

**ORDER FOR SUPPLIES OR SERVICES**

**IMPORTANT: Mark all packages and papers with contract and/or order numbers.**

1. DATE OF ORDER 09/24/2008		2. CONTRACT NO. (If any)		6. SHIP TO: JERRY BELLOWS		
3. ORDER NO. DTMA4V08021		4. REQUISITION/REFERENCE NO. PRWR0800046		a. NAME OF CONSIGNEE MARAD SBS WAREHOUSE		
5. ISSUING OFFICE (Address correspondence to) DOT/Maritime Administration, WR Acquisition Office of Acquisition, MRG-4200 201 Mission Street, Suite 2200  San Francisco CA 94105-1905				b. STREET ADDRESS 1651 VIKING STREET BLDG. 168		
7. TO:		c. CITY ALAMEDA		d. STATE CA	e. ZIP CODE 94501	
a. NAME OF CONTRACTOR Doug Reitmeyer				f. SHIP VIA		
b. COMPANY NAME REITMEYER & ASSOCIATES, INC.				8. TYPE OF ORDER		
c. STREET ADDRESS 13706 N HWY 183 STE 308				<input checked="" type="checkbox"/> a. PURCHASE REFERENCE YOUR: _____  Please furnish the following on the terms and conditions specified on both sides of this order and on the attached sheet, if any, including delivery as indicated.		<input type="checkbox"/> b. DELIVERY - Except for billing instructions on the reverse, this delivery order is subject to instructions contained on this side only of this form and is issued subject to the terms and conditions of the above-numbered contract.
d. CITY AUSTIN		e. STATE TX	f. ZIP CODE 78750-1840			
9. ACCOUNTING AND APPROPRIATION DATA - 2008 - 70X - 4303000 - 70 - 0861 - 68 - 70MHT0 - 9 - 68 - 70MHT0 - 0 - - 3111 - 0861 - 0000 - 00				10. REQUISITIONING OFFICE		
11. BUSINESS CLASSIFICATION (Check appropriate box(es))						12. F.O.B. POINT
<input type="checkbox"/> a. SMALL <input type="checkbox"/> b. OTHER THAN SMALL <input type="checkbox"/> c. DISADVANTAGED <input type="checkbox"/> g. SERVICE-DISABLED VETERAN-OWNED <input type="checkbox"/> d. WOMEN-OWNED <input type="checkbox"/> e. HUBZone <input type="checkbox"/> f. EMERGING SMALL BUSINESS						Destination
13. PLACE OF			14. GOVERNMENT B/L NO.	15. DELIVER TO F.O.B. POINT ON OR BEFORE (Date)	16. DISCOUNT TERMS	
a. INSPECTION		b. ACCEPTANCE		10/31/2008		

17. SCHEDULE (See reverse for Rejections)

ITEM NO. (a)	SUPPLIES OR SERVICES (b)	QUANTITY ORDERED (c)	UNIT (d)	UNIT PRICE (e)	AMOUNT (f)	QUANTITY ACCEPTED (g)
	<b>SEE LINE ITEM DETAIL</b>					

SEE BILLING INSTRUCTIONS ON REVERSE	18. SHIPPING POINT		19. GROSS SHIPPING WEIGHT		20. INVOICE NO.		17(h) TOT. (Cont. pages)  17(i) GRAND TOTAL
	21. MAIL INVOICE TO: Susan Wong						
	a. NAME DOT/ Enterprise Services Center (ESC) OFO/FAA, Oklahoma City						
	b. STREET ADDRESS (or P.O. Box) MARAD A/P WR Invoices Branch, AMZ-150 PO Box 25710,						
	c. CITY Oklahoma City		d. STATE OK	e. ZIP CODE 73125		\$23,200.00	

22. UNITED STATES OF AMERICA BY (Signature) 			23. NAME (Typed) Debra K. Velmere TITLE: CONTRACTING/ORDERING OFFICER			
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**ORDER FOR SUPPLIES OR SERVICES  
SCHEDULE - CONTINUATION**

