

<b>SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS</b> <i>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, AND 30</i>				1. REQUISITION NUMBER W58XUW-4149-5542		PAGE 1 OF 179	
2. CONTRACT NO.		3. AWARD/EFFECTIVE DATE		4. ORDER NUMBER		5. SOLICITATION NUMBER W912DQ-04-T-0074	
7. FOR SOLICITATION INFORMATION CALL:		a. NAME MARIANNE SCHRIK		b. TELEPHONE NUMBER (No Collect Calls) 816-983-3848		6. SOLICITATION ISSUE DATE 23-Jul-2004	
9. ISSUED BY CONTRACTING DIVISION 601 E. 12TH STREET ROOM 757 KANSAS CITY MO 64106-2896		CODE		10. THIS ACQUISITION IS <input checked="" type="checkbox"/> UNRESTRICTED <input type="checkbox"/> SET ASIDE: % FOR <input type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> HUBZONE SMALL BUSINESS <input type="checkbox"/> 8(A) NAICS: 811213 SIZE STANDARD: \$6.0 million		11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE 13a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700) 13b. RATING 14. METHOD OF SOLICITATION <input checked="" type="checkbox"/> RFQ <input type="checkbox"/> IFB <input type="checkbox"/> RFP	
15. DELIVER TO  <b>SEE SCHEDULE</b>		CODE		16. ADMINISTERED BY		CODE	
17a. CONTRACTOR/ OFFEROR  TEL. FACILITY CODE		CODE		18a. PAYMENT WILL BE MADE BY		CODE	
<input type="checkbox"/> 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER		18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a. UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM					
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/ SERVICES			21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
<b>SEE SCHEDULE</b>							
25. ACCOUNTING AND APPROPRIATION DATA					26. TOTAL AWARD AMOUNT (For Govt. Use Only)		
<input type="checkbox"/> 27a. SOLICITATION INCORPORATES BY REFERENCE FAR 52.212-1. 52.212-4. FAR 52.212-3. 52.212-5 ARE ATTACHED.				ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED			
<input type="checkbox"/> 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED.				ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED			
28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN <u>2</u> COPIES TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED HEREIN. <input checked="" type="checkbox"/>				29. AWARD OF CONTRACT: REFERENCE <input type="checkbox"/> OFFER DATED . YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS:			
30a. SIGNATURE OF OFFEROR/CONTRACTOR				31a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER)		31c. DATE SIGNED	
30b. NAME AND TITLE OF SIGNER (TYPE OR PRINT)		30c. DATE SIGNED		31b. NAME OF CONTRACTING OFFICER (TYPE OR PRINT)  TEL: EMAIL:			

**SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS  
(CONTINUED)**

19. ITEM NO.	20. SCHEDULE OF SUPPLIES/ SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
<p><b>SEE SCHEDULE</b></p>					

32a. QUANTITY IN COLUMN 21 HAS BEEN  
 RECEIVED  INSPECTED  ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED: \_\_\_\_\_

32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE	32c. DATE	32d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE
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32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE	32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE
	32g. E-MAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE

33. SHIP NUMBER <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL	34. VOUCHER NUMBER	35. AMOUNT VERIFIED CORRECT FOR	36. PAYMENT <input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL	37. CHECK NUMBER
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38. S/R ACCOUNT NUMBER	39. S/R VOUCHER NUMBER	40. PAID BY
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41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT	42a. RECEIVED BY <i>(Print)</i>	
	41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER	
	41c. DATE	
42b. RECEIVED AT <i>(Location)</i>		
42c. DATE REC'D <i>(YY/MM/DD)</i>	42d. TOTAL CONTAINERS	

## Section SF 1449 - CONTINUATION SHEET

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001	TOWER MAINTENACE CONTRACT PROGRAM FFP TOWER MAINTENACE CONTRACT PROGRAM. For the service period of 1 Oct 2004 through 30 September 2005 PURCHASE REQUEST NUMBER: W58XUW-4149-5542				
				NET AMT	

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AA	Tower Maintenance Program - Clinton, KS FFP To provide tower and antenna inspection, maintenance and repair Services, Clinton Project, near Lawrence, KS in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		
				NET AMT	

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AB	Tower Maintenance Program Gasconade, MO FFP To provide tower and antenna inspection, maintenance and repair Services, Gasconade Project, near Gasconade, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AC	Tower Maintenance Program Glasgow, MO FFP To provide tower and antenna inspection, maintenance and repair Services, Gasconade Project, near Glasgow, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AD	Tower Maintenance Program Harlan County FFP To provide tower and antenna inspection, maintenance and repair Services, Gasconade Project, near Glasgow, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AE	Tower Maintenance Program Hillsdale, KS FFP To provide tower and antenna inspection, maintenance and repair Services, Hillsdale Project, near Paola, KS in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AF	Tower Maintenance Program Kanopolis, KS FFP To provide tower and antenna inspection, maintenance and repair Services, Kanopolis Project, near Marquette, KS in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AG		12	Each		
	Tower Maintenance Program Lexington, MO FFP To provide tower and antenna inspection, maintenance and repair Services, Lexington, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.				

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AH		12	Each		
	Tower Maintenance Program LongBranch, MO FFP To provide tower and antenna inspection, maintenance and repair Services, Long Branch Project, near Macon, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.				

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AJ		12	Each		
	Tower Maintenance Program Longview, MO FFP To provide tower and antenna inspection, maintenance and repair Services, Longview Project, near Grandview, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.				

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AK	Tower Maintenance Program Melvern, KS FFP To provide tower and antenna inspection, maintenance and repair Services, Melvern Project, near Melvern, KS in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AL	Tower Maintenance Program Milford, KS FFP To provide tower and antenna inspection, maintenance and repair Services, Milford Project, near Junction City, KS in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AM	Tower Maintenance Program Perry, KS FFP To provide tower and antenna inspection, maintenance and repair Services, Perry Project, near Perry, KS in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AN	Tower Maintenance Program Pomme De Terre FFP To provide tower and antenna inspection, maintenance and repair Services, Pomme De Terre Project, near Bolivar, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AP	Tower Maintenance Program Pomona, KS FFP To provide tower and antenna inspection, maintenance and repair Services, Pomona Project, Vassar, KS in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AQ	Tower Maintenance Program Postoak, MO FFP To provide tower and antenna inspection, maintenance and repair Services, Postoak, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AR	Tower Maintenance Program Rathbun, IA FFP To provide tower and antenna inspection, maintenance and repair Services, Rathbun Project, Centerville, IA in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AS	Tower Maintenance Program Smithville, MO FFP To provide tower and antenna inspection, maintenance and repair Services, Smithville Project, near Smithville, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AT	Tower Maintenance Program Stockton, MO FFP To provide tower and antenna inspection, maintenance and repair Services, Stockton Project, near Stockton, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AU	Tower Maintenance Program Tuttle Creek FFP To provide tower and antenna inspection, maintenance and repair Services, Tuttle Creek Project, near Manhattan, KS in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AV	Tower Maintenance Program Truman, MO FFP To provide tower and antenna inspection, maintenance and repair Services, Truman Project, near Warsaw, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AW	Tower Maintenance Program Weldon Springs FFP To provide tower and antenna inspection, maintenance and repair Services, Weldon Springs, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AX	Tower Maintenance Program Wilson, KS FFP To provide tower and antenna inspection, maintenance and repair Services, Wilson Project, near Sylvan Grove, KS in accordance with the attached Scope of Work. For the service period of 1 Oct 2004 thru 30 Sept 2005.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002 OPTION	TOWER MAINTENACE CONTRACT PROGRAM FFP TOWER MAINTENACE CONTRACT PROGRAM. For the service period of 1 Oct 2005 through 31 March 2006. NOTE: Services may be performed up to March 31, 2006.				

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AA OPTION	Tower Maintenance Program - Clinton, KS FFP To provide tower and antenna inspection, maintenance and repair Services, Clinton Project, near Lawrence, KS in accordance with the attached Scope of Work. For the service period of 1 Oct 2005 thru 31 March 2006.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AB OPTION	Tower Maintenance Program Gasconade, MO FFP To provide tower and antenna inspection, maintenance and repair Services, Gasconade Project, near Gasconade, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2005 thru 31 March 2006.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AC OPTION	Tower Maintenance Program Glasgow, MO FFP To provide tower and antenna inspection, maintenance and repair Services, Gasconade Project, near Glasgow, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2005 thru 31 March 2006..	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AD OPTION	Tower Maintenance Program Harlan County FFP To provide tower and antenna inspection, maintenance and repair Services, Gasconade Project, near Glasgow, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2005 thru 31 March 2006.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
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ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
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ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AG OPTION	Tower Maintenance Program Lexington, MO FFP To provide tower and antenna inspection, maintenance and repair Services, Lexington, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2005 thru 31 March 2006.	12	Each		

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FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AH OPTION	Tower Maintenance Program LongBranch, MO FFP To provide tower and antenna inspection, maintenance and repair Services, Long Branch Project, near Macon, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2005 thru 31 March 2006.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AK OPTION	Tower Maintenance Program Melvern, KS FFP To provide tower and antenna inspection, maintenance and repair Services, Melvern Project, near Melvern, KS in accordance with the attached Scope of Work. For the service period of 1 Oct 2005 thru 31 March 2006.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AL OPTION	Tower Maintenance Program Milford, KS FFP To provide tower and antenna inspection, maintenance and repair Services, Milford Project, near Junction City, KS in accordance with the attached Scope of Work. For the service period of 1 Oct 2005 thru 31 March 2006.	12	Each		

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NET AMT

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ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
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ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AQ OPTION	Tower Maintenance Program Post oak, MO FFP To provide tower and antenna inspection, maintenance and repair Services, Post oak, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2005 thru 31 March 2006.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AS OPTION	Tower Maintenance Program Smithville, MO FFP To provide tower and antenna inspection, maintenance and repair Services, Smithville Project, near Smithville, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2005 thru 31 March 2006.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AT OPTION	Tower Maintenance Program Stockton, MO FFP To provide tower and antenna inspection, maintenance and repair Services, Stockton Project, near Stockton, MO in accordance with the attached Scope of Work. For the service period of 1 Oct 2005 thru 31 March 2006.	12	Each		

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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
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NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AX OPTION	Tower Maintenance Program Wilson, KS FFP To provide tower and antenna inspection, maintenance and repair Services, Wilson Project, near Sylvan Grove, KS in accordance with the attached Scope of Work. For the service period of 1 Oct 2005 thru 31 March 2006.	12	Each		

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NET AMT

FOB: Destination

SCOPE OF WORK

SCOPE OF WORK

TOWER MAINTENANCE PROGRAM

SECTION 1 - GENERAL

- A. GENERAL: All activities included in this Scope of Work are to be accomplished in compliance with the following standards: The current Telecommunications Industry Association / Electronic Industries Association Circular 222, (TIA / EIA – 222-G) and the current Federal Aviation Administration / Federal Communications Commission Advisory Circular AC 70/746 (FAA / FCC).
- B. SCOPE: To provide tower and antenna inspection, maintenance and repair services, where appropriate for US Army Corps of Engineers owned towers and antennas. Subjects covered in this scope of work are listed below.

Section 1	General Scope of Work
Section 2	Tower Inspection
Section 3	Emergency Inspection
Section 4	Antenna and Lines Inspection
Section 5	Post Construction Inspection
Section 6	Preventive Maintenance
Section 7	Demand Maintenance and Routine Maintenance
Section 8	Inventory
Section 9	Reports
Section 10	Database
Section 11	Service Frequency
Appendix A	Paint Specifications
Appendix B	Tower Site Locations

- C. QUALIFICATIONS: The Contractor shall use only authorized, qualified, trained, and experienced personnel to perform the tasks identified in this Scope of Work.
- D. NOTIFICATION: The Contractor shall schedule and coordinate all inspection and maintenance activities with US Army Corps of Engineers prior to any work being performed and shall report upon arrival and when leaving the facility. This should be done within one (1) week before work commences.
- E. WORK TIME: The Contractor shall perform inspection and maintenance activities during daylight hours only, 8:00 AM to 4:00 PM, CST/CDT, Monday through Friday, holidays excluded, unless otherwise authorized by US Army Corps of Engineers.
- F. FIELD COORDINATOR: A US Army Corps of Engineers Government employee will be present at all times with the contractor for technical coordination and contracting office field representation.
- G. Contractor will provide in writing any implied warranty upon completion of each required tasks or actions. This should be submitted to the US Army Corps of Engineers. It is understood, the contractor may not control certain issues or circumstances.

## SECTION 2 - TOWER INSPECTION

- A. The contractor shall provide material, equipment and experienced personnel to perform tower inspections. Contractor shall perform inspections every five (5) years on guyed towers and every five (5) years on self-supported towers, monopoles, concrete and wood poles, specialty and stealth towers. Shorter inspection intervals shall be applied to towers located in coastal salt-water environments and corrosive atmospheres. Guyed towers located in corrosive atmospheres and within 10 miles of an intercoastal water environment shall be inspected every year. Self-supported towers, monopoles, concrete and wood poles, specialty and stealth towers located within 10 miles of an intercoastal water environment or in a corrosive atmosphere shall be inspected every two years. Contractor will perform emergency inspections as deemed necessary and determined by the US Army Corps of Engineers if warranted.
- B. Inspection shall include, but not be limited to:
  - 1. Tower Foundation, including but not limited to:
    - a. Evidence of movement or settlement
    - b. Standing water or erosion
    - c. Concrete cracking, spalling, splitting, chipped, broken areas, honeycombing
    - d. Clear of brush and vegetation
  - 2. Tower Base, including but not limited to:
    - a. Grouting
    - b. Weep holes clear of obstructions
    - c. Anchor bolts, nuts, washers, and base plate free of rust and/or corrosion
    - d. Missing or loose anchor bolt nuts and/or washers
    - e. Grounded (see item 12 "Grounding")
  - 3. Tower, including but not limited to:

- a. Deformed, damaged, rust or corroded, loose or missing structural members and/or bolts
  - b. Improper, damaged, rusted or corroded welds
  - c. Damaged, loose, or missing hand hole cover plates and/or hardware
  - d. Monopole slip joint sleeve closer per manufactures recommendations
  - e. Cracks, fissure, or breaks on concrete poles
  - f. Concrete separation from steel sleeves on concrete poles
  - g. Bent, chipped, splintered, decayed, and/or cracked wood
  - h. Connection bolt torque. Spot-check a minimum of 10% of the connection bolts. If a loose bolt is found in a structural connection then all bolts in that connection shall be checked
4. Tower Alignment. Inspect for signs of settlement or movement. Plumb and twist shall be checked per latest revision of TIA/EIA-222 -G standard.
5. Tower Guys including, but not limited to:
- a. Broken, nicked, kinked, rusted and/or corroded wires
  - b. Improperly installed, unsecured, rust and/or corrosion; turnbuckles, cable thimbles, performed wraps, ice clips, strandevices, poured sprockets, cable clamps, shackles, bolts, pins, cotter pins, and service/safety wire.
  - c. Grounded (see item 12 "Grounding")
6. Guy Anchors, including but not limited to:
- a. Evidence of movement or settlement
  - b. Standing water or erosion
  - c. Clear of brush and vegetation
  - d. Anchor head above grade, cracks, fractures, rust and/or corrosion
  - e. Corrosion control measures (galvanizing, coatings, concrete encasement, cathodic protection system, etc.)
  - f. Grounded (see item 12 "Grounding")
7. Guy Wire Tension:
- a. Tension shall be checked with a dynamometer per the "Direct Method" for measuring guy tension as described in the latest revision of TIA/EIA-222-G and compared to the design requirements.
  - b. Temperature, wind speed, and wind direction shall be taken into consideration when performing guy wire tension testing.
  - c. Do not test guy wire tension when wind exceeds 15 mph or when wires are covered with ice or snow.
8. Climbing Facilities, including but not limited to:
- a. Improperly installed and unsecured ladder, step bolts, platform, catwalks, and safety climb device.
  - b. Loose, damaged, or missing hardware
  - c. Rust and/or corrosion
9. Tower Finish, including but not limited to:
- a. FAA/FCC required markings in compliance with most recent FCC advisory circular
  - b. Fading, peeling, blistering, flaking paint and/or galvanizing
  - c. Rust and/or corrosion

10. Tower Lighting, including but not limited to:
    - a. Lights installed and operating in compliance with the latest revision of the FAA/FCC requirements
    - b. Light fixtures, conduit, and junction boxes properly installed, secured, weather tight, and free of rust and/or corrosion
    - c. Beacons, strobes, and obstruction lights operating properly
    - d. Broken, cracked or dirty lenses
    - e. Improperly installed and operating safety chains and latches
    - f. Improperly installed gaskets
    - g. Vent and drain holes clear of obstructions
    - h. Loose, damaged, or missing hardware
    - i. Rust and/or corrosion
    - j. Improperly installed and non-operational photocell
    - k. Cracked, corroded, or brittle exposed wiring
  11. Lightning Protection, including but not limited to:
    - a. Improperly installed and unsecured lightning rod
    - b. Lightning rod mounted at highest point on structure
    - c. Rust and/or corrosion
    - d. Grounded (see item 12 "Grounding")
  12. Grounding. The grounding system components and installation inspection shall include, but not be limited to:
    - a. Improperly installed and unsecured cadwelds
    - b. Loose or missing mechanical connection and/or lug hardware
    - c. Damaged, broken, or loose ground leads
    - d. XIT rod covers clear of grass, weeds, gravel, or earth and accessible
    - e. Ground lead bends exceeding the minimum-bending radius
- C. Digital photo documentation including, but not limited to:
1. Overall tower showing all antennas
  2. Overall site
  3. Site plan view, from top of structure
  4. Overall guy anchor areas
  5. All faults. Minor faults, which are corrected at the time of the inspection, shall have before and after photographs.
  6. Copies of such documentation will be provided to the US Army Corps of Engineers
- D. Locations of structures are provided in Appendix B.

### SECTION 3 - EMERGENCY INSPECTION

- A. The contractor shall provide material and experienced personnel to perform Emergency Inspections. (Refer to Section 11 for required Emergency Inspection frequency).
- B. Emergency inspections are inspections requested by US Army Corps of Engineers and will be performed by the Contractor at times other than the normal frequencies specified in Section 11.
- C. Emergency inspections could be required as a result of, but not limited to:
  - 1. Light outage
  - 2. Severe wind and/or ice
  - 3. Storms
  - 4. Direct lightning strikes
  - 5. Earthquakes
  - 6. Any other extreme loading condition
  - 7. Any other conditions, which warrant such an action.
- D. The Contractor shall be prepared to provide US Army Corps of Engineers with 24 hour a day, 7 days a week emergency service.
- E. Emergency Inspections could include, but are not limited to the inspection requirements specified in Sections 2, 4 and 7.

#### SECTION 4 - ANTENNA AND LINES INSPECTION

- A. Performed on US Army Corps of Engineers Owned equipment only. The contractor shall provide material, and experienced personnel to perform antenna transmission line inspections. (Refer to Section 11 for required Antenna and Lines Inspection frequency)
- B. Inspection shall include, but not be limited to:
  - 1. Antenna, including but not limited to:
    - a. Evidence of movement or shifting
    - b. Damaged, loose, or missing mounting hardware
    - c. Improperly installed and unsecured down tilt bracket and hardware
    - d. Dents, bends, cracks, bullet holes, loose or missing parts
    - e. Rust and/or corrosion
    - f. Cracks or breaks in antenna face
    - g. Improperly installed, unsecured, weather tight connections
  - 2. Transmission Lines, including but not limited to:
    - a. Damage, dents, chafed jacket, loose joints, and/or bends exceeding the minimum bending radius
    - b. Improperly mounted and supported in violation of manufacturers recommendation for type and size of line

- c. Improperly installed and unsecured hoisting grips
  - d. Improperly installed and unsecured ground kits and jumpers
  - e. Improperly installed, insecure, weather tight connections
  - f. Grounded (see Section 2, item 12 "Grounding")
3. Transmission Line Bridge, including but not limited to:
    - a. Inadequate transmission line protection
    - b. Anchor bolts, nuts, washers, and base plate free of rust and/or corrosion
    - c. Missing or loose anchor bolt nuts and/or washers
    - d. Deformed, damaged, loose or missing structural members and/or hardware
    - e. Damaged, loose, or missing transmission line hangers and/or hardware
    - f. Transmission line hangers spaced in accordance with manufacturers recommendation for type and size of line
    - g. Rust and/or corrosion
    - h. Minimum of two posts grounded (see Section 2, item 12 "Grounding")
  4. Transmission Line Cable Tray, including but not limited to:
    - a. Inadequate transmission line protection
    - b. Deformed, damaged, loose or missing members and/or hardware
    - c. Rust and/or corrosion
    - d. Grounded (see Section 2, item 12 "Grounding")
  5. Transmission Line Equipment/Building Entry Port, including but not limited to:
    - a. Damaged, loose, or missing empty port hole covers, plates, and/or hardware
    - b. Improperly installed and unsealed transmission line port hole boots and hardware
    - c. Grounded (see Section 2, item 12 "Grounding")
  6. Transmission Line Sweep Test. Sweep Tests shall be performed on all US Army Corps of Engineers antenna and lines. Trained personnel using standard available test equipment will conduct sweep tests. US Army Corps of Engineers communications specialist will be present at all times during testing to ensure existing communications system is kept in service to minimize downtime.
  7. AM Detuning Kits, including but not limited to:
    - a. Properly installed and secure box, skirts, brackets, and wire attachments
    - b. Loose, damaged or missing hardware
    - c. Rust and/or corrosion
    - d. Grounded (see Section 2, item 12 "Grounding")
- C. Digital photo documentation including, but not limited to:
1. Overall tower showing all antennas
  2. Each antenna
  3. Overall transmission line bridge
  4. Overall transmission line building entry port
  5. AM detuning components

6. All faults. Minor faults, which are corrected at the time of the inspection, shall have before and after photographs

#### SECTION 5 - POST CONSTRUCTION INSPECTION

- A. The Contractor shall provide material and experienced personnel to perform Post Construction Inspections. (Refer to Section 11 for required Post Construction Inspection frequency).
- B. Post Construction Inspections are inspections performed at the completion of tower renovation projects and new tower construction.
- C. Post Construction Inspections shall include a thorough inspection to verify that construction and equipment installation complies with TIA/EIA-222-G standards. Inspections shall include but not be limited to:
  1. Inspection requirements specified in Sections 2 and 4
  2. Inventory requirements as specified in Section 8
- D. In addition to the inventory requirements, the Contractor shall provide post construction Differential Global Positioning System (DGPS) coordinates for the antenna support structure.
  1. Longitude and latitude coordinates shall be obtained using the Differential Global Positioning System in term of the NAD-83 datum.
  2. DGPS coordinates shall be obtained for the center of the antenna support structure and have a certified accuracy of +/- 1/10 of a second.

## SECTION 6 - PREVENTIVE MAINTENANCE

- A. Preventive Maintenance shall be performed on US Army Corps of Engineers towers and attachments as required based on the conclusion of the Inspection as specified in Sections 2 and 4. Preventive Maintenance includes minor repairs, improvements, and / or replacements for which labor and material costs are less than Seven Hundred and Fifty Dollars (\$750.00). Contractor should notify the US Army Corps of Engineers before any corrective action is to take place and receive authorization for such actions. A service purchase order will be issued for all Preventive Maintenance actions as defined in this paragraph.
- B. Preventive Maintenance is pre-authorized by US Army Corps of Engineers and shall be performed at the time of the tower inspection site visit. Contractor should notify the US Army Corps of Engineers before any corrective action is to take place and receive authorization for such actions. A service purchase order will be issued for all Preventive Maintenance actions as defined in this paragraph.
- C. Preventive Maintenance work shall be documented, in the Inspection Report, and in compliance with the requirements of Section 9 and shall include, but not be limited to:
1. Tighten / replace loose and/or missing anchor bolt nuts and/or washers
  2. Tighten / replace loose and/or missing structure connection bolts, nuts, pal nuts, lock washers, and flat washers
  3. Tighten / replace loose and/or missing transmission line bridge connection bolts, nuts, and washers
  4. Tighten / replace loose and/or missing transmission line cable tray connection bolts, nuts, and washers
  5. Tighten / replace loose and/or missing antenna mounting hardware, nuts, bolts, and/or washers.
  6. Re-attach / replace loose or missing transmission line support clips
  7. Re-attach / replace loose or missing ground lugs, mechanical connections, and/or Caldwelles
  8. Re-tension guy wires
  9. Scrape and/or wire brush small areas of damaged galvanizing, where rust and/or corrosion is present, to the metal and paint with a zinc-rich cold galvanizing compound
  10. Painting of all structures to applicable specifications as required, see Appendix A
  11. Tighten / re-attach / replace all other loose, detached, and/or missing items
- D. Contractor shall invoice US Army Corps of Engineers for Preventive Maintenance based on fees established in the current contract. Invoice shall identify separate line items for material, material mark-up, labor hours, unit and total labor charges, and any other charges associated with the work. Contractor should notify the US Army Corps of Engineers before any corrective action is to take place and receive authorization for such actions. A service purchase order will be issued for all Preventive Maintenance actions as defined in this paragraph.
- E. Repairs with an estimated cost exceeding Seven Hundred and Fifty Dollars (\$750.00) will be classified as Demand Maintenance and shall comply with the requirements specified in Section 7.

## SECTION 7 - DEMAND MAINTENANCE AND ROUTINE MAINTENANCE

- A. Demand Maintenance includes major repairs, capital improvements, and / or replacements for which material and labor costs exceed Seven Hundred and Fifty Dollars (\$750.00).
- B. US Army Corps of Engineers must approve all Demand Maintenance in writing before any work being performed.
- C. The Tower Inspection Contractor will not normally perform demand maintenance work. However, demand maintenance work that, in the best judgment of the Tower Inspection Contractor and in coordination with the US Army Corps of Engineers, has been determined a threat to safety or the continued operation of the network, may be performed by the Inspection contractor, upon approval and authorization by the US Army Corps of Engineers. The purpose of this section is to eliminate any unsafe situation or bring the equipment back into service as quickly as possible. The contractor will immediately notify US Army Corps of Engineers and describe the unsafe or out of service condition that has been discovered. If US Army Corps of Engineers agrees that the repair should be accomplished immediately, the contractor will be given a purchase order approval to proceed with the repair. As soon as repairs are completed, the contractor shall submit a report to US Army Corps of Engineers explaining the critical nature of the problem and describing the corrective action taken.
- D. The Contractor's report shall also include the following information:
- Name of Contractor
  - Facility requiring the Work
  - Equipment required to perform the work
  - Date and time
  - Cost of labor and material to complete the work.
- E. Good faith actions in accordance with the above will be compensated at the contracted rates agreed upon by both parties. Neglect of the proper authorization procedures without justification may, at the option of US Army Corps of Engineers, be sufficient reason for non-payment.
- F. Any maintenance actions costing beyond Two Thousand, Five Hundred Dollars (\$2500.00) will require a separate action to be coordinated with the Contractor and the US Army Corps of Engineers. This will be considered High Demand maintenance.
- G. Routine Maintenance actions are "as needed" to accomplish any installation, replacement, alignment or minor repair on any US Army Corps of Engineers equipment.

## SECTION 8 - INVENTORY

- A. The contractor shall provide material and experienced personnel to perform tower and attachment inventories when requested by US Army Corps of Engineers. (Refer to Section 11 for required Inventory frequency).
- B. Unless requested otherwise, by US Army Corps of Engineers, an Inventory shall be performed on US Army Corps of Engineers owned towers and attachments only. The inventory shall include manufacturer, make, and model information for, but not limited to:
1. Tower
  2. Antenna mounting system

3. Antenna (US Army Corps of Engineers and other organizations)
  4. Top jumper
  5. Transmission lines (US Army Corps of Engineers and other organizations)
  6. Bottom jumper
  7. Lighting system
  8. AM detuning kit
  9. RFFE's
  10. Ground Equipment / Enclosures (US Army Corps of Engineers and other organizations)
- C. Provide tower height, antenna centerline height, antenna azimuth, and antenna down-tilt verifications as specified herein:
1. Tower Height Verification. Determine the tower height and the overall structure height by the tape drop method (dropping a measuring tape from the point to be measured to the ground). Tape drop measurement shall be accurate to +/- 1 inch.
    - a. Structure Height. Measurement taken from the top of the tower or antenna platform, whichever is greatest to the top of the concrete foundation plus the measurement from the top of the concrete foundation to the top of the surrounding grade.
    - b. Overall Structure Height. Measurement from the top of the highest point on the towers (usually the tip of the lightning rod) to the top of the concrete foundation plus the measurement from the top of the concrete foundation to the top of the surrounding grade.
  2. Antenna Centerline Height Verification. Determine the antenna centerline height by the tape drop method (dropping a measuring tape from the point to be measured to the ground). Tape drop measurement shall be accurate to +/- 6 inches.
    - a. Antenna centerline verification: Measurement taken from the center of the antenna to the top of the concrete foundation plus the measurement from the top of the concrete foundation to the top of the surrounding grade.
    - b. Antenna centerline verifications shall be performed and recorded for all antennas on the support structure, US Army Corps of Engineers and all other organizations.
  3. Antenna azimuth verification: Determine the azimuth, from North, for all US Army Corps of Engineers and other organization's antenna attached to the support structure using a compass or other degree-measuring device, at the point of antenna attachment. Azimuth verification shall be accurate to +/- one-degree.
  4. Antenna down-tilt verification. Determine the down-tilt angle from vertical for all US Army Corps of Engineers antenna attached to the support structure using a compass or other angle-measuring device at the point of antenna attachment. Down-tilt verification shall be accurate to +/- one-degree.
  5. Contractor will ensure while performing any actions as stated in this section or any other sections, no disruptions to any US Army Corps of Engineers and all other organizations communication operations will occur.

## SECTION 9 - REPORTS

- A. The Contractor's inspection crews shall be equipped with lap top computers pre-loaded with the required Inspection and Inventory checklists, twist and sway data sheets and guy wire tensioning sheet. Crew personnel shall enter data gathered at the site at the time the service is provided. The data will then be uploaded from the laptop into the database on a daily basis.
- B. The data-reporting program shall have a built in safe guard, which will not allow personnel to close a site inspection report or upload the data to the database if the report is not 100 percent complete. This feature will help insure the completeness of field inspection and inventory reports and eliminate the need for return trips to retrieve missing information.
- C. The results of all inspections and inventories shall be summarized in an Inspection Report (refer to Section 11 for required Inspection Report frequency).
- D. Contractor shall deliver to US Army Corps of Engineers a detailed report for each site inspected. The report shall have been prepared using word processing software. Reports shall be prepared in a format approved by US Army Corps of Engineers. (Refer to Section 10 for Database requirements) Reports shall include, but not be limited to:
1. Cover screen with General Site Information:
    - a. Site Name
    - b. Site Inspection Number
    - c. Site Location (address, city, state, etc.)
    - d. Project Number (Contractor's for future reference)
    - e. Tower type, height, and manufacturer
    - f. Inspection Date
    - g. Weather Conditions
    - h. Name of Inspectors
    - i. SEGIS site record number
  2. Table Of Contents
  3. Summary of faults. All faults shall be categorized as one of the following:
    - a. Emergency Repair – Faults requiring immediate attention. Failure to repair the fault may result in tower failure, disruption of service, or injury to equipment or personnel.
    - b. Future Work – Faults requiring attention within the next 12 to 24 month. Fault is not service critical and poses no immediate danger to equipment or personnel. However. If ignored it could, overtime become an Emergency fault.
    - c. Routine Work - Faults requiring ordinary maintenance service. Fault should be repaired during the regularly scheduled maintenance. If the fault is ignored it could, overtime have an adverse effect on the performance or structural stability of the item.
  4. Report Body:
    - a. Results of the Inspection shall be separated into groups as identified in Section 2, Section 3, and Section 4, including but not limited to:
      - i. Checklist of each item inspected indicating whether the items passed, failed, was corrected, or non applicable

- ii. Comments including: fault description, minor faults corrected, major fault correction recommendations, time and material cost estimate to correct major faults, and photograph log numbered to correspond with photographs.
- b. Tower, twist and sway data sheet, including but not limited to:
  - i. Description of method used to check tower plumb, twist, and sway
  - ii. Temperature
  - iii. Wind velocity and direction
  - iv. Results from tests
- c. Guy Wire Tension data sheet(s), including but not limited to
  - i. Description of method used to check guy wire tension
  - ii. Design tension
  - iii. Temperature
  - iv. Wind velocity and direction
  - v. Results of tension test: guy number, cable size, vertical height, horizontal distance to anchor, required tension, initial tension, and adjusted tension
- d. Site sketch showing:
  - i. Tower, equipment /building, and transmission line bridge relationship
  - ii. Tower and guy wire orientation
  - iii. Transmission line ladder location on the support structure
  - iv. Climbing ladder/peg location on the support structure
  - v. Antenna azimuths
- e. Inventory data sheet(s), noting information gathered as specified in Section 7, including but not limited to:
  - i. Tower height verification
  - ii. Antenna
  - iii. Transmission Lines
  - iv. Antenna azimuth verification
  - v. Antenna down-tilt verification
  - f. Transmission Line Sweep Test results

- g. Photographs. All photographs shall be electronic digital photographs, numbered and labeled to correspond to the photograph numbers and descriptions noted on the Inspection itemized checklists
- E. The Contractor shall deliver to U.S. Army Corps of Engineers a detailed Maintenance Report for each site at which maintenance activities were performed. The report shall have been prepared using word processing software. Reports shall be prepared in format approved by U.S. Army Corps of Engineers. (Refer to Section 11 for required Maintenance Report frequency).

#### SECTION 10 - DATABASE

- A. The Contractor shall provide U.S. Army Corps of Engineers with a “real-time” interactive database. The database shall be prepared in a format approved by US Army Corps of Engineers and shall include but not be limited to:
1. Inspection reporting, including items specified in Section 9.
    - a. Faults posted with link to fault photograph
  2. Maintenance reporting, including items specified in Section 8.
    - a. Preventive Maintenance services completed, posted with link to the before and after photographs.
    - b. Demand Maintenance estimate(s), posted for approval, with a link to the fault photograph.
  3. “Real-time”, interactive access to monitor and schedule work, including but not limited to
    - a. Inspections
    - b. Inventory
    - c. Maintenance
    - d. Posting and approval of maintenance estimates
    - e. Issuance of work orders
    - f. Work schedules
    - g. Emergency repairs
    - h. Budget and expenditures
  4. Provisions to run database queries, including but not limited to:
    - a. Inspections with certain fault(s) and their associated photographs
    - b. Sites with a specified inventory item (antenna, lighting system, etc.)
    - c. Work order status (scheduled, in progress, completed, etc.)
    - d. Work orders issued (per week, month, and year)
    - e. Work schedules (per week, month, and year)
    - f. Estimate status (approved or disapproved)
    - g. Estimates (per week, month, and year)
    - h. Expenditures per category (inspection, tower maintenance, routine maintenance, emergency maintenance, landscape maintenance, etc.)
    - i. Budget and expenditures (per week, month, and year)
  5. Process for the addition of sites as the U.S. Army Corps of Engineers infrastructure expands.

- B. Database shall provide for multiple security access for authorized personnel and Contractors as determined by U.S. Army Corps of Engineers.
- C. Database shall be “real-time” with data updated as necessary to provide the most current data available. Information updated since last database access shall be noted upon subsequent data base access, including but not limited to:
1. Inspections completed
  2. Maintenance completed
  3. Estimates posted for approval
  4. Work orders issued
  5. Work orders completed
- D. The data-reporting program shall have a built in safe guard, which will not allow personnel to close a site inspection report or upload the data to the database if the report is not 100 percent complete. This feature will help insure the completeness of field inspection and inventory reports and eliminate the need for return trips to retrieve missing information.
- E. In order to obtain consistency in the database reporting and maintenance monitoring process, Contractor shall make a database available to other inspection / maintenance contractors if U.S. Army Corps of Engineers elects to use multiple contractors or vendors.
1. Multiple contractors shall be able to input inspection and maintenance data directly into the database or the database Contractor shall manage, input, and/or monitor all data being entered.
- F. Contractor shall provide other contractors with database updates / upgrades and technical support as required.

#### SECTION 11 - SERVICE FREQUENCY

Tower Inspection – MP/SS	Every 5 years
Tower Inspection – Guy	Every 5 years
Antenna and Lines Inspection	At time of inspection
Construction Inspection	At completion of construction
Emergency Inspection	As Required
Inventory	At time of Inspection or As Required
Inspection Reports	At time of Inspection
Maintenance Reports	At time of Inspection
Preventive Maintenance	At time of Inspection
Demand Maintenance	As Required

#### APPENDIX A

Paint Specification

## Galvanized Steel Towers Requiring Orange and White banding

### A. Scope of work

The contractor shall provide all labor, material and equipment necessary to safely climb, prepare the surface and paint the tower. Contractor shall clear weep holes of all debris. Contractor shall ensure that weep holes remain clear upon completion of work.

### B. Safety

The contractor shall comply with all applicable OSHA and environmental regulations and US Army Corps of Engineers safety and environmental directives. Failure to comply with regulations and / or directives will be cause, at the sole discretion of US Army Corps of Engineers, for termination of the work.

### C. Weather Conditions

Painting shall be permitted only when day and night time temperatures are between 40 and 90 degrees Fahrenheit and relative humidity is 85% or less. Painting shall not be permitted during inclement weather. Spray painting shall not be permitted when winds exceed 15 miles per hour.

### D. Surface Preparation

The contractor shall prepare the tower surface for painting. The tower surface shall be prepared in accordance with Steel Structure Paint Council - Surface Preparation No. 1 (SSPC – SP1, (solvent Cleaning), to remove contaminants and loose paint. All rusted areas shall be prepared in accordance with SSPC – SP3, (power tool cleaning). The surface shall be clean and dry. The surface shall be free of oil, dust, grease, dirt, loose rust, and other foreign material.

### E. Prime Coat

Where the galvanized coating has failed, the surface will be treated. The surface to be treated shall be properly prepared per SSPC – SP3 before painting. A zinc rich primer will be applied over the area to be treated. The dry film thickness shall be a minimum of 6.0 mills.

### F. Prime Coat Material

PRIME COAT MATERIAL SHALL BE SHERWIN WILLIAMS TOWER-GUARD HS TRANSMISSION TOWER COATING NUMBER B54AZ600.

### G. Top Coat

The entire tower surface shall be properly prepared per SSPC – SP3 before applying topcoat. The topcoat will comply with Federal Color Standard 595. (Aviation Orange color 12197 and White color 17875) The dry film thickness of the topcoat shall be a minimum of 2.5 mils.

