

ORDER FOR SUPPLIES OR SERVICES (FINAL)

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1. CONTRACT NO. N00178-04-D-4033		2. DELIVERY ORDER NO. N0018919F3038		3. EFFECTIVE DATE 2019 Aug 14		4. PURCH REQUEST NO. N4658119RC010AD		5. PRIORITY Unrated			
6. ISSUED BY NAVSUP FLC Norfolk, Code 200 1968 Gilbert Street Ste 600 Norfolk VA 23511-3392 Victoria E Bergstrom/200 757-443-1437			CODE N00189		7. ADMINISTERED BY DCMA PHILADELPHIA 700 ROBBINS AVENUE, BLDG. 4-A, P.O. BOX 11427 PHILADELPHIA PA 19111-0427			CODE S3915A		8. DELIVERY FOB DESTINATION OTHER (See Schedule if other)	
9. CONTRACTOR Delphinus Engineering Incorporated 1510 Chester Pike, Suite 380 Eddystone PA 19022-1375			CODE 08LQ0		FACILITY		10. DELIVER TO FOB POINT BY (Date) See Schedule		11. X IF BUSINESS IS SMALL SMALL DISADVANTAGED WOMEN-OWNED		
12. DISCOUNT TERMS Net 30 Days WIDE AREA WORK FLOW			13. MAIL INVOICES TO THE ADDRESS IN BLOCK See Section G								
14. SHIP TO See Section D			CODE		15. PAYMENT WILL BE MADE BY DFAS Columbus Center, North Entitlement Operations P.O. Box 182266 Columbus OH 43218-2266			CODE HQ0337		MARK ALL PACKAGES AND PAPERS WITH IDENTIFICATION NUMBERS IN BLOCKS 1 AND 2.	
16. TYPE OF ORDER	DELIVERY/ CALL	x	This delivery order/call is issued on another Government agency or in accordance with and subject to terms and conditions of numbered contract.								
PURCHASE	Reference your _____ furnish the following on terms specified herein. ACCEPTANCE. THE CONTRACTOR HEREBY ACCEPTS THE OFFER REPRESENTED BY THE NUMBERED PURCHASE ORDER AS IT MAY PREVIOUSLY HAVE BEEN OR IS NOW MODIFIED, SUBJECT TO ALL OF THE TERMS AND CONDITIONS SET FORTH, AND AGREES TO PERFORM THE SAME.										
Delphinus Engineering Incorporated			ASDash Contracts Specialist								
NAME OF CONTRACTOR			SIGNATURE			TYPED NAME AND TITLE			DATE SIGNED (YYYYMMDD)		
If this box is marked, supplier must sign Acceptance and return the following number of copies:											
17. ACCOUNTING AND APPROPRIATION DATA/LOCAL USE See Schedule											
18. ITEM NO.	19. SCHEDULE OF SUPPLIES/SERVICES				20. QUANTITY ORDERED/ ACCEPTED *	21. UNIT	22. UNIT PRICE		23. AMOUNT		
	See Schedule										
*If quantity accepted by the Government is same as quantity ordered, indicate by X. If different, enter actual quantity accepted below quantity ordered and encircle.				24. UNITED STATES OF AMERICA				25. TOTAL		\$2,782,036.78	
				BY: /s/Ricky E Jennings				26. DIFFERENCES			
								08/14/2019		CONTRACTING/ORDERING OFFICER	
27a. QUANTITY IN COLUMN 20 HAS BEEN											
INSPECTED	RECEIVED	ACCEPTED, AND CONFORMS TO THE CONTRACT EXCEPT AS NOTED:									
b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE					c. DATE		d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE				
e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE					28. SHIP NO.		29. D.O. VOUCHER NO.		30. INITIALS		
					PARTIAL		32. PAID BY		33. AMOUNT VERIFIED CORRECT FOR		
f. TELEPHONE					g. E-MAIL ADDRESS						
					FINAL						
36. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT.					31. PAYMENT		34. CHECK NUMBER				
					COMPLETE						
a. DATE		b. SIGNATURE AND TITLE OF CERTIFYING OFFICER			PARTIAL		35. BILL OF LADING NO.				
					FULL						
37. RECEIVED AT		38. RECEIVED BY (Print)		39. DATE RECEIVED		40. TOTAL CON-TAINERS		41. S/R ACCOUNT NUMBER		42. S/R VOUCHER NO.	