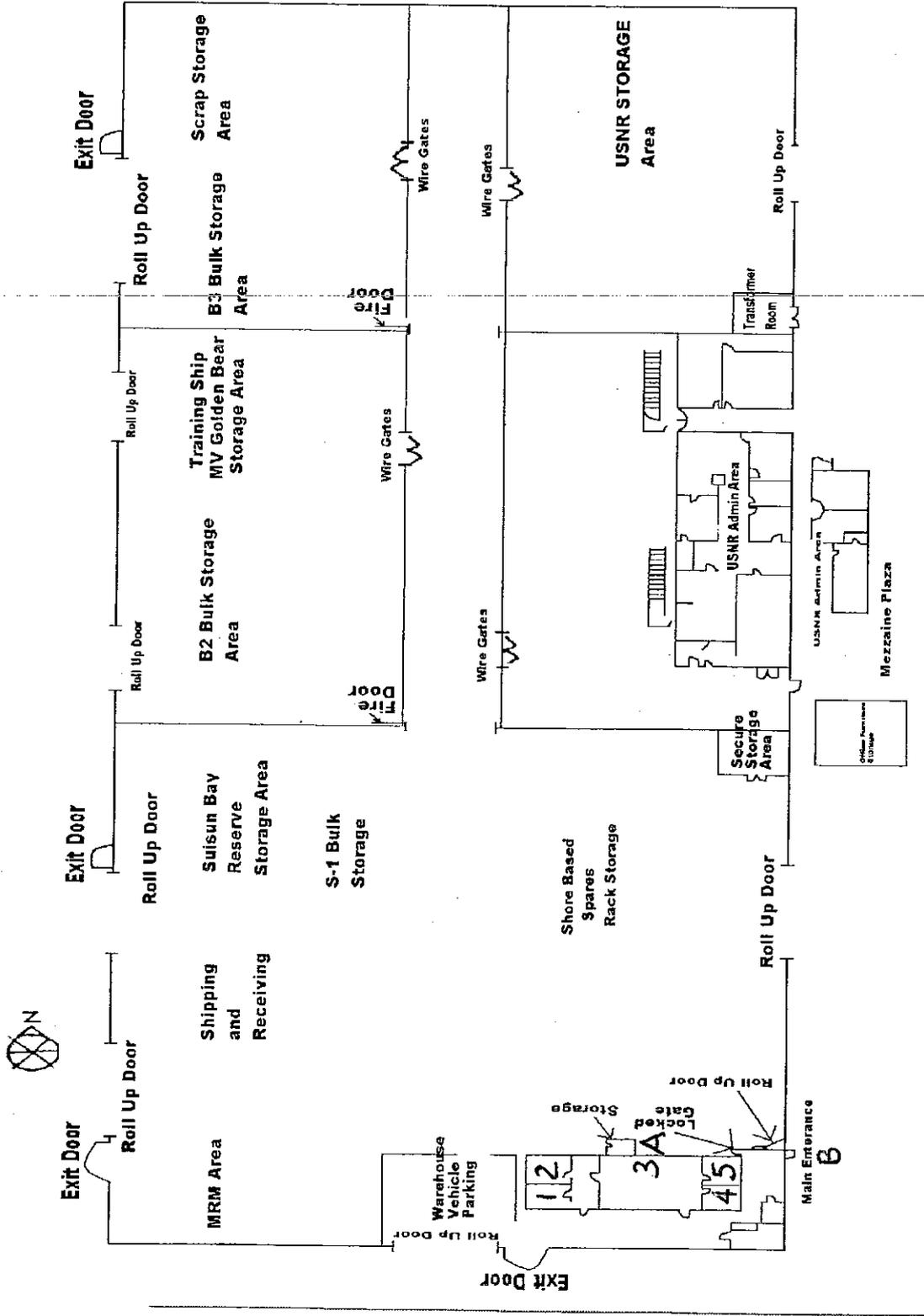
PAGE NO.  
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DATE OF ORDER 09/24/2008	CONTRACT NO.	ORDER NO. DTMA4V08021
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ITEM NO. (a)	SUPPLIES OR SERVICES (b)	QUANTITY ORDERED (c)	UNIT (d)	UNIT PRICE (e)	AMOUNT (f)	QUANTITY ACCEPTED (g)
0001	<p>WAREHOUSE SECURITY DOOR SYSTEM PRWR0800046 DUNS 802950436 TIN 74278954</p> <p>ALAMEDA WAREHOUSE SECUTITY DOORS SYSTEM</p> <p>THE PURPOSE OF THIS PROJECT IS TO PROVIDE FUNDING FOR LABOR, EQUIPMENT, MATERIAL &amp; INSTALL SECURITY DOORS SYSTEM AS PER SOW</p> <p><i>Delivery Date</i> 10/31/2008</p> <p>Reference Requisition: PRWR0800046 <i>Distribution: J Bellows, S Wong, M Huey, maradobligations.faa.gov, doug@reitmeyer.com</i></p>	1.00	LOT	23,200.000	23,200.00	