### H. Top Coat Material

Topcoat material shall be Sherwin Williams DTM Acrylic Coating number B66.

### I. Clean Up

The contractor shall be responsible for clean up of U.S. Army Corps of Engineers and surrounding property. Clean up includes but shall not be limited to paint splatter and removal of all materials and debris resulting from the work.

## APPENDIX B

### Location of Structures

Note some locations may require verification of exact position.

Location	Height	HAAT	Type	Coordinates
Clinton, KS	60	960	Pole	N38*56'30" w95*20'18"
Gasconade, MO	300	923	Guyed	N38*39'51" w91*32'21"
Glasgow, MO	400	798	Guyed	N39*14'15" W92*47'30"
Harlan County, NB	140	2005	WTwer	N40*05'14" W99*12'44"
Hillsdale, KS	90	960	Pole	N38*39'00" W94*53'00"
Kannapolis, KS	90	1530	Pole	N38*36'28" W97*57'40"
Lexington	300	1180	Guyed	N39*09'29" W93*54'42"
Long branch, MO		60	840	Pole N39*45'00" W92*29'00"
Longview, MO	90	925	Pole	N38*52'38" W94*28'00"
Melvern, KS	200	1090	Guyed	N38*30'12" W95*42'08"
Milford, KS	60	1205	Pole	N39*04'27" W96*53'53"
Perry, KS	300	1050	Guyed	N39*07'40" W95*24'53"
Pomme De Terre, MO	150	915	Guyed	N37*54'18" W93*19'01"
Pomona KS	200	1052	Guyed	N38*38'43" W95*33'59"
Postoak, MO	400	970	Guyed	N38*33'31" W93*45'11"
Rathbun, IA	300	965	Guyed	N40*49'09" W92*54'14"
Smithville, MO	90	885	Pole	N39*23'00" W94*32'00"
Stockton, MO	260	1182	SelfS	N37*41'50" W93*45'59"
Tuttle Creek, KS 190	1260	Guyed		N39*15'16" W96*36'22"
Warsaw, MO	290	725	SelfS	N38*15'37" W93*24'29"
Weldon Springs, MO	220	710	Guyed	N38*41'24" W90*45'26"
Wilson, KS	200	1710	Guyed	N38*57'40" W98*28'59"

Pole Mono Pole/Pole  
 Guyed Standard guyed Tower  
 WTwer Water Tower  
 SelfS Self Supporting Tower

### WAGE RATES

General Decision Number: KS030006 06/25/2004 KS6

Superseded General Decision Number: KS020006

State: Kansas

Construction Types: Heavy and Highway

Counties: Douglas, Leavenworth and Shawnee Counties in Kansas.  
JEFFERSON AND SHAWNEE COUNTIES

HEAVY CONSTRUCTION PROJECTS HIGHWAY CONSTRUCTION PROJECTS  
(Excluding Jefferson County)

Modification Number	Publication Date
0	06/13/2003
1	01/30/2004
2	03/05/2004
3	04/16/2004
4	06/04/2004
5	06/25/2004

CARP0007-012 04/01/2001

LEAVENWORTH COUNTY

	Rates	Fringes
Carpenter and Piledriver.....	\$ 25.50	6.88

CARP1445-001 04/01/2001

JEFFERSON AND SHAWNEE COUNTIES

	Rates	Fringes
Carpenter.....	\$ 17.20	4.35
Piledriver.....	\$ 17.575	4.35

CARP2279-003 04/01/2001

DOUGLAS COUNTY

	Rates	Fringes
Carpenter.....	\$ 17.20	4.35
Piledriver.....	\$ 17.575	4.35

ELEC0053-003 09/01/2000

LEAVENWORTH COUNTY (North of Fairmont, Stranger, and Tonganoxie Townships)

	Rates	Fringes
Line Construction (RAILROAD AND CROSS COUNTRY) TRANSMISSION LINES:		

GROUNDMAN POWDERMAN.....\$ 17.25 28.75%+2.20  
 GROUNDMAN.....\$ 16.11 28.75%+2.20  
 LINEMAN OPERATOR.....\$ 23.10 28.75%+2.20  
 LINEMAN.....\$ 24.98 28.75%+2.20  
 POLE TREATING GROUNDMAN....\$ 16.11 28.75%+2.20  
 POLE TREATING SPECIALIST...\$ 26.60 28.75%+2.20  
 POLE TREATING TRUCK DRIVER.\$ 17.25 28.75%+2.20

Line Construction:

GROUND MEN POWDERMEN.....\$ 19.45 28.75%+2.20  
 GROUND MEN.....\$ 18.49 28.75%+2.20  
 LINEMEN OPERATOR.....\$ 25.97 28.75%+2.20  
 LINEMEN.....\$ 27.80 28.75%+2.20

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 ELEC0124-004 08/26/2002

LEAVENWORTH COUNTY (Delaware, High Prairie and Kickapoo Townships, City of Leavenworth and Ft. Leavenworth Military Reservation)

Rates Fringes

Electrician.....\$ 30.73 10% + 9.30

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 ELEC0226-001 03/01/2004

DOUGLAS, JEFFERSON, SHAWNEE, and the remainder of LEAVENWORTH COUNTY

Rates Fringes

Electrician.....\$ 24.60 7.67+4%

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 ELEC0304-002 07/01/1998

LEAVENWORTH COUNTY (Except that portion north of Fairmont, Stranger, and Tonganoxie Townships) and DOUGLAS, JEFFERSON, SHAWNEE COUNTIES

Rates Fringes

Line Construction:

CABLE SPLICERS.....\$ 23.90 23.75%+2.00  
 GROUND MEN.....\$ 13.63 23.75%+2.00  
 LINE TRUCK AND EQUIPMENT OPERATORS.....\$ 18.71 23.75%+2.00  
 LINEMEN.....\$ 22.76 23.75%+2.00  
 POWDERMEN.....\$ 18.71 23.75%+2.00  
 Traffic signal technician.....\$ 22.76 23.75%+2.00

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 ENGI0101-003 04/01/2004

DOUGLAS COUNTIES:

Rates Fringes

Power equipment operators:

GROUP 1.....	\$ 18.60	8.07
GROUP 2.....	\$ 18.35	8.07
GROUP 3.....	\$ 18.10	8.07
GROUP 4.....	\$ 17.75	8.07
GROUP 4A.....	\$ 18.00	8.07

GROUP 1: Asphalt paver and spreader, Backhoe, Boring machine, Blades, all types, Clamshell, Concrete mixer paver operator, Concrete plant operator (automatic); Crane, Truck crane, Pitman crane, Hydro crane or any machine with power swing, Derrick or derrick trucks; Dragline operator, Dredge operator, Dozer, Ditching machine, Euclid loader, Hoist, 2 active drums, Loader, all types, Mechanic or welder, Mixermobile, Multi-unit scraper, Piledriver operator, Power shovel operator, Quad track, Scoop operator, all types, Sideboom cat, Cheery picker, Skimmer scoop operator, Push cat operators.

GROUP 2: Asphalt plant operator, Elevating grader operator.

GROUP 3: A-frame truck, Asphalt roller operator, Asphalt plant boiler fireman, Backfiller operator, Barber green loader, Boiler, other than asphalt, Bull float operator, Churn drill operator, Compressor operator (I), Concrete central plant operator, Concrete mixer operator, skip, Concrete pump operator, Crusher operator, Distributor operator, Finish machine operator, concrete, Fireman, other than asphalt, Flex plane operator, Fork lift, Form grader operator, Greaser, Hoist, 1 drum, Jeep ditching machine, Pavement Breaker, self-propelled (of the hydra hammer or similar type), pump operator, 4 inches or over, two, pump operator, other than Dredge screening and wash plant operator, Small machine operator, Spreader box operator, self propelled, Tractor operator, over 50 h.p., Self-propelled roller operator, other than asphalt siphons and jets, Subgrading machine operator, Tank car heater operator, combination booster and boilers, Towboat operator, Vibrating machine operator, not hand.

GROUP 4: Concrete gang saw, Self-propelled (con-cut), Conveyor operator, Harrow, disc. seeder, Oiler, Tractor operator, 50 h.p. or less without attachments.

GROUP 4A: Oiler, Motor crane. HOURLY

PREMIUMS: Following classifications shall receive (\$.25) above Group I rate: Clamshells - 3 yd. capacity or over, Crane or rigs, 80 ft. of boom or over (including jib), Draglines, 3 yd. capacity or over, Piledrivers 80 ft of boom or over (including jib), Shovels and backhoes, 3 yd. capacity or over.

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ENGI0101-006 04/01/2004

LEAVENWORTH COUNTY

	Rates	Fringes
Power equipment operators: (ALL OTHER WORK)		
GROUP 1.....	\$ 25.59	10.37
Power equipment operators:		
GROUP 2.....	\$ 24.55	10.27
GROUP 3		
OILERS.....	\$ 20.08	10.37
OILERS DRIVER (ALL TYPES)...	\$ 23.43	10.379.57

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1 - Asphalt roller operator, finish, asphalt paver and spreader, asphalt plant operator, concrete plant operator, la tourneau rooter (all tiller types), concrete mixer paver, slip form paver operator (CMI, Rex, Gomeco or equal), finishing machine operator, auto grader or trimmer or sub-grader, side discharge spreader, concrete pump operator, backhoe, blade operator (all types), bulldozer operator, high loader - fork lift - skid loader (all types), quad track, scraper operator (all types), push cat, ditching machine, boilers-2, booster pump on dredge, dredge engineman, dredge operator, tow boat operator, hoisting engineer (2 active drums), crane operator, derrick or derrick trucks, drag line operator, pile driver operator, pitman crane or boom truck (all types), shovel operator, truck crane, clamshell operator, drilling or boring machine (rotary - self propelled), boring machine (truck or crane mounted), skimmer scoop operator, mucking machine operator, sideboom cats, locomotive operator (standard gage), drillcat with compressor mounted (self-contained) or similar type self propelled rotary drill (not air tract), mechanics and welders (field and plants)

GROUP 2 - A-Frame truck operator, articulated dump truck, hoisting engine (one drum), roller operator (with or without blades), boilers (1), distributor operator, fireman gig, tank car heater operator (combination boiler and booster), chip spreader, back filler operator, farm tractor (all attachments), multiple compactor, concrete mixer operator, skip loader, elevating grader operator, pavement breaker, self propelled hydra-hammer (or similar type), power shield, churn drill operator, concrete saws (self propelled), conveyor operator, float operator, form grader operator, screening and washing plant, siphons and jets, vibrating machine operator (not hand held), crusher operator, conveyor operator, paymill operator, maintenance operator, welding machine, compressor, pumps, self-propelled street broom or sweeper, stump cutting

machine, straw blower

**HOURLY PREMIUMS**

**FOLLOWING CLASSIFICATIONS SHALL RECEIVE (\$.25) ABOVE GROUP I**

**RATE:** Clamshells - 3 yd. capacity or over - crane or rigs  
 80 ft. of boom or over (including jib) - draglines, 3 yd.  
 capacity or over - piledrivers 80 ft. of boom or over  
 (including jib) - shovels & backhoes, 3 yd. capacity or over.

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 ENGI0101-007 04/01/2004

**JEFFERSON COUNTY**

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 17.90	8.07
GROUP 2.....	\$ 17.65	8.07
GROUP 3.....	\$ 17.40	8.07
GROUP 4.....	\$ 17.05	8.07
GROUP 4A.....	\$ 17.30	8.07

GROUP 1: Asphalt paver and spreader, Backhoe, Boring machine, Blades, all types, Clamshell, Concrete mixer paver operator, Concrete plant operator (automatic); Crane, Truck crane, Pitman crane, Hydro crane or any machine with power swing, Derrick or derrick trucks; Dragline operator, Dredge operator, Dozer, Ditching machine, Euclid loader, Hoist, 2 active drums, Loader, all types, Mechanic or welder, Mixermobile, Multi-unit scraper, Piledriver operator, Power shovel operator, Quad track, Scoop operator, all types, Sideboom cat, Cheery picker, Skimmer scoop operator, Push cat operators.

GROUP 2: Asphalt plant operator, Elevating grader operator.

GROUP 3: A-frame truck, Asphalt roller operator, Asphalt plant boiler fireman, Backfiller operator, Barber green loader, Boiler, other than asphalt, Bull float operator, Churn drill operator, Compressor operator (I), Concrete central plant operator, Concrete mixer operator, skip, Concrete pump operator, Crusher operator, Distributor operator, Finish machine operator, concrete, Fireman, other than asphalt, Flex plane operator, Fork lift, Form grader operator, Greaser, Hoist, 1 drum, Jeep ditching machine, Pavement Breaker, self-propelled (of the hydra hammer or similar type), pump operator, 4" or over, two, pump operator, other than Dredge screening and wash plant operator, Small machine operator, Spreader box operator, self-propelled, Tractor operator, over 50 h.p., Self-propelled roller operator, other than asphalt siphons and jets, Subgrading machine operator, Tank car heater operator, Combination booster and boilers, Towboat operator, Vibrating machine operator, not hand.

GROUP 4: Concrete gang saw, Self-propelled (con-cut), Conveyor operator, Harrow, disc. seeder, Oiler, Tractor operator, 50 h.p. or less without attachments.

GROUP 4A: Oiler, Motor crane.

HOURLY PREMIUMS: Following classifications shall receive (\$.25) above Group I rate: Clamshells - 3 yd. capacity or over, Crane or rigs, 80 ft. of boom or over (including jib), Draglines, 3 yd. capacity or over, Piledrivers 80 ft of boom or over (including jib), Shovels and backhoes, 3 yd. capacity or over.

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 ENGI9101-001 04/01/2004

SHAWNEE COUNTIES

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 17.90	8.07
GROUP 2.....	\$ 17.65	8.07
GROUP 3.....	\$ 17.40	8.07
GROUP 4.....	\$ 17.05	8.07
GROUP 4A.....	\$ 17.30	8.07

GROUP 1: Asphalt paver and spreader, Backhoe, Boring machine, Blades, all types, Clamshell, Concrete mixer paver operator, Concrete plant operator (automatic); Crane, Truck crane, Pitman crane, Hydro crane or any machine with power swing, Derrick or derrick trucks; Dragline operator, Dredge operator, Dozer, Ditching machine, Euclid loader, Hoist, 2 active drums, Loader, all types, Mechanic or welder, Mixermobile, Multi-unit scraper, Piledriver operator, Power shovel operator, Quad track, Scoop operator, all types, Sideboom cat, Cherry picker, Skimmer scoop operator, Push cat operators.

GROUP 2: Asphalt plant operator, Elevating grader operator.

GROUP 3: A-frame truck, Asphalt roller operator, Asphalt plant boiler fireman, Backfiller operator, Barber green loader, Boiler, other than asphalt, Bull float operator, Churn drill operator, Compressor operator (I), Concrete central plant operator, Concrete mixer operator, skip, Concrete pump operator, Crusher operator, Distributor operator, Finish machine operator, concrete, Fireman, other than asphalt, Flex plane operator, Fork lift, Form grader operator, Greaser, Hoist, 1 drum, Jeep ditching machine, Pavement Breaker, self-propelled (of the hydra hammer or similar type), pump operator, 4" or over, two, pump operator, other than Dredge screening and wash plant operator, Small machine operator, Spreader box operator,

self-propelled, Tractor operator, over 50 h.p., Self-propelled roller operator, other than asphalt siphons and jets, Subgrading machine operator, Tank car heater operator, Combination booster and boilers, Towboat operator, Vibrating machine operator, not hand.

GROUP 4: Concrete gang saw, Self-propelled (con-cut), Conveyor operator, Harrow, disc. seeder, Oiler, Tractor operator, 50 h.p. or less without attachments.

GROUP 4A: Oiler, Motor crane.

HOURLY PREMIUMS: Following classifications shall receive (\$.25) above Group I rate: Clamshells - 3 yd. capacity or over, Crane or rigs, 80 ft. of boom or over (including jib), Draglines, 3 yd. capacity or over, Piledrivers 80 ft of boom or over (including jib), Shovels and backhoes, 3 yd. capacity or over.

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IRON0010-002 04/01/2001

LEAVENWORTH COUNTY

	Rates	Fringes
Ironworkers:.....	\$ 22.70	11.63

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IRON0010-005 04/01/2001

DOUGLAS, JEFFERSON, AND SHAWNEE COUNTIES

	Rates	Fringes
Ironworkers:.....	\$ 19.70	11.63

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\* LABO0142-001 04/01/2004

	Rates	Fringes
Laborers:		
DOUGLAS AND SHAWNEE COUNTIES		
GROUP 1.....	\$ 13.40	4.95
GROUP 2.....	\$ 13.60	4.95

GROUP 1: Board mat weavers & cable tiers, georgia buggy (manually operated), mixerman-no skip lift, salamander tenders, track men, tractor swamper, truck dumper, wire mesh setter, water pump up to 4 inches, and all other general laborers including flagman.

GROUP 2: Air tool operators, cement handlers (bulk), chain saw, georgia buggy (mechanically operated), grademan, hot mastic kettleman, crusher feeder, joint man, jute man, mason tender, material batch hopper and scale man, mixer

man, pier hole man (working 11 feet deep), pipelayer - drainage (concrete and/or corrugated metal), signal man (crane), truck dumper - dry batch, vibrator operator, wagon and churn drill operator, asphalt raker, barco tamper, concrete saw, creosote material - handling and applying, nozzle burner (cutting torch and burning bar), conduit pipe, water and gas distribution lines, tile and duct line setter, form setter and liner on concrete paving, powderman, sandblasting and gunite nozzleman, sanitary sewer pipe layer, steel plate structure erectors, screed man.

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\* LABO1290-008 04/01/2004

DOUGLAS AND SHAWNEE COUNTIES

	Rates	Fringes
Asbestos Abatement/Hazardous Waste Preparation, removal and encapsulation of hazardous materials from non-mechanical systems.....	\$ 11.90	5.35

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LABO1290-011 02/01/1997

LEAVENWORTH COUNTY

	Rates	Fringes
Asbestos Abatement/Hazardous Waste Preparation, removal and encapsulation of hazardous materials from non-mechanical systems.....	\$ 11.40	4.15

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LABO1290-013 02/01/1997

JEFFERSON COUNTY

	Rates	Fringes
Asbestos Abatement/Hazardous Waste Preparation, removal and encapsulation of hazardous materials from non-mechanical systems.....	\$ 10.00	3.80

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\* LABO1290-019 04/01/2004

LEAVENWORTH COUNTY

Rates Fringes

Laborers:

GROUP 1.....	\$ 19.62	8.09
GROUP 2.....	\$ 20.79	8.09

GROUP 1: Board mat weavers & cable tiers, georgia buggy (manually operated), mixerman-no skip lift, salamander tenders, track men, tractor swamper, truck dumper, wire mesh setter, water pump up to 4 inches, and all other general laborers including flagman.

GROUP 2: Air tool operators, cement handlers (bulk), chain saw, georgia buggy (mechanically operated), grademan, hot mastic kettleman, crusher feeder, joint man, jute man, mason tender, material batch hopper and scale man, mixer man, pier hole man (working 11 feet deep), pipelayer - drainage (concrete and/or corrugated metal), signal man (crane), truck dumper - dry batch, vibrator operator, wagon and churn drill operator, asphalt raker, barco tamper, concrete saw, creosote material - handling and applying, nozzle burner (cutting torch and burning bar), conduit pipe, water and gas distribution lines, tile and duct line setter, form setter and liner on concrete paving, powderman, sandblasting and gunite nozzleman, sanitary sewer pipe layer, steel plate structure erectors, screed man.

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PLAS0044-002 04/01/1997

Rates Fringes

Cement Masons:

DOUGLAS & SHAWNEE COUNTIES..	\$ 14.25	2.95
JEFFERSON COUNTY.....	\$ 13.65	2.95

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PLAS0518-003 04/01/2001

LEAVENWORTH COUNTY

Rates Fringes

Cement Mason.....	\$ 20.40	8.15
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PLUM0165-004 06/01/2001

JEFFERSON AND SHAWNEE COUNTIES

Rates Fringes

Plumber.....	\$ 24.24	7.35
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PLUM0533-003 12/01/1999

LEAVENWORTH COUNTY

	Rates	Fringes
Pipefitter.....	\$ 26.38	9.53

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 PLUM0763-003 08/01/2001

DOUGLAS COUNTY

	Rates	Fringes
Plumber/Pipefitter Industrial and Commercial Projects.....	\$ 24.63	6.80
Light Commercial Projects: (heating, cooling and plumbing on construction projects bid for \$50,000 or less, but does not include industrial, hospitals, colleges, and university projects).....	\$ 21.19	6.80

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 TEAM0541-005 04/01/2004

LEAVENWORTH COUNTY:

	Rates	Fringes
Truck drivers: GROUP 1.....	\$ 24.40	8.11
GROUP 2.....	\$ 23.85	8.11
GROUP 3.....	\$ 23.34	8.11

TRUCK DRIVER CLASSIFICATIONS

GROUP 1: Mechanics and welders, A-frame low boy - boom truck driver.

GROUP 2: Material trucks, Tandem two teams, Semi-trailers, Winch trucks-fork trucks, Distributor drivers and operators, Agitator and transit mix, Tank wagon drivers, Single axle, Tank wagon drivers, Tandem or semi-trailer, Isley wagons, dump trucks, Excavator, 5 cu. yds., and over, Dumpsters, Half-tracks, Speedace, Euclids and other similar excavating equipment, One team, Station wagons, Pickup truck, Material trucks, single axle, Tank wagon drivers, single axle.

GROUP 3: Oilers and Greasers.

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 TEAM0541-008 03/25/2000

	Rates	Fringes
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Traffic control service driver.\$ 14.15      2.44+a

a. PAID HOLIDAYS: New Year's Day, Decoration Day, July 4th, Labor Day, Thanksgiving Day, Christmas Day, Employee's birthday and 2 personal days.

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TEAM0696-001 03/16/1997

DOUGLAS, JEFFERSON AND SHAWNEE COUNTIES

	Rates	Fringes
Truck drivers:		
GROUP 1.....	\$ 10.60	2.95
GROUP 2.....	\$ 10.70	2.95
GROUP 3.....	\$ 10.85	2.95

GROUP 1: Pickups, Panel trucks, Station wagons, Flat beds, Dump and batch trucks, single axle

GROUP 2: Tandem trucks, Warehousemen or partsmen, Mechanic helpers and servicemen

GROUP 3: Lowboys, Semi-trailers, all Transit mixer truck (single or tandem Axle), A-frame and winch trucks when used as such, Euclid, end and bottom dump, Tournarockers, Atheys, Dumpsters and similar off-road equipment and mechanics on such equipment

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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.  
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Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

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In the listing above, the "SU" designation means that rates listed under the identifier do not reflect collectively bargained wage and fringe benefit rates. Other designations indicate unions whose rates have been determined to be prevailing.  
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WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION

General Decision Number: KS030012 06/25/2004 KS12

Superseded General Decision Number: KS020012

State: Kansas

Construction Types: Heavy and Highway

Counties: Johnson, Miami and Wyandotte Counties in Kansas.

HEAVY CONSTRUCTION PROJECTS HIGHWAY CONSTRUCTION PROJECTS

Modification Number	Publication Date
0	06/13/2003
1	01/30/2004
2	03/05/2004
3	04/16/2004
4	06/04/2004
5	06/25/2004

BOIL0083-001 09/01/2001

	Rates	Fringes
Boilermaker.....	\$ 25.01	11.14

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BRKS0015-002 04/01/2001

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 24.45	7.85

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CARP0007-013 04/01/2001

HEAVY AND HIGHWAY CONSTRUCTION

JOHNSON AND WYANDOTTE COUNTIES

	Rates	Fringes
Carpenter.....	\$ 25.50	6.88

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CARP0007-014 04/01/2001

HEAVY AND HIGHWAY CONSTRUCTION

MIAMI COUNTY

	Rates	Fringes
Carpenter.....	\$ 23.33	6.88

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ELEC0053-001 08/29/1999

JOHNSON (EAST OF MONTICELLO, OLATHE, AND SPRING HILL TOWNSHIPS)  
AND WYANDOTTE COUNTIES

Rates Fringes

Line Construction:

TELEPHONE AND TELEGRAPH  
WORK INCLUDING CATV WORK:  
CABLE SPLICERS; AIR  
PRESSURE TECHNICIANS;  
CENTRAL OFFICE EQUIPMENT  
MAN.....\$ 17.23 28.75%+2.00  
EQUIPMENT OPERATOR  
(TRENCHERS AND ALL OTHER  
EQUIPMENT).....\$ 14.34 28.75%+2.00  
GROUNDMAN - WINCH DRIVER...\$ 12.38 28.75%+2.00  
GROUNDMAN.....\$ 9.98 28.75%+2.00  
TELEPHONE LINEMAN AND  
INSTALLER REPAIRMAN; CATV  
TERMINATOR; EQUIPMENT  
OPERATOR (1/4 YD. BACKHOE  
AND LARGER AND D-4  
CRAWLERS AND LARGER).....\$ 16.36 28.75%+2.00

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ELEC0053-002 09/01/2000

JOHNSON COUNTY (EAST OF MONTICELLO, OLATHE, AND SPRING HILL  
TOWNSHIPS) AND WYANDOTTE COUNTIES

Rates Fringes

Line Construction:

LINE CONSTRUCTION:  
GROUNDMAN POWDERMAN.....\$ 19.45 28.75%+2.20  
GROUNDMAN.....\$ 18.49 28.75%+2.20  
LINEMAN OPERATOR.....\$ 25.97 28.75%+2.20  
LINEMEN.....\$ 27.80 28.75%+2.20  
POLE TREATING:  
POLE TREATING GROUNDMAN...\$ 16.11 28.75%+2.20  
POLE TREATING SPECIALIST...\$ 26.60 28.75%+2.20  
POLE TREATING TRUCK DRIVER.\$ 17.25 28.75%+2.20  
TRANSMISSION LINES:  
(RAILROAD AND CROSS COUNTRY)  
GROUNDMAN, POWDERMAN.....\$ 17.25 28.75%+2.20  
GROUNDMAN.....\$ 16.11 28.75%+2.20  
LINEMAN OPERATOR.....\$ 23.10 28.75%+2.20  
LINEMAN.....\$ 24.98 28.75%+2.20

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ELEC0124-005 09/29/2003

Rates Fringes

Electrician.....\$ 30.73 13.82  
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ELEC0304-001 07/01/2003

JOHNSON (Except that portion East of Monticello, Olathe, and Spring Hill Townships); MIAMI COUNTY

	Rates	Fringes
Cable Splicer.....	\$ 27.33	28%+2.25
Groundman.....	\$ 15.65	3.25%+3.25
Line truck and equipment operators.....	\$ 21.68	28%+3.25
Linemen.....	\$ 26.19	28%+3.25
N/A.....	\$ 18.71	23.75%+2.00
Traffic signal technician.....	\$ 21.48	28%+3.25

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 ENGI0101-009 04/01/2004

HEAVY AND HIGHWAY CONSTRUCTION

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 25.59	10.37
GROUP 2.....	\$ 24.55	10.37
GROUP 3		
OILERS DRIVER (ALL TYPES)..	\$ 22.53	9.57
OILERS/DRIVERS (ALL TYPES)..	\$ 23.43	10.37
OILERS.....	\$ 20.08	10.37

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1 - Asphalt roller operator, finish; asphalt paver and spreader; asphalt plant operator; concrete plant operator; la tourneau rooter (all tiller types); concrete mixer paver; slip form paver operator (CMI, Rex, Gomeco or equal); finishing machine operator; auto grader or trimmer or sub-grader; side discharge spreader; concrete pump operator; back hoe; blade operator (all types); bulldozer operator; high loader - fork lift - skid loader (all types); quad track; scraper operators (all types); push cat; ditching machine; boilers - 2; booster pump on dredge; dredge engineman, dredge operator; tow boat operator; hoisting engineer (2 active drums); crane operator; derrick or derrick trucks; drag line operator; pile drive operator; pitman crane or boom truck (all types); shovel operator; truck crane; clamshell operator; drilling or boring machine (rotary - self propelled); boring machine (truck or crane mounted); skimmer scoop operator; mucking machine operator; sideboom cats; locomotive operator (standard gage); drillcat with compressor mounted (self-contained) or similar type self propelled rotary drill (not air tract); mechanics and welders (field andplants); wood and log chippers (all types); greaser

GROUP 2 - A-Frame truck operator, articulated dump truck; hoisting engine (one drum); roller operator (with or without blades); boilers (1); distributor operator; fireman rig; tank car heater operator (combination boiler and booster); chip spreader; back filler operator; farm tractor (all attachments); multiple compactor; concrete mixer operator, skip loader; elevating grader operator; pavement breaker, self-propelled hydra-hammer (or similar type); power shield; churn drill operator; concrete saws (self propelled); conveyor operator; float operator; form grader operator; screening and washing plant; siphons and jets; vibrating machine operator (not hand held); crusher operator; conveyor operator; paymill operator; maintenance operator; welding machine; compressor, pumps; self-propelled street broom or sweeper; stump cutting machine; straw blower.

FOOTNOTE:

HOURLY PREMIUMS

FOLLOWING CLASSIFICATIONS SHALL RECEIVE (\$.25) ABOVE GROUP 1 RATE: Clamshells - 3 yd. capacity or over - crane or rigs, 80 ft. of boom or over (including jib) - draglines, 3 yd.capacity or over - piledrivers 80 ft. of boom or over (including jib) - shovels & backhoes, 3 yd. capacity or over.

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IRON0010-003 04/01/2001

HEAVY AND HIGHWAY CONSTRUCTION

	Rates	Fringes
Ironworkers:		
JOHNSON, WYANDOTTE COUNTIES.	\$ 22.70	11.63
MIAMI COUNTY		
(All other work).....	\$ 19.70	11.63
(Only to include major bridge crossings over a body of water, power plants, new major dam or lock projects, major missile site alterations and new television tower projects).....	\$ 22.70	11.63

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\* LABO1290-006 04/01/2004

HEAVY AND HIGHWAY CONSTRUCTION

MIAMI COUNTY

	Rates	Fringes
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Laborers:

Group 1.....	\$ 21.46	7.79
GROUP 1.....	\$ 22.12	8.09
Group 2.....	\$ 22.59	7.79
GROUP 2.....	\$ 23.29	8.09

LABORER CLASSIFICATIONS

GROUP 1: Board mat weavers & cable tiers, georgia buggy (manually operated), mixerman-no skip lift, salamander tenders, track men, tractor swamper, truck dumper, wire mesh setters, water pump up to 4 inches, and all other general laborers including flagman

GROUP 2: Air tool operators, cement handlers (bulk), chain saw, georgia buggy (mechanically operated), grademan, hot mastic kettleman, crusher feeder, joint man, jute man, mason tender, Material batch hopper and scale man, mixer man, pier hole man (working 11 feet deep), pipelayer - drainage (concrete and/or corrugated metal), signal man (crane), yruck dumper - dry batch, vibrator operator, wagon and churn drill operator, asphalt raker, barco tamper, concrete saw, creosote material - handling and applying, nozzle burner (cutting torch and burning bar), conduit pipe, water and gas distribution lines, tile and duct line setter, form setter and liner on concrete paving, powderman, sandblasting, and gunite nozzleman, sanitary sewer pipe layer, steel plate structure erectors, screed man.

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 \* LABO1290-007 04/01/2004

HEAVY AND HIGHWAY CONSTRUCTION

JOHNSON AND WYANDOTTE COUNTIES

Rates Fringes

Laborers:

GROUP 1.....	\$ 22.12	8.09
GROUP 2.....	\$ 23.29	8.09

LABORERS CLASSIFICATIONS

GROUP 1: General laborer - carpenter tenders, salamander tenders, loading trucks under bins, hoppers and conveyors; track men and all other general laborers; air tool operator; cement handler (bulk or sack); chain or concrete saw; deck hands; dump man on earth fill; grade checkers on cuts and fills; georgia buggies man; material batch hopper man, scale man; material mixer man (except on manholes; coffer dams; abutments and pier hole men working below ground); riprap pavers rock, block or brick; signal man; scaffolds over 10 ft. not self-supported from ground up; skipman on concrete paving; vibrator man; wire mesh setters on concrete paving; all work in connection with sewer, water, gas, gasoline, oil, drainage pipe, conduit pipe,

tile and duct lines and all other pipe lines; power tool operator; all work in connection with hydraulic or general dredging operations; puddlers (paving only); crusher feeder; men handling creosote ties on creosote materials; men working with and handling exposable material or materials (where special protection is required); topper of standing trees; batter board man on pipe and ditch work; feeder man on wood pulverizers; board and willow mat weavers and cable tiers on river work; all laborers working on underground tunnels where compressed air is not used.

GROUP 2: Skilled laborers - spreader or screed man on asphalt machine; asphalt raker; laser beam man; barco tamper; jackson or any other similar tamp; wagon driller, churn drills, air track, drills and all other similar drills; cutting torch man; form setters; liners and stringline men on concrete paving, curb, gutters and etc.; hot mastic kettleman; hot tar applicator; hand blade operators; mortar men on brick or block manholes; sandblasting and gunnite nozzlemen; rubbing concrete; air tool operator in tunnels; head pipe layer on sewer work; manhole builder (brick or block); dynamite and powder men; welder.

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LABO1290-012 05/30/2001

MIAMI COUNTY

	Rates	Fringes
Asbestos Abatement/Hazardous Waste Preparation, removal and encapsulation of hazardous materials from non-mechanical systems.....	\$ 18.20	6.83

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LABO1290-018 04/01/1997

JOHNSON & WYANDOTTE COUNTIES

	Rates	Fringes
Asbestos Abatement/Hazardous Waste Preparation, removal and encapsulation of hazardous materials from non-mechanical systems.....	\$ 16.55	5.10

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PAIN0003-002 04/01/2001

	Rates	Fringes
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Painters:

Brush & roller.....	\$ 23.10	6.48
Paperhangers.....	\$ 23.60	6.48
Sandblast - base.....	\$ 23.85	6.48
Sandblast: bridge, stage, erected steel, and storage bin and tank.....	\$ 24.60	6.48
Spray storage bin and tanks; Spray elevated tanks; Stageman - spray; Bridge - spray; Steelman - spray.....	\$ 23.85	6.48
Spray.....	\$ 24.10	6.48
Stepplejack - spray or sandblast.....	\$ 28.79	6.48
Stepplejack.....	\$ 27.79	6.48
Storage bin and tanks, elevated tanks, stageman, beltman, bridge- man, steelman; elevator shaft.....	\$ 23.85	6.48

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PLAS0518-012 04/01/2001

HEAVY AND HIGHWAY CONSTRUCTION

JOHNSON AND WYANDOTTE COUNTIES

	Rates	Fringes
Cement Mason.....	\$ 20.40	8.15

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PLUM0008-005 06/01/2001

	Rates	Fringes
Plumber		
Johnson and Wyandotte.....	\$ 30.39	7.66
Miami.....	\$ 27.95	7.66

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PLUM0533-002 06/01/2002

	Rates	Fringes
Pipefitter.....	\$ 29.78	11.68

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SFKS0669-001 01/01/2004

	Rates	Fringes
Sprinkler Fitter.....	\$ 28.31	7.15

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SHEE0002-004 07/01/2001

	Rates	Fringes
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Sheet metal worker.....\$ 30.54      8.65

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TEAM0541-004 04/01/2004

HEAVY AND HIGHWAY CONSTRUCTION

                    Rates      Fringes

Truck drivers:

GROUP 1.....\$ 24.40      8.11  
GROUP 2.....\$ 23.85      8.11  
GROUP 3.....\$ 23.34      8.11

TRUCK DRIVER CLASSIFICATIONS

GROUP 1: Mechanics and welders-field; A-frame low boy - boom truck driver.

GROUP 2: Articulated dump truck; insley wagons: dump trucks, excavating, 5 cu. yds. and over, dumpsters, half-tracks, speedace, euclids and similar excavating equipment material trucks; tandem two teams; semi-trailers, winch trucks-fork trucks; distributor drivers and operators; agitator and transit mix; tank wagon drivers, tandem or semi.; one team; station wagons; pickup truck; material trucks, single axle; tank wagon drivers, single axle

GROUP 3: Oilers, greasers-field

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TEAM0541-008 03/25/2000

                    Rates      Fringes

Traffic control service driver.\$ 14.15      2.44+a

a. PAID HOLIDAYS: New Year's Day, Decoration Day, July 4th, Labor Day, Thanksgiving Day, Christmas Day, Employee's birthday and 2 personal days.

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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

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In the listing above, the "SU" designation means that rates

listed under the identifier do not reflect collectively bargained wage and fringe benefit rates. Other designations indicate unions whose rates have been determined to be prevailing.

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#### WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

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With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations

Wage and Hour Division

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

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U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION

GENERAL DECISION KS030027 06/13/03 KS27  
General Decision Number KS030027

Superseded General Decision No. KS020027

State: Kansas

Construction Type:  
HEAVY  
SEWER AND WATER LINE

County(ies):  
GEARY RILEY

HEAVY, SEWER AND WATER LINE CONSTRUCTION PROJECTS

Modification Number Publication Date  
0 06/13/2003

COUNTY(ies):  
GEARY RILEY

SUKS2002A 01/22/1988

	Rates	Fringes
BRICKLAYERS		15.89
CARPENTERS	10.06	1.80
CEMENT MASONS	8.93	
ELECTRICIANS	14.24	1.25
FORM SETTERS	7.10	
LABORERS:		
Laborers	6.23	1.52
Pipelayers	5.83	
Rebar workers	11.18	
PIPEFITTERS	16.74	
PLUMBERS	17.65	1.98
POWER EQUIPMENT OPERATORS:		
Backhoe	7.59	
Bulldozer	6.50	
Crane	8.55	
Grader	7.47	
Loader	7.70	
TRUCK DRIVERS	5.94	

-----  
WELDERS: Receive rate prescribed for craft performing operation  
to which welding is incidental.  
-----

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29 CFR 5.5(a)(1)(ii)).