DD FORM 1155, DEC 2001

PREVIOUS EDITION IS OBSOLETE.

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(d) When additional funds are allotted for continued performance of the contract line item(s) identified in paragraph (a) of this clause, the parties will agree as to the period of contract performance which will be covered by the funds. The provisions of paragraphs (b) through (d) of this clause will apply in like manner to the additional allotted funds and agreed substitute date, and the contract will be modified accordingly.

(e) If, solely by reason of failure of the Government to allot additional funds, by the dates indicated below, in amounts sufficient for timely performance of the contract line item(s) identified in paragraph (a) of this clause, the Contractor incurs additional costs or is delayed in the performance of the work under this contract and if additional funds are allotted, an equitable adjustment will be made in the price or prices (including appropriate target, billing, and ceiling prices where applicable) of the item(s), or in the time of delivery, or both. Failure to agree to any such equitable adjustment hereunder will be a dispute concerning a question of fact within the meaning of the clause entitled "Disputes."

(f) The Government may at any time prior to termination allot additional funds for the performance of the contract line item(s) identified in paragraph (a) of this clause.

(g) The termination provisions of this clause do not limit the rights of the Government under the clause entitled "Default." The provisions of this clause are limited to the work and allotment of funds for the contract line item(s) set forth in paragraph (a) of this clause. This clause no longer applies once the contract is fully funded except with regard to the rights or obligations of the parties concerning equitable adjustments negotiated under paragraphs (d) and (e) of this clause.

(h) Nothing in this clause affects the right of the Government to terminate this contract pursuant to the clause of this contract entitled "Termination for Convenience of the Government."

(i) Nothing in this clause shall be construed as authorization of voluntary services whose acceptance is otherwise prohibited under 31 U.S.C. 1342.

(j) The parties contemplate that the Government will allot funds to the base year of this contract in accordance with the following schedule:

On execution of contract	\$ 741,000.00
November 2, 2019	\$ 2,041,036.78

Subsequent options years will be fully funded at the time of option execution.

(End of clause)

WAGE DETERMINATION

WD 15-4341 (Rev.-11) was first posted on www.wdol.gov on 01/01/2019

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

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THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

| WASHINGTON D.C. 20210

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| Wage Determination No.: 2015-4341

Daniel W. Simms Division of | Revision No.: 11

Director Wage Determinations | Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: North Carolina, Virginia

Area: North Carolina Counties of Currituck, Gates

Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James

City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Virginia

Beach, Williamsburg, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE FOOTNOTE RATE

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01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I 14.77

01012 - Accounting Clerk II 16.58

01013 - Accounting Clerk III 18.55

01020 - Administrative Assistant 24.27

01035 - Court Reporter 20.70

01041 - Customer Service Representative I 11.79

01042 - Customer Service Representative II 13.27

01043 - Customer Service Representative III 14.47

01051 - Data Entry Operator I 12.79

01052 - Data Entry Operator II 13.96

01060 - Dispatcher, Motor Vehicle 17.71

01070 - Document Preparation Clerk 13.21

01090 - Duplicating Machine Operator 13.21

01111 - General Clerk I 12.42

01112 - General Clerk II 13.78

01113 - General Clerk III 15.47

01120 - Housing Referral Assistant 19.51

01141 - Messenger Courier 13.49

01191 - Order Clerk I 14.86

01192 - Order Clerk II 17.61

01261 - Personnel Assistant (Employment) I 16.22

01262 - Personnel Assistant (Employment) II 18.14

01263 - Personnel Assistant (Employment) III 20.23

01270 - Production Control Clerk 28.37

01290 - Rental Clerk 14.15

01300 - Scheduler, Maintenance 15.65

01311 - Secretary I 15.65

01312 - Secretary II 17.51

01313 - Secretary III 19.51

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01320 - Service Order Dispatcher 15.83

