lot Attendant	11.40
Shuttle Bus Driver	8.00
Taxi Driver	10.09
Truckdriver, Heavy Truck	9.49
Truckdriver, Light Truck	14.00
Truckdriver, Medium Truck	10.09
Truckdriver, Tractor-Trailer	11.40
	14.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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, drying, 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.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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