-----

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#### WAGE DETERMINATION APPEALS PROCESS

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Wage and Hour Division  
U. S. Department of Labor  
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U.S. Department of Labor  
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The request should be accompanied by a full statement of the interested party's position and by any information (wage payment

data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

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U. S. Department of Labor  
200 Constitution Avenue, N. W.  
Washington, D. C. 20210

4.) All decisions by the Administrative Review Board are final.  
END OF GENERAL DECISION

GENERAL DECISION KS030062 06/13/03 KS62  
 General Decision Number KS030062

Superseded General Decision No. KS020062

State: Kansas

Construction Type:  
 HEAVY

County(ies):

BARBER	HASKELL	RAWLINS
BARTON	HODGEMAN	RICE
CHEYENNE	JEWELL	ROOKS
CLARK	KEARNY	RUSH
COMANCHE	KIOWA	RUSSELL
DECATUR	LANE	SCOTT
EDWARDS	LINCOLN	SEWARD
ELLIS	LOGAN	SHERIDAN
ELLSWORTH	MEADE	SHERMAN
FINNEY	MITCHELL	SMITH
FORD	MORTON	STAFFORD
GOVE	NESS	STANTON
GRAHAM	NORTON	STEVENS
GRANT	OSBORNE	THOMAS
GRAY	PAWNEE	TREGO
GREELEY	PHILLIPS	WALLACE
HAMILTON	PRATT	WICHITA

HEAVY CONSTRUCTION PROJECTS (does not include Sewer & Water Line  
 Construction Projects)

Modification Number	Publication Date
0	06/13/2003

COUNTY(ies):

BARBER	HASKELL	RAWLINS
BARTON	HODGEMAN	RICE
CHEYENNE	JEWELL	ROOKS
CLARK	KEARNY	RUSH
COMANCHE	KIOWA	RUSSELL
DECATUR	LANE	SCOTT
EDWARDS	LINCOLN	SEWARD
ELLIS	LOGAN	SHERIDAN
ELLSWORTH	MEADE	SHERMAN
FINNEY	MITCHELL	SMITH
FORD	MORTON	STAFFORD
GOVE	NESS	STANTON
GRAHAM	NORTON	STEVENS
GRANT	OSBORNE	THOMAS
GRAY	PAWNEE	TREGO
GREELEY	PHILLIPS	WALLACE
HAMILTON	PRATT	WICHITA

SUKS2008A 05/12/1994

	Rates	Fringes
ASPHALT PAVER SCREED OPERATOR		7.75
ASPHALT PAVING MACHINE OPERATOR		7.70
ASPHALT PLANT OPERATOR	8.60	
ASPHALT RAKER	6.50	
BACKHOE OPERATOR	8.67	
BATCHING PLANT SCALEMAN	6.45	
BLOWING MECHANISM OR MULCH SEEDER OPERATOR	7.00	
BRICK, BLOCK AND STONESETTER	8.20	
BULLDOZER OPERATOR (PUSH CAT)	8.60	
CARPENTER	8.75	
CARPENTER (ROUGH)	7.60	
CONCRETE FINISHER	8.93	
CONCRETE CENTRAL MIX (PLANT OPERATOR)	8.50	
CONCRETE SAW OPERATOR	6.70	
CRANE OR ANY MACHINE POWER SWING	8.90	
CRUSHER AND SCREENING PLANT OPERATOR	6.78	
DISTRIBUTOR OPERATOR	7.45	
ELECTRICIAN	8.18	
FORM LINE AND SETTER	7.00	
FRONT END LOADER OPERATOR	7.70	
LABORER (CONSTRUCTION)	6.40	
MECHANIC	9.41	
MIXER, CONCRETE PORTABLE OPERATOR	7.82	
MOTOR GRADER OPERATOR (FINISH)	8.90	
MOTOR GRADER OPERATOR (ROUGH)	8.46	
MOTOR SCRAPER OPERATOR	8.00	
PAINTERS (STRUCTURAL STEEL & BRIDGE)	10.00	
PAVING EQUIPMENT OPERATOR	9.95	
PAVEMENT BREAKER TAMPER OPERATOR (SELF-PROPELLED)	7.50	
POST DRIVER AND/OR AUGER OPERATORS	7.43	
REINFORCING STEEL SETTER	6.40	
ROLLER/COMPACTOR OPERATOR	7.00	
ROTARY BROOM OPERATOR	6.65	
ROTOMILL OPERATOR	10.60	
SANDBLASTER (STRUCTURAL STEEL AND BRIDGE)	8.00	
SHOULDER MACHINE OPERATOR	7.80	
SERVICEMAN (EQUIPMENT)	8.00	
SLURRY MACHINE OPERATOR	7.00	
SPREADER BOX OPERATOR (SELF-PROPELLED)	7.00	
TRACTOR OPERATOR	7.00	
TRENCHING MACHINE OPERATOR	7.57	
TRUCK DRIVER (SINGLE AXLE)	7.05	
TRUCK DRIVER (TANDEM AXLE)	7.10	
TRUCK DRIVER (TRIPLE AXLE AND SEMI)	8.23	

-----  
WELDERS: Receive rate prescribed for craft performing operation  
to which welding is incidental.  
-----

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-----

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#### WAGE DETERMINATION APPEALS PROCESS

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Washington, D. C. 20210

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END OF GENERAL DECISION

GENERAL DECISION KS030064 06/13/03 KS64  
General Decision Number KS030064

Superseded General Decision No. KS020064

State: Kansas

Construction Type:  
HEAVY

County(ies):

ANDERSON	ELK	MORRIS
ATCHISON	FRANKLIN	NEMAHA
BROWN	GREENWOOD	OSAGE
CHASE	HARPER	OTTAWA
CHAUTAUQUA	JACKSON	POTTAWATOMIE
CLAY	JEFFERSON	RENO
CLOUD	LINN	REPUBLIC
COFFEY	LYON	SALINE
COWLEY	MARION	SUMNER
DICKINSON	MARSHALL	WABAUNSEE
DONIPHAN	MCPHERSON	WASHINGTON

HEAVY CONSTRUCTION PROJECTS (does not include Sewer & Water Line  
Construction Projects)

Modification Number	Publication Date
0	06/13/2003

COUNTY(ies):

ANDERSON	ELK	MORRIS
ATCHISON	FRANKLIN	NEMAHA
BROWN	GREENWOOD	OSAGE
CHASE	HARPER	OTTAWA
CHAUTAUQUA	JACKSON	POTTAWATOMIE
CLAY	KINGMAN	RENO
CLOUD	LINN	REPUBLIC
COFFEY	LYON	SALINE
COWLEY	MARION	SUMNER
DICKINSON	MARSHALL	WABAUNSEE
DONIPHAN	MCPHERSON	WASHINGTON

SUKS2009A 05/12/1994

	Rates	Fringes
AIR TOOL OPERATOR (OVER 65LBS)	6.75	
ASPHALT PAVER SCREED OPERATOR	8.50	
ASPHALT PAVING MACHINE OPERATOR	9.18	
ASPHALT PLANT OPERATOR	9.50	
ASPHALT RAKER	7.33	
AUTOGRADER OPERATOR	10.70	
BACKHOE OPERATOR	8.85	
BATCHING PLANT SCALEMAN	6.75	
BLOWING MECHANISM OR MULCH SEEDER OPERATOR	6.67	

BULLDOZER OPERATOR (PUSH CAT)	8.73
CARPENTER	9.35
CARPENTER (ROUGH)	8.50
CONCRETE CENTRAL MIX PLANT	9.50
CONCRETE FINISHER	10.21
CONCRETE FINISHER MACHINE OPERATOR	9.42
CONCRETE SAW OPERATOR	7.99
CRANE OR ANY MACHINE POWER SWING	10.00
CRUSHER AND SCREENING PLANT OPERATOR	10.35
DISTRIBUTOR OPERATOR	8.11
DRILLING RIG OPERATOR	8.13
ELECTRICIAN	13.00
EXCAVATOR OPERATOR	10.00
FORM LINE AND SETTER	7.40
FRONT END LOADED OPERATOR	9.17
GROUNDMAN	6.75
LABORER (CONSTRUCTION)	6.75
MATERIAL TRANSFER VEHICLE OPERATOR	7.93
MECHANIC	10.50
MIXER, CONCRETE PORTABLE	8.63
MOTOR, GRADER OPERATOR (FINISH)	9.40
MOTOR, GRADER OPERATOR (ROUGH)	8.60
MOTOR, SCRAPER OPERATOR	8.05
PAINTERS (STRUCTURAL STEEL & BRIDGE)	10.60
PAVEMENT BREAKER TAMPER OPERATOR (SELF-PROPELLED)	9.00
PAVING EQUIPMENT OPERATOR	9.55
POST DRIVER AND/OR AUGER OPERATOR	8.64
REINFORCING STEEL SETTER	8.42
ROLLER/COMPACTOR OPERATOR (SELF-PROPELLED)	8.47
ROTARY BROOM OPERATOR	7.25
ROTOR MILL OPERATOR	8.58
SANDBLASTER (STRUCTURAL STEEL & BRIDGE)	8.00
SERVICEMAN (EQUIPMENT)	9.15
SHOULDER MACHINE OPERATOR	8.45
SPREADER BOX OPERATOR (SELF-PROPELLED)	9.22
SKIDSTEER LOADER OPERATOR	7.65
STEEL WORKER (STRUCTURAL)	8.42
TRACTOR OPERATOR (80 HP OR LESS)	7.11
TRACTOR OPERATOR (80 HP OR MORE)	7.56
TRUCK DRIVER (SINGLE AXLE)	7.50
TRUCK DRIVER (TANDEM AXLE)	7.52
TRUCK DRIVER (TRIPLE AXLE AND SEMI)	8.28
WELDER	8.79

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Washington, D. C. 20210

- 4.) All decisions by the Administrative Review Board are final.  
END OF GENERAL DECISION

General Decision Number: MO030001 06/11/2004 MO1

Superseded General Decision Number: MO020001

State: Missouri

Construction Types: Heavy and Highway

Counties: Missouri Statewide.

HEAVY AND HIGHWAY CONSTRUCTION PROJECTS

Modification Number	Publication Date
0	06/13/2003
1	04/02/2004
2	04/16/2004
3	06/04/2004
4	06/11/2004

CARP0007-008 04/01/2001

CASS (Richards-Gebauer AFB ONLY), CLAY, JACKSON, PLATTE AND RAY COUNTIES

	Rates	Fringes
Carpenters:		
CARPENTERS & PILEDRIVERS....	\$ 25.50	6.88

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CARP0008-003 05/01/2002

ST. LOUIS COUNTY AND CITY

	Rates	Fringes
Carpenter.....	\$ 28.64	6.83

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CARP0011-001 05/01/2002

	Rates	Fringes
Carpenter and Piledriver		
ADAIR, KNOX, PUTNAM, SCHUYLER AND SULLIVAN COUNTIES.....	\$ 23.63	6.99
ATCHISON, ANDREW, BATES, CALDWELL, CARROLL, DAVISS, DEKALB, GENTRY, GRUNDY, HARRISON, HENRY, HOLT, LIVINGSTON, MERCER, NODAWAY, ST. CLAIR, SALINE AND WORTH COUNTIES.....	\$ 22.53	6.74
AUDRAIN (East of Hwy.19), RALLS, MARION, LEWIS,		

CLARK AND SCOTLAND COUNTIES.....\$ 24.03	7.56
AUDRAIN (West of Hwy 19), BOONE, COOPER, HOWARD.....\$ 23.63	6.99
BARRY, BARTON, CAMDEN, CEDAR, CHRISTIAN, DADE, DALLAS, DOUGLAS, GREENE, HICKORY, JASPER, LACLEDE, LAWRENCE, MCDONALD, NEWTON, OZARK, POLK, STONE, TANEY, VERNON, WEBSTER AND WRIGHT COUNTIES.....\$ 22.18	6.74
BENTON, MORGAN AND PETTIS COUNTIES.....\$ 22.33	6.99
BOLLINGER, BUTLER, CAPE GIRARDEAU, DUNKLIN, MISSISSIPPI, NEW MADRID, PEMISCOT, PERRY, STE. GENEVIEVE, SCOTT, STODDARD AND WAYNE COUNTIES.....\$ 24.56	7.18
BUCHANAN, CLINTON, JOHNSON AND LAFAYETTE COUNTIES.....\$ 23.18	6.74
CALLAWAY, COLE, MILLER, MONITEAU, OSAGE.....\$ 23.63	6.99
CARTER, HOWELL, OREGON AND RIPLEY COUNTIES.....\$ 23.64	7.18
CHARITON, LINN, MACON, MONROE, RANDOLPH AND SHELBY COUNTIES.....\$ 23.63	6.99
CRAWFORD, DENT, GASCONADE, IRON, MADISON, MARIES, MONTGOMERY, PHELPS, PULASKI, REYNOLDS, SHANNON AND TEXAS COUNTIES.....\$ 23.88	7.56
FRANKLIN COUNTY.....\$ 25.93	7.56
JEFFERSON AND ST. CHARLES COUNTIES.....\$ 28.44	7.56
LINCOLN COUNTY.....\$ 25.54	7.56
PIKE, ST. FRANCOIS AND WASHINGTON COUNTIES.....\$ 24.59	7.56
WARREN COUNTY.....\$ 25.93	6.56

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ELEC0001-002 06/01/2002

BOLLINGER, BUTLER, CAPE GIRARDEAU, CARTER, DUNKLIN, FRANKLIN,  
IRON, JEFFERSON, LINCOLN, MADISON, MISSISSIPPI, NEW MADRID,  
PEMISCOT, PERRY, REYNOLDS, RIPLEY, ST. CHARLES, ST. FRANCOIS,  
ST. LOUIS (City and County), STE. GENEVIEVE, SCOTT, STODDARD,  
WARREN, WASHINGTON AND WAYNE COUNTIES

	Rates	Fringes
Electrician.....	\$ 29.20	15.64

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ELEC0002-001 12/01/2002

ADAIR, AUDRAIN, BOONE, CALLAWAY, CAMDEN, CARTER, CHARITON, CLARK, COLE, COOPER, CRAWFORD, DENT, FRANKLIN, GASCONADE, HOWARD, HOWELL, IRON, JEFFERSON, KNOX, LEWIS, LINCON, LINN, MACON, MARIES, MARION, MILLER, MONITEAU, MONROE, MONTGOMERY, MORGAN, OREGON, OSAGE, PERRY, PHELPS, PIKE, PULASKI, PUTNAM, RALLS, RANDOLPH, REYNOLDS, RIPLEY, ST. CHARLES, ST. FRANCOIS, ST. LOUIS (City and County), STE. GENEVIEVE, SCHUYLER, SCOTLAND, SHANNON, SHELBY, SULLIVAN, TEXAS, WARREN AND WASHINGTON COUNTIES

Rates Fringes

Line Construction:

Groundman Equipment Operator	\$ 25.32	3.25+41.30%
Groundman, Groundman Driver	\$ 20.04	3.25+41.30%
Groundman-Winch Driver.....	\$ 20.81	3.25+41.30%
Groundmen Equipment Operator	\$ 25.32	3.25+41.30%
Lineman and Cable Splicer...	\$ 28.28	3.25+41.30%

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ELEC0053-004 08/27/2000

Rates Fringes

Line Construction:

ANDREW, ATCHINSON, BARRY, BARTON, BUCHANAN, CALDWELL, CEDAR, CHRISTIAN, CLINTON, DADE, DALLAS, DAVIESS, DE KALB, DOUGLAS, GENTRY, GREENE, GRUNDY, HARRISON, HICKORY, HOLT, JASPER, LACLEDE, LAWRENCE, LIVINGSTON, McDONALD, MERCER, NEWTON, NODAWAY, OZARK, POLK, ST. CLAIR, STONE, TANEY, VERNON, WEBSTER, WORTH, AND WRIGHT COUNTIES.

Groundman Powderman.....	\$ 18.69	7.37
Groundman.....	\$ 17.30	6.98
Lineman Operator.....	\$ 25.41	9.30
Lineman.....	\$ 26.75	9.69

BATES, BENTON, CARROLL, CASS, CLAY, HENRY, JACKSON, JOHNSON, LAFAYETTE, PETTIS, PLATTE, RAY, AND SALINE COUNTIES.

Groundman Powderman.....	\$ 19.45	7.59
Groundman.....	\$ 18.49	7.31
Lineman Operator.....	\$ 25.97	9.46
Lineman.....	\$ 27.80	9.99

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ELEC0095-001 06/01/2001

BARRY, BARTON, CEDAR, CRAWFORD, DADE, JASPER, LAWRENCE,  
MCDONALD, NEWTON, ST CLAIR, AND VERNON COUNTIES

	Rates	Fringes
Electricians:		
Cable Splicers.....	\$ 20.86	5.68
Electricians.....	\$ 20.51	5.68

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ELEC0124-007 09/29/2003

BATES, BENTON, CARROLL, CASS, CLAY, COOPER, HENRY, JACKSON,  
JOHNSON, LAFAYETTE, MORGAN, PETTIS, PLATTE, RAY AND SALINE  
COUNTIES:

	Rates	Fringes
Electricians:.....	\$ 30.73	13.82

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ELEC0257-003 03/01/2003

AUDRAIN (Except Cuivre Township), BOONE, CALLAWAY, CAMDEN,  
CHARITON, COLE, CRAWFORD, DENT, GASCONADE, HOWARD, MARIES,  
MILLER, MONITEAU, OSAGE, PHELPS AND RANDOLPH COUNTIES

	Rates	Fringes
Electricians:		
Cable Splicers.....	\$ 24.73	12.165
Electricians.....	\$ 23.73	12.165

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ELEC0350-002 12/01/2003

ADAIR, AUDRAIN (East of Highway 19), CLARK, KNOX, LEWIS, LINN,  
MACON, MARION, MONROE, MONTGOMERY, PIKE, PUTNAM, RALLS,  
SCHUYLER, SCOTLAND, SHELBY AND SULLIVAN COUNTIES

	Rates	Fringes
Electrician.....	\$ 25.05	10.715

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ELEC0453-001 09/01/2001

	Rates	Fringes
Electricians:		
CHRISTIAN, DALLAS, DOUGLAS, GREENE, HICKORY, HOWELL, LACLEDE, OREGON, OZARK, POLK, SHANNON, WEBSTER AND WRIGHT COUNTIES.....	\$ 20.85	5.37+10%
PULASKI AND TEXAS COUNTIES..	\$ 25.50	5.37+10%

STONE AND TANEY COUNTIES...\$ 14.45 4.97+10%

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 ELEC0545-003 06/01/2002

ANDREW, BUCHANAN, CLINTON, DEKALB, ATCHISON, HOLT, MERCER,  
 GENTRY, HARRISON, DAVIESS, GRUNDY, WORTH, LIVINGSTON, NODAWAY,  
 AND CALDWELL COUNTIES

	Rates	Fringes
Electricians:.....	\$ 26.35	9.54

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 ELEC0702-004 01/01/2002

BOLLINGER, BUTLER, CAPE GIRARDEAU, DUNKLIN, MADISON,  
 MISSISSIPPI, NEW MADRID, PEMISCOT, SCOTT, STODDARD AND WAYNE  
 COUNTIES

	Rates	Fringes
Line Construction:		
Groundman - Class A.....	\$ 17.07	2.45+25.5%
Groundman Equipment Operator (all crawler type equipment D-4 and larger)...	\$ 24.48	2.45+25.5%
Lineman.....	\$ 28.68	2.45+25.5%

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 \* ENGI0101-001 05/01/2004

ANDREW, ATCHISON, BATES, BENTON, BUCHANAN, CALDWELL, CARROLL,  
 CHARITON, CLINTON, COOPER, DAVIESS, DEKALB, GENTRY, GRUNDY,  
 HARRISON, HENRY, HOLT, HOWARD, JOHNSON, LAFAYETTE, LINN,  
 LIVINGSTON, MERCER, NODAWAY, PETTIS, SALINE, SULLIVAN AND WORTH  
 COUNTIES

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 23.85	9.90
GROUP 2.....	\$ 23.45	9.90
GROUP 3.....	\$ 21.45	9.90

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Asphalt roller operator, finish; asphalt paver and  
 spreader; asphalt plant operator; auto grader or trimmer or  
 sub-grader; backhoe; blade operator (all types); boilers -  
 2; booster pump on dredge; bulldozer operator; boring  
 machine (truck or crane mounted); clamshell operator;  
 concrete mixer paver; concrete plant operator; concrete  
 pump operator; crane operator; derrick or derrick trucks;  
 ditching machine; dragline operator; dredge engineman;  
 dredge operator; drill cat with compressor mounted  
 (self-contained) or similar type self- propelled rotary

drill (not air tract); drilling or boring machine (rotary-self-propelled); finishing machine operator; greaser; high loader-fork lift-skid loader (all types); hoisting engineer (2 active drums); locomotive operator (standard guage); mechanics and welders (field and plants); mucking machine operator; pile drive operator; pitman crane or boom truck (all types); push cat; quad track; scraper operators (all types); shovel operator; sideboom cats; side discharge spreader; skimmer scoop operators; slip form paver operator (CMI, Rex, Gomeco or equal); la tourneau rooter (all tiller types); tow boat operator; truck crane; wood and log chippers (all types).

GROUP 2: A-frame truck operator; articulated dump truck; back filler operator; boilers (1); chip spreader; churn drill operator; compressor; concrete mixer operator, skip loader; concrete saws (self-propelled); conveyor operator; crusher operator; distributor operator; elevating grader operator; farm tractor (all attachments); fireman rig; float operator; form grade operator; hoisting engine (one drum); maintenance operator; multiple compactor; pavement breaker, self-propelled hydra-hammer (or similar type); paymill operator; power shield; pumps; roller operator (with or without blades); screening and washing plant; self-propelled street broom or sweeper; siphons and jets; straw blower; stump cutting machine; siphons and jets; tank car heater operator (combination boiler and booster); welding machine; vibrating machine operator (not hand held); welding machine.

GROUP 3: Oiler; oiler driver; mechanic.

HOURLY PREMIUMS:

THE FOLLOWING CLASSIFICATIONS SHALL RECEIVE (\$ .25) ABOVE

GROUP 1 RATE: Dragline operator - 3 yds. & over; shovel 3 yds. & over; clamshell 3 yds. & over; Crane, rigs or piledrivers, 100' of boom or over (incl. jib.), hoist - each additional active drum over 2 drums

THE FOLLOWING CLASSIFICATIONS SHALL RECEIVE (\$ .50) ABOVE

GROUP 1 RATE: Tandem scoop operator; crane, rigs or piledrivers 150' to 200' of boom (incl. jib.)

THE FOLLOWING CLASSIFICATIONS SHALL RECEIVE (\$ .75) ABOVE

GROUP 1 RATE: Crane rigs, or piledrivers 200 ft. of boom or over (including jib.)

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ENGI0101-005 03/01/2004

CASS, CLAY, JACKSON, PLATTE AND RAY COUNTIES

Rates Fringes

Power equipment operators:

GROUP 1.....	\$ 25.59	10.17
GROUP 2.....	\$ 24.55	10.17
GROUP 3.....	\$ 20.08	10.17
GROUP 4.....	\$ 23.43	10.17

#### POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Asphalt roller operator, finish; asphalt paver and spreader; asphalt plant operator; auto grader or trimmer or sub-grader; backhoe; blade operator (all types); boilers-2; booster pump on dredge; boring machine (truck or crane mounted); bulldozer operator; clamshell operator; concrete cleaning decontamination machine operator; concrete mixer paver; concrete plant operator; concrete pump operator; crane operator; derrick or derrick trucks; ditching machine; dragline operator; dredge engineman; dredge operator; drillcat with compressor mounted (self-contained) or similar type self propelled rotary drill (not air tract); drilling or boring machine (rotary - self-propelled); finishing machine operator; greaser; heavy equipment robotics operator/mechanic; horizontal directional drill operator; horizontal directional drill locator; loader-forklift - skid loader (all types); hoisting engineer (2 active drums); locomotive operator (standard guage); master environmental maintenance mechanic; mechanics and welders (field and plants); mucking machine operator; piledrive operator; pitman crane or boom truck (all types); push cat; quad-track; scraper operators (all types); shovel operator; side discharge spreader; sideboom cats; skimmer scoop operator; slip-form paver (CMI, REX, Gomaco or equal); la tourneau rooter (all tiller types); tow boat operator; truck crane; ultra high perssure waterjet cutting tool system operator/mechanic; vacuum blasting machine operator/mechanic; wood and log chippers (all types)

GROUP 2: "A" Frame truck operator; articulated dump truck; back filler operator; boilers (1); chip spreader; churn drill operator; concrete mixer operator, skip loader; concrete saws (self-propelled); conveyor operator; crusher operator; distributor operator; elevating grader operator; farm tractor (all attachments); fireman rig; float operator; form grader operator; hoisting engine (1 drum); maintenance operator; multiple compactor; pavement breaker, self-propelled hydra- hammer (or similar type); power shield; paymill operator; pumps; siphons and jets; stump cutting machine; tank car heater operator (combination boiler and booster); compressor; roller operator (with or without blades); screening and washing plant; self-propelled street broom or sweeper; straw blower; tank car heater operator (combination boiler and booster); vibrating machine operator (not hand held)

GROUP 3: Oilers

GROUP 4: Oiler Driver (All Types)

FOOTNOTE:

HOURLY PREMIUMS FOLLOWING CLASSIFICATIONS SHALL RECEIVE  
 (\$.25) ABOVE GROUP 1 RATE:

Clamshells - 3 yd. capacity or over; Cranes or rigs, 80 ft.  
 of boom or over (including jib); Draglines, 3 yd. capacity  
 or over;

Piledrivers 80 ft. of boom or over (including jib);

Shovels & backhoes, 3 yd. capacity or over.

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 \* ENGI0101-022 05/01/2004

BARRY, BARTON, CAMDEN, CEDAR, CHRISTIAN, DADE, DALLAS, DOUGLAS,  
 GREENE, HICKORY, JASPER, LACLEDE, LAWRENCE, MCDONALD, NEWTON,  
 OZARK, POLK, ST. CLAIR, STONE, TANEY, VERNON, WEBSTER AND  
 WRIGHT COUNTIES and CITY OF SPRINGFIELD

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 20.82	8.70
GROUP 2.....	\$ 20.47	8.70
GROUP 3.....	\$ 20.27	8.70
GROUP 4.....	\$ 18.22	8.70

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Asphalt finishing machine & trench widening  
 spreader; asphalt plant console operator; autograder;  
 automatic slipform paver; backhoe; blade operator - all  
 types; boat operator - tow; boilers-2; central mix concrete  
 plant operator; clamshell operator; concrete mixer paver;  
 crane operator; derrick or derrick trucks; ditching  
 machine; dozer operator; dragline operator; dredge booster  
 pump; dredge engineman; dredge operator; drill cat with  
 compressor mounted on cat; drilling or boring machine  
 rotary self-propelled; highloader; hoisting engine - 2  
 active drums; launch hammer wheel; locomotive operator; -  
 standard guage; mechanic and welders; mucking machine;  
 off-road trucks; piledriver operator; pitman crane  
 operator; push cat operator; quad trac; scoop operator -  
 all types; shovel operator; sideboom cats; skimmer scoop  
 operators; trenching machine operator; truck crane.

GROUP 2: A-frame; asphalt hot-mix silo; asphalt plant  
 fireman (drum or boiler); asphalt plant man; asphalt plant  
 man; asphalt plant mixer operator; asphalt roller operator;  
 backfiller operator; barber-greene loader; boat operator  
 (bridges and dams); chip spreader; concrete mixer operator  
 - skip loader; concrete plant operator; concrete pump  
 operator; crusher operator; dredge oiler; elevating grader

operator; fork lift; greaser-fleet; hoisting engine - 1; locomotive operator - narrow gauge; multiple compactor; pavement breaker; powerbroom - self-propelled; power shield; roter; side discharge concrete spreader; slip form finishing machine; stumpcutter machine; throttle man; tractor operator (over 50 h.p.); winch truck.

GROUP 3: Boilers - 1; chip spreader (front man); churn drill operator; clef plane operator; concrete saw operator (self-propelled); curb finishing machine; distributor operator; finishing machine operator; flex plane operator; float operator; form grader operator; pugmill operator; roller operator, other than high type asphalt; screening & washing plant operator; siphons & jets; sub-grading machine operator; spreader box operator, self-propelled (not asphalt); tank car heater operator (combination boiler & booster); tractor operator (50 h.p. or less); Ulmac, Ulric or similar spreader; vibrating machine operator, not hand;

GROUP 4: Grade checker; Oiler; Oiler-Driver

HOURLY PREMIUMS:

The following classifications shall receive \$ .25 above GROUP 1 rate:

Clamshells - 3 yds. or over; Cranes - Rigs or Piledrivers, 100 ft. of boom or over (including jib); Draglines - 3 yds. or over; Hoists - each additional active drum over 2 drums; Shovels - 3 yds. or over;

The following classifications shall receive \$ .50 above GROUP 1 rate:

Tandem scoop operator; Cranes - Rigs or Piledrivers, 150 ft. to 200 ft. of boom (including jib); Tandem scoop.

The following classifications shall receive \$ .75 above GROUP 1 rate:

Cranes - Rigs or Piledrivers, 200 ft. of boom or over (including jib.).

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\* ENGI0513-004 05/01/2004

FRANKLIN, JEFFERSON, LINCOLN, ST CHARLES, AND WARREN COUNTIES

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 26.02	13.77
GROUP 2.....	\$ 24.12	13.77
GROUP 3.....	\$ 21.12	13.77
GROUP 4.....	\$ 20.66	13.77

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Backhoe, Cable; Backhoe, Hydraulic (2 cu yds bucket and under regardless of attachment, one oiler for 2 or 3, two oilers for 4 through 6); Backhoe, Hydraulic over 2 cu yds; Cableway; Crane, Crawler or Truck; Crane, Hydraulic - Truck or Cruiser mounted, 16 tons and over; Crane, Locomotive; crane with boom including jib over 100 ft from pin to pin; Crane using rock socket tool; Derrick, Steam; Derrick Car and Derrick Boat; Dragline, 7 cu yds and over; Dredge; Gradall, Crawler or tire mounted; Locomotive, Gas, Steam & other powers; Pile Driver, Land or Floating; Scoop, Skimmer; Shovel, Power (Electric, Gas, Steam or other powers); Shovel, Power (7 cu yds and over); Switch Boat; Whirley; Air Tugger with air compressor; Anchor Placing Barge; Asphalt Spreaker; Athey Force Feeder Loader, self-propelled; Backfilling Machine; Boat Operator - Push Boat or Tow Boat (job site); Boiler, High Pressure Breaking in Period; Boom Truck, Placing or Erecting; Boring Machine, Footing Foundation; Bullfloat; Cherry Picker; Combination Concrete Hoist and Mixer (such as Mixermobile); Compressor, Two 125 CFM and under; Compressor, Two through Four over 125 CFM; Compressor when operator runs throttle; Concrete Breaker (Truck or Tractor mounted); Concrete Pump (such as Pumpcrete machine); Concrete Saw (self-propelled); Concrete Spreader; Conveyor, Large (not selfpropelled) hoisting or moving brick and concrete into, or into and on floor level, one or both; Crane, Climbing (such as Linden); Crane, Hydraulic - Rough Terrain, self-propelled; Crane, Hydraulic - Truck or Cruiser mounted - under 16 tons; Drilling machine - Self-powered, used for earth or rock drilling or boring (wagon drills and any hand drills obtaining power from other souces including concrete breakers, jackhammers and Barco equipmnet no engineer required); Elevating Grader; Engine Man, Dredge; Excavator or Powerbelt Machine; Finishing Machine, self- propelled oscillating screed; Forklift; Generators, Two through Six 30 KW or over; Grader, Road with power blade; Greaser; Highlift; Hoist, Concrete and Brick (Brick cages or concrete skips operating or on tower, Towermobile, or similar equipment); Hoist, Three or more drums in use; Hoist, Stack; Hydro-Hammer; Lad-A-Vator, hoisting brick or concrete; Loading Machine such as Barber-Greene; Mechanic on job site

GROUP 2: Air Tugger with plant air; Boiler (for power or heating shell of building or temporary enclosures in connection with construction work); Boiler, Temporary; Compressor, One over 125 CFM; Compressor, truck mounted; Conveyor, Large (not self- propelled); Conveyor, Large (not self- propelled) moving brick and concrete (distributing) on floor level; Curb Finishing Machine; Ditch Paving Machine; Elevator (outside); Endless Chain Hoist; Fireman (as required); Form Grader; Hoist, One Drum regardless of size (except brick or concrete); Lad-A-Vator, other hoisting; Manlift; Mixer, Asphalt, over 8 cu ft capacity;

Mixer, one bag capacity or less; Mixer, without side loader, two bag capacity or more; Mixer, with side loader, regardless of size, not Paver; Mud Jack (where mud jack is used in conjunction with an air compressor, operator shall be paid \$ .55 per hour in addition to his basic hourly rate for covering both operations); Pug Mill operator; Pump, Sump - self powered, automatic controlled over 2"; Scissor Lift (used for hoisting); Skid Steer Loader; Sweeper, Street; Tractor, small wheel type 50 HP and under with grader blade and similar equipment; Welding Machine, One over 400 amp; Winch, operating from truck

GROUP 3: Boat operator - outboard motor, job site; Conveyors (such as Con-Vay-It) regardless of how used; Elevator (inside); Heater operator, 2 through 6; Sweeper, Floor

GROUP 4: Crane type

#### HOURLY PREMIUMS:

Backhoe, Hydraulic 2 cu yds or less without oiler - \$2.00;  
 Certified Crane Operator - \$1.50;  
 Certified Hazardous Material Operator \$1.50;  
 Crane, climbing (such as Linden) - \$.50;  
 Crane, Pile Driving and Extracting - \$.50  
 Crane with boom (including job) over  
 100 ft from pin to pin - add \$.01 per foot  
 to maximum of \$4.00);  
 Crane, using rock socket tool - \$.50;  
 Derrick, diesel, gas or electric hoisting material  
 and erecting steel (150 ft or more above ground) - \$.50;  
 Dragline, 7 cu yds and over - \$.50;  
 Hoist, Three or more drums in use - \$.50;  
 Scoop, Tandem - \$.50;  
 Shovel, Power - 7 cu yds and over - \$.50;  
 Tractor, Tandem Crawler - \$.50;  
 Tunnel, man assigned to work in tunnel or  
 tunnel shaft - \$.50;  
 Wrecking, when machines are working on  
 second floor or higher - \$.50

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 \* ENGI0513-006 05/01/2004

ADAIR, AUDRAIN, BOLLINGER, BOONE, BUTLER, CALLAWAY, CAPE  
 GIRARDEAU, CARTER, CLARK, COLE, CRAWFORD, DENT, DUNKLIN,  
 GASCONADE, HOWELL, IRON, KNOX, LEWIS, MACON, MADISON, MARIES,  
 MARION, MILLER, MISSISSIPPI, MONITEAU, MONROE, MONTGOMERY,  
 MORGAN, NEW MADRID, OREGON, OSAGE, PEMISCOT, PERRY, PHELPS,  
 PIKE, PULASKI, PUTNAM, RALLS, RANDOLPH, REYNOLDS, RIPLEY, ST.  
 FRANCOIS, STE. GENEVIEVE, SCHUYLER, SCOTLAND, SCOTT, SHANNON,  
 SHELBY, STODDARD, TEXAS, WASHINGTON, AND WAYNE COUNTIES

Rates      Fringes

## Power equipment operators:

GROUP 1.....	\$ 22.45	13.77
GROUP 2.....	\$ 22.10	13.77
GROUP 3.....	\$ 21.90	13.77
GROUP 4.....	\$ 18.25	13.77

## POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Asphalt finishing machine & trench widening spreader, asphalt plant console operator; autograder; automatic slipform paver; back hoe; blade operator - all types; boat operator tow; boiler two; central mix concrete plant operator; clam shell operator; concrete mixer paver; crane operator; derrick or derrick trucks; ditching machine; dozer operator; dragline operator; dredge booster pump; dredge engineman; dredge operator; drill cat with compressor mounted on cat; drilling or boring machine rotary self-propelled; highloader; hoisting engine 2 active drums; launchhammer wheel; locomotive operator standrad guage; mechanics and welders; mucking machine; piledriver operator; pitman crane operator; push cat operator; quad-trac; scoop operator; sideboom cats; skimmer scoop operator; trenching machine operator; truck crane, shovel operator.

GROUP 2: A-Frame; asphalt hot-mix silo; asphalt roller operator asphalt plant fireman (drum or boiler); asphalt plant man; asphalt plant mixer operator; backfiller operator; barber-greene loader; boat operator (bridge & dams); chip spreader; concrete mixer operator skip loader; concrete plant operator; concrete pump operator; dredge oiler; elevating graded operator; fork lift; grease fleet; hoisting engine one; locomotive operator narrow guage; multiple compactor; pavement breaker; powerbroom self-propelled; power shield; rooter; slip-form finishing machine; stumpcutter machine; side discharge concrete spreader; throttleman; tractor operator (over 50 hp); winch truck; asphalt roller operator; crusher operator.

GROUP 3: Spreader box operator, self-propelled not asphalt; tractor operator (50 h.p. or less); boilers one; chip spreader (front man); churn drill operator; compressor over 105 CFM 2-3 pumps 4" & over; 2-3 light plant 7.5 KWA or any combination thereof; clef plane operator; compressor maintenance operator 2 or 3; concrete saw operator (self-propelled); curb finishing mancine; distributor operator; finishing machine operator; flex plane operator; float operator; form grader operator; pugmill operator; riller operator other than high type asphalt; screening & washing plant operator; siphons & jets; subgrading machine operator; tank car heater (combination boiler & booster); ulmac, ulric or similar spreader; vibrating machine operator; hydrobroom.

GROUP 4: Oiler; grout machine; oiler driver; compressor over 105 CFM one; conveyor operator one; maintenance operator; pump 4" & over one.

FOOTNOTE: HOURLY PREMIUMS

- Backhoe hydraulic, 2 cu. yds. or under Without oiler - \$2.00
- Certified Crane Operator - \$1.50;
- Certified Hazardous Material Operator \$1.50;
- Crane, climbing (such as Linden) - \$0.50;
- Crane, pile driving and extracting - \$0.50;
- Crane, with boom (including jib) over 100' from pin to pin add \$0.01 per foot to maximum of \$4.00;
- Crane, using rock socket tool - \$0.50;
- Derrick, diesel, gas or electric, hoisting material and erecting steel (150' or more above the ground) - \$0.50;
- Dragline, 7 cu. yds, and over - \$0.50;
- Hoist, three or more drums in use - \$0.50; Scoop, Tandem - \$0.50;
- Shovel, power - 7 cu. yds. or more - \$0.50;
- Tractor, tandem crawler - \$0.50;
- Tunnel, man assigned to work in tunnel or tunnel shaft - \$0.50;
- Wrecking, when machine is working on second floor or higher - \$0.50;

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\* ENGI0513-007 05/01/2004

ST. LOUIS CITY AND COUNTY

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 26.02	13.77
GROUP 2.....	\$ 26.02	13.77
GROUP 3.....	\$ 24.12	13.77
GROUP 4.....	\$ 21.12	13.77
GROUP 5.....	\$ 20.66	13.77

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Backhoe, cable or hydraulic; cableway; crane crawler or truck; crane, hydraulic-truck or cruiser mounted 16 tons & over; crane locomotive; derrick, steam; derrick car & derrick boat; dragline; dredge; gradall, crawler or tire mounted; locomotive, gas, steam & other powers; pile driver, land or floating; scoop, skimmer; shovel, power (steam, gas, electric or other powers); switch boat; whirley.

