

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			I. CONTRACT ID CODE	PAGE OF PAGES
2. AMENDMENT/MODIFICATION NO. U0002		3. EFFECTIVE DATE 20-Mar-2002	4. REQUISITION/PURCHASE REQ. NO. W81G67-2010-1402	5. PROJECT NO.(If applicable) 1 11
6. ISSUED BY CONTRACTING DIVISION USACE - ST PAUL 190 5TH STREET E ST PAUL MN 55101-1638		CODE DACW37	7. ADMINISTERED BY (If other than item 6) CODE See Item 6	
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)			X	9A. AMENDMENT OF SOLICITATION NO. DACW37-02-Q-0013
			X	9B. DATED (SEE ITEM 11) 04-Mar-2002
				10A. MOD. OF CONTRACT/ORDER NO.
				10B. DATED (SEE ITEM 13)
CODE	FACILITY CODE			
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS				
<input checked="" type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offer <input type="checkbox"/> is extended, <input type="checkbox"/> is not extended. Offer must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.				
12. ACCOUNTING AND APPROPRIATION DATA (If required)				
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.				
A.THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.				
B.THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(B).				
C.THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:				
D.OTHER (Specify type of modification and authority)				
E. IMPORTANT: Contractor <input type="checkbox"/> is not, <input type="checkbox"/> is required to sign this document and return _____ copies to the issuing office.				
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) Changes to wage rates and contract clauses				
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.				
15A. NAME AND TITLE OF SIGNER (Type or print)			16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)	
15B. CONTRACTOR/OFFEROR _____ (Signature of person authorized to sign)	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA BY _____ (Signature of Contracting Officer)		16C. DATE SIGNED

OCCUPATION TITLE RATE	MINIMUM WAGE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.05
Accounting Clerk II	9.78
Accounting Clerk III	13.67
Accounting Clerk IV	16.26
Court Reporter	12.53
Dispatcher, Motor Vehicle	14.41
Document Preparation Clerk	10.36
Duplicating Machine Operator	10.36
Film/Tape Librarian	9.86
General Clerk I	7.04
General Clerk II	8.57
General Clerk III	10.28
General Clerk IV	11.54
Housing Referral Assistant	10.69
Key Entry Operator I	8.62
Key Entry Operator II	10.07
Messenger (Courier)	6.29
Order Clerk I	9.05
Order Clerk II	9.78
Personnel Assistant (Employment) I	7.23
Personnel Assistant (Employment) II	8.63
Personnel Assistant (Employment) III	10.27
Personnel Assistant (Employment) IV	11.75
Production Control Clerk	11.05
Rental Clerk	8.57
Scheduler, Maintenance	9.53
Secretary I	9.53
Secretary II	9.93
Secretary III	10.69
Secretary IV	11.69
Secretary V	13.94
Service Order Dispatcher	9.86
Stenographer I	7.83
Stenographer II	8.57
Supply Technician	11.69
Survey Worker (Interviewer)	9.71
Switchboard Operator-Receptionist	8.05
Test Examiner	9.93
Test Proctor	9.93
Travel Clerk I	10.15
Travel Clerk II	10.94
Travel Clerk III	11.74
Word Processor I	8.92
Word Processor II	9.86
Word Processor III	10.32
Automatic Data Processing Occupations	
Computer Data Librarian	10.15
Computer Operator I	9.68
Computer Operator II	11.83
Computer Operator III	14.64
Computer Operator IV	16.27
Computer Operator V	18.01
Computer Programmer I (1)	12.35

Computer Programmer II (1)	14.63
Computer Programmer III (1)	17.26
Computer Programmer IV (1)	20.92
Computer Systems Analyst I (1)	18.92
Computer Systems Analyst II (1)	22.54
Computer Systems Analyst III (1)	26.13
Peripheral Equipment Operator	10.47
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.14
Automotive Glass Installer	14.77
Automotive Worker	14.77
Electrician, Automotive	15.20
Mobile Equipment Servicer	13.70
Motor Equipment Metal Mechanic	15.68
Motor Equipment Metal Worker	14.77
Motor Vehicle Mechanic	15.68
Motor Vehicle Mechanic Helper	13.18
Motor Vehicle Upholstery Worker	14.24
Motor Vehicle Wrecker	14.77
Painter, Automotive	15.20
Radiator Repair Specialist	14.77
Tire Repairer	13.24
Transmission Repair Specialist	15.68
Food Preparation and Service Occupations	
Baker	8.52
Cook I	8.51
Cook II	9.16
Dishwasher	7.72
Food Service Worker	7.72
Meat Cutter	9.80
Waiter/Waitress	7.04
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.20
Furniture Handler	12.15
Furniture Refinisher	15.20
Furniture Refinisher Helper	13.18
Furniture Repairer, Minor	14.24
Upholsterer	15.20
General Services and Support Occupations	
Cleaner, Vehicles	7.24
Elevator Operator	7.72
Gardener	9.11
House Keeping Aid I	7.29
House Keeping Aid II	7.72
Janitor	7.72
Laborer, Grounds Maintenance	8.10
Maid or Houseman	7.29
Pest Controller	8.25
Refuse Collector	7.72
Tractor Operator	8.74
Window Cleaner	8.10
Health Occupations	
Dental Assistant	10.96
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.02
Licensed Practical Nurse II	11.24