**TOTAL CARRIED FORWARD TO 1ST PAGE (ITEM 17i) ⇒ \$23,200.00**



Viking Street

A - Circuit Breaker Panel  
 B - Entry Door  
 1, 2, 3, 4, 5 - Monitoring Stations

WD 05-2051 (Rev.-4) was first posted on www.wdol.gov on 08/07/2007

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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.: 2005-2051

William W. Gross Division of | Revision No.: 4 Director Wage Determinations | Date Of Revision: 07/31/2007

State: California

Area: California Counties of Alameda, Contra Costa

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

Table with 2 columns: OCCUPATION CODE - TITLE and MINIMUM WAGE RATE. Lists various occupations like Accounting Clerk I, Administrative Assistant, etc., with their respective minimum wage rates.

01192 - Order Clerk II	17.02	
01261 - Personnel Assistant (Employment) I		18.11
01262 - Personnel Assistant (Employment) II		20.13
01263 - Personnel Assistant (Employment) III		22.74
01270 - Production Control Clerk	23.92	
01280 - Receptionist	16.24	
01290 - Rental Clerk	18.47	
01300 - Scheduler, Maintenance	21.24	
01311 - Secretary I	21.24	
01312 - Secretary II	23.36	
01313 - Secretary III	27.33	
01320 - Service Order Dispatcher	21.02	
01410 - Supply Technician	28.98	
01420 - Survey Worker	21.87	
01531 - Travel Clerk I	14.78	
01532 - Travel Clerk II	16.63	
01533 - Travel Clerk III	18.73	
01611 - Word Processor I	19.77	
01612 - Word Processor II	22.19	
01613 - Word Processor III	24.83	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.26
05010 - Automotive Electrician	24.95	
05040 - Automotive Glass Installer	21.76	
05070 - Automotive Worker	24.96	
05110 - Mobile Equipment Servicer	21.71	
05130 - Motor Equipment Metal Mechanic	26.06	
05160 - Motor Equipment Metal Worker	23.84	
05190 - Motor Vehicle Mechanic	26.07	
05220 - Motor Vehicle Mechanic Helper	20.54	
05250 - Motor Vehicle Upholstery Worker	22.78	
05280 - Motor Vehicle Wrecker	23.84	
05310 - Painter, Automotive	24.96	
05340 - Radiator Repair Specialist	23.84	
05370 - Tire Repairer	17.31	
05400 - Transmission Repair Specialist	26.07	
07000 - Food Preparation And Service Occupations		
07010 - Baker	15.83	
07041 - Cook I	14.96	
07042 - Cook II	16.46	
07070 - Dishwasher	11.28	
07130 - Food Service Worker	10.79	
07210 - Meat Cutter	16.36	
07260 - Waiter/Waitress	11.39	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	21.13	