GROUP 2: Air tugger w/air compressor; anchor-placing barge; asphalt spreader; atthey force feeder loader (self-

propelled); backfilling machine; backhoe-loader; boat operator-push boat or tow boat (job site); boiler, high pressure breaking in period; boom truck, placing or erecting; boring machine, footing foundation; bull- float; cherry picker; combination concrete hoist & mixer (such as mixer mobile); compressor (when operator runs throttle); concrete breaker (truck or tractor mounted); concrete pump, such as pump-crete machine; concrete saw (self-propelled), concrete spreader; conveyor, large (not self-propelled), hoisting or moving brick and concrete into, or into and on floor level, one or both; crane, hydraulic-rough terrain, self-propelled; crane hydraulic-truck or cruiser mounted-under 16 tons; drilling machines, self-powered use for earth or rock drilling or boring (wagon drills and any hand drills obtaining power from other sources including concrete breakers, jackhammers and barco equipment-no engineer required); elevating grader; engineman, dredge; excavator or powerbelt machine; finishing machine, self-propelled oscillating screed; forklift; grader, road with power blade; highlift. greaser; hoist, stack, hydro-hammer; loading machine (such as barber-greene); machanic, on job site; mixer, pipe wrapping machines; plant asphalt; plant, concrete producing or ready-mix job site; plant heating-job site; plant mixing-job site; plant power, generating-job site; pumps, two through six self-powered over 2"; pumps, electric submersible, two through six, over 4"; quad-track; roller, asphalt, top or sub-grade; scoop, tractor drawn; spreader box; sub-grader; tie tamper; tractor-crawler, or wheel type with or without power unit, power take-offs and attachments regardless of size; trenching machine; tunnel boring machine; vibrating machine automatic, automatic propelled; welding machines (gasoline or diesel) two through six; well drilling machine

GROUP 3: Conveyor, large (not self-propelled); conveyor, large (not self-propelled) moving brick and concrete distributing on floor level; mixer two or more mixers of one bag capacity or less; air tugger w/plant air; boiler, for power or heating on construction projects; boiler, temporary; compressor (mounted on truck; curb finishing machine; ditch paving machine; elevator; endless chain hoist; form grader; hoist, one drum regardless of size; lad-a-vator; manlift; mixer, asphalt, over 8 cu. ft. capacity, without side loader, 2 bag capacity or more; mixer, with side loader, regardless of size; pug mill operator; pump, sump-self-powered, automatic controlled over 2" during use in connection with construction work; sweeper, street; welding machine, one over 400 amp.; winch operating from truck; scissor lift (used for hoisting); tractor, small wheel type 50 h.p. & under with grader blade & similar equipment

GROUP 4: Boat operator-outboard motor (job site); conveyor (such as con-vay-it) regardless of how used; sweeper, floor

GROUP 5: Oiler on dredge and on truck crane.

HOURLY PREMIUMS:

Backhoe, hydraulic	
2 cu. yds. or under without oiler	\$2.00
Certified Crane Operator	1.50
Certified Hazardous Material Operator	1.50
Crane, climbing (such as Linden)	.50
Crane, pile driving and extracting	.50
Crane, with boom (including jib) over	
100' (from pin to pin) add \$.01	
per foot to maximum of	4.00
Crane, using rock socket tool	.50
Derrick, diesel, gas or electric,	
hoisting material and erecting steel	
(150' or more above ground)	.50
Dragline, 7 cu. yds. and over	.50
Hoist, three (3) or more drums in use	.50
Scoop, Tandem	.50
Shovel, power - 7 cu. yds. or more	.50
Tractor, tandem crawler	.50
Tunnel, man assigned to work in tunnel	
or tunnel shaft	.50
Wrecking, when machine is working on	
second floor or higher	.50

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 \* IRON0010-012 04/01/2003

Rates      Fringes

Ironworkers:

ANDREW, ATCHISON, BARTON, BATES, BENTON, CALDWELL, CAMDEN, CARROLL, CEDER CHARITON, CHRISTIAN, CLINTON, COOPER, DADE, DALLAS, DAVIESS, DE KALB, GENTRY, GREENE, GRUNDY, HARRISON, HENRY, HICKORY, HOLT, HOWARD, LACLEDE, LINN, LIVINGSTON, MERCER, MONITEAU, MORGAN, NODAWAY, PETTIS, POLK, PUTNAM, RANDOLPH, ST. CLAIR, SALINE, SULLIVAN, TANEY, VERNON, WEBSTER, WRIGHT and WORTH Counties; and portions of ADAIR, BOONE, MACON, MILLER, and RANDOLPH Counties.....	\$ 21.10	13.73
BUCHANAN, CASS, CLAY, JACKSON, JOHNSON,		

LAFAYETTE, PLATTE AND RAY  
 Counties.....\$ 24.10      13.73

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 \* IRON0321-002 12/31/2002

DOUGLAS, HOWELL and OZARK COUNTIES

	Rates	Fringes
Ironworker.....	\$ 18.00	8.06

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 \* IRON0396-004 07/31/2002

ST. LOUIS (City and County), ST. CHARLES, JEFFERSON, IRON,  
 FRANKLIN, LINCOLN, WARREN, WASHINGTON, ST. FRANCOIS, STE.  
 GENEVIEVE, and REYNOLDS Counties; and portions of MADISON,  
 PERRY, BOLLINGER, WAYNE, and CARTER Counties

	Rates	Fringes
Ironworker.....	\$ 26.54	11.73

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 \* IRON0396-009 08/01/2003

AUDRAIN, CALLAWAY, COLE, CRAWFORD, DENT, GASCONADE, MARIES,  
 MONTGOMERY, OSAGE, PHELPS, PIKE, PULASKI, TEXAS, and WRIGHT  
 Counties; and portions of CAMDEN, DOUGLAS, HOWELL, MILLER,  
 OREGON, BOONE, SHANNON, LACLEDE, MONROE, and RALLS Counties

	Rates	Fringes
Ironworker.....	\$ 21.87	13.00

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 \* IRON0577-005 06/01/2002

ADAIR, CLARK, KNOX, LEWIS, MACON, MARION, MONROE, RALLS,  
 SCHUYLER, SCOTLAND, AND SHELBY COUNTIES

	Rates	Fringes
Ironworker.....	\$ 20.85	9.16

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 \* IRON0584-004 06/01/2003

BARRY, JASPER, LAWRENCE, MCDONALD, NEWTON AND STONE Counties

	Rates	Fringes
Ironworkers:.....	\$ 18.90	8.47

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 \* IRON0782-003 09/01/2003

CAPE GIRARDEAU, MISSISSIPPI, NEW MADRID, SCOTT, & STODDARD  
 Counties; and portions of BOLLINGER, BUTLER, CARTER, DUNKLIN,

MADISON, PEMISCOT, PERRY, RIPLEY, and WAYNE Counties

	Rates	Fringes
Ironworkers:		
All Major River Work (Dams, Bridges): Projects		
\$20 million or more.....	\$ 20.65	9.88
All Other Work.....	\$ 21.95	9.73

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\* LABO0042-003 03/03/2003

ST. LOUIS (City and County)

	Rates	Fringes
Laborers:		
Plumber Laborers.....	\$ 23.97	7.43

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\* LABO0042-005 03/03/2003

ST. LOUIS (City and County)

	Rates	Fringes
Laborers:		
Dynamiter, Powderman.....	\$ 24.28	7.43
Laborers, Flagperson.....	\$ 23.78	7.43
Wrecking.....	\$ 23.66	7.43

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\* LABO0424-002 05/01/2003

	Rates	Fringes
Laborers:		
ADAIR, AUDRAIN, BOLLINGER, BOONE, BUTLER, CALLAWAY, CAPE GIRARDEAU, CARTER, CHARITON, CLARK, COLE, COOPER, CRAWFORD, DENT, DUNKLIN, GASCONADE, HOWARD, HOWELL, IRON, KNOX, LEWIS, LINN, MACON, MADISON, MARIES, MARION, MILLER, MISSISSIPPI, MONITEAU, MONROE, NEW MADRID, OREGON, OSAGE, PEMISCOT, PERRY, PHELPS, PIKE, PULASKI, PUTNAM, RALLS, RANDOLPH, REYNOLDS, RIPLEY, ST. FRANCOIS, STE. GENEVIEVE, SCHUYLER, SCOTLAND, SCOTT, SHANNON, SHELBY, STODDARD,		

SULLIVAN, TEXAS, WASHINGTON, AND WAYNE COUNTIES		
GROUP 1.....	\$ 20.32	7.03
GROUP 2.....	\$ 20.92	7.03
FRANKLIN COUNTY		
GROUP 1.....	\$ 21.77	7.03
GROUP 2.....	\$ 22.37	7.03
JEFFERSON COUNTY		
GROUP 1.....	\$ 21.82	7.03
GROUP 2.....	\$ 22.42	7.03
LINCOLN, MONTGOMERY AND WARREN COUNTIES		
GROUP 1.....	\$ 20.57	7.03
GROUP 2.....	\$ 21.17	7.03

#### LABORERS CLASSIFICATIONS

GROUP 1 - General laborer-flagman, carpenter tenders; salamander Tenders; Dump Man; Ticket Takers; loading trucks under bins, hoppers, and conveyors; track man; cement handler; dump man on earth fill; georgie buggy man; material batch hopper man; spreader on asphalt machine; material mixer man (except on manholes); coffer dams; riprap pavers rock, block or brick; scaffolds over ten feet not self-supported from ground up; skip man on concrete paving; wire mesh setters on concrete paving; all work in connection with sewer, water, gas, gasoling, oil, drainage pipe, conduit pipe, tile and duct lines and all other pipe lines; power tool operator; all work in connection with hydraulic or general dredging operations; form setters, puddlers (paving only); straw blower nozzleman; asphalt plant platform man; chuck tender; crusher feeder; men handling creosote ties or creosote materials; men working with and handling epoxy material; topper of standing trees; feeder man on wood pulverizers, board and willow mat weavers and cabelee tiers on river work; deck hands; pile dike and revetment work; all laborers working on underground tunnels less than 25 ft. where compressed air is not used; abutement and pier hole men working six (6) ft. or more below ground; men working in coffer dams for bridge piers and footing in the river; barco tamper; jackson or any other similar tamp; cutting torch man; liners, curb, gutters, ditch lines; hot mastic kettlemen; hot tar applicator; hand blade operator; mortar men or brick or block manholes; rubbing concrete, air tool operator under 65 lbs.; caulker and lead man; chain or concrete saw under 15 h.p.; signal Gan; Guard rail and sign erectors.

GROUP 2 - Skilled laborers - Vibrator man; asphalt raker; head pipe layer on sewer work; batterboard man on pipe and ditch work; cliff scalers working from bosun's chairs; scaffolds or platforms on dams or power plants over 10 ft.

high; air tool operator over 65 lbs.; stringline man on concrete paving; sandblast man; laser beam man; wagon drill; churn drill; air track drill and all other similar type drills, guniting nozzle man; pressure grout man; screed man on asphalt; concrete saw 15 h.p. and over; grade checker; stringline man on electronic grade control; manhole builder; dynamite man; powder man; welder; tunnel man; waterblaster - 1000 psi or over; asbestos and/or hazardous waste removal and/or disposal

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 \* LABO0579-005 05/01/2004

	Rates	Fringes
Laborers: (ANDREW, ATCHISON, BARRY, BARTON, BATES, BENTON, CALDWELL, CAMDEN, CARROLL, CEDAR, CHRISTIAN, CLINTON, DADE, DALLAS, DAVIESS, DEKALB, DOUGLAS, GREENE, GENTRY, GRUNDY, HARRISON, HENRY, HICKORY, HOLT, JASPER, JOHNSON, LACLEDE, LAWRENCE, LIVINGSTON, MCDONALD, MERCER, MORGAN, NEWTON, NODAWAY, OZARK, PETTIS, POLK, ST. CLAIR, SALINE, STONE, TANEY, VERNON, WEBSTER, WORTH AND WRIGHT COUNTIES.)		
GROUP 1.....	\$ 17.69	7.74
GROUP 2.....	\$ 18.24	7.74
Laborers: (BUCHANAN AND LAFAYETTE COUNTIES)		
GROUP 1.....	\$ 19.19	7.99
GROUP 2.....	\$ 19.54	7.99

LABORERS CLASSIFICATIONS

GROUP 1: General Laborers - Carpenter tenders; salamander tenders; loading trucks under bins; hoppers & conveyors; track men & all other general laborers; air tool operator; cement handler-bulk or sack; dump man on earth fill; georgie buggy man; material batch hopper man; material mixer man (except on manholes); coffer dams; riprap pavers - rock, block or brick; signal man; scaffolds over ten feet not self-supported from ground up; skipman on concrete paving; wire mesh setters on concrete paving; all work in connection with sewer, water, gas, gasoline, oil drainage pipe, conduit pipe, tile and duct lines and all other pipe lines; power tool operator, all work in connection with hydraulic or general dredging operations; puddlers (paving only); straw blower nozzleman; asphalt plant platform man; chuck tender; crusher feeder; men handling creosote ties or

creosote materials; men working with and handling epoxy material or materials (where special protection is required); rubbing concrete; topper of standing trees; batter board man on pipe and ditch work; feeder man on wood pulverizers; board and willow mat weavers and cable tiers on river work; deck hands; pile dike and revetment work; all laborers working on underground tunnels less than 25 feet where compressed air is not used; abutment and pier hole men working six (6) feet or more below ground; men working in coffer dams for bridge piers and footings in the river; ditchliners; pressure groutmen; caulker; chain or concrete saw; cliffscalers working from scaffolds, bosuns' chairs or platforms on dams or power plants over (10) feet above ground; mortarmen on brick or block manholes; toxic and hazardous waste work.

GROUP 2: Skilled Laborers - Head pipe layer on sewer work; laser beam man; Jackson or any other similar tamp; cutting torch man; form setters; liners and stringline men on concrete paving, curb, gutters; hot mastic kettleman; hot tar applicator; sandblasting and gunite nozzlemen; air tool operator in tunnels; screed man on asphalt machine; asphalt raker; barco tamper; churn drills; air track drills and all similar drills; vibrator man; stringline man for electronic grade control; manhole builders-brick or block; dynamite and powder men; grade checker.

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 \* LABO0660-006 03/05/2003

ST. CHARLES COUNTY

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 22.69	7.10
GROUP 2.....	\$ 23.19	7.10

LABORERS CLASSIFICATIONS

GROUP 1: General laborer; carpenter tender; salamander tender; dump man; ticket takers; flagman; loading trucks under bins, hoppers, and conveyors; track men; cement handler; dump man on earth fill; Georgie buggy man; material batch hopper man; spreader on asphalt machine; material mixer man (except on manholes); coffer dams; riprap paver - rock, block, or brick; signal man; scaffolds over 10 ft not self-supported from ground up; skipman on concrete paving; wire mech setters on concrete paving; all work in connection with sewer, water, gas, gasoline, oil, drainage pipe, conduit pipe, tile and duct lines and all other pipe lines; power tool operator; all work in connection with hydraulic or general dredging operations; form setters; puddlers (paving only); straw blower

nozzleman; asphalt plant platform man; chuck tender; crusher feeder; men handling creosote ties or creosote materials; men working with and handling epoxy material; topper of standing trees; feeder man on wood pulverizer; board and willow mat weavers and cable tiers on river work; deck hands; pile dike and revetment work; all laborers working on underground tunnels less than 25 ft where compressed air is not used; abutment and pier hole men working 6 ft or more below ground; men working in coffer dams for bridge piers and footings in the river; Barco tamper, Jackson or any other similar tamp; cutting torch man; liners, curb, gutters, ditchliners; hot mastic kettleman; hot tar applicator; hand blade operators; mortar men on brick or block manholes; rubbing concrete; air tool operator under 65 pounds; caulker and lead man; chain saw under 15 hp; guard rail and sign erectors

GROUP 2: Vibrator man; asphalt raker; hand pipe layer on sewer work; batterboard man on pipe and ditch work; cliff scalers working from Bosun's chairs, scaffolds or platforms on dams or power plants over 10 ft high; air tool operator over 65 pounds; stringline man on concrete paving etc.; sand blast man; laser beam man; wagon drill; churn drill; air track drill and all other similar type drills; gunnite nozzle man; pressure grout man; screed man on asphalt; concrete saw 15 hp and over; grade checker; stringline man on electronic grade control; manhole builder; dynamite man; powder man; welder; tunnel man; waterblaster - 1000 psi and over; asbestos and/or hazardous waste removal and or disposal;

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 \* LABO0663-002 04/01/2004

CASS, CLAY, JACKSON, PLATTE AND RAY COUNTIES

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 22.12	8.09
GROUP 2.....	\$ 23.29	8.09

LABORERS CLASSIFICATIONS

GROUP 1: General laborers, Carpenter tenders, salamander tenders, loading trucks under bins, hoppers and conveyors, track men and all other general laborers, air tool operator, cement handler (bulk or sack), chain or concrete saw, deck hands, dump man on earth fill, Georgie Buggies man, material batch hopper man, scale man, material mixer man (except on manholes), coffer dams, abutments and pier hole men working below ground, riprap pavers rock, black or brick, signal man, scaffolds over ten feet not self-supported from ground up, skipman on concrete paving,

wire mesh setters on concrete paving, all work in connection with sewer, water, gas, gasoling, oil, drainage pipe, conduit pipe, tile and duct lines and all other pipelines, power tool operator, all work in connection with hydraulic or general dredging operations, straw blower nozzle man, asphalt plant platform man, chuck tender, crusher feeder, men handling creosote ties on creosote materials, men working with and handling epoxy material or materials (where special protection is required), topper of standing trees, batter board man on pipe and ditch work, feeder man on wood pulverizers, board and willow mat weavers and cable tiers on river work, deck hands, pile dike and revetment work, all laborers working on underground tunnels less than 25 feet where compressed air is not used, abutment and pier hole men working six (6) feet or more below ground, men working in coffer dams for bridge piers and footings in the river, ditch liners, pressure groutmen, caulker and chain or concrete saw, cliff scalers working from scaffolds, bosuns' chairs or platforms on dams or power plants over (10) feet above ground, mortarmen on brick or block manholes, signal man.

GROUP 2: Skilled Laborer - spreader or screed man on asphalt machine, asphalt raker, grade checker, vibrator man, concrete saw over 5 hp., laser beam man, barco tamper, jackson or any other similar tamp, wagon driller, churn drills, air track drills and other similar drills, cutting torch man, form setters, liners and stringline men on concrete paving, curb, gutters and etc., hot mastic kettleman, hot tar applicator, hand blade operators, mortar men on brick or block manholes, sand blasting and gunnite nozzle men, rubbing concrete, air tool operator in tunnels, head pipe layer on sewer work, manhole builder (brick or block), dynamite and powder men.

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 \* PAIN0002-002 09/01/2003

CLARK, FRANKLIN, JEFFERSON, LEWIS, LINCOLN, MARION, PIKE, RALLS, ST. CHARLES, ST. LOUIS (CITY & COUNTY), AND WARREN COUNTIES

	Rates	Fringes
Painters:		
Brush.....	\$ 24.93	8.65
Spray.....	\$ 26.93	8.65

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 \* PAIN0002-006 02/01/2003

ADAIR, AUDRAIN, BOONE, CALLAWAY, CHARITON, COLE, GASCONADE, HOWARD, KNOX, LINN, MACON, MONROE, MONTGOMERY, OSAGE, PUTNAM, RANDOLPH, SCHUYLER, SCOTLAND, SHELBY AND SULLIVAN COUNTIES and the City of Booneville.

	Rates	Fringes
Painters:		
Bridges, Dams, Locks or Powerhouses.....	\$ 20.44	5.33
Brush, Roller, Paperhanger, Tapers.....	\$ 18.44	5.33
Sandblasting; Epoxy or Any Two Part Coating; Stage or Other Aerial Work Platforms Over 50 ft. high; Lead Abatement.....	\$ 19.44	5.33
Spray; Water Base Epoxy; Stage Under 50 ft.; Structural Steel (except for stairs and railings)....	\$ 18.94	5.33
Tapers using Ames or comparable tools (bazooks, etc.).....	\$ 18.69	5.33

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 \* PAIN0003-004 04/01/2000

BATES, BENTON, CALDWELL, CARROLL, CASS, CLAY, CLINTON, COOPER, DAVIESS, GRUNDY, HARRISON, HENRY, JACKSON, JOHNSON, LAFAYETTE, LIVINGSTON, MERCER, MONITEAU, MORGAN, PETTIS, PLATTE, RAY AND SALINE COUNTIES

	Rates	Fringes
Painters:		
Bazooka; Paperhanger.....	\$ 22.60	6.01
Brush & Roller; Taper.....	\$ 22.10	6.01
Lead Abatement; Sprayman....	\$ 23.10	6.01
Sandblast (Bridge, Stage, Erected Steel and Storage Bin and Tanks).....	\$ 23.60	6.01
Sprayman (Storage Bin & Tanks, Elevated Tanks); Stageman (Spray); Bridgeman (Spray); Steelman (Spray).....	\$ 23.85	6.01
Steeplejack - Spray or Sandblast (other than Elevated Tanks).....	\$ 27.79	6.01
Steeplejack (other than Elevated Tanks).....	\$ 26.79	6.01
Storage Bin & Tanks (Roller or Brush); Elevated Tanks (Roller or Brush); Stageman; Beltman; Bridgeman; Steelman; Sand Blast (Base); Elevator Shaft	\$ 22.85	6.01

\* PAIN0098-002 05/01/2000

ANDREW, ATCHISON, BUCHANAN, DE KALB, GENTRY, HOLT, NODAWAY & WORTH COUNTIES

	Rates	Fringes
Painters:		
Brush & Roller.....	\$ 20.50	4.40
Sandblasters.....	\$ 21.50	4.40
Steeple Jack.....	\$ 23.50	4.40

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\* PAIN0203-001 04/01/2002

BARRY, BARTON, CEDAR, CHRISTIAN, DADE, DALLAS, DOUGLAS, GREENE, HICKORY, HOWELL, JASPER, LAWRENCE, MCDONALD, NEWTON, OZARK, POLK, ST. CLAIR, STONE, TANEY, VERNON, WEBSTER and WRIGHT COUNTIES

	Rates	Fringes
Painters:		
Painters.....	\$ 17.58	4.89
Sandblasters & Highman (over 40').....	\$ 18.13	4.89
Tapers.....	\$ 17.67	4.53

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\* PAIN1265-003 07/01/2003

CAMDEN, CRAWFORD, DENT, LACLEDE, MARIES, MILLER, PHELPS, PULASKI AND TEXAS COUNTIES

	Rates	Fringes
Painters:		
Brush and Roller, Spray.....	\$ 18.04	7.87
Brush and Roller.....	\$ 18.79	8.12
Lead Abatement.....	\$ 21.04	8.12
Spray.....	\$ 19.29	8.12
Structural Steel, Sandblasting and all Tank Work.....	\$ 19.29	7.87
Structural Steel, Sandblasting and All Tank Work.....	\$ 20.04	8.12

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\* PAIN1292-002 07/01/2001

BOLLINGER, BUTLER, CAPE GIRARDEAU, CARTER, DUNKLIN, MISSISSIPPI, NEW MADRID, OREGON, PEMISCOT, PERRY, REYNOLDS, RIPLEY, SCOTT, SHANNON, STODDARD and WAYNE COUNTIES

Rates	Fringes
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Painters:

Bridges, Stacks & Tanks.....	\$ 22.89	5.97
Commercial.....	\$ 15.44	5.97
Industrial.....	\$ 17.94	5.97
Spray & Abrasive Blasting...	\$ 17.44	5.97
Taper (Tools).....	\$ 15.69	5.97
Waterblasting.....	\$ 17.44	5.97

Height Rates (All Areas):

Over 60 ft. \$0.50 per hour.  
Under 60 ft. \$0.25 per hour.

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\* PAIN1292-003 07/01/2001

IRON, MADISON, ST. FRANCOIS, STE. GENEVIEVE and WASHINGTON  
COUNTIES

Rates Fringes

Painters:

Bridges, Stacks & Tanks.....	\$ 22.89	5.97
Commercial.....	\$ 17.54	5.97
Industrial.....	\$ 18.54	5.97
Lead Abatement.....	\$ 18.29	5.97
Spray & Abrasive Blasting...	\$ 19.54	5.97
Tapers (Tools).....	\$ 17.79	5.97
Waterblasting.....	\$ 19.54	5.97

Height Rates (All Areas):

Over 60 ft. \$0.50 per hour  
Under 60 ft. \$0.25 per hour.

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\* PLAS0518-006 04/01/2002

BARRY, BARTON, CEDAR, CHRISTIAN, DADE, DALLAS, DOUGLAS, GREENE,  
HOWELL, JASPER, LACLEDE, LAWRENCE, MCDONALD, NEWTON, OZARK,  
POLK, STONE, TANEY, VERNON, WEBSTER, AND WRIGHT COUNTIES

Rates Fringes

Cement Masons:.....	\$ 17.31	3.84
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\* PLAS0518-007 03/22/2004

CASS (Richards-Gebaur AFB only), CLAY, JACKSON, PLATTE AND RAY  
COUNTIES

Rates Fringes

Cement Masons:.....	\$ 21.25	11.45
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\* PLAS0518-011 05/01/2001

ANDREW, ATCHISON, BUCHANAN, BATES, CALDWELL, CARROLL, CASS  
 (Except Richards-Gebaur AFB) CLINTON, DAVIESS, DEKALB, GENTRY,  
 GRUNDY, HARRISON, HOLT, JACKSON, LAFAYETTE, LIVINGSTON, MACON,  
 MERCER, NODAWAY AND WORTH COUNTIES

	Rates	Fringes
Cement Masons:.....	\$ 23.13	7.15

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 \* PLAS0527-001 05/01/2003

	Rates	Fringes
Cement Masons: FRANKLIN, LINCOLN, AND WARREN COUNTIES.....	\$ 25.01	9.36
JEFFERSON, ST. CHARLES COUNTIES AND ST. LOUIS (City and County).....	\$ 26.18	9.36

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 \* PLAS0527-004 05/01/2003

CRAWFORD, DENT, IRON, MADISON, MARION, PHELPS, PIKE, PULASKI,  
 RALLS, REYNOLDS, ST. FRANCOIS, STE. GENEVIEVE, SHANNON, TEXAS,  
 WASHINGTON COUNTIES

	Rates	Fringes
Cement Mason.....	\$ 23.70	9.28

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 \* PLAS0908-001 05/01/2002

BOLLINGER, BUTLER, CAPE GIRARDEAU, CARTER, DUNKLIN,  
 MISSISSIPPI, NEW MADRID, OREGON, PEMISCOT, PERRY, RIPLEY,  
 SCOTT, STODDARD, AND WAYNE COUNTIES

	Rates	Fringes
Cement Mason.....	\$ 17.40	8.95

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 \* PLAS0908-005 03/01/2002

BENTON, CALLAWAY, CAMDEN, COLE, GASCONADE, HENRY, HICKORY,  
 JOHNSON, MARIES, MILLER, MONTGOMERY, MORGAN, OSAGE, PETTIS,  
 SALINE & ST. CLAIR COUNTIES

	Rates	Fringes
Cement Mason.....	\$ 17.81	7.65

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 \* PLUM0008-003 06/01/2003

Rates	Fringes
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Plumber

BATES, BENTON,  
 CARROLL, HENRY, LAFAYETTE,  
 MORGAN, PETTIS, RAY,  
 ST. CLAIR, SALINE and VERNON  
 COUNTIES.....\$ 26.00      11.61  
 CASS, CLAY, JACKSON,  
 JOHNSON and PLATTE COUNTIES.\$ 28.83      13.22

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\* PLUM0035-002 01/01/2000

CAMDEN, COLE, CRAWFORD, FRANKLIN, JEFFERSON, MARIES, MILLER,  
MONITEAU, OSAGE, PHELPS, PULASKI, ST. CHARLES, ST. LOUIS (City  
and County), WARREN and WASHINGTON COUNTIES

	Rates	Fringes
Plumber.....	\$ 26.105	9.74

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\* PLUM0045-003 09/01/2003

ANDREW, ATCHISON, BUCHANAN, CALDWELL, CLINTON, DAVIESS, DEKALB,  
GENTRY, HARRISON, HOLT, NODAWAY AND WORTH COUNTIES

	Rates	Fringes
Plumbers and Pipefitters.....	\$ 28.20	11.70

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\* PLUM0178-003 11/01/2001

BARRY, CEDAR, CHRISTIAN, DADE, DALLAS, DOUGLAS, GREENE,  
HICKORY, LACLEDE, LAWRENCE, POLK, STONE, TANEY, WEBSTER, AND  
WRIGHT COUNTIES

	Rates	Fringes
Plumbers and Pipefitters.....	\$ 22.10	7.37

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\* PLUM0317-002 07/01/1995

BOONE, CALLAWAY, COOPER, HOWARD, AND RANDOLPH COUNTY (Southern  
half)

	Rates	Fringes
Plumbers and Pipefitters.....	\$ 19.18	3.17

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\* PLUM0533-004 06/01/2002

BATES, BENTON, CARROLL, CASS, CLAY, HENRY, HICKORY, JACKSON,  
JOHNSON, LAFAYETTE, MORGAN, PETTIS, PLATTE, RAY, SALINE, ST.  
CLAIR AND VERNON COUNTIES

	Rates	Fringes
Pipefitter.....	\$ 29.78	11.68

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 \* PLUM0562-004 07/01/2002

ADAIR, AUDRAIN, BOLLINGER, BOONE, BUTLER, CALLAWAY, CAMDEN, CAPE GIRARDEAU, CARTER, CHARITON, CLARK, COLE, COOPER, CRAWFORD, DENT, DUNKLIN, FRANKLIN, GASCONADE, GRUNDY, HOWARD, HOWELL, IRON, JEFFERSON, KNOX, LEWIS, LINCOLN, LINN, LIVINGSTON, MACON, MADISON, MARIES, MARION, MERCER, MILLER, MISSISSIPPI, MONITEAU, MONROE, MONTGOMERY, NEW MADRID, OREGON, OSAGE, PEMISCOTT, PERRY, PHELPS, PIKE, PULASKI, PUTNAM, RALLS, RANDOLPH, REYNOLDS, RIPLEY, ST. CHARLES, ST. FRANCOIS, STE. GENEVIEVE, ST. LOUIS, SCHUYLER, SCOTLAND, SCOTT, SHANNON, SHELBY, STODDARD, SULLIVAN, TEXAS, WARREN, WASHINGTON, AND WAYNE COUNTIES.

	Rates	Fringes
Pipefitter.....	\$ 28.75	12.08

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 \* PLUM0658-002 07/01/1998

BARTON, JASPER, MCDONALD, AND NEWTON COUNTIES

	Rates	Fringes
Plumbers and Pipefitters.....	\$ 16.73	5.33

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 \* TEAM0013-001 05/01/2002

	Rates	Fringes
Truck drivers:		
ADAIR, BUTLER, CLARK,		
DUNKIN, HOWELL, KNOX,		
LEWIS, OREGON, PUTNAM,		
RIPLEY, SCHUYLER, AND		
SCOTLAND COUNTIES		
GROUP 1.....	\$ 21.79	5.50
GROUP 2.....	\$ 21.95	5.50
GROUP 3.....	\$ 21.94	5.50
GROUP 4.....	\$ 22.06	5.50

AUDRAIN, BOLLINGER, BOONE, CALLAWAY, CAPE GIRARDEAU, CARTER, COLE, CRAWFORD, DENT, GASCONADE, IRON, MACON, MADISON, MARIES, MARION, MILLER, MISSISSIPPI, MONROE, MONTGOMERY, NEW MADRID, OSAGE, PEMISCOT, PERRY, PHELPS, PIKE, PULASKI, RALLS, REYNOLDS, ST.

FRANCOIS, STE. GENEVIEVE,  
 SCOTT, SHANNON, SHELBY,  
 STODDARD, TEXAS,  
 WASHINGTON, AND WAYNE  
 COUNTIES

GROUP 1.....	\$ 22.52	5.50
GROUP 2.....	\$ 22.68	5.50
GROUP 3.....	\$ 22.67	5.50
GROUP 4.....	\$ 22.79	5.50

TRUCK DRIVERS CLASSIFICATIONS:

GROUP 1: Flat Bed Trucks, Single Axle; Station Wagons;  
 Pickup Trucks; Material Trucks, Single Axle; Tank Wagon,  
 Single Axle

GROUP 2: Agitator and Transit Mix Trucks

GROUP 3: Flat Bed Trucks, Tandem Axle; Articulated Dump  
 Trucks; Material Trucks, Tandem Axle; Tank Wagon, Tandem  
 Axle

GROUP 4: Semi and/or Pole Trailers; Winch, Fork & Steel  
 Trucks; Distributor Drivers and Operators; Tank Wagon,  
 Semi-Trailer; Insley Wagons, Dumpsters, Half-Tracks,  
 Speedace, Euclids and other similar equipment; A-Frame and  
 Derrick Trucks; Float or Low Boy

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 \* TEAM0056-001 05/01/2002

Rates Fringes

Truck drivers:

ANDREW, BARTON, BATES,  
 BENTON, CALDWELL, CAMDEN,  
 CARROLL, CEDAR, CHARITON,  
 CHRISTIAN, CLINTON,  
 COOPER, DADE, DALLAS,  
 DAVIESS, DEKALB, DOUGLAS,  
 GREENE, HENRY, HICKORY,  
 HOWARD, JASPER, LACLEDE,  
 LAWRENCE, LINN,  
 LIVINGSTON, MONITEAU,  
 MORGAN, NEWTON, PETTIS,  
 POLK, RANDOLPH, ST CLAIR,  
 SALINE, VERNON, WEBSTER,  
 AND WRIGHT COUNTIES

GROUP 1.....	\$ 22.22	5.50
GROUP 2.....	\$ 22.38	5.50
GROUP 3.....	\$ 22.37	5.50
GROUP 4.....	\$ 22.49	5.50
GROUP 5.....	\$ 22.12	5.50

ATCHISON, BARRY, GENTRY,

GRUNDY, HARRISON, HOLT,  
MCDONALD, MERCER,  
NODADWAY, OZARK, STONE,  
SULLIVAN, TANEY AND WORTH  
COUNTIES

GROUP 1.....	\$ 21.49	5.50
GROUP 2.....	\$ 21.65	5.50
GROUP 3.....	\$ 21.64	5.50
GROUP 4.....	\$ 21.76	5.50
GROUP 5.....	\$ 21.39	5.50

BUCHANAN, JOHNSON AND  
LAFAYETTE COUNTIES

GROUP 1.....	\$ 23.43	5.50
GROUP 2.....	\$ 23.54	5.50
GROUP 3.....	\$ 23.58	5.50
GROUP 4.....	\$ 23.65	5.50
GROUP 5.....	\$ 23.33	5.50

TRUCK DRIVER CLASSIFICATIONS

GROUP 1: Flat bed trucks single axle; station wagons; pickup trucks; material trucks single axle; tank wagons single axle.

GROUP 2: Agitator and transit mix-trucks.

GROUP 3: Flat bed trucks tandem axle; articulated dump trucks; material trucks tandem axle; tank wagons tandem axle.

GROUP 4: Semi and/or pole trailers; winch, fork & steel trucks; distributor drivers & operators; tank wagons semi-trailer; insley wagons, dumpsters, half-tracks, speedace, euclids & other similar equipment; A-frames and derrick trucks; float or low boy.

GROUP 5: Warehousemen.

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\* TEAM0245-001 03/25/1998

BARRY, BARTON, CAMDEN, CEDAR, CHRISTIAN, DALLAS, DENT, DOUGLAS,  
GREENE, HICKORY, HOWELL, JASPER, LACLEDE, LAWRENCE, MCDONALD,  
MILLER, NEWTON, OZARK, PHELPS, POLK, PULASKI, SHANNON, STONE,  
TANEY, TEXAS, VERNON, WEBSTER AND WRIGHT COUNTIES

Rates      Fringes

Truck drivers:

Traffic Control Service		
Driver.....	\$ 12.90	3.56+a

PAID HOLIDAYS: New Year's Day, Decoration Day, July 4th,  
Labor Day, Thanksgiving Day, Christmas Day, employee's

birthday and 2 personal days.

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\* TEAM0541-001 03/22/2004

CASS, CLAY, JACKSON, PLATTE AND RAY COUNTIES

	Rates	Fringes
Truck drivers:		
GROUP 1.....	\$ 24.40	8.00
GROUP 2.....	\$ 23.85	8.00
GROUP 3.....	\$ 23.34	8.00

TRUCK DRIVERS CLASSIFICATIONS

GROUP 1: Mechanics and Welders, Field; A-Frame Low Boy-Boom  
ruck Driver.

GROUP 2: Articulated Dump Truck; Insley Wagons: Dump Trucks,  
Excavating, 5 cu yds and over; Dumpsters; Half-Tracks:  
Speedace: Euclids & similar excavating equipment Material  
trucks, Tandem Two teams; Semi-Trailers; Winch trucks-Fork  
trucks; Distributor Drivers and Operators; Agitator and  
Transit Mix; Tank Wagon Drivers, Tandem or Semi; One Team;  
Station Wagons; Pickup Trucks; Material Trucks, Single  
Axle; Tank Wagon Drivers, Single Axle

GROUP 3: Oilers and Greasers - Field

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\* TEAM0541-002 03/25/2000

BATES, CASS, CLAY, HENRY, JACKSON, JOHNSON, LAFAYETTE, PLATTE,  
AND RAY COUNTIES

	Rates	Fringes
Truck drivers:		
Traffic Control Service Driver.....	\$ 14.15	2.44+a

a. PAID HOLIDAYS: New Year's Day, Decoration Day, July  
4th, Labor Day, Thanksgiving Day, Christmas Day, Employee's  
birthday and 2 personal days.