Licensed Practical Nurse III	12.57
Medical Assistant	9.77
Medical Laboratory Technician	11.24
Medical Record Clerk	9.77
Medical Record Technician	14.29
Nursing Assistant I	7.69
Nursing Assistant II	8.64
Nursing Assistant III	9.43
Nursing Assistant IV	10.58
Pharmacy Technician	12.19
Phlebotomist	11.24
Registered Nurse I	13.86
Registered Nurse II	16.96
Registered Nurse II, Specialist	16.96
Registered Nurse III	20.53
Registered Nurse III, Anesthetist	20.53
Registered Nurse IV	24.59
Information and Arts Occupations	
Audiovisual Librarian	16.16
Exhibits Specialist I	15.39
Exhibits Specialist II	19.07
Exhibits Specialist III	23.33
Illustrator I	15.39
Illustrator II	19.07
Illustrator III	23.33
Librarian	14.41
Library Technician	10.48
Photographer I	12.01
Photographer II	15.39
Photographer III	19.07
Photographer IV	23.33
Photographer V	27.89
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.31
Counter Attendant	8.31
Dry Cleaner	10.65
Finisher, Flatwork, Machine	8.31
Presser, Hand	8.31
Presser, Machine, Drycleaning	8.31
Presser, Machine, Shirts	8.31
Presser, Machine, Wearing Apparel, Laundry	8.31
Sewing Machine Operator	11.35
Tailor	12.07
Washer, Machine	9.22
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.20
Tool and Die Maker	17.12
Material Handling and Packing Occupations	
Forklift Operator	13.83
Fuel Distribution System Operator	13.70
Material Coordinator	16.33
Material Expediter	16.33
Material Handling Laborer	11.90
Order Filler	9.85
Production Line Worker (Food Processing)	13.14
Shipping Packer	13.04

Shipping/Receiving Clerk	13.42
Stock Clerk (Shelf Stocker; Store Worker II)	14.77
Store Worker I	12.96
Tools and Parts Attendant	13.14
Warehouse Specialist	13.14
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.03
Aircraft Mechanic Helper	15.16
Aircraft Quality Control Inspector	26.40
Aircraft Servicer	16.38
Aircraft Worker	16.99
Appliance Mechanic	15.20
Bicycle Repairer	13.24
Cable Splicer	15.68
Carpenter, Maintenance	16.28
Carpet Layer	14.77
Electrician, Maintenance	18.70
Electronics Technician, Maintenance I	20.94
Electronics Technician, Maintenance II	21.71
Electronics Technician, Maintenance III	22.28
Fabric Worker	14.24
Fire Alarm System Mechanic	15.68
Fire Extinguisher Repairer	13.70
Fuel Distribution System Mechanic	15.68
General Maintenance Worker	14.77
Heating, Refrigeration and Air Conditioning Mechanic	15.90
Heavy Equipment Mechanic	17.48
Heavy Equipment Operator	16.31
Instrument Mechanic	17.48
Laborer	7.72
Locksmith	15.20
Machinery Maintenance Mechanic	17.48
Machinist, Maintenance	15.68
Maintenance Trades Helper	13.18
Millwright	15.68
Office Appliance Repairer	15.20
Painter, Aircraft	15.20
Painter, Maintenance	17.48
Pipefitter, Maintenance	20.68
Plumber, Maintenance	17.48
Pneudraulic Systems Mechanic	15.68
Rigger	15.68
Scale Mechanic	14.77
Sheet-Metal Worker, Maintenance	18.03
Small Engine Mechanic	14.77
Telecommunication Mechanic I	15.68
Telecommunication Mechanic II	16.17
Telephone Lineman	15.68
Welder, Combination, Maintenance	15.68
Well Driller	15.68
Woodcraft Worker	15.68
Woodworker	14.01
Miscellaneous Occupations	
Animal Caretaker	7.31
Carnival Equipment Operator	7.58
Carnival Equipment Repairer	7.92