09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	21.13
09090 - Furniture Refinisher Helper	17.41
09110 - Furniture Repairer, Minor	19.28
09130 - Upholsterer	21.15
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.14
11060 - Elevator Operator	12.62
11090 - Gardener	23.78
11122 - Housekeeping Aide	14.40
11150 - Janitor	14.89
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	12.80
11260 - Pruner	16.46
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	15.05
12000 - Health Occupations	
12010 - Ambulance Driver	18.87
12011 - Breath Alcohol Technician	18.87
12012 - Certified Occupational Therapist Assistant	24.15
12015 - Certified Physical Therapist Assistant	24.64
12020 - Dental Assistant	20.70
12025 - Dental Hygienist	42.45
12030 - EKG Technician	25.25
12035 - Electroneurodiagnostic Technologist	25.25
12040 - Emergency Medical Technician	18.87
12071 - Licensed Practical Nurse I	21.49
12072 - Licensed Practical Nurse II	24.04
12073 - Licensed Practical Nurse III	26.81
12100 - Medical Assistant	17.80
12130 - Medical Laboratory Technician	21.41
12160 - Medical Record Clerk	18.61
12190 - Medical Record Technician	20.70
12195 - Medical Transcriptionist	19.01
12210 - Nuclear Medicine Technologist	36.99
12221 - Nursing Assistant I	12.93
12222 - Nursing Assistant II	14.53
12223 - Nursing Assistant III	15.85
12224 - Nursing Assistant IV	17.79
12235 - Optical Dispenser	16.38
12236 - Optical Technician	14.19
12250 - Pharmacy Technician	19.75
12280 - Phlebotomist	17.67
12305 - Radiologic Technologist	30.99
12311 - Registered Nurse I	33.92

12312 - Registered Nurse II	44.45	
12313 - Registered Nurse II, Specialist	44.45	
12314 - Registered Nurse III	53.78	
12315 - Registered Nurse III, Anesthetist	53.78	
12316 - Registered Nurse IV	61.22	
12317 - Scheduler (Drug and Alcohol Testing)		28.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	23.14	
13012 - Exhibits Specialist II	28.23	
13013 - Exhibits Specialist III	34.53	
13041 - Illustrator I	22.70	
13042 - Illustrator II	28.12	
13043 - Illustrator III	34.39	
13047 - Librarian	35.64	
13050 - Library Aide/Clerk	20.80	
13054 - Library Information Technology Systems Administrator		28.12
13058 - Library Technician	20.28	
13061 - Media Specialist I	19.73	
13062 - Media Specialist II	22.08	
13063 - Media Specialist III	24.63	
13071 - Photographer I	20.39	
13072 - Photographer II	22.81	
13073 - Photographer III	28.23	
13074 - Photographer IV	34.56	
13075 - Photographer V	39.08	
13110 - Video Teleconference Technician		18.82
14000 - Information Technology Occupations		
14041 - Computer Operator I	19.17	
14042 - Computer Operator II	21.45	
14043 - Computer Operator III	23.92	
14044 - Computer Operator IV	26.00	
14045 - Computer Operator V	27.62	
14071 - Computer Programmer I (1)	23.67	
14072 - Computer Programmer II (1)	27.62	
14073 - Computer Programmer III (1)	27.62	
14074 - Computer Programmer IV (1)	27.62	
14101 - Computer Systems Analyst I (1)	27.62	
14102 - Computer Systems Analyst II (1)	27.62	
14103 - Computer Systems Analyst III (1)	27.62	
14150 - Peripheral Equipment Operator	19.17	
14160 - Personal Computer Support Technician		26.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.42
15020 - Aircrew Training Devices Instructor (Rated)		40.44
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		35.41