01410 - Supply Technician 24.27

01420 - Survey Worker 14.35

01460 - Switchboard Operator/Receptionist 12.87

01531 - Travel Clerk I 13.43

01532 - Travel Clerk II 14.34

01533 - Travel Clerk III 15.20

01611 - Word Processor I 14.60

01612 - Word Processor II 16.39

01613 - Word Processor III 18.34

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 25.82

05010 - Automotive Electrician 21.03

05040 - Automotive Glass Installer 20.09

05070 - Automotive Worker 20.09

05110 - Mobile Equipment Servicer 18.15

05130 - Motor Equipment Metal Mechanic 22.02

05160 - Motor Equipment Metal Worker 20.09

05190 - Motor Vehicle Mechanic 22.02

05220 - Motor Vehicle Mechanic Helper 17.13

05250 - Motor Vehicle Upholstery Worker 19.10

05280 - Motor Vehicle Wrecker 20.09

05310 - Painter, Automotive 21.03

05340 - Radiator Repair Specialist 19.10

05370 - Tire Repairer 13.84

05400 - Transmission Repair Specialist 22.02

07000 - Food Preparation And Service Occupations

07010 - Baker 12.60

07041 - Cook I 13.53

07042 - Cook II 15.01

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07070 - Dishwasher 9.01

07130 - Food Service Worker 10.29

07210 - Meat Cutter 16.69

07260 - Waiter/Waitress 11.05

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 21.23

09040 - Furniture Handler 14.67

09080 - Furniture Refinisher 19.39

09090 - Furniture Refinisher Helper 15.80

09110 - Furniture Repairer, Minor 17.62

09130 - Upholsterer 20.17

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 11.41

11060 - Elevator Operator 11.92

11090 - Gardener 14.18

11122 - Housekeeping Aide 11.92

11150 - Janitor 11.92

11210 - Laborer, Grounds Maintenance 11.83

11240 - Maid or Houseman 9.78

11260 - Pruner 11.63

11270 - Tractor Operator 13.36

11330 - Trail Maintenance Worker 11.83

11360 - Window Cleaner 12.64

12000 - Health Occupations

12010 - Ambulance Driver 16.84

12011 - Breath Alcohol Technician 16.99

12012 - Certified Occupational Therapist Assistant 30.26

12015 - Certified Physical Therapist Assistant 28.62

12020 - Dental Assistant 17.16

12025 - Dental Hygienist 34.48

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12030 - EKG Technician 28.34

12035 - Electroneurodiagnostic Technologist 28.34

12040 - Emergency Medical Technician 16.84

12071 - Licensed Practical Nurse I 15.70

12072 - Licensed Practical Nurse II 17.57

12073 - Licensed Practical Nurse III 19.59

12100 - Medical Assistant 14.68

12130 - Medical Laboratory Technician 20.57

12160 - Medical Record Clerk 15.13

12190 - Medical Record Technician 16.93

12195 - Medical Transcriptionist 16.73

12210 - Nuclear Medicine Technologist 33.40

12221 - Nursing Assistant I 10.92

12222 - Nursing Assistant II 12.29

12223 - Nursing Assistant III 13.41

12224 - Nursing Assistant IV 15.05

12235 - Optical Dispenser 21.43

12236 - Optical Technician 18.25

12250 - Pharmacy Technician 17.33

12280 - Phlebotomist 16.32

12305 - Radiologic Technologist 27.05

12311 - Registered Nurse I 24.37

12312 - Registered Nurse II 29.81

12313 - Registered Nurse II, Specialist 29.81

12314 - Registered Nurse III 36.07

12315 - Registered Nurse III, Anesthetist 36.07

12316 - Registered Nurse IV 43.23

12317 - Scheduler (Drug and Alcohol Testing) 21.76

12320 - Substance Abuse Treatment Counselor 21.60

13000 - Information And Arts Occupations

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13011 - Exhibits Specialist I 20.46