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\* TEAM0682-002 05/01/2003

ST LOUIS CITY AND COUNTY

	Rates	Fringes
Truck drivers:		

GROUP 1.....	\$ 22.635	3.91+a+b
GROUP 2.....	\$ 22.835	3.91+a+b
GROUP 3.....	\$ 22.935	3.91+a+b
GROUP 4.....	\$ 22.125	3.91+a+b

a. PENSION: \$25.60 per day, \$128.00 maximum per week.

b. HAZMAT PREMIUM: If Hazmat certification on a job site is required by a state or federal agency or requested by project owner or by the employer, employees on that job site shall receive \$1.50 premium pay.

TRUCK DRIVERS CLASSIFICATIONS

GROUP 1 - Pick-up trucks; forklift, single axle; flatbed trucks; job site ambulance, and trucks or trailers of a water level capacity of 11.99 cu. yds. or less

GROUP 2 - Trucks or trailers of a water level capacity of 12.0 cu yds. up to 22.0 cu yds. including euclids, speedace and similar equipment of same capacity and compressors

GROUP 3 - Trucks or trailers of a water level capacity of 22.0 cu. yds & over including euclids, speedace & all floats, flatbed trailers, boom trucks, winch trucks, including small trailers, farm wagons tilt-top trailers, field offices, tool trailers, concrete pumps, concrete conveyors & gasoline tank trailers and truck mounted mobile concrete mixers

GROUP 4 - Warehousemen.

FOOTNOTE FOR TRUCK DRIVERS:

a. PAID HOLIDAYS: Christmas Day, Independence Day, Labor Day, Memorial Day, Veterans Day, New Years Day, Thanksgiving Day

PAID VACATION: 3 days paid vacation for 600 hours of service in any one contract year; 4 days paid vacation for 800 hours of service in any one contract year; 5 days paid vacation for 1,000 hours of service in any one contract year. When such an employee has completed 3 years of continuous employment with the same employer and then works the above required number of hours, he shall receive double the number of days of vacation specified above. When such an employee has completed 10 years of continuous employment with the same employer and then works the above required number of hours, he shall receive triple the number of days of vacation specified above. When such an employee has completed 15 years of continuous employment with the same employer and then works the above required number of hours, he shall receive 4 times the number of days of vacation specified above.

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 \* TEAM0682-003 05/01/2002

ST.CHARLES, FRANKLIN, JEFFERSON, LINCOLN AND WARREN COUNTIES

	Rates	Fringes
Truck drivers:		
GROUP 1.....	\$ 22.435	3.46+a+b+c
GROUP 2.....	\$ 22.635	3.46+a+b+c
GROUP 3.....	\$ 22.735	3.46+a+b+c
GROUP 4.....	\$ 21.925	3.46+a+b+c

a.PAID HOLIDAYS: Christmas, Fourth of July, Labor Day, Memorial Day, Veterans Day, to be celebrated on either its National Holiday or on the day after Thanksgiving, whichever is agreed upon by the Association and the Union, New Year's Day and Thanksgiving Day.

PAID VACATION: 3 days paid vacation for 600 hours of service in any one contract year; 4 days paid vacation for 800 hours of service in any one contract year; 5 days paid vacation for 1,000 hours of service in any one contract year. When such an employee has completed 3 years of continuous employment with the same employer and then works the above required number of hours, he shall receive double the number of days of vacation specified above. When such an employee has completed 10 years of continuous employment with the same employer and then works the above required number of hours, he shall receive triple the number of days of vacation specified above. When such an employee has completed 15 years of continuous employmen with the same employer and then works the above required number of hours, he shall receive 4 times the number of days of vacation specified above. b.Pension: \$22.80 per day either worked or compensated to a maximum of \$114.00 per week.

c.Hazmat Pay: If Hazmat Certification on a job site is required by a state or federal agency or requested by project owner or by the employer, employees on that job site shall receive \$1.50 per hour premium pay.

TRUCK DRIVER CLASSIFICATIONS:

GROUP 1: Trucks or Trailers of a Water Level Capacity of 11.99 cu. yds. or less, Forklift Trucks, Job Site Ambulances, Pickup Trucks, Flatbed Trucks.

GROUP 2: Trucks or Trailers of a Water Level Capacity of 12.0 cu. yds. up to 22 cu. yds., Euclids, Speedace and Similar Equipment of Same Capacity and Compressors.

GROUP 3: Trucks or Trailers of a Water Level Capacity of 22.0 cu. yds. and over, Euclids and all Floats, Flatbed Trailers, Boom Trucks, Winch Trucks, Including Small Trailers, Farm Wagons, Tilt Top Trailers, Tool Trailers, Concrete Pumps, Concrete Conveyors, Gasoline Tank Trailers, Truck Mounted Mobile Concrete Mixers, End Dump, Side Dump and Articulated Dump Trucks

GROUP 4: Warehousemen.

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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.  
=====

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

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In the listing above, the "SU" designation means that rates listed under the identifier do not reflect collectively bargained wage and fringe benefit rates. Other designations indicate unions whose rates have been determined to be prevailing.  
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#### WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations

Wage and Hour Division

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION

General Decision Number NE030002 06/13/2003 NE2

Superseded General Decision No. NE020002

State: Nebraska

Construction Type:  
HEAVY  
HIGHWAY

County(ies):

ADAMS	FURNAS	NANCE
ANTELOPE	GAGE	NEMAHA
ARTHUR	GARDEN	NUCKOLLS
BANNER	GARFIELD	OTOE
BLAINE	GOSPER	PAWNEE
BOONE	GRANT	PERKINS
BOX BUTTE	GREELEY	PHELPS
BOYD	HALL	PIERCE
BROWN	HAMILTON	PLATTE
BUFFALO	HARLAN	POLK
BURT	HAYES	RED WILLOW
BUTLER	HITCHCOCK	RICHARDSON
CEDAR	HOLT	ROCK
CHASE	HOOKER	SALINE
CHERRY	HOWARD	SAUNDERS
CHEYENNE	JEFFERSON	SCOTTS BLUFF
CLAY	JOHNSON	SEWARD
COLFAX	KEARNEY	SHERIDAN
CUMING	KEITH	SHERMAN
CUSTER	KEYA PAHA	SIOUX
DAKOTA	KIMBALL	STANTON
DAWES	KNOX	THAYER
DAWSON	LANCASTER	THOMAS
DEUEL	LINCOLN	THURSTON
DIXON	LOGAN	VALLEY
DODGE	LOUP	WAYNE
DUNDY	MADISON	WEBSTER
FILLMORE	MCPHERSON	WHEELER
FRANKLIN	MERRICK	YORK
FRONTIER	MORRILL	

HEAVY CONSTRUCTION PROJECTS (does not include water well drilling); HIGHWAY CONSTRUCTION PROJECTS (excluding tunnels, building structures in rest area projects, and railroad construction; bascule, suspension & spandrel arch bridges; bridges designed for commercial navigation; bridges involving marine construction; other major bridges)

SAUNDERS COUNTY (WEST OF HWY. #109 EXTENDED NORTH AND SOUTH TO THE COUNTY LINE)

Modification Number Publication Date

0 06/13/2003

## COUNTY(ies):

ADAMS	FURNAS	NANCE
ANTELOPE	GAGE	NEMAHA
ARTHUR	GARDEN	NUCKOLLS
BANNER	GARFIELD	OTOE
BLAINE	GOSPER	PAWNEE
BOONE	GRANT	PERKINS
BOX BUTTE	GREELEY	PHELPS
BOYD	HALL	PIERCE
BROWN	HAMILTON	PLATTE
BUFFALO	HARLAN	POLK
BURT	HAYES	RED WILLOW
BUTLER	HITCHCOCK	RICHARDSON
CEDAR	HOLT	ROCK
CHASE	HOOKER	SALINE
CHERRY	HOWARD	SAUNDERS
CHEYENNE	JEFFERSON	SCOTTS BLUFF
CLAY	JOHNSON	SEWARD
COLFAX	KEARNEY	SHERIDAN
CUMING	KEITH	SHERMAN
CUSTER	KEYA PAHA	SIOUX
DAKOTA	KIMBALL	STANTON
DAWES	KNOX	THAYER
DAWSON	LANCASTER	THOMAS
DEUEL	LINCOLN	THURSTON
DIXON	LOGAN	VALLEY
DODGE	LOUP	WAYNE
DUNDY	MADISON	WEBSTER
FILLMORE	MCPHERSON	WHEELER
FRANKLIN	MERRICK	YORK
FRONTIER	MORRILL	

SUNE2002E 06/16/1999

	Rates	Fringes
CARPENTER		13.30
CEMENT FINISHER		12.50
ELECTRICIAN		11.90
FLAGGER		7.60
FORM SETTER		10.80
LABORER		8.30
MANHOLE BUILDER		10.20
MECHANIC		12.95
PAINTER		8.35
PILE DRIVER LEADPERSON		8.35
POWER EQUIPMENT OPERATORS:		
Asphalt distributor		9.65
Asphalt paving machine		12.35
Asphalt paving machine (screed)		10.45
Asphalt roller, self-propelled		11.20
Backhoe excavator (track type)		12.55

Concrete finishing machine or slip form paver		12.80
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Concrete saw operator	11.20
Concrete cure machine	9.20
Concrete texture machine	9.20
Bulldozer or push tractors:	
Less than 115 drawbar h.p.	11.60
115 drawbar h.p. and over	12.80
Material stockpiler	10.20
Motor grader (finisher)	13.15
Motor grader (rough)	10.90
Power broom operator	9.15
Roller or compactor, earthwork, self-propelled	10.05
Scraper	12.40
Traveling plant stabilization	11.60
Water tankers:	
Under 6000 gallons	9.65
6000 gallons and over	11.20
All purpose spreader	9.50
Clamshell, dragline, crane, pile driver/shovel	13.60
Dredge pump	9.50
Front end loaders:	
4 cu. yds. or less	11.40
Over 4 cu. yds.	12.10
Hydrohammer	9.60
Loader/backhoe (rubber-tired)	9.85
Power grader machine (trimmer & profiler)	12.80
Skid steer loader	9.50
Tractor (farm type)	9.50
Trenching machine	9.85
Stationary plant (base or stabili- zation)	11.75
Stationary plant (asphalt or concrete)	12.75
Crusher (including those with integral screening plant)	11.75
TRUCK DRIVERS:	
Single axle	8.40
Tandem axle	9.65
Semi-trailer or lowboy	10.85
Transit mix	9.65
WELDER	12.25

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Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29 CFR 5.5(a)(1)(ii)).

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Washington, D. C. 20210

- 4.) All decisions by the Administrative Review Board are final.  
END OF GENERAL DECISION

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General Decision Number: IA030001 02/13/2004 IA1

Superseded General Decision Number: IA020001

State: Iowa

Construction Types: Heavy and Highway

Counties: Iowa Statewide.

STATEWIDE EXCEPT SCOTT COUNTY HEAVY CONSTRUCTION PROJECTS

(Does not include work on or pertaining to the Mississippi or Missouri Rivers or on Water and Sewage Treatment Plants), AND HIGHWAY PROJECTS (does not include building structures in rest areas)

Modification Number	Publication Date
0	06/13/2003
1	02/13/2004

\* SUIA2002-003 12/01/2003

	Rates	Fringes
Carpenter & Piledrivermen		
ZONE 1.....	\$ 20.55	5.75
ZONE 2.....	\$ 19.55	4.86
ZONE 3.....	\$ 18.56	5.75
ZONE 4.....	\$ 17.20	5.05
ZONE 5.....	\$ 16.45	3.80
Concrete Finisher		
ZONE 1.....	\$ 18.37	5.20
ZONE 2.....	\$ 18.37	5.20
ZONE 3.....	\$ 18.37	5.20
ZONE 4.....	\$ 16.20	3.80
ZONE 5.....	\$ 14.55	3.50
Electricians: (STREET AND HIGHWAY LIGHTING AND TRAFFIC SIGNALS)		
ZONE 1, ZONE 2 AND ZONE 3.....	\$ 17.35	3.55
ZONE 4.....	\$ 16.05	3.55
ZONE 5.....	\$ 13.80	3.55
Ironworkers: (SETTING OF STRUCTURAL STEEL)		
ZONE 1.....	\$ 21.50	6.50
ZONE 2 AND 3.....	\$ 21.50	6.50
Laborers:		
ZONE 1 AND ZONE 2 Group A.....	\$ 15.73	6.90

Group B.....	\$ 14.13	6.80
Group C.....	\$ 11.10	6.60
ZONE 3		
Group A.....	\$ 15.73	6.90
Group B.....	\$ 14.13	6.80
Group C.....	\$ 11.10	6.60
ZONE 4		
Group A.....	\$ 15.00	4.55
Group B.....	\$ 13.68	4.55
Group C.....	\$ 11.40	3.50
ZONE 5		
Group A.....	\$ 14.05	3.50
Group B.....	\$ 11.20	3.50
Group C.....	\$ 10.65	3.50

## Power equipment operators:

ZONE 1		
Group A.....	\$ 21.65	10.35
Group B.....	\$ 20.05	10.35
Group C.....	\$ 17.55	10.35
Group D.....	\$ 17.55	10.35
ZONE 2		
Group A.....	\$ 21.20	10.35
Group B.....	\$ 19.60	10.35
Group C.....	\$ 16.85	10.35
Group D.....	\$ 16.85	10.35
ZONE 3		
Group A.....	\$ 22.60	9.45
Group B.....	\$ 20.80	9.45
Group C.....	\$ 19.80	9.45
Group D.....	\$ 19.80	9.45
ZONE 4		
Group A.....	\$ 21.70	4.80
Group B.....	\$ 20.56	4.80
Group C.....	\$ 18.48	4.57
Group D.....	\$ 18.48	4.57
ZONE 5		
Group A.....	\$ 18.22	3.80
Group B.....	\$ 17.18	3.80
Group C.....	\$ 15.85	3.80
Group D.....	\$ 14.85	3.80

Truck Driver (AND PAVEMENT  
MARKING DRIVER/SWITCHPERSON)

ZONE 1.....	\$ 16.95	6.40
ZONE 2.....	\$ 16.95	6.40
ZONE 3.....	\$ 16.95	6.40
ZONE 4.....	\$ 16.70	3.90
ZONE 5.....	\$ 14.75	3.90

## ZONE DEFINITIONS

ZONE 1 - The Counties of Polk, Warren and Dallas for all Crafts, and Linn County Carpenters Only.

ZONE 2 - The Counties of Dubuque for all crafts and Linn County for all Crafts except Carpenters.

ZONE 3 - The Cities of Burlington, Clinton, Fort Madison Keokuk, and Muscatine (and abutting municipalities of any such cities).

ZONE 4 - Story, Black Hawk, Cedar, Jasper, Jones, Jackson, Madison and Marion Counties; Clinton County (except the City of Clinton), Johnson County, Muscatine County (except the City of Muscatine), the City of Council Bluffs, Lee County and Des Moines County.

ZONE 5 - All areas of the state not listed above.

#### LABORER CLASSIFICATIONS - ALL ZONES

GROUP A - Carpenter tender on bridges and box culverts; curb machine (without a seat); deck hand; diamond and core drills; drill operator on air tracs, wagon drills and similar drills; form setter/stringman on paving work; gunnite nozzleleman; joint sealer kettleman; laser operator; pipelayer (sewer water and conduits); powderman tender; powerman/blaster; saw operator; tunnel laborer.

GROUP B - Air, gas, electric tool operator; barco hammer; carpenter tender; caulker; chain sawman; compressor (under 400cfm); concrete finisher tender; concrete processing materials and monitors; cutting torch on demolition; drill tender; dumpmen; electric drills; fence erectors; form line expansion joint assembler; form tamper; general laborer; grade checker; handling and placing metal mesh, dowel bars, reinforcing bars and chains; hot asphalt laborer; installing temporary traffic control devices; jackhammerman; mechanical grouter; painter (all except stripers); paving breaker; planting trees, shrubs and flowers; power broom (not self/propelled); power buggyman; rakers; rodman (tying reinforcing steel); sandblaster; seeding and mulching; sewer utility topman/bottom man; spaders; stressor or stretcherman on pre or post tensioned concrete; stringman on re/surfacing/no grade control; swinging stage, tagline or block and tackle; tampers; timberman; tool room men and checkers; tree climber; tree groundman; underpinning and shoring caissons over twelve feet deep; vibrators; walk behind trencher; walk behind paint stripers; walk behind vibrating compactor; water pumps (under three inch); work from bosun chair.

GROUP C - Scale weigh person; traffic control/flagger, surveillance or monitor, water carrier

#### POWER EQUIPMENT OPERATOR CLASSIFICATIONS - ALL ZONES

GROUP A - Asphalt Breakdown Roller (vibratory), Asphalt

laydown machine; asphalt plant; Asphalt Screed, bulldozer finish); central mix plant; concrete pump; crane; crawler tractor pulling scraper; directional drill (60,000(lbs) pullback and above); dragline and power shovel; dredge engineer; excavator (over 1/2 cu. yd.) front end loader (4 cy and over); horizontal boring machine; master mechanic; milling machine (over 350 hp); motor grader (finish); push cat; rubber tired backhoe (over 1/2 cu. yd.) scraper (12 cu. yd. and over or finish); sidebroom tractor; slipform portland concrete paver; tow or push boat; trenching machine (Cleveland 80 or similar).

GROUP B - Articulated off road hauler, asphalt heater/planer; asphalt material transfer vehicle; Asphalt Roller; belt loader or similar loader; bulldozer (rough); churn or rotarydrill; concrete curb machine, crawler tractor pulling ripper, disk or roller; deck hand/oiler directional drill (less than 60,000(lbs) pullback); distributor; excavator 1/2 cu. yd. and under); form riding concrete paver; front end loader (2 to less than 4 cu. yd.); group equipment greaser; mechanic; milling machine (350hp. and less); paving breaker; portland concrete dry batch plant; rubber tired backhoe 1/2 cu. yd. and under); scraper (under 12 cy), screening, washing and crushing plant (mobile, portable or stationary); shoulder machine; skid loader (1 cu. yd and over); subgrader or trimmer; trenching machine; water wagon on compaction.

#### CARPENTERS AND PILEDRIVERMEN (ZONES 4 AND 5)

Setting of structural steel; any welding incidental to bridge or culvert construction; setting concrete beams.

GROUP C - Boom & winch truck, concrete spreader/belt placer, deep wells for dewatering; farm type tractor (over 75 hp.) pulling disc or roller; forklift; front end loader (under 2 cu. yd.); motor grader (rough); pile hammer power unit; pump (greater than three inch diameter); pumps on well points; safty boat; self-propelled roller (other than asphalt); self-propelled sand blaster or shot blaster, water blaster or striping grinder/remover; skid loader (under 1 cu. yd.); truck mounted post driver.

GROUP D - Boiler, compressor, cure and texture machine; dow box; farm type or utility tractor (under 75 hp.) pulling disk, roller or other attachments; group greaser tender; light plants; mechanic tender; mechanical broom; mechanical heaters; oiler; pumps (under three inch diameter); tree chipping machine; truck cranedriver/oiler.

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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.  
=====

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1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations

Wage and Hour Division

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION

WAGE RATES SCA

94-2307 MO,KANSAS CITY 09/09/03

\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*

WASHINGTON D.C. 20210

| Wage Determination No.: 1994-2307

William W.Gross Division of | Revision No.: 26

Director Wage Determinations| Date Of Last Revision: 08/29/2003

States: Kansas, Missouri

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte  
Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Cass, Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Holt, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Pettis, Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.46
01012 - Accounting Clerk II	11.70
01013 - Accounting Clerk III	13.47
01014 - Accounting Clerk IV	16.15
01030 - Court Reporter	13.76
01050 - Dispatcher, Motor Vehicle	15.83
01060 - Document Preparation Clerk	9.23
01070 - Messenger (Courier)	9.23
01090 - Duplicating Machine Operator	11.29
01110 - Film/Tape Librarian	11.02
01115 - General Clerk I	9.72
01116 - General Clerk II	11.51
01117 - General Clerk III	13.36
01118 - General Clerk IV	15.79
01120 - Housing Referral Assistant	17.64
01131 - Key Entry Operator I	10.26
01132 - Key Entry Operator II	12.85
01191 - Order Clerk I	10.72
01192 - Order Clerk II	13.70
01261 - Personnel Assistant (Employment) I	12.70
01262 - Personnel Assistant (Employment) II	14.48
01263 - Personnel Assistant (Employment) III	16.09
01264 - Personnel Assistant (Employment) IV	17.50
01270 - Production Control Clerk	16.11
01290 - Rental Clerk	12.36
01300 - Scheduler, Maintenance	12.92
01311 - Secretary I	12.92
01312 - Secretary II	15.11
01313 - Secretary III	17.64
01314 - Secretary IV	20.94
01315 - Secretary V	23.57
01320 - Service Order Dispatcher	21.18
01341 - Stenographer I	11.18
01342 - Stenographer II	12.77
01400 - Supply Technician	20.94
01420 - Survey Worker (Interviewer)	13.76
01460 - Switchboard Operator-Receptionist	10.85
01510 - Test Examiner	15.11
01520 - Test Proctor	15.11
01531 - Travel Clerk I	10.29
01532 - Travel Clerk II	11.12
01533 - Travel Clerk III	11.94
01611 - Word Processor I	11.80
01612 - Word Processor II	14.43
01613 - Word Processor III	15.02
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.89
03041 - Computer Operator I	13.86

03042 - Computer Operator II	14.88
03043 - Computer Operator III	18.60
03044 - Computer Operator IV	22.85
03045 - Computer Operator V	23.87
03071 - Computer Programmer I (1)	18.58
03072 - Computer Programmer II (1)	23.82
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	23.66
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.86
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	20.03
05010 - Automotive Glass Installer	18.59
05040 - Automotive Worker	18.59
05070 - Electrician, Automotive	19.32
05100 - Mobile Equipment Servicer	16.51
05130 - Motor Equipment Metal Mechanic	20.03
05160 - Motor Equipment Metal Worker	18.59
05190 - Motor Vehicle Mechanic	20.03
05220 - Motor Vehicle Mechanic Helper	15.47
05250 - Motor Vehicle Upholstery Worker	17.54
05280 - Motor Vehicle Wrecker	18.59
05310 - Painter, Automotive	19.32
05340 - Radiator Repair Specialist	18.59
05370 - Tire Repairer	15.18
05400 - Transmission Repair Specialist	20.03
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.54
07010 - Baker	12.00
07041 - Cook I	10.01
07042 - Cook II	11.28
07070 - Dishwasher	7.51
07130 - Meat Cutter	13.71
07250 - Waiter/Waitress	8.04
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	19.30
09040 - Furniture Handler	14.32
09070 - Furniture Refinisher	19.30
09100 - Furniture Refinisher Helper	15.46
09110 - Furniture Repairer, Minor	17.52
09130 - Upholsterer	19.30
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.73
11060 - Elevator Operator	10.79
11090 - Gardener	12.85
11121 - House Keeping Aid I	7.73
11122 - House Keeping Aid II	9.70
11150 - Janitor	10.28
11210 - Laborer, Grounds Maintenance	10.71
11240 - Maid or Houseman	7.70
11270 - Pest Controller	12.90
11300 - Refuse Collector	10.32

11330 - Tractor Operator	12.33	
11360 - Window Cleaner	11.12	
12000 - Health Occupations		
12020 - Dental Assistant	13.31	
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.08	
12071 - Licensed Practical Nurse I	12.05	
12072 - Licensed Practical Nurse II	13.57	
12073 - Licensed Practical Nurse III	15.16	
12100 - Medical Assistant	12.17	
12130 - Medical Laboratory Technician	13.20	
12160 - Medical Record Clerk	12.44	
12190 - Medical Record Technician	13.62	
12221 - Nursing Assistant I	8.76	
12222 - Nursing Assistant II	9.86	
12223 - Nursing Assistant III	10.75	
12224 - Nursing Assistant IV	12.07	
12250 - Pharmacy Technician	12.26	
12280 - Phlebotomist	11.21	
12311 - Registered Nurse I	18.41	
12312 - Registered Nurse II	23.45	
12313 - Registered Nurse II, Specialist	23.45	
12314 - Registered Nurse III	29.73	
12315 - Registered Nurse III, Anesthetist	29.73	
12316 - Registered Nurse IV	34.11	
13000 - Information and Arts Occupations		
13002 - Audiovisual Librarian	17.42	
13011 - Exhibits Specialist I	19.46	
13012 - Exhibits Specialist II	22.88	
13013 - Exhibits Specialist III	27.22	
13041 - Illustrator I	16.95	
13042 - Illustrator II	19.75	
13043 - Illustrator III	23.50	
13047 - Librarian	24.81	
13050 - Library Technician	12.89	
13071 - Photographer I	12.28	
13072 - Photographer II	15.79	
13073 - Photographer III	17.01	
13074 - Photographer IV	20.79	
13075 - Photographer V	25.17	
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations		
15010 - Assembler	7.49	
15030 - Counter Attendant	7.49	
15040 - Dry Cleaner	9.67	
15070 - Finisher, Flatwork, Machine	7.49	
15090 - Presser, Hand	7.49	
15100 - Presser, Machine, Drycleaning	7.49	
15130 - Presser, Machine, Shirts	7.49	
15160 - Presser, Machine, Wearing Apparel, Laundry	7.49	
15190 - Sewing Machine Operator	10.39	
15220 - Tailor	11.10	
15250 - Washer, Machine	8.24	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)	19.30	
19040 - Tool and Die Maker	26.12	

21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.50
21020 - Material Coordinator	19.16
21030 - Material Expediter	19.16
21040 - Material Handling Laborer	14.72
21050 - Order Filler	12.29
21071 - Forklift Operator	13.86
21080 - Production Line Worker (Food Processing)	15.32
21100 - Shipping/Receiving Clerk	11.69
21130 - Shipping Packer	11.69
21140 - Store Worker I	14.89
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	10.86
21210 - Tools and Parts Attendant	15.32
21400 - Warehouse Specialist	15.32
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.43
23040 - Aircraft Mechanic Helper	15.01
23050 - Aircraft Quality Control Inspector	20.07
23060 - Aircraft Servicer	17.01
23070 - Aircraft Worker	18.03
23100 - Appliance Mechanic	19.30
23120 - Bicycle Repairer	15.18
23125 - Cable Splicer	24.24
23130 - Carpenter, Maintenance	20.30
23140 - Carpet Layer	19.15
23160 - Electrician, Maintenance	23.00
23181 - Electronics Technician, Maintenance I	19.21
23182 - Electronics Technician, Maintenance II	26.65
23183 - Electronics Technician, Maintenance III	27.20
23260 - Fabric Worker	17.52
23290 - Fire Alarm System Mechanic	20.01
23310 - Fire Extinguisher Repairer	16.50
23340 - Fuel Distribution System Mechanic	20.01
23370 - General Maintenance Worker	18.57
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.01
23430 - Heavy Equipment Mechanic	20.01
23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	20.01
23470 - Laborer	10.25
23500 - Locksmith	19.30
23530 - Machinery Maintenance Mechanic	20.49
23550 - Machinist, Maintenance	20.01
23580 - Maintenance Trades Helper	15.46
23640 - Millwright	22.68
23700 - Office Appliance Repairer	19.30
23740 - Painter, Aircraft	20.77
23760 - Painter, Maintenance	19.30
23790 - Pipefitter, Maintenance	27.22
23800 - Plumber, Maintenance	22.10
23820 - Pneudraulic Systems Mechanic	20.01
23850 - Rigger	20.01
23870 - Scale Mechanic	18.57
23890 - Sheet-Metal Worker, Maintenance	23.12
23910 - Small Engine Mechanic	18.57

23930 - Telecommunication Mechanic I	20.92	
23931 - Telecommunication Mechanic II	21.59	
23950 - Telephone Lineman	20.92	
23960 - Welder, Combination, Maintenance	20.01	
23965 - Well Driller	20.01	
23970 - Woodcraft Worker	20.01	
23980 - Woodworker	16.50	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	8.56	
24580 - Child Care Center Clerk	12.08	
24600 - Chore Aid	8.40	
24630 - Homemaker	13.70	
25000 - Plant and System Operation Occupations		
25010 - Boiler Tender	19.51	
25040 - Sewage Plant Operator	19.36	
25070 - Stationary Engineer	20.93	
25190 - Ventilation Equipment Tender	15.46	
25210 - Water Treatment Plant Operator	19.30	
27000 - Protective Service Occupations		
(not set) - Police Officer	19.85	
27004 - Alarm Monitor	14.17	
27006 - Corrections Officer	17.29	
27010 - Court Security Officer	19.24	
27040 - Detention Officer	17.29	
27070 - Firefighter	17.32	
27101 - Guard I	10.21	
27102 - Guard II	16.62	
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	21.17	
28020 - Hatch Tender	18.40	
28030 - Line Handler	18.40	
28040 - Stevedore I	17.38	
28050 - Stevedore II	19.13	
29000 - Technical Occupations		
21150 - Graphic Artist	23.00	
29010 - Air Traffic Control Specialist, Center (2)	29.53	
29011 - Air Traffic Control Specialist, Station (2)	20.36	
29012 - Air Traffic Control Specialist, Terminal (2)	22.42	
29023 - Archeological Technician I	13.06	
29024 - Archeological Technician II	14.60	
29025 - Archeological Technician III	18.09	
29030 - Cartographic Technician	22.95	
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.92	
29040 - Civil Engineering Technician	19.26	
29061 - Drafter I	14.52	
29062 - Drafter II	15.70	
29063 - Drafter III	19.48	
29064 - Drafter IV	22.71	
29081 - Engineering Technician I	15.54	
29082 - Engineering Technician II	19.08	
29083 - Engineering Technician III	21.95	
29084 - Engineering Technician IV	24.41	
29085 - Engineering Technician V	29.54	
29086 - Engineering Technician VI	32.73	

29090 - Environmental Technician	20.48	
29100 - Flight Simulator/Instructor (Pilot)	27.62	
29160 - Instructor	22.12	
29210 - Laboratory Technician	17.64	
29240 - Mathematical Technician	19.26	
29361 - Paralegal/Legal Assistant I	13.46	
29362 - Paralegal/Legal Assistant II	17.52	
29363 - Paralegal/Legal Assistant III	21.42	
29364 - Paralegal/Legal Assistant IV	25.92	
29390 - Photooptics Technician	18.62	
29480 - Technical Writer	21.98	
29491 - Unexploded Ordnance (UXO) Technician I	18.77	
29492 - Unexploded Ordnance (UXO) Technician II	22.70	
29493 - Unexploded Ordnance (UXO) Technician III	31.11	
29494 - Unexploded (UXO) Safety Escort	18.77	
29495 - Unexploded (UXO) Sweep Personnel	18.77	
29620 - Weather Observer, Senior (3)	21.07	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.29	17.29
29622 - Weather Observer, Upper Air (3)	17.29	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	16.03	
31260 - Parking and Lot Attendant	9.06	
31290 - Shuttle Bus Driver	13.04	
31300 - Taxi Driver	10.65	
31361 - Truckdriver, Light Truck	13.04	
31362 - Truckdriver, Medium Truck	17.49	
31363 - Truckdriver, Heavy Truck	17.81	
31364 - Truckdriver, Tractor-Trailer	17.81	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	8.65	
99030 - Cashier	7.59	
99041 - Carnival Equipment Operator	10.65	
99042 - Carnival Equipment Repairer	11.36	
99043 - Carnival Worker	8.61	
99050 - Desk Clerk	8.95	
99095 - Embalmer	18.77	
99300 - Lifeguard	9.86	
99310 - Mortician	18.77	
99350 - Park Attendant (Aide)	12.38	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.65	11.65
99500 - Recreation Specialist	13.26	
99510 - Recycling Worker	12.89	
99610 - Sales Clerk	9.93	
99620 - School Crossing Guard (Crosswalk Attendant)	8.68	8.68
99630 - Sport Official	9.25	
99658 - Survey Party Chief (Chief of Party)	17.09	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.55	14.55
99660 - Surveying Aide	10.63	
99690 - Swimming Pool Operator	14.59	
99720 - Vending Machine Attendant	12.13	
99730 - Vending Machine Repairer	14.59	
99740 - Vending Machine Repairer Helper	12.13	

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

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. (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, 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.

**\*\* 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) 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.

94-2213 KS, TOPEKA

WAGE DETERMINATION NO: 94-2213 REV (31) AREA: KS, TOPEKA

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:94-2214

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross | Division of | Revision No.: 31  
Director | Wage Determinations | Date Of Revision: 06/28/2004

State: Kansas

Area: Kansas Counties of Brown, Clay, Cloud, Coffey, Dickinson, Geary, Jackson, Jefferson, Lyon, Marshall, Morris, Nemaha, Osage, Ottawa, Pottawatomie, Republic, Riley, Saline, Shawnee, Wabaunsee, Washington

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.15
01012 - Accounting Clerk II	11.49
01013 - Accounting Clerk III	13.34
01014 - Accounting Clerk IV	15.13
01030 - Court Reporter	13.34
01050 - Dispatcher, Motor Vehicle	14.93
01060 - Document Preparation Clerk	10.20
01070 - Messenger (Courier)	9.42
01090 - Duplicating Machine Operator	10.20
01110 - Film/Tape Librarian	11.75
01115 - General Clerk I	8.66
01116 - General Clerk II	9.72
01117 - General Clerk III	12.83
01118 - General Clerk IV	14.06
01120 - Housing Referral Assistant	14.83
01131 - Key Entry Operator I	9.62
01132 - Key Entry Operator II	10.47
01191 - Order Clerk I	10.67
01192 - Order Clerk II	12.10
01261 - Personnel Assistant (Employment) I	12.13
01262 - Personnel Assistant (Employment) II	13.64
01263 - Personnel Assistant (Employment) III	14.31
01264 - Personnel Assistant (Employment) IV	15.89
01270 - Production Control Clerk	16.70

01290 - Rental Clerk	11.11
01300 - Scheduler, Maintenance	11.54
01311 - Secretary I	11.08
01312 - Secretary II	13.34
01313 - Secretary III	14.83
01314 - Secretary IV	18.70
01315 - Secretary V	20.71
01320 - Service Order Dispatcher	11.75
01341 - Stenographer I	9.86
01342 - Stenographer II	11.08
01400 - Supply Technician	18.70
01420 - Survey Worker (Interviewer)	11.18
01460 - Switchboard Operator-Receptionist	11.12
01510 - Test Examiner	13.34
01520 - Test Proctor	13.34
01531 - Travel Clerk I	10.43
01532 - Travel Clerk II	10.98
01533 - Travel Clerk III	11.83
01611 - Word Processor I	12.27
01612 - Word Processor II	13.79
01613 - Word Processor III	15.93
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.10
03041 - Computer Operator I	10.80
03042 - Computer Operator II	15.33
03043 - Computer Operator III	16.29
03044 - Computer Operator IV	18.60
03045 - Computer Operator V	20.60
03071 - Computer Programmer I (1)	16.31
03072 - Computer Programmer II (1)	18.97
03073 - Computer Programmer III (1)	24.63
03074 - Computer Programmer IV (1)	26.51
03101 - Computer Systems Analyst I (1)	22.89
03102 - Computer Systems Analyst II (1)	25.87
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.18
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.44
05010 - Automotive Glass Installer	14.61
05040 - Automotive Worker	14.61
05070 - Electrician, Automotive	15.26
05100 - Mobile Equipment Servicer	13.40
05130 - Motor Equipment Metal Mechanic	15.85
05160 - Motor Equipment Metal Worker	14.61
05190 - Motor Vehicle Mechanic	15.85
05220 - Motor Vehicle Mechanic Helper	12.83
05250 - Motor Vehicle Upholstery Worker	14.03
05280 - Motor Vehicle Wrecker	14.61
05310 - Painter, Automotive	15.26
05340 - Radiator Repair Specialist	14.61
05370 - Tire Repairer	12.95
05400 - Transmission Repair Specialist	15.85
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.69

07010 - Baker	9.82
07041 - Cook I	9.63
07042 - Cook II	10.50
07070 - Dishwasher	7.38
07130 - Meat Cutter	12.66
07250 - Waiter/Waitress	7.52
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.36
09040 - Furniture Handler	12.56
09070 - Furniture Refinisher	16.36
09100 - Furniture Refinisher Helper	13.24
09110 - Furniture Repairer, Minor	15.06
09130 - Upholsterer	16.36
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.05
11060 - Elevator Operator	8.57
11090 - Gardener	11.43
11121 - House Keeping Aid I	7.38
11122 - House Keeping Aid II	8.55
11150 - Janitor	8.97
11210 - Laborer, Grounds Maintenance	11.26
11240 - Maid or Houseman	7.38
11270 - Pest Controller	12.93
11300 - Refuse Collector	9.42
11330 - Tractor Operator	10.92
11360 - Window Cleaner	10.59
12000 - Health Occupations	
12020 - Dental Assistant	11.04
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.71
12071 - Licensed Practical Nurse I	11.49
12072 - Licensed Practical Nurse II	12.90
12073 - Licensed Practical Nurse III	14.42
12100 - Medical Assistant	10.42
12130 - Medical Laboratory Technician	12.48
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.43
12222 - Nursing Assistant II	9.48
12223 - Nursing Assistant III	10.52
12224 - Nursing Assistant IV	11.67
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.02
12311 - Registered Nurse I	16.53
12312 - Registered Nurse II	20.23
12313 - Registered Nurse II, Specialist	20.23
12314 - Registered Nurse III	24.47
12315 - Registered Nurse III, Anesthetist	24.47
12316 - Registered Nurse IV	29.33
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.97
13011 - Exhibits Specialist I	14.52
13012 - Exhibits Specialist II	17.97
13013 - Exhibits Specialist III	22.14
13041 - Illustrator I	14.52