15060 - Educational Technologist	29.44	
15070 - Flight Instructor (Pilot)	44.48	
15080 - Graphic Artist	27.44	
15090 - Technical Instructor	23.75	
15095 - Technical Instructor/Course Developer		29.05
15110 - Test Proctor	22.20	
15120 - Tutor	22.20	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.27	
16030 - Counter Attendant	10.27	
16040 - Dry Cleaner	13.97	
16070 - Finisher, Flatwork, Machine	10.27	
16090 - Presser, Hand	10.27	
16110 - Presser, Machine, Drycleaning	10.27	
16130 - Presser, Machine, Shirts	10.27	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.27
16190 - Sewing Machine Operator	15.21	
16220 - Tailor	16.43	
16250 - Washer, Machine	11.52	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.60
19040 - Tool And Die Maker	26.40	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.78	
21030 - Material Coordinator	21.93	
21040 - Material Expediter	21.93	
21050 - Material Handling Laborer	16.69	
21071 - Order Filler	13.79	
21080 - Production Line Worker (Food Processing)		17.78
21110 - Shipping Packer	17.51	
21130 - Shipping/Receiving Clerk	17.51	
21140 - Store Worker I	13.09	
21150 - Stock Clerk	18.01	
21210 - Tools And Parts Attendant	17.78	
21410 - Warehouse Specialist	17.78	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	28.00	
23021 - Aircraft Mechanic I	26.64	
23022 - Aircraft Mechanic II	28.00	
23023 - Aircraft Mechanic III	29.18	
23040 - Aircraft Mechanic Helper	20.30	
23050 - Aircraft, Painter	25.26	
23060 - Aircraft Servicer	23.25	
23080 - Aircraft Worker	24.65	
23110 - Appliance Mechanic	24.30	
23120 - Bicycle Repairer	16.15	

23125 - Cable Splicer	26.64	
23130 - Carpenter, Maintenance	24.94	
23140 - Carpet Layer	24.13	
23160 - Electrician, Maintenance	33.84	
23181 - Electronics Technician Maintenance I	23.86	
23182 - Electronics Technician Maintenance II	27.92	
23183 - Electronics Technician Maintenance III	31.21	
23260 - Fabric Worker	23.48	
23290 - Fire Alarm System Mechanic	24.69	
23310 - Fire Extinguisher Repairer	21.06	
23311 - Fuel Distribution System Mechanic	26.92	
23312 - Fuel Distribution System Operator	21.79	
23370 - General Maintenance Worker	21.24	
23380 - Ground Support Equipment Mechanic	26.64	
23381 - Ground Support Equipment Servicer	23.25	
23382 - Ground Support Equipment Worker	24.65	
23391 - Gunsmith I	21.06	
23392 - Gunsmith II	23.90	
23393 - Gunsmith III	26.64	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		23.27
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)		23.27
24.45		
23430 - Heavy Equipment Mechanic	26.30	
23440 - Heavy Equipment Operator	30.35	
23460 - Instrument Mechanic	26.64	
23465 - Laboratory/Shelter Mechanic	25.26	
23470 - Laborer	16.00	
23510 - Locksmith	23.20	
23530 - Machinery Maintenance Mechanic	25.36	
23550 - Machinist, Maintenance	26.47	
23580 - Maintenance Trades Helper	17.19	
23591 - Metrology Technician I	26.64	
23592 - Metrology Technician II	28.00	
23593 - Metrology Technician III	29.50	
23640 - Millwright	29.88	
23710 - Office Appliance Repairer	23.42	
23760 - Painter, Maintenance	21.03	
23790 - Pipefitter, Maintenance	28.47	
23810 - Plumber, Maintenance	27.29	
23820 - Pneudraulic Systems Mechanic	26.64	
23850 - Rigger	28.40	
23870 - Scale Mechanic	23.90	
23890 - Sheet-Metal Worker, Maintenance	25.51	
23910 - Small Engine Mechanic	20.20	
23931 - Telecommunications Mechanic I	26.64	
23932 - Telecommunications Mechanic II	28.00	

23950 - Telephone Lineman	24.02	
23960 - Welder, Combination, Maintenance		24.28
23965 - Well Driller	28.30	
23970 - Woodcraft Worker	26.64	
23980 - Woodworker	18.39	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	12.84	
24580 - Child Care Center Clerk	14.32	
24610 - Chore Aide	11.10	
24620 - Family Readiness And Support Services Coordinator		15.93
24630 - Homemaker	14.86	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	33.19	
25040 - Sewage Plant Operator	29.18	
25070 - Stationary Engineer	33.19	
25190 - Ventilation Equipment Tender	24.24	
25210 - Water Treatment Plant Operator	29.18	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	27.16	
27007 - Baggage Inspector	12.67	
27008 - Corrections Officer	31.73	
27010 - Court Security Officer	32.79	
27030 - Detection Dog Handler	27.91	
27040 - Detention Officer	32.37	
27070 - Firefighter	29.02	
27101 - Guard I	12.67	
27102 - Guard II	27.91	
27131 - Police Officer I	38.75	
27132 - Police Officer II	43.05	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.91	
28042 - Carnival Equipment Repairer	16.16	
28043 - Carnival Equipment Worker	10.77	
28210 - Gate Attendant/Gate Tender	14.30	
28310 - Lifeguard	12.37	
28350 - Park Attendant (Aide)	16.00	
28510 - Recreation Aide/Health Facility Attendant		11.68
28515 - Recreation Specialist	13.10	
28630 - Sports Official	12.74	
28690 - Swimming Pool Operator	21.68	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	23.63	
29020 - Hatch Tender	23.63	
29030 - Line Handler	23.63	
29041 - Stevedore I	22.83	
29042 - Stevedore II	24.98	