13012 - Exhibits Specialist II 25.36

13013 - Exhibits Specialist III 29.19

13041 - Illustrator I 20.00

13042 - Illustrator II 24.56

13043 - Illustrator III 29.80

13047 - Librarian 32.67

13050 - Library Aide/Clerk 13.04

13054 - Library Information Technology Systems 23.82

Administrator

13058 - Library Technician 16.78

13061 - Media Specialist I 20.45

13062 - Media Specialist II 22.87

13063 - Media Specialist III 25.49

13071 - Photographer I 13.93

13072 - Photographer II 18.46

13073 - Photographer III 22.43

13074 - Photographer IV 24.90

13075 - Photographer V 30.14

13090 - Technical Order Library Clerk 16.38

13110 - Video Teleconference Technician 18.33

14000 - Information Technology Occupations

14041 - Computer Operator I 15.56

14042 - Computer Operator II 17.40

14043 - Computer Operator III 19.41

14044 - Computer Operator IV 21.57

14045 - Computer Operator V 23.88

14071 - Computer Programmer I (see 1) 21.29

14072 - Computer Programmer II (see 1) 26.37

14073 - Computer Programmer III (see 1)

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14074 - Computer Programmer IV (see 1)

14101 - Computer Systems Analyst I (see 1)

14102 - Computer Systems Analyst II (see 1)

14103 - Computer Systems Analyst III (see 1)

14150 - Peripheral Equipment Operator 15.56

14160 - Personal Computer Support Technician 21.57

14170 - System Support Specialist 27.34

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 33.24

15020 - Aircrew Training Devices Instructor (Rated) 40.21

15030 - Air Crew Training Devices Instructor (Pilot) 48.04

15050 - Computer Based Training Specialist / Instructor 33.24

15060 - Educational Technologist 34.27

15070 - Flight Instructor (Pilot) 48.04

15080 - Graphic Artist 24.28

15085 - Maintenance Test Pilot, Fixed, Jet/Prop 37.85

15086 - Maintenance Test Pilot, Rotary Wing 37.85

15088 - Non-Maintenance Test/Co-Pilot 37.85

15090 - Technical Instructor 25.66

15095 - Technical Instructor/Course Developer 31.38

15110 - Test Proctor 20.71

15120 - Tutor 20.71

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 9.16

16030 - Counter Attendant 9.16

16040 - Dry Cleaner 11.74

16070 - Finisher, Flatwork, Machine 9.16

16090 - Presser, Hand 9.16

16110 - Presser, Machine, Drycleaning 9.16

16130 - Presser, Machine, Shirts 9.16

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16160 - Presser, Machine, Wearing Apparel, Laundry 9.16

16190 - Sewing Machine Operator 12.59

16220 - Tailor 13.49

16250 - Washer, Machine 10.02

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 24.28

19040 - Tool And Die Maker 29.08

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 19.25

21030 - Material Coordinator 28.37

21040 - Material Expediter 28.37

21050 - Material Handling Laborer 12.25

21071 - Order Filler 11.96

21080 - Production Line Worker (Food Processing) 19.25

21110 - Shipping Packer 16.26

21130 - Shipping/Receiving Clerk 16.26

21140 - Store Worker I 13.27

21150 - Stock Clerk 16.73

21210 - Tools And Parts Attendant 19.25

21410 - Warehouse Specialist 19.25

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 32.15

23019 - Aircraft Logs and Records Technician 26.28

23021 - Aircraft Mechanic I 30.62

23022 - Aircraft Mechanic II 32.15

23023 - Aircraft Mechanic III 33.64

23040 - Aircraft Mechanic Helper 23.49

23050 - Aircraft, Painter 29.17

23060 - Aircraft Servicer 26.28

23070 - Aircraft Survival Flight Equipment Technician 29.17

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23080 - Aircraft Worker 27.65