13042 - Illustrator II	17.97	
13043 - Illustrator III	22.14	
13047 - Librarian	20.00	
13050 - Library Technician	12.02	
13071 - Photographer I	11.57	
13072 - Photographer II	12.95	
13073 - Photographer III	16.04	
13074 - Photographer IV	19.61	
13075 - Photographer V	23.73	
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations		
15010 - Assembler	7.44	
15030 - Counter Attendant	7.44	
15040 - Dry Cleaner	9.54	
15070 - Finisher, Flatwork, Machine	7.44	
15090 - Presser, Hand	7.44	
15100 - Presser, Machine, Drycleaning	7.44	
15130 - Presser, Machine, Shirts	7.44	
15160 - Presser, Machine, Wearing Apparel, Laundry	7.44	7.44
15190 - Sewing Machine Operator	10.18	
15220 - Tailor	10.81	
15250 - Washer, Machine	8.15	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)	18.11	
19040 - Tool and Die Maker	21.02	
21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator	14.78	
21020 - Material Coordinator	16.70	
21030 - Material Expediter	16.70	
21040 - Material Handling Laborer	12.52	
21050 - Order Filler	11.11	
21071 - Forklift Operator	13.51	
21080 - Production Line Worker (Food Processing)	13.51	13.51
21100 - Shipping/Receiving Clerk	12.06	
21130 - Shipping Packer	12.23	
21140 - Store Worker I	10.03	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.50	
21210 - Tools and Parts Attendant	13.51	
21400 - Warehouse Specialist	13.51	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	19.06	
23040 - Aircraft Mechanic Helper	14.23	
23050 - Aircraft Quality Control Inspector	18.99	
23060 - Aircraft Servicer	16.18	
23070 - Aircraft Worker	16.84	
23100 - Appliance Mechanic	18.11	
23120 - Bicycle Repairer	12.95	
23125 - Cable Splicer	23.06	
23130 - Carpenter, Maintenance	16.22	
23140 - Carpet Layer	17.34	
23160 - Electrician, Maintenance	19.88	
23181 - Electronics Technician, Maintenance I	18.99	
23182 - Electronics Technician, Maintenance II	19.83	
23183 - Electronics Technician, Maintenance III	20.58	
23260 - Fabric Worker	16.37	

23290 - Fire Alarm System Mechanic	18.83	
23310 - Fire Extinguisher Repairer	15.24	
23340 - Fuel Distribution System Mechanic	18.83	
23370 - General Maintenance Worker	14.61	
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.24	
23430 - Heavy Equipment Mechanic	17.16	
23440 - Heavy Equipment Operator	17.77	
23460 - Instrument Mechanic	18.23	
23470 - Laborer	9.97	
23500 - Locksmith	18.11	
23530 - Machinery Maintenance Mechanic	18.37	
23550 - Machinist, Maintenance	15.85	
23580 - Maintenance Trades Helper	12.83	
23640 - Millwright	21.15	
23700 - Office Appliance Repairer	18.11	
23740 - Painter, Aircraft	18.11	
23760 - Painter, Maintenance	17.29	
23790 - Pipefitter, Maintenance	20.05	
23800 - Plumber, Maintenance	19.31	
23820 - Pneudraulic Systems Mechanic	18.83	
23850 - Rigger	18.83	
23870 - Scale Mechanic	17.34	
23890 - Sheet-Metal Worker, Maintenance	22.54	
23910 - Small Engine Mechanic	17.34	
23930 - Telecommunication Mechanic I	22.76	
23931 - Telecommunication Mechanic II	27.20	
23950 - Telephone Lineman	22.01	
23960 - Welder, Combination, Maintenance	15.85	
23965 - Well Driller	18.83	
23970 - Woodcraft Worker	18.83	
23980 - Woodworker	15.24	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	8.22	
24580 - Child Care Center Clerk	11.88	
24600 - Chore Aid	9.72	
24630 - Homemaker	13.78	
25000 - Plant and System Operation Occupations		
25010 - Boiler Tender	18.83	
25040 - Sewage Plant Operator	18.11	
25070 - Stationary Engineer	19.15	
25190 - Ventilation Equipment Tender	14.40	
25210 - Water Treatment Plant Operator	18.11	
27000 - Protective Service Occupations		
(not set) - Police Officer	17.79	
27004 - Alarm Monitor	10.76	
27006 - Corrections Officer	13.87	
27010 - Court Security Officer	15.53	
27040 - Detention Officer	13.87	
27070 - Firefighter	14.43	
27101 - Guard I	10.85	
27102 - Guard II	11.80	
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	17.34	
28020 - Hatch Tender	17.34	

28030 - Line Handler	17.34	
28040 - Stevedore I	16.37	
28050 - Stevedore II	18.11	
29000 - Technical Occupations		
21150 - Graphic Artist	18.32	
29010 - Air Traffic Control Specialist, Center (2)	29.55	
29011 - Air Traffic Control Specialist, Station (2)	20.53	
29012 - Air Traffic Control Specialist, Terminal (2)	22.56	
29023 - Archeological Technician I	13.83	
29024 - Archeological Technician II	15.46	
29025 - Archeological Technician III	17.42	
29030 - Cartographic Technician	19.67	
29035 - Computer Based Training (CBT) Specialist/ Instructor		22.89
29040 - Civil Engineering Technician	17.46	
29061 - Drafter I	12.97	
29062 - Drafter II	14.60	
29063 - Drafter III	16.21	
29064 - Drafter IV	18.39	
29081 - Engineering Technician I	16.89	
29082 - Engineering Technician II	17.47	
29083 - Engineering Technician III	19.63	
29084 - Engineering Technician IV	23.94	
29085 - Engineering Technician V	29.28	
29086 - Engineering Technician VI	35.43	
29090 - Environmental Technician	17.51	
29100 - Flight Simulator/Instructor (Pilot)	25.87	
29160 - Instructor	21.07	
29210 - Laboratory Technician	16.90	
29240 - Mathematical Technician	18.39	
29361 - Paralegal/Legal Assistant I	15.00	
29362 - Paralegal/Legal Assistant II	17.50	
29363 - Paralegal/Legal Assistant III	21.40	
29364 - Paralegal/Legal Assistant IV	25.87	
29390 - Photooptics Technician	18.39	
29480 - Technical Writer	25.20	
29491 - Unexploded Ordnance (UXO) Technician I		19.38
29492 - Unexploded Ordnance (UXO) Technician II		23.45
29493 - Unexploded Ordnance (UXO) Technician III		28.11
29494 - Unexploded (UXO) Safety Escort		19.38
29495 - Unexploded (UXO) Sweep Personnel		19.38
29620 - Weather Observer, Senior (3)	16.46	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)		14.41
29622 - Weather Observer, Upper Air (3)		14.41
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	13.77	
31260 - Parking and Lot Attendant	10.21	
31290 - Shuttle Bus Driver	14.25	
31300 - Taxi Driver	12.60	
31361 - Truckdriver, Light Truck	13.14	
31362 - Truckdriver, Medium Truck	13.77	
31363 - Truckdriver, Heavy Truck	14.70	
31364 - Truckdriver, Tractor-Trailer	14.70	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	8.12	

99030 - Cashier	7.74	
99041 - Carnival Equipment Operator		11.06
99042 - Carnival Equipment Repairer		11.41
99043 - Carnival Worker	8.84	
99050 - Desk Clerk	8.22	
99095 - Embalmer	19.38	
99300 - Lifeguard	10.19	
99310 - Mortician	19.38	
99350 - Park Attendant (Aide)	12.79	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)		11.60
99500 - Recreation Specialist	11.39	
99510 - Recycling Worker	12.37	
99610 - Sales Clerk	10.82	
99620 - School Crossing Guard (Crosswalk Attendant)		9.03
99630 - Sport Official	10.19	
99658 - Survey Party Chief (Chief of Party)	18.97	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)		14.83
99660 - Surveying Aide	11.87	
99690 - Swimming Pool Operator	12.66	
99720 - Vending Machine Attendant	11.12	
99730 - Vending Machine Repairer	12.66	
99740 - Vending Machine Repairer Helper	11.12	

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a 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: 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, 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.

**\*\* 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) 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.

94-2215 KS,WICHITA

WAGE DETERMINATION NO: 94-2215 REV (24) AREA: KS,WICHITA

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:94-2216

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 1994-2215  
 William W.Gross Division of | Revision No.: 24  
 Director Wage Determinations| Date Of Revision: 05/27/2004

State: Kansas

Area: Kansas Counties of Allen, Barber, Barton, Bourbon, Butler, Chase, Chautauqua, Cherokee, Cheyenne, Clark, Comanche, Cowley, Crawford, Decatur, Edwards, Elk, Ellis, Ellsworth, Finney, Ford, Gove, Graham, Grant, Gray, Greeley, Greenwood, Hamilton, Harper, Harvey, Haskell, Hodgeman, Jewell, Kearny, Kingman, Kiowa, Labette, Lane, Lincoln, Logan, Marion, McPherson, Meade, Mitchell, Montgomery, Morton, Neosho, Ness, Norton, Osborne, Pawnee, Phillips, Pratt, Rawlins, Reno, Rice, Rooks, Rush, Russell, Scott, Sedgwick, Seward, Sheridan, Sherman, Smith, Stafford, Stanton, Stevens, Sumner, Thomas, Trego, Wallace, Wichita, Wilson, Woodson

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.52
01012 - Accounting Clerk II	12.56
01013 - Accounting Clerk III	15.89
01014 - Accounting Clerk IV	17.75
01030 - Court Reporter	18.77
01050 - Dispatcher, Motor Vehicle	15.30
01060 - Document Preparation Clerk	11.59
01070 - Messenger (Courier)	9.67
01090 - Duplicating Machine Operator	11.59
01110 - Film/Tape Librarian	10.66
01115 - General Clerk I	8.46
01116 - General Clerk II	10.06
01117 - General Clerk III	12.28
01118 - General Clerk IV	13.90
01120 - Housing Referral Assistant	15.15
01131 - Key Entry Operator I	10.84
01132 - Key Entry Operator II	11.85
01191 - Order Clerk I	11.50
01192 - Order Clerk II	12.25

01261 - Personnel Assistant (Employment) I	11.19
01262 - Personnel Assistant (Employment) II	12.58
01263 - Personnel Assistant (Employment) III	14.47
01264 - Personnel Assistant (Employment) IV	16.79
01270 - Production Control Clerk	18.73
01290 - Rental Clerk	10.66
01300 - Scheduler, Maintenance	11.35
01311 - Secretary I	11.35
01312 - Secretary II	13.05
01313 - Secretary III	15.15
01314 - Secretary IV	18.32
01315 - Secretary V	20.28
01320 - Service Order Dispatcher	13.24
01341 - Stenographer I	14.52
01342 - Stenographer II	16.32
01400 - Supply Technician	18.32
01420 - Survey Worker (Interviewer)	13.37
01460 - Switchboard Operator-Receptionist	10.38
01510 - Test Examiner	13.05
01520 - Test Proctor	13.05
01531 - Travel Clerk I	10.00
01532 - Travel Clerk II	10.52
01533 - Travel Clerk III	11.34
01611 - Word Processor I	10.74
01612 - Word Processor II	11.98
01613 - Word Processor III	13.23
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.38
03041 - Computer Operator I	14.67
03042 - Computer Operator II	15.84
03043 - Computer Operator III	20.27
03044 - Computer Operator IV	21.74
03045 - Computer Operator V	24.05
03071 - Computer Programmer I (1)	17.64
03072 - Computer Programmer II (1)	23.44
03073 - Computer Programmer III (1)	26.54
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.38
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.67
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.95
05010 - Automotive Glass Installer	18.15
05040 - Automotive Worker	18.15
05070 - Electrician, Automotive	18.96
05100 - Mobile Equipment Servicer	16.17
05130 - Motor Equipment Metal Mechanic	19.95
05160 - Motor Equipment Metal Worker	18.15
05190 - Motor Vehicle Mechanic	20.17
05220 - Motor Vehicle Mechanic Helper	15.16
05250 - Motor Vehicle Upholstery Worker	17.16
05280 - Motor Vehicle Wrecker	18.15
05310 - Painter, Automotive	18.96

05340 - Radiator Repair Specialist	18.15
05370 - Tire Repairer	15.62
05400 - Transmission Repair Specialist	19.95
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.71
07010 - Baker	10.68
07041 - Cook I	9.51
07042 - Cook II	10.68
07070 - Dishwasher	7.32
07130 - Meat Cutter	12.79
07250 - Waiter/Waitress	7.91
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.96
09040 - Furniture Handler	13.37
09070 - Furniture Refinisher	18.96
09100 - Furniture Refinisher Helper	15.16
09110 - Furniture Repairer, Minor	17.16
09130 - Upholsterer	18.96
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.01
11060 - Elevator Operator	8.44
11090 - Gardener	11.06
11121 - House Keeping Aid I	7.64
11122 - House Keeping Aid II	8.99
11150 - Janitor	9.05
11210 - Laborer, Grounds Maintenance	9.95
11240 - Maid or Houseman	7.64
11270 - Pest Controller	13.24
11300 - Refuse Collector	7.92
11330 - Tractor Operator	10.35
11360 - Window Cleaner	9.78
12000 - Health Occupations	
12020 - Dental Assistant	12.91
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.93
12071 - Licensed Practical Nurse I	11.98
12072 - Licensed Practical Nurse II	13.43
12073 - Licensed Practical Nurse III	15.03
12100 - Medical Assistant	10.01
12130 - Medical Laboratory Technician	12.36
12160 - Medical Record Clerk	10.75
12190 - Medical Record Technician	14.89
12221 - Nursing Assistant I	8.39
12222 - Nursing Assistant II	9.89
12223 - Nursing Assistant III	10.80
12224 - Nursing Assistant IV	12.10
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.36
12311 - Registered Nurse I	15.62
12312 - Registered Nurse II	19.12
12313 - Registered Nurse II, Specialist	19.12
12314 - Registered Nurse III	23.14
12315 - Registered Nurse III, Anesthetist	23.14
12316 - Registered Nurse IV	27.71
13000 - Information and Arts Occupations	

13002 - Audiovisual Librarian	17.41	
13011 - Exhibits Specialist I	15.56	
13012 - Exhibits Specialist II	19.26	
13013 - Exhibits Specialist III	23.49	
13041 - Illustrator I	15.56	
13042 - Illustrator II	19.26	
13043 - Illustrator III	23.49	
13047 - Librarian	19.77	
13050 - Library Technician	13.09	
13071 - Photographer I	12.94	
13072 - Photographer II	15.56	
13073 - Photographer III	19.26	
13074 - Photographer IV	23.49	
13075 - Photographer V	28.50	
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations		
15010 - Assembler	7.23	
15030 - Counter Attendant	7.23	
15040 - Dry Cleaner	9.18	
15070 - Finisher, Flatwork, Machine	7.23	
15090 - Presser, Hand	7.23	
15100 - Presser, Machine, Drycleaning	7.23	
15130 - Presser, Machine, Shirts	7.23	
15160 - Presser, Machine, Wearing Apparel, Laundry	7.23	7.23
15190 - Sewing Machine Operator	9.79	
15220 - Tailor	10.40	
15250 - Washer, Machine	8.94	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)	18.96	
19040 - Tool and Die Maker	24.75	
21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator	16.17	
21020 - Material Coordinator	18.73	
21030 - Material Expediter	18.73	
21040 - Material Handling Laborer	9.88	
21050 - Order Filler	11.75	
21071 - Forklift Operator	15.00	
21080 - Production Line Worker (Food Processing)	13.40	
21100 - Shipping/Receiving Clerk	16.54	
21130 - Shipping Packer	16.28	
21140 - Store Worker I	11.91	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	15.32	
21210 - Tools and Parts Attendant	14.75	
21400 - Warehouse Specialist	14.75	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	20.40	
23040 - Aircraft Mechanic Helper	15.26	
23050 - Aircraft Quality Control Inspector	20.88	
23060 - Aircraft Servicer	17.27	
23070 - Aircraft Worker	18.27	
23100 - Appliance Mechanic	18.96	
23120 - Bicycle Repairer	15.62	
23125 - Cable Splicer	21.65	
23130 - Carpenter, Maintenance	18.96	
23140 - Carpet Layer	18.15	

23160 - Electrician, Maintenance	20.17
23181 - Electronics Technician, Maintenance I	20.02
23182 - Electronics Technician, Maintenance II	24.57
23183 - Electronics Technician, Maintenance III	30.71
23260 - Fabric Worker	17.16
23290 - Fire Alarm System Mechanic	19.95
23310 - Fire Extinguisher Repairer	16.17
23340 - Fuel Distribution System Mechanic	21.21
23370 - General Maintenance Worker	18.15
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.95
23430 - Heavy Equipment Mechanic	19.95
23440 - Heavy Equipment Operator	19.95
23460 - Instrument Mechanic	19.95
23470 - Laborer	10.12
23500 - Locksmith	18.96
23530 - Machinery Maintenance Mechanic	21.70
23550 - Machinist, Maintenance	19.95
23580 - Maintenance Trades Helper	15.16
23640 - Millwright	20.56
23700 - Office Appliance Repairer	18.96
23740 - Painter, Aircraft	18.96
23760 - Painter, Maintenance	18.96
23790 - Pipefitter, Maintenance	21.02
23800 - Plumber, Maintenance	19.97
23820 - Pneudraulic Systems Mechanic	19.95
23850 - Rigger	19.95
23870 - Scale Mechanic	18.15
23890 - Sheet-Metal Worker, Maintenance	19.95
23910 - Small Engine Mechanic	18.15
23930 - Telecommunication Mechanic I	22.19
23931 - Telecommunication Mechanic II	23.20
23950 - Telephone Lineman	21.95
23960 - Welder, Combination, Maintenance	19.95
23965 - Well Driller	19.95
23970 - Woodcraft Worker	19.95
23980 - Woodworker	16.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.27
24580 - Child Care Center Clerk	11.59
24600 - Chore Aid	8.43
24630 - Homemaker	14.77
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.93
25040 - Sewage Plant Operator	21.78
25070 - Stationary Engineer	22.93
25190 - Ventilation Equipment Tender	16.68
25210 - Water Treatment Plant Operator	20.86
27000 - Protective Service Occupations	
(not set) - Police Officer	17.54
27004 - Alarm Monitor	14.94
27006 - Corrections Officer	14.42
27010 - Court Security Officer	15.21
27040 - Detention Officer	14.42
27070 - Firefighter	14.43

27101 - Guard I	10.03	
27102 - Guard II	17.18	
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	16.60	
28020 - Hatch Tender	16.60	
28030 - Line Handler	16.60	
28040 - Stevedore I	14.42	
28050 - Stevedore II	17.60	
29000 - Technical Occupations		
21150 - Graphic Artist	19.77	
29010 - Air Traffic Control Specialist, Center (2)	29.93	
29011 - Air Traffic Control Specialist, Station (2)	20.63	
29012 - Air Traffic Control Specialist, Terminal (2)	22.72	
29023 - Archeological Technician I	15.85	
29024 - Archeological Technician II	17.76	
29025 - Archeological Technician III	21.79	
29030 - Cartographic Technician	22.11	
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.38	
29040 - Civil Engineering Technician	19.65	
29061 - Drafter I	12.40	
29062 - Drafter II	13.92	
29063 - Drafter III	16.75	
29064 - Drafter IV	20.73	
29081 - Engineering Technician I	15.77	
29082 - Engineering Technician II	17.71	
29083 - Engineering Technician III	21.87	
29084 - Engineering Technician IV	23.56	
29085 - Engineering Technician V	32.10	
29086 - Engineering Technician VI	38.81	
29090 - Environmental Technician	20.73	
29100 - Flight Simulator/Instructor (Pilot)	27.62	
29160 - Instructor	21.28	
29210 - Laboratory Technician	19.83	
29240 - Mathematical Technician	21.60	
29361 - Paralegal/Legal Assistant I	14.08	
29362 - Paralegal/Legal Assistant II	19.66	
29363 - Paralegal/Legal Assistant III	23.98	
29364 - Paralegal/Legal Assistant IV	29.10	
29390 - Photooptics Technician	20.73	
29480 - Technical Writer	27.23	
29491 - Unexploded Ordnance (UXO) Technician I	19.02	
29492 - Unexploded Ordnance (UXO) Technician II	23.01	
29493 - Unexploded Ordnance (UXO) Technician III	27.58	
29494 - Unexploded (UXO) Safety Escort	19.02	
29495 - Unexploded (UXO) Sweep Personnel	19.02	
29620 - Weather Observer, Senior (3)	19.68	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.73	
29622 - Weather Observer, Upper Air (3)	17.73	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	11.47	
31260 - Parking and Lot Attendant	8.37	
31290 - Shuttle Bus Driver	10.15	
31300 - Taxi Driver	8.32	
31361 - Truckdriver, Light Truck	9.87	

31362 - Truckdriver, Medium Truck	10.62	
31363 - Truckdriver, Heavy Truck	14.47	
31364 - Truckdriver, Tractor-Trailer	16.67	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	8.41	
99030 - Cashier	7.62	
99041 - Carnival Equipment Operator	9.45	
99042 - Carnival Equipment Repairer	9.98	
99043 - Carnival Worker	7.68	
99050 - Desk Clerk	9.27	
99095 - Embalmer	20.34	
99300 - Lifeguard	9.99	
99310 - Mortician	20.77	
99350 - Park Attendant (Aide)	12.55	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.66	
99500 - Recreation Specialist	12.92	
99510 - Recycling Worker	10.72	
99610 - Sales Clerk	10.56	
99620 - School Crossing Guard (Crosswalk Attendant)	7.32	
99630 - Sport Official	9.99	
99658 - Survey Party Chief (Chief of Party)	17.09	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.46	
99660 - Surveying Aide	10.54	
99690 - Swimming Pool Operator	11.87	
99720 - Vending Machine Attendant	11.00	
99730 - Vending Machine Repairer	13.06	
99740 - Vending Machine Repairer Helper	11.00	

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 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 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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, 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.

**\*\* 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.

94-2311 MO,SOUTHERN MISSOURI

WAGE DETERMINATION NO: 94-2311 REV (22) AREA: MO,SOUTHERN MISSOURI

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:94-2312

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 1994-2311  
William W.Gross Division of | Revision No.: 22  
Director Wage Determinations| Date Of Revision: 05/24/2004

State: Missouri

Area: Missouri Counties of Barry, Barton, Benton, Bollinger, Butler, Camden, Cape Girardeau, Carter, Cedar, Christian, Dade, Dallas, Dent, Douglas, Dunklin, Greene, Hickory, Howell, Iron, Jasper, Laclede, Lawrence, Madison, Maries, McDonald, Miller, Mississippi, Moniteau, Morgan, New Madrid, Newton, Oregon, Ozark, Pemiscot, Perry, Phelps, Polk, Pulaski, Reynolds, Ripley, Scott, Shannon, St Clair, Stoddard, Stone, Taney, Texas, Vernon, Wayne, Webster, Wright

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	7.30
01012 - Accounting Clerk II	9.58
01013 - Accounting Clerk III	10.98
01014 - Accounting Clerk IV	13.86
01030 - Court Reporter	11.92
01050 - Dispatcher, Motor Vehicle	11.92
01060 - Document Preparation Clerk	9.55
01070 - Messenger (Courier)	7.55
01090 - Duplicating Machine Operator	9.55
01110 - Film/Tape Librarian	9.13
01115 - General Clerk I	7.57
01116 - General Clerk II	8.59
01117 - General Clerk III	11.16
01118 - General Clerk IV	13.87
01120 - Housing Referral Assistant	13.76
01131 - Key Entry Operator I	8.25
01132 - Key Entry Operator II	9.68
01191 - Order Clerk I	8.76
01192 - Order Clerk II	11.61
01261 - Personnel Assistant (Employment) I	11.57
01262 - Personnel Assistant (Employment) II	11.78

01263 - Personnel Assistant (Employment) III	13.41
01264 - Personnel Assistant (Employment) IV	15.11
01270 - Production Control Clerk	14.19
01290 - Rental Clerk	9.23
01300 - Scheduler, Maintenance	10.73
01311 - Secretary I	10.73
01312 - Secretary II	12.21
01313 - Secretary III	13.76
01314 - Secretary IV	15.25
01315 - Secretary V	18.30
01320 - Service Order Dispatcher	10.48
01341 - Stenographer I	10.26
01342 - Stenographer II	11.73
01400 - Supply Technician	15.25
01420 - Survey Worker (Interviewer)	10.81
01460 - Switchboard Operator-Receptionist	8.67
01510 - Test Examiner	12.21
01520 - Test Proctor	12.21
01531 - Travel Clerk I	9.49
01532 - Travel Clerk II	10.22
01533 - Travel Clerk III	10.93
01611 - Word Processor I	9.74
01612 - Word Processor II	11.55
01613 - Word Processor III	12.94
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.52
03041 - Computer Operator I	11.04
03042 - Computer Operator II	12.94
03043 - Computer Operator III	15.40
03044 - Computer Operator IV	16.48
03045 - Computer Operator V	18.29
03071 - Computer Programmer I (1)	15.36
03072 - Computer Programmer II (1)	18.04
03073 - Computer Programmer III (1)	21.45
03074 - Computer Programmer IV (1)	26.70
03101 - Computer Systems Analyst I (1)	20.92
03102 - Computer Systems Analyst II (1)	24.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.04
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	13.84
05010 - Automotive Glass Installer	13.21
05040 - Automotive Worker	13.21
05070 - Electrician, Automotive	14.14
05100 - Mobile Equipment Servicer	11.89
05130 - Motor Equipment Metal Mechanic	14.51
05160 - Motor Equipment Metal Worker	13.21
05190 - Motor Vehicle Mechanic	14.51
05220 - Motor Vehicle Mechanic Helper	11.17
05250 - Motor Vehicle Upholstery Worker	12.87
05280 - Motor Vehicle Wrecker	13.21
05310 - Painter, Automotive	13.93
05340 - Radiator Repair Specialist	13.21
05370 - Tire Repairer	10.96

05400 - Transmission Repair Specialist	14.51
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.01
07010 - Baker	10.85
07041 - Cook I	8.74
07042 - Cook II	9.36
07070 - Dishwasher	6.71
07130 - Meat Cutter	11.73
07250 - Waiter/Waitress	7.39
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	13.29
09040 - Furniture Handler	10.52
09070 - Furniture Refinisher	14.62
09100 - Furniture Refinisher Helper	12.95
09110 - Furniture Repairer, Minor	13.09
09130 - Upholsterer	13.29
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.60
11060 - Elevator Operator	7.82
11090 - Gardener	10.57
11121 - House Keeping Aid I	7.11
11122 - House Keeping Aid II	7.72
11150 - Janitor	8.60
11210 - Laborer, Grounds Maintenance	9.02
11240 - Maid or Houseman	6.95
11270 - Pest Controller	12.38
11300 - Refuse Collector	7.81
11330 - Tractor Operator	9.82
11360 - Window Cleaner	9.34
12000 - Health Occupations	
12020 - Dental Assistant	11.00
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.32
12071 - Licensed Practical Nurse I	9.93
12072 - Licensed Practical Nurse II	11.14
12073 - Licensed Practical Nurse III	12.47
12100 - Medical Assistant	10.06
12130 - Medical Laboratory Technician	10.75
12160 - Medical Record Clerk	9.27
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.17
12222 - Nursing Assistant II	9.18
12223 - Nursing Assistant III	10.02
12224 - Nursing Assistant IV	11.24
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	10.76
12311 - Registered Nurse I	15.43
12312 - Registered Nurse II	18.88
12313 - Registered Nurse II, Specialist	18.88
12314 - Registered Nurse III	22.85
12315 - Registered Nurse III, Anesthetist	22.85
12316 - Registered Nurse IV	27.36
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.43
13011 - Exhibits Specialist I	18.13

13012 - Exhibits Specialist II	22.20	
13013 - Exhibits Specialist III	24.62	
13041 - Illustrator I	18.13	
13042 - Illustrator II	22.20	
13043 - Illustrator III	24.62	
13047 - Librarian	18.21	
13050 - Library Technician	10.38	
13071 - Photographer I	10.99	
13072 - Photographer II	14.33	
13073 - Photographer III	17.55	
13074 - Photographer IV	21.41	
13075 - Photographer V	25.98	
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations		
15010 - Assembler	7.34	
15030 - Counter Attendant	7.34	
15040 - Dry Cleaner	9.21	
15070 - Finisher, Flatwork, Machine	7.34	
15090 - Presser, Hand	7.34	
15100 - Presser, Machine, Drycleaning	7.34	
15130 - Presser, Machine, Shirts	7.34	
15160 - Presser, Machine, Wearing Apparel, Laundry	7.34	7.34
15190 - Sewing Machine Operator	9.77	
15220 - Tailor	10.42	
15250 - Washer, Machine	8.07	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)	16.08	
19040 - Tool and Die Maker	20.47	
21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator	13.72	
21020 - Material Coordinator	14.19	
21030 - Material Expediter	14.19	
21040 - Material Handling Laborer	10.51	
21050 - Order Filler	10.87	
21071 - Forklift Operator	11.17	
21080 - Production Line Worker (Food Processing)	11.69	
21100 - Shipping/Receiving Clerk	11.27	
21130 - Shipping Packer	11.27	
21140 - Store Worker I	8.59	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.52	
21210 - Tools and Parts Attendant	11.69	
21400 - Warehouse Specialist	11.69	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	16.74	
23040 - Aircraft Mechanic Helper	12.89	
23050 - Aircraft Quality Control Inspector	19.60	
23060 - Aircraft Servicer	14.40	
23070 - Aircraft Worker	15.25	
23100 - Appliance Mechanic	16.08	
23120 - Bicycle Repairer	10.96	
23125 - Cable Splicer	16.47	
23130 - Carpenter, Maintenance	13.55	
23140 - Carpet Layer	15.25	
23160 - Electrician, Maintenance	16.22	
23181 - Electronics Technician, Maintenance I	13.86	

23182 - Electronics Technician, Maintenance II	17.96
23183 - Electronics Technician, Maintenance III	18.86
23260 - Fabric Worker	13.09
23290 - Fire Alarm System Mechanic	16.74
23310 - Fire Extinguisher Repairer	13.26
23340 - Fuel Distribution System Mechanic	16.74
23370 - General Maintenance Worker	12.60
23400 - Heating, Refrigeration and Air Conditioning Mechanic	13.87
23430 - Heavy Equipment Mechanic	14.62
23440 - Heavy Equipment Operator	16.74
23460 - Instrument Mechanic	16.74
23470 - Laborer	10.31
23500 - Locksmith	13.29
23530 - Machinery Maintenance Mechanic	16.74
23550 - Machinist, Maintenance	14.39
23580 - Maintenance Trades Helper	10.77
23640 - Millwright	16.74
23700 - Office Appliance Repairer	15.98
23740 - Painter, Aircraft	15.28
23760 - Painter, Maintenance	13.84
23790 - Pipefitter, Maintenance	16.74
23800 - Plumber, Maintenance	17.51
23820 - Pneudraulic Systems Mechanic	16.74
23850 - Rigger	16.74
23870 - Scale Mechanic	15.07
23890 - Sheet-Metal Worker, Maintenance	16.06
23910 - Small Engine Mechanic	13.86
23930 - Telecommunication Mechanic I	16.74
23931 - Telecommunication Mechanic II	17.41
23950 - Telephone Lineman	16.74
23960 - Welder, Combination, Maintenance	13.84
23965 - Well Driller	15.22
23970 - Woodcraft Worker	16.74
23980 - Woodworker	12.28
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.50
24580 - Child Care Center Clerk	12.05
24600 - Chore Aid	7.90
24630 - Homemaker	13.88
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16.89
25040 - Sewage Plant Operator	16.08
25070 - Stationary Engineer	16.89
25190 - Ventilation Equipment Tender	12.30
25210 - Water Treatment Plant Operator	16.08
27000 - Protective Service Occupations	
(not set) - Police Officer	17.54
27004 - Alarm Monitor	10.41
27006 - Corrections Officer	14.42
27010 - Court Security Officer	15.21
27040 - Detention Officer	14.42
27070 - Firefighter	14.43
27101 - Guard I	7.55
27102 - Guard II	13.17

28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	15.07	
28020 - Hatch Tender	15.07	
28030 - Line Handler	15.07	
28040 - Stevedore I	13.27	
28050 - Stevedore II	14.55	
29000 - Technical Occupations		
21150 - Graphic Artist	17.34	
29010 - Air Traffic Control Specialist, Center (2)	29.36	
29011 - Air Traffic Control Specialist, Station (2)	20.24	
29012 - Air Traffic Control Specialist, Terminal (2)	22.29	
29023 - Archeological Technician I	14.57	
29024 - Archeological Technician II	16.30	
29025 - Archeological Technician III	20.18	
29030 - Cartographic Technician	22.20	
29035 - Computer Based Training (CBT) Specialist/ Instructor		20.92
29040 - Civil Engineering Technician	18.84	
29061 - Drafter I	11.97	
29062 - Drafter II	13.90	
29063 - Drafter III	18.13	
29064 - Drafter IV	22.20	
29081 - Engineering Technician I	12.38	
29082 - Engineering Technician II	14.38	
29083 - Engineering Technician III	18.75	
29084 - Engineering Technician IV	22.96	
29085 - Engineering Technician V	28.37	
29086 - Engineering Technician VI	33.99	
29090 - Environmental Technician	22.20	
29100 - Flight Simulator/Instructor (Pilot)	24.62	
29160 - Instructor	17.78	
29210 - Laboratory Technician	15.40	
29240 - Mathematical Technician	22.20	
29361 - Paralegal/Legal Assistant I	12.87	
29362 - Paralegal/Legal Assistant II	15.00	
29363 - Paralegal/Legal Assistant III	18.89	
29364 - Paralegal/Legal Assistant IV	22.88	
29390 - Photooptics Technician	19.31	
29480 - Technical Writer	23.99	
29491 - Unexploded Ordnance (UXO) Technician I		18.66
29492 - Unexploded Ordnance (UXO) Technician II		22.57
29493 - Unexploded Ordnance (UXO) Technician III		27.05
29494 - Unexploded (UXO) Safety Escort		18.66
29495 - Unexploded (UXO) Sweep Personnel		18.66
29620 - Weather Observer, Senior (3)	17.09	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)		15.40
29622 - Weather Observer, Upper Air (3)		15.40
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	13.56	
31260 - Parking and Lot Attendant	8.87	
31290 - Shuttle Bus Driver	13.38	
31300 - Taxi Driver	9.23	
31361 - Truckdriver, Light Truck	13.38	
31362 - Truckdriver, Medium Truck	14.05	
31363 - Truckdriver, Heavy Truck	14.41	

31364 - Truckdriver, Tractor-Trailer	14.41	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	7.14	
99030 - Cashier	7.19	
99041 - Carnival Equipment Operator	8.39	
99042 - Carnival Equipment Repairer	8.92	
99043 - Carnival Worker	7.15	
99050 - Desk Clerk	8.41	
99095 - Embalmer	17.39	
99300 - Lifeguard	9.80	
99310 - Mortician	18.33	
99350 - Park Attendant (Aide)	12.31	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)		7.93
99500 - Recreation Specialist	11.65	
99510 - Recycling Worker	8.83	
99610 - Sales Clerk	9.06	
99620 - School Crossing Guard (Crosswalk Attendant)		7.52
99630 - Sport Official	9.06	
99658 - Survey Party Chief (Chief of Party)	16.25	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)		15.56
99660 - Surveying Aide	9.40	
99690 - Swimming Pool Operator	12.73	
99720 - Vending Machine Attendant	7.66	
99730 - Vending Machine Repairer	9.80	
99740 - Vending Machine Repairer Helper	8.12	

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

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. (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, 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.