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (2)		38.15
30011 - Air Traffic Control Specialist, Station (HFO) (2)		26.30
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)		28.97
30021 - Archeological Technician I	20.82	
30022 - Archeological Technician II	23.31	
30023 - Archeological Technician III	31.44	
30030 - Cartographic Technician	31.44	
30040 - Civil Engineering Technician	26.47	
30061 - Drafter/CAD Operator I	23.68	
30062 - Drafter/CAD Operator II	25.38	
30063 - Drafter/CAD Operator III	28.30	
30064 - Drafter/CAD Operator IV	34.82	
30081 - Engineering Technician I	17.24	
30082 - Engineering Technician II	19.35	
30083 - Engineering Technician III	21.65	
30084 - Engineering Technician IV	26.82	
30085 - Engineering Technician V	32.80	
30086 - Engineering Technician VI	39.69	
30090 - Environmental Technician	27.14	
30210 - Laboratory Technician	23.27	
30240 - Mathematical Technician	30.57	
30361 - Paralegal/Legal Assistant I	20.71	
30362 - Paralegal/Legal Assistant II	25.66	
30363 - Paralegal/Legal Assistant III	31.39	
30364 - Paralegal/Legal Assistant IV	37.98	
30390 - Photo-Optics Technician	31.44	
30461 - Technical Writer I ♦♦♦♦♦		24.15
30462 - Technical Writer II	29.88	
30463 - Technical Writer III	35.74	
30491 - Unexploded Ordnance (UXO) Technician I		24.24
30492 - Unexploded Ordnance (UXO) Technician II		29.33
30493 - Unexploded Ordnance (UXO) Technician III		35.16
30494 - Unexploded (UXO) Safety Escort	24.24	
30495 - Unexploded (UXO) Sweep Personnel	24.24	
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)		20.90
30621 - Weather Observer, Senior (2)	23.22	
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	14.41	
31030 - Bus Driver	20.03	
31043 - Driver Courier	15.19	
31260 - Parking and Lot Attendant	11.62	
31290 - Shuttle Bus Driver	16.46	
31310 - Taxi Driver	12.44	
31361 - Truckdriver, Light	16.46	
31362 - Truckdriver, Medium	19.02	

31363 - Truckdriver, Heavy	20.70
31364 - Truckdriver, Tractor-Trailer	20.70
99000 - Miscellaneous Occupations	
99030 - Cashier	12.06
99050 - Desk Clerk	11.61
99095 - Embalmer	23.54
99251 - Laboratory Animal Caretaker I	13.11
99252 - Laboratory Animal Caretaker II ♦ ♦	14.20
99310 - Mortician	24.38
99410 - Pest Controller	18.10
99510 - Photofinishing Worker	13.19
99710 - Recycling Laborer	22.62
99711 - Recycling Specialist	25.16
99730 - Refuse Collector	20.34
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	12.89
99830 - Survey Party Chief	31.16
99831 - Surveying Aide	18.98
99832 - Surveying Technician	27.62
99840 - Vending Machine Attendant	16.67
99841 - Vending Machine Repairer	19.22
99842 - Vending Machine Repairer Helper	16.67

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 4174)

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

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

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

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

**Conformance Process:**

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

conformed.

The process for preparing a conformance request is as follows:

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

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

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