23091 - Aircrew Life Support Equipment (ALSE) Mechanic 27.65

I

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 30.62

II

23110 - Appliance Mechanic 19.24

23120 - Bicycle Repairer 19.21

23125 - Cable Splicer 28.38

23130 - Carpenter, Maintenance 20.18

23140 - Carpet Layer 22.70

23160 - Electrician, Maintenance 23.77

23181 - Electronics Technician Maintenance I 23.28

23182 - Electronics Technician Maintenance II 24.56

23183 - Electronics Technician Maintenance III 25.78

23260 - Fabric Worker 21.57

23290 - Fire Alarm System Mechanic 21.43

23310 - Fire Extinguisher Repairer 20.46

23311 - Fuel Distribution System Mechanic 27.49

23312 - Fuel Distribution System Operator 22.40

23370 - General Maintenance Worker 18.30

23380 - Ground Support Equipment Mechanic 30.62

23381 - Ground Support Equipment Servicer 26.28

23382 - Ground Support Equipment Worker 27.65

23391 - Gunsmith I 20.46

23392 - Gunsmith II 22.70

23393 - Gunsmith III 25.13

23410 - Heating, Ventilation And Air-Conditioning 22.17

Mechanic

23411 - Heating, Ventilation And Air Contidioning 23.28

Mechanic (Research Facility)

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23430 - Heavy Equipment Mechanic 24.61