**\*\* 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) 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.

94-2323 NE,GRAND ISLAND

WAGE DETERMINATION NO: 94-2323 REV (21) AREA: NE,GRAND ISLAND

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD: 94-2324\*\*

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 1994-2323  
William W.Gross Division of | Revision No.: 21  
Director Wage Determinations| Date Of Revision: 06/06/2003

State: Nebraska

Area: Nebraska Counties of Adams, Antelope, Arthur, Blaine, Boone, Boyd, Brown, Buffalo, Chase, Cherry, Clay, Custer, Dawson, Dundy, Fillmore, Franklin, Frontier, Furnas, Garfield, Gosper, Grant, Greeley, Hall, Hamilton, Harlan, Hayes, Hitchcock, Holt, Hooker, Howard, Jefferson, Kearney, Keith, Keya Paha, Knox, Lincoln, Logan, Loup, McPherson, Merrick, Nance, Nuckolls, Perkins, Phelps, Platte, Polk, Red Willow, Rock, Saline, Seward, Sherman, Thayer, Thomas, Valley, Webster, Wheeler, York

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.29
01012 - Accounting Clerk II	10.12
01013 - Accounting Clerk III	13.55
01014 - Accounting Clerk IV	15.03
01030 - Court Reporter	11.07
01050 - Dispatcher, Motor Vehicle	12.82
01060 - Document Preparation Clerk	10.63
01070 - Messenger (Courier)	8.05
01090 - Duplicating Machine Operator	10.63
01110 - Film/Tape Librarian	10.16
01115 - General Clerk I	6.93
01116 - General Clerk II	8.69
01117 - General Clerk III	10.53
01118 - General Clerk IV	11.13
01120 - Housing Referral Assistant	12.36
01131 - Key Entry Operator I	9.44
01132 - Key Entry Operator II	12.29
01191 - Order Clerk I	8.05
01192 - Order Clerk II	9.82
01261 - Personnel Assistant (Employment) I	10.13
01262 - Personnel Assistant (Employment) II	11.36

01263 - Personnel Assistant (Employment) III	12.45
01264 - Personnel Assistant (Employment) IV	13.90
01270 - Production Control Clerk	13.48
01290 - Rental Clerk	9.06
01300 - Scheduler, Maintenance	10.10
01311 - Secretary I	10.16
01312 - Secretary II	11.14
01313 - Secretary III	12.44
01314 - Secretary IV	13.82
01315 - Secretary V	15.29
01320 - Service Order Dispatcher	11.69
01341 - Stenographer I	9.00
01342 - Stenographer II	10.10
01400 - Supply Technician	13.82
01420 - Survey Worker (Interviewer)	11.47
01460 - Switchboard Operator-Receptionist	9.94
01510 - Test Examiner	11.14
01520 - Test Proctor	11.14
01531 - Travel Clerk I	9.76
01532 - Travel Clerk II	10.37
01533 - Travel Clerk III	11.01
01611 - Word Processor I	8.47
01612 - Word Processor II	10.19
01613 - Word Processor III	11.32
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.57
03041 - Computer Operator I	10.57
03042 - Computer Operator II	11.82
03043 - Computer Operator III	13.18
03044 - Computer Operator IV	14.64
03045 - Computer Operator V	16.21
03071 - Computer Programmer I (1)	13.64
03072 - Computer Programmer II (1)	15.67
03073 - Computer Programmer III (1)	21.93
03074 - Computer Programmer IV (1)	25.38
03101 - Computer Systems Analyst I (1)	18.40
03102 - Computer Systems Analyst II (1)	21.49
03103 - Computer Systems Analyst III (1)	25.29
03160 - Peripheral Equipment Operator	11.04
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.15
05010 - Automotive Glass Installer	12.67
05040 - Automotive Worker	12.67
05070 - Electrician, Automotive	13.09
05100 - Mobile Equipment Servicer	11.81
05130 - Motor Equipment Metal Mechanic	13.54
05160 - Motor Equipment Metal Worker	12.67
05190 - Motor Vehicle Mechanic	13.56
05220 - Motor Vehicle Mechanic Helper	11.99
05250 - Motor Vehicle Upholstery Worker	12.23
05280 - Motor Vehicle Wrecker	12.67
05310 - Painter, Automotive	13.09
05340 - Radiator Repair Specialist	12.67
05370 - Tire Repairer	11.41

05400 - Transmission Repair Specialist	13.54
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.20
07010 - Baker	10.86
07041 - Cook I	10.12
07042 - Cook II	10.86
07070 - Dishwasher	7.86
07130 - Meat Cutter	10.86
07250 - Waiter/Waitress	8.81
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	13.09
09040 - Furniture Handler	10.39
09070 - Furniture Refinisher	14.40
09100 - Furniture Refinisher Helper	11.92
09110 - Furniture Repairer, Minor	13.46
09130 - Upholsterer	14.40
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.12
11060 - Elevator Operator	8.12
11090 - Gardener	11.13
11121 - House Keeping Aid I	7.55
11122 - House Keeping Aid II	8.15
11150 - Janitor	8.42
11210 - Laborer, Grounds Maintenance	9.28
11240 - Maid or Houseman	7.55
11270 - Pest Controller	11.23
11300 - Refuse Collector	9.48
11330 - Tractor Operator	10.34
11360 - Window Cleaner	9.04
12000 - Health Occupations	
12020 - Dental Assistant	10.95
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071 - Licensed Practical Nurse I	10.44
12072 - Licensed Practical Nurse II	11.73
12073 - Licensed Practical Nurse III	13.11
12100 - Medical Assistant	11.06
12130 - Medical Laboratory Technician	13.55
12160 - Medical Record Clerk	10.75
12190 - Medical Record Technician	14.89
12221 - Nursing Assistant I	8.12
12222 - Nursing Assistant II	9.13
12223 - Nursing Assistant III	9.97
12224 - Nursing Assistant IV	11.18
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.25
12311 - Registered Nurse I	16.52
12312 - Registered Nurse II	20.21
12313 - Registered Nurse II, Specialist	20.21
12314 - Registered Nurse III	24.46
12315 - Registered Nurse III, Anesthetist	24.46
12316 - Registered Nurse IV	29.30
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	15.16
13011 - Exhibits Specialist I	13.30

13012 - Exhibits Specialist II	16.80	
13013 - Exhibits Specialist III	20.20	
13041 - Illustrator I	12.79	
13042 - Illustrator II	16.16	
13043 - Illustrator III	19.43	
13047 - Librarian	15.29	
13050 - Library Technician	12.17	
13071 - Photographer I	12.58	
13072 - Photographer II	13.72	
13073 - Photographer III	17.32	
13074 - Photographer IV	20.82	
13075 - Photographer V	22.16	
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations		
15010 - Assembler	7.48	
15030 - Counter Attendant	7.48	
15040 - Dry Cleaner	8.80	
15070 - Finisher, Flatwork, Machine	7.48	
15090 - Presser, Hand	7.48	
15100 - Presser, Machine, Drycleaning	7.48	
15130 - Presser, Machine, Shirts	7.48	
15160 - Presser, Machine, Wearing Apparel, Laundry	7.48	7.48
15190 - Sewing Machine Operator	9.35	
15220 - Tailor	9.92	
15250 - Washer, Machine	8.10	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)	15.49	
19040 - Tool and Die Maker	17.58	
21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator	13.65	
21020 - Material Coordinator	14.95	
21030 - Material Expediter	14.95	
21040 - Material Handling Laborer	10.59	
21050 - Order Filler	10.74	
21071 - Forklift Operator	12.23	
21080 - Production Line Worker (Food Processing)	12.23	
21100 - Shipping/Receiving Clerk	10.86	
21130 - Shipping Packer	11.45	
21140 - Store Worker I	9.54	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.12	
21210 - Tools and Parts Attendant	12.23	
21400 - Warehouse Specialist	12.23	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	16.02	
23040 - Aircraft Mechanic Helper	12.33	
23050 - Aircraft Quality Control Inspector	16.54	
23060 - Aircraft Servicer	13.92	
23070 - Aircraft Worker	14.72	
23100 - Appliance Mechanic	15.49	
23120 - Bicycle Repairer	11.41	
23125 - Cable Splicer	16.02	
23130 - Carpenter, Maintenance	13.58	
23140 - Carpet Layer	14.72	
23160 - Electrician, Maintenance	17.72	
23181 - Electronics Technician, Maintenance I	17.51	

23182 - Electronics Technician, Maintenance II	21.91
23183 - Electronics Technician, Maintenance III	22.01
23260 - Fabric Worker	13.92
23290 - Fire Alarm System Mechanic	16.02
23310 - Fire Extinguisher Repairer	13.13
23340 - Fuel Distribution System Mechanic	16.02
23370 - General Maintenance Worker	13.23
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.46
23430 - Heavy Equipment Mechanic	16.38
23440 - Heavy Equipment Operator	15.63
23460 - Instrument Mechanic	16.02
23470 - Laborer	10.59
23500 - Locksmith	15.49
23530 - Machinery Maintenance Mechanic	16.38
23550 - Machinist, Maintenance	15.18
23580 - Maintenance Trades Helper	11.99
23640 - Millwright	16.02
23700 - Office Appliance Repairer	15.49
23740 - Painter, Aircraft	15.05
23760 - Painter, Maintenance	13.09
23790 - Pipefitter, Maintenance	16.02
23800 - Plumber, Maintenance	15.49
23820 - Pneudraulic Systems Mechanic	16.02
23850 - Rigger	16.02
23870 - Scale Mechanic	14.72
23890 - Sheet-Metal Worker, Maintenance	13.54
23910 - Small Engine Mechanic	12.95
23930 - Telecommunication Mechanic I	16.66
23931 - Telecommunication Mechanic II	17.25
23950 - Telephone Lineman	16.22
23960 - Welder, Combination, Maintenance	13.73
23965 - Well Driller	16.02
23970 - Woodcraft Worker	16.02
23980 - Woodworker	13.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.63
24580 - Child Care Center Clerk	10.47
24600 - Chore Aid	8.81
24630 - Homemaker	13.17
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	15.30
25040 - Sewage Plant Operator	14.40
25070 - Stationary Engineer	15.30
25190 - Ventilation Equipment Tender	12.33
25210 - Water Treatment Plant Operator	15.49
27000 - Protective Service Occupations	
(not set) - Police Officer	17.54
27004 - Alarm Monitor	13.45
27006 - Corrections Officer	14.42
27010 - Court Security Officer	15.21
27040 - Detention Officer	14.42
27070 - Firefighter	14.52
27101 - Guard I	11.54
27102 - Guard II	12.92

28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	13.94	
28020 - Hatch Tender	13.94	
28030 - Line Handler	13.94	
28040 - Stevedore I	12.23	
28050 - Stevedore II	13.52	
29000 - Technical Occupations		
21150 - Graphic Artist	14.55	
29010 - Air Traffic Control Specialist, Center (2)	29.10	
29011 - Air Traffic Control Specialist, Station (2)	20.07	
29012 - Air Traffic Control Specialist, Terminal (2)	22.09	
29023 - Archeological Technician I	11.76	
29024 - Archeological Technician II	14.43	
29025 - Archeological Technician III	17.86	
29030 - Cartographic Technician	17.86	
29035 - Computer Based Training (CBT) Specialist/ Instructor		18.40
29040 - Civil Engineering Technician	16.80	
29061 - Drafter I	9.26	
29062 - Drafter II	11.76	
29063 - Drafter III	14.83	
29064 - Drafter IV	17.86	
29081 - Engineering Technician I	9.15	
29082 - Engineering Technician II	13.05	
29083 - Engineering Technician III	14.64	
29084 - Engineering Technician IV	17.65	
29085 - Engineering Technician V	18.76	
29086 - Engineering Technician VI	20.82	
29090 - Environmental Technician	17.86	
29100 - Flight Simulator/Instructor (Pilot)	21.49	
29160 - Instructor	19.42	
29210 - Laboratory Technician	13.10	
29240 - Mathematical Technician	17.86	
29361 - Paralegal/Legal Assistant I	11.14	
29362 - Paralegal/Legal Assistant II	12.44	
29363 - Paralegal/Legal Assistant III	13.82	
29364 - Paralegal/Legal Assistant IV	15.29	
29390 - Photooptics Technician	17.86	
29480 - Technical Writer	18.33	
29491 - Unexploded Ordnance (UXO) Technician I		18.49
29492 - Unexploded Ordnance (UXO) Technician II		22.37
29493 - Unexploded Ordnance (UXO) Technician III		26.81
29494 - Unexploded (UXO) Safety Escort		18.49
29495 - Unexploded (UXO) Sweep Personnel		18.49
29620 - Weather Observer, Senior (3)	13.76	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)		12.39
29622 - Weather Observer, Upper Air (3)		12.39
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	13.35	
31260 - Parking and Lot Attendant	8.88	
31290 - Shuttle Bus Driver	12.27	
31300 - Taxi Driver	9.58	
31361 - Truckdriver, Light Truck	11.84	
31362 - Truckdriver, Medium Truck	12.28	
31363 - Truckdriver, Heavy Truck	13.88	

31364 - Truckdriver, Tractor-Trailer	13.88	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	10.36	
99030 - Cashier	6.95	
99041 - Carnival Equipment Operator	10.15	
99042 - Carnival Equipment Repairer	10.72	
99043 - Carnival Worker	8.32	
99050 - Desk Clerk	8.39	
99095 - Embalmer	18.49	
99300 - Lifeguard	9.72	
99310 - Mortician	18.49	
99350 - Park Attendant (Aide)	12.20	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)		9.05
99500 - Recreation Specialist	11.97	
99510 - Recycling Worker	11.65	
99610 - Sales Clerk	9.55	
99620 - School Crossing Guard (Crosswalk Attendant)		8.65
99630 - Sport Official	9.31	
99658 - Survey Party Chief (Chief of Party)	19.60	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)		13.02
99660 - Surveying Aide	10.58	
99690 - Swimming Pool Operator	11.95	
99720 - Vending Machine Attendant	10.52	
99730 - Vending Machine Repairer	11.95	
99740 - Vending Machine Repairer Helper	10.55	

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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, 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.

**\*\* 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) 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.

94-2323 NE,GRAND ISLAND

WAGE DETERMINATION NO: 94-2323 REV (21) AREA: NE,GRAND ISLAND

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD: 94-2324\*\*

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 1994-2323  
William W.Gross Division of | Revision No.: 21  
Director Wage Determinations | Date Of Revision: 06/06/2003

State: Nebraska

Area: Nebraska Counties of Adams, Antelope, Arthur, Blaine, Boone, Boyd, Brown, Buffalo, Chase, Cherry, Clay, Custer, Dawson, Dundy, Fillmore, Franklin, Frontier, Furnas, Garfield, Gosper, Grant, Greeley, Hall, Hamilton, Harlan, Hayes, Hitchcock, Holt, Hooker, Howard, Jefferson, Kearney, Keith, Keya Paha, Knox, Lincoln, Logan, Loup, McPherson, Merrick, Nance, Nuckolls, Perkins, Phelps, Platte, Polk, Red Willow, Rock, Saline, Seward, Sherman, Thayer, Thomas, Valley, Webster, Wheeler, York

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.29
01012 - Accounting Clerk II	10.12
01013 - Accounting Clerk III	13.55
01014 - Accounting Clerk IV	15.03
01030 - Court Reporter	11.07
01050 - Dispatcher, Motor Vehicle	12.82
01060 - Document Preparation Clerk	10.63
01070 - Messenger (Courier)	8.05
01090 - Duplicating Machine Operator	10.63
01110 - Film/Tape Librarian	10.16
01115 - General Clerk I	6.93
01116 - General Clerk II	8.69
01117 - General Clerk III	10.53
01118 - General Clerk IV	11.13
01120 - Housing Referral Assistant	12.36
01131 - Key Entry Operator I	9.44
01132 - Key Entry Operator II	12.29
01191 - Order Clerk I	8.05
01192 - Order Clerk II	9.82
01261 - Personnel Assistant (Employment) I	10.13
01262 - Personnel Assistant (Employment) II	11.36

01263 - Personnel Assistant (Employment) III	12.45
01264 - Personnel Assistant (Employment) IV	13.90
01270 - Production Control Clerk	13.48
01290 - Rental Clerk	9.06
01300 - Scheduler, Maintenance	10.10
01311 - Secretary I	10.16
01312 - Secretary II	11.14
01313 - Secretary III	12.44
01314 - Secretary IV	13.82
01315 - Secretary V	15.29
01320 - Service Order Dispatcher	11.69
01341 - Stenographer I	9.00
01342 - Stenographer II	10.10
01400 - Supply Technician	13.82
01420 - Survey Worker (Interviewer)	11.47
01460 - Switchboard Operator-Receptionist	9.94
01510 - Test Examiner	11.14
01520 - Test Proctor	11.14
01531 - Travel Clerk I	9.76
01532 - Travel Clerk II	10.37
01533 - Travel Clerk III	11.01
01611 - Word Processor I	8.47
01612 - Word Processor II	10.19
01613 - Word Processor III	11.32
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.57
03041 - Computer Operator I	10.57
03042 - Computer Operator II	11.82
03043 - Computer Operator III	13.18
03044 - Computer Operator IV	14.64
03045 - Computer Operator V	16.21
03071 - Computer Programmer I (1)	13.64
03072 - Computer Programmer II (1)	15.67
03073 - Computer Programmer III (1)	21.93
03074 - Computer Programmer IV (1)	25.38
03101 - Computer Systems Analyst I (1)	18.40
03102 - Computer Systems Analyst II (1)	21.49
03103 - Computer Systems Analyst III (1)	25.29
03160 - Peripheral Equipment Operator	11.04
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.15
05010 - Automotive Glass Installer	12.67
05040 - Automotive Worker	12.67
05070 - Electrician, Automotive	13.09
05100 - Mobile Equipment Servicer	11.81
05130 - Motor Equipment Metal Mechanic	13.54
05160 - Motor Equipment Metal Worker	12.67
05190 - Motor Vehicle Mechanic	13.56
05220 - Motor Vehicle Mechanic Helper	11.99
05250 - Motor Vehicle Upholstery Worker	12.23
05280 - Motor Vehicle Wrecker	12.67
05310 - Painter, Automotive	13.09
05340 - Radiator Repair Specialist	12.67
05370 - Tire Repairer	11.41

05400 - Transmission Repair Specialist	13.54
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.20
07010 - Baker	10.86
07041 - Cook I	10.12
07042 - Cook II	10.86
07070 - Dishwasher	7.86
07130 - Meat Cutter	10.86
07250 - Waiter/Waitress	8.81
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	13.09
09040 - Furniture Handler	10.39
09070 - Furniture Refinisher	14.40
09100 - Furniture Refinisher Helper	11.92
09110 - Furniture Repairer, Minor	13.46
09130 - Upholsterer	14.40
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.12
11060 - Elevator Operator	8.12
11090 - Gardener	11.13
11121 - House Keeping Aid I	7.55
11122 - House Keeping Aid II	8.15
11150 - Janitor	8.42
11210 - Laborer, Grounds Maintenance	9.28
11240 - Maid or Houseman	7.55
11270 - Pest Controller	11.23
11300 - Refuse Collector	9.48
11330 - Tractor Operator	10.34
11360 - Window Cleaner	9.04
12000 - Health Occupations	
12020 - Dental Assistant	10.95
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071 - Licensed Practical Nurse I	10.44
12072 - Licensed Practical Nurse II	11.73
12073 - Licensed Practical Nurse III	13.11
12100 - Medical Assistant	11.06
12130 - Medical Laboratory Technician	13.55
12160 - Medical Record Clerk	10.75
12190 - Medical Record Technician	14.89
12221 - Nursing Assistant I	8.12
12222 - Nursing Assistant II	9.13
12223 - Nursing Assistant III	9.97
12224 - Nursing Assistant IV	11.18
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.25
12311 - Registered Nurse I	16.52
12312 - Registered Nurse II	20.21
12313 - Registered Nurse II, Specialist	20.21
12314 - Registered Nurse III	24.46
12315 - Registered Nurse III, Anesthetist	24.46
12316 - Registered Nurse IV	29.30
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	15.16
13011 - Exhibits Specialist I	13.30

13012 - Exhibits Specialist II	16.80	
13013 - Exhibits Specialist III	20.20	
13041 - Illustrator I	12.79	
13042 - Illustrator II	16.16	
13043 - Illustrator III	19.43	
13047 - Librarian	15.29	
13050 - Library Technician	12.17	
13071 - Photographer I	12.58	
13072 - Photographer II	13.72	
13073 - Photographer III	17.32	
13074 - Photographer IV	20.82	
13075 - Photographer V	22.16	
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations		
15010 - Assembler	7.48	
15030 - Counter Attendant	7.48	
15040 - Dry Cleaner	8.80	
15070 - Finisher, Flatwork, Machine	7.48	
15090 - Presser, Hand	7.48	
15100 - Presser, Machine, Drycleaning	7.48	
15130 - Presser, Machine, Shirts	7.48	
15160 - Presser, Machine, Wearing Apparel, Laundry	7.48	7.48
15190 - Sewing Machine Operator	9.35	
15220 - Tailor	9.92	
15250 - Washer, Machine	8.10	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)	15.49	
19040 - Tool and Die Maker	17.58	
21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator	13.65	
21020 - Material Coordinator	14.95	
21030 - Material Expediter	14.95	
21040 - Material Handling Laborer	10.59	
21050 - Order Filler	10.74	
21071 - Forklift Operator	12.23	
21080 - Production Line Worker (Food Processing)	12.23	
21100 - Shipping/Receiving Clerk	10.86	
21130 - Shipping Packer	11.45	
21140 - Store Worker I	9.54	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.12	
21210 - Tools and Parts Attendant	12.23	
21400 - Warehouse Specialist	12.23	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	16.02	
23040 - Aircraft Mechanic Helper	12.33	
23050 - Aircraft Quality Control Inspector	16.54	
23060 - Aircraft Servicer	13.92	
23070 - Aircraft Worker	14.72	
23100 - Appliance Mechanic	15.49	
23120 - Bicycle Repairer	11.41	
23125 - Cable Splicer	16.02	
23130 - Carpenter, Maintenance	13.58	
23140 - Carpet Layer	14.72	
23160 - Electrician, Maintenance	17.72	
23181 - Electronics Technician, Maintenance I	17.51	

23182 - Electronics Technician, Maintenance II	21.91
23183 - Electronics Technician, Maintenance III	22.01
23260 - Fabric Worker	13.92
23290 - Fire Alarm System Mechanic	16.02
23310 - Fire Extinguisher Repairer	13.13
23340 - Fuel Distribution System Mechanic	16.02
23370 - General Maintenance Worker	13.23
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.46
23430 - Heavy Equipment Mechanic	16.38
23440 - Heavy Equipment Operator	15.63
23460 - Instrument Mechanic	16.02
23470 - Laborer	10.59
23500 - Locksmith	15.49
23530 - Machinery Maintenance Mechanic	16.38
23550 - Machinist, Maintenance	15.18
23580 - Maintenance Trades Helper	11.99
23640 - Millwright	16.02
23700 - Office Appliance Repairer	15.49
23740 - Painter, Aircraft	15.05
23760 - Painter, Maintenance	13.09
23790 - Pipefitter, Maintenance	16.02
23800 - Plumber, Maintenance	15.49
23820 - Pneudraulic Systems Mechanic	16.02
23850 - Rigger	16.02
23870 - Scale Mechanic	14.72
23890 - Sheet-Metal Worker, Maintenance	13.54
23910 - Small Engine Mechanic	12.95
23930 - Telecommunication Mechanic I	16.66
23931 - Telecommunication Mechanic II	17.25
23950 - Telephone Lineman	16.22
23960 - Welder, Combination, Maintenance	13.73
23965 - Well Driller	16.02
23970 - Woodcraft Worker	16.02
23980 - Woodworker	13.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.63
24580 - Child Care Center Clerk	10.47
24600 - Chore Aid	8.81
24630 - Homemaker	13.17
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	15.30
25040 - Sewage Plant Operator	14.40
25070 - Stationary Engineer	15.30
25190 - Ventilation Equipment Tender	12.33
25210 - Water Treatment Plant Operator	15.49
27000 - Protective Service Occupations	
(not set) - Police Officer	17.54
27004 - Alarm Monitor	13.45
27006 - Corrections Officer	14.42
27010 - Court Security Officer	15.21
27040 - Detention Officer	14.42
27070 - Firefighter	14.52
27101 - Guard I	11.54
27102 - Guard II	12.92

28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	13.94	
28020 - Hatch Tender	13.94	
28030 - Line Handler	13.94	
28040 - Stevedore I	12.23	
28050 - Stevedore II	13.52	
29000 - Technical Occupations		
21150 - Graphic Artist	14.55	
29010 - Air Traffic Control Specialist, Center (2)	29.10	
29011 - Air Traffic Control Specialist, Station (2)	20.07	
29012 - Air Traffic Control Specialist, Terminal (2)	22.09	
29023 - Archeological Technician I	11.76	
29024 - Archeological Technician II	14.43	
29025 - Archeological Technician III	17.86	
29030 - Cartographic Technician	17.86	
29035 - Computer Based Training (CBT) Specialist/ Instructor	18.40	
29040 - Civil Engineering Technician	16.80	
29061 - Drafter I	9.26	
29062 - Drafter II	11.76	
29063 - Drafter III	14.83	
29064 - Drafter IV	17.86	
29081 - Engineering Technician I	9.15	
29082 - Engineering Technician II	13.05	
29083 - Engineering Technician III	14.64	
29084 - Engineering Technician IV	17.65	
29085 - Engineering Technician V	18.76	
29086 - Engineering Technician VI	20.82	
29090 - Environmental Technician	17.86	
29100 - Flight Simulator/Instructor (Pilot)	21.49	
29160 - Instructor	19.42	
29210 - Laboratory Technician	13.10	
29240 - Mathematical Technician	17.86	
29361 - Paralegal/Legal Assistant I	11.14	
29362 - Paralegal/Legal Assistant II	12.44	
29363 - Paralegal/Legal Assistant III	13.82	
29364 - Paralegal/Legal Assistant IV	15.29	
29390 - Photooptics Technician	17.86	
29480 - Technical Writer	18.33	
29491 - Unexploded Ordnance (UXO) Technician I	18.49	
29492 - Unexploded Ordnance (UXO) Technician II	22.37	
29493 - Unexploded Ordnance (UXO) Technician III	26.81	
29494 - Unexploded (UXO) Safety Escort	18.49	
29495 - Unexploded (UXO) Sweep Personnel	18.49	
29620 - Weather Observer, Senior (3)	13.76	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	12.39	
29622 - Weather Observer, Upper Air (3)	12.39	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	13.35	
31260 - Parking and Lot Attendant	8.88	
31290 - Shuttle Bus Driver	12.27	
31300 - Taxi Driver	9.58	
31361 - Truckdriver, Light Truck	11.84	
31362 - Truckdriver, Medium Truck	12.28	
31363 - Truckdriver, Heavy Truck	13.88	

31364 - Truckdriver, Tractor-Trailer	13.88	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	10.36	
99030 - Cashier	6.95	
99041 - Carnival Equipment Operator	10.15	
99042 - Carnival Equipment Repairer	10.72	
99043 - Carnival Worker	8.32	
99050 - Desk Clerk	8.39	
99095 - Embalmer	18.49	
99300 - Lifeguard	9.72	
99310 - Mortician	18.49	
99350 - Park Attendant (Aide)	12.20	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)		9.05
99500 - Recreation Specialist	11.97	
99510 - Recycling Worker	11.65	
99610 - Sales Clerk	9.55	
99620 - School Crossing Guard (Crosswalk Attendant)		8.65
99630 - Sport Official	9.31	
99658 - Survey Party Chief (Chief of Party)	19.60	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)		13.02
99660 - Surveying Aide	10.58	
99690 - Swimming Pool Operator	11.95	
99720 - Vending Machine Attendant	10.52	
99730 - Vending Machine Repairer	11.95	
99740 - Vending Machine Repairer Helper	10.55	

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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.

#### CLAUSES INCORPORATED BY FULL TEXT

##### 52.212-1 INSTRUCTIONS TO OFFERORS--COMMERCIAL ITEMS (JAN 2004)

(a) North American Industry Classification System (NAICS) code and small business size standard. The NAICS code and small business size standard for this acquisition appear in Block 10 of the solicitation cover sheet (SF 1449). However, the small business size standard for a concern which submits an offer in its own name, but which proposes to furnish an item which it did not itself manufacture, is 500 employees.

(b) Submission of offers. Submit signed and dated offers to the office specified in this solicitation at or before the exact time specified in this solicitation. Offers may be submitted on the SF 1449, letterhead stationery, or as otherwise specified in the solicitation. As a minimum, offers must show--

- (1) The solicitation number;
- (2) The time specified in the solicitation for receipt of offers;
- (3) The name, address, and telephone number of the offeror;
- (4) A technical description of the items being offered in sufficient detail to evaluate compliance with the requirements in the solicitation. This may include product literature, or other documents, if necessary;
- (5) Terms of any express warranty;

- (6) Price and any discount terms;
  - (7) "Remit to" address, if different than mailing address;
  - (8) A completed copy of the representations and certifications at FAR 52.212-3;
  - (9) Acknowledgment of Solicitation Amendments;
  - (10) Past performance information, when included as an evaluation factor, to include recent and relevant contracts for the same or similar items and other references (including contract numbers, points of contact with telephone numbers and other relevant information); and
  - (11) If the offer is not submitted on the SF 1449, include a statement specifying the extent of agreement with all terms, conditions, and provisions included in the solicitation. Offers that fail to furnish required representations or information, or reject the terms and conditions of the solicitation may be excluded from consideration.
- (c) Period for acceptance of offers. The offeror agrees to hold the prices in its offer firm for 30 calendar days from the date specified for receipt of offers, unless another time period is specified in an addendum to the solicitation.
- (d) Product samples. When required by the solicitation, product samples shall be submitted at or prior to the time specified for receipt of offers. Unless otherwise specified in this solicitation, these samples shall be submitted at no expense to the Government, and returned at the sender's request and expense, unless they are destroyed during preaward testing.
- (e) Multiple offers. Offerors are encouraged to submit multiple offers presenting alternative terms and conditions or commercial items for satisfying the requirements of this solicitation. Each offer submitted will be evaluated separately.
- (f) Late submissions, modifications, revisions, and withdrawals of offers:
- (1) Offerors are responsible for submitting offers, and any modifications, revisions, or withdrawals, so as to reach the Government office designated in the solicitation by the time specified in the solicitation. If no time is specified in the solicitation, the time for receipt is 4:30 p.m., local time, for the designated Government office on the date that offers or revisions are due.
  - (2)(i) Any offer, modification, revision, or withdrawal of an offer received at the Government office designated in the solicitation after the exact time specified for receipt of offers is "late" and will not be considered unless it is received before award is made, the Contracting Officer determines that accepting the late offer would not unduly delay the acquisition; and--
    - (A) If it was transmitted through an electronic commerce method authorized by the solicitation, it was received at the initial point of entry to the Government infrastructure not later than 5:00 p.m. one working day prior to the date specified for receipt of offers; or
    - (B) There is acceptable evidence to establish that it was received at the Government installation designated for receipt of offers and was under the Government's control prior to the time set for receipt of offers; or
    - (C) If this solicitation is a request for proposals, it was the only proposal received.
  - (ii) However, a late modification of an otherwise successful offer, that makes its terms more favorable to the Government, will be considered at any time it is received and may be accepted.

- (3) Acceptable evidence to establish the time of receipt at the Government installation includes the time/date stamp of that installation on the offer wrapper, other documentary evidence of receipt maintained by the installation, or oral testimony or statements of Government personnel.
- (4) If an emergency or unanticipated event interrupts normal Government processes so that offers cannot be received at the Government office designated for receipt of offers by the exact time specified in the solicitation, and urgent Government requirements preclude amendment of the solicitation or other notice of an extension of the closing date, the time specified for receipt of offers will be deemed to be extended to the same time of day specified in the solicitation on the first work day on which normal Government processes resume.
- (5) Offers may be withdrawn by written notice received at any time before the exact time set for receipt of offers. Oral offers in response to oral solicitations may be withdrawn orally. If the solicitation authorizes facsimile offers, offers may be withdrawn via facsimile received at any time before the exact time set for receipt of offers, subject to the conditions specified in the solicitation concerning facsimile offers. An offer may be withdrawn in person by an offeror or its authorized representative if, before the exact time set for receipt of offers, the identity of the person requesting withdrawal is established and the person signs a receipt for the offer.
- (g) Contract award (not applicable to Invitation for Bids). The Government intends to evaluate offers and award a contract without discussions with offerors. Therefore, the offeror's initial offer should contain the offeror's best terms from a price and technical standpoint. However, the Government reserves the right to conduct discussions if later determined by the Contracting Officer to be necessary. The Government may reject any or all offers if such action is in the public interest; accept other than the lowest offer; and waive informalities and minor irregularities in offers received.
- (h) Multiple awards. The Government may accept any item or group of items of an offer, unless the offeror qualifies the offer by specific limitations. Unless otherwise provided in the Schedule, offers may not be submitted for quantities less than those specified. The Government reserves the right to make an award on any item for a quantity less than the quantity offered, at the unit prices offered, unless the offeror specifies otherwise in the offer.
- (i) Availability of requirements documents cited in the solicitation. (1) The Index of Federal Specifications, Standards and Commercial Item Descriptions and the documents listed in it may be obtained from the General Services Administration, Federal Supply Service Bureau, Specifications Section, Suite 8100, 470 L'Enfant Plaza, SW, Washington, DC 20407 ((202) 619-8925).
- (2) The DOD Index of Specifications and Standards (DODISS) and documents listed in it may be obtained from the Standardization Documents Desk, Building 4D, 700 Robbins Avenue, Philadelphia, PA 19111-5094 (telephone (215) 697-2569).
- (i) Availability of requirements documents cited in the solicitation. (1)(i) The GSA Index of Federal Specifications, Standards and Commercial Item Descriptions, FPMR Part 101-29, and copies of specifications, standards, and commercial item descriptions cited in this solicitation may be obtained for a fee by submitting a request to--GSA Federal Supply Service Specifications Section, Suite 8100, 470 East L'Enfant Plaza, SW, Washington, DC 20407, Telephone (202) 619-8925, Facsimile (202) 619-8978.
- (ii) If the General Services Administration, Department of Agriculture, or Department of Veterans Affairs issued this solicitation, a single copy of specifications, standards, and commercial item descriptions cited in this solicitation may be obtained free of charge by submitting a request to the addressee in paragraph (i)(1)(i) of this provision. Additional copies will be issued for a fee.
- (2) The DoD Index of Specifications and Standards (DoDISS) and documents listed in it may be obtained from the--Department of Defense Single Stock Point (DoDSSP), Building 4, Section D, 700 Robbins Avenue, Philadelphia, PA 19111-5094, Telephone (215) 697-2667/2179, Facsimile (215) 697-1462.
- (i) Automatic distribution may be obtained on a subscription basis.

(ii) Order forms, pricing information, and customer support information may be obtained--

(A) By telephone at (215) 697-2667/2179; or

(B) Through the DoDSSP Internet site at <http://dodssp.daps.mil>.

(3) Nongovernment (voluntary) standards must be obtained from the organization responsible for their preparation, publication, or maintenance.

(j) Data Universal Numbering System (DUNS) Number. (Applies to all offers exceeding \$25,000, and offers of \$25,000 or less if the solicitation requires the Contractor to be registered in the Central Contractor Registration (CCR) database. The offeror shall enter, in the block with its name and address on the cover page of its offer, the annotation "DUNS" or "DUNS +4" followed by the DUNS or DUNS +4 number that identifies the offeror's name and address. The DUNS +4 is the DUNS number plus a 4-character suffix that may be assigned at the discretion of the offeror to establish additional CCR records for identifying alternative Electronic Funds Transfer (EFT) accounts (see FAR Subpart 32.11) for the same parent concern. If the offeror does not have a DUNS number, it should contact Dun and Bradstreet directly to obtain one. An offeror within the United States may contact Dun and Bradstreet by calling 1-866-705-5711 or via the internet at <http://www.dnb.com>. An offeror located outside the United States must contact the local Dun and Bradstreet office for a DUNS number.

(k) Central Contractor Registration. Unless exempted by an addendum to this solicitation, by submission of an offer, the offeror acknowledges the requirement that a prospective awardee shall be registered in the CCR database prior to award, during performance and through final payment of any contract resulting from this solicitation. If the Offeror does not become registered in the CCR database in the time prescribed by the Contracting Officer, the Contracting Officer will proceed to award to the next otherwise successful registered Offeror. Offerors may obtain information on registration and annual confirmation requirements via the Internet at <http://www.ccr.gov> or by calling 1-888-227-2423 or 269-961-5757.

(l) Debriefing. If a post-award debriefing is given to requesting offerors, the Government shall disclose the following information, if applicable:

(1) The agency's evaluation of the significant weak or deficient factors in the debriefed offeror's offer.

(2) The overall evaluated cost or price and technical rating of the successful and the debriefed offeror and past performance information on the debriefed offeror.

(3) The overall ranking of all offerors, when any ranking was developed by the agency during source selection.

(4) A summary of the rationale for award;

(5) For acquisitions of commercial items, the make and model of the item to be delivered by the successful offeror.

(6) Reasonable responses to relevant questions posed by the debriefed offeror as to whether source-selection procedures set forth in the solicitation, applicable regulations, and other applicable authorities were followed by the agency.

(End of provision)

(a) The Government will award a contract resulting from this solicitation to the responsible offeror whose offer conforming to the solicitation will be most advantageous to the Government, price and other factors considered. The following factors shall be used to evaluate offers:

(Contracting Officer shall insert the significant evaluation factors, such as (i) technical capability of the item offered to meet the Government requirement; (ii) price; (iii) past performance (see FAR 15.304); (iv) small disadvantaged business participation; and include them in the relative order of importance of the evaluation factors, such as in descending order of importance.)

Technical and past performance, when combined, are . (Contracting Officer state, in accordance with FAR 15.304, the relative importance of all other evaluation factors, when combined, when compared to price.)

(b) Options. The Government will evaluate offers for award purposes by adding the total price for all options to the total price for the basic requirement. The Government may determine that an offer is unacceptable if the option prices are significantly unbalanced. Evaluation of options shall not obligate the Government to exercise the option(s).

(c) A written notice of award or acceptance of an offer, mailed or otherwise furnished to the successful offeror within the time for acceptance specified in the offer, shall result in a binding contract without further action by either party. Before the offer's specified expiration time, the Government may accept an offer (or part of an offer), whether or not there are negotiations after its receipt, unless a written notice of withdrawal is received before award.

(End of clause)

#### 52.212-3 OFFEROR REPRESENTATIONS AND CERTIFICATIONS--COMMERCIAL ITEMS (JAN 2004)

(a) Definitions. As used in this provision:

"Emerging small business" means a small business concern whose size is no greater than 50 percent of the numerical size standard for the NAICS code designated.

"Forced or indentured child labor" means all work or service-

(1) Exacted from any person under the age of 18 under the menace of any penalty for its nonperformance and for which the worker does not offer himself voluntarily; or

(2) Performed by any person under the age of 18 pursuant to a contract the enforcement of which can be accomplished by process or penalties.

Service-disabled veteran-owned small business concern--

(1) Means a small business concern--

(i) Not less than 51 percent of which is owned by one or more service-disabled veterans or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more service-disabled veterans; and

(ii) The management and daily business operations of which are controlled by one or more service-disabled veterans or, in the case of a veteran with permanent and severe disability, the spouse or permanent caregiver of such veteran.

(2) Service-disabled veteran means a veteran, as defined in 38 U.S.C. 101(2), with a disability that is service-connected, as defined in 38 U.S.C. 101(16).

"Small business concern" means a concern, including its affiliates, that is independently owned and operated, not dominant in the field of operation in which it is bidding on Government contracts, and qualified as a small business under the criteria in 13 CFR Part 121 and size standards in this solicitation.

Veteran-owned small business concern means a small business concern--

(1) Not less than 51 percent of which is owned by one or more veterans (as defined at 38 U.S.C. 101(2)) or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more veterans; and

(2) The management and daily business operations of which are controlled by one or more veterans.

"Women-owned small business concern" means a small business concern--

(1) That is at least 51 percent owned by one or more women or, in the case of any publicly owned business, at least 51 percent of its stock is owned by one or more women; or

(2) Whose management and daily business operations are controlled by one or more women.

"Women-owned business concern" means a concern which is at least 51 percent owned by one or more women; or in the case of any publicly owned business, at least 51 percent of the stock of which is owned by one or more women; and whose management and daily business operations are controlled by one or more women.

(b) Taxpayer Identification Number (TIN) (26 U.S.C. 6109, 31 U.S.C. 7701). (Not applicable if the offeror is required to provide this information to a central contractor registration database to be eligible for award.)

(1) All offerors must submit the information required in paragraphs (b)(3) through (b)(5) of this provision to comply with debt collection requirements of 31 U.S.C. 7701(c) and 3325(d), reporting requirements of 26 U.S.C. 6041, 6041A, and 6050M, and implementing regulations issued by the Internal Revenue Service (IRS).

(2) The TIN may be used by the Government to collect and report on any delinquent amounts arising out of the offeror's relationship with the Government (31 U.S.C. 7701(c)(3)). If the resulting contract is subject to the payment reporting requirements described in FAR 4.904, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror's TIN.

(3) Taxpayer Identification Number (TIN).

\_\_\_ TIN:-----

\_\_\_ TIN has been applied for.

\_\_\_ TIN is not required because:

\_\_\_ Offeror is a nonresident alien, foreign corporation, or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;

Offeror is an agency or instrumentality of a foreign government;

\_\_\_ Offeror is an agency or instrumentality of the Federal Government.

(4) Type of organization.

\_\_\_ Sole proprietorship;

- Partnership;
- Corporate entity (not tax-exempt);
- Corporate entity (tax-exempt);
- Government entity (Federal, State, or local);
- Foreign government;
- International organization per 26 CFR 1.6049-4;
- Other-----

(5) Common parent.

Offeror is not owned or controlled by a common parent;

Name and TIN of common parent:

Name-----

TIN-----

(c) Offerors must complete the following representations when the resulting contract will be performed in the United States or its outlying areas. Check all that apply.

(1) Small business concern. The offeror represents as part of its offer that it ( ) is, ( ) is not a small business concern.

(2) Veteran-owned small business concern. (Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents as part of its offer that it ( ) is, ( ) is not a veteran-owned small business concern.