Carnival Worker	6.71
Cashier	6.98
Desk Clerk	8.41
Embalmer	16.57
Lifeguard	8.61
Mortician	16.57
Park Attendant (Aide)	10.82
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.49
Recreation Specialist	11.65
Recycling Worker	8.74
Sales Clerk	8.57
School Crossing Guard (Crosswalk Attendant)	7.55
Sport Official	7.49
Survey Party Chief (Chief of Party)	14.36
Surveying Aide	9.65
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.62
Swimming Pool Operator	8.52
Vending Machine Attendant	7.65
Vending Machine Repairer	8.52
Vending Machine Repairer Helper	7.68
Personal Needs Occupations	
Child Care Attendant	8.41
Child Care Center Clerk	10.48
Chore Aid	7.36
Homemaker	13.40
Plant and System Operation Occupations	
Boiler Tender	18.03
Sewage Plant Operator	17.07
Stationary Engineer	18.94
Ventilation Equipment Tender	13.18
Water Treatment Plant Operator	17.07
Protective Service Occupations	
Alarm Monitor	10.82
Corrections Officer	15.70
Court Security Officer	15.21
Detention Officer	14.07
Firefighter	14.43
Guard I	8.41
Guard II	9.41
Police Officer	17.54
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.67
Hatch Tender	14.67
Line Handler	14.67
Stevedore I	14.20
Stevedore II	15.12
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	13.73
Archeological Technician II	15.45
Archeological Technician III	19.07
Cartographic Technician	20.91
Civil Engineering Technician	19.07
Computer Based Training (CBT) Specialist/ Instructor	18.57

Drafter I	10.76
Drafter II	12.01
Drafter III	15.39
Drafter IV	19.07
Engineering Technician I	12.79
Engineering Technician II	14.87
Engineering Technician III	16.64
Engineering Technician IV	20.62
Engineering Technician V	25.23
Engineering Technician VI	29.78
Environmental Technician	19.07
Flight Simulator/Instructor (Pilot)	20.18
Graphic Artist	16.94
Instructor	17.24
Laboratory Technician	13.87
Mathematical Technician	19.77
Paralegal/Legal Assistant I	10.27
Paralegal/Legal Assistant II	12.09
Paralegal/Legal Assistant III	14.79
Paralegal/Legal Assistant IV	17.89
Photooptics Technician	19.77
Technical Writer	17.80
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	13.35
Weather Observer, Senior (3)	14.62
Weather Observer, Upper Air (3)	13.35
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.48
Parking and Lot Attendant	11.83
Shuttle Bus Driver	13.92
Taxi Driver	13.39
Truckdriver, Heavy Truck	15.02
Truckdriver, Light Truck	13.92
Truckdriver, Medium Truck	14.48
Truckdriver, Tractor-Trailer	15.02

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3

weeks after 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 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.

4. Changes in Section SF 1449

The following clauses have been deleted:

52.203-3	Gratuities	APR 1984
52.203-6 Alt I	Restrictions On Subcontractor Sales To The Government (Jul 1995) -- Alternate I	OCT 1995
52.204-4	Printed or Copied Double-Sided on Recycled Paper	AUG 2000
52.214-1	Solicitation Definitions--Sealed Bidding	JUL 1987
52.214-3	Amendments To Invitations For Bids	DEC 1989
52.214-4	False Statements In Bids	APR 1984
52.214-5	Submission Of Bids	MAR 1997
52.214-6	Explanation To Prospective Bidders	APR 1984
52.214-7	Late Submissions, Modifications, and Withdrawals of Bids	NOV 1999
52.214-9	Failure To Submit Bid	JUL 1995
52.214-10	Contract Award--Sealed Bidding	JUL 1990
52.214-12	Preparation Of Bids	APR 1984
52.214-26	Audit and Records--Sealed Bidding	OCT 1997
52.214-27	Price Reduction for Defective Cost or Pricing Data - Modifications - Sealed Bidding	OCT 1997
52.214-28	Subcontracting Cost Or Pricing Data--Modifications--Sealed Bidding	OCT 1997
52.214-29	Order Of Precedence--Sealed Bidding	JAN 1986

52.217-5	Evaluation Of Options	JUL 1990
52.217-8	Option To Extend Services	NOV 1999
52.217-9	Option To Extend The Term Of The Contract	MAR 2000
52.219-2	Equal Low Bids	OCT 1995
52.219-8	Utilization of Small Business Concerns	OCT 2000
52.219-14	Limitations On Subcontracting	DEC 1996
52.227-2	Notice And Assistance Regarding Patent And Copyright Infringement	AUG 1996
52.232-15	Progress Payments Not Included	APR 1984
52.232-17	Interest	JUN 1996
52.232-19	Availability Of Funds For The Next Fiscal Year	APR 1984
52.233-2	Service Of Protest	AUG 1996