23440 - Heavy Equipment Operator 20.20

23460 - Instrument Mechanic 26.74

23465 - Laboratory/Shelter Mechanic 16.50

23470 - Laborer 12.25

23510 - Locksmith 23.94

23530 - Machinery Maintenance Mechanic 25.63

23550 - Machinist, Maintenance 24.56

23580 - Maintenance Trades Helper 16.29

23591 - Metrology Technician I 26.74

23592 - Metrology Technician II 28.08

23593 - Metrology Technician III 29.38

23640 - Millwright 27.56

23710 - Office Appliance Repairer 23.28

23760 - Painter, Maintenance 19.24

23790 - Pipefitter, Maintenance 22.87

23810 - Plumber, Maintenance 21.79

23820 - Pneudraulic Systems Mechanic 25.13

23850 - Rigger 25.13

23870 - Scale Mechanic 22.70

23890 - Sheet-Metal Worker, Maintenance 23.64

23910 - Small Engine Mechanic 20.11

23931 - Telecommunications Mechanic I 29.09

23932 - Telecommunications Mechanic II 30.54

23950 - Telephone Lineman 31.12

23960 - Welder, Combination, Maintenance 23.92

23965 - Well Driller 25.13

23970 - Woodcraft Worker 25.13

23980 - Woodworker 20.46

24000 - Personal Needs Occupations

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24550 - Case Manager 14.17

24570 - Child Care Attendant 9.68

24580 - Child Care Center Clerk 13.48

24610 - Chore Aide 8.92

24620 - Family Readiness And Support Services 14.17

Coordinator

24630 - Homemaker 14.24

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 24.86

25040 - Sewage Plant Operator 20.85

25070 - Stationary Engineer 24.86

25190 - Ventilation Equipment Tender 19.08

25210 - Water Treatment Plant Operator 20.85

27000 - Protective Service Occupations

27004 - Alarm Monitor 18.01

27007 - Baggage Inspector 13.86

27008 - Corrections Officer 19.04

27010 - Court Security Officer 21.29

27030 - Detection Dog Handler 15.51

27040 - Detention Officer 19.04

27070 - Firefighter 21.62

27101 - Guard I 13.86

27102 - Guard II 15.51

27131 - Police Officer I 22.07

27132 - Police Officer II 24.52

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 11.05

28042 - Carnival Equipment Repairer 11.73

28043 - Carnival Worker 9.01

28210 - Gate Attendant/Gate Tender 14.30

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28310 - Lifeguard 12.22

28350 - Park Attendant (Aide) 15.60

28510 - Recreation Aide/Health Facility Attendant 11.68

28515 - Recreation Specialist 19.83

28630 - Sports Official 12.75

28690 - Swimming Pool Operator 15.63

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 26.82

29020 - Hatch Tender 26.82

29030 - Line Handler 26.82

29041 - Stevedore I 25.49

29042 - Stevedore II 28.29

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 38.15

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 26.30

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 28.97

30021 - Archeological Technician I 18.85

30022 - Archeological Technician II 21.09

30023 - Archeological Technician III 25.14

30030 - Cartographic Technician 26.68

30040 - Civil Engineering Technician 27.46

30051 - Cryogenic Technician I 25.67

30052 - Cryogenic Technician II 28.36

30061 - Drafter/CAD Operator I 18.85

30062 - Drafter/CAD Operator II 21.09

30063 - Drafter/CAD Operator III 23.52

30064 - Drafter/CAD Operator IV 28.93

30081 - Engineering Technician I 17.82

30082 - Engineering Technician II 19.79

30083 - Engineering Technician III 22.59

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30084 - Engineering Technician IV 27.42

30085 - Engineering Technician V 33.54

30086 - Engineering Technician VI 40.58

30090 - Environmental Technician 24.06

30095 - Evidence Control Specialist 22.05

30210 - Laboratory Technician 21.99

30221 - Latent Fingerprint Technician I 24.11

30222 - Latent Fingerprint Technician II 26.63

30240 - Mathematical Technician 26.68

30361 - Paralegal/Legal Assistant I 17.02

30362 - Paralegal/Legal Assistant II 21.08

30363 - Paralegal/Legal Assistant III 25.80

30364 - Paralegal/Legal Assistant IV 31.20

30375 - Petroleum Supply Specialist 26.97

30390 - Photo-Optics Technician 26.68

30395 - Radiation Control Technician 26.97

30461 - Technical Writer I 23.31

30462 - Technical Writer II 28.51

30463 - Technical Writer III 34.50

30491 - Unexploded Ordnance (UXO) Technician I 24.24

30492 - Unexploded Ordnance (UXO) Technician II 29.33

30493 - Unexploded Ordnance (UXO) Technician III 35.16

30494 - Unexploded (UXO) Safety Escort 24.24

30495 - Unexploded (UXO) Sweep Personnel 24.24

30501 - Weather Forecaster I 28.02

30502 - Weather Forecaster II 30.99

30620 - Weather Observer, Combined Upper Air Or (see 2) 23.52

Surface Programs

30621 - Weather Observer, Senior (see 2) 25.48

31000 - Transportation/Mobile Equipment Operation Occupations

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31010 - Airplane Pilot 29.33

31020 - Bus Aide 14.46

31030 - Bus Driver 18.27

31043 - Driver Courier 13.40

31260 - Parking and Lot Attendant 9.69

31290 - Shuttle Bus Driver 14.22

31310 - Taxi Driver 12.65

31361 - Truckdriver, Light 14.22

31362 - Truckdriver, Medium 15.59

31363 - Truckdriver, Heavy 18.72

31364 - Truckdriver, Tractor-Trailer 18.72

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist 14.30

99030 - Cashier 8.95

99050 - Desk Clerk 9.92

99095 - Embalmer 30.76

99130 - Flight Follower 24.24

99251 - Laboratory Animal Caretaker I 12.20

99252 - Laboratory Animal Caretaker II 12.95

99260 - Marketing Analyst 26.96

99310 - Mortician 30.76

99410 - Pest Controller 15.89

99510 - Photofinishing Worker 12.53

99710 - Recycling Laborer 18.11

99711 - Recycling Specialist 20.43

99730 - Refuse Collector 16.69

99810 - Sales Clerk 11.04

99820 - School Crossing Guard 15.62

99830 - Survey Party Chief 21.69

99831 - Surveying Aide 13.54

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99832 - Surveying Technician 19.72

99840 - Vending Machine Attendant 16.41

99841 - Vending Machine Repairer 19.31

99842 - Vending Machine Repairer Helper 16.41

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

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paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 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. (See 29 CFR 4.173)

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

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

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

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then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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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 re-grading 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:

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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.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** 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

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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 (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). 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 the 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.

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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 U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

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 Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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" should be used to compare job definitions to ensure 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 (See 29 CFR 4.152(c)(1)).

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SECTION J LIST OF ATTACHMENTS

iCNSL Configuration Management Plan - Previously Called SURFORWEB