(3) Service-disabled veteran-owned small business concern. (Complete only if the offeror represented itself as a veteran-owned small business concern in paragraph (c)(2) of this provision.) The offeror represents as part of its offer that it ( ) is, ( ) is not a service-disabled veteran-owned small business concern.

(4) Small disadvantaged business concern. (Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents, for general statistical purposes, that it ( ) is, ( ) is not a small disadvantaged business concern as defined in 13 CFR 124.1002.

(5) Women-owned small business concern. (Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents that it ( ) is, ( ) is not a women-owned small business concern.

Note: Complete paragraphs (c)(6) and (c)(7) only if this solicitation is expected to exceed the simplified acquisition threshold.

(6) Women-owned business concern (other than small business concern). (Complete only if the offeror is a women-owned business concern and did not represent itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents that it ( ) is, a women-owned business concern.

(7) Tie bid priority for labor surplus area concerns. If this is an invitation for bid, small business offerors may identify the labor surplus areas in which costs to be incurred on account of manufacturing or production (by offeror or first-tier subcontractors) amount to more than 50 percent of the contract price:

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(8) Small Business Size for the Small Business Competitiveness Demonstration Program and for the Targeted Industry Categories under the Small Business Competitiveness Demonstration Program. (Complete only if the offeror has represented itself to be a small business concern under the size standards for this solicitation.)

(i) (Complete only for solicitations indicated in an addendum as being set-aside for emerging small businesses in one of the four designated industry groups (DIGs).) The offeror represents as part of its offer that it ( ) is, ( ) is not an emerging small business.

(ii) (Complete only for solicitations indicated in an addendum as being for one of the targeted industry categories (TICs) or four designated industry groups (DIGs).) Offeror represents as follows:

(A) Offeror's number of employees for the past 12 months (check the Employees column if size standard stated in the solicitation is expressed in terms of number of employees); or

(B) Offeror's average annual gross revenue for the last 3 fiscal years (check the Average Annual Gross Number of Revenues column if size standard stated in the solicitation is expressed in terms of annual receipts).

(Check one of the following):

Average Annual

Number of Employees Gross Revenues

50 or fewer  \$1 million or less

51 - 100  \$1,000,001 - \$2 million

101 - 250  \$2,000,001 - \$3.5 million

251 - 500  \$3,500,001 - \$5 million

501 - 750  \$5,000,001 - \$10 million

751 - 1,000  \$10,000,001 - \$17 million

Over 1,000  Over \$17 million

(9) (Complete only if the solicitation contains the clause at FAR 52.219-23, Notice of Price Evaluation Adjustment for Small Disadvantaged Business Concerns or FAR 52.219-25, Small Disadvantaged Business Participation Program-Disadvantaged Status and Reporting, and the offeror desires a benefit based on its disadvantaged status.)

(i) General. The offeror represents that either--

(A) It ( ) is, ( ) is not certified by the Small Business Administration as a small disadvantaged business concern and identified, on the date of this representation, as a certified small disadvantaged business concern in the database maintained by the Small Business Administration (PRO-Net), and that no material change in disadvantaged ownership and control has occurred since its certification, and, where the concern is owned by one or more

individuals claiming disadvantaged status, the net worth of each individual upon whom the certification is based does not exceed \$750,000 after taking into account the applicable exclusions set forth at 13 CFR 124.104(c)(2); or

(B) It ( ) has, ( ) has not submitted a completed application to the Small Business Administration or a Private Certifier to be certified as a small disadvantaged business concern in accordance with 13 CFR 124, Subpart B, and a decision on that application is pending, and that no material change in disadvantaged ownership and control has occurred since its application was submitted.

(ii) Joint Ventures under the Price Evaluation Adjustment for Small Disadvantaged Business Concerns. The offeror represents, as part of its offer, that it is a joint venture that complies with the requirements in 13 CFR 124.1002(f) and that the representation in paragraph (c)(7)(i) of this provision is accurate for the small disadvantaged business concern that is participating in the joint venture. (The offeror shall enter the name of the small disadvantaged business concern that is participating in the joint venture: \_\_\_\_\_.)

(10) HUBZone small business concern. (Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents, as part of its offer, that--

(i) It ( ) is, ( ) is not a HUBZone small business concern listed, on the date of this representation, on the List of Qualified HUBZone Small Business Concerns maintained by the Small Business Administration, and no material change in ownership and control, principal office, or HUBZone employee percentage has occurred since it was certified by the Small Business Administration in accordance with 13 CFR part 126; and

(ii) It ( ) is, ( ) is not a joint venture that complies with the requirements of 13 CFR part 126, and the representation in paragraph (c)(10)(i) of this provision is accurate for the HUBZone small business concern or concerns that are participating in the joint venture. (The offeror shall enter the name or names of the HUBZone small business concern or concerns that are participating in the joint venture: \_\_\_\_\_.) Each HUBZone small business concern participating in the joint venture shall submit a separate signed copy of the HUBZone representation.

(d) Certifications and representations required to implement provisions of Executive Order 11246--

(1) Previous Contracts and Compliance. The offeror represents that--

(i) It ( ) has, ( ) has not, participated in a previous contract or subcontract subject either to the Equal Opportunity clause of this solicitation, the and

(ii) It ( ) has, ( ) has not, filed all required compliance reports.

(2) Affirmative Action Compliance. The offeror represents that--

(i) It ( ) has developed and has on file, ( ) has not developed and does not have on file, at each establishment, affirmative action programs required by rules and regulations of the Secretary of Labor (41 CFR Subparts 60-1 and 60-2), or

(ii) It ( ) has not previously had contracts subject to the written affirmative action programs requirement of the rules and regulations of the Secretary of Labor.

(e) Certification Regarding Payments to Influence Federal Transactions (31 U.S.C. 1352). (Applies only if the contract is expected to exceed \$100,000.) By submission of its offer, the offeror certifies to the best of its knowledge and belief that no Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress or an employee of a Member of Congress on his or her behalf in connection with the award of any resultant contract.

(f) Buy American Act Certificate. (Applies only if the clause at Federal Acquisition Regulation (FAR) 52.225-1, Buy American Act --Supplies, is included in this solicitation.)

(1) The offeror certifies that each end product, except those listed in paragraph (f)(2) of this provision, is a domestic end product and that the offeror has considered components of unknown origin to have been mined, produced, or manufactured outside the United States. The offeror shall list as foreign end products those end products manufactured in the United States that do not qualify as domestic end products. The terms "component," "domestic end product," "end product," "foreign end product," and "United States" are defined in the clause of this solicitation entitled "Buy American Act--Supplies."

(2) Foreign End Products:

Line Item No.:-----

Country of Origin:-----

(List as necessary)

(3) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25.

(g)(1) Buy American Act--Free Trade Agreements--Israeli Trade Act Certificate. (Applies only if the clause at FAR 52.225-3, Buy American Act--Free Trade Agreements--Israeli Trade Act, is included in this solicitation.)

(i) The offeror certifies that each end product, except those listed in paragraph (g)(1)(ii) or (g)(1)(iii) of this provision, is a domestic end product and that the offeror has considered components of unknown origin to have been mined, produced, or manufactured outside the United States. The terms "component," "domestic end product," "end product," "foreign end product," and "United States" are defined in the clause of this solicitation entitled "Buy American Act--Free Trade Agreements--Israeli Trade Act."

(ii) The offeror certifies that the following supplies are FTA country end products or Israeli end products as defined in the clause of this solicitation entitled "Buy American Act--Free Trade Agreements--Israeli Trade Act":

FTA Country or Israeli End Products

Line Item No.:-----

Country of Origin:-----

(List as necessary)

(iii) The offeror shall list those supplies that are foreign end products (other than those listed in paragraph (g)(1)(ii) of this provision) as defined in the clause of this solicitation entitled "Buy American Act--Free Trade Agreements--Israeli Trade Act." The offeror shall list as other foreign end products those end products manufactured in the United States that do not qualify as domestic end products.

Other Foreign End Products

Line Item No.:-----

Country of Origin:-----

(List as necessary)

(iv) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25.

(2) Buy American Act--Free Trade Agreements--Israeli Trade Act Certificate, Alternate I (Jan 2004). If Alternate I to the clause at FAR 52.225-3 is included in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph (g)(1)(ii) of the basic provision:

(g)(1)(ii) The offeror certifies that the following supplies are Canadian end products as defined in the clause of this solicitation entitled "Buy American Act--Free Trade Agreements--Israeli Trade Act":

Canadian End Products:

Line Item No.

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(List as necessary)

(3) Buy American Act--Free Trade Agreements--Israeli Trade Act Certificate, Alternate II (Jan 2004). If Alternate II to the clause at FAR 52.225-3 is included in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph (g)(1)(ii) of the basic provision:

(g)(1)(ii) The offeror certifies that the following supplies are Canadian end products or Israeli end products as defined in the clause of this solicitation entitled "Buy American Act--Free Trade Agreements--Israeli Trade Act":

Canadian or Israeli End Products:

Line Item No.

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Country of Origin

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(List as necessary)

(4) Trade Agreements Certificate. (Applies only if the clause at FAR 52.225-5, Trade Agreements, is included in this solicitation.)

(i) The offeror certifies that each end product, except those listed in paragraph (g)(4)(ii) of this provision, is a U.S.-made, designated country, Caribbean Basin country, or FTA country end product, as defined in the clause of this solicitation entitled "Trade Agreements."

(ii) The offeror shall list as other end products those end products that are not U.S.-made, designated country, Caribbean Basin country, or FTA country end products.

Other End Products

Line Item No.:-----

Country of Origin:-----

(List as necessary)

(iii) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25. For line items subject to the Trade Agreements Act, the Government will evaluate offers of U.S.-made, designated country, Caribbean Basin country, or NAFTA country end products without regard to the restrictions of the Buy American Act. The Government will consider for award only offers of U.S.-made, designated country, Caribbean Basin country, or NAFTA country end products unless the Contracting Officer determines that there are no offers for such products or that the offers for such products are insufficient to fulfill the requirements of the solicitation.

(h) Certification Regarding Debarment, Suspension or Ineligibility for Award (Executive Order 12549). The offeror certifies, to the best of its knowledge and belief, that --

(1) The offeror and/or any of its principals ( ) are, ( ) are not presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by any Federal agency, and

(2) ( ) Have, ( ) have not, within a three-year period preceding this offer, been convicted of or had a civil judgment rendered against them for: commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a Federal, state or local government contract or subcontract; violation of Federal or state antitrust statutes relating to the submission of offers; or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, tax evasion, or receiving stolen property; and ( ) are, ( ) are not presently indicted for, or otherwise criminally or civilly charged by a Government entity with, commission of any of these offenses.

(i) Certification Regarding Knowledge of Child Labor for Listed End Products (Executive Order 13126). [The Contracting Officer must list in paragraph (j)(1) any end products being acquired under this solicitation that are included in the List of Products Requiring Contractor Certification as to Forced or Indentured Child Labor, unless excluded at 22.1503(b).]

(1) Listed End Product

Listed End Product	Listed Countries of Origin:
.	.
.	.
.	.

(2) Certification. [If the Contracting Officer has identified end products and countries of origin in paragraph (j)(1) of this provision, then the offeror must certify to either (j)(2)(i) or (j)(2)(ii) by checking the appropriate block.]

( ) (i) The offeror will not supply any end product listed in paragraph (j)(1) of this provision that was mined, produced, or manufactured in the corresponding country as listed for that product.

( ) (ii) The offeror may supply an end product listed in paragraph (j)(1) of this provision that was mined, produced, or manufactured in the corresponding country as listed for that product. The offeror certifies that is has made a good faith effort to determine whether forced or indentured child labor was used to mine, produce, or manufacture any such end product furnished under this contract. On the basis of those efforts, the offeror certifies that it is not aware of any such use of child labor.

(End of provision)

52.212-4 CONTRACT TERMS AND CONDITIONS-- COMMERCIAL ITEMS (OCT 2003)

(a) Inspection/Acceptance. The Contractor shall only tender for acceptance those items that conform to the requirements of this contract. The Government reserves the right to inspect or test any supplies or services that have been tendered for acceptance. The Government may require repair or replacement of nonconforming supplies or

reperformance of nonconforming services at no increase in contract price. The Government must exercise its post-acceptance rights (1) within a reasonable time after the defect was discovered or should have been discovered; and (2) before any substantial change occurs in the condition of the item, unless the change is due to the defect in the item.

(b) Assignment. The Contractor or its assignee may assign its rights to receive payment due as a result of performance of this contract to a bank, trust company, or other financing institution, including any Federal lending agency in accordance with the Assignment of Claims Act (31 U.S.C. 3727). However, when a third party makes payment (e.g., use of the Governmentwide commercial purchase card), the Contractor may not assign its rights to receive payment under this contract.

(c) Changes. Changes in the terms and conditions of this contract may be made only by written agreement of the parties.

(d) Disputes. This contract is subject to the Contract Disputes Act of 1978, as amended (41 U.S.C. 601-613). Failure of the parties to this contract to reach agreement on any request for equitable adjustment, claim, appeal or action arising under or relating to this contract shall be a dispute to be resolved in accordance with the clause at FAR 52.233-1, Disputes, which is incorporated herein by reference. The Contractor shall proceed diligently with performance of this contract, pending final resolution of any dispute arising under the contract.

(e) Definitions. The clause at FAR 52.202-1, Definitions, is incorporated herein by reference.

(f) Excusable delays. The Contractor shall be liable for default unless nonperformance is caused by an occurrence beyond the reasonable control of the Contractor and without its fault or negligence such as, acts of God or the public enemy, acts of the Government in either its sovereign or contractual capacity, fires, floods, epidemics, quarantine restrictions, strikes, unusually severe weather, and delays of common carriers. The Contractor shall notify the Contracting Officer in writing as soon as it is reasonably possible after the commencement or any excusable delay, setting for the full particulars in connection therewith, shall remedy such occurrence with all reasonable dispatch and shall promptly give written notice to the Contracting Officer of the cessation of such occurrence.

(g) Invoice. (1) The Contractor shall submit an original invoice and three copies (or electronic invoice, if authorized) to the address designated in the contract to receive invoices. An invoice must include--

(i) Name and address of the Contractor;

(ii) Invoice date and number;

(iii) Contract number, contract line item number and, if applicable, the order number;

(iv) Description, quantity, unit of measure, unit price and extended price of the items delivered;

(v) Shipping number and date of shipment, including the bill of lading number and weight of shipment if shipped on Government bill of lading;

(vi) Terms of any discount for prompt payment offered;

(vii) Name and address of official to whom payment is to be sent;

(viii) Name, title, and phone number of person to notify in event of defective invoice; and

(ix) Taxpayer Identification Number (TIN). The Contractor shall include its TIN on the invoice only if required elsewhere in this contract.

(x) Electronic funds transfer (EFT) banking information.

(A) The Contractor shall include EFT banking information on the invoice only if required elsewhere in this contract.

(B) If EFT banking information is not required to be on the invoice, in order for the invoice to be a proper invoice, the Contractor shall have submitted correct EFT banking information in accordance with the applicable solicitation provision, contract clause (e.g., 52.232-33, Payment by Electronic Funds Transfer--Central Contractor Registration, or 52.232-34, Payment by Electronic Funds Transfer--Other Than Central Contractor Registration), or applicable agency procedures.

(C) EFT banking information is not required if the Government waived the requirement to pay by EFT.

(2) Invoices will be handled in accordance with the Prompt Payment Act (31 U.S.C. 3903) and Office of Management and Budget (OMB) prompt payment regulations at 5 CFR part 1315.

(h) Patent indemnity. The Contractor shall indemnify the Government and its officers, employees and agents against liability, including costs, for actual or alleged direct or contributory infringement of, or inducement to infringe, any United States or foreign patent, trademark or copyright, arising out of the performance of this contract, provided the Contractor is reasonably notified of such claims and proceedings.

(i) Payment.--

(1) Items accepted. Payment shall be made for items accepted by the Government that have been delivered to the delivery destinations set forth in this contract.

(2) Prompt payment. The Government will make payment in accordance with the Prompt Payment Act (31 U.S.C. 3903) and prompt payment regulations at 5 CFR part 1315.

(3) Electronic Funds Transfer (EFT). If the Government makes payment by EFT, see 52.212-5(b) for the appropriate EFT clause.

(4) Discount. In connection with any discount offered for early payment, time shall be computed from the date of the invoice. For the purpose of computing the discount earned, payment shall be considered to have been made on the date which appears on the payment check or the specified payment date if an electronic funds transfer payment is made.

(5) Overpayments. If the Contractor becomes aware of a duplicate contract financing or invoice payment or that the Government has otherwise overpaid on a contract financing or invoice payment, the Contractor shall immediately notify the Contracting Officer and request instructions for disposition of the overpayment.

(j) Risk of loss. Unless the contract specifically provides otherwise, risk of loss or damage to the supplies provided under this contract shall remain with the Contractor until, and shall pass to the Government upon:

(1) Delivery of the supplies to a carrier, if transportation is f.o.b. origin; or

(2) Delivery of the supplies to the Government at the destination specified in the contract, if transportation is f.o.b. destination.

(k) Taxes. The contract price includes all applicable Federal, State, and local taxes and duties.

(l) Termination for the Government's convenience. The Government reserves the right to terminate this contract, or any part hereof, for its sole convenience. In the event of such termination, the Contractor shall immediately stop all work hereunder and shall immediately cause any and all of its suppliers and subcontractors to cease work. Subject to the terms of this contract, the Contractor shall be paid a percentage of the contract price reflecting the percentage

of the work performed prior to the notice of termination, plus reasonable charges the Contractor can demonstrate to the satisfaction of the Government using its standard record keeping system, have resulted from the termination. The Contractor shall not be required to comply with the cost accounting standards or contract cost principles for this purpose. This paragraph does not give the Government any right to audit the Contractor's records. The Contractor shall not be paid for any work performed or costs incurred which reasonably could have been avoided.

(m) Termination for cause. The Government may terminate this contract, or any part hereof, for cause in the event of any default by the Contractor, or if the Contractor fails to comply with any contract terms and conditions, or fails to provide the Government, upon request, with adequate assurances of future performance. In the event of termination for cause, the Government shall not be liable to the Contractor for any amount for supplies or services not accepted, and the Contractor shall be liable to the Government for any and all rights and remedies provided by law. If it is determined that the Government improperly terminated this contract for default, such termination shall be deemed a termination for convenience.

(n) Title. Unless specified elsewhere in this contract, title to items furnished under this contract shall pass to the Government upon acceptance, regardless of when or where the Government takes physical possession.

(o) Warranty. The Contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract.

(p) Limitation of liability. Except as otherwise provided by an express warranty, the Contractor will not be liable to the Government for consequential damages resulting from any defect or deficiencies in accepted items.

(q) Other compliances. The Contractor shall comply with all applicable Federal, State and local laws, executive orders, rules and regulations applicable to its performance under this contract.

(r) Compliance with laws unique to Government contracts. The Contractor agrees to comply with 31 U.S.C. 1352 relating to limitations on the use of appropriated funds to influence certain Federal contracts; 18 U.S.C. 431 relating to officials not to benefit; 40 U.S.C. 327, et seq., Contract Work Hours and Safety Standards Act; 41 U.S.C. 51-58, Anti-Kickback Act of 1986; 41 U.S.C. 265 and 10 U.S.C. 2409 relating to whistleblower protections; 49 U.S.C. 40118, Fly American; and 41 U.S.C. 423 relating to procurement integrity.

(s) Order of precedence. Any inconsistencies in this solicitation or contract shall be resolved by giving precedence in the following order: (1) the schedule of supplies/services; (2) the Assignments, Disputes, Payments, Invoice, Other Compliances, and Compliance with Laws Unique to Government Contracts paragraphs of this clause; (3) the clause at 52.212-5; (4) addenda to this solicitation or contract, including any license agreements for computer software; (5) solicitation provisions if this is a solicitation; (6) other paragraphs of this clause; (7) the Standard Form 1449; (8) other documents, exhibits, and attachments; and (9) the specification.

(t) Central Contractor Registration (CCR). (1) Unless exempted by an addendum to this contract, the Contractor is responsible during performance and through final payment of any contract for the accuracy and completeness of the data within the CCR database, and for any liability resulting from the Government's reliance on inaccurate or incomplete data. To remain registered in the CCR database after the initial registration, the Contractor is required to review and update on an annual basis from the date of initial registration or subsequent updates its information in the CCR database to ensure it is current, accurate and complete. Updating information in the CCR does not alter the terms and conditions of this contract and is not a substitute for a properly executed contractual document.

(2)(i) If a Contractor has legally changed its business name, "doing business as" name, or division name (whichever is shown on the contract), or has transferred the assets used in performing the contract, but has not completed the necessary requirements regarding novation and change-of-name agreements in FAR subpart 42.12, the Contractor shall provide the responsible Contracting Officer a minimum of one business day's written notification of its intention to (A) change the name in the CCR database; (B) comply with the requirements of subpart 42.12; and (C) agree in writing to the timeline and procedures specified by the responsible Contracting Officer. The Contractor must provide with the notification sufficient documentation to support the legally changed name.

(ii) If the Contractor fails to comply with the requirements of paragraph (t)(2)(i) of this clause, or fails to perform the agreement at paragraph (t)(2)(i)(C) of this clause, and, in the absence of a properly executed novation or change-of-name agreement, the CCR information that shows the Contractor to be other than the Contractor indicated in the contract will be considered to be incorrect information within the meaning of the "Suspension of Payment" paragraph of the electronic funds transfer (EFT) clause of this contract.

(3) The Contractor shall not change the name or address for EFT payments or manual payments, as appropriate, in the CCR record to reflect an assignee for the purpose of assignment of claims (see Subpart 32.8, Assignment of Claims). Assignees shall be separately registered in the CCR database. Information provided to the Contractor's CCR record that indicates payments, including those made by EFT, to an ultimate recipient other than that Contractor will be considered to be incorrect information within the meaning of the "Suspension of payment" paragraph of the EFT clause of this contract.

(4) Offerors and Contractors may obtain information on registration and annual confirmation requirements via the internet at <http://www.ccr.gov> or by calling 1-888-227-2423 or 269-961-5757.

(End of clause)

#### 52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS--COMMERCIAL ITEMS (JUN 2004)

(a) The Contractor shall comply with the following Federal **Acquisition Regulation** (FAR) clause, which is incorporated in this contract by reference, to implement provisions of law or Executive orders applicable to acquisitions of commercial items: 52.233-3, Protest after Award (AUG 1996) (31 U.S.C. 3553).

(b) The Contractor shall comply with the FAR clauses in this paragraph (b) that the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or Executive orders applicable to acquisitions of commercial items: (Contracting Officer check as appropriate.)

\_\_\_ (1) 52.203-6, Restrictions on Subcontractor Sales to the Government (JUL 1995), with Alternate I (OCT 1995) (41 U.S.C. 253g and 10 U.S.C. 2402).

\_\_\_ (2) 52.219-3, Notice of HUBZone Small Business Set-Aside (Jan 1999) (U.S.C. 657a).

\_\_\_ (3) 52.219-4, Notice of Price Evaluation Preference for HUBZone Small Business Concerns (Jan 1999) (if the offeror elects to waive the preference, it shall so indicate in its offer) (U.S.C. 657a).

\_\_\_ (4) (i) 52.219-5, Very Small Business Set-Aside (JUNE 2003) (Pub. L. 103-403, section 304, Small Business Reauthorization and Amendments Act of 1994).

\_\_\_ (ii) Alternate I (MAR 1999) to 52.219-5.

\_\_\_ (iii) Alternate II to (JUNE 2003) 52.219-5.

\_\_\_ (5)(i) 52.219-6, Notice of Total Small Business Set-Aside (JUNE 2003) (15 U.S.C. 644).

\_\_\_ (ii) Alternate I (OCT 1995) of 52.219-6.

\_\_\_ (iii) Alternate II (MAR 2004) of 52.219-6.

- \_\_\_ (6)(i) 52.219-7, Notice of Partial Small Business Set-Aside (JUNE 2003) (15 U.S.C. 644).
- \_\_\_ (ii) Alternate I (OCT 1995) of 52.219-7.
- \_\_\_ (iii) Alternate II (MAR 2004) of 52.219-7.
- \_\_\_ (7) 52.219-8, Utilization of Small Business Concerns (MAY 2004) (15 U.S.C. 637 (d)(2) and (3)).
- \_\_\_ (8)(i) 52.219-9, Small Business Subcontracting Plan (JAN 2002) (15 U.S.C. 637(d)(4)).
- \_\_\_ (ii) Alternate I (OCT 2001) of 52.219-9
- \_\_\_ (iii) Alternate II (OCT 2001) of 52.219-9.
- \_\_\_ (9) 52.219-14, Limitations on Subcontracting (DEC 1996) (15 U.S.C. 637(a)(14)).
- \_\_\_ (10)(i) 52.219-23, Notice of Price Evaluation Adjustment for Small Disadvantaged Business Concerns (JUNE 2003) (Pub. L. 103-355, section 7102, and 10 U.S.C. 2323) (if the offeror elects to waive the adjustment, it shall so indicate in its offer).
- \_\_\_ (ii) Alternate I (JUNE 2003) of 52.219-23.
- \_\_\_ (11) 52.219-25, Small Disadvantaged Business Participation Program--Disadvantaged Status and Reporting (OCT 1999) (Pub. L. 103-355, section 7102, and 10 U.S.C. 2323).
- \_\_\_ (12) 52.219-26, Small Disadvantaged Business Participation Program--Incentive Subcontracting (OCT 2000) (Pub. L. 103-355, section 7102, and 10 U.S.C. 2323).
- \_\_\_ (13) 52.219-27, Notice of Total Service-Disabled Veteran-Owned Small Business Set-Aside (May 2004).
- \_\_xx\_\_ (14) 52.222-3, Convict Labor (JUNE 2003) (E.O. 11755).
- \_\_xx\_\_ (15) 52.222-19, Child Labor--Cooperation with Authorities and Remedies (Jun 2004) (E.O. 13126).
- \_\_\_ (16) 52.222-21, Prohibition of Segregated Facilities (FEB 1999).
- \_\_xx\_\_ (17) 52.222-26, Equal Opportunity (APR 2002) (E.O. 11246).
- \_\_\_ (18) 52.222-35, Equal Opportunity for Special Disabled Veterans, Veterans of the Vietnam Era, and Other Eligible Veterans (DEC 2001) (38 U.S.C. 4212).
- \_\_xx\_\_ (19) 52.222-36, Affirmative Action for Workers with Disabilities (JUN 1998) (29 U.S.C. 793).
- \_\_\_ (20) 52.222-37, Employment Reports on Special Disabled Veterans, Veterans of the Vietnam Era, and Other Eligible Veterans (DEC 2001) (38 U.S.C. 4212).
- \_\_\_ (21)(i) 52.223-9, Estimate of Percentage of Recovered Material Content for EPA-Designated Products (AUG 2000) (42 U.S.C. 6962(c)(3)(A)(ii)).
- \_\_\_ (ii) Alternate I (AUG 2000) of 52.223-9 (42 U.S.C. 6962(i)(2)(C)).
- \_\_xx\_\_ (22) 52.225-1, Buy American Act--Supplies (JUNE 2003) (41 U.S.C. 10a-10d).

\_\_\_ (23)(i) 52.225-3, Buy American Act--Free Trade Agreements--Israeli Trade Act (JAN 2004) (41 U.S.C. 10a-10d, 19 U.S.C. 3301 note, 19 U.S.C. 2112 note, Pub. L. 108-77, 108-78).

\_\_\_ (ii) Alternate I (JAN 2004) of 52.225-3.

\_\_\_ (iii) Alternate II (JAN 2004) of 52.225-3.

\_\_\_ (24) 52.225-5, Trade Agreements (Jun 2004) (19 U.S.C. 2501, et seq., 19 U.S.C. 3301 note).

\_\_\_ (25) 52.225-13, Restrictions on Certain Foreign Purchases (OCT 2003) (E.o.s, proclamations, and statutes administered by the Office of Foreign Assets Control of the Department of Treasury).

\_\_\_ (26) 52.225-15, Sanctioned European Union Country End Products (FEB 2000) (E.O. 12849).

\_\_\_ (27) 52.225-16, Sanctioned European Union Country Services (FEB 2000) (E.O. 12849).

\_\_\_ (28) 52.232-29, Terms for Financing of Purchases of Commercial Items (FEB 2002) (41 U.S.C. 255(f), 10 U.S.C. 2307(f)).

\_\_\_ (29) 52.232-30, Installment Payments for Commercial Items (OCT 1995) (41 U.S.C. 255(f), 10 U.S.C. 2307(f)).

\_\_xx\_\_ (30) 52.232-33, Payment by Electronic Funds Transfer--Central Contractor Registration (OCT 2003) (31 U.S.C. 3332).

\_\_\_ (31) 52.232-34, Payment by Electronic Funds Transfer--Other than Central Contractor Registration (MAY 1999) (31 U.S.C. 3332).

\_\_\_ (32) 52.232-36, Payment by Third Party (MAY 1999) (31 U.S.C. 3332).

\_\_\_ (33) 52.239-1, Privacy or Security Safeguards (AUG 1996) (5 U.S.C. 552a).

\_\_\_ (34)(i) 52.247-64, Preference for Privately Owned U.S.-Flag Commercial Vessels (APR 2003) (46 U.S.C. Appx 1241 and 10 U.S.C. 2631).

\_\_\_ (ii) Alternate I (APR 1984) of 52.247-64.

(c) The Contractor shall comply with the FAR clauses in this paragraph (c), applicable to commercial services, that the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or Executive orders applicable to acquisitions of commercial items: [Contracting Officer check as appropriate.]

\_\_xx\_\_ (1) 52.222-41, Service Contract Act of 1965, as Amended (MAY 1989) (41 U.S.C. 351, et seq.).

\_\_\_ (2) 52.222-42, Statement of Equivalent Rates for Federal Hires (MAY 1989) (29 U.S.C. 206 and 41 U.S.C. 351, et seq.).

\_\_\_ (3) 52.222-43, Fair Labor Standards Act and Service Contract Act--Price Adjustment (Multiple Year and Option Contracts) (MAY 1989) (29 U.S.C. 206 and 41 U.S.C. 351, et seq.).

\_\_\_ (4) 52.222-44, Fair Labor Standards Act and Service Contract Act--Price Adjustment (February 2002) (29 U.S.C. 206 and 41 U.S.C. 351, et seq.).

\_\_xx\_\_ (5) 52.222-47, SCA Minimum Wages and Fringe Benefits Applicable to Successor Contract Pursuant to Predecessor Contractor Collective Bargaining Agreements (CBA) (MAY 1989) (41 U.S.C. 351, et seq.).

(d) Comptroller General Examination of Record. The Contractor shall comply with the provisions of this paragraph (d) if this contract was awarded using other than sealed bid, is in excess of the simplified acquisition threshold, and does not contain the clause at 52.215-2, Audit and Records--Negotiation.

(1) The Comptroller General of the United States, or an authorized representative of the Comptroller General, shall have access to and right to examine any of the Contractor's directly pertinent records involving transactions related to this contract.

(2) The Contractor shall make available at its offices at all reasonable times the records, materials, and other evidence for examination, audit, or reproduction, until 3 years after final payment under this contract or for any shorter period specified in FAR Subpart 4.7, Contractor Records Retention, of the other clauses of this contract. If this contract is completely or partially terminated, the records relating to the work terminated shall be made available for 3 years after any resulting final termination settlement. Records relating to appeals under the disputes clause or to litigation or the settlement of claims arising under or relating to this contract shall be made available until such appeals, litigation, or claims are finally resolved.

(3) As used in this clause, records include books, documents, accounting procedures and practices, and other data, regardless of type and regardless of form. This does not require the Contractor to create or maintain any record that the Contractor does not maintain in the ordinary course of business or pursuant to a provision of law.

(e) (1) Notwithstanding the requirements of the clauses in paragraphs (a), (b), (c), and (d) of this clause, the Contractor is not required to flow down any FAR clause, other than those in paragraphs (i) through (vi) of this paragraph in a subcontract for commercial items. Unless otherwise indicated below, the extent of the flow down shall be as required by the clause--

(i) 52.219-8, Utilization of Small Business Concerns (May 2004) (15 U.S.C. 637(d)(2) and (3)), in all subcontracts that offer further subcontracting opportunities. If the subcontract (except subcontracts to small business concerns) exceeds \$500,000 (\$1,000,000 for construction of any public facility), the subcontractor must include 52.219-8 in lower tier subcontracts that offer subcontracting opportunities.

(ii) 52.222-26, Equal Opportunity (April 2002) (E.O. 11246).

(iii) 52.222-35, Equal Opportunity for Special Disabled Veterans, Veterans of the Vietnam Era, and Other Eligible Veterans (December 2001) (38 U.S.C. 4212).

(iv) 52.222-36, Affirmative Action for Workers with Disabilities (June 1998) (29 U.S.C. 793).

(v) 52.222-41, Service Contract Act of 1965, as Amended (May 1989), flow down required for all subcontracts subject to the Service Contract Act of 1965 (41 U.S.C. 351, et seq.).

(vi) 52.247-64, Preference for Privately Owned U.S.-Flag Commercial Vessels (April 2003) (46 U.S.C. Appx 1241 and 10 U.S.C. 2631). Flow down required in accordance with paragraph (d) of FAR clause 52.247-64.

(2) While not required, the contractor May include in its subcontracts for commercial items a minimal number of additional clauses necessary to satisfy its contractual obligations.

(End of clause)

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

“Central Contractor Registration (CCR) database” means the primary Government repository for contractor information required for the conduct of business with the Government.

“Commercial and Government Entity (CAGE) code” means--

(1) A code assigned by the Defense Logistics Information Service (DLIS) to identify a commercial or Government entity; or

(2) A code assigned by a member of the North Atlantic Treaty Organization that DLIS records and maintains in the CAGE master file. This type of code is known as an “NCAGE code.”

“Data Universal Numbering System (DUNS) number” means the 9-digit number assigned by Dun and Bradstreet, Inc. (D&B) to identify unique business entities.

“Data Universal Numbering System +4 (DUNS+4) number” means the DUNS number assigned by D&B plus a 4-character suffix that may be assigned by a business concern. (D&B has no affiliation with this 4-character suffix.) This 4-character suffix may be assigned at the discretion of the business concern to establish additional CCR records for identifying alternative Electronic Funds Transfer (EFT) accounts (see Subpart 32.11 of the Federal Acquisition Regulation) for the same parent concern.

“Registered in the CCR database” means that--

(1) The Contractor has entered all mandatory information, including the DUNS number or the DUNS+4 number, into the CCR database;

(2) The Contractor's CAGE code is in the CCR database; and

(3) The Government has validated all mandatory data fields and has marked the records “Active.”

(b)(1) By submission of an offer, the offeror acknowledges the requirement that a prospective awardee shall be registered in the CCR database prior to award, during performance, and through final payment of any contract, basic agreement, basic ordering agreement, or blanket purchasing agreement resulting from this solicitation.

(2) The offeror shall enter, in the block with its name and address on the cover page of its offer, the annotation “DUNS” or “DUNS +4” followed by the DUNS or DUNS +4 number that identifies the offeror's name and address exactly as stated in the offer. The DUNS number will be used by the Contracting Officer to verify that the offeror is registered in the CCR database.

(c) If the offeror does not have a DUNS number, it should contact Dun and Bradstreet directly to obtain one.

(1) An offeror may obtain a DUNS number--

(i) If located within the United States, by calling Dun and Bradstreet at 1-866-705-5711 or via the Internet at <http://www.dnb.com>; or

(ii) If located outside the United States, by contacting the local Dun and Bradstreet office.

(2) The offeror should be prepared to provide the following information:

(i) Company legal business.

- (ii) Tradestyle, doing business, or other name by which your entity is commonly recognized.
  - (iii) Company Physical Street Address, City, State, and Zip Code.
  - (iv) Company Mailing Address, City, State and Zip Code (if separate from physical).
  - (v) Company Telephone Number.
  - (vi) Date the company was started.
  - (vii) Number of employees at your location.
  - (viii) Chief executive officer/key manager.
  - (ix) Line of business (industry).
  - (x) Company Headquarters name and address (reporting relationship within your entity).
- (d) If the Offeror does not become registered in the CCR database in the time prescribed by the Contracting Officer, the Contracting Officer will proceed to award to the next otherwise successful registered Offeror.
- (e) Processing time, which normally takes 48 hours, should be taken into consideration when registering. Offerors who are not registered should consider applying for registration immediately upon receipt of this solicitation.
- (f) The Contractor is responsible for the accuracy and completeness of the data within the CCR database, and for any liability resulting from the Government's reliance on inaccurate or incomplete data. To remain registered in the CCR database after the initial registration, the Contractor is required to review and update on an annual basis from the date of initial registration or subsequent updates its information in the CCR database to ensure it is current, accurate and complete. Updating information in the CCR does not alter the terms and conditions of this contract and is not a substitute for a properly executed contractual document.
- (g)(1)(i) If a Contractor has legally changed its business name, "doing business as" name, or division name (whichever is shown on the contract), or has transferred the assets used in performing the contract, but has not completed the necessary requirements regarding novation and change-of-name agreements in Subpart 42.12, the Contractor shall provide the responsible Contracting Officer a minimum of one business day's written notification of its intention to (A) change the name in the CCR database; (B) comply with the requirements of Subpart 42.12 of the FAR; and (C) agree in writing to the timeline and procedures specified by the responsible Contracting Officer. The Contractor must provide with the notification sufficient documentation to support the legally changed name.
- (ii) If the Contractor fails to comply with the requirements of paragraph (g)(1)(i) of this clause, or fails to perform the agreement at paragraph (g)(1)(i)(C) of this clause, and, in the absence of a properly executed novation or change-of-name agreement, the CCR information that shows the Contractor to be other than the Contractor indicated in the contract will be considered to be incorrect information within the meaning of the "Suspension of Payment" paragraph of the electronic funds transfer (EFT) clause of this contract.
- (2) The Contractor shall not change the name or address for EFT payments or manual payments, as appropriate, in the CCR record to reflect an assignee for the purpose of assignment of claims (see FAR Subpart 32.8, Assignment of Claims). Assignees shall be separately registered in the CCR database. Information provided to the Contractor's CCR record that indicates payments, including those made by EFT, to an ultimate recipient other than that Contractor will be considered to be incorrect information within the meaning of the "Suspension of payment" paragraph of the EFT clause of this contract.
- (h) Offerors and Contractors may obtain information on registration and annual confirmation requirements via the internet at <http://www.ccr.gov> or by calling 1-888-227-2423, or 269-961-5757.

(End of clause)